



THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF STERLING

May 1, 2023

ANNUAL TOWN MEETING MINUTES

At 6:30 pm, on Monday, May 1, 2023, the Town Clerk, Kathleen Farrell, opened the Annual Town Meeting held at the Chocksett Middle School, 40 Boutelle Road, in said Town of Sterling.

Town Clerk noted inspection of the Return of Service on the Warrant to be in order, and called to order the Annual Town Meeting, the Legislative Body of the Town of Sterling. She asked all to join in the Pledge of Allegiance.

Town Clerk, Kathleen Farrell noted the first order of business was to elect a Temporary Moderator to preside over the Town Meeting. She explained that if there is only one person nominated, only one vote will be required to “elect” the Temporary Moderator.

Town Clerk informed Town Meeting that Richard Lane had offered to perform the duties of Moderator for this Town Meeting.

Motion made nominating Richard Lane to act as Temporary Moderator for the purposes of this meeting.

Town Clerk, Kathleen Farrell asked the Town Meeting if there were additional nominations. She declared hearing or seeing none, nominations were closed. Without objection, the Town Clerk declared Richard Lane as sole nominee for the position of Temporary Moderator for this Meeting and called for the vote.

Motion passed by majority as declared by the Town Clerk

Town Clerk, Kathleen Farrell declared the election of Richard Lane as Temporary Moderator for this Town Meeting, and administered the oath of office.

Temporary Town Moderator, Richard Lane reviewed logistics of participation including the use of vote counting devices, and how to address the meeting.

He began by calling for a vote on the long-standing history of dispensing of the reading of the Warrant.

DISPENSE WITH THE READING OF THE WARRANT AND THE CONSTABLE'S RETURN:

Motion made to dispense with the reading of the Warrant

Motion passed by majority as declared by the Moderator

ARTICLE 1. FY2024 TOWN OPERATING BUDGET

To see if the Town will vote to raise and appropriate or transfer from available funds, **\$13,295,903.00** 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, \$10,000 and to further appropriate, from the Water Enterprise Fund \$70,176; for a total appropriation of **\$13,295,903.00** 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, 2023 and ending June 30, 2024, as shown in the municipal operating budget printed at the back of this Warrant; or take any action in relation thereto.

Motion made that the Town raise and appropriate the sum of \$12,715,727 and to transfer the additional sum of \$580,176 from the additional sources identified in the Warrant, under Article 1, for a total appropriation of \$13,295,903, to be expended as shown in the municipal operating and Omnibus Budget as printed at the back of the Warrant. **MAJORITY VOTE**

Summary: This article authorizes spending and appropriates expenditures from the Town's General Fund for the Town's Fiscal Year 2024 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, 2023. A breakdown of the departmental budget requests, operations costs and town-wide unclassified expenses are included at the end of the warrant.

Motion made to amend Article 1 made by David Gibbs to strike, "And to further appropriate from the cemetery perpetual care account \$10,000" **MAJORITY VOTE**

Motion to amend Article 1 did not carry as declared by the Moderator

Finance Committee Chair, Christopher Paquette, gave a brief overview of the budget describing it as prudent and responsible.

Motion to approve Article 1 passed by majority as declared by the Moderator

ARTICLE 2: WACHUSETT REGIONAL SCHOOL DISTRICT ASSESSMENT

To see if the Town will vote to raise and appropriate or transfer from available funds, **\$13,135,104** 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, 2023 and ending June 30, 2024; or take any action in relation thereto. **MAJORITY VOTE**

Motion made that the Town raise and appropriate \$13,135,104 for the Town's Assessment to the Wachusett Regional School District.

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.

Wachusett Regional School District Superintendent, Jim Reilly gave a brief overview of the budget describing it as transparent and responsible. He addressed the need to update operating systems, and the inclusion of additional school teachers at the Houghton Elementary School.

Motion passed by majority as declared by the Moderator

ARTICLE 3: MONTACHUSETT VOCATIONAL REGIONAL SCHOOL ASSESSMENT

To see if the Town will vote to raise and appropriate or transfer from available funds, **\$1,018,231** 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, 2023 and ending June 30, 2024; or take any action in relation thereto. **MAJORITY VOTE**

Motion made that the Town raise and appropriate \$1,018,231 for the Town's Assessment to the Montachusett Regional Vocation Technical School.

Montachusett Vocational Regional School Superintendent, Tom Brown, spoke to the Article.

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.

Motion passed by majority as declared by the Moderator

***** BEGIN CONSENT AGENDA - ARTICLES 4 THROUGH 12 *****

VOTE FOR CONSENT CALENDAR ONE:

Motion made that the Town vote by unanimous consent to combine the Articles 4 through 12 into a Consent Calendar and to approve those Articles that have not been requested “held” in one vote as shown in the Warrant. **MAJORITY VOTE**

4. Snow & Ice Deficit
5. Elected Officers Compensation
6. Municipal Light Board Compensation
7. Stabilization Fund
8. Capital Investment Fund
9. OPEB Trust Fund
10. Reserve Fund for FY24
11. Ambulance Receipts to Capital Investment Fund
12. Prior Year Warrant Articles

The first grouping of “consent agenda” items includes eight (8) individual articles, numbered four (4) through twelve (12). These articles represent annual fund transfers that are generally routine in nature, reoccur each year and typically do not require any explanation or debate.

No holds were requested by the voters

Motion passed by majority as declared by the Moderator

***ARTICLE 4. SNOW & ICE DEFICIT** (Consent)

It was voted, by Consent Calendar, that the Town transfer from Free Cash, **\$225,000** 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 (FY23)

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 5. ELECTED OFFICERS COMPENSATION** (Consent)

It was voted, by Consent Calendar, that the Town 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 5 of this Warrant;

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
DPW Board Member:	\$600 per year
Town Moderator:	\$500 per year

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 6. MUNICIPAL LIGHT BOARD COMPENSATION** (Consent)

It was voted, by Consent Calendar, that the Town 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

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 7. STABILIZATION FUND** (Consent)

It was voted, by Consent Calendar, that the Town transfer **\$250,000**, from Free Cash to the Stabilization Fund, in accordance with the provisions of Chapter 40, Section 5B of the General Laws [MGL Ch. 40 §5B]

Summary: This article transfers funds from Certified Free Cash to the Stabilization Fund as part of the Town's long-term savings plan. This will increase the balance of the fund to \$1,171,256.

***ARTICLE 8. Capital Investment Fund** (Consent)

It was voted, by Consent Calendar, that the Town transfer **\$400,000**, from Free Cash to the Town's Capital Investment Fund

Summary: This article transfers money from Certified Free Cash into the Capital Fund as part of the Town's long-term capital plan. This increases the balance of the fund to \$3,433,338.

***ARTICLE 9. OPEB TRUST FUND** (Consent)

It was voted, by Consent Calendar, that the Town vote to transfer the sum of transfer **\$217,000**, 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]

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. This is roughly a \$15 million liability to the town. The updated balance is \$1,350,256.

***ARTICLE 10. RESERVE FUND FOR FY24 (Consent)**

It was voted, by Consent Calendar, that the Town appropriate from Free Cash the sum of \$100,000 for the Reserve Fund for Fiscal Year 2024 in accordance with the provisions of Chapter 40, Section 6 of the General Laws [MGL Ch. 40:06]

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 11. AMBULANCE RECEIPTS TO CAPITAL INVESTMENT FUND (Consent)**

It was voted, by Consent Calendar, that the Town transfer from Ambulance Receipts the sum of \$150,000 to the Capital Investment Fund

Summary: Each year Ambulance Receipts in the sum of \$500,000 are used to offset the Town's budget. This additional \$150,000 being transferred to the Capital Investment Fund would be used as a reimbursement payment for the new ambulance request in Article 15. Funds totaling \$400,000 will be transferred for full reimbursement over three years.

***ARTICLE 12. PRIOR YEAR WARRANT ARTICLES (Consent)**

It was voted, by Consent Calendar, that the Town transfer the total sum of \$ 22,664.02 which represents the remaining balances from previous Town Meeting warrant articles or other active accounts listed below, to the Capital Investment Fund.

01999-58017	FY22 ATM #16E DPW Leaf Blower	\$ 573.80
01999-58018	FY22 ATM #16F DPW Truck Loader	\$ 565.00
01999-58023	FY22 ATM #16I Butterick Oil Tank Removal	\$ 150.00
01999-58056	FY22 ATM A#22 Compensation Study	\$ 5,000.00
01999-58112	FY19 A#12C Houghton Water Heater	\$ 11.80
01999-58011	FY21 #7E Library Elevator Engineering	\$ 9,755.32
01999-58105	FY18 A#30 Open Space Rec Plan	\$ 6,474.67
01999-58123	FY19 A#14C Replace Printers	\$ 133.43
		\$ 22,664.02

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

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

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

ARTICLE 13. FY2024 WATER OPERATING BUDGET

Motion made that the Town vote to appropriate \$1,311,286, or any other sum, from Water Department Revenue, and further to appropriate \$40,000 from Water Enterprise Retained Earnings, to the 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 **\$1,311,286** to operate the Water Enterprise Fund for Fiscal Year 2024 under the provisions of Chapter 44, Section 5F1/2 of the General Laws [MGL Ch. 44 §53F1/2], as follows:

Water Salary/Wages	\$303,700
Water Expense	\$516,066
Water Reserve Fund	\$40,000
Water Benefits	\$112,804
Water Debt	\$338,716
Department Total	1,311,286

MAJORITY VOTE

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 2024 is \$1,311,286.

