

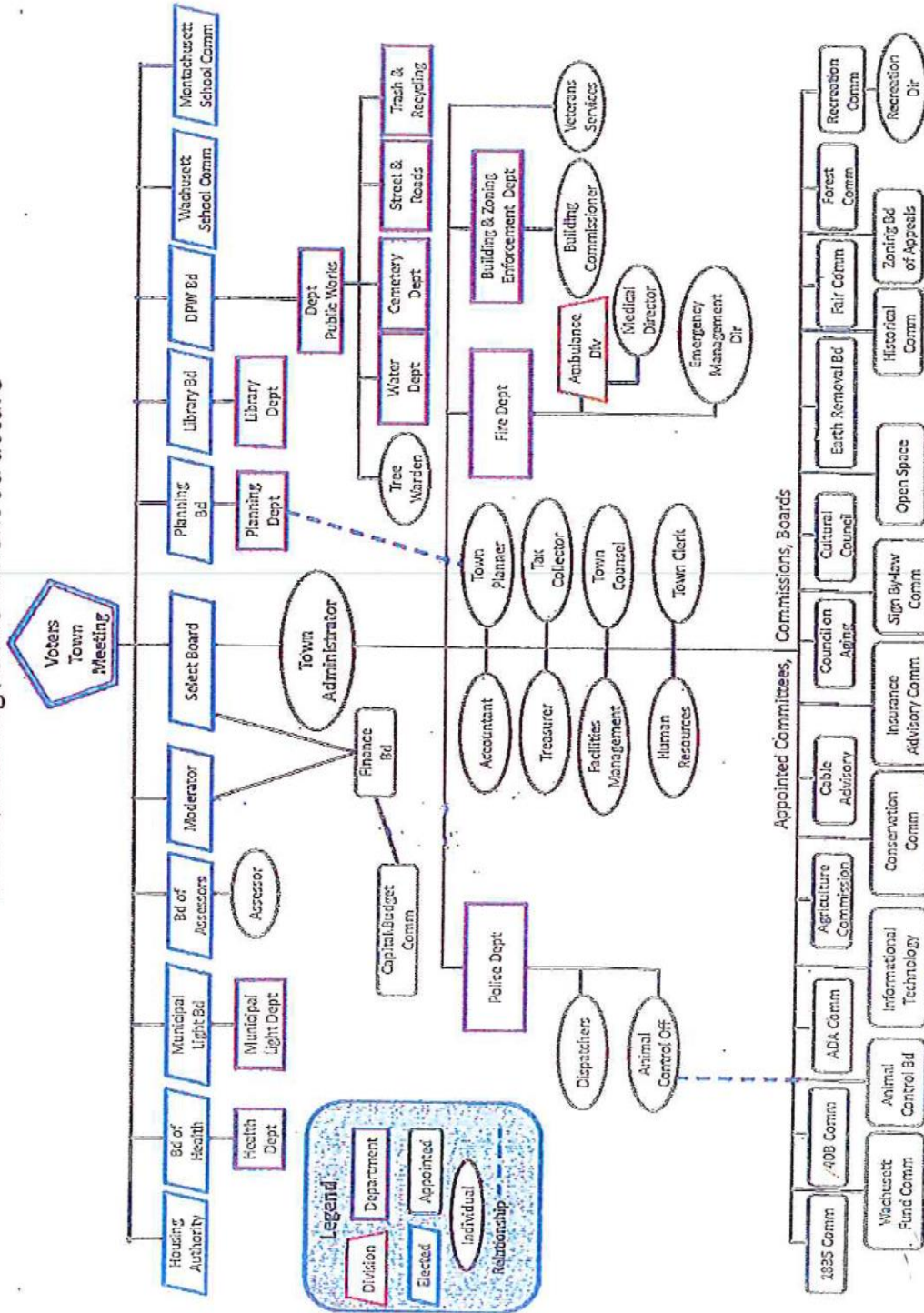
# Town of Sterling WARRANT

Attention – Voters and Taxpayers  
**Please bring this WARRANT to Town  
Meeting**



**May 2, 2022 Monday**  
Annual Town Meeting 6:30 PM Chocksett  
Middle School Gym 40 Boutelle Road

# Town of Sterling: Government Structure



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**THE COMMONWEALTH OF MASSACHUSETTS**

**TOWN OF STERLING**

**ANNUAL TOWN MEETING**

**May 2, 2022**

Worcester, ss.

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

**GREETINGS:**

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

MONDAY EVENING, THE SECOND DAY OF MAY, 2022 at Six O'clock (6:00 PM) in the evening, then and there to act on the following articles:

----- CITIZENS PETITIONS -----

**ARTICLE 1. CITIZENS PETITION - PROTECTIVE BYLAW**

To see if the town will vote to amend the Protective Bylaws of the Town as follows:  
Section 2.3.1. Table of Principal Uses, E. Industrial, Wholesale or Extensive Uses, by adding:

**Earth Removal.**

Section 6.2 Board of Appeals, by adding Section 6.2.2.2.a.4:

In RR or NR Districts, no earth shall be removed from the premises except to facilitate grading for a proposed building for which a variance or a building permit has been granted, or to serve an established agricultural operation or an extension thereof. Removal of less than 3,000 cubic yards of earth from any premises does not require a variance, nor does removal of soil necessary for building the infrastructure of a Definitive Subdivision Plan approved by the Planning Board. Removal of earth in an amount greater than or equal to 3,000 cubic yards will require that a variance be approved by the Zoning Board of Appeals.

*Submitted at the request of Susan E. Aldrich and others*

Recommendations: Zoning Board of Appeals Does Not Recommend Approval

**ARTICLE 2. CITIZENS PETITION - EARTH REMOVAL**

To see if the Town will vote to amend the General Bylaws of the Town as follows:

Article 47, Chapter 63-2 Definitions by revising the definition of “Quarrying or Mining” as follows:

**Quarrying or Mining**

“Quarrying or mining” shall mean earth removal for the purpose of extracting soil, loam, sand, gravel, clay, rocks, minerals, or other earth material, including establishments engaged in operating sand and gravel pits and in washing, screening, or preparing sand and gravel for construction or industrial uses. “Quarrying or mining” shall exclude grading of a lot in preparation for the construction of a structure or associated appurtenances for which a building permit or other similar permit has been issued by the town; provided, however, that the removal of over 3,000 cubic yards will require a variance granted by the Zoning Board of Appeals pursuant to Section 6.2.2.2.a.4 of the Protective Bylaws of the Town.

Article 47, Chapter 63-6 Submission and Plan Requirements, by adding the following sentence to the end of the section:

The rules and regulations for application for an earth removal permit require that the PGA will only consider applications that document adherence to Chapter 63-7 Earth Removal Operation Criteria; and Chapter 63-8 Site Standards, Requirements and Operations.

*Submitted at the request of Susan E. Aldrich and others*

Recommendations: Zoning Board of Appeals Does Not Recommend Approval

**ARTICLE 3. CITIZENS PETITION - EXPANDING SELECT BOARD**

To see if the town will vote, in accordance with Massachusetts General Laws Chapter 41, Section 2, to amend General Bylaws, Establishment of Board, as follows:

Article IV, Section 1-10, Establishment of Board

There shall be a Select Board composed of five members elected for terms of three years each.

*Submitted at the request of Susan E. Aldrich and others*

-----END OF CITIZENS PETITIONS -----

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

**ARTICLE 4. FY2023 TOWN OPERATING BUDGET**

To see if the Town will vote to raise and appropriate or transfer from available funds, **\$12,084,259.62** or any other sum, and to further appropriate from the Ambulance Receipts Account, \$500,000, and to further appropriate, from the Cemetery Perpetual Care Account, \$5,000 and to further appropriate, from the Water Enterprise Fund \$33,602; and to further transfer from Article ATM FY20 Article 26, Future Health Insurance Increases, \$89,000, and to further appropriate from prior years warrant articles \$108,142.38, or a total appropriation of **\$12,820,004** 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, 2022 and ending June 30, 2023, as shown in the municipal operating budget printed at the back of this Warrant; or take any action in relation thereto.

*Passage requires a Majority vote.*

Submitted by: Finance Committee

Recommendations: Select Board recommends approval.

Finance Committee recommends approval.

*Summary: This article authorizes spending and appropriates expenditures from the Town's General Fund for the Town's Fiscal Year 2023 Annual Operating Budget. Town departments and operations expenses are projected and paid from the General Fund budget for the coming fiscal year beginning July 1, 2022. A breakdown of the departmental budget requests, operations costs and town-wide unclassified expenses are included at the end of this warrant.*

**ARTICLE 5. WACHUSETT REGIONAL SCHOOL DISTRICT ASSESSMENT**

To see if the Town will vote to raise and appropriate or transfer from available funds, **\$12,524,610** or any other sum, for the payment of the Town's assessment for the Wachusett Regional School District ("WRSD") plus the cost of Sterling's share of WRSD transportation costs and the Town's portion of WRSD debt and interest costs, for the ensuing fiscal year, beginning July 1, 2022 and ending June 30, 2023; or take any action in relation thereto.

*Passage requires a Majority vote.*

Submitted by: Wachusett Regional School Committee  
Recommendations: Select Board recommends approval.  
Finance Committee recommends approval.

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

**ARTICLE 6. MONTACHUSETT VOCATIONAL REGIONAL SCHOOL ASSESSMENT**

To see if the Town will vote to raise and appropriate or transfer from available funds, **\$975,792** or any other sum, for the payment of the Town's assessment for the Montachusett Vocational Regional School ("MVRS") for the ensuing fiscal year, beginning July 1, 2022 and ending June 30, 2023; or take any action in relation thereto.

*Passage requires a Majority vote.*

Submitted by: Montachusett Vocational Regional School Committee  
Recommendations: Select Board recommends approval.  
Finance Committee recommends approval.

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

**\*\*\*\*\* CONSENT AGENDA - ARTICLES 7 THROUGH 16 \*\*\*\*\***

*The first grouping of "consent agenda" items includes ten (10) individual articles, numbered Seven (7) through Sixteen (16). These articles represent annual appropriations that are generally routine in nature, reoccur each year and require a legal appropriation and vote of approval by Town Meeting.*

**\*ARTICLE 7. SNOW & ICE DEFICIT** (Consent)

To see if the Town will vote to transfer from Free Cash, **\$174,616.82** or any other sum, to the Snow and Ice Account to cover any deficit in the snow and ice budget for the current fiscal year; or take any action in relation thereto.

*Passage requires a Majority vote.*

Submitted by: Department of Public Works Board / Interim Town Administrator  
Recommendations: Select Board recommends approval.  
Finance Committee recommends approval.

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

**\*ARTICLE 8. ELECTED OFFICERS COMPENSATION** (Consent)

To see if the Town will vote to fix the salaries and compensation of all elected officers of the Town as provided by Chapter 41, Section 108 of the General Laws [MGL Ch. 41 §108] as follows and as presented in Article 4 of this Warrant; or take any action in relation thereto.

Select Board Member:	\$1,500 per year
Board of Assessors Member:	\$1,500 per year
Board of Health Member:	\$300 per year
Planning Board Member:	\$300 per year
Department of Public Works Board Member:	\$600 per year
Town Moderator:	\$500 per year

*Passage requires a Majority vote.*

Submitted by: Select Board  
Recommendations: Select Board recommends approval.  
Finance Committee recommends approval.

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



**\*ARTICLE 9. MUNICIPAL LIGHT BOARD COMPENSATION** (Consent)

To see if the Town will vote to set the salary of the Sterling Municipal Light Board members as provided by Chapter 41, Section 108 of the General Laws [MGL Ch. 41 §108], 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.

*Passage requires a Majority vote.*

Submitted by: Sterling Municipal Light Board  
Recommendations: Select Board recommends approval.  
Finance Committee recommends approval.

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

**\*ARTICLE 10. WACHUSETT GREENWAYS & STERLING LAND TRUST** (Consent)

To see if the Town will vote to raise and appropriate or transfer from Free Cash, or from other available funds, \$2,700 or any other sum, with \$1,400 to be used for the Wachusett Greenways, and with \$1,300 to be used by the Sterling Land Trust for Fiscal Year 2023 expenses to be administered and expended by Wachusett Greenways and the Sterling Land Trust, respectively, or take any action in relation thereto.

*Passage requires a Majority vote.*

Submitted by: Select Board  
Recommendations: Select Board recommends approval.  
Finance Committee recommends approval.

*Summary: The Wachusett Greenways organization is an eight town collaborative that provides volunteers to preserve and maintain the Rail Trail in the Town of Sterling. The Sterling Land Trust maintains various parcels of preserved open space land within the Town for passive recreational use and enjoyment by Sterling residents. Wachusett Greenways has requested \$1,400 and the Sterling Land Trust has requested \$1,300 in support of their activities on behalf of the residents of Sterling.*

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300 **\*ARTICLE 11. EAST LAKE WAUSHACUM** (Consent)

301 To see if the Town will vote to raise and appropriate or transfer from Free Cash, or from other  
302 available funds, **\$18,000** or any other sum, to be used for the study and treatment of the lake, which  
303 is projected to cost \$24,000 during Fiscal Year 2023; The remaining costs is expected to be funded  
304 by the East Lake Waushacum Association; or take any action in relation thereto.

