

The cover art for this year's Annual Report is the work of **Matthew Trombley**, 7<sup>th</sup> grade student at the Chocksett Middle School. Matthew attends the art classes of Ms. Julie Guerin, who helped coordinate the cover art contest. Along with drawing, Matthew also enjoys theater, running, and swimming. His drawing beautifully illustrates the four seasons in our town and includes such icons as Mary's little lamb, the Sterling Fair and Lake Waushacum. Town employees and volunteers chose Matthew's drawing from among 67 wonderful entries. Congratulations, Matthew!

The Town would like to thank **Melissa Chalmers** for her hard work compiling all of the annual report submissions from the town departments, boards, and committees, and formatting the Annual Town Report for the eighth year in a row. This year's report is not only well-organized and professional, but it is also ADA complaint for viewing online. Melissa also serves as a Registrar of Voters and provides staff support in the Town Clerk's Office.

**TOWN OF STERLING**

**ANNUAL**

**TOWN**

**REPORT**

**2018**



## **The 2018 Town of Sterling Annual Report is dedicated to:**

**Marion L. (Taylor) Woodsmall** passed away on Monday, July 16. Marion was born in



Holden, MA and grew up in Sterling. She was the wife of the late retired Sterling Fire Chief, John R. Woodsmall. Marion worked at the Sterling Town Hall. She served as the Sterling Town Clerk, Tax Collector and the Secretary to the Board of Selectman. She was a member of the Chocksett Club, the Monoosnock Country Club, the Sterling Grange and was a Den Mother for the Cub Scouts. She was also a member of the First Church in Sterling.



**Kenneth I.H. Williams** passed away on November 2, 2018. Ken served the Town of Sterling in countless ways. He served on the Planning Board, he was a Selectman, and he assisted residents at the town recycling center. He was a member of the Sterling Chocksett Club, the Light Board and Sterling Land Trust. Ken always held the Town of Sterling as a priority throughout his life.

**Raymond E. Rugg Sr.** passed away on December 20, 2018. Born in Clinton, Ray was raised in Sterling. The Rugg family's history and roots run deep in our town. Ray worked for the Town of Sterling for 40 years as an equipment operator and as a firefighter for 20 plus years. He was a longtime member of the Sterling Fair Committee and the American Legion. First and foremost, Ray was a family man who looked forward to family outings, fishing trips and camping with his grand kids.



# **I N M E M O R I A M**

## **Marcelle R. (Bacon) Windward, 93**

worked as a dispatcher for the Sterling Fire and Police Department and was a past president of St. Richard of Chichester Parish Women's Guild. Ms. Windward died on February 8, 2018.

## **Paul Kroll, 86**

died on February 22, 2018. He was a member of the School Committees for Sterling and the Wachusett Regional School District.

## **Mary Ann (O'Keefe) Nelson, 85**

was an elementary school teacher in Sterling for 40 years. After retiring in 2000, she returned as a long-term substitute teacher. She died on July 3, 2018.

## **Marion L. (Taylor) Woodsmall, 88**

was Sterling Town Clerk, Tax Collector and Secretary to the Board of Selectmen. She died on July 16, 2018.

## **Jacqueline M. (Wooding) Ryan, 80**

died on October 3, 2018. She worked for the Town of Sterling from 1966 – 2002, including 6 years as Town Clerk.

## **Kenneth Irvine Harvey Williams, 84**

served on the Board of Selectmen, Montachusett Regional Technical School Committee, Planning Board, SMLD Board, and the Recycling Committee, among others. He died on November 2, 2018

## **Raymond E. Rugg, Sr.**

died on December 20, 2018. He was a Sterling Firefighter for more than 20 years, worked for the Town of Sterling as an equipment operator, and served on the Sterling Fair Committee.

## **TABLE OF CONTENTS**

### **DEDICATION**

### **IN MEMORIAM**

### **TOWN OFFICIALS**

|                          |    |
|--------------------------|----|
| Elected Officials .....  | 1  |
| Appointed Officials..... | 3  |
| Town Administrator ..... | 13 |
| Board of Selectmen ..... | 15 |
| Town Clerk .....         | 18 |

### **ELECTION RESULTS**

|  |    |
|--|----|
| Annual Town Election – May 14, 2018..... | 20 |
| State Primary – September 4, 2018 .....  | 22 |
| State Election – November 6, 2018 .....  | 30 |

### **TOWN MEETING MINUTES**

|  |    |
|--|----|
| Annual Town Meeting Minutes – May 7, 2018..... | 34 |
|--|----|

### **FINANCIAL REPORTS**

|   |         |
|---|---------|
| Finance Committee .....                 | 57      |
| Accountant's Report.....                | 59      |
| Assessors' Report.....                  | 61      |
| Treasurer/Collector's Reports           |         |
| Employee Gross Pay .....                | 62      |
| Tax Collections, Debt, Trust Funds..... | 69 - 74 |

### **BOARD, COMMITTEE and DEPARTMENT REPORTS**

|                                     |    |
|-------------------------------------|----|
| 1835 Town Hall Committee .....      | 75 |
| Agricultural Commission .....       | 76 |
| Animal Control Advisory Board ..... | 77 |

|   |     |
|---|-----|
| Animal Control Officer .....  | 79  |
| Board of Health.....  | 82  |
| Building Department.....  | 85  |
| Conservation Commission .....   | 86  |
| Council on Aging.....   | 87  |
| Cultural Council.....   | 90  |
| Department of Public Works.....   | 91  |
| Economic Development Committee .....                                      | 93  |
| Fair Committee .....  | 95  |
| Fire Department .....   | 97  |
| Historical Commission.....  | 105 |
| Housing Authority .....   | 107 |
| Library .....   | 108 |
| Open Space Implementation Committee .....                                 | 111 |
| Planning Board.....   | 114 |
| Police Department .....   | 117 |
| Recreation Department .....   | 123 |
| Schools: Montachusett Regional Vocational Technical School District ..... | 126 |
| Wachusett Regional School District .....                                  | 129 |
| Sterling Municipal Light Department.....                                  | 131 |
| Veterans' Services .....  | 139 |
| Wachusett Greenways .....   | 140 |
| Wachusett Recycle and Earthday .....                                      | 143 |
| Zoning Board of Appeals .....   | 146 |

**STATE AND FEDERAL GOVERNMENT OFFICIALS**.....Inside Back Cover

**TOWN INFORMATION**.....Back Cover

## ELECTED OFFICIALS – TOWN OF STERLING

### TERM EXPIRES

#### BOARD OF ASSESSORS (3 year term)

|                          |      |
|--------------------------|------|
| Richard A. Sheppard..... | 2019 |
| Robert F. Cutler.....    | 2020 |
| Donlin K. Murray.....    | 2021 |

#### BOARD OF HEALTH (3 year term)

|                      |      |
|----------------------|------|
| Allen Hoffman .....  | 2019 |
| Donna M. Clark ..... | 2020 |
| Gary C. Menin .....  | 2021 |

#### BOARD OF SELECTMEN (3 year term)

|                        |      |
|------------------------|------|
| Richard G. Lane .....  | 2019 |
| John F. Kilcoyne ..... | 2020 |
| Maureen Cranson .....  | 2021 |

#### CONSTABLES (3 year term)

|                         |      |
|-------------------------|------|
| Michael E. Pineo .....  | 2019 |
| James E. Hartnett ..... | 2020 |

#### DEPARTMENT OF PUBLIC WORKS BOARD (3 year term)

|                           |      |
|---------------------------|------|
| Donald W. Harding .....   | 2019 |
| Lawrence R. Favreau ..... | 2020 |
| Gregg W. Aubin.....       | 2021 |

#### LIBRARY TRUSTEES (3 year term)

|                        |      |
|------------------------|------|
| Albert J. Carlin ..... | 2019 |
| Sara Petullo .....     | 2019 |
| Marion Mahar .....     | 2020 |
| Alexandra Thomas ..... | 2020 |
| Michael Glavin .....   | 2021 |
| Matthew Scannell ..... | 2021 |

#### MODERATOR (3 year term)

|  |      |
|--|------|
| Mrithyunjaya K. Annapragada (Amrith Kumar) ..... | 2021 |
|--|------|



**PLANNING BOARD (5 year term)**

|                          |      |
|--------------------------|------|
| Michael E. Pineo .....   | 2019 |
| Russell R. Philpot ..... | 2020 |
| David J. Shapiro .....   | 2021 |
| John J. Santoro .....    | 2022 |
| Craig Miller .....       | 2023 |

**STERLING HOUSING AUTHORITY (5 year term)**

|  |      |
|--|------|
| Karen LeClerc .....                                  | 2020 |
| Elisabeth A. Earle .....                             | 2021 |
| Robert Kneeland .....                                | 2023 |
| Weymouth Whitney (State Appointee, 3 yr. term) ..... | 2021 |

**STERLING MUNICIPAL LIGHT BOARD (3 year term)**

|                       |      |
|-----------------------|------|
| Joseph Curtin .....   | 2019 |
| Brian Pierce .....    | 2020 |
| Eric Darlington ..... | 2021 |

**WACHUSETT REGIONAL SCHOOL COMMITTEE (3 year term)**

|                           |      |
|---------------------------|------|
| Michael J. Rivers .....   | 2019 |
| Susan T. Hitchcock .....  | 2020 |
| Stephen Godbout .....     | 2020 |
| Sarah J. LaMountain ..... | 2021 |

## APPOINTED OFFICIALS – TOWN OF STERLING

### TERM EXPIRES

#### **A.D.A. ADVISORY COMMITTEE (1 year appt)**

|                          |      |
|--------------------------|------|
| Clare B. Fisher .....    | 2019 |
| Donald Harding .....     | 2019 |
| Ronald Pichierri .....   | 2019 |
| Kenneth Stidsen Jr. .... | 2019 |

#### **A.D.A COORDINATOR (3 year appt)**

|                       |      |
|-----------------------|------|
| Matthew S. Marro..... | 2020 |
|-----------------------|------|

#### **ANIMAL CONTROL ADVISORY BOARD (1 year appt)**

|                          |      |
|--------------------------|------|
| Karen Kase .....         | 2019 |
| Cory Larson-Thomas ..... | 2019 |
| Edith McNamara .....     | 2019 |
| Cynthia Miller.....      | 2019 |
| Shirley Rieven.....      | 2019 |
| Theresa E. Sadler .....  | 2019 |
| Frances Simonds.....     | 2019 |

#### **ANIMAL CONTROL OFFICER (1 year appt)**

|                                |      |
|--------------------------------|------|
| Louis Massa .....              | 2019 |
| Steven Jones (Alternate) ..... | 2019 |

#### **ANIMAL INSPECTOR (1 year appt by BOH)**

|                     |      |
|---------------------|------|
| David Favreau ..... | 2019 |
| Louis Massa .....   | 2019 |

#### **AUDITORS (3 year appt)**

|                                  |      |
|----------------------------------|------|
| Roselli & Clark Associates ..... | 2019 |
|----------------------------------|------|

#### **BUILDING INSPECTOR/COMMISSIONER (1 year appt)**

|                                |      |
|--------------------------------|------|
| Sarah Culgin.....              | 2021 |
| George Tignor (Alternate)..... | 2019 |

#### **BURIAL AGENT (1year appt by BOH)**

|                        |      |
|------------------------|------|
| Barbara Bartlett ..... | 2019 |
| David Favreau .....    | 2019 |

**CABLE TV ADVISORY BOARD (3 year appt)**

|                        |      |
|------------------------|------|
| Gregory Billings ..... | 2020 |
| Robert Bloom.....      | 2020 |
| Jay Brunetta .....     | 2020 |
| Richard H. Maki.....   | 2021 |
| Richard Smith .....    | 2020 |

**CAPITAL BUDGET COMMITTEE (3 year appt)**

|                        |                    |
|------------------------|--------------------|
| Robert Brown .....     | 2019               |
| Mary Cliett .....      | 2020               |
| Elaine Heller.....     | 2019               |
| Everett W. Heller..... | 2021               |
| Gerald Kokernak.....   | retired Nov., 2018 |
| Arden Sonnenberg.....  | 2021               |
| Joseph Sova .....      | 2020               |

**CONSERVATION AGENT (3 year appt)**

|                     |      |
|---------------------|------|
| Matthew Marro ..... | 2020 |
|---------------------|------|

**CONSERVATION COMMISSION (3 year appt)**

|                        |                |
|------------------------|----------------|
| Joseph Curtin .....    | resigned, 2018 |
| Scott Michalak .....   | 2019           |
| David Mosley.....      | 2021           |
| Steven Pavlowich ..... | 2020           |
| Michael E. Pineo ..... | 2021           |
| Barbara Roberti .....  | 2019           |
| Sue Valentine .....    | 2020           |

**COUNCIL ON AGING (3 year appt)**

|  |      |
|--|------|
| Sheila Battles .....                     | 2021 |
| Kevin Beaupre .....                      | 2019 |
| Robert Bloom .....                       | 2019 |
| Nancy Castagna .....                     | 2020 |
| Joseph LaGrassa.....                     | 2021 |
| Debra MacLennan.....                     | 2021 |
| Charles Madden.....                      | 2019 |
| Elizabeth Pape .....                     | 2020 |
| Susan Protano .....                      | 2020 |
| Angela Richards (Associate Member) ..... | 2019 |

**DPW SUPERINTENDENT (3 year appt by DPW Board)**

William Tuttle .....2020

**EARTH REMOVAL BOARD (3 year appt)**

John F. Kilcoyne .....2020

David Mosley .....2021

Russell R. Philpot .....2020

Delores Rich .....2020

Michael J. Rivers.....2020

**ECONOMIC DEVELOPMENT COMMITTEE (3 year appt)**

Keith Cordial .....2021

Paul Cathcart, Jr. ....2021

Maureen Cranson .....2021

Brian Kindorf.....2019

Richard H. Maki .....2021

Rosanne Mapp.....2021

James Patacchiola .....2021

Michael Pineo (ConComm Rep.) .....2020

**ELECTION OFFICERS (1 year appt, annually in August)**

Michelle Baliunas .....2019

Lisa Belmain .....2019

Blaine Bershad.....2019

Jane Brunetta .....2019

Irene Camerano.....2019

Chris Chaffee .....2019

Joyce Chestnut-Maloney.....2019

Linda Clark.....2019

Constance Cleary .....2019

Mary Cliett .....2019

Lois M. Courville .....2019

Judy Doherty.....2019

Deborah Dupuis.....2019

John Farrell.....2019

Kevin Flannery.....2019

Steven C. Fuller .....2019

Judith Glasier .....2019

Philip Gold .....2019

**ELECTION OFFICERS, cont.**

|                            |      |
|----------------------------|------|
| Utahna Hallett .....       | 2019 |
| Elaine Heller.....         | 2019 |
| Linda Hill.....            | 2019 |
| Sheila Hudson .....        | 2019 |
| Karen LeClerc .....        | 2019 |
| Marjorie Long .....        | 2019 |
| Heide Martin .....         | 2019 |
| Emma Massa.....            | 2019 |
| Arlene McGuirk .....       | 2019 |
| Alicia McHugh.....         | 2019 |
| Anita E. McKenney.....     | 2019 |
| Judith Muckenstrom .....   | 2019 |
| Robert Nickerson, Jr. .... | 2019 |
| Audra Rainsford.....       | 2019 |
| Domenic Ricci.....         | 2019 |
| Cassandra Tetu .....       | 2019 |

**ELECTRICAL INSPECTOR (1 year appt)**

|                                   |                             |
|-----------------------------------|-----------------------------|
| J. Bruce Dunn.....                | served through 2018         |
| (John) Gary Harrington .....      | replaced J. Bruce Dunn 2019 |
| Curtis Bjorkman (Alternate) ..... | 2019                        |
| Paul Kathman (Alternate) .....    | 2019                        |

**EMERGENCY MANAGEMENT DIRECTOR (2 year appt)**

|                       |      |
|-----------------------|------|
| David C. Hurlbut..... | 2020 |
|-----------------------|------|

**ASSISTANT EMERGENCY MGMT. DIR. (1 year appt)**

|                    |      |
|--------------------|------|
| James Emerton..... | 2019 |
|--------------------|------|

**ENERGY COMMITTEE (2 year appt)**

|                                  |      |
|----------------------------------|------|
| Joseph Curtin .....              | 2020 |
| Daniel (Chip) Hallet.....        | 2020 |
| Sean Hamilton .....              | 2020 |
| Ross Perry.....                  | 2020 |
| William Tuttle .....             | 2020 |
| Tom Rutherford (Alternate) ..... | 2020 |

**EXTENSION SERVICE (1 year appt)**

Clare B. Fisher .....2019

**FINANCE COMMITTEE (3 year appt by BOS, Moderator, Fin. Com.)**

Todd Chapman .....2021

Mary Cliett .....2021

Everett W. Heller .....2020

Gerald Kokernak .....retired Nov., 2018

Joseph Sova .....2021

Steven Staudaher .....2019

**FIRE CHIEF**

David C. Hurlbut, Jr.

**GAS INSPECTOR (1 year appt)**

Robert Janda .....2019

Jeremy Pierce (Alternate).....2019

**HEALTH AGENT (1 year appt by BOH)**

David Favreau .....2019

**HISTORICAL COMMISSION (3 year appt)**

James Carroll .....2019

James French .....2020

David Gibbs .....2021

Catherine Harragian .....2019

Robert M. Jones.....2020

Lindsey Van Gieson .....2020

**INFORMATION TECHNOLOGY COMMITTEE (3 year appt)**

Paul Austin.....2019

Robert Bloom .....2019

**LIBRARY DIRECTOR**

Patricia Campbell

**MONTACHUSETT REGIONAL TECHNICAL SCHOOL (4 year appt,  
voted by BOS, Moderator, School Cmte.)**

William Brassard .....2022

**MUNICIPAL COORDINATOR (2 year appt)**

David C. Hurlbut, Jr. ....2020

**OPEN SPACE COMMITTEE (3 year appt)**

Jeffrey Keay.....2020

Marion E. Larson .....2021

Peder Pedersen .....2020

Charles Plaisted.....2021

Robert Protano .....2021

James Wilkinson.....2019

Sue Valentine (ConComm Liaison) .....2020

**PLUMBING INSPECTOR (1 year appt by BOH)**

Robert Janda .....2019

Jeremy Pierce (Alternate) .....2019

**POLICE CHIEF**

Gary Chamberland

**POLICE MATRON / CELL MONITOR (1 year appt)**

Danielle Mallette.....2019

Emma Massa .....2019

Kendra Pomeroy.....2019

Kim Thebeau .....2019

**PUBLIC WEIGHERS**

Jeff Henningson .....2021

Heidi Lindgren.....2020

Edward Perkins, Jr. ....2021

**RECREATION COMMITTEE (5 year appt)**

Jo-Ann Cummings .....2023

Glenn Donaldson.....2023

Heidi Grady.....2019

Mark Hryniewich.....2019

Andrew Parker.....2023

Bonnie Pulda.....2022

Deidra Shapiro .....2021

**REGISTRAR OF VOTERS (3 year appt in March)**

Christine Arsenault .....2021  
Richard O. Barriere .....2020  
Barbara Bartlett.....2021  
Melissa Chalmers.....2019

**RIGHT TO KNOW COORDINATOR (1 year appt)**

David C. Hurlbut, Jr. ....2019

**SUPERINTENDENT OF SCHOOLS (WRSD)**

Darryll McCall, Ed.D.

**TOWN ADMINISTRATOR (3 year appt)**

Ross Perry .....2020

**TOWN ACCOUNTANT (3 year appt)**

Fred Aponte

**TOWN CLERK (3 year appt)**

Barbara Bartlett .....2021

**ASSISTANT TOWN CLERK (3 year appt)**

Kathleen Farrell .....2020

**TOWN COUNSEL (3 year appt)**

KOPELMAN & PAIGE .....2020

**TOWN FOREST COMMITTEE (3 year appt)**

James French.....2020  
David Mosley .....2019  
Michael E. Pineo .....2020

**TOWN TREASURER / COLLECTOR (3 year appt)**

Victoria Smith .....2020

**ASSISTANT TOWN TREASURER (3 year appt)**

Elizabeth Clemence.....2021

**ASSISTANT TOWN COLLECTOR (3 year appt)**

Theresa Murray.....2020



**TREE WARDEN (1 year appt by DPW)**

William Tuttle .....2019

**VETERANS' AGENT (1 year appt)**

Richard Voutour.....2019

**VETERANS' GRAVE OFFICER**

Robert Temple.....2019

**ZONING BOARD OF APPEALS (5 year appointment)**

Diana Baldarelli .....2020

Matthew CampoBasso .....2019

Joseph Curtin .....2021

Patrick Fox.....2020

Jerry Siver.....2019

Charles Conroy (Alternate, appointed Dec. 2018) .....2021

Richard Lane (Alternate) .....2020

**1835 TOWN HALL COMMITTEE (3 year appt)**

Robert Barwise .....2021

Carl Corrinne.....2020

Joanne K. Drown .....2021

David Gibbs .....2019

Robert M. Jones.....2019

Christine McCarthy.....2020

Ronald Pichierri .....2021

**1835 TOWN HALL ROOF PROJECT SUB-COMMITTEE**

**(1 year appt)**

Robert Barwise .....2019

John Chandler.....2019

Carl Corrinne.....2019

Richard Lane.....2019

**40B REVIEW COMMITTEE (1 year appt)**

Clare B. Fisher .....2019

Donald Harding .....2019

Barbara Roberti (Alternate) .....2019

## SPECIAL COMMITTEES

### TERM EXPIRES

#### **AGRICULTURE COMMISSION (3 year appt)**

|                               |      |
|-------------------------------|------|
| Susan Phinney.....            | 2019 |
| David Grinkis .....           | 2020 |
| Hannah Miller.....            | 2020 |
| Robert Nickerson, Jr.....     | 2020 |
| Michael E. Pineo .....        | 2020 |
| Diane Melone (Alternate)..... | 2019 |

#### **CULTURAL COUNCIL (3 year appt, 2 consecutive terms)**

|                         |                      |
|-------------------------|----------------------|
| Diane Pedersen.....     | term ended May, 2018 |
| Margaret Spaulding..... | term ended May, 2018 |
| Susan Crimer .....      | 2019                 |
| Andrea Driscoll .....   | 2019                 |
| Helen Hill .....        | 2019                 |
| Richard H. Maki.....    | 2020                 |
| Patricia Thomas.....    | 2020                 |

#### **FAIR COMMITTEE (3 year appt; 1 year for Assoc. Member)**

|                          |      |
|--------------------------|------|
| David Agurkis .....      | 2021 |
| Margaret Agurkis.....    | 2021 |
| Philip Campbell.....     | 2021 |
| Linda Davis .....        | 2021 |
| Douglas Downey.....      | 2021 |
| Carl Gronblom .....      | 2021 |
| Daniel Hallet .....      | 2021 |
| Terry Heinold .....      | 2021 |
| Donald Jewett .....      | 2021 |
| Robert Kneeland.....     | 2021 |
| Nicholas Kronopolus..... | 2021 |
| Michael E. Pineo .....   | 2021 |
| Barbara Roberti .....    | 2021 |
| Gloria Rugg .....        | 2021 |
| Raymond Rugg, Jr.....    | 2021 |
| Raymond Rugg, Sr. ....   | 2021 |
| Joan Strang .....        | 2021 |

**REGIONAL EMERGENCY PLANNING COMMITTEE (1 year appt)**

Gary Chamberland.....2019  
James Emerton (CERT Rep.) .....2019  
David Favreau (BOH Rep.).....2019  
Donald Hamilton.....2019  
David C. Hurlbut, Jr (Emergency Management Director) 2019  
Mark Restuccia, M.D. (Medical Director).....2019  
Peter MacDonald (Alternate).....2019

**WACHUSETT FUND COMMITTEE (1 year appt)**

Gary Chamberland.....2019  
David C. Hurlbut, Jr.....2019  
Peter MacDonald.....2019

## **OFFICE OF THE TOWN ADMINISTRATOR**

The Town of Sterling continues its strong financial position. Certified Free Cash this year is \$1,044,725 which indicates that revenues were better than expected and expenses were less than budgeted. These funds will help support future year's projects without directly impacting property taxes. The Town's two "savings accounts" balances are healthy with Stabilization at \$812,339 and Capital Investment Fund at \$3,693,626.

After Town Meeting approved the FY 19 budget, the Town had over \$600,000 in Excess Levy Capacity. This serves as a build-in buffer from a potential Proposition 2½ override.

The FY 19 budget was based on five basic goals:

- Fund municipal operations to best serve the residents of Sterling
- Invest in the Town's long-term savings accounts
- Invest in the Town's capital infrastructure
- Invest in the municipal employees that make this town function every day
- Respect the tax impact on Sterling's taxpayers

The FY 19 Municipal budget including schools was \$24,106,107, representing a 2.86% increase from FY 18. Two new Town Hall positions were supported by the voters enabling Fred Aponte to expand his Town Account role to include Operations Manager and the hiring of Sterling's first Town Planner, Domenica Tatasciore. Both have already demonstrated their commitment to Sterling.

\$60,000 was added to the Stabilization Account, \$50,000 to the Capital Investment fund along with \$151,403 from unspent previous warrant articles. \$150,000 was paid into the Town's OPEB account.