Motion passed by majority as declared by the Moderator

ARTICLE 14. WATER DEPARTMENT CAPITAL

Motion made that the Town vote to raise and appropriate, borrow or transfer from available funds, **\$980,000** or any other sum, to be expended for the replacement of certain Town water mains and all costs incidental or related thereto and other capital expenditures for the water department, as recommended by the Finance Committee and the Capital Planning Committee and as shown in the chart below; and to meet this appropriation, to authorize the Treasurer, with the approval of the Select Board to borrow said sum under G.L. c.44, §8(5), or any other enabling authority; and that the Select Board is authorized to execute all documents and take such actions as may be necessary to effectuate the purposes of this vote; said sum to be expended by the Department of Public Works Board with the approval of the Select Board and Town Administrator/Chief Procurement Officer

Project	Amount	Funding Source
New Water Source	\$115,000	Water Retained Earnings
Wheeled Excavator, purchase and equip	\$75,000	Water Retained Earnings
Truck 27 – Full Sized utility w/plow, purchase and equip	\$90,000	Water Retained Earnings
West Sterling Variable Drives and Generator Replacement	\$700,000	\$120,000 Water Retained Earning \$580,000 Borrowing Authorization

TWO-THIRDS VOTE

Summary: This article authorizes and appropriates funding for the Town's Water Department capital needs. The largest project are variable drives and generator replacement of the West Sterling pump house.

Motion passed by 2/3rds as declared by the Moderator

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

----- CAPITAL IMPROVEMENT PLAN -----

ARTICLE 15: CAPITAL PROJECTS AND FUNDING SOURCES

Motion made that the Town vote to transfer a total of \$1,632,200 from the following funding sources: From Free Cash (FC) a total of \$682,200; from the Capital Investment Fund (CIF) \$865,000; from the Sale of Used Equipment Fund (SUE) \$40,000; and from Cemetery Lot Sales Fund (CLS) \$45,000, for the capital expenditures shown in the chart below and anything incidental or related thereto.

Item Number	Department	Request	Cost	Funding Source
1	Facilities	Extraordinary Maintenance <i>TH wiring, sprinkler compliance</i>	\$40,000	FC
2	Facilities	Butterick Windows	\$80,000	CIF
3	Library	Security Cameras	\$29,000	FC
4	Fire	Additional Apparatus Cost	\$25,000	FC
5	Fire	HVAC/Mini-Split Day Room	\$20,000	FC
6	Fire	Jaws of Life – Engine 4	\$16,000	FC
7	Fire	Attack Hose and Nozzle	\$35,000	FC
8	Fire	Ambulance 1 Replacement, purchase and equip	\$400,000	CIF
9	Police	Radio Licenses	\$10,000	FC
10	Police	Squad Room Renovation	\$30,000	FC
11	Police	New computers	\$5,000	FC
12	DPW	Truck 8 rehab	\$10,000	FC
13	DPW	Truck 5 Replacement, purchase and equip	\$70,000	CIF
14	DPW	Truck 9 Replacement, purchase and equip	135,000	CIF
15	DPW	Road Plates	\$10,000	FC
16	DPW	Wide Area Mower	\$80,000	\$50,000 CIF \$30,000 CLS

17	DPW	Wheeled Excavator (split with Water Dept.), purchase and equip	\$75,000	\$40,000 SUE \$15,000 CLS \$20,000 FC
18	DPW	RT140/62 90% Design	335,000	FC
19	OSIC	Trail Maintenance	\$6,000	FC
20	Hist. Comm.	Historic Gravestone Repair	\$8,000	FC
21	Schools	School Security <i>Key fob entry and cameras</i>	\$100,000	CIF
22	Town Clerk	Election Equipment	\$15,000	FC
23	Recreation	Aeravator/seeder	\$16,000	FC
24	Admin	E. Lake Washacum Treatment	\$19,000	FC
25	Admin	Wachusett Greenways	\$1,600	FC
26	Admin	Sterling Land Trust	\$1,600	FC
27	Admin	Grant Match/Engineering	\$30,000	CIF
28	Fair Cmte	Insurance	\$30,000	FC

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.

TWO-THIRDS VOTE

Summary: This article provides funding for a portion of the Town's Capital Plan for Fiscal Year 2024 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, Capital Investment Fund, Sale of Used Equipment, and Cemetery Lot Sales

Motion passed by 2/3rds as declared by the Moderator

ARTICLE 16. DPW FACILITY FEASIBILITY STUDY

Motion made that the Town will vote to appropriate \$50,000 from the Capital Investment Fund for the purpose of studying the Town's options of the DPW facility. **TWO-THIRDS VOTE**

Ryan Mouradian, DPW Superintendent, spoke to the Article

Summary: This article looks for support to study the options the Town has moving forward for the DPW facility. Options include renovation, replacement of the current building in the current location, building in a new location, and others. Options of a new building range in cost up to \$25 million.

Motion passed by 2/3rds as declared by the Moderator

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

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

ARTICLE 17. JOB CLASSIFICATION

Motion made that the Town will vote to amend the General Bylaws, Chapter 201 Personnel Bylaw to update Attachment 1 – Classification Plan as updated by the Compensation Study completed in FY 2023 and funded by previous Town Meetings.

Grade	Position
I	No positions assigned
II	Custodian
	Library Associate I
	Meal Site Coordinator
	Van Driver
III	Administrative Assistant - Building/Zoning
	Administrative Assistant - DPW
	Administrative Assistant - Health
	Animal Control Officer
	Administrative Assistant - Assessor
	Assistant Town Clerk
	Associate Agent - BOH
	Executive Assistant - Police
	Executive Assistant - Fire

	Executive Assistant - Water/DPW
	Library Associate II
	Program Assistant
	Outreach Aide
	Sr. Van Driver/Dispatch
	Volunteers & Operations Coordinator
IV	Land Use Coordinator
	Library Youth Services Director
V	Assistant Library Director
	Assistant Town Collector
	Assistant Town Treasurer
	Facilities and Maintenance Technician
	Sr. Executive Assistant - SB and TA
VI	Conservation Agent
	COA Director
	Health Agent
	Recreation Director
	Town Clerk
VII	No Positions Assigned
VIII	Building Commissioner
	Town Accountant
	Town Planner
	Treasurer/Collector
IX	No positions Assigned
X	DPW Director

MAJORITY VOTE

Summary: This updates the job classifications as studied and presented to the Select Board through the compensation study.

Motion passed by majority as declared by the Moderator

ARTICLE 18. COMPENSATION SCHEDULE

Moved made that the Town vote to amend the General Bylaws, Chapter 201 Personnel Bylaw to update Attachment 2 – Compensation Schedule as updated by the Compensation Study completed in FY 2023 and funded by previous Town Meetings.

Grade/Step	1	2	3	4	5	6	7	8	9	10	11
1	\$ 15.33	\$ 15.95	\$ 16.58	\$ 17.25	\$ 17.94	\$ 18.66	\$ 19.40	\$ 20.18	\$ 20.98	\$ 21.82	
2	\$ 16.60	\$ 17.27	\$ 17.96	\$ 18.68	\$ 19.43	\$ 20.20	\$ 21.01	\$ 21.84	\$ 22.71	\$ 23.63	
3	\$ 19.00	\$ 19.76	\$ 20.56	\$ 21.39	\$ 22.25	\$ 23.14	\$ 24.06	\$ 25.03	\$ 26.02	\$ 27.06	\$ 28.15
4	\$ 20.03	\$ 20.84	\$ 21.67	\$ 22.54	\$ 23.45	\$ 24.38	\$ 25.36	\$ 26.37	\$ 27.42	\$ 28.52	\$ 29.66
5	\$ 22.31	\$ 23.20	\$ 24.12	\$ 25.09	\$ 26.10	\$ 27.14	\$ 28.22	\$ 29.34	\$ 30.52	\$ 31.74	\$ 33.02
6	\$ 27.14	\$ 28.22	\$ 29.34	\$ 30.52	\$ 31.74	\$ 33.02	\$ 34.33	\$ 35.70	\$ 37.13	\$ 38.62	\$ 40.17
7	\$ 30.84	\$ 32.07	\$ 33.35	\$ 34.69	\$ 36.08	\$ 37.52	\$ 39.02	\$ 40.58	\$ 42.20	\$ 43.89	\$ 45.64
8	\$ 33.12	\$ 34.45	\$ 35.83	\$ 37.29	\$ 38.74	\$ 40.29	\$ 41.91	\$ 43.58	\$ 45.32	\$ 47.14	\$ 49.02
9	\$ 39.89	\$ 41.48	\$ 43.14	\$ 44.87	\$ 46.66	\$ 48.53	\$ 50.47	\$ 52.48	\$ 54.58	\$ 56.77	\$ 59.04
10	\$ 53.76	\$ 55.91	\$ 58.15	\$ 60.47	\$ 62.89	\$ 65.40	\$ 68.02	\$ 70.74	\$ 73.57	\$ 76.51	\$ 79.57

MAJORITY VOTE

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

Motion passed by majority as declared by the Moderator

ARTICLE 19. COMPENSATION SCHEDULE – CALL FIRE FORCE

Motion made that the Town vote to amend the General Bylaws, Chapter 201 Personnel Bylaw to update Attachment 3 – Compensation Schedule Call Fire Force.