305  
306 *Passage requires a Majority vote.*

307  
308 Submitted by: Conservation Commission  
309 Recommendations: Select Board recommends approval.  
310 Finance Committee recommends approval.  
311

312 *Summary: The Conservation Commission and the East Lake Waushacum Association have*  
313 *worked for many years implementing the lake management program designed to address*  
314 *lake quality issues. While there has been much improvement documented, there is still work*  
315 *to be performed. Last year, monies were spent on herbicide treatments, which helped to keep*  
316 *the town beach clear and open. This year the Commission is requesting \$18,000 towards total*  
317 *costs estimated at \$24,000 for the study and treatment of the lake. It is expected that the*  
318 *remaining funds will be provided by the Lake Association. The Town will benefit from*  
319 *continued protection of water quality at the town beach and continue to enjoy the programs*  
320 *organized by the Town. These funds will also treat emergent vegetation for safety and lake*  
321 *quality.*

322  
323 **\*ARTICLE 12. STABILIZATION FUND** (Consent)

324 To see if the Town will vote to transfer **\$225,000**, or any sum of money from Free Cash to the  
325 Stabilization Fund, in accordance with the provisions of Chapter 40, Section 5B of the General  
326 Laws [MGL Ch. 40 §5B], as amended; or take any action in relation thereto.

327  
328 *Passage requires a Majority vote.*

329  
330 Submitted by: Finance Committee  
331 Recommendations: Select Board recommends approval.  
332 Finance Committee recommends approval.  
333

334 *Summary: This article transfers funds from Certified Free Cash to the Stabilization Fund as*  
335 *part of the Town's long-term savings plan.*  
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**\*ARTICLE 13. REPURPOSE ARTICLE** (Consent)

To see if the Town will vote to amend the vote taken under Article 18 at the June 14, 2021 Annual Town Meeting, to change the purpose of the appropriation in Article 16A of the table from “DPW Road Resurfacing and Crack-Sealing” to, “Local Roads/Sidewalks Maintenance and Repair” , or take any action in relation thereto.

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

Submitted by:

Recommendations:     Select Board recommends approval.

Finance Committee recommends approval.

***Summary: The intent of this amendment is to remove the constraints of “Road Resurfacing” and “Crack sealing” and allow the money (\$233,750.00) to be spent in a more broad capacity on Town owned and maintained roads and sidewalks, such as road reclamation, milling, drainage repairs, re-paving, crack sealing, etc.***

**\*ARTICLE 14. OPEB TRUST FUND** (Consent)

To see if the Town will vote to transfer **\$202,500**, or any sum of money from Free Cash to the Town’s Other Post-Employment Benefits (“OPEB”) Trust Fund, in accordance with the provisions of Chapter 32B, Section 20 of the General Laws [MGL Ch.32B §20], as amended; or take any action in relation thereto.

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

Submitted by:             Finance Committee

Recommendations:     Select Board recommends approval.

Finance Committee recommends approval.

***Summary: This article transfers funds from Certified Free Cash to the Other Post-Employment Benefits (“OPEB”) Trust Fund as part of the Town’s long-term savings plan.***

**\*ARTICLE 15. Reserve Fund for FY23 (Consent)**

To see if the Town will vote to appropriate from Free Cash the sum of \$100,000, or any other sum, for the Reserve Fund for Fiscal Year 2023 in accordance with the provisions of Chapter 40, Section 6 of the General Laws [MGL Ch 40:06] as amended; or take any action in relation thereto.

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

Submitted by: Finance Committee

Recommendation: Select Board Recommends Approval

Recommendation: The Finance Committee Recommends Approval

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

**\*ARTICLE 16. PRIOR YEAR WARRANT ARTICLES (Consent)**

To see if the Town will vote to transfer remaining funds from previous Town Meeting warrant articles or other active accounts listed below, to the FY23 Operating Budget, or take any action in relation thereto.

01999-58021	FY22 ATM #16H Land Use Records System	\$29,000.00
01999-58046	FY22 ATM A#18C Town Assets & Facilities Study	\$ 5,242.38
01999-58052	FY22 ATM A#21 Personnel Mgmt System	\$48,900.00
01999-58054	FY22 AM A#23 Reserve Salary Account	\$25,000.00
		<b>\$108,142.38</b>

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

Submitted by: Finance Committee

Recommendation: Select Board Recommends Approval

Recommendation: Finance Committee Recommends Approval

***Summary: The purpose of this Article is to transfer appropriations from the June 21, 2021 Annual Town Meeting that are no longer needed for the specified purposes back to the General Fund so that they may be appropriated for other purposes.***

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

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

**ARTICLE 17. FY2023 WATER OPERATING BUDGET**

To see if the Town will vote to appropriate \$1,321,939, or any other sum, from Water Department Revenue, and further to appropriate \$40,000 from Water Enterprise Retained Earnings, for a Water Department Reserve Fund for extraordinary or unforeseen expense as determined by the Department of Public Works (“DPW”) Board and approved by the Finance Committee, for a total appropriation of **\$1,321,939** to operate the Water Enterprise Fund for Fiscal Year 2023 under the provisions of Chapter 44, Section 5F1/2 of the General Laws [MGL Ch. 44 §53F1/2], as follows, or take any action in relation thereto:

Salaries/Wages:	\$ 280,161	
Employee Benefits:	\$ 102,549	
Expenses:	\$ 774,376	
Principle & Interest:	\$ 124,853	
Subtotal:	\$ 1,281,939	from FY23 water charges and fees
Reserve Fund	\$ 40,000	from Retained Earnings
Total:	<b>\$ 1,321,939</b>	

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

Or take any action in relation thereto.

Submitted by: DPW Superintendent / Department of Public Works Board

Recommendations: Select Board recommends approval.

Finance Committee recommends approval.

***Summary: This article funds the Water Enterprise annual operating budget solely from water revenue including charges, fees, and retained earnings; none is from taxation. This budget also includes funding for a new expense for Corrosion Control Study and Testing. This is a mandated activity required by the Massachusetts Department of Environmental Protection. Also included is a Reserve Fund allocation for extraordinary or unforeseen expenses - the reserve fund is only used upon the recommendation of the DPW Board and approval of the Finance Committee. The total water revenue needed for Fiscal Year 2023 is \$1,321,939.***

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470 **ARTICLE 18. WATER METER REPLACEMENT**

471 To see if the Town will vote to appropriate **\$200,000** or any other sum from Water Retained  
472 Earnings, to upgrade the current water meter system by purchasing and installing new meters and  
473 associated equipment and anything incidental or related thereto, and to authorize the Town to enter  
474 into such agreement and take other action as necessary to effectuate the purposes of this article,  
475 said sum to be expended by the Department of Public Works Board with the approval of the Select  
476 Board and Town Administrator/Chief Procurement Officer; or take any action in relation thereto.

477  
478 *Passage requires a Majority vote.*  
479

480 Submitted by: DPW Superintendent / Department of Public Works Board  
481 Recommendations: Select Board recommends approval.  
482 Finance Committee recommends approval.  
483

484 *Summary: This article appropriates funding to purchase water meters, electronic meter readers*  
485 *and associated equipment as part of the Sterling Water Meter Replacement Project.*  
486

487 **ARTICLE 19. NEW WATER SOURCE**

488 To see if the Town will vote to appropriate **\$150,000** or any other sum from Water Retained  
489 Earnings, to fund planning, engineering, drilling, installation, pumping, analysis and permitting of  
490 a new water supply well on Town-owned land off Crowley Road, and anything incidental or related  
491 thereto and to authorize the Town to enter into such agreement and take other action as necessary  
492 to effectuate the purposes of this article, said sum to be expended by the Department of Public  
493 Works Board with the approval of the Select Board and Town Administrator/Chief Procurement  
494 Officer, or take any action in relation thereto.  
495

496 *Passage requires a Majority vote.*  
497

498 Submitted by: DPW Superintendent / Department of Public Works Board  
499 Recommendations: Select Board recommends approval.  
500 Finance Committee recommends approval.  
501

502 *Summary: This article appropriates funding to continue the investigation into a new water*  
503 *source for the Town of Sterling. Steps have been taken in previous years to test and permit a*  
504 *new well on a property located off Crowley Road. The paperwork to authorize withdrawal from*  
505 *this location has been submitted to the State and is under their review. These funds would be*  
506 *used to drill an 8' test well and perform an extended period pump test of the well site, and report*  
507 *those results to the State as required and anything incidental or related thereto.*  
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514 **ARTICLE 20. WATER CORROSION UPDATES**

515 To see if the Town will vote to appropriate **\$50,000** or any other sum from Water Retained  
516 Earnings, to update the Water Corrosion report or anything incidental or related thereto, and to  
517 authorize the Town to enter into such agreement and take other action as necessary to effectuate  
518 the purposes of this article, said sum to be expended by the Department of Public Works Board  
519 with the approval of the Select Board and Town Administrator/Chief Procurement Officer; or take  
520 any action in relation thereto.

521  
522 *Passage requires a majority vote.*  
523

524 Submitted by: DPW Superintendent / Department of Public Works Board  
525 Recommendations: Select Board recommends approval.  
526 Finance Committee recommends approval.  
527

528 *Summary: The Sterling Water Department has found elevated levels of lead in some homes in*  
529 *Town. The lead is not in the water itself, but leaches out of plumbing fixtures in homes and*  
530 *businesses. It is the water department's responsibility to provide water that prevents that*  
531 *leaching from occurring. This money will be used to perform upgrades at the West Sterling*  
532 *Wells and Worcester Road Wells to modify the treatment processes to prevent the leaching of*  
533 *lead from plumbing fixtures.*  
534

535 **ARTICLE 21. WATER MAIN REPLACEMENT**

536 To see if the Town will vote to raise and appropriate, borrow or transfer from available funds,  
537 **\$1,300,000** or any other sum, to be expended for the replacement of certain Town water mains and  
538 all costs incidental or related thereto, as recommended by the Finance Committee and the Capital  
539 Planning Board; and to meet this appropriation, to authorize the Treasurer, with the approval of  
540 the Select Board to borrow said sum under G.L. c.44, §8(5), or any other enabling authority; and  
541 that the Select Board is authorized to execute all documents and take such actions as may be  
542 necessary to effectuate the purposes of this vote; said sum to be expended by the Department of  
543 Public Works Board with the approval of the Select Board and Town Administrator/Chief  
544 Procurement Officer;

545 or take any action in relation thereto.

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

547 Submitted by: Finance Committee  
548 Recommendations: Select Board recommends approval.  
549 Finance Committee recommends approval.  
550 Capital Committee recommends approval.  
551

*Summary: This article authorizes and appropriates funding for the Town's Water infrastructure (replace water mains). The proposed funding plan requires authorization for borrowing so that the total costs for the purchase can be budgeted annually from the Debt Service line within the Water Enterprise's Operating Budget. A 2/3rds vote is required for passage, since borrowing is proposed as a funding source*

----- **END OF WATER ENTERPRISE ARTICLES** -----  
 ----- **CAPITAL IMPROVEMENT PLAN** -----

*The Fiscal Year 2023 Capital Improvement Plan is presented as two (2) warrant articles. Based on the respective funding sources, the articles are grouped to provide Town Meeting with a complete picture of the Town's capital expenditures. The Moderator will address each item in turn during the presentation of each of the two articles.*

**ARTICLE 22. SPECIAL PROJECTS – TRANSFER FROM FREE CASH**

To see if the Town will vote to transfer from free cash or any other available funds, **\$489,423** or any other sum, to be expended for the items listed below, as recommended by the Finance Committee and the Capital Budget Committee:

<i>Article:</i>	<i>Description:</i>	<i>Amount:</i>
22A	1835 Old Town Hall Rehabilitation, Improvements and Maintenance	62,200
22B	Butterick Masonry	19,000
22C	Compensation Study Increase	75,000
22D	DPW Brush Removal / Tree Removal	9,500
22E	DPW Cemetery Roads	12,000
22F	DPW Equipment Trailer	10,200
22G	DPW Facilities Study	12,000
22H	DPW Portable Radios	7,100
22I	Fire Oil Transfer Pump Replace	30,000
22J	Fire SCBA Air Pack Replacement	16,600
22K	Fire SUV/Pickup Additional Costs	21,000
22L	Historical Headstones	8,000
22M	Historical School House	11,000
22N	IT Various Projects, Replace Servers, Fiber	85,000
22O	Pegs Pond	55,823
22P	Police HVAC	40,000
22Q	Police Computers	5,000
22R	Police Radio Licenses	10,000
	<b>TOTAL:</b>	<b>\$489,423</b>



Said amounts shall be for the purposes stated and all costs incidental or related thereto. Appropriated funds to be administered under the direction of the requesting department; or take any action in relation thereto.

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

Submitted by: Finance Committee

Recommendations: Select Board recommends approval.

Finance Committee recommends approval.

***Summary: This article provides funding for a portion of the Town's Capital Plan for Fiscal Year 2023 related to the purchase of public safety and public works equipment and vehicles, and facilities improvements. It is expected that this portion of the Capital Plan will be funded from Free Cash.***

**ARTICLE 23. SPECIAL PROJECTS - TRANSFER FROM THE CAPITAL FUND**

To see if the Town will vote to transfer from the Capital Investment Fund, or any other available funds, **\$516,000** or any other sum, to be expended for the items listed below, as recommended by the Finance Committee and the Capital Budget Committee:

<i>Article:</i>	<i>Description:</i>	<i>Amount:</i>
23A	Butterick Roof Repairs	100,000
23B	DPW 6 Wheel Drive Vehicle, purchase and equip	45,000
23C	DPW Campground Road Culverts	29,000
23D	DPW Pick Up with Plow, purchase and equip	55,000
23E	Fire SCBA Bottles	35,000
23F	Police Vehicle, purchase and equip	52,000
23G	School Houghton Flooring	100,000
23H	School Chocksett Flooring	100,000
	<i>Sub-Total Town Assets &amp; Facilities Improvements:</i>	
	<b><i>TOTAL:</i></b>	<b>\$516,000</b>

Said amounts shall be for the purposes stated and all costs incidental or related thereto. Appropriated funds to be administered under the direction of the requesting department; or take any action in relation thereto.