The total capital infrastructure investment was \$863,687. This amount included a number of projects, one was refurbishing to the Lower Level in the Town Hall (former 'home' of the COA). This new area is now the home of the Board of Health, Conservation Commission and Facilities manager, plus a meeting room. The relocation of these functions allowed increased space for the very cramped Town Clerk's and Building Department's offices.

A new HVAC system was put out to bid and installed at the library resulting in lower energy costs during the summer, about equal winter costs along with improved comfort especially during the seasonal temperature transitions. Bids were also issued for the Butterick Building HVAC replacement, municipal building fuel oil, municipal employees health insurance, and the West Sterling Tennis and Basketball courts renovation. The health insurance bid resulted in a 5.3% decrease instead of the 9.5% increase requested by the previous provider.

Through the Towns participation in Governor Baker's and Lt. Governor Polito's Community Compact Cabinet, technical support was obtained to create the Town's first documented Financial Policies Manual. This will help guide Sterling officials in the future and ensure that the Town remains strong financially.

The Finance Committee, Board of Selectmen, and ultimately the voters recognized the importance of municipal employees and supported an additional 1% Cost of Living Adjustment over the planned 2%.

For the second year, the tax rate declined from about \$18.19/\$1000 in FY18 to \$17.27 in FY19. This is the result of conservative spending and increased property value assessments.

Outside funds were obtained to further support these investments; \$85,000 for the ADA lift in the 1835 Building, \$150,000 through the efforts of Fred Aponte in his new role as Operations Manager and Sean Hamilton, General Manager at SMLD for a new fiber optic network connection between municipal buildings. \$25,000 was obtained through the efforts of Senator Dean Tran and Representative Harold Naughton to fund the online "e-Permitting" solution.

Dawn Michanowicz retired after 8 years as Town Clerk. Denise MacAloney, former Town Clerk in Westminster filled in as Interim Town Clerk before Barbara Bartlett, former Assistant Town Clerk in Lancaster and a Sterling resident was hired. Barbara is a welcome addition to Town Hall. Kathy Farrell, also a Sterling resident increased her time to full time Assistant Town Clerk.

Domenica Tatasciore joined the Town Hall staff in October as Sterling's first Town Planner. In addition to her Masters of Urban and Rural Planning, she has over twenty years of experience as a professional planner including work in Worcester, Westminster, and Holliston. Domenica has already provided significant support to the new Master Plan project.

Thank you to all Town Hall staff, Department Heads and Kama Jayne, Executive Assistant for their professional efforts to make the municipal operations a great service organization to the residents and tax payers of Sterling.

Sincerely,

Ross Perry  
Town Administrator

## **BOARD OF SELECTMEN**

Each year as we reflect on the Select Board's report, there is a realization that little can be done without the strong support of town wide staff, other elected boards and the volunteers that "step up and step in" to our myriad of committees!

As usual the Board began their year by developing their own set of goals. Not surprisingly, some were and still are very lofty!

Foremost, we again continued to strive for more open communication between Boards, Committees and the general public. To that end:

- \* We assembled our (hopefully annual) all boards meeting which highlighted where boards crossed over in their goals. We encouraged all to recognize common ground, work together and keep Sterling moving forward. Working as a Team was highlighted in order to find success as a community
- \* Future wishes of these boards & committees were recognized.
- \* Each of your Select Board members increased our efforts in attending the meetings of Sterling's boards & committees.
- \* Regional meetings were also a part of our weekly agendas.
- \* Select Board members participated in a variety of Community activities that highlight our vibrant, caring and growing community.
- \* We included "public session" on all of our agendas.
- \* Make no mistake, our efforts were not all "sunshine, lollipops and rainbows!" Some entities resisted our attempts. Apparently some efforts were viewed as an overlap of perceived responsibilities. In all arenas we have only tried to continue our fiscal responsibility pledge, our efforts to move Sterling forward and to make our community a safe, vibrant and relevant entity.

It was important for us to bring Sterling to it's best level. To that end:

- \* The Select Board lobbied for, and were successful in hiring, a Town Planner. Input for the position came from Economic Development, Planning Board and our Town Administrator, as well as interested taxpayers.

- \* We recognized the need to move forward with a Master Plan, as Sterling's was woefully aged! Though a plan is ultimately under the purview of the Planning Board, we were able to attract over 40 volunteers to become educated in the nine chapters involved. A knowledgeable facilitator, with experience in Master Plans, was hired with monies secured through our involvement with the Community Compact endeavor.
- \* We also added an Operations Manager to aid our Town Administrator on a limitless number of fronts. In short order, while working with SMLD and our IT providers, a \$150,000 grant was awarded for the Town to move forward with fiber!
- \* The Town was also awarded \$25,000 to begin our transition to e-permitting.
- \* Again, volunteers from the general public and business community, as well as SMLD and DPW, came forward to work on a long dormant downtown revitalization plan with our Town Administrator.
- \* The Town Hall lower level was finally completed. It now houses BOH, Conservation, Recreation, Facilities, a meeting space and a break room.
- \* We encouraged and supported our new Town Clerk with her successful efforts in redoing space for mandated early elections. An effort that proved to be cost effective and welcomed by the voters!
- \* We supported our Town Administrator as he worked with the 1835 Committee to secure a successful \$80,000 grant for a handicap lift for the 1835.
- \* The Town finally saw the exterior roof project on the 1835 completed. There is still a road ahead to finish this project.
- \* We supported the EDC and the Building Department in addressing distressed properties in Town.
- \* We Implemented a Property Usage Policy.

The Select Board always has fiscal responsibility on the top of their list. To that end:

- \* We continue to update our IT essentials with our IT provider, Guardian.
- \* Servers, PC's and back up programs continue to be updated.
- \* Eventually our goal is to centralize all departments.

- \* The Select Board remains steadfast with regards to use of costly Town Counsel guidance. We underscored the practice of funneling potential inquiries through the Town Administrator in order to keep our legal costs reasonable.
- \* A Financial Policy was worked on and agreed upon to streamline and strengthen our financial efforts moving forward.
- \* Updating personnel by laws and assuring our personnel are fairly compensated, is on our list. A longevity and merit program is in the works.
- \* Performance reviews for all employees were implemented.
- \* We continue to encourage the search for appropriate grant opportunities.
- \* We are strengthening our relationship with our State representatives and our various state level organizations.
- \* We worked diligently and somewhat successfully, to reign in some WRSD costs.
- \* As confirmed by Roselli, Clark & Company, our outside auditors, the financial position and fiscal operations continue to improve. Moodys grades Sterling at Aa2 which is the third strongest rating. As in the past, the auditors have listed specific suggestions. Implementing these could produce an even higher rating, which if achieved would reduce the debt service to the Town on any future bonding projects.

This year the Select Board also took the time to recognize our youth...our future. Eagle Scouts, Girl Scouts and YAHOO were all invited in to be recognized and speak about their projects. Three scholarships were awarded to some impressive youth who are starting college.

So much more is involved in the day to day. We would be remiss if we didn't thank Ross Perry, Town Administrator for his efforts in putting our directives into play.

The Select Board looks forward to another year of progress while remaining fiscally diligent. We thank you for your continued support.

Maureen Cranson/Clerk

Richard Lane/Chair

John Kilcoyne/Vice Chair



## **OFFICE OF THE TOWN CLERK**

The Town Clerk's Office is currently staffed with two full-time employees; Town Clerk Barbara Bartlett and Assistant Town Clerk Kathleen Farrell. We are also fortunate to have three highly-valued, hard-working, and experienced senior associates that complete our office team; Irene Camerano, Sheila Hudson, and Melissa Chalmers.

Some of the responsibilities of our office include:

- Recording and issuing vital records; birth, marriage and death certificates
- Oversight of Elections; including registration of voters, testing of voting equipment, and training of Election Officials
- Preparation and administration of the Annual Town Census, and production of the Annual Street List
- Processing of Business Certificates, Fuel Storage Registrations, and Dog Licenses
- Recording Town Meeting Minutes and votes taken, submitting bylaw changes to the Attorney General, and bylaw document updating
- Filing applications and decisions by the Planning Board and Zoning Board of Appeals, and issuing certificates and information regarding appeals
- Swearing in elected officials and appointed board and committee members, posting meetings and agendas, distributing the Open Meeting Law and Conflict of Interest information to all employees and board and committee members
- Responding to requests for public records, and fulfilling or coordinating the fulfillment, of these requests
- Provide Notary Public Services - neither the Town Clerk nor the Assistant Town Clerk charge for this service

Elections in the 2018 calendar year included the Annual Town Election on May 14<sup>th</sup>, the State Primary Election on September 4<sup>th</sup>, and the State Election on November 6<sup>th</sup>. The Town offered 87 hours of Early Voting for the State Election, in which time 1,270 voters came to vote in the room adjoining the Clerk's Office (formerly the Accountant's Office).



The room was the perfect size for two Election Officials and their supplies, five voting booths, plus the Automark ADA Compliant ballot marking machine, and a ballot box. The open doorway between the voting room and the clerk's main office proved to be a significant advantage in regards to communication between the on-duty Election Officers

and the Town Clerk, and allowed voter issues to be resolved without delay.

The Annual Town Meeting was held on Monday, May 7<sup>th</sup>, and was the only Town Meeting held in Sterling in 2018. The votes taken and minutes of that meeting, along with results of the three elections, may be found in the following pages of this report.

The Board of Registrars currently consists of Town Clerk Barbara Bartlett, Richard Barriere, Christine Arsenault, and Melissa Chalmers. The Board is tasked with conducting voter registration sessions 20 days prior to every election, certifying petitions and nomination papers, and checking in voters for Town Meeting.

The Election Officers had a busy election year with three elections, and whether we had a 4% voter turnout or a 72% voter turnout, these men and women showed up, showed professionalism, and did whatever was needed to get the job done. Their names can be found among the Appointed Officials at the beginning of this report.

This is an incredible team, and I am proud to be a part of it.

Respectfully submitted,

Barbara J. Bartlett, Town Clerk

Following is a seven year comparison of statistics maintained by the Town Clerk:

|                                   | <b>2018</b> | <b>2017</b> | <b>2016</b> | <b>2015</b> | <b>2014</b> | <b>2013</b> | <b>2012</b> |
|-----------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Population</b> as of Dec 31    | 7,937       | 7,778       | 7,963       | 7,536       | 7,791       | 7,925       | 7,700       |
| Head of Household                 | 3,221       | 3,164       | 3,264       | 3,140       | 3,140       | 3,165       | 3,212       |
| <b>Voters</b>                     |             |             |             |             |             |             |             |
| Democrats                         | 1,040       | 986         | 1,083       | 1,027       | 1,036       | 1,043       | 1,084       |
| Republicans                       | 1,058       | 980         | 1,047       | 991         | 976         | 999         | 1,038       |
| Libertarian                       | 23          | 13          | 9           | 11          | 15          | 17          | 22          |
| Green Rainbow                     | 2           | 2           | 9           | 9           | 9           | 9           | 9           |
| All Other Political Designations  | 43          | 43          | 34          | 27          | 7           | 7           | 6           |
| Unenrolled (No Party Designation) | 3,865       | 3,594       | 3,856       | 3,558       | 3,628       | 3,648       | 3,770       |
| Total Registered Voters           | 6,031       | 5,615       | 5,862       | 5,621       | 5,671       | 5,723       | 5,929       |
| <b>Vitals</b>                     |             |             |             |             |             |             |             |
| Births                            | 59          | 38          | 44          | 57          | 44          | 45          | 38          |
| Marriages                         | 29          | 28          | 42          | 34          | 25          | 27          | 40          |
| Deaths                            | 126         | 101         | 104         | 103         | 130         | 95          | 99          |
| <b>Dogs</b>                       |             |             |             |             |             |             |             |
| Individual Licenses               | 1,538       | 1,514       | 1,510       | 1,461       | 1,529       | 1,472       | 1,442       |
| Kennels                           | 14          | 14          | 14          | 13          | 12          | 13          | 13          |

**ANNUAL TOWN ELECTION May 14, 2018**

|   | Precinct 1 | Precinct 2 | Total |
|---|------------|------------|-------|
| <b>BOARD OF ASSESSORS</b> (3 year term)     |            |            |       |
| Donlin K Murray (candidate for re-election) | 114        | 92         | 206   |
| Write-Ins                                   | 0          | 1          | 1     |
| Blanks                                      | 7          | 7          | 14    |
| TOTAL                                       | 121        | 100        | 221   |

|   |     |     |     |
|---|-----|-----|-----|
| <b>BOARD OF HEALTH</b> (3 year term)                |     |     |     |
| Gary Charles Menin, Sr. (candidate for re-election) | 101 | 80  | 181 |
| Write-Ins   | 3   | 3   | 6   |
| Blanks  | 17  | 17  | 34  |
| TOTAL   | 121 | 100 | 221 |

|   |     |     |     |
|---|-----|-----|-----|
| <b>BOARD OF SELECTMEN</b> (3 year term) |     |     |     |
| Maureen M. Cranson                      | 106 | 84  | 190 |
| Write-Ins                               | 2   | 3   | 5   |
| Blanks                                  | 13  | 13  | 26  |
| TOTAL                                   | 121 | 100 | 221 |

|   |     |     |     |
|---|-----|-----|-----|
| <b>LIBRARY TRUSTEES</b> (2 seats, 3 year terms) |     |     |     |
| Michael T. Glavin                               | 107 | 81  | 188 |
| Matthew J. Scannell                             | 106 | 82  | 188 |
| Write-Ins                                       | 0   | 0   | 0   |
| Blanks  | 29  | 37  | 66  |
| TOTAL   | 242 | 200 | 442 |

|   |     |     |     |
|---|-----|-----|-----|
| <b>DEPARTMENT OF PUBLIC WORKS BOARD</b> (3 yr.term) |     |     |     |
| Gregg W. Aubin (candidate for re-election)          | 111 | 86  | 197 |
| Write-Ins   | 0   | 1   | 1   |
| Blanks  | 10  | 13  | 23  |
| TOTAL   | 121 | 100 | 221 |

|   |     |     |     |
|---|-----|-----|-----|
| <b>TOWN MODERATOR</b> (3 year term)                     |     |     |     |
| Mrithyunjaya K. Annapragada (candidate for re-election) | 115 | 88  | 203 |
| Write-Ins   | 1   | 1   | 2   |
| Blanks  | 5   | 11  | 16  |
| TOTAL   | 121 | 100 | 221 |

|                                     | Precinct 1 | Precinct 2 | Total |
|-------------------------------------|------------|------------|-------|
| <b>PLANNING BOARD</b> (5 year term) |            |            |       |
| Craig Miller                        | 105        | 81         | 186   |
| Write-Ins                           | 0          | 2          | 2     |
| Blanks                              | 16         | 17         | 33    |
| TOTAL                               | 121        | 100        | 221   |

|   |     |     |     |
|---|-----|-----|-----|
| <b>STERLING HOUSING AUTHORITY</b> (5 year term) |     |     |     |
| Robert E. Kneeland (candidate for re-election)  | 108 | 86  | 194 |
| Write-Ins                                       | 0   | 1   | 1   |
| Blanks  | 13  | 13  | 26  |
| TOTAL   | 121 | 100 | 221 |

|   |     |     |     |
|---|-----|-----|-----|
| <b>STERLING MUNICIPAL LIGHT BOARD</b> (3 year term) |     |     |     |
| Eric H. Darlington                                  | 110 | 84  | 194 |
| Write-Ins   | 0   | 1   | 1   |
| Blanks  | 11  | 15  | 26  |
| TOTAL   | 121 | 100 | 221 |

**WACHUSETT REGIONAL SCHOOL DISTRICT CMTE.**

(3 year term)

|                                |     |     |     |
|--------------------------------|-----|-----|-----|
| Sarah J. LaMountain (write-In) | 2   | 0   | 2   |
| Total Other Write-Ins          | 8   | 11  | 19  |
| Blanks                         | 111 | 89  | 200 |
| TOTAL                          | 121 | 100 | 221 |

|  |           |       |       |
|--|-----------|-------|-------|
| *Total Registered voters each Precinct | 2,783     | 3,048 | 5,831 |
| Total Votes Cast in each Precinct      | 121       | 100   | 221   |
| Voter Turnout                          | <b>4%</b> |       |       |

\*As of April 17, 2018 deadline to register

**PRIMARY ELECTION September 4, 2018**

**DEMOCRATIC PARTY**

|                            | Precinct 1 | Precinct 2 | Total |
|----------------------------|------------|------------|-------|
| <b>SENATOR IN CONGRESS</b> |            |            |       |
| Elizabeth A. Warren        | 241        | 260        | 501   |
| Write-Ins                  | 3          | 7          | 10    |
| Blanks                     | 32         | 30         | 62    |
| TOTAL                      | 276        | 297        | 573   |

**GOVERNOR**

|                 |     |     |     |
|-----------------|-----|-----|-----|
| Jay M. Gonzales | 128 | 159 | 287 |
| Bob Massie      | 91  | 80  | 171 |
| Write-Ins       | 5   | 5   | 10  |
| Blanks          | 52  | 53  | 105 |
| TOTAL           | 276 | 297 | 573 |

**LT. GOVERNOR**

|                 |     |     |     |
|-----------------|-----|-----|-----|
| Quentin Palfrey | 102 | 116 | 218 |
| Jimmy Tingle    | 133 | 121 | 254 |
| Write-Ins       | 1   | 2   | 3   |
| Blanks          | 40  | 58  | 98  |
| TOTAL           | 276 | 297 | 573 |

**ATTORNEY GENERAL**

|              |     |     |     |
|--------------|-----|-----|-----|
| Maura Healey | 252 | 267 | 519 |
| Write-Ins    | 1   | 2   | 3   |
| Blanks       | 23  | 28  | 51  |
| TOTAL        | 276 | 297 | 573 |

**SECRETARY OF STATE**

|                        |     |     |     |
|------------------------|-----|-----|-----|
| William Francis Galvin | 183 | 219 | 402 |
| Josh Zakim             | 80  | 72  | 152 |
| Write-Ins              | 0   | 0   | 0   |
| Blanks                 | 13  | 6   | 19  |
| TOTAL                  | 276 | 297 | 573 |

|                     | Precinct 1 | Precinct 2 | Total |
|---------------------|------------|------------|-------|
| <b>TREASURER</b>    |            |            |       |
| Deborah B. Goldberg | 226        | 245        | 471   |
| Write-Ins           | 1          | 0          | 1     |
| Blanks              | 49         | 52         | 101   |
| TOTAL               | 276        | 297        | 573   |

|                 |     |     |     |
|-----------------|-----|-----|-----|
| <b>AUDITOR</b>  |     |     |     |
| Suzanne M. Bump | 226 | 247 | 473 |
| Write-Ins       | 1   | 0   | 1   |
| Blanks          | 49  | 50  | 99  |
| TOTAL           | 276 | 297 | 573 |

|                                   |     |     |     |
|-----------------------------------|-----|-----|-----|
| <b>REPRESENTATIVE IN CONGRESS</b> |     |     |     |
| James P. McGovern                 | 247 | 269 | 516 |
| Write-Ins                         | 2   | 0   | 2   |
| Blanks                            | 27  | 28  | 55  |
| TOTAL                             | 276 | 297 | 573 |

|                   |     |     |     |
|-------------------|-----|-----|-----|
| <b>COUNCILLOR</b> |     |     |     |
| Paul M. DePalo    | 209 | 230 | 439 |
| Write-Ins         | 1   | 0   | 1   |
| Blanks            | 66  | 67  | 133 |
| TOTAL             | 276 | 297 | 573 |

|                                 |     |     |     |
|---------------------------------|-----|-----|-----|
| <b>SENATOR IN GENERAL COURT</b> |     |     |     |
| Susan A. Chalifoux-Zephir       | 238 | 254 | 492 |
| Write-Ins                       | 1   | 1   | 2   |
| Blanks                          | 37  | 42  | 79  |
| TOTAL                           | 276 | 297 | 573 |

|   |     |  |     |
|---|-----|--|-----|
| <b>REPRESENTATIVE IN GENERAL COURT – Pct. 1</b> |     |  |     |
| Write-Ins                                       | 4   |  | 4   |
| Blanks  | 272 |  | 272 |

|   |     |     |     |
|---|-----|-----|-----|
| <b>REPRESENTATIVE IN GENERAL COURT – Pct. 2</b> |     |     |     |
| Harold P. Naughton                              |     | 266 | 266 |
| Write-Ins                                       |     | 0   | 0   |
| Blanks  |     | 31  | 31  |
| TOTAL – PRECINCTS 1 & 2                         | 276 | 297 | 573 |

|                          | Precinct 1 | Precinct 2 | Total |
|--------------------------|------------|------------|-------|
| <b>DISTRICT ATTORNEY</b> |            |            |       |
| Joseph D. Early, Jr      | 229        | 243        | 472   |
| Write-Ins                | 1          | 0          | 1     |
| Blanks                   | 46         | 54         | 100   |
| TOTAL                    | 276        | 297        | 573   |

|                        |     |     |     |
|------------------------|-----|-----|-----|
| <b>CLERK OF COURTS</b> |     |     |     |
| Dennis P. McManus      | 222 | 242 | 464 |
| Write-Ins              | 1   | 0   | 1   |
| Blanks                 | 53  | 55  | 108 |
| TOTAL                  | 276 | 297 | 573 |

|                          |     |     |     |
|--------------------------|-----|-----|-----|
| <b>REGISTER OF DEEDS</b> |     |     |     |
| Kathryn A. Toomey        | 227 | 236 | 463 |
| Write-Ins                | 1   | 0   | 1   |
| Blanks                   | 48  | 61  | 109 |
| TOTAL                    | 276 | 297 | 573 |

## **REPUBLICAN PARTY**

|                            | Precinct 1 | Precinct 2 | Total |
|----------------------------|------------|------------|-------|
| <b>SENATOR IN CONGRESS</b> |            |            |       |
| Geoff Diehl                | 173        | 172        | 345   |
| John Kingston              | 101        | 86         | 187   |
| Beth Joyce Lindstrom       | 75         | 61         | 136   |
| Write-Ins                  | 0          | 1          | 1     |
| Blanks                     | 18         | 18         | 36    |
| TOTAL                      | 367        | 338        | 705   |

|                  |     |     |     |
|------------------|-----|-----|-----|
| <b>GOVERNOR</b>  |     |     |     |
| Charles D. Baker | 237 | 216 | 453 |
| Scott D. Lively  | 127 | 121 | 248 |
| Write-Ins        | 0   | 1   | 1   |
| Blanks           | 3   | 0   | 3   |
| TOTAL            | 367 | 338 | 705 |

|                     | Precinct 1 | Precinct 2 | Total |
|---------------------|------------|------------|-------|
| <b>LT. GOVERNOR</b> |            |            |       |
| Karyn E. Polito     | 303        | 286        | 589   |
| Write-Ins           | 0          | 2          | 2     |
| Blanks              | 64         | 50         | 114   |
| TOTAL               | 367        | 338        | 705   |

#### **ATTORNEY GENERAL**

|                      |     |     |     |
|----------------------|-----|-----|-----|
| James R. McMahon III | 215 | 174 | 389 |
| Daniel L. Shores     | 95  | 109 | 204 |
| Write-Ins            | 0   | 1   | 1   |
| Blanks               | 57  | 54  | 111 |
| TOTAL                | 367 | 338 | 705 |

#### **SECRETARY OF STATE**

|                  |     |     |     |
|------------------|-----|-----|-----|
| Anthony M. Amore | 263 | 260 | 523 |
| Write-Ins        | 2   | 4   | 6   |
| Blanks           | 102 | 74  | 176 |
| TOTAL            | 367 | 338 | 705 |

#### **TREASURER**

|                 |     |     |     |
|-----------------|-----|-----|-----|
| Keiko M. Orrall | 249 | 245 | 494 |
| Write-Ins       | 1   | 3   | 4   |
| Blanks          | 117 | 90  | 207 |
| TOTAL           | 367 | 338 | 705 |

#### **AUDITOR**

|             |     |     |     |
|-------------|-----|-----|-----|
| Helen Brady | 251 | 250 | 501 |
| Write-Ins   | 0   | 0   | 0   |
| Blanks      | 116 | 88  | 204 |
| TOTAL       | 367 | 338 | 705 |

#### **REPRESENTATIVE IN CONGRESS**

|                      |     |     |     |
|----------------------|-----|-----|-----|
| Tracy Lyn Lovvorn    | 175 | 192 | 367 |
| Kevin William Powers | 124 | 92  | 216 |
| Write-Ins            | 0   | 3   | 3   |
| Blanks               | 68  | 51  | 119 |
| TOTAL                | 367 | 338 | 705 |



|                   | Precinct 1 | Precinct 2 | Total |
|-------------------|------------|------------|-------|
| <b>COUNCILLOR</b> |            |            |       |
| Jennie L. Caissie | 263        | 247        | 510   |
| Write-Ins         | 0          | 0          | 0     |
| Blanks            | 104        | 91         | 195   |
| TOTAL             | 367        | 338        | 705   |

**SENATOR IN GENERAL COURT**

|              |     |     |     |
|--------------|-----|-----|-----|
| Dean A. Tran | 306 | 295 | 601 |
| Write-Ins    | 0   | 1   | 1   |
| Blanks       | 61  | 42  | 103 |
| TOTAL        | 367 | 338 | 705 |

**REPRESENTATIVE IN GENERAL COURT – Pct. 1**

|                      |     |  |     |
|----------------------|-----|--|-----|
| Kimberly N. Ferguson | 296 |  | 296 |
| Write-Ins            | 0   |  | 0   |
| Blanks               | 71  |  | 71  |