Grade Level	Hourly Salary Range Minimum	Hourly Range Mid-Point	Hourly Salary Range Maximum
I	State Minimum	22.25	28.80

MAJORITY VOTE

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

Motion passed by majority as declared by the Moderator

ARTICLE 20. STIPEND POSITIONS

Motion made that the Town will vote to amend the General Bylaws, Chapter 201 Personnel Bylaw to update Attachment 4 – Stipend Positions; or take any action in relation thereto.

Position Title	Amount
ADA Coordinator	\$1,500
Animal Inspector	\$3,680
Emergency Management Director	\$10,000
Board of Registrars (3)	\$300
Registrar of Voters	\$1,500

MAJORITY VOTE

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

Motion passed by majority as declared by the Moderator

ARTICLE 21. MISCELLANEOUS POSITIONS

Motion made that the Town vote to amend the General Bylaws, Chapter 201 Personnel Bylaw to update Attachment 6 – Miscellaneous Positions.

Position Title	Minimum/Hour	Maximum/Hour
Seasonal Laborer	State Minimum	\$20
Seasonal Truck Driver	\$17	\$23.50
Lifeguard	State Minimum	\$20
Seasonal Recreation Asst.	State Minimum	\$20
Food Inspector		\$40
Parking Clerk		\$25
Assistant Building Inspector		\$50/inspection
Assistant Plumbing and Gas Inspector		\$50/inspection
Wiring & Asst. Inspector		\$50/inspection

MAJORITY VOTE

Summary: This updates the miscellaneous positions for the increase in state minimum wage.

Motion passed by majority as declared by the Moderator

ARTICLE 22. LONGEVITY SCHEDULE

Motion Made that the Town vote to amend the Personnel Bylaws, Chapter 205-5 section C as follows, by deleting the language shown in ~~striketrough~~ replacing it with the following language; or take any action in relation thereto:

C.

~~Merit and longevity increases.~~

(1)

~~The Compensation Schedule will include a merit and longevity step increase plan, which shall apply only to regular non-union positions (full-time and part-time) as detailed in Attachment A, and only if those employees have not received another increase other than COLA due to their own employment contracts. The merit and longevity step increase plan enables employees to move up within their respective job grades via steps based on the number of years of service. The movement to the next step depends on the employee receiving a favorable annual performance evaluation under Section D-7 of the Town of Sterling Employee Handbook. The following step index is based on the employee's length of service for the Town as of July 1 of each year:~~

Increase percentage

•	Step 1:	0 < 2 years — 0%
•	Step 2:	2 < 5 years — 2%
•	Step 3:	5 < 10 years — 3%
•	Step 4:	10 < 15 years — 3%
•	Step 5:	> 15 years — 3%

(2)

~~Employees shall receive a percentage increase to their base salary based on the step index for each year that they are within that step. The maximum an employee can be paid is the top of the job grade for that year, except as provided in Subsection E of this section.~~

Replace with:

The Compensation Schedule will include a merit and longevity step increase plan, which shall apply only to regular non-union positions (full-time and part-time) as detailed in Attachment 1, and only if those employees have not received another increase other than COLA due to their own employment contracts. This longevity schedule is meant to reward employees for their long-term service with the Town of Sterling. These longevity payments shall be made in one lump sum in a warrant to be determined by the Treasurer/Collectors Office in conjunction with Personnel/HR Director in the Fiscal year after the completion of their milestone year. Any employee beyond the top step shall receive the top step at the completion of the next year. This may only occur once.

Increase percentage

• Step 1:	3 rd year	\$250
• Step 2:	5 th year	\$500
• Step 3:	10 th year	\$1,000
• Step 4:	15 th year	\$1,500
• Step 5:	20 th year	\$2,000
• Step 6:	25 th year	\$2,500
• Step 7:	30 th year	\$3,000
• Step 8:	35 th year	\$3,500

MAJORITY VOTE

Summary: This updates the longevity schedule to include one-time payments to employees for their years of service in the Town of Sterling.

Motion passed by majority as declared by the Moderator

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

ARTICLE 23. MGL ACCEPTANCE – NOMINATION PAPERS

Motion made to indefinitely postpone Article 23.

Town Clerk spoke to the reason for no action as the Article was intended to accept an MGL that would prevent voter registration deadlines from falling on Saturday. The Town Clerk will present at the next Town Meeting an Article to accept MGL Chapter 41, Section 110A

MAJORITY VOTE

Article passed as amended by majority as declared by the Moderator

ARTICLE 24. MGL ACCEPTANCE – VETERANS PROPERTY TAX EXEMPTION

Motion made that the Town vote to accept MGL Chapter 59 Section 5, cl. 22F, which allows certain property tax exemptions for otherwise eligible veterans who have resided in the commonwealth for one (1) year prior to the date of filing for exemption, rather than the default requirement of two (2) years.

MAJORITY VOTE

Summary: The General Laws offer several different property tax exemptions for veterans, but to qualify, the individual must have resided in the Commonwealth for two years prior to the date of filing for the exemption. If this statute is accepted, the residency requirement will be lowered to one year.

Motion passed by majority as declared by the Moderator

ARTICLE 25. MGL ACCEPTANCE – MUNICIPAL OFFICER INDEMNIFICATION

Motion made to indefinitely postpone Article 25.

Town Administrator spoke to the reason for no action as the question would require a ballot vote, and the Town operates with insurances for this protection. **MAJORITY VOTE**

Article passed as amended by majority as declared by the Moderator

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

ARTICLE 26. GENERAL BYLAW TRASH USER FEES

Motion Made To see if the Town will vote to amend the Town's General Bylaws Chapter 136 Section 6, No user fee for Town Collection, and additions shown in **bold/underline**; or take any action in relation thereto.

Residential property owners and tenants shall not be charged any user fee for the Town's collection and disposal of residential trash **up to a maximum weekly volume established by the Board of Public Works. The Board of Public Works may assess a reasonable user fee for the purchase of excess volume by any residential customers through the sale of bags or other mechanism. The maximum weekly volume and any excess volume fee shall be established and may be amended from time-to-time by the Board of Public Works after conducting a public hearing, notice of which shall be published in a newspaper of general circulation in the town once in each of two successive weeks, the first publication to be not less than fourteen days before the day of said hearing, and by posting such notice in a conspicuous place in the town hall and on the Town's website for a period of not less than fourteen days before the day of said hearing.** **MAJORITY VOTE**

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Scott Handler spoke in opposition of Article 26 concerning giving the decision of trash collection fees to DPW and out of the hands of Town Meeting voters.

Motion did not carry, Article 26 defeated as declared by the Moderator

ARTICLE 27. ACCESSORY DWELLING UNIT BYLAW

Motion made that the Town will vote to amend the Accessory Dwelling Unit bylaw (Section 301-2.3.5 of the Protective Bylaw) as follows, with deletions shown in ~~striketrough~~, or take any action in relation thereto:

301-2.3.5 Accessory Dwelling Unit Use

Accessory Dwelling Units (ADUs) offer the potential for assisting homeowners to produce additional income to offset rising property taxes, maintenance and repair costs, and other housing expenses that are often a burden for some homeowners. ADUs also add tax revenue to the community based on the increase in square footage of living space. Adding moderately priced rental units to the housing stock to meet the needs of smaller households and making housing units available to moderate income households who might otherwise have difficulty finding housing is critical in providing affordable housing to all income ranges.

One ADU is permitted on each lot in Single Family Dwelling use in Rural Residence and Farming, Neighborhood Residence, Commercial, and Town Center Districts in the Town subject to this Section 301-2.3.5. ADUs are prohibited in the Light Industrial District *except for those lots in the Light Industrial District in single-family dwelling use as of May 1, 2023.*

A. Use by Right or by Special Permit

- (1) By Right: Within a Single-Family Dwelling, including an attached garage.
- (2) By Special Permit from the Board of Appeals: As or within a detached Accessory Structure.

B. ADU Requirements

Each ADU is subject to and shall comply with the following:

- (1) The owner of the lot shall reside in either the Single-Family Dwelling or ADU.
- (2) *Only one ADU is allowed per lot.*
- (3) *ADUs shall not result in additional curb cuts for the lot they are located on.*
- (4) *The ADU shall be clearly subordinate to the primary dwelling.*
- (5) *Once constructed, the ADU cannot be enlarged beyond the square footage approved with the original permit.*
- (6) *ADUs are limited to one bedroom.*
- (7) *The ADU cannot be occupied by more than two adults.*
- (8) The ADU shall have a separate entrance from that used by the Single-Family Dwelling.