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

Submitted by: Finance Committee

Recommendations: Select Board Recommends Approval

Finance Committee Recommends Approval

Capital Budget Committee Recommends Approval

*Summary: This article provides funding for a portion of the Town's Capital Improvement Plan for Fiscal Year 2023 relating to the purchase of vehicles and equipment and facilities improvements. It is expected that this portion of the Capital Plan will be funded with transfers from the Capital Investment Fund. A 2/3 vote is required for passage since the Capital Investment Fund has been proposed as the funding source.*

----- END OF CAPITAL IMPROVEMENT PLAN -----

----- PERSONNEL & HUMAN RESOURCES -----

**ARTICLE 24. ACCEPT CREDITABLE SERVICES REGULATION - CALL FIREFIGHTERS**

To see if the Town will vote to accept the provisions of the third sentence of G.L. c. 32, § 4(2)(b) allowing a reserve or permanent-intermittent or call fire fighter retiring from the Town to receive, in addition to the five years of credit allowed pursuant to the preceding sentence of the statute, one day of full-time service credit for each day in any year which is subsequent to the fifth year following said appointment and on which a reserve or permanent-intermittent or call fire fighter assigned to and actually performed duty as a reserve or permanent-intermittent or call fire fighter; provided, however, that such service as a reserve or permanent-intermittent or call fire fighter shall be credited only if such fire fighter was later appointed as a permanent member of the fire department or, to take any other action relative thereto.

*Passage requires a majority vote.*

Submitted by: Fire Chief  
Recommendations: Select Board Recommends Approval

*Summary: This article proposes the acceptance of the third sentence of G.L. c. 32, § 4(2)(b) so as to allow the Town to accept creditable service for reserve or permanent-intermittent or call fire fighter subject to certain conditions.*

-----GENERAL AND PROTECTIVE ZONING BYLAW UPDATES -----

**ARTICLE 25. CHAPTER 18 ANIMAL CONTROL GENERAL BYLAW**

To see if the Town will vote to amend the Town's Animal Control Bylaws: Chapter 18-3 Licensing and Rabies Vaccination, Chapter 18-4 Special Permits and Kennel Licenses, and Chapter 18-6 Owner Responsibility, relative to Penalties for Violations, with deletions shown in ~~striketrough~~ and additions shown in **bold/underline**, or take any action in relation thereto.

§ 18-3 Licensing and rabies vaccination.

H. Fees.

- (1) For each individual dog in the Town of Sterling, over the age of six months, an annual fee will be charged by the Town for the issuance of dog licenses as follows:

- (a) Spayed females: \$8.  
(b) Neutered males: \$8.  
(c) Companion pet license: \$6 per dog.  
(d) Intact females: \$12.  
(e) Intact males: \$12.  
**(f) Late Fee for dog licensed after April 15 or more than 30 days after establishing residence or dog reaching six months of age: \$25.**

I. Penalties for violation(s) of § 18-3 shall be:

- (1) ~~Fine for failure to vaccinate for rabies: \$25 per dog (may be in addition to other fines).~~  
(2) ~~Fine for late licensing (after April 15): \$25 per dog (may be in addition to other fines and fees).~~ **Fine for the first offense committed by a person shall be \$50.**  
(3) ~~Fine for unlicensed dog: \$25 per dog, per week (may be in addition to other fines and fees).~~ **Fine for a second offense shall be \$100.**  
**(4) Fine for a third offense shall be \$300.**  
**(5) For a fourth or subsequent offense, the fine shall be \$500.**

§ 18-4 Special permits and kennel licenses.

C. A kennel license and/or kennel renewal license, respectively, shall be issued upon receipt of a completed kennel application, accompanied by payment of applicable license fees, not including other fees. No fee to license a kennel shall be charged to any kennel owner(s) age 70 years old or older.

[Amended 5-3-2014 ATM by Art. 38, approved 8-20-2014]

- (1) Kennel I: up to and including four dogs (initial and renewal application): \$40.  
(2) Kennel II: five and up to 10 dogs (initial and renewal application): \$50.  
(3) Kennel III: 11 or more dogs (initial and renewal application): \$60.  
**(4) Late Fee for initial or renewal application after April 15: \$25.**

G. Penalties for violations of § 18-4 shall be:

- (1) ~~Fine for failure to obtain a kennel license (after April 15): \$25.~~  
(2) ~~Fine for unlicensed kennel: \$50 per week.~~ **The fine for the first offense committed by a person shall be \$50.**  
(3) ~~Fine for failure to maintain, on-site, current rabies documentation for each dog: \$25 per dog.~~ **The fine for a second offense shall be \$100.**  
**(4) The fine for a third offense shall be \$300.**  
**(5) For a fourth or subsequent offense, the fine shall be \$500**

§ 18-6 Owner responsibility.

681  
682 F. Enforcement; penalties for violation.

683 [Amended 5-7-2018 ATM by Art. 33, approved 8-13-2018]

684 (1) The Animal Control Officer of the Town shall be empowered to enforce  
685 provisions of this bylaw.

686 (2) In addition to the remedies set forth in this bylaw and in MGL c. 140, §§ 136A  
687 to 174E, inclusive, including but not limited to MGL c. 140, § 157A, or any other  
688 applicable provision of law, this section may be enforced through any lawful  
689 means in law or in equity, including, but not limited to, noncriminal disposition  
690 pursuant to MGL c. 40, § 21D. If noncriminal disposition is elected, then any  
691 person who violates any provision of this section shall be subject to the following  
692 penalties **for offenses for which no specific penalty is prescribed elsewhere in**  
693 **this bylaw:**  
694

695 (a) ~~Penalties for violation and repeat offenders.~~ Any person violating the  
696 terms of this section **bylaw** or rules and regulations promulgated pursuant  
697 thereto shall be subject to the following fine schedule:  
698

699 [1] ~~For offense not involving incidence of biting by a canine first~~  
700 ~~offense, \$10; second offense, \$30; third and subsequent offenses,~~  
701 ~~\$60. **The fine for the first offense shall be \$50.**~~

702 [2] ~~For offense involving incidence of biting by a canine first~~  
703 ~~offense, \$30; second offense, \$50; third and subsequent offenses,~~  
704 ~~\$100. **The fine for a second offense shall be \$100.**~~

705 [3] ~~For all other citations deemed necessary by the Animal Control~~  
706 ~~Officer which occur, first offense, \$10; second offense, \$30; third~~  
707 ~~and subsequent offenses, \$60. **The fine for a third offense shall**~~  
708 ~~**be \$300.**~~

709 **[4] For a fourth or subsequent offense, the fine shall be \$500.**  
710

711 (b) Each day or portion thereof may constitute a separate offense. If more  
712 than one, each condition violated may constitute a separate offense. A  
713 separate offense is not limited to an offense within a calendar year from  
714 the first offense.  
715

716 (3) The Town may enforce this section or enjoin violations thereof through any  
717 lawful process, and the election of one remedy shall not preclude enforcement  
718 through any other lawful means.

719 (4) The Animal Control Advisory Board may review all incidents subsequent to  
720 the third offense at a duly noticed public meeting for which the offender shall be  
721 provided with notice at least seven days prior thereto and an opportunity to appear  
722 before the Board and explain the circumstances of the repeated violations. The  
723 Animal Control Advisory Board may make recommendations concerning actions  
724 that can be taken to prevent future violations. Nothing in this bylaw is intended to

limit or restrict the authority of the Select Board to act in accordance with MGL c. 140, § 157.

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

Submitted by: Animal Control Board

Recommendations: Select Board Recommends Approval

***Summary: The purpose of this article is to adjust the penalties for violations of the Town's Animal Control Bylaw to bring them in line with the amounts authorized by state law, G.L. c. 140, §157A.***

**ARTICLE 26. STORMWATER – GENERAL BYLAW**

To see if the Town will vote to amend the General Bylaws, Chapter 164 Stormwater Water Management, as shown below with additions in **bold/highlight** and deletions in ~~strike through/highlight~~; or take any action in relation thereto.

**Chapter 164 Stormwater Management**

**§ 164-1 Purpose.**

- A. The purpose of this bylaw is to protect the public health, safety, environment and general welfare by establishing requirements and procedures to manage stormwater runoff, promote groundwater recharge and to prevent water pollution from new development and redevelopment. This bylaw seeks to meet that purpose through the following objectives:
- (1) Establish regulations for land development activities that preserve the health of water resources;
  - (2) Require that the amount and quality of stormwater runoff from new development is equal to or better than pre-development conditions in order to reduce flooding, stream erosion, pollution, property damage and harm to aquatic life;
  - (3) Establish stormwater management standards and design criteria to control the quantity and quality of stormwater runoff;
  - (4) Encourage the use of low-impact development practices, such as reducing impervious cover and preserving greenspace and other natural areas;
  - (5) Establish maintenance provisions to ensure that stormwater treatment practices will continue to function as designed and pose no threat to public safety;
  - (6) Establish procedures for the Town's review of stormwater management plans and for the Town's inspection of approved stormwater treatment practices.
- B. Nothing in this bylaw is intended to replace the requirements of the Town of Sterling Floodplain District, the Stillwater River Protection District, the Aquifer and Water Resource Protection District or any other bylaw that may be adopted by the Town of Sterling. Any activity subject to the provisions of the above-cited bylaws must comply with the specifications of each.

**§ 164-2 Definitions.**

Definitions of this bylaw shall apply in the interpretation and implementation of the bylaw. Terms not defined shall be understood according to their customary and usual meaning. Additional definitions may be adopted by separate regulation.

**ALTER**

Any activity, which will measurably change the ability of a ground surface area to absorb water or will change existing surface drainage patterns.

## **BETTER SITE DESIGN**

Site design techniques that can reduce environmental impacts, such as protecting existing vegetation, reducing impervious areas, and using natural drainage ways for stormwater management.

## **COMMON PLAN OF DEVELOPMENT**

A contiguous area where multiple separate and distinct construction activities may be taking place at different times on different schedules under one plan.

## **HOTSPOT LAND USES with HIGHER POTENTIAL POLLUTANT LOADS**

Land uses or activities with higher potential pollutant loadings, such as auto salvage yards, auto fueling facilities, fleet storage yards, commercial parking lots with high-intensity use, road salt storage areas, commercial nurseries and landscaping, outdoor storage and loading areas of hazardous substances, or marinas. **Land uses with higher potential pollutant loads are defined in the DEP Stormwater Handbook (see Ch.1 V.1 Standard 5 for definition), which definition, as may be amended from time-to-time, is incorporated herein.**

## **IMPERVIOUS AREA/IMPERVIOUS COVER**

A material or a structure that prevents water from entering the underlying soil, such as paved parking lots, paved roads, sidewalks, and buildings.

## **LOW-IMPACT DESIGN**

Low-impact practices allow for the reduction of impervious areas that result in smaller volumes required for stormwater storage. These site design techniques can reduce the size and costs of stormwater collection systems and detention basins.

## **MASSACHUSETTS STORMWATER MANAGEMENT POLICY**

The policy issued by the State Department of Environmental Protection, which provides performance standards to prevent water pollution and control the amount of runoff from new development.

## **PERSON**

Any individual, group of individuals, association, partnership, corporation, company, trust, estate, a political subdivision of the commonwealth or the federal government, to the extent subject to the bylaws of the Town of Sterling.

## **POLLUTANT**

**Dredged spoil, solid waste, incinerator residue, filter backwash, sewage, garbage, sewage sludge, munitions, chemical wastes, biological materials, heat, wrecked or discarded equipment, rock, sand, cellar dirt, construction wastes and residues including discarded building materials, concrete truck wash out, chemicals, litter, and sanitary wastes and industrial, municipal and agricultural waste discharged into water.**

## **POST-DEVELOPMENT**

The conditions that reasonably may be expected after completion of the land development activity on a specific site or tract of land. Post-development does not refer to the construction phase of a project.

**PRE-DEVELOPMENT**

The conditions that exist at the time that plans for the land development of a tract of land are submitted to the Planning Board. Where phased development or plan approval occurs (preliminary grading, roads and utilities, etc.), the existing conditions at the time prior to the first plan submission shall establish pre-development conditions.

**REDEVELOPMENT**

Any construction, alteration, or improvement exceeding land disturbance of 10,000 square feet, where the existing land use is commercial, or institutional.

**STORMWATER MANAGEMENT PERMIT (SMP)**

A permit issued by the Conservation Commission, which protects the streams, lakes and water supplies in the Town from the adverse effects of uncontrolled and untreated stormwater runoff.

**STORMWATER MANAGEMENT PRACTICES**

Structures and techniques that prevent flooding, reduce pollution, and protect local rivers, streams, lakes and water supplies.

**§ 164-3 Authority.**

This bylaw is adopted under authority granted by the Home Rule Amendment of the Massachusetts Constitution, the home rule statutes, and pursuant to the regulations of the Federal Clean Water Act found at 40 CFR 122.34.

**§ 164-4 Administration.**

- A. The Conservation Commission shall administer, implement and enforce this bylaw. Any powers granted to or duties imposed upon the Conservation Commission may be delegated in writing by the Conservation Commission to its employees or agents.
- B. Stormwater regulations. The Conservation Commission may adopt, and periodically amend, rules and regulations relating to the terms, conditions, definitions, enforcement, fees (including application, inspection, and/or consultant fees), procedures and administration of this Stormwater Management Bylaw by majority vote of the Conservation Commission, after conducting a public hearing to receive comments on any proposed revisions. Such hearing dates shall be advertised twice at intervals of at least seven days prior to the hearing date in a newspaper of general local circulation. After public notice and public hearing, the Conservation Commission may promulgate rules and regulations to effectuate the purposes of this bylaw. Failure by the Conservation Commission to promulgate such rules and regulations or a legal declaration of their invalidity by a court shall not act to suspend or invalidate the effect of this bylaw.
- C. Stormwater management handbook. The Conservation Commission will utilize the policy, criteria and information, including specifications and standards, of the latest edition of the Massachusetts Department of Environmental Protection Stormwater Handbook for execution of the provisions of this bylaw. This Handbook includes a list of acceptable stormwater treatment practices, including the specific design criteria for each stormwater practice. This Mass DEP Handbook may be updated and expanded periodically, based on improvements in engineering, science, monitoring, and local maintenance experience. Unless specifically altered in the Sterling bylaw regulations, stormwater management practices that are designed, constructed, and maintained in accordance with these design and sizing criteria will be presumed to be protective of Massachusetts water quality standards.
- D. Actions by the Conservation Commission. The Conservation Commission may take any of the following actions as a result of an application for a stormwater management permit as more specifically defined as part of stormwater regulations promulgated as a result of this bylaw: approval, approval with conditions, disapproval, or withdrawal without prejudice.