**REPRESENTATIVE IN GENERAL COURT – Pct. 2**

|                         |     |     |     |
|-------------------------|-----|-----|-----|
| Write-Ins               |     | 5   | 5   |
| Blanks                  |     | 333 | 333 |
| TOTAL – PRECINCTS 1 & 2 | 367 | 338 | 705 |

**DISTRICT ATTORNEY**

|           |     |     |     |
|-----------|-----|-----|-----|
| Write-Ins | 4   | 0   | 4   |
| Blanks    | 363 | 338 | 701 |
| TOTAL     | 367 | 338 | 705 |

**CLERK OF COURTS**

|                  |     |     |     |
|------------------|-----|-----|-----|
| Joanne E. Powell | 247 | 245 | 492 |
| Write-Ins        | 0   | 0   | 0   |
| Blanks           | 120 | 93  | 213 |
| TOTAL            | 367 | 338 | 705 |

**REGISTER OF DEEDS**

|                   |     |     |     |
|-------------------|-----|-----|-----|
| Kate D. Campanale | 230 | 215 | 445 |
| Kevin J. Kuros    | 74  | 72  | 146 |
| Write-Ins         | 1   | 0   | 1   |
| Blanks            | 62  | 51  | 113 |
| TOTAL             | 367 | 338 | 705 |

## **LIBERTARIAN PARTY**

|                            | Precinct 1 | Precinct 2 | Total |
|----------------------------|------------|------------|-------|
| <b>SENATOR IN CONGRESS</b> |            |            |       |
| Write-Ins                  | 0          | 0          | 0     |
| Blanks                     | 2          | 2          | 4     |
| TOTAL                      | 2          | 2          | 4     |
| <b>GOVERNOR</b>            |            |            |       |
| Write-Ins                  | 0          | 0          | 0     |
| Blanks                     | 2          | 2          | 4     |
| TOTAL                      | 2          | 2          | 4     |
| <b>LT. GOVERNOR</b>        |            |            |       |
| Write-Ins                  | 0          | 0          | 0     |
| Blanks                     | 2          | 2          | 4     |
| TOTAL                      | 2          | 2          | 4     |
| <b>ATTORNEY GENERAL</b>    |            |            |       |
| Write-Ins                  | 0          | 0          | 0     |
| Blanks                     | 2          | 2          | 4     |
| TOTAL                      | 2          | 2          | 4     |
| <b>SECRETARY OF STATE</b>  |            |            |       |
| Write-Ins                  | 0          | 0          | 0     |
| Blanks                     | 2          | 2          | 4     |
| TOTAL                      | 2          | 2          | 4     |
| <b>TREASURER</b>           |            |            |       |
| Write-Ins                  | 0          | 0          | 0     |
| Blanks                     | 2          | 2          | 4     |
| TOTAL                      | 2          | 2          | 4     |
| <b>AUDITOR</b>             |            |            |       |
| Daniel Fishman             | 1          | 2          | 3     |
| Write-Ins                  | 0          | 0          | 0     |
| Blanks                     | 1          | 0          | 1     |
| TOTAL                      | 2          | 2          | 4     |

|                                   | Precinct 1 | Precinct 2 | Total |
|-----------------------------------|------------|------------|-------|
| <b>REPRESENTATIVE IN CONGRESS</b> |            |            |       |
| Write-Ins                         | 0          | 0          | 0     |
| Blanks                            | 2          | 2          | 4     |
| TOTAL                             | 2          | 2          | 4     |

|                   |   |   |   |
|-------------------|---|---|---|
| <b>COUNCILLOR</b> |   |   |   |
| Write-Ins         | 0 | 0 | 0 |
| Blanks            | 2 | 2 | 4 |
| TOTAL             | 2 | 2 | 4 |

|                                 |   |   |   |
|---------------------------------|---|---|---|
| <b>SENATOR IN GENERAL COURT</b> |   |   |   |
| Write-Ins                       | 0 | 0 | 0 |
| Blanks                          | 2 | 2 | 4 |
| TOTAL                           | 2 | 2 | 4 |

|   |   |   |   |
|---|---|---|---|
| <b>REPRESENTATIVE IN GENERAL COURT, Pcts. 1 &amp; 2</b> |   |   |   |
| Write-Ins   | 0 | 0 | 0 |
| Blanks  | 2 | 2 | 4 |
| TOTAL – PRECINCTS 1 & 2                                 | 2 | 2 | 4 |

|                          |   |   |   |
|--------------------------|---|---|---|
| <b>DISTRICT ATTORNEY</b> |   |   |   |
| Write-Ins                | 0 | 0 | 0 |
| Blanks                   | 2 | 2 | 4 |
| TOTAL                    | 2 | 2 | 4 |

|                        |   |   |   |
|------------------------|---|---|---|
| <b>CLERK OF COURTS</b> |   |   |   |
| Write-Ins              | 0 | 0 | 0 |
| Blanks                 | 2 | 2 | 4 |
| TOTAL                  | 2 | 2 | 4 |

|                          |   |   |   |
|--------------------------|---|---|---|
| <b>REGISTER OF DEEDS</b> |   |   |   |
| Write-Ins                | 0 | 0 | 0 |
| Blanks                   | 2 | 2 | 4 |
| TOTAL                    | 2 | 2 | 4 |

-----

|  | <b>Precinct 1</b> | <b>Precinct 2</b> | <b>Total</b> |
|--|-------------------|-------------------|--------------|
| *Total Registered voters each Precinct | 2,810             | 3,077             | 5,887        |
| Democrats                              | 498               | 527               | 1025         |
| Republicans                            | 500               | 542               | 1042         |
| Libertarians                           | 6                 | 10                | 16           |
| Unenrolled                             | 1,784             | 1,976             | 3,760        |
| Other                                  | 22                | 22                | 44           |
| Total Votes Cast in each Precinct      | 645               | 637               | 1282         |
| Voter Turnout                          | <b>21.78%</b>     |                   |              |

\*As of August 15, 2018 Deadline to register

**STATE ELECTION November 6, 2018**

|                            | <b>Precinct 1</b> | <b>Precinct 2</b> | <b>Total</b> |
|----------------------------|-------------------|-------------------|--------------|
| <b>SENATOR IN CONGRESS</b> |                   |                   |              |
| Elizabeth A. Warren        | 937               | 899               | 1,836        |
| Geoff Diehl                | 1,031             | 1,237             | 2,268        |
| Shiva Ayyadurai            | 81                | 79                | 160          |
| Write-Ins                  | 1                 | 1                 | 2            |
| Blanks                     | 27                | 39                | 66           |
| TOTAL                      | 2,077             | 2,255             | 4,332        |

**GOVERNOR AND LT. GOVERNOR**

|                      |       |       |       |
|----------------------|-------|-------|-------|
| Baker and Polito     | 1,633 | 1,781 | 3,414 |
| Gonzalez and Palfrey | 387   | 405   | 792   |
| Write-Ins            | 6     | 8     | 14    |
| Blanks               | 51    | 61    | 112   |
| TOTAL                | 2,077 | 2,255 | 4,332 |

**ATTORNEY GENERAL**

|                      |       |       |       |
|----------------------|-------|-------|-------|
| Maura Healey         | 1,114 | 1,150 | 2,264 |
| James R. McMahon III | 924   | 1,047 | 1,971 |
| Write-Ins            | 0     | 3     | 3     |
| Blanks               | 39    | 55    | 94    |
| TOTAL                | 2,077 | 2,255 | 4,332 |

**SECRETARY OF STATE**

|                        |       |       |       |
|------------------------|-------|-------|-------|
| William Francis Galvin | 1,176 | 1,238 | 2,414 |
| Anthony M. Amore       | 772   | 879   | 1,651 |
| Juan G. Sanchez, Jr.   | 68    | 59    | 127   |
| Write-Ins              | 2     | 2     | 4     |
| Blanks                 | 59    | 77    | 136   |
| TOTAL                  | 2,077 | 2,255 | 4,332 |

**TREASURER**

|                     |       |       |       |
|---------------------|-------|-------|-------|
| Deborah B. Goldberg | 1,046 | 1,097 | 2,143 |
| Keiko M. Orrall     | 858   | 970   | 1,828 |
| Jamie M. Guerin     | 71    | 64    | 135   |
| Write-Ins           | 0     | 2     | 2     |
| Blanks              | 102   | 122   | 224   |
| TOTAL               | 2,077 | 2,255 | 4,332 |

|                  | Precinct 1 | Precinct 2 | Total |
|------------------|------------|------------|-------|
| <b>AUDITOR</b>   |            |            |       |
| Susanne M. Bump  | 958        | 980        | 1,938 |
| Helen Brady      | 886        | 1,014      | 1,900 |
| Daniel Fishman   | 84         | 96         | 180   |
| Edward J. Stamas | 45         | 35         | 80    |
| Write-Ins        | 0          | 2          | 2     |
| Blanks           | 104        | 128        | 232   |
| TOTAL            | 2,077      | 2,255      | 4,332 |

**REPRESENTATIVE IN CONGRESS**

|                   |       |       |       |
|-------------------|-------|-------|-------|
| James P. McGovern | 1,129 | 1,183 | 2,312 |
| Tracy Lyn Lovvorn | 900   | 1,001 | 1,901 |
| Write-Ins         | 0     | 3     | 3     |
| Blanks            | 48    | 68    | 116   |
| TOTAL             | 2,077 | 2,255 | 4,332 |

**COUNCILLOR**

|                   |       |       |       |
|-------------------|-------|-------|-------|
| Jennie L. Caissie | 1,149 | 1,270 | 2,419 |
| Paul M. DePalo    | 819   | 842   | 1,661 |
| Write-Ins         | 0     | 2     | 2     |
| Blanks            | 109   | 141   | 250   |
| TOTAL             | 2,077 | 2,255 | 4,332 |

**SENATOR IN GENERAL COURT**

|                           |       |       |       |
|---------------------------|-------|-------|-------|
| Dean A. Tran              | 1,172 | 1,320 | 2,492 |
| Susan A. Chalifoux-Zephir | 835   | 856   | 1,691 |
| Write-Ins                 | 0     | 2     | 2     |
| Blanks                    | 70    | 77    | 147   |
| TOTAL                     | 2,077 | 2,255 | 4,332 |

**REPRESENTATIVE IN GENERAL COURT – Pct. 1**

|                      |       |  |       |
|----------------------|-------|--|-------|
| Kimberly N. Ferguson | 1,445 |  | 1,445 |
| Matthew O. Moncreaff | 443   |  | 443   |
| Write-Ins            | 1     |  | 1     |
| Blanks               | 188   |  | 188   |
| TOTAL – PRECINCT 1   | 2,077 |  | 2,077 |

**Precinct 1   Precinct 2   Total**

**REPRESENTATIVE IN GENERAL COURT – Pct. 2**

|                            |  |       |       |
|----------------------------|--|-------|-------|
| Harold P. Naughton, Jr.    |  | 1,473 | 1,473 |
| Stanley P. Marcinczyk, Jr. |  | 594   | 594   |
| Write-Ins                  |  | 4     | 4     |
| Blanks                     |  | 184   | 184   |
| TOTAL – PRECINCT 2         |  | 2,255 | 2,255 |

**DISTRICT ATTORNEY**

|                     |       |       |       |
|---------------------|-------|-------|-------|
| Joseph D. Early, Jr | 1,207 | 1,298 | 2,505 |
| Blake J. Rubin      | 733   | 795   | 1,528 |
| Write-Ins           | 1     | 4     | 5     |
| Blanks              | 136   | 158   | 294   |
| TOTAL               | 2,077 | 2,255 | 4,332 |

**CLERK OF COURTS**

|                   |       |       |       |
|-------------------|-------|-------|-------|
| Dennis P. McManus | 1,090 | 1,128 | 2,218 |
| Joanane E. Powell | 870   | 971   | 1,841 |
| Write-Ins         | 0     | 3     | 3     |
| Blanks            | 117   | 153   | 270   |
| TOTAL             | 2,077 | 2,255 | 4,332 |

**REGISTER OF DEEDS**

|                   |       |       |       |
|-------------------|-------|-------|-------|
| Kate D. Campanale | 1,058 | 1,184 | 2,242 |
| Kathryn A. Toomey | 893   | 902   | 1,795 |
| Write-Ins         | 2     | 4     | 6     |
| Blanks            | 124   | 165   | 289   |
| TOTAL             | 2,077 | 2,255 | 4,332 |

**QUESTION 1**

**Patient-to-Nurse Limits**

|        |       |       |       |
|--------|-------|-------|-------|
| YES    | 561   | 624   | 1,185 |
| NO     | 1,475 | 1,592 | 3,067 |
| Blanks | 41    | 39    | 80    |
| TOTAL  | 2,077 | 2,255 | 4,332 |

**QUESTION 2****Commission on Limited Election Spending and Corporate Rights**

|        |       |       |       |
|--------|-------|-------|-------|
| YES    | 1,324 | 1,420 | 2,744 |
| NO     | 697   | 760   | 1,457 |
| Blanks | 56    | 75    | 131   |
| TOTAL  | 2,077 | 2,255 | 4,332 |

**QUESTION 3****Transgender Anti-Discrimination**

|        |       |       |       |
|--------|-------|-------|-------|
| YES    | 1,250 | 1,276 | 2,526 |
| NO     | 783   | 926   | 1,709 |
| Blanks | 44    | 53    | 97    |
| TOTAL  | 2,077 | 2,255 | 4,332 |

|  | <b>Precinct 1</b> | <b>Precinct 2</b> | <b>Total</b> |
|--|-------------------|-------------------|--------------|
| *Total Registered voters each Precinct | 2,864             | 3,152             | 6,016        |
| Democrats                              | 506               | 532               | 1038         |
| Republicans                            | 508               | 555               | 1063         |
| Libertarians                           | 7                 | 12                | 19           |
| Unenrolled                             | 1,822             | 2,029             | 3,851        |
| Other                                  | 21                | 24                | 45           |
| Total Votes Cast in each Precinct      | 2,077             | 2,255             | 4,332        |
| Voter Turnout                          | <b>72%</b>        |                   |              |



**THE COMMONWEALTH OF MASSACHUSETTS  
TOWN OF STERLING  
MAY 7, 2018**

**ANNUAL TOWN MEETING MINUTES**

At 6:30 pm, on Monday, May 7, 2018 the Town Moderator, Amrith Kumar, opened the Annual Town Meeting held in the Chocksett School on 40 Boutelle Road in said Town of Sterling. There was a quorum present; 213 voters attended the meeting.

Town Moderator, Amrith Kumar noted the receipt of the posting of the Warrant for the Annual Town Meeting by Constable, Michael Pineo, and asked all who were able, to rise for the Pledge of Allegiance. The Moderator explained that Sterling Town Meeting is being recorded by Sterling Lancaster Cable TV, and is governed by the General Laws of the Commonwealth, the General Bylaws of the Town of Sterling, and the guidelines established in "Town Meeting Time".

The Town Moderator asked all non-voters or non-residents of the Town to raise their hand and be recognized:

Fred Aponte, Town Accountant  
Veronica Buckley, Senior Center Director  
Kristen Dietel, Recreation Department  
Sean Hamilton, Sterling Municipal Light Department  
Sheila Harrity, Monty Tech  
Patricia Campbell, Library  
Tammy Crockett, Monty Tech  
Matthew Marro, Conservation Commission  
Michelle Randazzo, Esq. Town Counsel, Kopelman and Paige  
Jan Gottesman, The Item  
Ross Perry, Town Administrator  
Daryll McCall, Wachusett Regional School District  
Jackie Thompson, new Resident (not yet registered)  
Jeffrey DeCiccio, Bigelow Nurseries  
Robert Barwise  
Joseph Tortorelli, Worcester Sound  
Kenneth Horton, SLCTV  
Deborah Horton, SLCTV  
Matthew Downing, SLCTV  
John Aurin, SLCTV

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

Victoria Smith, 34 Ford Rd  
Jim French, 19 Johnson Rd

Patty Page, 85 Lake Shore Dr  
Scott Michalak, 12 Ashton Ln

**MOTION MADE to dispense with the reading of the Warrant and the Constable's Return**

**MOTION PASSED AS DECLARED BY THE MODERATOR**

Chairman Joe Sova of the Finance Committee made a presentation for the Town Meeting Members regarding the budget and financial state of the Town, prior to discussion of the first article.

**ARTICLE 1. FY18 Town Operating Budget**

**MOTION MADE** by Joe Sova that the Town vote to raise and appropriate the sum of \$11,701,265.84 and to further appropriate, from the Ambulance Receipts Account, the sum of \$375,000.00 and to further appropriate, from the Cemetery Perpetual Care Account, the sum of \$5,000.00; for a total appropriation of \$12,016,018.65 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, 2018 and ending June 30, 2019, as shown in the Omnibus budget printed at the back of this Warrant with the following changes:

- page 1 COA Wages line # 41 \$153,330.95
- Page 2 DPW Salary line # 52 \$73,227.45
- Page 3 Ambulance Wages line # 92, \$342,387.00
- Page 5 Muni Operating Budget line # 210 \$11,701,265.84
- Page 6 Total line # 227 \$24,142,680.84

**MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR**

**ARTICLE 2. Compensation for Elected Officers**

**MOTION MADE** by Maureen Cranson that the Town vote to fix the salaries and compensation of all elected officers of the Town as provided by Section 108 of Chapter 41 of the General Laws, as amended, as presented in Article 1 of this Warrant.

**FY19 Stipends**

Assessor 1500.00 yr.

|                |             |
|----------------|-------------|
| Selectman      | 1500.00 yr. |
| Health Board   | 103.00 yr.  |
| Planning Board | 300.00 yr.  |
| DPW Board      | 600.00 yr.  |
| Town Moderator | 500.00 yr.  |

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 3. Set Salary of Municipal Light Board**

**MOTION MADE** by Rich Lane that the Town vote to set the salary of the Sterling Municipal Light Board members as follows: Chairman \$1,500; Clerk \$1,500; Third member \$1,500; said sum to be an expense of the Sterling Municipal Light Department.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 4. Fund Deficit due to Snow and Ice**

**MOTION MADE** by Bill Tuttle that the Town vote to transfer from Certified Free Cash the sum of \$57,709.73 to the Snow and Ice Account to cover any deficit in the snow and ice budget for the current fiscal year.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 5. Reserve Fund for FY19**

**MOTION MADE** by Everett Heller that the Town vote to transfer from Certified Free Cash the sum of \$100,000 for the Reserve Fund for Fiscal Year 2019 in accordance with the provisions of General Law Chapter 40, Section 6 as amended, as shown in the operating budget printed at the back of this Warrant.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

(7:09PM)

**MOTION MADE** by Joe Sova (at 7:20PM) to reconsider Article 5 (Reserve Fund for FY19).

**MOTION TO AMEND** by Joe Sova that the Town vote to RAISE AND APPROPRIATE the sum of \$100,000 for the Reserve Fund for Fiscal Year 2019 in accordance with the provisions of General Law Chapter 40, Section 6 as amended, as shown in the operating budget printed at the back of this Warrant.

**MOTION TO AMEND PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR (7:23PM)**

**MOTION AS AMENDED PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR (7:24PM)**

**ARTICLE 6.           Transfer Certified Free Cash to Capital Fund**

**MOTION MADE** by Gerry Kokernak that the Town vote to transfer from Certified Free Cash the sum of \$50,000 for the Capital Investment Fund for Fiscal Year 2019.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 7.           Transfer Certified Free Cash to Stabilization Fund**

**MOTION MADE** by Steve Staudaher that the Town vote to transfer from Certified Free Cash the sum of \$60,000 for the Stabilization Fund for Fiscal Year 2019, General Laws Chapter 40, Section 5B, as amended.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 8.           WRSD Net Minimum Contribution, Debt, & Interest**

**MOTION MADE** by Susan Hitchcock that the Town vote to raise and appropriate the sum of \$9,011,589 which is equal to Sterling's net minimum contribution, as provided by the Commonwealth of Massachusetts, plus the cost of Sterling's share of Wachusett Regional School District transportation costs and our portion of the WRSD debt and interest costs, in accordance with Section 16B of Chapter 71 of the General Laws as amended, and Section #4 of the Wachusett Regional School District Agreement, as amended, for its share of operational costs and of debt and interest charges of the Wachusett Regional School District.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 9.           WRSD Above Net Minimum Contribution**

**MOTION MADE** by Susan Hitchcock that the Town vote to raise and appropriate the sum of \$2,332,149 above the net minimum contribution as requested by the Wachusett

Regional School District, as Sterling's share of the WRSD annual budget, provided said budget does not exceed \$94,209,452 for the fiscal year 2019.

**MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR**

**ARTICLE 10. Montachusett Regional Vocational School Assessment**

**MOTION MADE** by Bill Brassard that the Town vote to raise and appropriate the sum of \$835,450 in accordance with Section 16B of Chapter 71 of the General Laws, as amended, and Section #4C and E of the Montachusett Regional Vocational School District Agreement for its share of operational and capital costs of the Montachusett Regional Vocational School District, and to also raise and appropriate, the sum of \$12,227, for the purpose of paying the Town's portion of the debt and interest for the Montachusett Regional High School Building Project for a total appropriation of \$847,677.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 11. Transfer Balances from Old Warrant Articles to the Capital Fund**

**MOTION MADE by Gerry Kokernak** that the Town vote to transfer the sum of \$151,402.91 funds remaining from previous Town Meeting warrant articles or other inactive accounts as printed in the warrant, to the Capital Investment Fund.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 12. Fiscal Year 2019 Capital Plan – Free Cash**

**MOTION MADE by Gerry Kokernak** that the Town vote to transfer from Certified Free Cash the sum of \$150,500 to be used to fund the Fiscal Year 2019 Capital Plan for the Town of Sterling, as recommended by the Finance Committee, as listed below, such funds to be administered and expended under the direction of the requesting department.

| <b><u>Item</u></b>                  | <b><u>Department</u></b> | <b><u>Amount</u></b> |
|-------------------------------------|--------------------------|----------------------|
| 1. Annual computer replacement      | Selectmen                | \$18,000             |
| 2. No action - DPW radio upgrades   | DPW                      |                      |
| 3. No action - FD radio replacement | Fire Dept                |                      |
| 4. 1835 Septic Design               | Selectmen                | \$ 3,500             |

|                                   |               |                  |
|-----------------------------------|---------------|------------------|
| 5. Houghton Sch. Hot water heater | Selectmen     | \$45,000         |
| 6. Cemetery headstone repair      | Historic Com. | \$ 8,000         |
| 7. PD taser upgrade               | Police Dept   | \$21,000         |
| 8. Annual server replacement      | Selectmen     | \$15,000         |
| 9. Online 'e-permitting' software | Selectmen     | \$40,000         |
| <b>TOTAL</b>                      |               | <b>\$150,500</b> |

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 13. Fiscal Year 2019 Capital Plan – Capital Investment Fund**

**MOTION MADE by James Gettens** to strike items 1, 3, 4 and to include only "Replace SCBA fill station" in the Capital Plan to be funded from Capital Investment Fund.

**MOTION TO AMEND DEFEATED BY VOICE VOTE AS DECLARED BY MODERATOR**

**MOTION MADE by Gerry Kokernak** that the Town vote to transfer from the Capital Investment Fund the sum of \$654,418 to be used to fund the Fiscal Year 2019 Capital Plan for the Town of Sterling, as recommended by the Finance Committee and the Capital Planning Committee, as printed in the warrant, such funds to be administered and expended under the direction of the requesting department.