- (9) (The ADU shall contain separate sanitary, sleeping and cooking facilities.
- (10) ~~Prior to the issuance of a building permit or special permit for an ADU, the applicant shall provide written proof from the Board of Health (or its qualified agent) that there is an adequate supply of drinking water (Town water or private well) and adequate provision for sewage disposal (private septic system).~~ *The ADU shall have an adequate supply of drinking water (town or private) and adequate provision for sewage disposal (private septic system) as determined by the Board of Health or its qualified agent. BOH authorization is required prior to the issuance of a Building Permit.*
- (11) ~~For a by-right ADU, the outside appearance of the Single-Family Dwelling is and remains that of a Single-Family Dwelling.~~ *The ADU must maintain the residential and rural character of the neighborhood. Exterior modification, including new detached structures, must match the existing architectural elements of the single-family home.*
- (12) The ADU shall have heat that is adequately supplied and controlled by a thermostat located within the ADU.
- (13) The *total* ADU floor area shall not exceed eight hundred (800) square feet of *gross* living area *and shall contain all utilities*, unless the lot owner complies with the provisions of Section 301-2.3.5(E), Affordability Restrictions for inclusion of the ADU on the Town's Subsidized Housing Inventory, in which case the *total gross* floor area of the ADU may be up to 50% of the gross floor area of the Single-Family Dwelling or 1,200 square feet, whichever is smaller.
- (14) All turnaround and parking areas shall be provided on the Lot.
- (15) All dimensional controls set forth in Section 301-2.5 for a Single-Family use shall be met.
- (16) Daily, weekly or short-term rentals less than thirty (30) days are prohibited.
- (17) On a nonconforming lot that is nonconforming for lack of required lot area, an ADU is allowed following all of the requirements of this Section and Section 301-2.2.4 of these bylaws, as long as the lot is greater than 20,000 square feet.
- (18) Any new ADU shall conform to all adopted state and town laws, bylaws, codes, and regulations. No ADU shall be occupied until a certificate of occupancy has been issued by the Building Commissioner ~~where required~~.

C. *Additional Requirements for Detached Units*

- (1) *The gross living area square footage shall not exceed eight hundred (800) square feet and porches shall be considered part of the gross living area square footage.*
- (2) *While detached ADU's are allowed to be located above and within garages, garages cannot be built onto or added to a detached ADU.*
- (3) *Detached ADUs are accessory structures and must remain so.*
- (4) *Ownership of ADU and primary single-family home cannot be split.*

D. *New Construction*

An ADU may be constructed as part of the original construction on a lot intended for Single-Family Dwelling use subject to the requirements of this Section 301-2.3.5.

E. *Affordability Restrictions*

In order for an ADU to count towards the Town's Subsidized Housing Inventory maintained by the Massachusetts Department of Housing and Community Development (DHCD), the lot owner and the

Town shall submit a Local Action Unit application under the Local Initiative Program to DHCD. The lot owner and the Town shall do all things necessary to cause the ADU to be counted on the Town's Subsidized Housing Inventory (SHI).

DHCD approval is required prior to the issuance of a building permit for an ADU exceeding 800 square feet of living area if affordability restrictions are being proposed.

MAJORITY VOTE

Summary: Last year's revisions to the ADU bylaw did not provide the Zoning Board with sufficient guidance on how to ensure that ADUs remain subordinate to the existing single-family structure, especially detached ADUs. Last year the Zoning Board dealt with a detached ADU Special Permit application that, if built, would have created an elaborate detached ADU that essentially created two single-family dwellings on one lot, which is not the intent of this bylaw

Motion made by Patrick Fox to amend Article 27 as printed in the Warrant deleting references to detached structures:

- 1. At line 596 by deleting the words, "or by Special Permit"**
- 2. At line 599, by deleting line 599**
- 3. At line 622, by deleting the words, "including new detached structures"**
- 4. At lines 641 through 647, by deleting lines 641 through 647**

Town Planner, Stephen Wallace, spoke to the Article as printed in the Warrant. He explained the distinction between attached and detached accessory dwelling units, and that this bylaw amendment is intended to give the ZBA guidance in approving Special Permits.

Allan Hoffman, Board of Health, expressed concern with sewage in detached ADUs

MAJORITY VOTE

Motion to amend Article 27 passes by majority as declared by the Moderator

Motion made that the Town vote to amend Section 301-2.3.5 of the Protective Bylaw relating to Accessory Dwelling Units as amended in Article 27 of the warrant.

Article passed as amended by majority as declared by the Moderator

ARTICLE 28. ACCESSORY DWELLING UNIT BYLAW

Motion made that the Town indefinitely postpone Article 28.

Town Planner, Stephen Wallace explained that Article 28 was a back-up if Article 27 failed.

MAJORITY VOTE

Motion to approve Article as amended passed by majority as declared by the Moderator

ARTICLE 29. TEMPORARY MORATORIUM ON NON-MEDICAL MARIJUANA ESTABLISHMENTS

Motion made that the Town will vote to amend the Protective bylaw so as to repeal Section 301-4.9A relating to a temporary moratorium on Non-Medical Marijuana Establishments, as the moratorium has expired and it is no longer necessary to keep in the Bylaw; or take any action in relation thereto.

§ 301-4.9A Temporary moratorium on non-medical marijuana establishments.

§ 301-4.9A.1. Purpose. On November 8, 2016, the voters of the commonwealth approved a law regulating the cultivation, processing, distribution, possession and use of marijuana for personal use (new MGL c. 94G, Regulation of the Use and Distribution of Marijuana Not Medically Prescribed). The law, which allows certain personal use and possession of marijuana, is effective on December 15, 2016 and (as amended on December 30, 2016; Chapter 351 of the Acts of 2016) requires a Cannabis Control Commission to issue regulations regarding the licensing of commercial activities by March 15, 2018, and to begin accepting applications for licenses on or before April 1, 2018. Regulations to be promulgated by the Cannabis Control Commission may provide guidance on certain aspects of local regulation of marijuana establishments for non-medical marijuana. The regulation of marijuana for personal use raises novel legal, planning, and public safety issues, and the Town needs time to study and consider the regulation of marijuana establishments for non-medical marijuana and address such issues, as well as to address the potential impact of the state regulations on local zoning and to undertake a planning process to consider amending the Zoning Bylaw regarding regulation of marijuana establishments for non-medical marijuana. The Town intends to adopt a temporary moratorium on the use of land and structures in the Town for marijuana establishments for non-medical marijuana so as to allow the Town sufficient time to address the effects of such structures and uses in the Town and to enact bylaws in a consistent manner.

§ 301-4.9A.2. Definition.

NON-MEDICAL MARIJUANA ESTABLISHMENT

A marijuana cultivator, marijuana testing facility, marijuana product manufacturer, marijuana retailer or any other type of licensed marijuana-related business as defined in MGL c. 94G.

§ 301-4.9A.3. Temporary moratorium. For the reasons set forth above and notwithstanding any other provision of the Zoning Bylaw to the contrary, the Town hereby adopts a temporary moratorium on the use of land or structures for a non-medical marijuana establishment and other uses related to personal use of marijuana. The moratorium shall be in effect through June 30, 2018, or until such time as the Town adopts Zoning Bylaw amendments that regulate non-medical marijuana establishments, whichever occurs earlier. During the moratorium period, the Town shall undertake a planning process to address the potential impacts of recreational marijuana in the Town, consider the Cannabis Control Commission regulations regarding non-medical marijuana establishments, and shall consider adopting Zoning Bylaw amendments in response to these new issues. This temporary moratorium shall not affect in any way the use of land or structures for registered marijuana dispensaries (for medical marijuana), which are governed by Section of this Zoning Bylaw.