- 863 E. Appeals of action by the Conservation Commission. A decision of the Conservation  
864 Commission shall be final. Further relief of a decision by the Conservation Commission made  
865 under this bylaw shall be reviewable in the Superior Court in an action filed within 60 days  
866 thereof, in accordance with MGL c. 249, § 4.
- 867 F. Stormwater credit system. The Conservation Commission may adopt, through the regulations  
868 authorized by this Stormwater Management Bylaw, a stormwater credit system. This credit  
869 system will allow applicants the option, if approved by the Conservation Commission, to take  
870 credit for the use of stormwater better site design practices to reduce some of the requirements  
871 specified in the criteria section of the regulations. Failure by the Conservation Commission to  
872 promulgate such a credit system through its regulations or a legal declaration of its invalidity  
873 by a court shall not act to suspend or invalidate the effect of this bylaw.

874

875 **§ 164-5 Applicability; stormwater management permit.**

- 876 A. This bylaw shall apply to all new development and redevelopment, including, but not limited  
877 to, site plan applications, subdivision applications, land grading applications, or land use  
878 conversion applications. This bylaw shall also apply to other activities that will increase the  
879 amount of stormwater runoff or pollutants from a parcel of land, or any activity that will alter  
880 the drainage characteristics of a parcel of land, unless exempt pursuant to **§ 164-5D** of this  
881 bylaw. All new development and redevelopment under the jurisdiction of this bylaw as  
882 prescribed in this bylaw shall be required to obtain a stormwater management permit.
- 883 B. At the discretion of the Conservation Commission, redevelopment projects **within non-MS4**  
884 **areas** are presumed to meet the stormwater regulations of the Town of Sterling if the total  
885 impervious cover is reduced from existing conditions. Where site conditions prevent the  
886 reduction in impervious cover, stormwater management practices shall be implemented for the  
887 site's impervious area. This combination of impervious area reduction and stormwater  
888 management practices will be used for redevelopment projects to improve existing site  
889 conditions.
- 890 C. An alteration, redevelopment, or conversion of land use to a **Land Use with Higher Potential**  
891 **Pollutant Loads**, ~~such as auto salvage yards, auto fueling facilities, fleet storage yards,~~  
892 ~~commercial parking lots and other land uses with higher potential pollution loads~~ shall require  
893 a stormwater management permit.
- 894 **D. This Bylaw shall apply to all construction activity or land disturbance that individually**  
895 **or as a part of a Common Plan of Development results in disturbance of land in excess of**  
896 **10,000 square feet.**
- 897 E. Exemptions. No person shall alter land within the Town of Sterling without having obtained a  
898 stormwater management permit (SMP) for the property with the following exceptions:
- 899 (1) Any activity that will disturb an area less than 10,000 square feet, **unless it is part of a**  
900 **larger Common Plan of Development.**
- 901 (2) Normal maintenance and improvement of land in agricultural use as defined by the  
902 Wetlands Protection Act regulation 310 CMR 10.04 and MGL c. 40A, § 3;
- 903 (3) Timber harvesting under an approved forest cutting plan as defined by the Forest Cutting  
904 Practices Act regulation 304 CMR 11.00 and MGL c. 132, §§ 40 through 46.
- 905 (4) Maintenance of existing landscaping, gardens or lawn areas associated with a single-family  
906 or two-family dwelling;
- 907 (5) Repair or replacement of an existing roof of a single-family or two-family dwelling;
- 908 (6) Construction of a single-family or two-family dwelling **that will disturb an area less than**  
909 **1 acre (43,560 square feet)**, where "approval is not required" (ANR), as defined in the  
910 Subdivision Control Act. Persons constructing a single-family or two-family dwelling are  
911 encouraged to use the stormwater practices and site planning methods, which will be  
912 described in the Town of Sterling Best Development Practices Guidebook;
- 913 (7) Repair or replacement of an existing septic system;
- 914 (8) The construction of any fence, stone wall or property boundary demarcation that will not  
915 alter existing terrain or drainage patterns;



- (9) Construction of appurtenances to a single-family or two-family dwelling **that will disturb and area less than 1 acre (43,560 square feet)**, including a deck, patio, retaining wall, shed, swimming pool, tennis or basketball court;
- (10) Construction of utilities (gas, water, electric, telephone, etc.) other than drainage, which will not alter terrain, ground cover, or drainage patterns;
- (11) Emergency repairs to any stormwater management facility or practice that poses a threat to public health or safety, or as deemed necessary by the Conservation Commission;
- (12) Any work or projects for which all necessary approvals and permits have been issued before the effective date of this bylaw.

#### **§ 164-6 Procedures.**

Permit procedures and requirements shall be defined and included as part of any rules and regulations promulgated as permitted under § **164-4** of this bylaw.

#### **§ 164-7 Enforcement.**

The Conservation Commission or an authorized agent of the Conservation Commission shall enforce this bylaw, regulations, orders, violation notices, and enforcement orders, and may pursue all civil and criminal remedies for such violations. Enforcement shall be further defined and included as part of any stormwater regulations promulgated as permitted under § **134-4 164-4** of this bylaw.

#### **§ 164-8 Severability.**

The invalidity of any section, provision, paragraph, sentence, or clause of this bylaw shall not invalidate any section, provision, paragraph, sentence, or clause thereof, nor shall it invalidate any permit or determination that previously has been issued.

#### ***Passage requires a Majority vote.***

Submitted by: DPW Board  
Recommendations: DPW Board Recommends Approval  
Select Board Recommends Approval

***Summary: The purpose of this article is to make minor changes to the Town's Stormwater Bylaw so as to make it consistent with the terms of the Town's MS4 permit and other State and Federal regulations concerning stormwater discharges.***

### **ARTICLE 27. PROTECTIVE BYLAW – KENNEL DEFINITIONS**

To see if the Town will vote to amend the Town's Protective Zoning Bylaws, Article 5, Section 301-5.4, Definitions, relative to kennels, as set forth below, with deletions shown in ~~striketrough~~ and additions shown in **bold/underline**, or take any action in relation thereto.

#### **Delete:**

~~KENNEL, COMMERCIAL—One pack or collection of dogs on a single premises, whether maintained for breeding, boarding, sale, training, hunting, or other purposes, and including any shop where dogs are on sale, and also including very pack or collection of more than four dogs, three months old or older, owned or kept by a person on a single premises regardless of the purposes for which they are maintained or kept.~~

Add:

ANIMAL BUSINESS – Any pet shop, grooming shop, or boarding facility, animal day-care facilities, pet sitting enterprise, except this term shall not include animal shelter, veterinary medical facilities, licensed research facilities, facilities operated by government agencies, or licensed animal dealers regulated by the USDA under the provision of US Public Laws 89544 and 91579.

ANIMAL CLINIC OR VETERINARY HOSPITAL– A facility where animals or pets are given medical or surgical treatment and the boarding of animals is limited to short-term care incidental to the clinic or hospital use.

APPROVED ANIMAL FACILITY– Any animal facility published by the Massachusetts Departments of Agricultural Resources (MDAR) as a “Massachusetts approved shelter and resource organization” and listed as “out of states,” meaning facilities listed as such have approved isolation facilities.

COMMERCIAL BOARDING OR TRAINING KENNEL – An Establishment used for boarding, holding, day care, overnight stays or training of animals that are not the property of the owner of the establishment, at which such services are rendered in exchange for consideration and in the absence of the owner of any such animal; provided, however, that “commercial boarding or training kennel” shall not include an animal shelter or animal control facility, a pet shop licensed under MGL c. 129, 39A a grooming facility operated solely for the purpose of grooming and not for overnight boarding or an individual who temporarily, and not in the normal course of business, boards or cares for animals owned by others.

COMMERICAL BREEDER KENNEL – An establishment, other than a personal kennel, engaged in the business of breeding animals for sale or exchange to wholesalers, brokers or pet shops in return for consideration.

DOMESTIC CHARITABLE CORPORATION KENNEL – A facility operated, owned or maintained by a domestic charitable corporation registered with the Massachusetts Department of Agricultural Resources or an animal welfare society or other nonprofit organization incorporated for the purpose of providing for and promoting the welfare, protection and humane treatment of animals, including a veterinary hospital or clinic operated by a licensed veterinarian, which operates consistent with such purposes while providing veterinary treatment and care.

PERSONAL KENNEL – A pack or collection of more than four dogs, three months old or older, owned or kept under single ownership, for private personal use; provided, however, that breeding of personally owned dogs may take place for the purpose of improving, exhibiting or showing the breed or for use in legal sporting activity or for other personal reasons; provided, further, that selling, trading, bartering or distributing such breeding from a personal kennel shall be to other breeders or individuals by private sale only and not to wholesalers, brokers or pet shops; provided, further, that a personal kennel shall not sell, trade, barter or distribute a dog not bred from its personally-owned dog; and

**provided, further, that dogs temporarily housed at a personal kennel, in conjunction with an animal shelter or rescue registered with the department, may be sold, traded, bartered or distributed if the transfer is not for profit.**

**PET SHOP – Every place or premises where birds, mammals or reptiles are kept for the purpose of sale at either wholesale or retail, import, export or barter, exchange or gift.**

**RESEARCH INSTITUTE – An institution operated in the United States or by the commonwealth or a political subdivision thereof, or any school or college of medicine, public health, dentistry, pharmacy, veterinary medicine or agriculture, medical diagnostic laboratory or biological laboratory, hospital or other educational or scientific establishment within the commonwealth above the rank of secondary school, which, in connection with any of its activities, investigates or gives instruction concerning the structure or functions of living organisms or the cause, prevention, control or cure of disease or abnormal conditions of human beings or animals.**

**VETERINARY KENNEL – A veterinary hospital or clinic that boards dogs for reasons in addition to medical treatment or care; provided, however, that “veterinary kennel” shall not include a hospital or clinic used solely to house dogs that have undergone veterinary treatment or observation or will do so only for the period of time necessary to accomplish that veterinary care.**

*Passage requires a 2/3 vote.*

Submitted by:	Animal Control Advisory Board (Sub-Committee)
Recommendations:	Animal Control Advisory Board Recommends Approval
	Select Board Recommends Approval
	Zoning Board of Appeals Recommends Approval
	Planning Board will report at Town Meeting

***SUMMARY: The proposed amendment to the Protective Bylaw will make the Town of Sterling’s Protective Bylaw consistent with Sterling General Bylaw Chapter 18 and Massachusetts General Laws, Chapter 140, Section 136A relative to the definitions of different types of kennels. Because this is a Protective Zoning Bylaw amendment it will require a 2/3 vote.***

## **ARTICLE 28. PROTECTIVE BYLAW – KENNELS – TABLE OF USES**

To see if the Town will vote to amend the Town’s Protective Zoning Bylaws, Article 2, Section 2.3.1, Table of Principal Uses, Commercial Uses, relative to kennels, as set forth below, with deletions shown in ~~strike through~~ and additions shown in **bold/underline**, or take any action in relation thereto.

1044

Principal Uses		Districts				
		RR	NR	C	TC	LI
10.	<del>Commercial Kennel, animal hospital, veterinarian's office</del>	<del>SP</del>	<del>N</del>	<del>SP</del>	<del>SP</del>	<del>N</del>
10. a.	<b><u>Animal Business, Animal Clinic or Veterinary Hospital, Approved Animal Facility, Commercial Boarding or Training Kennel, Commercial Breeder Kennel, Domestic Charitable Corporation Kennel, Pet Shop, Research Institute, Veterinary Kennel.</u></b>	<b><u>SP</u></b>	<b><u>N</u></b>	<b><u>SP</u></b>	<b><u>SP</u></b>	<b><u>Y</u></b>
10. b.	<b>Personal Kennel</b>	<b><u>Y</u></b>	<b><u>SP</u></b>	<b><u>Y</u></b>	<b><u>N</u></b>	<b><u>Y</u></b>

1045

1046 *Passage requires a 2/3 vote.*

1047

1048 Submitted by: Animal Control Advisory Board (Sub-Committee)  
1049 Recommendations: Animal Control Advisory Board Recommends Approval  
1050 Select Board Recommends Approval  
1051 Zoning Board of Appeals Does NOT Recommend Approval  
1052 Planning Board will report at Town Meeting

1053

1054

1055 ***SUMMARY: This proposed amendment to the Protective Bylaw will restrict commercial***  
1056 ***kennels and dog related establishments with the permit approval of the Zoning Board of***  
1057 ***Appeals. It will allow personal kennels in specified districts under the existing regulations***  
1058 ***which include initial and annual renewal applications to the Town Clerk, and inspections by***  
1059 ***the Board of Health Animal Inspector and the Animal Control Officer. Because this is a***  
1060 ***Protective Zoning Bylaw amendment it will require a 2/3 vote.***

1061

1062 -----ZONING BYLAWS-----

1063 **ARTICLE 29. AMEND ZONING MAP: PERFORMANCE ZONE TO**  
1064 **COMMERCIAL ZONING DISTRICT**

1065

1066 To see if the Town will vote to amend the Protective Bylaws and Zoning Map by rezoning the  
1067 following 13 parcels, currently zoned Performance Zone 1, to be included entirely within the  
1068 Commercial (C) zoning district:

1069

Parcel #	Address	Area
144-1	11 Dana Hill Road	5.24 acres
159-1	9 Dana Hill Road	5.45 acres
159-2	43 Redemption Rock Trail (Cemetery)	1.6 acres
159-3	41 Redemption Rock Trail	1.0 acres

159-4	37 Redemption Rock Trail	0.65 acres
159-5	35 Redemption Rock Trail	1.1 acres
159-6	Redemption Rock Trail	0.42 acres
159-7	Redemption Rock Trail	1.4 acres
159-8	32 Redemption Rock Trail	3.091 acres
159-9	44 Redemption Rock Trail	3.6 acres
159-10	0 Redemption Rock Trail	0.44 acres
159-11	4 Legg Road	2 acres
159-12	6 Legg Road	2.58 acres
Total Parcels: 13		28.57 acres* exclusive of road centerline

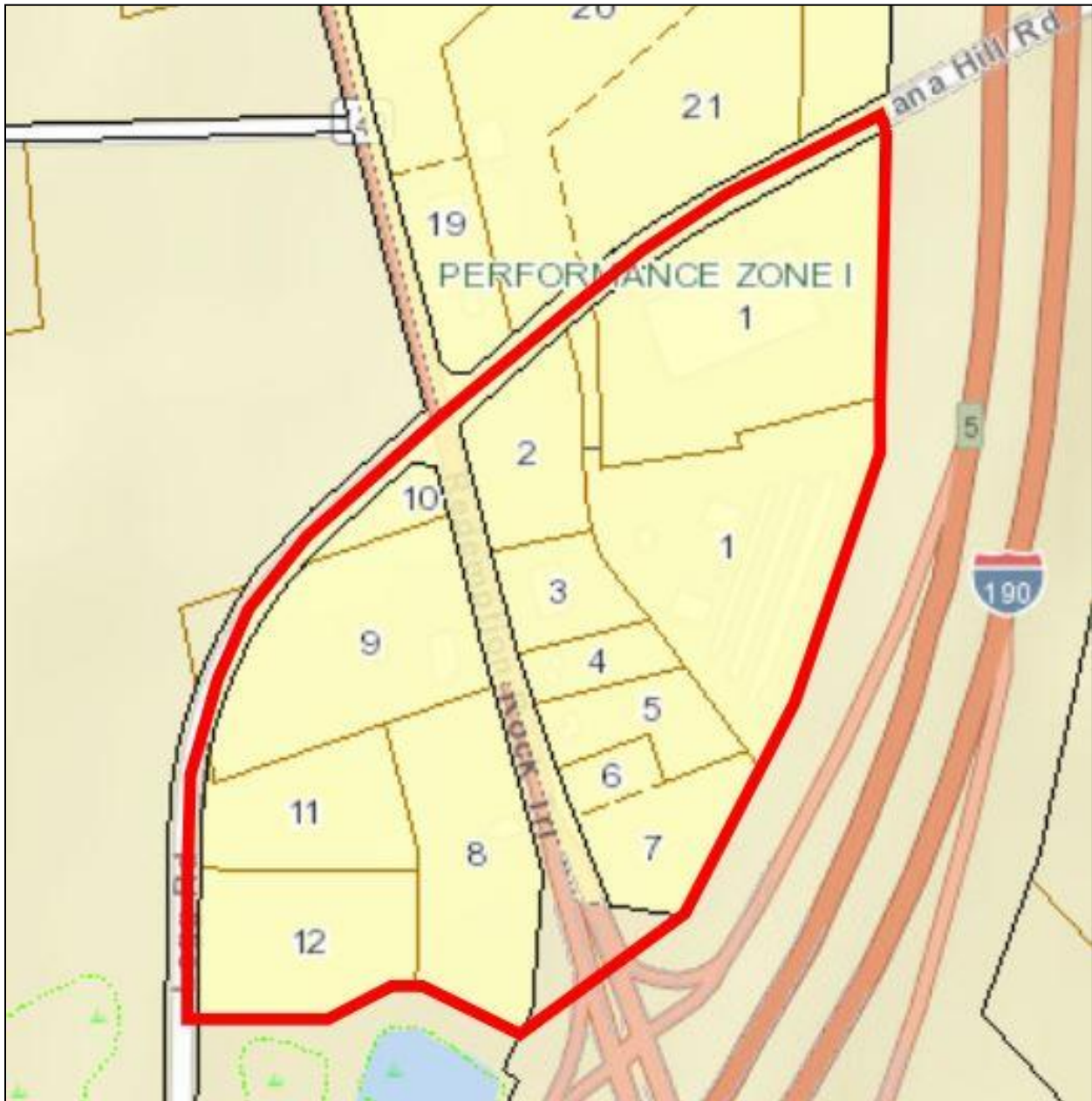
Or take any action in relation thereto.

***Passage requires a 2/3 vote***

.

Submitted by: Planning Board  
Recommendation: Planning Board, Economic Development Committee  
Select Board Recommends Approval  
Zoning Board of Appeals Recommends Approval  
Planning Board will report at Town Meeting

***Summary: This amendment seeks to rezone 13 parcels from the Performance Zone to the Commercial zoning district. This area has evolved over time from a residential area to a more commercial one. There are no residential uses left in this locus and the Commercial zoning district allows for greater opportunities for development/ redevelopment. The Planning Board recommends passage of this article and has reintroduced it in 2022. Please note: All cemeteries in Town are zoned within the zone they are located. This DOES NOT mean that they can be developed. Because this is a Protective Zoning Bylaw amendment it will require a 2/3 vote.***



**ARTICLE 30. PARKING & LOADING**

To see if the Town will vote to amend Town's Protective Zoning Bylaws, relative to parking and loading requirements, as set forth in this article, with deletions shown in ~~strike through~~ and additions shown in **bold/underlining**, or take any action in relation thereto.

1. Amend Article 3.2.3 Table of Parking Requirements by deleting the row starting with "Restaurant, drive-in" and replacing with a new row "Restaurant, Fast Food, Drive-in Establishment" and by changing the calculation for the number of parking spaces

required for such establishments. Additionally, add a footnote below the table for minimum parking requirements for “Restaurant, Fast Food, Drive-in Establishment”, all as shown below:

Principal Use	Minimum Number of Parking Spaces
Restaurant, drive in	1 per 100 sf of gross floor area, plus stacking lane spaces as required in §301-3.2.4, Subsection 7
<b><u>Restaurant, Fast Food, Drive-in Establishment*</u></b>	<b><u>1 per 75 sf of gross floor area, plus 1 per 2 employees on largest shift, plus stacking lane spaces as required in §301-3.2.4, Subsection 7</u></b>

Add below Table 3.2.3 the following:

**\*Restaurant, Fast Food, Drive-in Establishments which do not provide indoor seating for at least 20 customers shall be required to have a minimum of 10 parking spaces, plus at least one space for each two employees**

2. Amend the first sentence of Article 3, Section 3.2.3, Subsection 6, to update the reference to the Architectural Access Board, so that the sentence reads: “Parking facilities shall provide specially designated parking stalls for the physically handicapped in accordance with the Rules and Regulations of the Architectural ~~Barriers~~ **Access** Board of the Commonwealth of Massachusetts ~~Department of Public Safety~~ or any agency superseding such agency.”
3. Amend Article 3, Section 3.2.7, Subsection 1, to add the words “expansion of” so that the section reads: “Adequate off-street loading facilities and space shall be provided to service all needs created by construction whether through additions, change **or expansion** of use, or new structures.

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

Submitted by: Planning Board  
 Recommendations: Planning Board, Economic Development Committee  
 Select Board Recommends Approval  
 Planning Board will report at Town Meeting

***Summary: The passage of these amendments will allow for increased parking requirements for “Restaurant, Fast Food, Drive-in Establishment” in anticipation of greater demand for “quick” service. There are minor housekeeping changes, as well as minimum parking requirements for establishments that have less than 20 seats. Because this is a Protective Zoning Bylaw amendment it will require a 2/3 vote.***

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----- LOCAL ACCEPTANCE STATUTES -----

**ARTICLE 31. MUNICIPAL CHARGES LIEN** - To see if the Town will vote to accept the provisions of Massachusetts General Laws, Chapter 40, Section 58 with respect to unpaid fines assessed in connection with the following types of violations: (1) the Town’s General Bylaws; (2) the Town’s Zoning Bylaws; (3) Regulations and Orders of the Board of Health; (4) Regulations and Orders of the Conservation Commission; (4) building code violations and (5) fire code violations; and further to accept the provisions of Massachusetts General Laws, Chapter 40, Sections 42A through 42F, with respect to unpaid water system usage fees, so as to establish a lien on real estate of any property owner who does not pay the types of charges specified and authorizing the collection of such unpaid fines and fees as part of the real estate tax bills for subject properties; and further, to direct the Town Clerk to file a certificate of such acceptance in the Registry of Deeds; or take any other action relative thereto

*Passage requires a Majority vote.*

Submitted by: Building Department, ZBA, Water Department  
Recommendations: Building Department, ZBA, Water Department Recommend Approval  
Recommendations: Select Board Recommends Approval  
Zoning Board of Appeals Recommends Approval

*Summary: By accepting this provision of the Massachusetts General Laws, past fines for zoning and/or building code violations and/or delinquent water bills will become a lien on the subject property and may thereafter be collected as part of the real estate taxes for the property.*



----- REAL ESTATE -----

**ARTICLE 32. 1835 TOWN HALL SEWER LINE**

To see if the Town will vote to authorize the Select Board to acquire, by gift, purchase or eminent domain, permanent easements for a sewer line and related appurtenances, said easements shown as Easement Parcel #1, containing 3,068 square feet, more or less, Easement Parcel #2, containing 333 square feet, more or less, and Easement Parcel #3, containing 1,838 square feet, more or less, on a plan entitled "Easement Acquisition Plan Proposed 1835 Town Hall Sewer Project Sterling, MA," dated December 26, 2018, said plan on file with the Town Clerk; and, further, to authorize the Select Board to sign all documents and take all actions necessary or convenient to carry out the purpose of this article; or take any action in relation thereto.

*Passage requires a Majority vote.*

Submitted by: 1835 Committee  
Recommendations: 1835 Committee Recommends Approval  
Select Board Recommends Approval

*Summary: The Town is proposing to install a sewer line to serve the 1835 Town Hall, which will cross three abutting properties. This article authorizes the Select Board to acquire the sewer easements crossing these properties.*

**ARTICLE 33. NITROGEN LOADING RESTRICTION**

To see if the Town will vote to change the purpose of a certain parcel of land (the "Credit Land") from general municipal purposes to general municipal purposes and the purpose of providing nitrogen credit land for the improvements at the 1835 Town Hall, which Credit Land is a 1.181 acre portion of the Town-owned property located off Clinton Road and described in a deed recorded with the Worcester South Registry of Deeds in Book 6050, Page 84 (Assessor's Parcel 92-86), and to authorize the Select Board to grant a Title 5 nitrogen loading restriction and easement on the Credit Land for said purposes; or take any action in relation thereto.

*Passage requires a 2/3rds vote.*

Submitted by: 1835 Committee  
Recommendations: 1835 Committee Recommends Approval  
Select Board Recommends Approval

*Summary: The proposed improvements to the 1835 Town Hall require a nitrogen loading restriction be placed on Town land. This article authorizes such a restriction to be imposed.*

1220 **Article 34. Weighted Vote/Attrition Model Amendment for WRSD Agreement**

1221 To see if the Town will vote to approve the Wachusett Regional School District Committee's  
1222 proposed amendment to Section 1 of the Amended Wachusett Regional School District  
1223 Agreement, in accordance with Massachusetts General Law Chapter 71, Section 14E, changing  
1224 the language of Section 1 from the following:

1225 Section 1 MEMBERS OF THE REGIONAL DISTRICT SCHOOL COMMITTEE

1226 1.1.1 The Wachusett Regional District School Committee, hereinafter referred to as "the  
1227 Committee", shall consist of members from each Member Town, each such  
1228 member to be a registered voter of the town such member represents. The Member  
1229 Town with the smallest population as determined in accordance with paragraph 1.  
1230 shall be entitled to elect two members to the committee, and the other Member  
1231 Towns shall be entitled to elect members to the Committee on the following basis:

1232 Proportion of Town's Population Number of Committee to that of Smallest  
1233 Town Members

1234	1.0 to 1,499	2
1235	1.5 to 2.599	4
1236	2.6 to 3.699	6
1237	3.7 to 4.799	8
1238	4.8 to 5.999	10
1239	6.0 to 6.999	12
1240	7.0 to 7.999	14
1241	8.0 to 8.999	16
1242	9.0 to 9.999	18

1243 For every digit after 9.999, a Member Town shall be entitled to elect one additional  
1244 member to the Committee. In 1994 and every year thereafter, members shall be  
1245 elected to serve on the Committee at the annual town meeting of the Member  
1246 Towns. The method of nomination and election of the members to the Committee  
1247 from a particular Member Town, shall be the same as if they were candidates for  
1248 an elective office in such Member Town.

1249  
1250 1.1.2 All members elected thereafter, except as provided in paragraph 1.1.4, shall be  
1251 elected for a three (3) year term.

1252 1.1.3 The population of the Member Towns shall be determined every five (5) years in  
1253 accordance with the towns' annual census with the next five (5) year review to be  
1254 conducted in calendar 2021 and certified by the respective town clerks. Any

1255 increase in membership resulting from population changes shall be elected at the  
1256 annual town meeting following the review year.

1257 1.1.4 In the event of a population change in a Member Town resulting in an increase in  
1258 the number of members to be elected to the Committee, such increase shall be  
1259 effective at the annual town meeting following the certification of the census.  
1260 Initial terms of office shall be established by the Committee so as to equalize the  
1261 number of expirations for each Member Town per year and secondarily, to equalize  
1262 the number of expirations each year on the Committee.