**MOTION PASSED BY 2/3rds MAJORITY AS DECLARED BY THE MODERATOR**

**ARTICLE 14. Fiscal Year 2019 Capital Plan – Raise and Appropriate**

**MOTION MADE by Everett Heller** that the Town vote to raise and appropriate the sum of \$30,094 to be used to fund the Fiscal Year 2019 Capital Plan for the Town of Sterling, as recommended by the Finance Committee, as printed in the warrant, such funds to be administered and expended under the direction of the requesting department.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 15. Water Dept. Operation Enterprise Fund**

**MOTION MADE by Bill Tuttle** that the Town vote to appropriate the sum of \$912,586 from water department revenue, and further to appropriate \$40,000 from

Water Enterprise Retained Earnings, for extraordinary or unforeseen expense as determined by the DPW Board and approved by the Finance Committee, for a total appropriation of \$952,586 to operate the Water Department Enterprise Fund for Fiscal Year 2019 under the provisions of Chapter 44, Section 53F1/2, as amended, as follows:

|                      |                  |                                  |
|----------------------|------------------|----------------------------------|
| Salaries/Wages       | \$245,377        |                                  |
| Expenses             | \$343,850        |                                  |
| Principal & Interest | \$202,654        |                                  |
| Indirect Costs       | \$120,705        |                                  |
| Subtotal             | \$912,586        | from FY19 water charges and fees |
| Reserve Fund         | <u>\$ 40,000</u> | from Retained Earnings           |
| Total Appropriation  | \$952,586        |                                  |

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

#### **ARTICLE 16. Chapter 90 Funding**

**MOTION MADE by Bill Tuttle** that the Town vote to accept Chapter 90 funds in the amount of \$411,575 as funded by the Commonwealth of Massachusetts for highway resurfacing and/or other related work or expenditures as allowed by the State Chapter 90 regulations, said sum to be expended by the Department of Public Works, with approval of the Board of Selectmen, and in accordance with the DPW's 5-year Capital Plan reviewed annually by the Capital Plan Committee.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

#### **ARTICLE 17. Amendment to Personnel Bylaw**

**MOTION MADE by John Kilcoyne** that the Town will vote to amend the Personnel Bylaw, as follows, by inserting the language noted below in bold and italics:

SECTION 1: AUTHORIZATION and DISCLAIMER

\*\*\*

The Classification Plan and/or Compensation Plan or any other provisions of this Bylaw may be amended by vote of the Town at either an Annual or Special Town Meeting. No amendment shall be considered or voted on by Town Meeting unless the proposed amendment has first been considered by the Personnel Board, ***unless this requirement is waived by Town Meeting.***

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 18. Amendments to Personnel Bylaw Compensation Matrices**

**MOTION MADE by John Kilcoyne** that the Town vote to waive prior review and report by the Personnel Board, to the extent same is necessary, and to amend the Personnel Policy Bylaw of the Town of Sterling, by updating Attachments A, C, E, F, G and H as printed in the warrant.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 19. East Lake Waushacum Treatment**

**MOTION MADE by Richard Lane** that the Town vote to raise and appropriate the sum of \$11,000, to account 01999-58050, the East Lake Waushacum Treatment Account, said sum to be used for the study and treatment of the Lake, which is projected to cost \$22,000 during FY19.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 20. Authorize Treasurer to Borrow Money**

**MOTION MADE by Mary Cliett** that the Town vote to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow money from time to time in anticipation of the revenue of the fiscal year beginning July 1, 2018, in accordance with the provisions of Massachusetts General Laws, Chapter 44, Section 4, and to renew any note or notes as may be given for a period of less than one year, in accordance with the provisions of Massachusetts General Laws, Chapter 44, Section 17.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 21. Compensating Balance Agreements**

**MOTION MADE by Mary Cliett** that the Town vote pursuant to Massachusetts General Laws, Chapter 44, Section 53F, to authorize the Town Treasurer to enter into compensating balance agreements, for the fiscal year beginning July 1, 2018.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 22. Tax Title Payments Agreements for Properties in Tax Title**

**MOTION MADE by Maureen Cranson** that the Town vote pursuant to Chapter 60, Section 62A of the General Laws, as amended, to authorize the Town



Treasurer/Collector to pursue and establish a written payment agreement with any person(s) entitled to redeem ownership of parcel taken by the Town for nonpayment of real estate taxes ("redeemer");

1. At the start of the agreement, the redeemer shall pay 25 percent of the total amount due.
2. The agreement's maximum term shall be five years.
3. Treasurer may waive up to 50 percent of the tax title account's accrued interest.

**MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR**

**ARTICLE 23. Re-Accept Provisions of M.G.L. Chap 32B Sec 20 For OPEB Trust Fund, and Appropriate Monies to the OPEB Trust Fund**

**MOTION MADE by Gerry Kokernak** that the Town vote to: Reaccept the provisions of Chapter 32B, Section 20 of the Massachusetts General Laws, and vote other authorizations and designations as printed in the warrant, including authorizing the investment of the OPEB Fund under the prudent investor rule established under Chapter 203C of the General Laws , and also to raise and appropriate the sum of \$150,000 as shown in the operating budget printed at the back of this Warrant to fund the Other Post Employment Benefits Trust Fund, as recommended under GASB 45.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 24. Fund Wachusett Greenways Expenses**

**MOTION MADE by Joe Sova** that the Town vote to raise and appropriate the sum of \$1,300 to be used to pay the expenses, including but not limited to pay for a portable toilet and trail maintenance on the MASS Central Rail Trail, of the Wachusett Greenways, an eight town collaborative, said funds to be administered and expended by Wachusett Greenways.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 25. Fund Sterling Land Trust Expenses**

**MOTION MADE by Marion Larson** that the Town vote to transfer from Certified Free Cash the sum of \$1,300 to be used toward the payment of expenses incurred by the Sterling Land Trust, Inc. to preserve and manage various parcels of land within the Town, said funds to be administered and expended by the Trust.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 26. Senior Center Operations Coordinator**

**MOTION MADE by Liz Pape** that the Town vote to raise and appropriate the sum of \$16,665 and waive the requirement of prior consideration and report by the Personnel Board to the extent the same is necessary, to fund the position of the Senior Center Operations Coordinator, a 19 hour per week non-benefited Grade II position to be included in the FY 2019 Personnel Bylaw Classification Plan, said sum to be expended by the Council on Aging.

**MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR**

**ARTICLE 27. Town Planner**

**MOTION TO AMEND MADE by James Gettens** to add the words "such position to be for a one (1) year term".

**MOTION TO AMEND DEFEATED AS DECLARED BY MODERATOR**

**MOTION MADE by James Patacchiola** that the Town vote to raise and appropriate the sum of \$73,469 and waive the requirement of prior consideration and report by the Personnel Board to the extent the same is necessary, to fund the wages of a full time Town Planner. Said benefited position is currently classified as Grade V in the Personnel Bylaw Classification Plan.

**MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR**

**ARTICLE 28. Town Operations Manager**

**MOTION MADE by Rich Lane** that the Town vote to raise and appropriate the sum of \$44,040 and waive the requirement of prior consideration and report by the Personnel Board to the extent the same is necessary, to fund the wages of a part time Operations Manager. Said benefited position will be classified as Grade V in the FY 2019 Personnel Bylaw Classification Plan.

**MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR**

**ARTICLE 29. Police Station Facilities Maintenance Technician**

**MOTION MADE by Chief Gary Chamberland** that the Town vote to raise and appropriate the sum of \$10,758 and waive the requirement of prior consideration and report by the Personnel Board to the extent the same is necessary to fund the wages of a Facilities Maintenance Technician for the Sterling Police Station for (10) hours per week, said position currently classified at Grade IV in the Personnel Bylaw Classification Plan, and said sum to be expended by the Police Department.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 30.        Marijuana    (Prohibition)**

**MOTION MADE by Patrick Fox** that the Town vote to amend the Town's Protective Bylaws by adding a new Section 4.9B, MARIJUANA ESTABLISHMENTS, that would provide as follows, and further to amend the Table of Contents to add Section 4.9B, "Marijuana Establishments," to amend the Table of Uses, Section 2.3.1.C to add "Marijuana Establishments" as a new use category number 29 under Commercial Uses and prohibit such uses in all zoning districts as follows, and to amend Article 5, Definitions, to add a new definition of "Marijuana Establishment" in alphabetical order as set forth herein, or take any other action relative thereto:

**A. Add a new Section 4.9B Marijuana Establishments as follows:**

Consistent with General Laws, Chapter 94G, Section 3(a)(2), all types of non-medical "marijuana establishments" as defined in General Laws, Chapter 94G, Section 1, including marijuana cultivators, independent testing laboratories, marijuana product manufacturers, marijuana retailers or any other types of licensed marijuana-related businesses, shall be prohibited within the Town of Sterling;

**B. Amend the Table of Contents to add a new Section 4.9B, Marijuana Establishments;**

**C. Amend the Table of Uses, Section 2.3.1.C to add "Marijuana Establishments" under the Commercial Uses as follows:**

|                              |    |    |   |    |    |
|------------------------------|----|----|---|----|----|
| Districts                    | RR | NR | C | TC | LI |
| C. Commercial Uses           |    |    |   |    |    |
| 29. Marijuana Establishments | N  | N  | N | N  | N  |

**D. And to amend Article 5, Definitions, by adding, in alphabetical order, the following new definition of "Marijuana Establishments": A marijuana cultivator, marijuana testing facility, marijuana product manufacturer, marijuana retailer or any other type of licensed marijuana-related business as defined in G.L. c.94G, §1.", as printed in the warrant.**

**MOTION IS DEFEATED AS DECLARED BY THE MODERATOR**

TOWN MEETING MEMBERS NUMBERING AT LEAST SEVEN (7) STOOD AND REQUESTED A COUNTED VOTE.

**VOTE: 126 YES [for prohibition]; 61 NO: MOTION PASSED BY 2/3rds VOTE**

**ARTICLE 31.        Marijuana    (Regulation)**

**MOTION MADE by John Kilcoyne** that the Town vote to take no action relative to Article 31.

**MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR**

**ARTICLE 32.        Marijuana Sales Tax**

**MOTION MADE by John Kilcoyne** that the Town vote to accept the provision of Chapter 64N, Section 3 of General Laws as most recently amended for the purpose of imposing a local sales tax upon the sale or transfer of marijuana at a rate of 3%, as printed in the warrant.

**MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR**

**ARTICLE 33.        Amendment to Animal Control Bylaw**

**MOTION MADE by Karen Kase** that the Town vote to amend the General Bylaws, Chapter 18, pertaining to Animal Control Section 18-6(f) Owner Responsibility, as printed in the warrant.

**MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR**

**ARTICLE 34.        Revolving Funds Bylaw**

**MOTION MADE by Rich Lane** that the Town vote pursuant to the provisions of Section 53E½ of Chapter 44 of the General Bylaws as most recently amended, to amend the General Bylaws and further to set the FY 2019 spending limits for such revolving funds, as printed in the warrant.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

### **ARTICLE 35. Building Rental Revolving Fund**

**MOTION MADE by Rich Lane** that the Town vote to continue to provide for any amounts collected for building rentals, other than rental of school buildings, to be credited to a separate account to be expended without further appropriation by the board, committee or department head in control of the building for building-related upkeep and maintenance, and further, to accept the provision of the second paragraph of G.L. Chapter 40, Section 3, as amended to allow any balance in such an account at the close of the fiscal year to remain available for expenditure without appropriation for such purposes in future years.

**MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR**

### **ARTICLE 36. Acceptance of Thomas Lane as a Public Way**

**MOTION MADE by Mike Pineo** that the Town vote to accept Thomas Lane as a public way, in its entirety, together with all easements, as laid out by the Board of Selectmen and shown on a plan entitled "Thomas Lane Road As-built/Acceptance Plan", on file in the Town Clerk's Office; and authorize the Board of Selectmen to acquire, by gift, purchase, and/or eminent domain, the fee to and/or easements in such way as shown on the aforesaid plan for all purposes for which public ways are used in the Town of Sterling, and any drainage, utility, access or other related easements. Such acceptance will not be final until the Deed(s) to the aforesaid have been recorded in the Worcester Registry of Deeds by the current owner(s) and duly delivered along with clear title to the Board of Selectmen.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

### **ARTICLE 37. Citizens Petition: Notification of parties on agenda**

**MOTION MADE by Carl Corrine** that the Town vote to adopt the following bylaw which is designed to ensure an open government for the people by requiring communication between Public Bodies and the people they serve.

#### **Open Government**

An essential component of open government is communication between the government and the people it serves. Appropriate communication shall be defined, complied with and ensured as follows: Whenever a Public Body (as defined by MGL Chapter 30A, Section 18) of the Town of Sterling is scheduled to discuss a person,

property or entity (hereinafter "entity") for actionable purposes at a public meeting, the Chair Person of such Public Body shall be responsible to ensure that a reasonable attempt has been made to notify said entity of the intent of that Public Body to discuss publicly such entity during the public meeting. This notification shall occur concurrently or prior to the publication of the official agenda for the meeting at which the Public Body intends to discuss the entity. The method, date, and time of the notification shall be entered into the official minutes of said meeting of the Public Body, prior to discussion of the said matter.

**MOTION DEFEATED AS DECLARED BY THE MODERATOR**

**ARTICLE 38. Apply Stabilization Fund to Stabilize the Tax Rate**

**MOTION MADE by Joe Sova** that the Town vote to take no action relative to Article 38.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**ARTICLE 39. Annual Town Election**

**At 9:20 PM, a motion was made by Maureen Cranson,** to adjourn the Annual Town Meeting, only to reconvene on May 14, 2018 for the purpose of conducting the Annual Town Election, and then to dissolve.

**MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR**

**FY19 OMNIBUS BUDGET**

(Condensed – from May 7, 2018 Annual Town Meeting Warrant)

|          | <b>Account<br/>Description</b> | <b>FY19 Dept<br/>Request</b> |
|----------|--------------------------------|------------------------------|
| <b>1</b> | <b>ACCOUNTANT</b>              |                              |
| <b>2</b> | ACCOUNTANT SALARY              | 30,862.00                    |
| <b>3</b> | ACCOUNTANT EXPENSE             | 9,050.00                     |
| <b>4</b> | <b>Department Total</b>        | <b>39,912.00</b>             |

|           |                                |                   |
|-----------|--------------------------------|-------------------|
| <b>5</b>  | <b>ADA COORDINATOR</b>         |                   |
| <b>6</b>  | ADA COORDIINATOR STIPEND       | 1,500.00          |
| <b>7</b>  | <b>Department Total</b>        | <b>1,500.00</b>   |
| <b>8</b>  | <b>AGRICULTURAL EXPENSE</b>    |                   |
| <b>9</b>  | AGRICULTURAL EXPENSE           | 750.00            |
| <b>10</b> | <b>Department Total</b>        | <b>750.00</b>     |
| <b>11</b> | <b>ANIMAL INSPECTOR</b>        |                   |
| <b>12</b> | ANIMAL INSPECTOR STIPEND       | 2,250.00          |
| <b>13</b> | ANIMAL INSPECTOR EXPENSE       | 900.00            |
| <b>14</b> | <b>Department Total</b>        | <b>3,150.00</b>   |
| <b>15</b> | <b>ASSESSOR</b>                |                   |
| <b>16</b> | ASSESSOR SALARY                | 4,500.00          |
| <b>17</b> | ASSESSOR WAGES                 | 46,192.00         |
| <b>18</b> | ASSESSOR EXPENSE               | 71,700.00         |
| <b>19</b> | ASSESSOR REVAL                 | 0.00              |
| <b>20</b> | <b>Department Total</b>        | <b>122,392.00</b> |
| <b>21</b> | <b>BOARD OF HEALTH</b>         |                   |
| <b>22</b> | BOH SALARY                     | 309.00            |
| <b>23</b> | BOH INSPECTOR SALARY           | 91,243.00         |
| <b>24</b> | BOH WACHUSETT HOME HEALTH CARE | 0.00              |
| <b>25</b> | BOH MONTACHUSETT PUBLIC HEALTH | 3,200.00          |
| <b>26</b> | BOH EXPENSE                    | 4,530.00          |
| <b>27</b> | BOH PRINTER/COPIER             | 2,970.00          |
| <b>28</b> | BOH KIOSK                      | 2,900.00          |
| <b>29</b> | <b>Department Total</b>        | <b>105,152.00</b> |
| <b>30</b> | <b>BOARD OF SELECTMEN</b>      |                   |
| <b>31</b> | SELECTMEN SALARY               | 4,500.00          |

|    |                                     |                   |
|----|-------------------------------------|-------------------|
| 32 | SELECTMEN EXPENSE                   | 2,500.00          |
| 33 | <b>Department Total</b>             | <b>7,000.00</b>   |
| 34 | <b>CONSERVATION</b>                 |                   |
| 35 | CONSERVATION COMMITTEE WAGES        | 24,904.00         |
| 36 | CONSERVATION COMMITTEE EXPENSE      | 1,000.00          |
| 37 | CENTRAL MASS STORMWATER COALITION   | 5,000.00          |
| 38 | <b>Department Total</b>             | <b>30,904.00</b>  |
| 39 | <b>COUNCIL ON AGING</b>             |                   |
| 40 | SENIOR CENTER FACILITIES MAINT TECH | 0.00              |
| 41 | COA WAGES                           | 137,814.00        |
| 42 | SENIOR CENTER OPERATIONS COORD.     | 16,665.00         |
| 43 | SENIOR CENTER OPERATIONS            | 15,935.00         |
| 44 | COA HOME CARE                       | 400.00            |
| 45 | COA TITLE VII NUTRITION AND WHEAT   | 4,300.00          |
| 46 | COA EXPENSE                         | 16,050.00         |
| 47 | <b>Department Total</b>             | <b>191,164.00</b> |
| 48 | <b>CULTURAL COUNCIL</b>             |                   |
| 49 | CULTURAL COUNCIL                    | 3,550.00          |
| 50 | <b>Department Total</b>             | <b>3,550.00</b>   |
| 51 | <b>DPW</b>                          |                   |
| 52 | DPW SALARY                          | 70,698.00         |
| 53 | DPW BOARD SALARY                    | 1,800.00          |
| 54 | DPW WAGES                           | 629,172.00        |
| 55 | DPW STREET LIGHTS                   | 19,062.00         |
| 56 | DPW HYDRANT RENTAL                  | 26,675.00         |
| 57 | DPW TRASH PICKUP                    | 558,000.00        |
| 58 | REGIONAL RECYCLING                  | 4,181.00          |



|    |  |                     |
|----|--|---------------------|
| 59 | LANDFILL MONITORING                    | 16,500.00           |
| 60 | DPW EXPENSE                            | 319,420.00          |
| 61 | DPW EQUIPMENT LEASE                    | 29,692.00           |
| 62 | <b>Department Total</b>                | <b>1,675,200.00</b> |
| 63 | <b>DPW SNOW &amp; ICE</b>              |                     |
| 64 | SNOW & ICE WAGES                       | 60,000.00           |
| 65 | SNOW & ICE EXPENSE                     | 116,000.00          |
| 66 | <b>Department Total</b>                | <b>176,000.00</b>   |
| 67 | <b>ECONOMIC DEVELOPMENT</b>            |                     |
| 68 | ECONOMIC DEVELOPMENT COMMITTEE EXPENSE | 26,000.00           |
| 69 | <b>Department Total</b>                | <b>26,000.00</b>    |
| 70 | <b>EXTENSION SERVICE</b>               |                     |
| 71 | EXTENSION SERVICE                      | 510.00              |
| 72 | <b>Department Total</b>                | <b>510.00</b>       |
| 73 | <b>FACILITIES</b>                      |                     |
| 74 | FACILITIES WAGES                       | 33,197.00           |
| 75 | FACILITIES EXPENSE                     | 76,576.00           |
| 76 | <b>Department Total</b>                | <b>109,773.00</b>   |
| 77 | <b>FINANCE BOARD</b>                   |                     |
| 78 | FINANCE BOARD SALARY                   | 0.00                |
| 79 | FINANCE BOARD EXPENSE                  | 280.00              |
| 80 | <b>Department Total</b>                | <b>280.00</b>       |
| 81 | <b>FIRE</b>                            |                     |
| 82 | FIRE CHIEF SALARY                      | 100,258.00          |
| 83 | FIRE WAGES                             | 598,610.00          |
| 84 | FIRE EMERGENCY MANAGEMENT STIPEND      | 10,000.00           |
| 85 | FIRE EXPENSE                           | 133,900.00          |

|     |                                     |                   |
|-----|-------------------------------------|-------------------|
| 86  | FIRE EMERGENCY MANAGEMENT EXPENSE   | 1,500.00          |
| 87  | FIRE EQUIPMENT LEASE                | 62,148.05         |
| 88  | <b>Department Total</b>             | <b>906,416.05</b> |
| 89  |                                     |                   |
| 90  | <b>FIRE-AMBULANCE</b>               |                   |
| 91  | AMBULANCE CHIEF SALARY              | 12,566.00         |
| 92  | AMBULANCE WAGES                     | 323,860.00        |
| 93  | AMBULANCE EXPENSE                   | 78,500.00         |
| 94  | AMBULANCE LEASE                     | 38,867.20         |
| 95  | <b>Department Total</b>             | <b>453,793.20</b> |
| 96  | <b>HISTORICAL COMMISSION</b>        |                   |
| 97  | HISTORICAL EXPENSE                  | 2,500.00          |
| 98  | <b>Department Total</b>             | <b>2,500.00</b>   |
| 99  | <b>INSPECTIONAL SERVICES</b>        |                   |
| 100 | BUILDING INSPECTOR SALARY           | 61,792.00         |
| 101 | INSPECTION WIRE INSP SALARY         | 0.00              |
| 102 | INSPECTION PLUMBING INSP SALARY     | 10,716.00         |
| 103 | INSPECTON GAS INSP SALARY           | 5,895.00          |
| 104 | BUILDING INSPECTOR WAGES            | 36,602.00         |
| 105 | INSPECTION EXPENSE                  | 5,500.00          |
| 106 | SEALER OF WEIGHT & MEASURES EXPENSE | 1,200.00          |
| 107 | <b>Department Total</b>             | <b>121,705.00</b> |
| 108 | <b>LIBRARY</b>                      |                   |
| 109 | LIBRARY SALARY                      | 79,505.00         |
| 110 | LIBRARY WAGES                       | 217,659.00        |
| 111 | LIBRARY EXPENSE                     | 131,750.00        |
| 112 | <b>Department Total</b>             | <b>428,914.00</b> |

|            |                              |                     |
|------------|------------------------------|---------------------|
| <b>113</b> | <b>MODERATOR</b>             |                     |
| <b>114</b> | MODERATOR SALARY             | 500.00              |
| <b>115</b> | MODERATOR EXPENSE            | 150.00              |
| <b>116</b> | <b>Department Total</b>      | <b>650.00</b>       |
| <b>117</b> | <b>OPEN SPACE</b>            |                     |
| <b>118</b> | OPEN SPACE EXPENSE           | 1,500.00            |
| <b>119</b> | <b>Department Total</b>      | <b>1,500.00</b>     |
| <b>120</b> | <b>PERSONNEL BOARD</b>       |                     |
| <b>121</b> | PERSONNEL BOARD TRAINING     | 0.00                |
| <b>122</b> | PERSONNEL BOARD EXPENSE      | 1,800.00            |
| <b>123</b> | PERSONNEL BOARD MERIT PAY    | 0.00                |
| <b>124</b> | <b>Department Total</b>      | <b>1,800.00</b>     |
| <b>125</b> | <b>PLANNING</b>              |                     |
| <b>126</b> | PLANNING STIPEND             | 1,500.00            |
| <b>127</b> | MRPC EXPENSE                 | 2,772.00            |
| <b>128</b> | PLANNING WAGE EXPENSE        | 17,857.00           |
| <b>129</b> | TOWN PLANNER                 | 73,469.00           |
| <b>130</b> | <b>Department Total</b>      | <b>95,598.00</b>    |
| <b>131</b> | <b>POLICE</b>                |                     |
| <b>132</b> | POLICE SALARY                | 135,337.00          |
| <b>133</b> | POLICE WAGES                 | 1,329,426.00        |
| <b>134</b> | POLICE EXPENSE               | 103,800.00          |
| <b>135</b> | POLICE CRUISER               | 40,000.00           |
| <b>136</b> | <b>Department Total</b>      | <b>1,608,563.00</b> |
| <b>137</b> | <b>POLICE-ANIMAL CONTROL</b> |                     |
| <b>138</b> | ANIMAL CONTROL WAGES         | 21,798.00           |
| <b>139</b> | ANIMAL CONTROL EXPENSE       | 4,000.00            |

|            |                            |                   |
|------------|----------------------------|-------------------|
| <b>140</b> | <b>Department Total</b>    | <b>25,798.00</b>  |
| <b>141</b> | <b>POLICE-DISPATCH</b>     |                   |
| <b>142</b> | COMMUNICATION WAGES        | 270,427.00        |
| <b>143</b> | COMMUNICATION EXPENSE      | 93,958.00         |
| <b>144</b> | <b>Department Total</b>    | <b>364,385.00</b> |
| <b>145</b> | <b>RECREATION</b>          |                   |
| <b>146</b> | RECREATION SALARY          | 51,642.00         |
| <b>147</b> | RECREATION WAGES           | 41,449.00         |
| <b>148</b> | RECREATION EXPENSE         | 7,956.00          |
| <b>149</b> | <b>Department Total</b>    | <b>101,047.00</b> |
| <b>150</b> | <b>TOWN ADMINISTRATOR</b>  |                   |
| <b>151</b> | TOWN ADMINISTRATOR SALARY  | 100,332.00        |
| <b>152</b> | TOWN ADMINISTRATOR WAGES   | 81,642.00         |
| <b>153</b> | OPERATIONS MANAGER WAGES   | 44,040.00         |
| <b>154</b> | TOWN ADMINISTRATOR EXPENSE | 55,347.00         |
| <b>155</b> | SR. TAX WORK OFF PROGRAM   | 15,000.00         |
| <b>156</b> | <b>Department Total</b>    | <b>296,361.00</b> |
| <b>157</b> | <b>TOWN CLERK</b>          |                   |
| <b>158</b> | TOWN CLERK SALARY          | 65,920.00         |
| <b>159</b> | TOWN CLERK WAGES           | 45,347.00         |
| <b>160</b> | TOWN CLERK TRAINING        | 3,500.00          |
| <b>161</b> | TOWN CLERK EXPENSE         | 11,000.00         |
| <b>162</b> | ELECTION WAGES             | 11,149.00         |
| <b>163</b> | ELECTION EXPENSE           | 8,900.00          |
| <b>164</b> | <b>Department Total</b>    | <b>145,816.00</b> |
| <b>165</b> | <b>TREASURER/COLLECTOR</b> |                   |
| <b>166</b> | TREASURER/COLLECTOR SALARY | 73,885.00         |