TWO-THIRDS VOTE

Stephen Wallace, Town Planner explained that this Article is for “housekeeping” purposes and the status quo remains unchanged

Motion passed by 2/3rds vote as declared by the Moderator

ARTICLE 30. PRIMROSE LANE ACCEPTANCE

Motion made that the Town will vote to accept as a public way the roadway known as Primrose Lane, as heretofore laid out by the Select Board and shown on a plan of land entitled “Subdivision Plan Resubmittal Primrose Lane Sterling, MA,” dated June 20, 2022, prepared by Cabco Consult, recorded with the Worcester South District Registry of Deeds in Plan Book 965, Plan 71, on file with the Town Clerk, and to authorize the Select Board to acquire by gift, purchase, and/or eminent domain the fee to and/or easements in Primrose Lane, for all purposes for which public ways are used in the Town of Sterling, and any drainage, utility, access, and/or other easements related thereto, all as shown on the plan **MAJORITY VOTE**

Summary: *This article would accept Primrose Lane as a public roadway in the Town of Sterling.*

Motion passed by majority vote as declared by the Moderator

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

ARTICLE 31. WEST STERLING SCHOOLHOUSE REFERENDUM

Motion Made that the Town should continue to keep, maintain, and update the West Sterling Schoolhouse located adjacent to the intersection of Route 62 and Route 140. **MAJORITY VOTE**

Summary: *This is a non-binding referendum of ATM voters whether the Town is interested in keeping and maintaining while investing in the structure including ADA compliance, well, septic, etc. A no vote may result in the Town dispossessing itself of the asset.*

Motion passed by majority vote as declared by the Moderator

ARTICLE 32. NAMING OF SOFTBALL FIELD 1 – GRIFFIN ROAD

Motion made that the Town will name softball field 1 at the Griffin Road fields for Jo-Anne Cummings in honor of her 35 years of service to Sterling Recreation programs. **MAJORITY VOTE**

Motion passed by majority as declared by the Moderator

Moderator asked the record reflect this vote was followed by applause

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

ARTICLE 33. PRINCIPAL USE CHANGE

Motion made by Joseph Testagrossa that the Town will vote to amend the Protective Bylaws, Article 2, Section 2.3.1 Table of Principal Uses, as shown, with the addition shown **bold/underline** and deletion shown in the strike through:

D. Industrial, Wholesale or Extensive Uses

	RR	NR	C	TC	LI
1. Bus or Railroad station	N	N	Y	Y	Y
2. Rail or motor freight terminal; bus storage yard	N	N	SP	N	Y
3. Mobile Home Park	N	N	N	N	N
4. Wholesale, warehouse, or distribution facility	N	N	SP	N	Y
5. Open lot storage of building materials	N	N	SP	N	Y
Contractors equipment and similar materials			<u>N</u>		
6. Storage of coke, coal, sand, or other minerals	N	N	N	N	Y
Whether indoors or not					

TWO-THIRDS VOTE

Summary: The proposed zoning change would no longer allow any new permits for a Contractors Yard on commercially zoned properties. This would preserve the original intent of commercial zoning and allow abutting neighbors to enjoy their properties without this industrial use on the commercial property. It would keep Contractor Yards including their ancillary materials within the appropriate light industrial zoning. With the majority of commercial properties in Sterling having abutting rural residential or neighborhood residential zoned property, this change would retain and improve the quality of life and preserve the property values of those abutting residents. This change would not restrict a commercial property from allowing any commercial use currently allowed in the Table of Uses for the Town of Sterling

Motion did not carry, Article 33 defeated as declared by the Moderator

ARTICLE 34. PRINCIPAL USE CHANGE

Motion made by Pamela Culley that the Town will vote to amend the Protective Zoning Bylaws Article 2, section 2.3.1, Table of Principal uses, #15, Retail Sales Including Antique Shops, to allow by special permit retail sales including antique shops in district RR.

Principal Uses	Districts				
	RR	NR	C	TC	LI
15. Retail Sales including antique shops	N	N	Y	Y	SP
15a. Retail sales including antique shops	SP	N	Y	Y	SP

TWO-THIRDS VOTE

Motion did not carry, Article 34 defeated as declared by the Moderator

-----**END OF CITIZENS' PETITIONS**-----

ARTICLE 35. CHAPTER 18 ANIMAL CONTROL BYLAWS

Motion made that the Town will vote to amend § 18-2 of the Town's General Bylaws, Animal Control, Definitions, relative to the terms: Euthanasia, Feral Cat, Neutered, Nuisance, and Spayed, with deletions shown in ~~striketrough~~ and additions shown in **bold/underline**, or take any action in relation thereto.

§ 18-2 Definitions.

EUTHANASIA

~~The putting to death of any animal in a humane manner.~~ **To take the life of an animal by the administration of barbiturates in a manner deemed acceptable by the American Veterinary Medical Association Guidelines on Euthanasia, or by gunshot in the case of an emergency.**

FERAL CAT

~~A cat which currently lives in the "wild" and fends for itself, sometimes previously domestic.~~

NEUTERED

~~Rendered permanently incapable of reproduction.~~ **Referring to a male animal that has had its ability to reproduce surgically altered by a veterinarian or referring to the procedure itself.**

NUISANCE

Repetitive, domestic animal behavior documented by the ACO to constitute an ongoing violation of § 18-6 of this bylaw and demonstrated by the animal(s) with any of the following actions(s):

- A. Frequently running at large; or
- B. Causing constant disturbance by excessive barking or other noise making; or
- C. Chasing vehicles or bicycles; or
- D. ~~Molesting,~~ **Threatening,** attacking, or interfering with ~~persons or other domestic animals on public property~~ **livestock and other domestic animals or persons, but such threat, attack, or interference was not a grossly disproportionate reaction under all the circumstances;** or
- E. Recurring deposits of dog waste; or
- F. **Causing damage to another's property.**

SPAYED

~~Rendered permanently incapable of reproduction.~~ **Referring to a female animal that has had its ability to reproduce surgically altered by a veterinarian or referring to the procedure itself.** MAJORITY VOTE
Motion passed majority vote as declared by the Moderator

ARTICLE 36. CHAPTER 18 ANIMAL CONTROL BYLAWS

Motion made that the Town will vote to amend § 18-3 of the Town's General Bylaws, Animal Control, Licensing and Rabies Vaccination, as shown below, with deletions shown in ~~striketrough~~ and additions show in **bold/underline**, or take any action in relation thereto.

§ 18-3 Licensing and rabies vaccination.

E. Whoever is the owner or keeper of a dog, ~~or~~ cat, or **ferret** in the commonwealth six months of age or older shall cause such dog, ~~or~~ cat, **or ferret** to be vaccinated against rabies by a licensed veterinarian using a licensed vaccine according to the manufacturer's directions, and shall cause such dog, ~~or~~ cat, **or ferret** to be revaccinated at intervals recommended by the manufacturer. Unvaccinated dogs, or cats, or ferrets acquired or moved into the commonwealth shall be vaccinated within ~~90~~ **30** days after the acquisition or arrival into the commonwealth or upon reaching the age of six months, whichever last occurs. It shall be the duty of each veterinarian, at the time of vaccinating any dog, ~~or~~ cat, **or ferret**, to complete a certificate of rabies vaccination which shall include, but not be limited to the following information: the owner's name and address; a description of the animal, including breed, sex, age, name and distinctive markings; the date of vaccination; the rabies vaccination tag number; the type of rabies vaccine used; the route of vaccination; the expiration date of the vaccine; and the vaccine lot number. The veterinarian shall issue a tag with each certificate of vaccination. The tag shall be secured by the owner or keeper of such dog, ~~or~~ cat, **or ferret** to a collar or harness made of suitable material to be worn by the dog, ~~or~~ cat, **or ferret**; provided, however, that the owner of a cat **or ferret** may choose not to affix a tag to his cat **or ferret**, but shall have the tag available for inspection by authorized persons. In the

event that a tag is lost, the owner or keeper of the animal shall, upon presentation of the original vaccination certificate, be issued a new tag. ~~In addition, any person who fails to comply with any provisions of this section shall be charged a fine of \$25 per animal.~~ **Whoever violates this section shall be punished by a fine of not more than \$100.**

MAJORITY VOTE

Summary: The purpose of this article is to bring the Animal Control Bylaws regarding Rabies Vaccination into compliance with MGL c140 s145B, with the inclusion of ferrets, an update to the deadline for vaccinating newly acquired animals or animals new to the commonwealth, and to update the fine for violation of this section.

Motion passed by majority as declared by the Moderator

ARTICLE 37. CHAPTER 18 ANIMAL CONTROL BYLAWS

Motion made that the Town will vote to amend § 18-4 of the Town's General Bylaws, Animal Control, Special Permits and Kennel Licenses, relative to the correct penalties for violation in accordance with MGL c140, s137A: Kennel licenses, with deletions show in ~~strikethrough~~ and additions show in **bold/underline**, or take any action in relation thereto.

§ 18-4. Special permits and kennel licenses.

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

(1) ~~Reserved~~ **A person who violates this section shall be assessed a fine of \$500 for a first offense and a fine of not more than \$1,000 for a second or subsequent offense.**

(2) ~~The fine for the first offense committed by a person shall be \$50.~~

(3) ~~The fine for the 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.~~

MAJORITY VOTE

Summary: The purpose of this article is to update the penalties for violations of § 18-4 Special permits and kennel licenses in accordance with the fines stated in MGL c140 s137A: Kennel licenses.

Motion passed by majority as declared by the Moderator

ARTICLE 38. CHAPTER 18 ANIMAL CONTROL BYLAWS

Motion made To see if the Town will vote to amend § 18-6 of the Town's General Bylaws, Animal Control, Owner Responsibility, relative to Enforcement, with deletions shown in ~~strikethrough~~ and additions show in **bold/underline**, to include the addition of penalties for violations of MGL c140 s174F: "Confinement of animal in a motor vehicle causing exposure to extreme heat or cold; protection of

animal by animal control or law enforcement office or fire fighters; penalties", or take any action in relation thereto.

§ 18-6 Owner Responsibility.