1263 1.1.5 In the event of a population change in a Member Town resulting in a decrease in  
1264 the number of members to be elected to the Committee from a Member Town, such  
1265 decrease shall be effective upon the earliest expiration of the term of office of the  
1266 Member Town's representation of the Committee.

1267 1.1.6 If a vacancy occurs on the Committee, or if there is a failure to elect, the Select  
1268 board of the Member Town to which the vacancy relates shall fill such vacancy by  
1269 appointment. The person so appointed shall be a registered voter of such town and  
1270 shall perform the duties of the office until such town's next annual meeting and a  
1271 successor is qualified; at such annual meeting a successor shall be elected to fill the  
1272 balance of the unexpired term.

1273 To the following:

1274

1275 Section 1. MEMBERS OF THE REGIONAL DISTRICT SCHOOL COMMITTEE

1276

1277 1.1 The Wachusett Regional District School Committee, hereinafter referred to as "the  
1278 Committee," shall consist of a total of sixteen (16) members, each member  
1279 hereinafter referred to as a "Member." Each Member shall be elected at their  
1280 respective Member Town elections as detailed in Section 1.1.1. below, and in  
1281 accordance with M.G.L. c. 71, s. 14E (4). Six (6) Members of the Committee shall  
1282 be residents of the Town of Holden, three (3) Members of the Committee shall be  
1283 residents of the Town of Rutland, three (3) Members of the Committee shall be  
1284 residents of the Town of Sterling, two (2) Members of the Committee shall be  
1285 residents of the Town of Paxton, and two (2) Members of the Committee shall be  
1286 residents of the Town of Princeton. As used in this Agreement, a person shall be  
1287 deemed to be a "resident" and/or to meet the "residency" requirement for a  
1288 particular Member Town only if such person is properly registered to vote in the  
1289 respective Member Town.

1290 1.1.1 The decreasing of the size of the School Committee shall occur as follows,  
1291 commencing at the 2023 town elections. Just one (1) Member from the town  
1292 of Sterling whose term is to expire in 2023 shall have their seat abolished at  
1293 the conclusion of their term in 2023. The two (2) Members from the town  
1294 of Holden whose terms are to expire in 2023 and who have received the

1295 least, and second-to-least elective votes shall have their seats abolished at  
1296 the conclusion of their terms in 2023. The two (2) Members from the town  
1297 of Holden whose terms are to expire in 2024 and who have received the  
1298 least, and second-to-least elective votes shall have their seats abolished at  
1299 the conclusion of their terms in 2024. The Member from the town of  
1300 Rutland whose term is to expire in 2024 and who received the least elective  
1301 votes shall have their seat abolished at the conclusion of their term in 2024.  
1302 The Committee shall recalculate the weight of each Member's vote,  
1303 pursuant to Section 1.2, every time the number of Members on the  
1304 Committee changes at any time for any reason.  
1305

1306 1.2 To ensure compliance with federal, state, and regulatory laws, the weighted vote of  
1307 all Members shall be recalculated by the Committee every five (5) years, or  
1308 recalculated every time the number of members on the Committee changes, based  
1309 upon Member Town population data taken from most recent Member Town census  
1310 data, as certified by the Member Town Clerks, and shall be, as nearly as possible,  
1311 in direct proportion to the population of the member town compared to the  
1312 population of all member towns combined so that the actual weighted vote of each  
1313 individual member is as nearly equal to one (1) as possible.

1314

1315 1.3. Commencing at the Reorganizational Meeting occurring on or after May 2023, all  
1316 individual Committee votes, including Subcommittee votes, shall be based upon  
1317 the allocation of proportional (weighted) votes of individual Committee Members,  
1318 as detailed in Section 1.7.

1319 1.4 Each Member must reside in the Member Town which she or he represents, as  
1320 described in Section 1.1. Each Member must be elected consistent with the process  
1321 for the election of Member Town officials in said Member Town and will be elected  
1322 to open seats during the annual election or a special election in said town. The term  
1323 of each elected member will begin on the first business day after their election and  
1324 after being sworn in by the respective Town Clerk. A member who has not  
1325 otherwise vacated their seat will continue to serve until their successor is elected  
1326 and sworn.

1327 1.5 Except as otherwise stated in Section 1.1.1. in the year first following the  
1328 acceptance of this Amended Regional Agreement by all Member Towns and the  
1329 Commissioner of Elementary and Secondary Education, hereinafter referred to as  
1330 the "Commissioner," each member will serve a three (3) year term after being duly  
1331 elected to a three-year seat at the Member Town's Annual Election.  
1332

1333 1.6 If a vacancy on the Committee occurs for any reason, the Select board from the  
1334 Member Town involved shall appoint a Member to serve until the next annual town  
1335 election, at which election a successor shall be elected to serve the balance of the  
1336 unexpired term, if any. This Section 1.6 shall apply to all Member seats, including

those Member seats that are vacated prior to being abolished pursuant to Section 1.1.1.

1.7

Commencing at the Reorganizational Meeting occurring on or after May 2023, each Member's vote shall be weighted, as nearly as possible, in direct proportion to the population of the member town compared to the population of all member towns combined so that the actual weighted vote of each individual member is as nearly equal to one (1) as possible. For example, and for illustrative purposes only, if the 2020 Town census figures were used in calculating weighted voting for the sixteen (16) Member Committee, this 2020 data would result in the following weighted voting factors:

<b>Individual Member Weighted Factor per Member Town</b>	<b>Census Population</b>	<b>Percentage of Combined Population</b>	<b>Committee Members</b>	<b>Total Voting Weight</b>
<b>Total 5 Towns</b>	<b>45,438</b>	<b>100%</b>	<b>16</b>	<b>16</b>
<b>HOLDEN</b>	19,905	43.81%	6	7.01
1.16/Member				
<b>PAXTON</b>	5,004	11.01%	2	1.76
0.88/Member				
<b>PRINCETON</b>	3,495	7.69%	2	1.23
0.62/Member				
<b>RUTLAND</b>	9,049	19.92%	3	3.18
1.06/Member				
<b>STERLING</b>	7,985	17.57%	3	2.82
0.94/Member				

1350 1.8 The quorum for the transaction of Committee business shall be a majority of the  
1351 total vote value (i.e., 16.0) of all of the Committee Members as defined in Section  
1352 1.7 above. A weighted vote total less than a majority may adjourn but may take no  
1353 other action.  
1354

1355 1.9 The quorum for the transaction of each Subcommittee's business shall be a majority  
1356 of the total vote value of all of the appointed Members to the respective  
1357 Subcommittee. A weighted vote less than a majority as defined in this Section may  
1358 adjourn but may take no other action.  
1359

1360 1.10 Except where otherwise provided by statute, regulation, or by the terms of this  
1361 Agreement, actions by the Committee will be taken by the weighted vote pursuant  
1362 to Roberts Rules of Order's protocols that correspond to the particular type of vote  
1363 being taken.  
1364

1365 1.10.1 In order to approve the District's annual budget, to approve the incurring  
1366 of debt, or to apportion among the Member Towns the amounts necessary  
1367 to be raised in order to support the budget, or any other vote requiring a  
1368 two-third majority vote by statute or regulation, a combined total of  
1369 weighted votes equal to or exceeding 66.67% of the weighted vote of the  
1370 entire Committee (i.e., not merely two thirds of the weighted vote of  
1371 those present) shall be required.  
1372

1373 1.11 Except where otherwise provided by statute, regulation, or by the terms of this  
1374 Agreement, actions by a Subcommittee will also be taken by weighted vote total  
1375 pursuant to "Roberts Rules of Order's" protocols that correspond to the particular  
1376 type of vote being taken. For these purposes, a majority vote shall mean an  
1377 affirmative vote by more than half of the weighted vote total of the Members  
1378 present at a properly called meeting of the respective Subcommittee for which a  
1379 quorum is present.  
1380

1381 or to take any other action in relation thereto.

1382 ***Passage requires a Majority vote.***  
1383

1384 Submitted by: The School Committee

1385 Recommendations: Select Board recommends Approval.

1386 School Committee Recommends Approval

1387 ***Summary:*** Approval of this article will amend the Wachusett Regional School District Agreement  
1388 pursuant to the weighted vote/attrition model.  
1389

1390 Approval of this article will amend the Wachusett Regional School District Agreement pursuant  
1391 to the weighted vote/attrition model.

1392  
1393  
1394 **ARTICLE 35. ANNUAL TOWN ELECTION -** To elect by ballot on Monday, May 9,  
1395 2022 from 12:00pm to 7:00pm at the Houghton Elementary School Gym on 32 Boutelle Road,  
1396 the following officers:

1397 Also, to choose by ballot or otherwise, such other officers as may be necessary.

- 1398 (1) Board of Assessors for 3 year term  
1399 (1) Board of Assessors for 1 year term  
1400 (1) Board of Health for 3 year term  
1401 (1) Select Board for 3 year term  
1402 (1) Constable for 3 year term  
1403 (1) Department of Public Works Board for 3 year term  
1404 (2) Board of Library Trustees each for 3 year terms  
1405 (1) Planning Board for 5 year term  
1406 (1) Sterling Housing Authority for 5 year term  
1407 (1) Sterling Housing Authority for 4 year term  
1408 (1) Sterling Municipal Light Board for 3 year term  
1409 (1) Wachusett Regional School Committee for 3 year term  
1410 (1) Wachusett Regional School Committee for 2 year term

1411  
1412 Given under our hands this **20th** day of April, **2022**.

1413  
1414 **STERLING SELECT BOARD:**

1415  
1416  
1417 \_\_\_\_\_  
1418 Maureen Cranson John Kilcoyne Arden Sonnenberg

FY23 OMNIBUS BUDGET								
	Account Number	Description	2020 Budget	2021 Budget	2022 Budget	FY23 Dept Request	FY23 \$ Change	FY23 % Change
1		ACCOUNTANT						
2	01135-51100	ACCOUNTANT SALARY	30,270.77	31,191.00	32,438.00	33,412.00	974.00	3.00%
3	01135-57000	ACCOUNTANT EXPENSE	10,361.00	10,447.00	11,200.00	12,505.00	1,305.00	11.65%
4		Department Total	40,631.77	41,638.00	43,638.00	45,917.00	2,279.00	5.22%
5		ADA COORDINATOR						
6	01196-51200	ADA COORDINATOR STIPEND	1,500.00	1,500.00	1,500.00	1,500.00	0.00	0.00%
7		Department Total	1,500.00	1,500.00	1,500.00	1,500.00	0.00	0.00%
8		AGRICULTURAL						
9	01177-57000	AGRICULTURAL EXPENSE	750.00	750.00	750.00	750.00	0.00	0.00%
10		Department Total	750.00	750.00	750.00	750.00	0.00	0.00%
11		ANIMAL INSPECTOR						
12	01250-51100	ANIMAL INSPECTOR SALARY	3,000.00	3,400.00	3,468.00	3,573.00	105.00	3.03%
13	01250-57000	ANIMAL INSPECTOR EXPENSE	900.00	900.00	900.00	1,500.00	600.00	66.67%
14		Department Total	3,900.00	4,300.00	4,368.00	5,073.00	705.00	16.14%
15		ASSESSOR						
16	01141-51100	ASSESSOR STIPEND	4,500.00	4,500.00	4,500.00	4,500.00	0.00	0.00%
17	01141-51200	ASSESSOR WAGES	49,395.21	50,283.00	51,064.00	52,596.00	1,532.00	3.00%
18	01141-57000	ASSESSOR EXPENSE	94,580.92	79,363.00	81,200.00	81,200.00	0.00	0.00%
19		Department Total	148,476.13	134,146.00	136,764.00	138,296.00	1,532.00	1.12%
20		AUDIT						
21	01136-57000	AUDIT EXPENSE	21,500.00	21,500.00	21,500.00	21,500.00	0.00	0.00%
22		Department Total	21,500.00	21,500.00	21,500.00	21,500.00	0.00	0.00%
23		BOARD OF HEALTH						
24	01510-51100	BOH STIPEND	309.00	309.00	309.00	900.00	591.00	191.26%
25	01510-51110	BOH SALARY	105,449.81	69,886.00	71,018.00	75,338.00	4,320.00	6.08%
26	01510-51200	BOH WAGES	0.00	61,981.00	80,340.00	82,680.00	2,340.00	2.91%
27	01510-53000	BOH WACHUSETT HOME HEALTH CARE	0.00	0.00	0.00	0.00	0.00	0.00%
28	01510-53001	BOH MONTACHUSETT PUBLIC HEALTH	3,200.00	3,200.00	3,200.00	3,200.00	0.00	0.00%
29	01510-57000	BOH EXPENSE	10,081.49	5,730.00	5,730.00	6,030.00	300.00	5.24%
30	01510-57001	BOH KIOSK	2,900.00	2,900.00	2,900.00	2,900.00	0.00	0.00%
31	01510-57002	BOH PRINTER/COPIER	655.00	655.00	655.00	1,200.00	545.00	83.21%
32		Department Total	122,595.30	144,661.00	164,152.00	172,248.00	8,096.00	4.93%
33								
34		CONSERVATION						
35	01171-51200	CONSERVATION AGENT WAGES	26,404.27	26,933.00	27,471.00	28,296.00	825.00	3.00%
36	01171-57000	CONSERVATION COMMITTEE EXPENSE	1,000.00	1,000.00	1,000.00	1,000.00	0.00	0.00%
37	01171-57001	CENTRAL MASS STORMWATER COALITION	5,000.00	5,000.00	5,000.00	5,000.00	0.00	0.00%
38		Department Total	32,404.27	32,933.00	33,471.00	34,296.00	825.00	2.46%
39								
40								
41								
42		COUNCIL ON AGING						
43	01540-57000	SENIOR CENTER OPERATIONS	15,935.00	21,755.00	19,112.00	40,275.00	21,163.00	110.73%
44	01541-51200	COA WAGES	153,330.95	182,805.22	216,073.28	253,383.00	37,309.72	17.27%
45	01541-53000	COA HOME CARE	400.00	400.00	400.00	400.00	0.00	0.00%
46	01541-53001	COA TITLE VII NUTRITION AND WHEAT	4,300.00	4,300.00	4,300.00	4,300.00	0.00	0.00%
47	01541-57000	COA EXPENSE	16,050.00	16,050.00	16,050.00	16,370.00	320.00	1.99%
48		Department Total	190,015.95	225,310.22	255,935.28	314,728.00	58,792.72	22.97%
49		CULTURAL COUNCIL						
50	01542-57000	CULTURAL COUNCIL	3,550.00	3,550.00	3,550.00	4,550.00	1,000.00	28.17%
51		Department Total	3,550.00	3,550.00	3,550.00	4,550.00	1,000.00	28.17%