|     |                                |                     |
|-----|--------------------------------|---------------------|
| 167 | TREASURER/COLLECTOR WAGES      | 105,102.40          |
| 168 | TREASURER/COLLECTOR EXPENSE    | 43,500.00           |
| 169 | <b>Department Total</b>        | <b>222,487.40</b>   |
| 170 | <b>VETERANS</b>                |                     |
| 171 | VETERANS WAGES                 | 0.00                |
| 172 | VETERANS EXPENSE               | 20,000.00           |
| 173 | VETERANS BENEFITS              | 30,000.00           |
| 174 | <b>Department Total</b>        | <b>50,000.00</b>    |
| 175 | <b>ZONING BOARD OF APPEALS</b> |                     |
| 176 | BOARD OF APPEALS WAGES         | 0.00                |
| 177 | BOARD OF APPEALS EXPENSE       | 7,000.00            |
| 178 | <b>Department Total</b>        | <b>7,000.00</b>     |
| 179 | <b>AUDIT</b>                   |                     |
| 180 | AUDIT EXPENSE                  | 21,500.00           |
| 181 | <b>Department Total</b>        | <b>21,500.00</b>    |
| 182 | <b>DEBT SERVICE</b>            |                     |
| 183 | DEBT - LONG TERM PRINCIPAL     | 1,581,000.00        |
| 184 | DEBT - LONG TERM INTEREST      | 216,255.00          |
| 185 | DEBT - SHORT TERM INTEREST     | 0.00                |
| 186 | <b>Department Total</b>        | <b>1,797,255.00</b> |
| 187 | <b>HUMAN RESOURCES</b>         |                     |
| 188 | HUMAN RESOURCE SALARY          | 0.00                |
| 189 | HUMAN RESOURCE EXPENSE         | 200.00              |
| 190 | HUMAN RESOURCE TRAINING        | 200.00              |
| 191 | <b>Department Total</b>        | <b>400.00</b>       |
| 192 | <b>INFORMATION TECHNOLOGY</b>  |                     |

|     |   |                      |
|-----|---|----------------------|
| 193 | IT PROFESSIONAL SERVICES                | 0.00                 |
| 194 | IT EXPENSE                              | 136,930.00           |
| 195 | IT WEB HOSTING                          | 0.00                 |
| 196 | IT GIS HOSTING                          | 0.00                 |
| 197 | <b>Department Total</b>                 | <b>136,930.00</b>    |
| 198 | <b>INSURANCE-BENEFITS</b>               |                      |
| 199 | BENEFITS (Health,Med,Unem,Liab)         | 1,580,261.79         |
| 200 | <b>Department Total</b>                 | <b>1,580,261.79</b>  |
| 201 | <b>LEGAL SERVICES</b>                   |                      |
| 202 | LEGAL SERVICES                          | 62,000.00            |
| 203 | <b>Department Total</b>                 | <b>62,000.00</b>     |
| 204 | <b>MEMORIAL AND VETERANS DAY</b>        |                      |
| 205 | MEMORIAL AND VETERANS DAY               | 5,600.00             |
| 206 | <b>Department Total</b>                 | <b>5,600.00</b>      |
| 207 | <b>WORC COUNTY RETIREMENT</b>           |                      |
| 208 | RETIREMENT                              | 733,175.00           |
| 209 | <b>Department Total</b>                 | <b>733,175.00</b>    |
| 210 |   | <b>11,664,692.44</b> |
| 211 |   |                      |
| 212 | <b>WACHUSETT REGIONAL SCHOOL DIST</b>   |                      |
| 213 | WACHUSETT REGIONAL SCHOOL DIST **       | 9,011,589.00         |
| 214 | WACHUSETT RSD ABOVE NET MIN CON **      | 2,332,149.00         |
| 215 | <b>Department Total</b>                 | <b>11,343,738.00</b> |
| 216 | <b>MONTACHUSETT REG. SCH00L DIST</b>    |                      |
| 217 | MONTACHUSETT REGIONAL SCH DIST **       | 835,450.00           |
| 218 | DEBT AND INTEREST - BUILDING PROJECT ** | 12,227.00            |

|     |                  |               |
|-----|------------------|---------------|
| 219 | Department Total | 847,677.00    |
| 220 | OPEB             |               |
| 221 | OPEB             | 150,000.00    |
| 222 | Department Total | 150,000.00    |
| 223 | Reserve Fund     |               |
| 224 | RESERVE FUND     | 100,000.00    |
| 225 | Department Total | 100,000.00    |
| 226 |                  |               |
| 227 |                  | 24,106,107.44 |

## **FINANCIAL REPORTS**

### **FINANCE COMMITTEE**

The following is the Finance Committee's report and budget recommendation for the fiscal year beginning July 1, 2018 and ending June 30, 2019.

As part of the Finance Committee's budget deliberations, the Committee recommended an entire town budget of \$24,106,107.44, a 2.86% increase over the previous year. This year the budget consolidated the school budgets of both districts, Wachusett Regional and Monty Tech, although they remain as separate warrant articles. We believe that the budget presented was both prudent and fiscally responsible.

One particular item of note was the Finance Committee's recommendation that salaries of our town employees be increased by 3%. In years past, we asked department heads to limit increases to 2% across the board. After reviewing our entire budget, it was felt that we could absorb this increase and still maintain the financial stability of the town. Sharing financial good times with our town employees recognizes their efforts in making Sterling a great place to live, work and recreate. Further, the Committee supported the investment in four new staff positions. These additions are in the planning department, town administrator's office, senior center and police department.

Other budget areas to draw your attention to are the following:

- School District Assessments

The Wachusett Regional School District increased their overall assessment by .90% to \$11,343,738 while the Montachusett Regional Vocational Technical School District decreased their assessment by 2.15% to \$835,450.

- Capital Requests

After careful consideration and review of capital requests from all departments, the Committee recommended approval of a capital budget of \$863,687 to be funded from a combination of our Capital Investment Fund, certified free cash and "raise and appropriate". This is consistent with our stated "pay as you go" strategy and goal of minimizing year to year tax bill increases. It is also reflective of our commitment to maintain municipal services, protect town assets, and support capital needs while guarding the town's financial position. Funding the



town's capital needs is a challenge each year and the Finance Committee and Capital Committee work collaboratively to meet these needs now and into the future.

- Capital Fund

It was recommended that in order to fund the town's capital budget for FY 2019, a portion of the funds come from the Capital Investment Fund. That amount was \$654,418. These funds were to be used to install a new HVAC system in the Butterick Building, replace a SCBA fill station at the fire station, purchase a radio communications repeater for the DPW, and fund Sterling's portion to replace the field turf at Wachusett Regional. The Capital Fund Committee approved the Finance Committee's request for these funds.

The Committees jointly recommended appropriating \$50,000 to the Capital Investment Fund from certified free cash in the coming year. In addition, \$151,402 was recommended to be "recaptured" from prior years unused warrant articles and inactive accounts and transferred to Capital.

The Capital Investment Fund had a balance of \$4,067,385 as of March 31, 2018.

- Other Post-Employee Benefits (OPEB)

The Town of Sterling provides postemployment medical benefits to town retirees and their covered dependents commonly referred to as OPEB. As such, the liability to fund these benefits in the future is estimated using an actuarial valuation. Based on these calculations, Sterling has a substantial unfunded liability which requires a fundamental change in how we confront this issue. Migrating from a "pay as you go" to a pre-funded approach is the first step in this process.

The Finance Committee recommended appropriating \$150,000 to be added to an investment account already established to fund this liability. As of March 31, 2018, the balance in this account was \$300,116.

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

Respectfully Submitted,

The Town of Sterling Finance Committee

| Combined Balance Sheet - All Fund Types and Account Groups |   |                         |                 |                  |                        |                   |                      |                |                   |
|--|---|-------------------------|-----------------|------------------|------------------------|-------------------|----------------------|----------------|-------------------|
| as of June 30, 2018  |   |                         |                 |                  |                        |                   |                      |                |                   |
| (Unaudited)  |   |                         |                 |                  |                        |                   |                      |                |                   |
|  |   |                         |                 |                  |                        |                   |                      |                |                   |
|  |   | Governmental Fund Types |                 |                  | Proprietary Fund Types |                   | Fiduciary Fund Types | Account Groups | Totals            |
|  |   | General                 | Special Revenue | Capital Projects | Enterprise             | Internal Services | Trust and Agency     | Long-term Debt | (Memorandum Only) |
| <b>ASSETS</b>  |   |                         |                 |                  |                        |                   |                      |                |                   |
| Cash and cash equivalents                                  |   | 2,861,298.23            | 2,075,108.45    | 285,634.70       | 1,714,908.47           |                   | 5,523,199.37         |                | 12,460,149.22     |
| Investments  |   |                         |                 |                  |                        |                   |                      |                | -                 |
| Receivables:   |   |                         |                 |                  |                        |                   |                      |                | -                 |
|  | Personal property taxes                 | 35,293.01               |                 |                  |                        |                   |                      |                | 35,293.01         |
|  | Real estate taxes                       | 337,596.16              |                 |                  |                        |                   |                      |                | 337,596.16        |
|  | Deferred taxes                          |                         |                 |                  |                        |                   |                      |                | -                 |
|  | Allowance for abatements and exemptions | (158,483.06)            |                 |                  |                        |                   |                      |                | (158,483.06)      |
|  | Special assessments                     |                         |                 |                  |                        |                   |                      |                | -                 |
|  | Tax liens                               | 328,377.43              |                 |                  |                        |                   |                      |                | 328,377.43        |
|  | Tax foreclosures                        | 90,803.71               |                 |                  |                        |                   |                      |                | 90,803.71         |
|  | Motor vehicle excise                    | 167,446.08              |                 |                  |                        |                   |                      |                | 167,446.08        |
|  | Other excises                           |                         |                 |                  |                        |                   |                      |                | -                 |
|  | Utility Charges                         |                         |                 |                  |                        |                   |                      |                | -                 |
|  | Departmental                            |                         |                 |                  | 88,644.52              |                   |                      |                | 88,644.52         |
|  | Other receivables                       |                         |                 |                  |                        |                   |                      |                | -                 |
|  | Due to/from other funds                 |                         |                 |                  |                        |                   |                      |                | -                 |
|  | Due from other governments              |                         |                 |                  |                        |                   |                      |                | -                 |
| Prepays  |   |                         |                 |                  |                        |                   |                      |                | -                 |
| Inventory  |   |                         |                 |                  |                        |                   |                      |                | -                 |
| Fixed assets, net of accumulated depreciation              |   |                         |                 |                  |                        |                   |                      |                | -                 |
| Amounts to be provided - payment of bonds                  |   |                         |                 |                  |                        |                   |                      |                | -                 |
| Amounts to be provided - vacation and sick leave           |   |                         |                 |                  |                        |                   |                      |                | -                 |
|  | Total Assets                            | 3,662,331.56            | 2,075,108.45    | 285,634.70       | 1,803,552.99           | -                 | 5,523,199.37         | -              | 13,349,827.07     |
| <b>LIABILITIES AND FUND EQUITY</b>                         |   |                         |                 |                  |                        |                   |                      |                |                   |
| Liabilities:   |   |                         |                 |                  |                        |                   |                      |                |                   |
|  | Deferred revenue                        |                         |                 |                  |                        |                   |                      |                | -                 |
|  | Real and personal property taxes        | 214406.11               |                 |                  |                        |                   |                      |                | 214,406.11        |
|  | Deferred taxes                          |                         |                 |                  |                        |                   |                      |                | -                 |
|  | Prepaid taxes/fees                      |                         |                 |                  |                        |                   |                      |                | -                 |
|  | Special assessments                     |                         |                 |                  |                        |                   |                      |                | -                 |
|  | Tax liens                               | 328377.43               |                 |                  |                        |                   |                      |                | 328,377.43        |
|  | Tax foreclosures                        | 90803.71                |                 |                  |                        |                   |                      |                | 90,803.71         |
|  | Motor vehicle excise                    | 167446.08               |                 |                  |                        |                   |                      |                | 167,446.08        |
|  | Other excises                           |                         |                 |                  |                        |                   |                      |                | -                 |
|  | Utility Charges                         |                         |                 |                  |                        |                   |                      |                | -                 |
| 59   | Departmental                            |                         |                 |                  | 88,644.52              |                   |                      |                | 88,644.52         |
|  | Deposits receivable                     |                         |                 |                  |                        |                   |                      |                | -                 |

59

|  |  |            |            |          |            |   |            |   |             |
|--|--|------------|------------|----------|------------|---|------------|---|-------------|
|  | Other receivables                      |            |            |          |            |   |            |   | 0           |
|  | Due from other governments             |            |            |          |            |   |            |   | 0           |
|  | Due to other governments               |            |            |          |            |   |            |   | 0           |
|  | Accounts payable                       |            |            |          |            |   |            |   | 0           |
|  | Warrants payable                       |            |            |          |            |   |            |   | 0           |
|  | Accrued payroll and withholdings       | 121734.88  |            |          |            |   |            |   | 121734.88   |
|  | Other liabilities                      | 478.11     |            |          |            |   |            |   | 478.11      |
|  | IBNR                                   |            |            |          |            |   |            |   | 0           |
|  | Bonds payable                          |            |            |          |            |   |            |   | 0           |
|  | Notes payable                          |            |            |          |            |   |            |   | 0           |
|  | Vacation and sick leave liability      |            |            |          |            |   |            |   | 0           |
|  | Total Liabilities                      | 923246.32  | 0          | 0        | 88644.52   | 0 | 0          | 0 | 1011890.84  |
|  |  |            |            |          |            |   |            |   |             |
|  | Fund Equity:                           |            |            |          |            |   |            |   |             |
|  | Reserved for encumbrances              | 10195.51   |            |          |            |   |            |   | 10195.51    |
|  | Reserved for expenditures              |            |            |          | 40000      |   |            |   | 40000       |
|  | Reserved for continuing appropriations | 1504840.75 |            |          |            |   |            |   | 1504840.75  |
|  | Reserved for petty cash                | 485        |            |          |            |   |            |   | 485         |
|  | Reserved for appropriation deficit     |            |            |          |            |   |            |   | 0           |
|  | Reserved for snow and ice deficit      |            |            |          |            |   |            |   | 0           |
|  | Reserved for debt Service              |            |            |          |            |   |            |   | 0           |
|  | Reserved for premiums                  | 1558.88    |            |          |            |   |            |   | 1558.88     |
|  | Reserved fund balance                  |            | 2075108.45 | 285634.7 |            |   | 5523199.37 |   | 7883942.52  |
|  | Undesignated fund balance              | 1222005.1  |            |          | 1674908.47 |   |            |   | 2896913.57  |
|  | Unreserved retained earnings           |            |            |          |            |   |            |   | 0           |
|  | Investment in capital assets           |            |            |          |            |   |            |   | 0           |
|  | Total Fund Equity                      | 2739085.24 | 2075108.45 | 285634.7 | 1714908.47 | 0 | 5523199.37 | 0 | 12337936.23 |
|  |  |            |            |          |            |   |            |   |             |
|  | Total Liabilities and Fund Equity      | 3662331.56 | 2075108.45 | 285634.7 | 1803552.99 | 0 | 5523199.37 | 0 | 13349827.07 |
|  |  |            |            |          |            |   |            |   |             |

## **BOARD OF ASSESSORS**

### Fiscal Year 2018 Assessments and Property Tax Revenue Summary

| <u>Property</u>   | <u>Class Levy %</u> | <u>Valuation by Class</u> | <u>Tax Rate</u> | <u>Tax Levy</u>      |
|-------------------|---------------------|---------------------------|-----------------|----------------------|
| Residential       | 86.3302             | 913,232,433               | 17.54           | 16,018,096.87        |
| Commercial        | 4.0156              | 42,478,267                | 17.54           | 745,068.80           |
| Industrial        | 5.7230              | 60,539,800                | 17.54           | 1,061,868.09         |
| Personal Property | 3.9312              | 41,586,229                | 17.54           | 729,422.46           |
| <b>TOTALS</b>     | <b>100.0000</b>     | <b>1,057,836,729</b>      |                 | <b>18,554,456.22</b> |

### **Valuation and Tax History**

| <u>Fiscal</u> | <u>Tax Rate</u> | <u>Total Valuation</u> | <u>Accounts</u> | <u>Tax Levy</u> | <u>Change%</u> |
|---------------|-----------------|------------------------|-----------------|-----------------|----------------|
| 2018          | 17.54           | 1,057,836,729          | 3,736           | 18,554,456      | 4.393          |
| 2017          | 18.03           | 985,785,392            | 3,726           | 17,773,710      | 1.505          |
| 2016          | 18.33           | 955,209,193            | 3,720           | 17,508,985      | 7.439          |
| 2015          | 17.29           | 942,550,134            | 3,797           | 16,296,692      | 3.756          |
| 2014          | 16.93           | 927,916,388            | 3,780           | 15,709,624      | 3.413          |

### **Abstract of Assessments**

| <u>Property Class Code &amp; Description</u> | <u>Accts</u> | <u>Class Valuation</u> | <u>Avg. Value</u> |
|--|--------------|------------------------|-------------------|
| 101 Residential Single Family                | 2,524        | 816,676,600            | 323,564           |
| 102 Residential Condominiums                 | 177          | 36,189,900             |                   |
| Miscellaneous Residential                    | 21           | 7,043,900              |                   |
| 104 Residential Two Family                   | 93           | 25,306,700             |                   |
| 105 Residential Three Family                 | 6            | 2,342,900              |                   |
| 111-125 Apartments                           | 8            | 2,729,700              |                   |
| 130-132 & 106 Vacant Land                    | 369          | 20,054,800             |                   |
| 300-393 Commercial                           | 67           | 35,627,200             |                   |
| 400-452 Industrial                           | 116          | 60,539,800             |                   |
| 501-552 Personal Property                    | 147          | 41,586,229             |                   |
| 600-821 Chapter 61, 61A, 61B                 | 189          | 3,008,000              |                   |
| 012-043 Mixed Use Properties                 | 19           | 6,731,000              |                   |
| <b>TOTALS</b>                                | <b>3,736</b> | <b>1,057,836,729</b>   |                   |
| Exempt                                       | 268          | 141,631,600            |                   |

### **Assessors' Account for Exemptions and Abatements**

| <u>Description</u>   | <u>FY2018</u> | <u>FY2017</u> | <u>FY 2016</u> |
|----------------------|---------------|---------------|----------------|
| Assessors' Overlay   | \$ 95,894.00  | \$109,896.62  | \$103,964.51   |
| Charges through 6/30 | \$102,165.92  | \$ 72,542.58  | \$ 82,588.67   |

Overlay Balance as of 06/30/2017 \$164,755.00  
 Potential ATB Liability \$0.00

### **New Growth Revenues**

| <u>Fiscal Year</u> | <u>Added Valuation</u> | <u>Tax Rate</u> | <u>New Revenue</u> |
|--------------------|------------------------|-----------------|--------------------|
| 2018               | 18,662,254             | 17.54           | 336,480            |
| 2017               | 9,728,642              | 18.33           | 178,326            |
| 2016               | 12,489,161             | 17.29           | 215,938            |
| 2015               | 10,770,237             | 16.93           | 182,340            |
| 2014               | 7,248,501              | 16.35           | 118,51             |

**EMPLOYEES' GROSS PAY**

| <b>Last Name</b> | <b>First Name</b> | <b>Department</b> | <b>Gross Wages</b> |
|------------------|-------------------|-------------------|--------------------|
| Constantino      | Paul C.           | Police            | \$ 41,310.02       |
| Day              | Deane             | Fire              | 3,077.88           |
| Favreau          | Lawrence          | DPW-Board         | 600.00             |
| Pineo            | Michael           | Planning Board    | 2,365.00           |
| Sabourin         | Roger J           | Public Works      | 43,091.22          |
| Hurlbut Jr.      | David             | Fire              | 130,640.34         |
| Day              | W. David          | Fire              | 16,376.91          |
| Kirkpatrick      | Robert            | Fire              | 11,037.37          |
| Smith            | Daniel            | Fire              | 16,375.57          |
| Kokernak         | Thomas            | Fire              | 121,739.30         |
| Macarthur        | Debra J           | Dispatchers       | 74,645.72          |
| Johnson          | David             | Fire              | 7,207.37           |
| Hehir            | Daniel            | Fire              | 1,328.91           |
| Shosey           | Corey             | Fire              | 250.06             |
| Murray           | Donlin K.         | Assessor          | 1,500.00           |
| Baker            | Charles           | Fire              | 1,138.33           |
| Hamilton         | Sean              | Light             | 165,107.54         |
| Martin           | Craig             | Fire              | 2,058.64           |
| Gaudette         | Sean W.           | Police            | 123,446.48         |
| Johnson          | David             | Police            | 119,409.73         |
| Johnson          | Scott             | Police            | 136,709.64         |
| Todorov          | Shawn             | Fire              | 5,384.40           |
| Orr              | Deborah S.        | Library           | 48,166.40          |
| Dupuis           | Deborah           | Council on Aging  | 517.72             |
| Hoffman          | Allen             | Board of Health   | 103.00             |
| Barriere         | Richard           | Election Worker   | 282.00             |
| Pomeroy          | Craig             | Police            | 129,610.67         |
| Arsenault        | Christine         | Light             | 61,014.73          |
| Janda            | Robert            | Inspector         | 16,358.25          |
| Foley            | Brian J.          | Light             | 106,020.50         |
| Harding          | Donald W.         | DPW-Board         | 600.00             |
| Protano          | Robert J.         | Council on Aging  | 7,105.43           |
| Sheppard         | Richard A.        | Assessor          | 1,500.00           |
| Nordquist        | John E            | Light             | 113,199.32         |
| Janda            | Judith            | Recreation        | 1,714.53           |
| McAuliffe        | John              | Fire              | 1,834.07           |

|               |             |                   |              |
|---------------|-------------|-------------------|--------------|
| Marro         | Matthew     | Conservation      | \$ 25,929.81 |
| Greenwood     | David       | Fire              | 15,748.05    |
| Nickerson III | Robert      | Fire              | 14,179.50    |
| Dunn          | James       | Inspector         | 665.00       |
| Plouffe       | Timothy     | Police            | 101,642.54   |
| Shepard       | Walter      | Public Wrks-0650  | 54,792.25    |
| Cranson       | Maureen     | Brd. of Selectmen | 1,500.00     |
| Bourque       | Brian       | Police            | 104,620.10   |
| Parkinson     | Abbi        | Dispatchers       | 4,236.23     |
| Fisher        | Clare       | Senior Workoff    | 1,000.00     |
| Hudson        | Sheila      | Senior Workoff    | 1,385.00     |
| Lein          | Barry       | Senior Workoff    | 1,000.00     |
| Baker         | Christopher | Fire              | 2,993.33     |
| Chamberland   | Gary        | Police            | 140,437.18   |
| Somma         | Enid        | Senior Workoff    | 987.25       |
| Hurlbut       | Florine     | Senior Workoff    | 717.75       |
| Massa         | Louis       | Animal Control    | 38,140.20    |
| Gold          | Philip      | Library           | 12,014.43    |
| Rugg          | Gloria      | Council on Aging  | 137.10       |
| Dell          | Pamela      | Council on Aging  | 19,849.03    |
| Brodrick      | Ian         | Library           | 32,577.21    |
| DeCiero       | Lisa        | Water             | 46,965.61    |
| Norberg       | Michael     | Police            | 93,101.74    |
| MacArthur     | Garrett     | Dispatchers       | 58,008.45    |
| Forgione      | Nancy       | Light             | 59,457.36    |
| Fugere        | Steven      | Police            | 108,414.45   |
| Gerardi       | Paul        | Public Works      | 60,656.28    |
| Lyons         | Paul        | Water             | 76,720.78    |
| Nickerson     | Kathleen    | Board of Health   | 20,131.20    |
| Dietel        | Kristen     | Recreation        | 50,660.75    |
| Bristol       | Lisa        | Fire              | 44,736.00    |
| Favreau       | David       | Board of Health   | 61,028.00    |
| Braconnier    | Michelle    | Dispatchers       | 53,776.74    |
| Pomero        | Lane        | Police            | 87,703.13    |
| Aubin         | Gregg       | DPW-Board         | 600.00       |
| Wilder        | Christopher | Dispatchers       | 584.80       |
| Serewicz      | Beatrice    | Dispatchers       | 3,379.43     |
| Leclerc       | Karen       | Election Worker   | 24,176.02    |