F. Enforcement; penalties for violation.

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

Summary: The purpose of this article is to include the newest addition of Massachusetts Animal Control Laws, MGL c140 s174F to Sterling's Animal Control Bylaws to ensure the protection of animals by Animal Control, Law Enforcement Officers, and Firefighters when an animal is found inside an excessively hot or cold vehicle and to allow Animal Control to enforce penalties for this offense.

Motion passed by majority as declared by the Moderator

ARTICLE 39. CHAPTER 18 ANIMAL CONTROL BYLAWS

Motion made. that the Town will vote to amend § 18-7 of the Town's General Bylaws, Animal Control, Impoundment of Animals, relative to the duration of impound, with deletions shown in ~~striketrough~~ and additions shown in **bold/underline**, or take any action in relation thereto.

§ 18-7 Impoundment of animals.

B. Duration of impound. Each animal in the Municipal Impound may be held for a period of up to 48 hours. In the event that such animal's owner cannot be identified within 48 hours, said animal shall be deemed a stray animal and transferred as such to an approved animal facility for the remainder of the state-required ~~ten-day~~ **7-day** holding period.

MAJORITY VOTE

Summary: The purpose of this article is to update the previously required 10-day holding period to the newly required 7-day holding period in accordance with MGL c140 s167: Ordering dogs to be restrained.

Motion passed by majority as declared by the Moderator

ARTICLE 40. ANNUAL TOWN ELECTION

Motion made to elect by ballot on Monday, May 8, 2023 from 12:00pm to 7:00pm at the Houghton Elementary School Gym on 32 Boutelle Road, the following officers:

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

- (1) Board of Assessors for 3 year term
- (1) Board of Health for 3 year term
- (1) Select Board for 3 year term
- (1) Constable for 3 year term
- (1) Department of Public Works Board for 3 year term
- (2) Board of Library Trustees for 3 year terms
- (1) Board of Library Trustees – 1 years to fill vacancy
- (1) Planning Board for 5 year term
- (1) Sterling Housing Authority for 5 year term
- (1) Sterling Municipal Light Board for 3 year term
- (1) Wachusett Regional School Committee for 3 year term

MAJORITY VOTE

Motion passed by majority as declared by the Moderator

8:50pm Annual Town Meeting Adjourned

FY24 OMNIBUS BUDGET

	Account Number	Description	2021 Budget	2022 Budget	2023 Budget	FY24 Dept Request	FY24 \$ Change	FY24 % Change
1		ACCOUNTANT	Operations Manager moved from TA 01129-51201, Fin Asst moved from Trea/Coll 01145-51300					
2			Combined into account Town Accountant / Operatons Manager 01135-51100					
3	01135-51100	TOWN ACCOUNTANT/OPERATIONS MGR	31,191.00	32,498.00	33,412.00	87,164.00	53,752.00	160.88%
4	01129-51201	OPERATIONS MANAGER	46,514.00	48,646.00	35,000.00	0.00	(35,000.00)	-100.00%
5	01145-51300	FINANCE ASSISTANT	0.00	0.00	15,600.00	0.00	(15,600.00)	-100.00%
6	01135-57000	ACCOUNTANT EXPENSE	10,447.00	11,140.00	12,505.00	12,740.00	235.00	1.88%
7		Department Total	88,152.00	92,284.00	96,517.00	99,904.00	3,387.00	3.51%
8		ADA COORDINATOR						
9	01196-51200	ADA COORDINATOR STIPEND	1,500.00	1,500.00	1,500.00	1,500.00	0.00	0.00%
10		Department Total	1,500.00	1,500.00	1,500.00	1,500.00	0.00	0.00%
11		AGRICULTURAL						
12	01177-57000	AGRICULTURAL EXPENSE	750.00	750.00	750.00	750.00	0.00	0.00%
13		Department Total	750.00	750.00	750.00	750.00	0.00	0.00%
14		ANIMAL INSPECTOR						
15	01250-51100	ANIMAL INSPECTOR SALARY	3,400.00	3,468.00	3,573.00	3,681.00	108.00	3.02%
16	01250-57000	ANIMAL INSPECTOR EXPENSE	900.00	900.00	1,500.00	1,800.00	300.00	20.00%
17		Department Total	4,300.00	4,368.00	5,073.00	5,481.00	408.00	8.04%
18		ASSESSOR						
19	01141-51100	ASSESSOR STIPEND	4,500.00	4,500.00	4,500.00	4,500.00	0.00	0.00%
20	01141-51200	ASSESSOR WAGES	49,395.21	50,283.00	52,596.00	56,293.00	3,697.00	7.03%
21	01141-57000	ASSESSOR EXPENSE	94,580.92	79,363.00	81,200.00	81,200.00	0.00	0.00%
22		Department Total	148,476.13	134,146.00	138,296.00	141,993.00	3,697.00	2.67%
23		AUDIT						
24	01136-57000	AUDIT EXPENSE	21,500.00	21,500.00	21,500.00	25,000.00	3,500.00	16.28%
25		Department Total	21,500.00	21,500.00	21,500.00	25,000.00	3,500.00	16.28%
26		BOARD OF HEALTH						
27	01510-51100	BOH STIPEND	309.00	309.00	900.00	900.00	0.00	0.00%
28	01510-51110	BOH SALARY	69,886.00	71,018.00	75,338.00	77,599.00	2,261.00	3.00%
29	01510-51200	BOH WAGES	61,981.00	80,340.00	82,680.00	83,507.00	827.00	1.00%
30	01510-53000	BOH WACHUSETT HOME HEALTH CARE	0.00	0.00	0.00	0.00	0.00	0.00%
31	01510-53001	BOH MONTACHUSETT PUBLIC HEALTH	3,200.00	3,200.00	3,200.00	3,200.00	0.00	0.00%
32	01510-57000	BOH EXPENSE	5,730.00	5,730.00	6,030.00	6,930.00	900.00	14.93%
33	01510-57001	BOH KIOSK	2,900.00	2,900.00	2,900.00	2,800.00	(100.00)	-3.45%
34	01510-57002	BOH PRINTER/COPIER	655.00	655.00	1,200.00	1,200.00	0.00	0.00%
35		Department Total	144,661.00	164,152.00	172,248.00	176,136.00	3,888.00	2.26%
36								
37								
38								
39		CONSERVATION						
40	01171-51200	CONSERVATION AGENT WAGES	26,933.00	27,471.00	28,296.00	24,000.00	(4,296.00)	-15.18%
41	01171-57000	CONSERVATION COMMITTEE EXPENSE	1,000.00	3,254.92	1,000.00	3,254.00	2,254.00	225.40%

FY24 OMNIBUS BUDGET

	Account Number	Description	2021 Budget	2022 Budget	2023 Budget	FY24 Dept Request	FY24 \$ Change	FY24 % Change
42	01171-57001	CENTRAL MASS STORMWATER COALITION	5,000.00	5,000.00	5,000.00	5,000.00	0.00	0.00%
43		Department Total	32,933.00	35,725.92	34,296.00	32,254.00	(2,042.00)	-5.95%
44								
45		COUNCIL ON AGING						
46	01540-57000	SENIOR CENTER OPERATIONS	21,755.00	19,112.00	40,275.00	46,063.00	5,788.00	14.37%
47	01541-51200	COA WAGES	182,805.22	216,073.28	253,383.00	279,930.00	26,547.00	10.48%
48	01541-53000	COA HOME CARE	400.00	400.00	400.00	400.00	0.00	0.00%
49	01541-53001	COA TITLE VII NUTRITION AND WHEAT	4,300.00	4,300.00	4,300.00	4,300.00	0.00	0.00%
50	01541-57000	COA EXPENSE	16,050.00	16,050.00	16,370.00	16,370.00	0.00	0.00%
51		Department Total	225,310.22	255,935.28	314,728.00	347,063.00	32,335.00	10.27%
52		CULTURAL COUNCIL						
53	01542-57000	CULTURAL COUNCIL	3,550.00	3,550.00	4,550.00	4,550.00	0.00	0.00%
54		Department Total	3,550.00	3,550.00	4,550.00	4,550.00	0.00	0.00%
55		DPW						
56	01422-51100	DPW SALARY	75,560.12	81,312.00	134,409.00	142,584.00	8,175.00	6.08%
57	01422-51110	DPW BOARD STIPEND	1,800.00	1,800.00	1,800.00	1,800.00	0.00	0.00%
58	01422-51200	DPW WAGES	659,394.00	672,581.00	692,674.00	742,848.00	50,174.00	7.24%
59	01422-52000	DPW STREET LIGHTS	18,011.88	18,012.00	18,012.00	18,812.00	800.00	4.44%
60	01422-52700	DPW HYDRANT RENTAL	0.00	0.00	0.00	0.00	0.00	0.00%
61	01422-52900	DPW TRASH PICKUP	583,753.00	620,000.00	642,000.00	666,234.00	24,234.00	3.77%
62	01422-52901	REGIONAL RECYCLING	4,809.00	4,809.00	4,935.00	0.00	(4,935.00)	-100.00%
63	01422-52902	LANDFILL MONITORING	16,500.00	0.00	0.00	0.00	0.00	#DIV/0!
64	01422-57000	DPW EXPENSE	322,420.00	371,420.00	410,050.00	425,875.00	15,825.00	3.86%
65	01422-57001	DPW EQUIPMENT LEASE	29,692.00	0.00	0.00	0.00	0.00	#DIV/0!
66	01422-57002	SIDEWALKS & ROADS	0.00	0.00	250,000.00	250,000.00	0.00	0.00%
67		Department Total	1,711,940.00	1,769,934.00	2,153,880.00	2,248,153.00	94,273.00	4.38%
68		DPW SNOW & ICE						
69	01423-57000	SNOW & ICE EXPENSE	211,000.00	181,000.00	245,000.00	265,000.00	20,000.00	8.16%
70		Department Total	211,000.00	181,000.00	245,000.00	265,000.00	20,000.00	8.16%
71		ECONOMIC DEVELOPMENT						
72	01178-57000	ECONOMIC DEVELOPMENT COMMITTEE EXPENSE	27,000.00	15,000.00	16,000.00	16,000.00	0.00	0.00%
73		Department Total	27,000.00	15,000.00	16,000.00	16,000.00	0.00	0.00%
74		EXTENSION SERVICE						
75	01690-57000	EXTENSION SERVICE	510.00	510.00	510.00	0.00	(510.00)	-100.00%
76		Department Total	510.00	510.00	510.00	0.00	(510.00)	-100.00%
77		FACILITIES						
78	01192-51100	FACILITIES SALARY	34,716.00	34,900.00	35,947.00	39,141.00	3,194.00	8.89%
79	01192-51200	FACILITIES WAGES	23,499.00	24,480.00	25,215.00	25,215.00	0.00	0.00%
80	01192-57000	FACILITIES EXPENSE	96,981.00	100,000.00	125,000.00	125,000.00	0.00	0.00%
81		Department Total	155,196.00	159,380.00	186,162.00	189,356.00	3,194.00	1.72%
82		FINANCE BOARD						