52		DPW						
53	01422-51100	DPW SALARY	75,876.26	75,560.12	81,312.00	134,409.00	53,097.00	65.30%
54	01422-51110	DPW BOARD STIPEND	1,800.00	1,800.00	1,800.00	1,800.00	0.00	0.00%
55	01422-51200	DPW WAGES	644,443.47	659,394.00	672,581.00	692,674.00	20,093.00	2.99%
56	01422-52000	DPW STREET LIGHTS	16,510.89	18,011.88	18,012.00	18,012.00	0.00	0.00%
57	01422-52700	DPW HYDRANT RENTAL	26,675.00	0.00	0.00	0.00	0.00	0.00%
58	01422-52900	DPW TRASH PICKUP	602,000.00	583,753.00	620,000.00	642,000.00	22,000.00	3.55%
59	01422-52901	REGIONAL RECYCLING	4,181.00	4,809.00	4,809.00	4,935.00	126.00	2.62%
60	01422-52902	LANDFILL MONITORING	16,500.00	16,500.00	0.00	0.00	0.00	#DIV/0!
61	01422-57000	DPW EXPENSE	322,420.00	322,420.00	371,420.00	410,050.00	38,630.00	10.40%
62	01422-57001	DPW EQUIPMENT LEASE	29,692.00	29,692.00	0.00	0.00	0.00	#DIV/0!
	01422-57002	SIDEWALKS & ROADS	0.00	0.00	0.00	250,000.00	250,000.00	#DIV/0!
63		Department Total	1,740,098.62	1,711,940.00	1,769,934.00	2,153,880.00	383,946.00	21.69%
64		DPW SNOW & ICE						
65	01423-57000	SNOW & ICE EXPENSE	218,202.29	211,000.00	181,000.00	245,000.00	64,000.00	35.36%
66		Department Total	218,202.29	211,000.00	181,000.00	245,000.00	64,000.00	35.36%
67		ECONOMIC DEVELOPMENT						
68	01178-57000	ECONOMIC DEVELOPMENT COMMITTEE EXPEN	26,000.00	27,000.00	15,000.00	16,000.00	1,000.00	6.67%
69		Department Total	26,000.00	27,000.00	15,000.00	16,000.00	1,000.00	6.67%
70		EXTENSION SERVICE						
71	01690-57000	EXTENSION SERVICE	510.00	510.00	510.00	510.00	0.00	0.00%
72		Department Total	510.00	510.00	510.00	510.00	0.00	0.00%
73		FACILITIES						
74	01192-51100	FACILITIES SALARY	0.00	34,716.00	34,900.00	35,947.00	1,047.00	3.00%
75	01192-51200	FACILITIES WAGES	33,860.94	23,499.00	24,480.00	25,215.00	735.00	3.00%
76	01192-57000	FACILITIES EXPENSE	101,981.34	96,981.00	100,000.00	125,000.00	25,000.00	25.00%
77		Department Total	135,842.28	155,196.00	159,380.00	186,162.00	26,782.00	16.80%
78		FINANCE BOARD						
79	01131-51100	FINANCE BOARD STIPEND	0.00	0.00	0.00	0.00	0.00	0.00%
80	01131-57000	FINANCE BOARD EXPENSE	280.00	280.00	280.00	280.00	0.00	0.00%
81		Department Total	280.00	280.00	280.00	280.00	0.00	0.00%
82								
83		FIRE-EMT						
84	01220-51100	FIRE CHIEF SALARY	106,264.00	112,390.00	114,636.00	118,075.00	3,439.00	3.00%
85	01220-51200	FIRE WAGES	619,738.59	691,817.00	797,087.00	844,753.00	47,666.00	5.98%
86	01220-51500	FIRE EMERGENCY MANAGEMENT STIPEND	10,000.00	10,000.00	10,000.00	10,000.00	0.00	0.00%
87	01220-57000	FIRE EXPENSE	201,500.00	178,120.00	193,600.00	211,500.00	17,900.00	9.25%
88	01220-57001	FIRE EMERGENCY MANAGEMENT EXPENSE	1,500.00	1,500.00	1,500.00	1,500.00	0.00	0.00%
89	01220-57002	FIRE EQUIPMENT LEASE	62,148.05	0.00	0.00	0.00	0.00	0.00%
90		Department Total	1,001,150.64	993,827.00	1,116,823.00	1,185,828.00	69,005.00	6.18%
91		FIRE-AMBULANCE						
92	01231-51100	AMBULANCE CHIEF SALARY	12,817.00	13,073.00	13,334.00	13,734.00	400.00	3.00%
93	01231-51200	AMBULANCE WAGES	339,796.00	428,310.00	464,403.00	500,617.00	36,214.00	7.80%
94	01231-57000	AMBULANCE EXPENSE	112,700.00	104,000.00	94,500.00	96,000.00	1,500.00	1.59%
95	01231-57002	AMBULANCE LEASE	0.00	0.00	0.00	0.00	0.00	0.00%
96		Department Total	465,313.00	545,383.00	572,237.00	610,351.00	38,114.00	6.66%
97		HISTORICAL COMMISSION						
98	01670-57000	HISTORICAL EXPENSE	2,500.00	2,500.00	2,500.00	2,500.00	0.00	0.00%
99		Department Total	2,500.00	2,500.00	2,500.00	2,500.00	0.00	0.00%
100		HUMAN RESOURCES						
101	01152-57000	COMPENSATING ABSENCE	0.00	0.00	0.00	25,000.00	25,000.00	0.00%
102		Department Total	0.00	0.00	0.00	25,000.00	25,000.00	0.00%
103		INFORMATION TECHNOLOGY						
104	01155-57000	IT EXPENSE	145,483.00	145,548.00	150,055.00	173,391.00	23,336.00	15.55%
105		Department Total	145,483.00	145,548.00	150,055.00	173,391.00	23,336.00	15.55%
106		INSPECTIONAL SERVICES						
107	01241-51100	BUILDING INSPECTOR SALARY	63,634.07	64,541.00	58,292.00	60,593.00	2,301.00	3.95%
108	01241-51101	INSPECTION WIRE INSP SALARY	0.00	0.00	0.00	11,000.00	11,000.00	0.00%

52		DPW						
53	01422-51100	DPW SALARY	75,876.26	75,560.12	81,312.00	134,409.00	53,097.00	65.30%
54	01422-51110	DPW BOARD STIPEND	1,800.00	1,800.00	1,800.00	1,800.00	0.00	0.00%
55	01422-51200	DPW WAGES	644,443.47	659,394.00	672,581.00	692,674.00	20,093.00	2.99%
56	01422-52000	DPW STREET LIGHTS	16,510.89	18,011.88	18,012.00	18,012.00	0.00	0.00%
57	01422-52700	DPW HYDRANT RENTAL	26,675.00	0.00	0.00	0.00	0.00	0.00%
58	01422-52900	DPW TRASH PICKUP	602,000.00	583,753.00	620,000.00	642,000.00	22,000.00	3.55%
59	01422-52901	REGIONAL RECYCLING	4,181.00	4,809.00	4,809.00	4,935.00	126.00	2.62%
60	01422-52902	LANDFILL MONITORING	16,500.00	16,500.00	0.00	0.00	0.00	#DIV/0!
61	01422-57000	DPW EXPENSE	322,420.00	322,420.00	371,420.00	410,050.00	38,630.00	10.40%
62	01422-57001	DPW EQUIPMENT LEASE	29,692.00	29,692.00	0.00	0.00	0.00	#DIV/0!
	01422-57002	SIDEWALKS & ROADS	0.00	0.00	0.00	250,000.00	250,000.00	#DIV/0!
63		Department Total	1,740,098.62	1,711,940.00	1,769,934.00	2,153,880.00	383,946.00	21.69%
64		DPW SNOW & ICE						
65	01423-57000	SNOW & ICE EXPENSE	218,202.29	211,000.00	181,000.00	245,000.00	64,000.00	35.36%
66		Department Total	218,202.29	211,000.00	181,000.00	245,000.00	64,000.00	35.36%
67		ECONOMIC DEVELOPMENT						
68	01178-57000	ECONOMIC DEVELOPMENT COMMITTEE EXPEN	26,000.00	27,000.00	15,000.00	16,000.00	1,000.00	6.67%
69		Department Total	26,000.00	27,000.00	15,000.00	16,000.00	1,000.00	6.67%
70		EXTENSION SERVICE						
71	01690-57000	EXTENSION SERVICE	510.00	510.00	510.00	510.00	0.00	0.00%
72		Department Total	510.00	510.00	510.00	510.00	0.00	0.00%
73		FACILITIES						
74	01192-51100	FACILITIES SALARY	0.00	34,716.00	34,900.00	35,947.00	1,047.00	3.00%
75	01192-51200	FACILITIES WAGES	33,860.94	23,499.00	24,480.00	25,215.00	735.00	3.00%
76	01192-57000	FACILITIES EXPENSE	101,981.34	96,981.00	100,000.00	125,000.00	25,000.00	25.00%
77		Department Total	135,842.28	155,196.00	159,380.00	186,162.00	26,782.00	16.80%
78		FINANCE BOARD						
79	01131-51100	FINANCE BOARD STIPEND	0.00	0.00	0.00	0.00	0.00	0.00%
80	01131-57000	FINANCE BOARD EXPENSE	280.00	280.00	280.00	280.00	0.00	0.00%
81		Department Total	280.00	280.00	280.00	280.00	0.00	0.00%
82								
83		FIRE-EMT						
84	01220-51100	FIRE CHIEF SALARY	106,264.00	112,390.00	114,636.00	118,075.00	3,439.00	3.00%
85	01220-51200	FIRE WAGES	619,738.59	691,817.00	797,087.00	844,753.00	47,666.00	5.98%
86	01220-51500	FIRE EMERGENCY MANAGEMENT STIPEND	10,000.00	10,000.00	10,000.00	10,000.00	0.00	0.00%
87	01220-57000	FIRE EXPENSE	201,500.00	178,120.00	193,600.00	211,500.00	17,900.00	9.25%
88	01220-57001	FIRE EMERGENCY MANAGEMENT EXPENSE	1,500.00	1,500.00	1,500.00	1,500.00	0.00	0.00%
89	01220-57002	FIRE EQUIPMENT LEASE	62,148.05	0.00	0.00	0.00	0.00	0.00%
90		Department Total	1,001,150.64	993,827.00	1,116,823.00	1,185,828.00	69,005.00	6.18%
91		FIRE-AMBULANCE						
92	01231-51100	AMBULANCE CHIEF SALARY	12,817.00	13,073.00	13,334.00	13,734.00	400.00	3.00%
93	01231-51200	AMBULANCE WAGES	339,796.00	428,310.00	464,403.00	500,617.00	36,214.00	7.80%
94	01231-57000	AMBULANCE EXPENSE	112,700.00	104,000.00	94,500.00	96,000.00	1,500.00	1.59%
95	01231-57002	AMBULANCE LEASE	0.00	0.00	0.00	0.00	0.00	0.00%
96		Department Total	465,313.00	545,383.00	572,237.00	610,351.00	38,114.00	6.66%
97		HISTORICAL COMMISSION						
98	01670-57000	HISTORICAL EXPENSE	2,500.00	2,500.00	2,500.00	2,500.00	0.00	0.00%
99		Department Total	2,500.00	2,500.00	2,500.00	2,500.00	0.00	0.00%
100		HUMAN RESOURCES						
101	01152-57000	COMPENSATING ABSENCE	0.00	0.00	0.00	25,000.00	25,000.00	0.00%
102		Department Total	0.00	0.00	0.00	25,000.00	25,000.00	0.00%
103		INFORMATION TECHNOLOGY						
104	01155-57000	IT EXPENSE	145,483.00	145,548.00	150,055.00	173,391.00	23,336.00	15.55%
105		Department Total	145,483.00	145,548.00	150,055.00	173,391.00	23,336.00	15.55%