|             |           |                    |               |
|-------------|-----------|--------------------|---------------|
| Gray        | Timothy   | Light              | \$ 127,787.24 |
| Tuttle      | William   | Public Works-2     | 99,479.95     |
| Ferguson    | Ryan      | Police             | 106,982.28    |
| Camerano    | Irene     | Senior Workoff     | 1,599.50      |
| Huntoon     | Carmen    | Election Worker    | 198.00        |
| Long        | Marjorie  | Election Worker    | 330.00        |
| Mallette    | Danielle  | Police             | 1,462.50      |
| Allen       | Chad      | Light              | 108,435.82    |
| Wallace     | Kathryn   | Fire               | 1,029.26      |
| Borge       | Darren    | Light              | 104,261.17    |
| Cummings    | Jo-Ann    | Election Worker    | 22.00         |
| Carroll     | Virginia  | Senior Workoff     | 220.00        |
| Rutherford  | Charles   | Facilities         | 29,751.29     |
| Philpot     | Russell   | Planning Board     | 100.00        |
| Hendley     | Meggin    | Light              | 52,592.80     |
| Michanowicz | Dawn      | Town Clerk         | 13,047.74     |
| Emerton     | James     | Fire               | 94,091.91     |
| Stelmach    | Matthew   | Light              | 750.00        |
| Dreyer      | Deborah   | Assessor           | 43,800.81     |
| Brunetta    | Jane      | Election Worker    | 247.50        |
| Lyons       | David     | Public Works       | 69,042.91     |
| Ares        | Erik      | Fire               | 87,574.92     |
| Chalmers    | Melissa   | Senior Workoff     | 3,161.50      |
| Menin       | Gary      | Board of Health    | 103.00        |
| Hallet      | Utahna    | Election Worker    | 605.00        |
| Grebinar    | Alexandra | Library            | 45,422.91     |
| Secord      | Cynthia   | Election Worker    | 187.00        |
| Jayne       | Kama      | Town Administrator | 46,811.54     |
| Matthews    | Edmoth    | Fire               | 94.99         |
| DiVirgilio  | James     | Fire               | 25,086.21     |
| Hamilton    | Brandon   | Fire               | 3,999.06      |
| Healey      | Johnathan | Fire               | 376.51        |
| Laitala     | John      | Fire               | 5,357.75      |
| Smith       | Brendan   | Fire               | 602.67        |
| Clark       | Donna     | Board of Health    | 103.00        |
| Shea        | Jamieson  | Fire               | 80,857.38     |
| Heller      | Elaine    | Board of Health    | 4,173.36      |
| McGrath     | Emma      | Recreation         | 5,546.01      |
| Gagne       | Michelle  | Police             | 3,646.40      |
| Valentino   | Paul      | Town Administrator | 4,813.02      |
| Cawley      | Paul      | Town Administrator | 15,751.95     |

|             |          |                    |              |
|-------------|----------|--------------------|--------------|
| Tamulen     | Joshua   | Fire               | \$ 19,340.97 |
| Donohue     | Geoffrey | Public Works       | 53,905.28    |
| Wood        | Leo      | Public Works       | 13,970.13    |
| Campbell    | Patricia | Library            | 78,440.84    |
| Grebinar    | Kevin    | Fire               | 19,926.36    |
| Cliett      | Mary     | Election Worker    | 167.75       |
| Boardman    | Nickole  | Council on Aging   | 17,830.79    |
| Tata        | Eric     | Water              | 56,664.68    |
| Shea        | Timothy  | Fire               | 2,207.24     |
| Kinahan     | George   | Fire               | 4,146.52     |
| Harrington  | J Gary   | Inspector          | 10,045.00    |
| Santos      | Felipe   | Fire               | 5,923.35     |
| Finizio     | Nicholas | Fire               | 18,179.84    |
| Provonsil   | Brian    | Light              | 119,772.53   |
| Patterson   | Jason    | Fire               | 1,052.95     |
| Maloney     | William  | Fire               | 1,154.73     |
| Russell     | Nicholas | Recreation         | 6,509.81     |
| Glow        | Madeline | Recreation         | 137.50       |
| O'Connor    | Michael  | Recreation         | 2,469.39     |
| Muckenstrom | Judith   | Election Worker    | 555.50       |
| McKenney    | Anita    | Election Worker    | 467.50       |
| Gold        | Marjorie | Library            | 15,116.37    |
| Cote        | Angela   | Library            | 30,346.50    |
| Aponte      | Alfredo  | Accounting         | 50,846.18    |
| Kilcoyne    | John     | Board of Selectmen | 1,500.00     |
| Courville   | Lois     | Election Worker    | 297.00       |
| McGuirk     | Arlene   | Election Worker    | 291.50       |
| Holmquist   | Margaret | Recreation         | 10,928.56    |
| Pierce      | Brian    | Light              | 1,500.00     |
| Mucci       | Steven   | Police             | 112,541.55   |
| Pierce      | Jeremy   | Inspector          | 140.00       |
| Thebeau     | Kim      | Dispatchers        | 3,549.21     |
| Bartlett    | Barbara  | Town Clerk         | 46,490.38    |
| Kazan       | Betty    | Planning Board     | 19,010.87    |
| Harvey      | Mary     | Recreation         | 2,944.88     |
| Fuller      | Steven   | Election Worker    | 451.00       |
| McCarthy    | Johanna  | Recreation         | 3,716.08     |
| Culgin      | Sarah    | Building           | 60,856.50    |
| Flynn       | Heidi    | Library            | 22,788.05    |
| Metcalf     | Dawn     | Police             | 43,388.22    |
| d'Entremont | Phil     | Fire               | 79,248.23    |
| Ryder       | Brian    | Police             | 73,837.98    |



|             |              |                     |              |
|-------------|--------------|---------------------|--------------|
| Gianos      | Sarah        | Fire                | \$ 10,143.52 |
| Cullinane   | Erin         | Fire                | 17,921.07    |
| Coughlin    | Denis        | Council on Aging    | 6,759.19     |
| Tetu        | Cassandra    | Election Worker     | 330.00       |
| Nickerson   | Robert Jr.   | Election Worker     | 497.75       |
| Brosque     | Steven       | Fire                | 27,919.75    |
| Cassata     | Melissa      | Council on Aging    | 14,475.89    |
| Tuttle      | Michael      | Public Works-0650   | 9,238.25     |
| Shapiro     | David        | Planning Board      | 100.00       |
| Horning     | Sean         | Water               | 23,814.43    |
| Hougham     | Brianna      | Recreation          | 4,361.88     |
| Lane        | Richard      | Board of Selectmen  | 1,500.00     |
| Emsley      | Connor       | Recreation          | 3,534.95     |
| Hanchett    | Benjamin     | Recreation          | 4,425.01     |
| DiReda      | Gianna       | Recreation          | 2,041.88     |
| Lanciani    | Alexis       | Dispatchers         | 726.00       |
| Annapragada | Mrithyunjaya | Moderator           | 500.00       |
| Cleary      | Constance    | Election Worker     | 335.50       |
| Fitzgerald  | Brian        | Public Works        | 24,000.51    |
| Massa       | Emma         | Police              | 2,694.27     |
| Mapp        | Rosanne      | Senior Workoff      | 121.00       |
| Buckley     | Veronica     | Council on Aging    | 53,592.00    |
| Peterson    | Ross         | Light               | 68,465.45    |
| Curtin      | Joseph       | Light               | 1,500.00     |
| Warner      | Sherilyn     | Election Worker     | 478.50       |
| Perry Jr.   | Edward       | Town Administrator  | 98,785.60    |
| Sullivan    | Kristen      | Library             | 11,196.77    |
| Sparks      | Timothy      | Light               | 9,960.72     |
| Moulton     | Kara         | Recreation          | 3,323.31     |
| Downey      | Jacob        | Recreation          | 3,137.26     |
| Pomeroy     | Kendra       | Police              | 250.00       |
| Chapman     | Emily        | Recreation          | 1,673.43     |
| O'Connor    | Emma         | Recreation          | 3,158.44     |
| Day         | Devin        | Public Works        | 27,506.06    |
| Grady       | Dylan        | Recreation          | 1,459.69     |
| Golen       | Saige        | Recreation          | 2,843.45     |
| Smith       | Victoria     | Treasurer/Collector | 72,751.66    |
| Ash         | James        | Council on Aging    | 15,691.62    |
| Mammone     | Karen        | Public Works        | 38,167.20    |
| Perez       | Ezekiel      | Light               | 7,100.50     |
| McLellan    | Sally        | Town Clerk          | 2,137.50     |
| Farrell     | Kathleen     | Town Clerk          | 39,101.64    |

|                |             |                     |              |
|----------------|-------------|---------------------|--------------|
| DiPietro       | Andrew      | Dispatchers         | \$ 40,282.62 |
| Cabrera        | Luis        | Public Works-0650   | 5,642.00     |
| Bellizzi       | Andrew      | Fire                | 1,003.28     |
| Dame           | Benjamin    | Dispatchers         | 9,133.80     |
| Glasier        | Judith      | Election Worker     | 280.50       |
| Hartnett       | James       | Election Worker     | 504.00       |
| Spinazola      | Joseph Jr   | Senior Workoff      | 855.25       |
| Horning        | Jacquelyn   | Public Works        | 726.75       |
| Moore          | Robert      | Board of Health     | 7,052.40     |
| Galeski        | Jaine       | Dispatchers         | 4,818.29     |
| Page           | Patricia    | Building            | 29,677.28    |
| MacAloney      | Denise      | Town Clerk          | 7,330.00     |
| Kathman        | Paul        | Inspector           | 315.00       |
| Qualey         | Anthony     | Public Works        | 13,955.98    |
| Smith          | David       | Public Works        | 20,954.44    |
| Baldarelli Jr. | Jason       | Fire                | 11,974.81    |
| Fanelli        | Peter       | Dispatchers         | 1,078.78     |
| Sanford        | Kevin       | Light               | 42,543.71    |
| Roseberry      | Katelyn     | Light               | 7,012.50     |
| Tignor         | George      | Building            | 175.00       |
| Huff           | Brett       | Water               | 27,275.56    |
| Buffalo        | Richard     | Public Works        | 21,489.11    |
| Miller         | Craig       | Planning Board      | 100.00       |
| Clemence       | Elizabeth   | Treasurer/Collector | 22,768.02    |
| Santoro        | John        | Planning Board      | 100.00       |
| Rausch         | Jacob       | Recreation          | 3,658.00     |
| Hauver         | Shea        | Recreation          | 2,128.88     |
| Castagna       | Anthony     | Police              | 3,000.98     |
| Bjorkman       | Curt        | Inspector           | 280.00       |
| Gonsorcik      | Shari       | Recreation          | 7,529.51     |
| Millhofer      | Dorothy     | Council on Aging    | 5,848.00     |
| Jewett         | Erik        | Public Works        | 15,826.13    |
| Belmain        | Lisa        | Election Worker     | 192.50       |
| Doherty        | Judith      | Election Worker     | 409.75       |
| Flannery       | Kevin       | Election Worker     | 354.75       |
| Farrell        | John        | Election Worker     | 247.50       |
| Feller         | Thomas      | Police              | 1,940.16     |
| Chaffee        | Christopher | Election Worker     | 99.00        |
| Hovasse        | Heather     | Dispatchers         | 726.15       |
| Tatasciore     | Domenica    | Planning Board      | 11,307.72    |
| Hill           | Linda       | Election Worker     | 104.50       |
| Clark          | Linda       | Election Worker     | 110.00       |

|            |            |                     |    |              |
|------------|------------|---------------------|----|--------------|
| Bershad    | Blaine     | Election Worker     | \$ | 159.50       |
| Bloom      | Sharon     | Election Worker     |    | 16.50        |
| McHugh     | Alicia     | Election Worker     |    | 99.00        |
| Baliunas   | Michelle   | Election Worker     |    | 99.00        |
| Martin     | Heide      | Election Worker     |    | 115.50       |
| MacPherson | Keith      | Public Works        |    | 3,942.75     |
| Hryniewicz | Julia      | Recreation          |    | 262.50       |
| Blakeney   | Scott      | Police              |    | 1,176.00     |
| O'Connor   | Mary       | Senior Workoff      |    | 319.00       |
| Belair     | Jacquelyn  | Recreation          |    | 4,257.37     |
| Cutler     | Robert     | Assessor            |    | 1,500.00     |
| Murray     | Theresa D. | Treasurer/Collector |    | 53,316.00    |
| Darci      | Rachel     | Dispatchers         |    | 154.50       |
|            |            |                     | \$ | 6,153,596.21 |

**TOWN OF STERLING**  
**REPORT OF THE TREASURER/COLLECTOR**  
**TAX COLLECTIONS - 12/31/18**

| <b>Real Estate<br/>Taxes</b> | <b>TAXES<br/>COMMITTED</b> | <b>ABATE/<br/>EXEMPT</b> | <b>TRANSFER to<br/>TAX TITLE</b> | <b>COLLECTIONS<br/>less refunds</b> | <b>BALANCE</b>               |
|------------------------------|----------------------------|--------------------------|----------------------------------|-------------------------------------|------------------------------|
| Levy of 2019                 | \$18,596,684.27            | \$34,056.50              | \$0.00                           | \$9,544,443.33                      | \$9,018,184.44               |
| Levy of 2018                 | \$17,865,191.08            | \$89,709.40              | \$67,077.33                      | \$17,605,093.52                     | \$103,310.83                 |
| Levy of 2017                 | \$17,113,786.30            | \$80,977.28              | \$68,078.13                      | \$16,945,654.11                     | \$19,076.78                  |
| Levy of 2016                 | \$16,760,234.35            | \$91,773.67              | \$90,035.90                      | \$16,578,424.94                     | -\$0.16                      |
| Levy of 2015                 | \$15,576,819.78            | \$55,401.16              | \$69,080.96                      | \$15,452,337.66                     | \$0.00                       |
| Levy of 2014                 | \$15,005,223.52            | \$58,478.46              | \$129,228.60                     | \$14,817,136.53                     | \$379.93                     |
| Levy of 2013                 | \$14,586,299.93            | \$55,500.37              | \$124,619.44                     | \$14,406,180.12                     | \$0.00                       |
| Levy of 2012                 | \$14,339,236.77            | \$59,784.49              | \$96,665.40                      | \$14,182,786.88                     | \$0.00                       |
| Levy of 2011                 | \$14,077,243.42            | \$75,384.60              | \$83,838.00                      | \$13,918,020.82                     | \$0.00                       |
| Levy of 2010                 | \$14,082,290.52            | \$60,062.05              | \$68,711.35                      | \$13,953,517.12                     | \$0.00                       |
| Levy of 2009                 | \$14,116,679.40            | \$51,584.01              | \$58,470.21                      | \$14,006,625.18                     | \$0.00                       |
| Levy of 2008                 | \$13,461,501.69            | \$44,339.99              | \$39,432.99                      | \$13,377,728.71                     | \$0.00                       |
| Levy of 2007                 | \$12,709,130.84            | \$43,202.82              | \$30,136.98                      | \$12,635,791.04                     | \$0.00                       |
| Levy of 2006                 | \$12,567,052.89            | \$52,248.07              | \$36,848.81                      | \$12,477,625.70                     | \$330.31                     |
| Levy of 2005                 | \$11,416,727.35            | \$35,263.94              | \$46,155.08                      | \$11,335,038.39                     | \$269.94                     |
|                              |                            |                          |                                  |                                     | <b><u>\$9,141,552.07</u></b> |

| <b>Personal<br/>Property Taxes</b> | <b>TAXES<br/>COMMITTED</b> | <b>ABATE/<br/>EXEMPT</b> | <b>COLLECTIONS<br/>less refunds</b> | <b>BALANCE</b>             |
|------------------------------------|----------------------------|--------------------------|-------------------------------------|----------------------------|
| Levy of 2019                       | \$715,534.61               |                          | \$6,183.64                          | \$709,350.97               |
| Levy of 2018                       | \$729,422.54               | \$3,208.06               | \$722,211.23                        | \$4,003.25                 |
| Levy of 2017                       | \$768,382.98               | \$580.53                 | \$764,887.13                        | \$2,915.32                 |
| Levy of 2016                       | \$799,941.37               | \$1,054.05               | \$795,746.39                        | \$3,140.93                 |
| Levy of 2015                       | \$727,451.88               | \$2,000.00               | \$722,689.39                        | \$2,762.49                 |
| Levy of 2014                       | \$722,268.09               | \$2,941.59               | \$715,969.83                        | \$3,356.67                 |
| Levy of 2013                       | \$604,838.65               | \$7,473.56               | \$591,162.17                        | \$6,202.92                 |
| Levy of 2012                       | \$592,766.33               | \$7,402.20               | \$583,218.75                        | \$2,145.38                 |
| Levy of 2011                       | \$538,892.36               | \$8,318.69               | \$528,356.39                        | \$2,217.28                 |
| Levy of 2010                       | \$455,688.60               | \$5,625.59               | \$448,331.17                        | \$1,731.84                 |
| Levy of 2009                       | \$422,388.42               | \$38,404.38              | \$382,564.91                        | \$1,419.13                 |
| Levy of 2008                       | \$372,158.68               | \$3,212.84               | \$366,809.99                        | \$2,135.85                 |
| Levy of 2007                       | \$307,746.94               | \$230.93                 | \$306,660.55                        | \$855.46                   |
| Levy of 2006                       | \$301,777.76               | \$143.48                 | \$300,884.55                        | \$749.73                   |
| Levy of 2005                       | \$352,972.23               | \$452.74                 | \$351,989.08                        | \$530.41                   |
|                                    |                            |                          |                                     | <b><u>\$743,517.63</u></b> |

| <b>Motor Vehicle<br/>Excise</b>        | <b>TAXES<br/>COMMITTED</b> | <b>ABATE/<br/>EXEMPT</b> | <b>COLLECTIONS<br/>less refunds</b> | <b>BALANCE</b>            |
|--|----------------------------|--------------------------|-------------------------------------|---------------------------|
| Levy of 2018                           | \$1,493,087.49             | \$35,913.57              | \$1,417,348.79                      | \$39,825.13               |
| Levy of 2017                           | \$1,465,357.67             | \$42,339.49              | \$1,411,621.84                      | \$11,396.34               |
| Levy of 2016                           | \$1,356,733.43             | \$35,277.57              | \$1,316,580.73                      | \$4,875.13                |
| Levy of 2015                           | \$1,280,992.50             | \$26,775.89              | \$1,251,021.02                      | \$3,195.59                |
| Levy of 2014                           | \$1,252,073.05             | \$27,581.89              | \$1,221,590.85                      | \$2,900.31                |
| Levy of 2013                           | \$1,160,670.44             | \$29,846.92              | \$1,130,823.52                      | \$0.00                    |
| Levy of 2012                           | \$1,100,575.28             | \$26,916.51              | \$1,073,658.77                      | \$0.00                    |
| Levy of 2011                           | \$1,062,844.18             | \$28,869.53              | \$1,033,974.65                      | \$0.00                    |
| Levy of 2010                           | \$1,028,070.80             | \$26,792.09              | \$1,001,278.71                      | \$0.00                    |
| Levy of 2009                           | \$1,052,796.65             | \$28,344.07              | \$1,024,452.58                      | \$0.00                    |
| Levy of 2008                           | \$1,096,483.60             | \$29,506.29              | \$1,066,977.31                      | \$0.00                    |
| Levy of 2007                           | \$1,126,533.83             | \$33,574.95              | \$1,092,958.88                      | \$0.00                    |
| Levy of 2006                           | \$1,157,273.74             | \$30,803.51              | \$1,126,470.23                      | \$0.00                    |
| Levy of 2005                           | \$1,154,167.25             | \$34,665.22              | \$1,119,502.03                      | \$0.00                    |
| Levy of 2004                           | \$1,151,250.39             | \$36,877.63              | \$1,114,372.76                      | \$0.00                    |
|  |                            |                          |                                     | <b><u>\$62,192.50</u></b> |
| <b>Taxes Liens/Tax Title</b>           |                            |                          | <b>\$352,424.20</b>                 |                           |
| <b>Tax Foreclosure/Tax Possessions</b> |                            |                          | <b>\$90,803.71</b>                  |                           |

**TOWN OF STERLING  
REPORT OF THE TREASURER/COLLECTOR  
CAPITAL & STABILIZATION FUNDS - June 30, 2018**

|                    |                              |
|--------------------|------------------------------|
| STABILIZATION FUND | \$809,960.00                 |
| CAPITAL FUND       | \$3,642,136.47               |
| <b>TOTAL</b>       | <b><u>\$4,452,096.47</u></b> |

**TOWN OF STERLING  
REPORT OF THE TREASURER/COLLECTOR  
DEBT - JUNE 30, 2018**

| PROJECT                  | Year | Bond<br>Matures | Rate  | Original Bond  | FY18 Interest | FY18 Principal | Balance        |
|--------------------------|------|-----------------|-------|----------------|---------------|----------------|----------------|
| School Renovation        | 2006 | 2/15/2020       | 4.00% | \$9,365,000.00 | \$121,200.00  | \$1,030,000.00 | \$2,000,000.00 |
| Griffin Road Land        | 2011 | 6/15/2019       | 3.00% | \$82,000.00    | \$600.00      | \$10,000.00    | \$10,000.00    |
| Library Renovation       | 2011 | 6/15/2021       | 3.00% | \$455,000.00   | \$6,300.00    | \$45,000.00    | \$135,000.00   |
| Police & Fire Stations   | 2011 | 6/15/2021       | 3.00% | \$1,580,500.00 | \$21,210.00   | \$156,000.00   | \$665,000.00   |
| Fire Station             | 2005 | 5/15/2025       | 4.00% | \$1,950,000.00 | \$31,397.50   | \$95,000.00    | \$451,000.00   |
| Water Tank Land          | 2011 | 6/15/2020       | 3.00% | \$44,000.00    | \$440.00      | \$4,000.00     | \$9,000.00     |
| Water Tank               | 2011 | 6/15/2021       | 3.00% | \$798,500.00   | \$11,200.00   | \$80,000.00    | \$240,000.00   |
| Water Disinfecting Plant | 2004 | 2/1/2021        | 5.25% | \$451,269.00   | \$5,801.77    | \$30,000.00    | \$100,000.00   |
| Water Mains              | 2005 | 5/15/2025       | 4.00% | \$660,000.00   | \$9,915.00    | \$30,000.00    | \$210,000.00   |
| Water Well and UV #1     | 2007 | 7/15/2027       | 2.00% | \$806,740.00   | \$9,281.98    | \$39,730.00    | \$444,234.00   |
| Water Well and UV #2     | 2008 | 1/15/2018       | 4.15% | \$388,000.00   | \$1,452.50    | \$35,000.00    | \$0.00         |
| Vault                    | 2013 | 6/15/2020       | 2.80% | \$205,000.00   | \$2,380.00    | \$30,000.00    | \$55,000.00    |

|               |      |           |       |                |                     |                       |                       |
|---------------|------|-----------|-------|----------------|---------------------|-----------------------|-----------------------|
| Fire Truck    | 2015 | 4/15/2020 | 3.00% | \$560,000.00   | \$13,200.00         | \$110,000.00          | \$220,000.00          |
| Senior Center | 2015 | 4/15/2035 | 3.00% | \$2,530,000.00 | \$81,737.50         | \$130,000.00          | \$2,140,000.00        |
| <b>TOTAL</b>  |      |           |       |                | <b>\$316,116.25</b> | <b>\$1,824,730.00</b> | <b>\$6,679,234.00</b> |

Victoria Smith  
Treasurer/Collector

**TOWN OF STERLING**  
**REPORT OF THE TREASURER/COLLECTOR**  
**TRUST FUNDS - DECEMBER 31, 2018**

| ACCOUNT                         | PRINCIPAL               | AVAILABLE                    |
|---------------------------------|-------------------------|------------------------------|
|                                 | Non-Expendable<br>Funds | Funds<br>Expendable<br>Funds |
| Jacob Conant - Fuel Fund        | 2,200.00                | 3,380.40                     |
| Emily Wilder - Fuel Fund        | 1,500.00                | 2,673.47                     |
| Clarissa A. Freeman Fund        | 5,000.00                | 2,566.86                     |
| Martha Roper Fund               | 500.00                  | 1,169.29                     |
| Albert Farwell Fund             | 1,000.00                | 824.61                       |
| Henry Stephenson Fund           | 2,000.00                | 4,021.39                     |
| Alba Coffin Fund                | 1,000.00                | 1,613.26                     |
| TPA Trust for the Needy         | 0.00                    | 1,817.76                     |
| John Houghton Needy Women       | 52,664.36               | 6,452.20                     |
| Butterick Library               | 11,000.00               | 239.68                       |
| Eli Kilburn Library             | 3,250.00                | 157.05                       |
| Conant Library                  | 500.00                  | -5.72                        |
| Waite Library                   | 3,000.00                | 148.40                       |
| Putnam Library                  | 2,000.00                | 97.01                        |
| W C Kendall Library             | 500.00                  | 63.61                        |
| Charles Place Library           | 2,450.00                | 128.85                       |
| Edward Conant Library           | 1,200.00                | 87.93                        |
| Madaline Miller Library         | 1,000.00                | 50.91                        |
| Helen Houghton Library          | 5,726.87                | 179.11                       |
| June Williams Library           | 76,198.95               | 599.80                       |
| Allen Library                   | 0.00                    | 407,778.99                   |
| Flower Fund                     | 4,530.00                | 6,087.75                     |
| Eli Kilburn Park Fund           | 1,300.00                | 1,772.52                     |
| Fannie Stevenson Park Fund      | 1,000.00                | 1,663.96                     |
| Perpetual Care                  | 261,981.58              | 30,161.96                    |
| Florence Houghton Tree          | 3,434.46                | 4,755.49                     |
| Rosamond D. Fanning Scholarship | 1,000.00                | 684.85                       |
| Butterick School Fund           | 10,000.00               | 654.70                       |
| Conant High School Scholarship  | 15,000.00               | 687.12                       |
| Iacobucci Scholarship           | 5,300.00                | 873.17                       |
| Maria Houghton Scholarship      | 52,664.36               | 1,350.85                     |
| Wachusett Area EMS              | 0.00                    | 192,678.04                   |
| Cultural Council                | 0.00                    | 1,999.00                     |
| Title 5 Septic Loans            | 0.00                    | 0.00                         |



|                                |            |              |
|--------------------------------|------------|--------------|
| George & Mary Gibbs Recreation | 5,000.00   | 4,355.00     |
| Conservation                   | 0.00       | 14,623.03    |
| Chocksett Crossing             | 0.00       | 40,287.28    |
| OPEB                           | 0.00       | 468,345.66   |
| Total                          | 533,900.58 | 1,205,025.24 |

Victoria Smith  
Treasurer/Collector

The Treasurer/Collectors office had some changes occur back in June, 2018. Karen Leclerc retired from her position as Assistant Treasurer. Karen worked for the town for 10 years and she has truly been missed throughout the town hall. Our search for Karen's replacement was hard but we found and hired Elizabeth Clemence. Prior to coming to the Town of Sterling, Elizabeth worked for Leominster Credit Union, which was a good transition for her. She has proven many times that she is definitely the right person for the job.