FY24 OMNIBUS BUDGET

	Account Number	Description	2021 Budget	2022 Budget	2023 Budget	FY24 Dept Request	FY24 \$ Change	FY24 % Change
83	01131-51100	FINANCE BOARD STIPEND	0.00	0.00	0.00	0.00	0.00	0.00%
84	01131-57000	FINANCE BOARD EXPENSE	280.00	280.00	280.00	280.00	0.00	0.00%
85		Department Total	280.00	280.00	280.00	280.00	0.00	0.00%
86								
87		FIRE-EMT						
88	01220-51100	FIRE CHIEF SALARY	112,390.00	114,636.00	118,075.00	121,618.00	3,543.00	3.00%
89	01220-51200	FIRE WAGES	691,817.00	797,087.00	844,753.00	868,917.00	24,164.00	2.86%
90	01220-51500	FIRE EMERGENCY MANAGEMENT STIPEND	10,000.00	10,000.00	10,000.00	10,000.00	0.00	0.00%
91	01220-57000	FIRE EXPENSE	178,120.00	193,600.00	211,500.00	214,700.00	3,200.00	1.51%
92	01220-57001	FIRE EMERGENCY MANAGEMENT EXPENSE	1,500.00	1,500.00	1,500.00	1,500.00	0.00	0.00%
93	01220-57002	FIRE EQUIPMENT LEASE	0.00	0.00	0.00	0.00	0.00	0.00%
94		Department Total	993,827.00	1,116,823.00	1,185,828.00	1,216,735.00	30,907.00	2.61%
95		FIRE-AMBULANCE						
96	01231-51100	AMBULANCE CHIEF SALARY	13,073.00	8,056.35	13,734.00	14,146.00	412.00	3.00%
97	01231-51200	AMBULANCE WAGES	428,310.00	449,403.00	500,617.00	513,851.00	13,234.00	2.64%
98	01231-57000	AMBULANCE EXPENSE	104,000.00	109,500.00	96,000.00	98,800.00	2,800.00	2.92%
99	01231-57002	AMBULANCE LEASE	0.00	0.00	0.00	0.00	0.00	0.00%
100		Department Total	545,383.00	566,959.35	610,351.00	626,797.00	16,446.00	2.69%
101								
102		HISTORICAL COMMISSION						
103	01670-57000	HISTORICAL EXPENSE	2,500.00	2,500.00	2,500.00	2,500.00	0.00	0.00%
104		Department Total	2,500.00	2,500.00	2,500.00	2,500.00	0.00	0.00%
105		HUMAN RESOURCES						
106								
107	01152-57000	COMP ABS, GRADE, STEPS, LONG	0.00	0.00	25,000.00	50,000.00	25,000.00	100.00%
108		Department Total	0.00	0.00	25,000.00	50,000.00	25,000.00	0.00%
109		INFORMATION TECHNOLOGY						
110	01155-57000	IT EXPENSE	145,548.00	167,655.00	173,391.00	191,752.00	18,361.00	10.59%
111		Department Total	145,548.00	167,655.00	173,391.00	191,752.00	18,361.00	10.59%
112								
113		INSPECTIONAL SERVICES						
114	01241-51100	BUILDING INSPECTOR SALARY	64,541.00	58,292.00	60,593.00	63,024.00	2,431.00	4.01%
115	01241-51101	INSPECTION WIRE INSP SALARY	0.00	0.00	11,000.00	0.00	(11,000.00)	0.00%
116	01241-51102	INSPECTION PLUMBING INSP SALARY	11,149.00	0.00	11,000.00	0.00	(11,000.00)	-100.00%
117	01241-51103	INSPECTON GAS INSP SALARY	6,132.00	0.00	0.00	0.00	0.00	#DIV/0!
118	01241-51200	BUILDING INSPECTOR WAGES	28,383.80	58,760.00	58,760.00	50,657.00	(8,103.00)	-13.79%
119	01241-57000	INSPECTION EXPENSE	5,500.00	5,500.00	8,000.00	12,000.00	4,000.00	50.00%
120	01241-57001	SEALER OF WEIGHT & MEASURES EXPENSE	1,200.00	1,200.00	1,200.00	2,442.00	1,242.00	103.50%
121		Department Total	116,905.80	123,752.00	150,553.00	128,123.00	(22,430.00)	-14.90%
122		INSURANCE-BENEFITS						
123	01910-59020	INSURANCE-BENEFITS	1,492,766.00	1,601,234.00	1,765,907.00	1,925,000.00	159,093.00	9.01%

FY24 OMNIBUS BUDGET

	Account Number	Description	2021 Budget	2022 Budget	2023 Budget	FY24 Dept Request	FY24 \$ Change	FY24 % Change
124		Department Total	1,492,766.00	1,601,234.00	1,765,907.00	1,925,000.00	159,093.00	9.01%
125								
126		LEGAL SERVICES						
127	01151-53000	LEGAL SERVICES	62,000.00	62,000.00	62,000.00	62,000.00	0.00	0.00%
128		Department Total	62,000.00	62,000.00	62,000.00	62,000.00	0.00	0.00%
129								
130								
131		LIBRARY						
132	01610-51100	LIBRARY SALARY	90,797.00	92,613.00	90,640.00	90,640.00	0.00	0.00%
133	01610-51200	LIBRARY WAGES	249,974.00	258,950.00	269,446.00	283,123.00	13,677.00	5.08%
134	01610-57000	LIBRARY EXPENSE	133,807.00	133,807.00	136,407.00	138,453.00	2,046.00	1.50%
135		Department Total	474,578.00	485,370.00	496,493.00	512,216.00	15,723.00	3.17%
136								
137								
138		MEMORIAL AND VETERANS DAY						
139	01699-57000	MEMORIAL AND VETERANS DAY	5,600.00	5,600.00	5,600.00	6,600.00	1,000.00	17.86%
140		Department Total	5,600.00	5,600.00	5,600.00	6,600.00	1,000.00	17.86%
141		MODERATOR						
142	01114-51100	MODERATOR STIPEND	500.00	500.00	500.00	500.00	0.00	0.00%
143	01114-57000	MODERATOR EXPENSE	150.00	150.00	150.00	150.00	0.00	0.00%
144		Department Total	650.00	650.00	650.00	650.00	0.00	0.00%
145		OPEN SPACE						
146	01179-57000	OPEN SPACE EXPENSE	1,500.00	1,500.00	1,500.00	2,500.00	1,000.00	66.67%
147		Department Total	1,500.00	1,500.00	1,500.00	2,500.00	1,000.00	66.67%
148		PLANNING	Planning Expense moved from TA 01129-57002 to Planning 01175-57000					
149	01175-51110	PLANNING SALARY	77,392.00	79,559.00	61,000.00	84,840.00	23,840.00	39.08%
150	01175-51100	PLANNING STIPEND	1,500.00	1,500.00	1,500.00	1,500.00	0.00	0.00%
151	01175-51200	PLANNING WAGES	28,905.20	37,260.00	19,000.00	0.00	(19,000.00)	-100.00%
152	01175-56310	MRPC EXPENSE	2,850.00	2,820.00	2,820.00	2,905.00	85.00	3.01%
153	01175-57000	PLANNING EXPENSE	271.00	1,500.00	9,252.00	8,000.00	(1,252.00)	-13.53%
154		Department Total	110,918.20	122,639.00	93,572.00	97,245.00	3,673.00	3.93%
155		POLICE						
156	01210-51100	POLICE SALARY	148,885.00	151,863.00	156,419.00	148,138.00	(8,281.00)	-5.29%
157	01210-51200	POLICE WAGES	1,394,725.00	1,478,975.00	1,548,423.00	1,598,747.00	50,324.00	3.25%
158	01210-57000	POLICE EXPENSE	105,575.00	125,575.00	147,600.00	152,028.00	4,428.00	3.00%
159	01210-58500	POLICE CRUISER	52,000.00	52,000.00	52,000.00	56,000.00	4,000.00	7.69%
160		Department Total	1,701,185.00	1,808,413.00	1,904,442.00	1,954,913.00	50,471.00	2.65%
161		POLICE-ANIMAL CONTROL						
162	01249-51200	ANIMAL CONTROL WAGES	25,119.00	25,621.00	26,390.00	27,185.00	795.00	3.01%
163	01249-57000	ANIMAL CONTROL EXPENSE	4,000.00	4,000.00	4,000.00	4,000.00	0.00	0.00%
164		Department Total	29,119.00	29,621.00	30,390.00	31,185.00	795.00	2.62%