106		<b>INSPECTIONAL SERVICES</b>						
107	01241-51100	BUILDING INSPECTOR SALARY	63,634.07	64,541.00	58,292.00	60,593.00	2,301.00	3.95%
108	01241-51101	INSPECTION WIRE INSP SALARY	0.00	0.00	0.00	11,000.00	11,000.00	0.00%
109	01241-51102	INSPECTION PLUMBING INSP SALARY	10,930.00	11,149.00	0.00	11,000.00	11,000.00	#DNV/O!
110	01241-51103	INSPECTOR GAS INSP SALARY	6,015.00	6,132.00	0.00	0.00	0.00	#DNV/O!
111	01241-51200	BUILDING INSPECTOR WAGES	36,907.10	28,383.80	58,760.00	58,760.00	0.00	0.00%
112	01241-57000	INSPECTION EXPENSE	5,500.00	5,500.00	5,500.00	8,000.00	2,500.00	45.45%
113	01241-57001	SEALER OF WEIGHT & MEASURES EXPENSE	1,200.00	1,200.00	1,200.00	1,200.00	0.00	0.00%
114		<b>Department Total</b>	<b>124,186.17</b>	<b>116,905.80</b>	<b>123,752.00</b>	<b>150,553.00</b>	<b>26,801.00</b>	<b>21.66%</b>
115		<b>INSURANCE-BENEFITS</b>						
116	01910-59020	INSURANCE-BENEFITS	1,490,875.00	1,492,766.00	1,601,234.00	1,765,907.00	164,673.00	10.28%
117		<b>Department Total</b>	<b>1,490,875.00</b>	<b>1,492,766.00</b>	<b>1,601,234.00</b>	<b>1,765,907.00</b>	<b>164,673.00</b>	<b>10.28%</b>
118								
119		<b>LEGAL SERVICES</b>						
120	01151-53000	LEGAL SERVICES	62,000.00	62,000.00	62,000.00	62,000.00	0.00	0.00%
121		<b>Department Total</b>	<b>62,000.00</b>	<b>62,000.00</b>	<b>62,000.00</b>	<b>62,000.00</b>	<b>0.00</b>	<b>0.00%</b>
122								
123								
124		<b>LIBRARY</b>						
125	01610-51100	LIBRARY SALARY	85,098.69	90,797.00	92,613.00	90,640.00	(1,973.00)	-2.13%
126	01610-51200	LIBRARY WAGES	239,117.77	249,974.00	258,950.00	269,446.00	10,496.00	4.05%
127	01610-57000	LIBRARY EXPENSE	135,443.37	133,807.00	133,807.00	136,407.00	2,600.00	1.94%
128		<b>Department Total</b>	<b>459,659.83</b>	<b>474,578.00</b>	<b>485,370.00</b>	<b>496,493.00</b>	<b>11,123.00</b>	<b>2.29%</b>
129								
129		<b>MEMORIAL AND VETERANS DAY</b>						
130	01699-57000	MEMORIAL AND VETERANS DAY	5,600.00	5,600.00	5,600.00	5,600.00	0.00	0.00%
131		<b>Department Total</b>	<b>5,600.00</b>	<b>5,600.00</b>	<b>5,600.00</b>	<b>5,600.00</b>	<b>0.00</b>	<b>0.00%</b>
132		<b>MODERATOR</b>						
133	01114-51100	MODERATOR STIPEND	500.00	500.00	500.00	500.00	0.00	0.00%
134	01114-57000	MODERATOR EXPENSE	150.00	150.00	150.00	150.00	0.00	0.00%
135		<b>Department Total</b>	<b>650.00</b>	<b>650.00</b>	<b>650.00</b>	<b>650.00</b>	<b>0.00</b>	<b>0.00%</b>
136		<b>OPEN SPACE</b>						
137	01179-57000	OPEN SPACE EXPENSE	2,011.11	1,500.00	1,500.00	1,500.00	0.00	0.00%
138		<b>Department Total</b>	<b>2,011.11</b>	<b>1,500.00</b>	<b>1,500.00</b>	<b>1,500.00</b>	<b>0.00</b>	<b>0.00%</b>
139		<b>PLANNING</b>						
140	01175-51110	PLANNING SALARY	74,970.00	77,392.00	79,559.00	61,000.00	(18,559.00)	-23.33%
141	01175-51100	PLANNING STIPEND	1,500.00	1,500.00	1,500.00	1,500.00	0.00	0.00%
142	01175-51200	PLANNING WAGES	0.00	28,905.20	37,260.00	19,000.00	(18,260.00)	-49.01%
143	01175-56310	MRPC EXPENSE	2,850.00	2,850.00	2,820.00	2,820.00	0.00	0.00%
144	01175-57000	PLANNING EXPENSE	19,933.72	271.00	1,500.00	1,500.00	0.00	0.00%
145		<b>Department Total</b>	<b>99,253.72</b>	<b>110,918.20</b>	<b>122,639.00</b>	<b>85,820.00</b>	<b>(36,819.00)</b>	<b>-30.02%</b>
146		<b>POLICE</b>						
147	01210-51100	POLICE SALARY	142,043.20	148,885.00	151,863.00	156,419.00	4,556.00	3.00%
148	01210-51200	POLICE WAGES	1,356,940.79	1,394,725.00	1,442,875.00	1,548,423.00	105,548.00	7.32%
149	01210-57000	POLICE EXPENSE	105,575.00	105,575.00	105,575.00	147,600.00	42,025.00	39.81%
150	01210-58500	POLICE CRUISER	41,000.00	52,000.00	52,000.00	52,000.00	0.00	0.00%
151		<b>Department Total</b>	<b>1,645,558.99</b>	<b>1,701,185.00</b>	<b>1,752,313.00</b>	<b>1,904,442.00</b>	<b>152,129.00</b>	<b>8.68%</b>
152		<b>POLICE-ANIMAL CONTROL</b>						
153	01249-51200	ANIMAL CONTROL WAGES	24,398.20	25,119.00	25,621.00	26,390.00	769.00	3.00%
154	01249-57000	ANIMAL CONTROL EXPENSE	4,000.00	4,000.00	4,000.00	4,000.00	0.00	0.00%
155		<b>Department Total</b>	<b>28,398.20</b>	<b>29,119.00</b>	<b>29,621.00</b>	<b>30,390.00</b>	<b>769.00</b>	<b>2.60%</b>
156		<b>POLICE-DISPATCH</b>						
157	01215-51200	COMMUNICATION WAGES	275,835.54	281,353.00	286,980.00	295,646.00	8,666.00	3.02%
158	01215-57000	COMMUNICATION EXPENSE	103,397.16	103,397.00	123,999.00	134,169.00	10,170.00	8.20%
159		<b>Department Total</b>	<b>379,232.70</b>	<b>384,750.00</b>	<b>410,979.00</b>	<b>429,815.00</b>	<b>18,836.00</b>	<b>4.58%</b>

160		<b>RECREATION</b>						
161	01630-51100	RECREATION SALARY	55,329.68	57,877.00	64,853.00	62,046.00	(2,807.00)	-4.33%
162	01630-51200	RECREATION WAGES	44,119.00	45,469.00	47,276.00	61,604.00	14,328.00	30.31%
163	01630-57000	RECREATION EXPENSE	28,100.00	28,100.00	28,662.00	28,662.00	0.00	0.00%
164		<b>Department Total</b>	<b>127,548.68</b>	<b>131,446.00</b>	<b>140,791.00</b>	<b>152,312.00</b>	<b>11,521.00</b>	<b>8.18%</b>
165								
166		<b>SELECT BOARD</b>						
167	01122-51100	SELECT BOARD STIPEND	4,500.00	4,500.00	4,500.00	4,500.00	0.00	0.00%
168	01122-57000	SELECT BOARD EXPENSE	8,400.00	4,925.00	7,750.00	7,750.00	0.00	0.00%
169	01241-57001	SEALER OF WEIGHT & MEASURES EXPENSE	0.00	0.00	0.00	0.00	0.00	0.00%
170		<b>Department Total</b>	<b>12,900.00</b>	<b>9,425.00</b>	<b>12,250.00</b>	<b>12,250.00</b>	<b>0.00</b>	<b>0.00%</b>
171		<b>TOWN ADMINISTRATOR</b>						
173	01129-51100	TOWN ADMINISTRATOR SALARY	112,384.71	140,725.00	127,296.00	127,308.00	12.00	0.01%
174	01129-51200	TOWN ADMINISTRATOR WAGES	60,572.06	59,420.00	61,165.00	63,000.00	1,835.00	3.00%
175	01129-51201	OPERATIONS MANAGER WAGES	45,469.95	46,514.00	48,646.00	35,000.00	(13,646.00)	-28.05%
176	01129-57000	TOWN ADMINISTRATOR EXPENSE	60,897.50	51,975.00	50,370.00	55,000.00	4,630.00	9.19%
177	01129-57001	COA SENIOR WORKOFF PROGRAM	15,000.00	15,000.00	22,500.00	22,500.00	0.00	0.00%
178	01129-57002	TOWN PLANNER EXPENSE	7,750.00	2,600.00	7,600.00	7,752.00	152.00	2.00%
179		<b>Department Total</b>	<b>302,074.22</b>	<b>316,234.00</b>	<b>317,577.00</b>	<b>310,560.00</b>	<b>(7,017.00)</b>	<b>-2.21%</b>
180								
181								
182								
183		<b>TOWN CLERK</b>						
184	01161-51100	TOWN CLERK SALARY	67,294.58	64,551.00	65,546.00	67,513.00	1,967.00	3.00%
185	01161-51200	TOWN CLERK WAGES	46,253.94	44,342.00	45,229.00	46,586.00	1,357.00	3.00%
186	01161-52000	TOWN CLERK TRAINING	3,500.00	2,300.00	3,500.00	4,000.00	500.00	14.29%
187	01161-57000	TOWN CLERK EXPENSE	11,000.00	17,000.00	20,650.00	17,650.00	(3,000.00)	-14.53%
188	01162-51200	ELECTION WAGES	16,660.00	15,189.00	4,370.00	19,050.00	14,680.00	335.93%
189	01162-57000	ELECTION EXPENSE	10,700.00	16,765.00	5,900.00	14,965.00	9,065.00	153.64%
190		<b>Department Total</b>	<b>155,408.52</b>	<b>160,147.00</b>	<b>145,195.00</b>	<b>169,764.00</b>	<b>24,569.00</b>	<b>16.92%</b>
191		<b>TREASURER/COLLECTOR</b>						
192	01145-51100	TREASURER/COLLECTOR SALARY	75,363.00	77,523.00	79,952.00	85,156.00	5,204.00	6.51%
193	01145-51200	TREASURER/COLLECTOR WAGES	96,803.00	102,508.00	106,792.00	109,996.00	3,204.00	3.00%
194	01145-51300	FINANCE ASSISTANT STIPEND	0.00	0.00	0.00	15,600.00	15,600.00	#DIV/0!
195	01145-57000	TREASURER/COLLECTOR EXPENSE	52,196.57	61,391.00	68,847.83	70,070.00	1,222.17	1.78%
196		<b>Department Total</b>	<b>224,362.57</b>	<b>241,422.00</b>	<b>255,591.83</b>	<b>280,822.00</b>	<b>25,230.17</b>	<b>9.87%</b>
197		<b>VETERANS</b>						
198	01543-57000	VETERANS EXPENSE	20,000.00	20,000.00	20,000.00	20,000.00	0.00	0.00%
199	01543-57700	VETERANS BENEFITS	25,000.00	36,000.00	25,000.00	35,000.00	10,000.00	40.00%
200		<b>Department Total</b>	<b>45,000.00</b>	<b>56,000.00</b>	<b>45,000.00</b>	<b>55,000.00</b>	<b>10,000.00</b>	<b>22.22%</b>
201		<b>WORC COUNTY RETIREMENT</b>						
202	01910-59060	WORCESTER COUNTY RETIREMENT	855,519.00	958,159.00	1,001,204.00	1,109,635.00	108,431.00	10.83%
203		<b>Department Total</b>	<b>855,519.00</b>	<b>958,159.00</b>	<b>1,001,204.00</b>	<b>1,109,635.00</b>	<b>108,431.00</b>	<b>10.83%</b>
204								
205								
206								
207		<b>ZONING BOARD OF APPEALS</b>						
208	01176-51200	BOARD OF APPEALS WAGES	0.00	0.00	0.00	0.00	0.00	0.00%
209	01176-57000	BOARD OF APPEALS EXPENSE	7,000.00	5,000.00	5,000.00	5,000.00	0.00	0.00%
210		<b>Department Total</b>	<b>7,000.00</b>	<b>5,000.00</b>	<b>5,000.00</b>	<b>5,000.00</b>	<b>0.00</b>	<b>0.00%</b>
211		<b>DEBT SERVICE</b>						
212	01710-59000	DEBT - LONG TERM PRINCIPAL	1,545,000.00	420,000.00	220,000.00	220,000.00	0.00	0.00%
213	01750-59010	DEBT - LONG TERM INTEREST	155,435.00	93,935.00	77,041.00	68,098.00	(8,943.00)	-11.61%
214	01751-59010	DEBT - SHORT TERM INTEREST	0.00	0.00	150,000.00	165,633.00	15,633.00	10.42%
215		<b>Department Total</b>	<b>1,700,435.00</b>	<b>513,935.00</b>	<b>447,041.00</b>	<b>453,731.00</b>	<b>6,690.00</b>	<b>1.50%</b>
216			<b>Municipal Operating Budget</b>		<b>11,598,655.11</b>	<b>12,820,004.00</b>	<b>1,221,348.89</b>	<b>10.53%</b>

217					DEPARTMENTAL OFFSETS	Ambulance	(500,000.00)	
218						Cemetery Perp Care	(5,000.00)	
219						Water Enterprise	(33,602.00)	
220						Insurance	(89,000.00)	
221						Re-Captured Funds	(108,000.00)	
222						Total Offsets	(735,602.00)	
223					Municipal Operating Budget with	11,598,655.11	12,820,004.00	485,746.89 4.19%
224								
225								
226								
227	Article	WACHUSETT REGIONAL SCHOOL DIST						
228	01300-57000	WACHUSETT RSD	11,696,595.00	12,167,812.00	12,102,930.00	12,444,610.00	341,680.00	2.82%
229		WRSD VOCATIONAL SCHOOL OUTPLACEMENT	0.00	0.00	78,318.00	80,000.00	1,682.00	2.15%
230		Department Total	11,696,595.00	12,167,812.00	12,181,248.00	12,524,610.00	343,362.00	2.82%
231								
232	Article	MONTACHUSETT REG. SCHOOL DIST						
233	01301-57000	MONTACHUSETT REGIONAL VOC TECH	821,969.00	905,635.00	939,069.00	975,792.00	36,723.00	3.91%
234		Department Total	821,969.00	905,635.00	939,069.00	975,792.00	36,723.00	3.91%
235		Total Including Schools	24,718,972.11	26,320,406.00	865,831.89	3.50%		

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