## BOARD, COMMITTEE and DEPARTMENT REPORTS

### The 1835 Town Hall Committee



**Our Town Hall has been saved for the next generation!** The Committee and the community of supporters should be very proud. It has been a year of accomplishment.

**Universal Access:** A LULA (Limited Use, Limited Access elevator) has been installed in the 1835 Town Hall providing universal access between the first and second floor. This was the result of an \$85,000 grant from the Massachusetts Office on Disability.

**Roofing Project:** We have a new roof! The structure of the Town Hall has been restored and reinforced. The building is saved. Designer/project manager JMBA+ Architects has managed the roofing and structure restoration of the Town Hall. Contractor Vareika Construction completed the work before the first snow fall. Additionally, a grant of \$100,000 in capital funding was approved by MassDevelopment and the Massachusetts Cultural Facilities Fund for the restoration and renovation of the Great Hall of the Town Hall. That project will be completed second quarter 2019.

**Septic System:** We have a topographic and elevation design for the septic tie in to the fire house septic designed to handle the Town Hall when it was built. Easements are required to allow for the installation of the septic forced main between Town Hall and Waushacum Avenue and the property descriptions and language of the proposed easements has been established. A complete system design is in process with funding to be requested for FY 2020.

The Committee would like to thank many people for the progress we made in 2018. Many thanks to our Town Administrator, Ross Perry, for his continued dedication. The Committee greatly appreciates his counsel, support and open-door. Thanks to Joe Booth of JMBA Architects for his constant support and counsel.

The Chair appreciates the long and demanding year of collaboration, communication and care the 1835 Town Hall Committee has given; David Gibbs, Rob Barwise, Carl Corrinne, Joann Drown, Ron Pichierri, Christine McCarthy and Jack Chandler. They are a great team of professionals dedicated to the creation of the cultural centerpiece of the community; the Sterling 1835 Town Hall.

Respectfully Submitted,

Robert McKay Jones, Chair

## **STERLING AGRICULTURAL COMMISSION 2018 ANNUAL REPORT**

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

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

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

The Agricultural Commission hosted a booth at the Sterling Fair which featured maps of Chapter 61 land in town as well as the different soil conditions around the town. The booth was manned through the weekend by commission members who answered a number of questions from Fair attendees.

A meeting was held this year at the Sterling Senior Center with the intent of allowing several local growers to share the story of their farm as well as changes over the years in agriculture. A number of the general public attended and asked questions of the farmers.

## **ANIMAL CONTROL ADVISORY BOARD (ACAB)**

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

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

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

During 2018, the ACAB together with the ACO offered suggestions to the Town Clerk's office to clarify requirements to upgrade Sterling's dog licensing software which included assessing a 3 year dog license.

In 2018, the ACAB addressed changing the violation fee structure to match state levels. The ACAB has tabled review of the Town's kennel licensing by-laws pending the BOS' progress on its master planning project.

ACAB continued to work with ACO Louis Massa and the Emergency Management Division of Sterling's Fire Department to document a disaster animal response plan and establish storage for emergency supplies, along with considering CMDART's resources.

The ACAB conducted several appointments and hearings with residents and interested parties for various animal control issues and/or bylaw violations (including loose dogs,

dog bite, dangerous dog, dog at large, dogs barking), fielding concerns about animal control issues in Sterling.

The ACAB is working on a plan to install signs reminding of the right-of-way of horses.

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

Respectfully submitted,

Terry Sadler, Chairperson  
Animal Control Advisory Board

## **ANIMAL CONTROL OFFICER**

135 Leominster Rd., Sterling, MA 01564

**Phone: 978-422-7331**

In 2018, the Town of Sterling had just less than four hundred animal control calls that came in through our dispatch center. This total does not include follow up phone calls to residents for unlicensed dogs or any other necessary phone calls.

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

|  |                     |
|--|---------------------|
| Dogs at Large.....                     | 110                 |
| Nuisance.....                          | 30                  |
| Hit Dogs/Cats by Vehicles .....        | 7                   |
| Feral/Stray Cats .....                 | 20                  |
| Dog/Cat Bites Sterling residents ..... | 10                  |
| Farm Animal Calls.....                 | 29                  |
| Wildlife Calls .....                   | 72                  |
| Dead Animals Picked Up.....            | 5                   |
| General questions .....                | 15                  |
| Court Cases .....                      | 2 / 0 still pending |

The Town of Sterling licensed 1,537 dogs in 2018, which is 20 more than in 2017. This is the greatest number of dogs licensed since I have been Animal Control Officer, which has been 15 years. This number of licensed dogs appears to be a direct result of more people moving into Sterling and more people having more than one dog. The total dollar amount of citations I issued in 2018 was \$850.00, which includes citations for unlicensed dogs after the April 15 deadline. This total does not include the late fees from the Town Clerk's office of \$25.00 per dog for not being licensed by April 15. The total number of dogs not licensed after April 15 was 300, totaling \$7,500.00 dollars in late fees.

The Municipal Impound was implemented in 2010. It is utilized as a holding facility for animals picked up from a call; it is not utilized as a shelter. This is a great asset for the Town of Sterling. In 2019, I will continue to assist the residents of Sterling in any way I can to help them understand the animal control by-laws. I also hope to get more dogs licensed in 2019 before the April 15 deadline. I plan on achieving this goal by doing even more advertising than I usually do. Having more licensed dogs in Sterling will be beneficial in any emergency situation. In times of crisis, the process of obtaining

animal information will be quicker for a licensed dog who has an ID tag assigned and attached to their collar. Another method that will help in emergency situations is having more animals with microchips.

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



Wildlife calls were up a little in 2018 compared to 2017, which is probably due to more streets in town, more houses, wildlife being pushed out of their habitat into residential areas. One of my goals in 2019 is to educate residents in town about wildlife. I can do this by more press releases and more information in my monthly newsletters. I even had a few hit owl calls. The owls were all brought to Tufts Wildlife division in North Grafton. Eventually they were released back in Sterling.

*Owl saved November 12 on Pratts Junction Road (Photo by Fran Simonds)*

On October 4, 2017, I passed the Massachusetts Animal Fund Animal Control Officer Core Competencies Certification Course in Chelmsford, Massachusetts. This three day course covered everything from state laws to hands on training. In 2012, a law was passed that all animal control officers must be certified by the state. In order to keep our certification, other courses need to be taken during each calendar year totaling a certain number of credits.

My original certification was in May 2005 through the Animal Control Officers Association of Massachusetts. My second certification was in 2007 through the National Animal Control Officer Association. The National Animal Control Officer Association course was 40 hours, and the Animal Control Officers Association of Massachusetts course was 96 hours, providing me with 136 hours of educational and beneficial

information. On October 4, 2012, I attended a seminar at Tufts Veterinary School of Medicine in North Grafton pertaining to the new law changes that took affect October 31st of 2012 in chapter 140 (state law) for animal control officers. It was an all day seminar and I was granted a diploma. October 16, 2014, I took a training course through CMDART which stands for Central Massachusetts Disaster Response Team. This means I am trained to respond to a man-made or natural disaster in Sterling or Central Massachusetts. We also had a shelter simulation at the first church in Sterling October 19, 2014 which went very well. In 2016, I took a few different courses pertaining to large animals. This training showed me how to properly handle a situation if a horse, cow or any other large animal goes down.

My goal in 2019 is to take additional seminars and courses throughout the year to improve my education; this will in turn not only be beneficial to me but will benefit Town of Sterling residents as well.

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

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

I also would like to thank the following town departments for their assistance and support throughout this past year: Town Clerks Office; Sterling Police Department and Dispatchers; Fire Department; Animal Control Advisory Board; Board of Health; Light Department; DPW and all other Town Departments. I look forward to being your Animal Control Officer for 2019 and making positive changes for the town of Sterling's animal community.

Respectfully submitted,

Louis Massa  
Animal Control Officer



## **BOARD OF HEALTH**

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

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

**In 2018, all operations of the Sterling Board of Health were carried out as required.** Results from all permits and licenses issued include the witnessing of 84 percolation tests, 168 deep hole tests (soil testing), 115 Title 5 inspections, 76 food establishment inspections, 3 pool inspections, 1 camp inspection, 12 samples taken from the public beach for water testing and inspections, etc. Animal inspections in 2018 associated to rabies consisted of 24 dog quarantines, 12 cat quarantines; 2 negative state lab tests for possible rabies; and 30 barn inspections. In addition, the BOH is also responsible for responding to nuisance complaints and housing complaints which amounted to 30 complaints in 2018.

Actual Permits/Licenses issued by the Board of Health for 2018 were: Camp Permits 1; Septic Construction Permits 70; Food Establishment Permits 85; Funeral Home Permit 1; Septic Hauler Licenses 25; Septic Installer Licenses 35; Pool Permits 3; and Private Well Permits 2.

**Public Health Emergency Preparedness** is a major part of the Board's responsibilities, working alongside the Fire Department, the Police Department and DPW to be prepared for emergency situations which have a health-related component. There were a number of related activities in 2018.

The Board of Health conducted a federally-mandated facility set-up drill for our Emergency Dispensing Site at the Chocksett School.

In addition, Sterling BOH is host to Massachusetts Department of Public Health regional assets: a satellite phone for emergency communications and an AM Advisory Radio Station. The latter is housed in the Emergency Operations Center at the Fire Station. This equipment is made available if requested by other local boards of health.

....The satellite phone capability is tested monthly.

....The AM Advisory Radio station is tested annually. It can be used to transmit emergency or advisory information to the public during emergency or public safety incidents. It broadcasts on AM radio channel 1670 (MHz).

Our cache of 2-way, handheld radios was loaned to the Sterling CERT for possible use during the Sterling Fair when directing traffic.

The Sterling Board of Health has a cache of pet crates and a pet-shelter set-up kit from the PHEP Coalition. The supplies are housed with the Sterling Fire Department and can be used when an emergency pet shelter is needed near a human shelter. Details of cache shared with the Animal Control Officer and Animal Control Advisory Board.

The Sterling public health volunteers participated in a deployment call-down drills with the Wachusett Medical Reserve Corps, operated out of Hubbardston and the Worcester Regional Medical Reserve Corps out of Worcester.

The Sterling members of the Wachusett MRC staffed a booth at the Sterling Fair.

Some staff, board members, and volunteers participated in the following trainings and exercises:

- Participate in monthly meetings of the Public Health Emergency Preparedness Coalition Steering Committee and serve on ad hoc committees.
- "Partnering to Accomplish Your Goal" HMCC Emergency Preparedness conference, "Isolation & Quarantine, Community Impact" WMRC, "Teen Brain" opioid/drug effect on developing brains, "NARCAN" use training, "Social Media Best Practices".

Flu shots were provided for 99 seniors/employees and 12 public safety personnel.

Sterling Board of Health is a member of the Montachusett Public Health Network (MPHN) consisting of 11 towns. The services performed through the MPHN are nursing and some inspectional services.

The program for obtaining kiosks, housed at the Police Station, for sharps and medications which was started in 2016 in conjunction with MPH N has been well received by Sterling residents and was successfully continued in 2018.

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

Sterling Board of Health

Allen Hoffman

Gary Menin

Donna Clark, Chairperson

## **BUILDING, ELECTRICAL, GAS, AND PLUMBING INSPECTORS**

### **Report of the Building Inspector**

During the year of 2018, the Building Department issued 380 building permits for various projects. The Department received a sum of \$ 154,816 for building permits and annual inspections, which was deposited into the Town Treasury.

Sarah Culgin  
Building Commissioner

### **Report of the Electrical Inspector**

During the year of 2018, the Electrical Inspector issued 190 electrical wiring permits and received a sum of \$17,830 for the electrical permits, which was deposited into the Town Treasury.

J. Gary Harrington  
Electrical Inspector

### **Report of the Gas Inspector**

During the year of 2018, the Gas Inspector issued 87 gas permits and received a sum of \$6,800 for the gas permits, which was deposited into the Town Treasury.

Robert Janda  
Gas Inspector

### **Report of the Plumbing Inspector**

During the year of 2018, the Plumbing Inspector issued 101 plumbing permits and received a sum of \$9500 for the plumbing permits, which was deposited into the Town Treasury.

Robert Janda  
Plumbing Inspector



## Town of Sterling Conservation Commission

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

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

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

The Conservation Commission, in 2018, continues its planning for the implementation of a trails system to promote the use of the land in a manner consistent with the goals of open space and recreation and is pursuing further funding for a second phase of trails work in the Swett Hill/Hall Ave area.

The Commission has completed forest stewardship planning with the goal of managing conservation-controlled forest land for ecosystem health and examination as a sustainable source of some revenue via Timber harvesting. Planning and bidding for lumber management at the Commission property at 19 rear Hardscrabble Road due to be implemented for calendar year 2018. This has been facilitated by the retention of Gary Gouldrup, certified forester to aid the commission in planning and bidding. The Commission is currently implementing for 2019 harvesting in the Percival conservation area and is formulating a timber cleanup and thinning for the Park Street Conservation area behind town hall. This area was severely damaged during the ice storm of 2018 and the harvesting will also result in clean up of storm damage and re-establishment and enhancement of the trail network.

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

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

## **COUNCIL ON AGING**

The mission of the Council on Aging is to maintain the health and well being of the Sterling seniors and to assist them with preserving their independence. We achieve our mission by providing a variety of programs, services and support available to over 2200 residents over the age of 60, their families and their caretakers. Additionally, the Senior Center serves to support residents of any age with disabilities or with social support needs.

We are pleased to report that growth in participation at the Senior Center continued through 2018. 1053 members engaged in events, volunteer opportunities or services. On any given day, the Center hosted an average of 83 seniors, marking a 19% increase over 2017. An Age and Dementia Friendly Survey to measure community perceptions of needs was completed during the summer of 2018. The results of this survey are being used to plan future programs and services.

Our volunteers continue to be a source of inspiration in our community. 83 of our 97 volunteers are seniors themselves! In total, our volunteers logged almost 9000 hours of service, performing countless functions that enabled our Center to remain bustling with activity. Largely due to the strength and stability of our volunteer force, in 2018 the Center was able to begin a five-day per week home-cooked congregate lunch program. This resulted in a 100% increase in lunch participants from the previous year.

The COA Board provides policy guidance and assistance with goal achievement. In 2018 the Board worked with the Senior Center Director to develop the COA Board Policy and Procedure Manual and the Sterling Senior Center Policy and Guiding Principles Manual. In addition, the working committees, including program, marketing, evening dinner and art, worked collaboratively to provide and promote diversified quality programming.

The following is a brief description of key programming offered in 2018.

Exercise: Chair Yoga, Strengthening Yoga, Chair Pilates, Mat Pilates, Tai Chi, Senior Cardiovascular Fitness, Line Dancing, Zumba, Senior Strong balance, strength and flexibility classes, Pickleball, Walking Club and Partnership Program with the Greendale Y.

Health Promotion: Blood Pressure Clinics by Sterling EMT, Elder Keep Well Clinics by VNA, Flu Clinic, Foot Care Clinics, SHINE Counseling, Durable Medical Equipment loans, Parkinson's Support Group, Taking Charge Series and Meditation programs.

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

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

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

Outreach Services: Home Visits including Outreach Initiative to Seniors over the age of 80, Office Consultations to provide Application Assistance, Advocacy, Case Management, Crisis Intervention, Family Support, Links to Programs and Services, Well-Being Checks and Assessments, Friendly Visiting Program.

Transportation: COA/ MART Accessible Vans operate daily Monday through Friday. Services provided to seniors or residents with disabilities include rides to the senior center, grocery stores, pharmacies, doctor appointments, physical therapy appointments, social engagements and more. 3791 rides were provided in 2018. Van drivers' salaries are reimbursed to the Town of Sterling through MART.

Newsletter: 12-page monthly color publication of events, topics of interest and resource information is mailed to 1600 senior households and is also available online at [www.sterling-ma.gov/seniorcenter](http://www.sterling-ma.gov/seniorcenter). Newsletter is largely funded by advertisements and a grant from the Executive Office of Elder Affairs.

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

The Council on Aging would like to thank the Friends of Sterling Seniors, FOSS, for their fundraising efforts and generous financial assistance in 2018. Breakfast options, coffee bar, theme lunches, programming, quarterly lunch and learns for staff and volunteers, building furnishings and more were supported by FOSS. FOSS also sponsors the very popular monthly pancake breakfasts.

Seniors, their caregivers and families are encouraged to take advantage of the programs and services offered at the Senior Center. Telephone consultations and home visits are available. We are committed to being a volunteer driven organization, so

consider joining our volunteer team. Whether you are a participant, a volunteer or both, we welcome you into our Senior Center community.

Respectfully submitted,

Veronica Buckley  
Senior Center Director



*Evening Dinner at the Senior Center*



*Evening Sky (left) Senior Center*



*Classic Car Show*



## **STERLING CULTURAL COUNCIL**

The Sterling Cultural Council (SCC) is the local extension of the Massachusetts Cultural Council (MCC) and is responsible for administering grants to fund cultural activities that benefit local residents. The SCC is composed of seven members who are appointed by the Sterling Board of Selectmen. The majority of the Council's responsibilities are accomplished between October and February.

Historically, the funding level in support of requests submitted by community organizations has been inadequate to fully fund all requests, even as Sterling's MCC allocation was raised to \$5,000 this past year. Simply, we typically receive more grant requests than we can fund. However, a new budget line was approved by our Annual Town Meeting last year to provide an additional sum of \$3,500 above the state's allocation. Because of these funds, and a slightly lower level of funding requests than ordinary, the SCC was able to support our community requests.

Examples of the local organizations that received MCC and SCC support this year were requests from the Conant Public Library, Sterling Senior Center, Sterling Recreation Department, Community Theater, F. G. Houghton Elementary School, the Audio Journal, and others.

All of these organizations provide Sterling residents, of all ages, with the opportunity to experience music performances, art showings, theater performances, lectures, and visitations to cultural programs in Sterling and central Massachusetts. Our Cultural Council operates in accordance to guidelines and requirements established by the Massachusetts Cultural Council.

## **DEPARTMENT OF PUBLIC WORKS**

We herewith submit the 2018 annual report of the Department of Public Works.

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

**CEMETERIES** - There were 25 new lots sold and 32 burials in 2018. Normal maintenance as required was performed during the year.

**PARKS** – All athletic fields were maintained and put to full use by many young people as well as many adults.

We would also like people to know that there is a permanent basketball court and volleyball court at Sholan Park. You must bring your own basketball and volleyballs to use these facilities.

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

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

**RECYCLING** - The drop-off recycling center at The Department of Public Works closed permanently July 1, 2015. Residents are encouraged to utilize the Wachusett Watershed Regional Recycle Center.

**Wachusett Watershed Regional Recycle Center** is located at 131 Raymond Huntington Highway, West Boylston, MA. P.O. Box 593, Holden, MA 01520. For hours/days of operation please refer to [Wachusettearthday.org](http://Wachusettearthday.org) site or call 978-464-2854.

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

If you have any questions on recycling, stop by or contact the Department of Public Works Office at:

**(978) 422-6767 Monday through Friday from 7:00 a.m. to 3:30 p.m.**

**WATER:** Total Water Sales: \$ 1,034,814.44

Hydrant Rental: \$ 26,675.00

There were 17 new services added this year making a total of 2418 customers who are presently being served.

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

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

Donald Harding, Chairman; Lawrence Favreau, Vice Chairman; Greg Aubin, Clerk  
William P. Tuttle, Superintendent

## **STERLING ECONOMIC DEVELOPMENT COMMITTEE**

The Economic Development Committee (EDC) has been very active and taken a comprehensive approach to promoting economic development in Sterling by seeking to improve the business climate in our community.



To achieve this goal, we strongly supported hiring a Town Planner who can assist our Planning Board and Board of Selectmen by bring in additional outside resources to revamp confused and restrictive zoning districts that inhibit commercial and industrial development. A major focus of EDC interest occurs along

sections of route 12 southward from the Leominster boundary to beyond the center of Town. One example of these planning efforts appears on a warrant before the Annual Town Meeting in the form of a proposed zoning change addressing the former Sterling Inn. The proposed zoning change would make the area more business-friendly to future entrepreneurs seeking to re-establish commercial opportunities at that location. Other zoning conflicts recognized by planners occur along route 12 near the Leominster-Sterling line.

In order to promote Sterling to the business community, both externally and internally, the EDC has hired Lex Thomas Communications to develop events and promotional materials that identify positive aspects associated with relocating to, and/or, remaining in Sterling. Under Lex Thomas Communications guidance, EDC held the Sterling Business Forum in order to meet with our local business leaders to hear their input toward improving our business climate. The EDC also initially sponsored the establishment of the Sterling Business Association designed to encourage existing businesses to recognized future natural alliances by networking and sharing issues important to them with town leaders.

The Committee has also taken an interest in improving the physical appearance of Sterling because we believe that if we want business to invest in our town, we need to have our town look like it's



worth investing in. To accomplish this, we have worked with numerous town departments and governmental leaders to reduce the number of nuisance and abandoned properties. Members of the EDC are also involved in the Town Center Revitalization project and funded a study to explore the feasibility of introducing sewage services to the town center and other commercial-industrial areas to promote business development. The Committee also re-initiated a successful springtime town-wide cleanup program that will be expanded this year aimed at improving the roadside appearance of Sterling and channeling public enthusiasm toward increased pride in our community. Lastly, the EDC is concerned about one of Sterling's natural assets, our Town Beach. To this end, EDC members have joined with the Conservation Commission, the Department of Public Works, and representatives of the Lake Association to develop plans to resolve long-standing storm water issues and to restore the appearance and functionality of our Town Beach for all residents.

Respectfully Submitted by

The Sterling Economic Development Committee

## **STERLING FAIR COMMITTEE**

The 2018 Sterling Fair, now in its 37<sup>th</sup> year, set an all-time attendance record attracting more than 42,000 enthusiastic fairgoers. The weather was nearly perfect for all three days. The Fair continues to be a public relations success for our town, and this year was voted Worcester Magazine's 'Signature Event' for Sterling. In November the Wachusett Area Chamber of Commerce held a Salute Breakfast honoring the Sterling Fair and Jim Simpson of the Sterling Airport.

We are proud to announce that we have once again accomplished our goal of keeping the fair free and self supporting. There was no admission charge or parking fee, giving the Sterling Fair the distinction of being one of the only free fairs in existence.



The fair again exceeded expectations for farm animals and 4H project entries. A major goal of the Sterling Fair is to preserve the agricultural heritage of the Town of Sterling. Hundreds of cash premiums and thousands of ribbons were awarded in the fields of horse and oxen pulls, tractor pulls, cattle, and poultry. The exhibit hall was filled with field crops, flowers, vegetables, eggs, honey, fruit, baked goods, and canned goods.

Unfortunately, this year the airport hangar was unavailable for our use and we were forced to cancel some of the exhibit hall entries around arts and crafts. Our goal for 2019 is to bring this important part of our fair back to our exhibit hall.

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

The Sterling Fair Committee owes a tremendous debt of gratitude to the many individuals, volunteers, companies, businesses, town boards, and town departments who contributed their time, talents, and materials, towards a safe, organized, and fun filled fair. A special "thank you" goes out to Jim Simpson and the Ciborowski family for

their very generous contributions, which provide the fairgrounds and make the Fair possible.

The Sterling Fair still needs a permanent home, and this is a main focus for The Sterling Fair Committee's long-term goals. In addition, we are always looking for committee members dedicated to running the fair. Our primary goal for 2019 is identifying our needs with clear role definitions and targeting community groups to fulfill them.

Please join us September 6, 7 & 8, 2019 for our next fun filled weekend at the Sterling Fair. Hall entries will be accepted on Thursday, September 5<sup>th</sup>, from 5 pm to 8 pm. Most entries and all information will be on our website at [www.sterlingfair.org](http://www.sterlingfair.org)

Respectfully submitted  
Doug Downey, Chairman





## **STERLING FIRE DEPARTMENT & FIRE DEPARTMENT AMBULANCE** **STERLING EMERGENCY MANAGEMENT AGENCY**

### **The Department**

The Sterling Fire Department is a combination department with both fulltime and on-call personnel. Currently the department has seven fulltime personnel including the fire chief, an administrative assistant who manages the office, ambulance billing, incident reporting and schedules inspections, a fire prevention and code enforcement lieutenant who works weekdays, and four firefighter / paramedics who work alternating 24-hour shifts. In addition to our fulltime staff, there are thirty-two on-call and per-diem personnel that provide response to the community throughout the year based on their availability with job, school and family commitments. We operate out of a single fire station built in 2005, located in the center of town. Our response apparatus includes; two command vehicles, two engines, one aerial ladder, one rescue, two advanced life support ambulances, three forestry trucks, a boat, and two support trailers for hazardous materials and emergency management response. In addition, we host a regional mass casualty trailer and a regional off-road response vehicle. We also have members that respond as part of the Fire District Regional Dive Team and Technical Rescue Response Team. Sterling is a member of Mutual Aid Fire District 8 which encompasses 33 cities and towns within Central Massachusetts.