FY24 OMNIBUS BUDGET

	Account Number	Description	2021 Budget	2022 Budget	2023 Budget	FY24 Dept Request	FY24 \$ Change	FY24 % Change
165								
166		POLICE-DISPATCH						
167	01215-51200	COMMUNICATION WAGES	281,353.00	286,980.00	295,646.00	304,516.00	8,870.00	3.00%
168	01215-57000	COMMUNICATION EXPENSE	103,397.00	123,999.00	134,169.00	138,200.00	4,031.00	3.00%
169		Department Total	384,750.00	410,979.00	429,815.00	442,716.00	12,901.00	3.00%
170								
171								
172		RECREATION						
173	01630-51100	RECREATION SALARY	57,877.00	64,853.00	62,046.00	66,030.00	3,984.00	6.42%
174	01630-51200	RECREATION WAGES	45,469.00	47,276.00	61,604.00	56,268.00	(5,336.00)	-8.66%
175	01630-57000	RECREATION EXPENSE	28,100.00	28,662.00	28,662.00	30,310.00	1,648.00	5.75%
176		Department Total	131,446.00	140,791.00	152,312.00	152,608.00	296.00	0.19%
177								
178		SELECT BOARD						
179	01122-51100	SELECT BOARD STIPEND	4,500.00	4,500.00	4,500.00	4,500.00	0.00	0.00%
180	01122-57000	SELECT BOARD EXPENSE	4,925.00	7,750.00	7,750.00	7,750.00	0.00	0.00%
181	01241-57001	SEALER OF WEIGHT & MEASURES EXPENSE	0.00	0.00	0.00	0.00	0.00	0.00%
182		Department Total	9,425.00	12,250.00	12,250.00	12,250.00	0.00	0.00%
183		TOWN ADMINISTRATOR						
184	01129-51100	TOWN ADMINISTRATOR SALARY	140,725.00	127,296.00	127,308.00	131,115.00	3,807.00	2.99%
185	01129-51200	TOWN ADMINISTRATOR WAGES	59,420.00	61,165.00	63,000.00	64,575.00	1,575.00	2.50%
186	01129-51201	OPERATIONS MANAGER WAGES	0.00	0.00	0.00	0.00	0.00	#DIV/0!
187	01129-57000	TOWN ADMINISTRATOR EXPENSE	51,975.00	50,370.00	55,000.00	56,325.00	1,325.00	2.41%
188	01129-57001	SENIOR WORKOFF PROGRAM	15,000.00	22,500.00	22,500.00	22,500.00	0.00	0.00%
189	01129-57002	TOWN PLANNER EXPENSE	0.00	0.00	0.00	0.00	0.00	#DIV/0!
190		Department Total	267,120.00	261,331.00	267,808.00	274,515.00	6,707.00	2.50%
191								
192								
193								
194		TOWN CLERK						
195	01161-51100	TOWN CLERK SALARY	64,551.00	66,121.90	67,513.00	69,539.00	2,026.00	3.00%
196	01161-51200	TOWN CLERK WAGES	44,342.00	45,229.00	46,586.00	47,984.00	1,398.00	3.00%
197	01161-52000	TOWN CLERK TRAINING	2,300.00	1,777.92	4,000.00	4,000.00	0.00	0.00%
198	01161-57000	TOWN CLERK EXPENSE	17,000.00	21,151.56	17,650.00	17,850.00	200.00	1.13%
199	01162-51200	ELECTION WAGES	15,189.00	4,469.75	19,050.00	18,400.00	(650.00)	-3.41%
200	01162-57000	ELECTION EXPENSE	16,765.00	7,624.87	14,965.00	14,500.00	(465.00)	-3.11%
201		Department Total	160,147.00	146,375.00	169,764.00	172,273.00	2,509.00	1.48%
202		TREASURER/COLLECTOR						
203	01145-51100	TREASURER/COLLECTOR SALARY	77,523.00	79,952.00	85,156.00	90,647.00	5,491.00	6.45%
204	01145-51200	TREASURER/COLLECTOR WAGES	102,508.00	106,792.00	109,996.00	120,308.00	10,312.00	9.37%
205	01145-51300	FINANCE ASSISTANT STIPEND	0.00	0.00	0.00	0.00	0.00	#DIV/0!

FY24 OMNIBUS BUDGET

	Account Number	Description	2021 Budget	2022 Budget	2023 Budget	FY24 Dept Request	FY24 \$ Change	FY24 % Change
206	01145-57000	TREASURER/COLLECTOR EXPENSE	61,391.00	68,847.83	70,070.00	74,020.00	3,950.00	5.64%
207		Department Total	241,422.00	255,591.83	265,222.00	284,975.00	19,753.00	7.45%
208		VETERANS						
209	01543-57000	VETERANS EXPENSE	20,000.00	20,000.00	20,000.00	20,000.00	0.00	0.00%
210	01543-57700	VETERANS BENEFITS	36,000.00	25,000.00	35,000.00	45,000.00	10,000.00	28.57%
211		Department Total	56,000.00	45,000.00	55,000.00	65,000.00	10,000.00	18.18%
212		WORC COUNTY RETIREMENT						
213	01910-59060	WORCESTER COUNTY RETIREMENT	958,159.00	1,001,204.00	1,109,635.00	1,140,071.00	30,436.00	2.74%
214		Department Total	958,159.00	1,001,204.00	1,109,635.00	1,140,071.00	30,436.00	2.74%
215								
216								
217								
218		ZONING BOARD OF APPEALS						
219	01176-51200	BOARD OF APPEALS WAGES	0.00	0.00	0.00	0.00		0.00%
220	01176-57000	BOARD OF APPEALS EXPENSE	5,000.00	5,000.00	5,000.00	5,000.00	0.00	0.00%
221		Department Total	5,000.00	5,000.00	5,000.00	5,000.00	0.00	0.00%
222		DEBT SERVICE						
223	01710-59000	DEBT - LONG TERM PRINCIPAL	420,000.00	220,000.00	220,000.00	289,700.00	69,700.00	31.68%
224	01750-59010	DEBT - LONG TERM INTEREST	93,935.00	77,041.00	68,098.00	95,159.00	27,061.00	39.74%
225	01751-59010	DEBT - SHORT TERM INTEREST	0.00	150,000.00	165,633.00	0.00	(165,633.00)	-100.00%
226		Department Total	513,935.00	447,041.00	453,731.00	384,859.00	(68,872.00)	-15.18%
227		Municipal Operating Budget			12,820,004.00	13,295,903.00	475,899.00	3.71%
228								
229	Article	WACHUSETT REGIONAL SCHOOL DIST						
230	01300-57000	WACHUSETT RSD	12,167,812.00	12,102,930.00	12,444,610.00	13,055,104.00	610,494.00	4.91%
231		WRSD VOCATIONAL SCHOOL OUTPLACEMENT	0.00	78,318.00	80,000.00	80,000.00	0.00	0.00%
232		Department Total	12,167,812.00	12,181,248.00	12,524,610.00	13,135,104.00	610,494.00	4.87%
233								
234	Article	MONTACHUSETT REG. SCH00L DIST						
235	01301-57000	MONTACHUSETT REGIONAL VOC TECH	905,635.00	939,069.00	975,792.00	1,018,231.00	42,439.00	4.35%
236		Department Total	905,635.00	939,069.00	975,792.00	1,018,231.00	42,439.00	4.35%
237		Total Including Schools			26,320,406.00	27,449,238.00	1,128,832.00	4.29%

Proofs

26,320,406.00

27,449,238.00

1,128,832.00