### **Mission Statement**

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

### **Vision Statement**

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

### **Emergency and Service Calls**

Fire Department personnel responded to a total of 1,331 incidents (*calls for service*) in calendar year 2018. This was an increase of 101 incidents compared to 2017. Of this,



618 incidents were medical emergencies (ambulance only), 190 incidents were combined fire and ambulance calls, and 523 incidents were fire/service related incidents. The department responds to a variety of incidents including; medical emergencies, alarm investigations, brush fires, carbon monoxide investigations, motor vehicle accidents, chimney fires, structure fires, mutual-aid and service calls including house and vehicle lock-outs. Significant responses for the year included a barn fire on Chace Hill Road and house fires on Lakeshore Drive and Upper North Row Road. Our department responds mutual aid to our bordering communities and we are fortunate to have received mutual aid from these same communities for these fires, as well as other incidents as needed. In addition to local mutual aid, Sterling responded as part of a Statewide Mobilization Task Force to Northbridge in July for a gasoline tanker incident and to Lawrence for the Natural Gas Emergencies in September.

In June EMT's and Paramedics delivered a baby girl, while enroute to the hospital from Rowley Hill Road and in December our EMT's and Paramedics delivered twin babies (a girl and a boy) on I190.

In addition to incident response, there are many hours spent conducting training. Fire department personnel train on the first, second and third Wednesday of the month. Additional training drills are scheduled on weeknights and weekends throughout the year and do not include the special skills training that our dive and tech rescue team members participate in, including a daylong structural collapse training drill in October.

Department personnel provide Fire and EMT details that support emergency response including; sporting event coverage like Pop Warner Youth Football, firework shows and other special event detail coverage, including the primary safety response for the annual Sterling Fair. Personnel also provide coverage throughout the year for weather events, such as snow storms, thunderstorms, and other severe weather threats.

### **Permits and Inspections**

The Fire Department Inspection and Code Enforcement Bureau is headed by Lieutenant Thomas Kokernak. The Fire Department issued 820 permits in 2018 and performed numerous on-site inspections. Inspection types include; smoke and carbon monoxide detectors, oil burners, oil tanks, LP gas tanks, tank removals, blasting, and fire suppression systems with many of them requiring a minimum of one site visit to confirm that the work has been done properly and installed per fire and life safety codes, and to verify the equipment operates safely. In addition to daily permit inspections, annual inspections are conducted at commercial and industrial sites as well as annual liquor license inspections completed in conjunction with the building inspector. Sterling Fire Prevention developed and maintains the online open burning

permit system for several towns in Central Massachusetts. Any questions regarding permits, fees, or for scheduling an inspection call the fire department business line or access the information on-line via our website.

### **Fire Prevention and Public Safety Education**

Fire prevention and public safety education continues to be a large priority of the department. In 2018, these efforts were coordinated by Firefighter Charlie Baker and Firefighter Fil Santos who conduct most of these programs in the grammar school. Several members of the department also assist with delivering fire safety programs at different venues throughout the year. The department conducts several educational programs supported by the S.A.F.E. (**S**tudent **A**wareness of **F**ire **E**ducation) program. In addition to the educational programs conducted in the elementary and pre-schools the department also provides station tours, site visits, Public Safety Weekend at Davis' Farmland, and other public safety events as requested.

### **Community Service Activities**

Department members and volunteers from our C.E.R.T. (Community Emergency Response Team) assisted with medical standby and rehabilitation for road races, the Berkshire to Boston Bike Ride, and other community and civil functions. Fire extinguisher training was also provided to several local businesses. Several members of the department are certified to teach Community C.P.R. and First Aid and over a dozen programs were offered in 2018 including to several civic organizations.

### **Smoke & Carbon Monoxide Detectors**

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

Carbon monoxide (CO) alarms have been required since March of 2006. What is Carbon Monoxide (CO)? *Carbon Monoxide* is a colorless, odorless and tasteless poison gas that can be fatal. *CO* can be produced when burning fuels such as gasoline, propane, natural gas, oil or wood. *CO* is the product of incomplete combustion. If you have fire, you have *CO*. A *carbon monoxide detector* is a device that detects the presence of the *carbon monoxide (CO)* gas to prevent *carbon monoxide* poisoning.

Special consideration should be given to the fact that smoke detectors and carbon monoxide detectors do have effective lives to them – like a car battery. It is recommended that a smoke detector be replaced every ten years and a carbon monoxide detector every five to seven years. Requirements for replacing your detectors can be found on our website or more information can be obtained by calling the fire station.

Here are some things you need to know to stay safe in your home;

- A closed door may slow the spread of smoke, heat and fire. Install smoke alarms in every sleeping room and outside each separate sleeping area. Install alarms on every level of the home
- Smoke alarms should be interconnected so when one sounds, they all sound
- Test your smoke alarms at least once a month. Press the test button to be sure the alarm is working
- Today's smoke alarms will be more technologically advanced to respond to a multitude of fire conditions, yet mitigate false alarms
- When a smoke alarm sounds, get outside and stay outside, have a common meeting place that all family members know about

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

**“When you Change your Clocks – Change your Batteries”.**

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

### **Emergency Management**

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

One of our most active missions within emergency management is that of our Community Emergency Response Team (CERT). The CERT Program, managed and coordinated by Assistant Emergency Management Director Jim Emerton, educates

people about disaster preparedness for hazards that may impact our area and trains them in basic disaster response skills, such as fire safety, light search and rescue, team organization, and disaster medical operations. Using the training learned in the classroom and through conducting exercises, CERT members can assist others following an event when professional responders are not immediately available to help. CERT members consist of a group of volunteer citizens including; students, teachers, retirees, ex-military, engineers, and business professionals. The team trains on a regional level along with volunteers from Boylston, Holden, and West Boylston.

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

### **Social Media Notifications**



To keep our citizens informed, in 2018 the fire department started issuing posts of department training, incident response, and important information notifications through social media utilizing Facebook and Twitter. It is important to us that the citizens we serve see the things that we do. In April Firefighters Jim Emerton and Jamie Shea attended a two-day Public Information Officer (PIO) class and are now responsible for issuing official media and social media statements, in addition to the chief.

### **Fire Department Website**



[www.sterlingfd.net](http://www.sterlingfd.net)

The Fire Department launched a new website in July that coincides with revamping the department's social media outreach, and to provide more user friendly, streamlined and

real time information and alerts to visitors. Lt. Thomas Kokernak is the department's website administrator and designed the new website.

The objectives in creating the new website was to build it on a more modern platform so it works just as effectively for people using smartphones and tablets as it does for people using laptop and desk top computers.

The new website is linked to seven sources of real time information. Reverse 911 messages from the CodeRED system, the fire department call activities from their in-house dispatch server, alert feeds from the National Weather Service, and other relevant news feeds are updated on the site as they happen. There is an option on the website to listen to the SFD radio system live, as if you were listening to a streaming internet radio station.

Please feel free to visit our website to learn more about the Sterling Fire Department, our history, our equipment or as a reference to fire codes and regulations. There is also a photo link, which has pictures of incidents and trainings that we participate in throughout the year. This link is maintained by our dedicated photographer Tina Gianos. Next time you are in the station, check out some of her photo's that hang on the walls throughout the building.



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

If you have not already done so, you can access the CodeRED Database to sign up by clicking the link on the Town of Sterling or Sterling Fire Department websites, and follow the link to the "CodeRED Community Notification Enrollment" page.

**Be Ready**



Plan to protect yourself and your family. Your family may not be together when a disaster strikes so it is important to plan: how you will get to a safe place; how you will

contact one another; how you will reunite with each other; and what you will do in different situations. For additional reference on personal and family preparedness you can log in to [www.ready.gov](http://www.ready.gov).

### **Closing Narrative**

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

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

On behalf of the entire department, I would like to thank the residents of Sterling for their continued support of the fire department and its mission. Because of your support, we're able to maintain the apparatus and equipment that is vital to our emergency response. In 2018 we placed in service a new breathing air compressor and fill station for our self-contained breathing apparatus. In addition, we replaced half of our multi-gas meters and replaced all our firefighting hoods with new cancer preventative hoods.

With the approval of additional personnel wages funded in 2018 for an on-call / per-diem EMT or paramedic to cover the station from 11:00PM to 7:00AM, we now have a second staffed person to augment fulltime fire personnel and we have seen a significant drop in response times during that period.

We continue to maintain a strong on-call firefighting and E.M.T. force that is well trained and ready to respond to your needs. To continue do this effectively, we need people who are willing to join the department and be trained as on-call personnel. Our success is based on the dedication and commitment of our call members who respond to incidents over and above their fulltime jobs and family commitments. Many of our call members have moved on to become fulltime firefighters, emergency medical technicians and paramedics. This is a true testament to the dedication and training of our members.

The department remains diligent in applying for and receiving grant money to help offset town operating expenses. This year, grants were utilized to update door entry

systems at the station, purchase iPad's for Emergency Management and update brush and forestry firefighting equipment.

The public is always welcome to stop by the fire station to visit. The Sterling Fire Department is located at 5 Main Street in the center of town. The station is staffed 24-hours a day and general business hours are from 8:00AM to 4:00PM Monday through Friday's.

Wishing everyone a safe and healthy 2019!

Respectfully submitted,

David C. Hurlbut, Jr.

Fire Chief / Emergency Management Director



*Fire Dog Huey*  
*(Photo courtesy of FF/Medic Steve Brosque)*

## **STERLING HISTORICAL COMMISSION**

Looking over the year, the Sterling Historical Commission's activities were as follows:

- The Sterling Farmstead Survey was digitized and is available on the towns website. The survey was distributed to the owners of Sterling's farmstead properties and to the Conant Library.
- Presentation of 'Thoreau's Walk to Wachusett.' The presentation was performed live in the Sterling Historical Society's barn and also televised by the Sterling Lancaster Community Television station.
- The restoration of the headstones at the Chocksett (Reed) cemetery was begun. In the Legg cemetery extensive gate repairs, landscaping, and uprighting of leaning headstones was done. The work was an Eagle Scout project by Christopher Dwyer of Troop 189. The historical aspect of the conservation project was overseen by David Gibbs of the Historical Commission.
- Our membership changed as Robert McKay has moved to Florida. He contributed so much of his energy to seeing that the 1835 Town Hall was preserved. He was also secretary of the commission and actively promoted spreading the word about the great history of Sterling in his many articles to local papers. We were also sad to see the commission's leader Vern Gaw retire from town. Vern Gaw was one of Sterling's most ardent supporters of our local history. He oversaw the preservation of many buildings in Sterling, including 1835 Town Hall and the Sterling Grange. He loved Sterling and his many stories of the area made him part of Sterling's history.
- The commission voted in favor of the 1835 Town Hall Committee's plan for development and restoration of the building.
- The Commission sent a representative to the Town Master Plan meetings. The commission voted to advocate for the Community Preservation Act (CPA) to be incorporated in the developing Sterling Master Plan. We will continue during the Master Plan project to educate ourselves and the community about joining the Community Preservation Plan for the added tax revenue derived from this program to support all aspects of Sterling cultural preservation.
- The Commission thanks the residents of Sterling for supporting the preservation of Sterling's unique history.





*Restored Headstone of Capt. Joseph Lewis, Revolutionary War veteran  
in Chocksett Cemetery (Photo credit C. Harragian)*

## **STERLING HOUSING AUTHORITY**

The Sterling Housing Authority was founded in 1968 and is chartered to oversee, manage and develop State-Aided housing within the Town. Within this charter, the Authority, in participation with other community leaders, also has responsibility to assure adequate sources of affordable private housing for Sterling. The Authority currently manages 40 subsidized apartments for the elderly under Chapter 667, known as Sholan Terrace. There are no family units at Sholan Terrace.

The Sterling Housing Authority is currently managed under a Management Agreement with the Leominster Housing Authority. Under this agreement the Sterling Housing Authority utilizes the staff of the Leominster Housing Authority with the exception of a local Maintenance Mechanic who is a direct employee of the Sterling Housing Authority. The relationship has been in place since 1998.

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

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

Coming in mid-April 2019, the State will be implementing CHAMP (Common Housing Application for Massachusetts Public Housing). This on-line system will allow individuals to submit their application to one or more housing authorities instead of having to mail or hand deliver an application to each housing authority separately.



## **ANNUAL REPORT**

### **Mission**

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

### **Governance**

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

In May, Alicia Emsley, who served the town and library for six years, and Ray Tatten for three both stepped down, and Michael Glavin and Matthew Scannell were elected to the board. At their June meeting, Marion Mahar was elected chairman and Sara Petullo was elected secretary.

### **Services**

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

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

Our website, **[www.sterlinglibrary.org](http://www.sterlinglibrary.org)**, offers online access to library services at any time. Patrons can order or renew books and movies, download audio and E-books, in addition to magazines and videos. Through the website cardholders can use extensive

information databases, research ancestors, or find what new books and movies just came in.

In response to information generated through the library's 2014 long range planning process, the library continues to add programming for both children and adults, and is providing more information to the community on all the free services we offer.

The staff will also assist members of the public in using new technologies.

Working with Nickole Boardman, outreach coordinator at the Council on Aging, the library provides books and movies to Sterling seniors who are homebound.

## **Annual Benchmarks**

### Library Cards

At year-end Sterling had 4,796 active library cardholders – more than 60% of the town.

### Programs

The library held 208 programs for children and young adults with a total attendance of 2,278, an increase of 21% over 2017. In addition to the annual Summer Reading Program, children's programming included weekly story hours, music circles, and a Lego club as well as weekly crafts, half-day school and week-long vacation programs, book clubs for picture book fans, middle schoolers, and parents, and a summer Escape Room.

In 2018, youth services added sewing classes for children as well as a soap-making program. Working with the Sterling Recreation Department, the library placed a Little Free Library, a reproduction of the original 1885 library, at the entrance to the parking for the Recreation Department's Summer Lake Program so that families would have something to read while they enjoyed the sun. The two departments also joined to begin an annual outdoor Family Concert event in August. The first concert featured the Toe Jam Puppet Band, with grandparents, parents and children dancing at the Memorial Park.

Adult programming at the library has increased again in 2018 – up 6% over last year. The library ran 202 programs for adults, with a total attendance of 2,322. Adult programs includes a day and evening book club, a day and even knitting group, a Cook Book Club and a Coloring Club for adults.

There were also speakers, a music concert, author talks, sewing classes and local history programs. Residents Kate Blehar and Meredith Tufts managed the annual Project Linus blanket-making event. The library's meditation program, run by local resident, Cindy Popp-Hager, became so popular it outgrew the space and is hosted at the Sterling Senior Center where it continues to grow.

In addition in 2018, the library offered a special summer reading kick-off program, Balloon Magic by Jungle Jim, funded by the Friends of the Library. The Friends raise funds for children's services each year at their November Craft Fair held at the First Church Hall in Sterling.

The Friends of the Library also host an annual Writing and Arts Slam for middle school students with a reception for the writers, artists and their friends and family, and provide most of the discounted passes offered at the library. They also have contributed thousands of dollars to add downloadable popular books and audio books, available to town residents only.

#### Circulation

A total of 88,774 items circulated to the public and library users downloaded 7,328 E-books in print or audio for a total of 96,012 items. In 2018 the library was visited 49,205 times. Our consortium of 145 libraries, CW MARS, reported that 1 million electronic materials circulated in 2018.

The library, with support from Sean Hamilton, Manager of the Sterling Municipal Light Department, the Sterling Energy Committee, Town Administrator, Ross Perry, Town Facilities Manager, Tom Rutherford and Head of Inspectional Services, Sarah Culgin, updated the HVAC system of the library.

Respectfully Submitted,

The Board of Trustees of the Conant Free Public Library

Marion Mahar, Chairman  
Sara Petullo, Secretary  
Albert J. Carlin

Michael Glavin  
Matthew Scannell  
Lex Thomas

Patricia Campbell, Library Director  
Alex Grebinar, Assistant Director

## **STERLING OPEN SPACE IMPLEMENTATION COMMITTEE**

The efforts of the Sterling Open Space Implementation Committee (OSIC) for the calendar year 2018 can be divided into two main areas: (i) Preparation for additional *Sterling Trails*, maintenance of the existing trails, making trail brochures readily available and offering guided hikes for the public. (ii) Working to complete the update to the Open Space and Recreation Plan (OSRP) through survey, public forum and updating the sections of the OSRP.

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

**Letters of Support for External Grants** – During 2018, OSIC wrote one letter in support of a grant application from Sterling Conservation Commission to the DCR Trails Program, entitled *Wauashacum Woods Interpretive Linkage Trail*. The requested amount was about 15K.

**Changes in OSIC Board Structure** – During 2018, Chuck Plaisted joined the OSIC board, while Erin Rehrig resigned her position due work pressures and family commitments.

**Communication** - In April 2018, as part of the All-Boards meeting, Marion Larson summarized OSIC's recent activities. Several OSIC board members attended the Master Plan presentations and discussions during fall of 2018.

### **OSIC Activities - Trails**

New *Sterling Trails* under Development – The final trail route of the Pine Hill Esker Trail was determined and mapped, and Jim French provided geology background regarding eskers and kettle ponds. After the trail brochure is finalized in early 2019, this will be the next addition to the Sterling Trails. A likely trail route of the *Wauashacum Trail* has been established, linking Wauashacum Overlook with Town Beach and Mudgett Orchard. A notable effort has been the flagging, clearing and subsequent ConCom approval of the section of the trail crossing the Hall Parcel.

Trail Clearing – OSIC has initiated trail clean-ups on a regular basis during 2018 covering *Hog Hill Trail*, *Stillwater Basin Trail*, *Butterick Nature Trail*, *Heywood Reservoir Trail* and *Lynde Basins Trail*. On May 19, 2018, three Boy Scout groups did trail clean-up on three separate trails.

Outreach and Information Regarding Trails – Four efforts in publicizing the Sterling Trails were carried out during 2018. (i) We printed quantities of the trail brochures,

covering the seven *Sterling Trails*, and distributing these to the Butterick Town Hall, Sterling Senior Center and Conant Library. The trail brochures are also available for downloads on the Town of Sterling's website. (ii) Erin Rehrig, OSIC board member until fall of 2018, prepared an attractive display for the Conant Library, displaying the trailhead locations of the Sterling Trails. (iii) Erin Rehrig set up and continues to maintain a Facebook page, named *Sterling Trails and Open Space*. Finally, (iv) at the 2018 Sterling Fair in September, OSIC had a fully staffed information tent, where we displayed maps, answered questions and handed out trail brochures. The consensus was that such information is valued by the public and is not available elsewhere.

Guided hikes starting spring 2018 – In 2018, OSIC expanded our program of informal Saturday morning hikes to include a series of 10 guided hikes, with approx. two hikes per month, spanning June through November. Descriptions of the guided hikes, dates, times and meeting locations were published in *The Meetinghouse News* and in *The Landmark*.

Coordination with Princeton OSIC – During 2018, OSIC chair Peder Pedersen has been in regular contact with Rick Gardner, trail coordinator and board member, Princeton OSIC, regarding interaction with DCR, web site design and guided trail hikes.

### **OSIC Activities – Update of the 2010 Open Space and Recreation Plan**

Hiring new external consultant – Due to unexpected family commitments for consultant Amanda Amory, OSIC terminated her contract, and in February 2018 OSIC instead employed Ms. Judi Barrett as the consultant for preparing the updates to the OSRP. Later in the spring of 2018, Judi Barrett was also employed by the Town of Sterling to oversee the development of a new Master Plan.

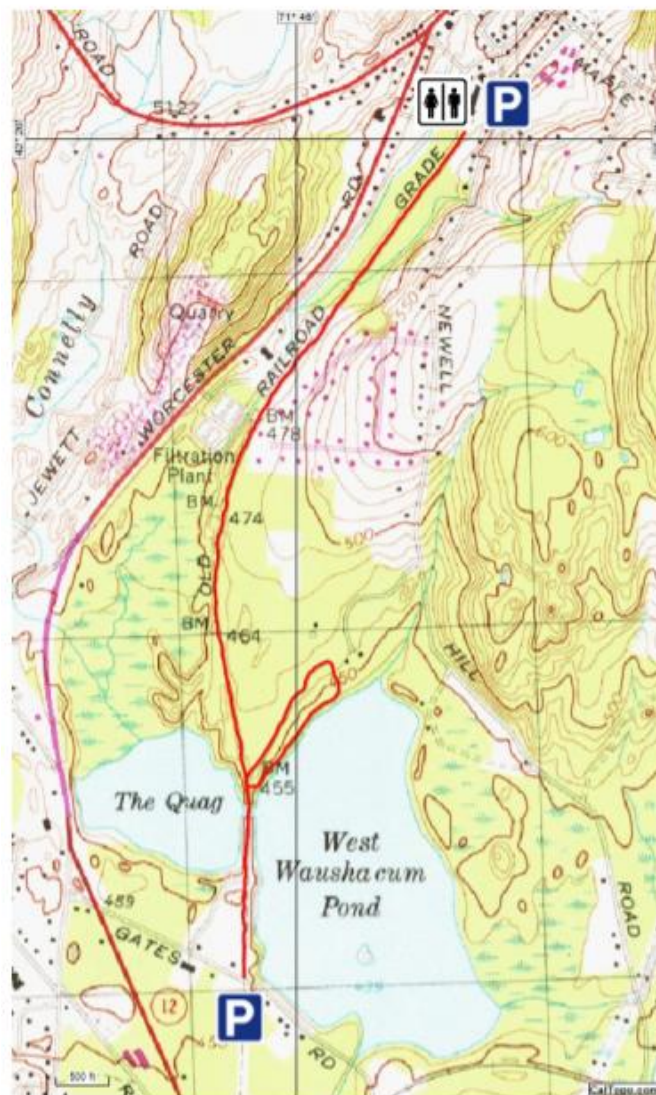
Survey completion – Survey results regarding the open space and recreation preferences of the residents of Sterling are an important information source when formulating relevant goals for the updated OSRP. Thus, OSIC has made a very concerted effort to obtain as many completed surveys as possible and promoted the on-line survey by placing ads in *Sterling Meetinghouse News* and *The Landmark*. In our last effort, members of OSIC were Celebrity Servers at the monthly Pancake Breakfast at the Senior Center on Feb. 23, 2018, serving both coffee and surveys to the guests.

Public Forum – A public Forum was held at the Sterling Senior Center on Saturday, April 28. Using PowerPoint, we outlined OSIC mission and ongoing activities, presented a summary of the survey results and introduced our four group discussion topics. The participants were then divided into four groups, each with an assigned topic and an OSIC member as scribe and moderator. This part of the program was led by our

consultant Judi Barrett. Finally, the key goals from each group were presented and recorded.

Updating the OSRP – Since the Public Forum was held at the end of April, OSIC in collaboration with Judi Barrett has made steady, albeit slow, progress with rewrites and edits to the individual sections in the Plan. Special attention has been given to the *Analysis of Needs* and *Specific Goals*. OSIC member and vice chair Marion Larson has led this effort. We expect that all updates will be finalized in the first half of 2019.

## Sterling Section of Mass Central Rail Trail





## **PLANNING BOARD**

The Planning Board is a five (5) Member Board. During 2018, the Planning Board held twenty-three meetings (23).

### **Public Hearings (3)**

- The Board held a public hearing on February 28, 2018, for the purpose of amending the Town of Sterling Protective By-Laws relative to Marijuana Establishments.
- The Board again held a public hearing on March 28, 2018 for the purpose of amending the Town of Sterling Protective By-Laws relative to Marijuana Establishments.
- The Board held a public hearing on August 8, 2018, to consider the application of Scott G. & Donna M. Charette, 1 Primrose Lane, Ronald F. Pichierri, 3 Primrose Lane, and Robert K. & Gail E. Lent, 35 Heywood Road, for approval of a Definitive Subdivision Plan entitled "PRIMROSE LANE" located on the westerly side of Heywood Road, Sterling, MA, Assessors Map 10, Parcels 6, 7, and 7.1

### **ANRs** (Plans for which **Approval is Not Required** under the Subdivision Control Law)

The Planning Board endorsed the following (10) ANR plans:

- 7 Chocksett Road
- 49 Justice Hill Road
- 175 Justice Hill Road
- 24 Boutelle Road
- 38 Clinton Road
- 150 Clinton Road
- 71 South Nelson Road
- Justice Hill Road (Lots 2 & 3)
- 33 & 35 Legate Hill Road
- Justice Hill Road (Hycrest Farms)

### **Definitive Subdivisions**

The Planning Board reviewed and approved one (1) Definitive Subdivision:

- Definitive Subdivision Plan entitled "PRIMROSE LANE" located on the westerly side of Heywood Road, Sterling, MA, Assessors Map 10, Parcels 6, 7, and 7.1
- Redstone Heights (Chad Lane), a six lot subdivision approved in 2005, continues with its development that began in 2010 received an extension to Dec. 28, 2019.

## **Site Plans**

The Planning Board reviewed and approved the following six (6) site plans:

- Sterling Greenery, 0 & 44 Redemption Rock Trail, Site Plan for a new greenhouse.
- Eight Points Sportsmen Club, 147 Beaman Road, Minor Site Plan for a pavilion.
- Gibson Farms d/b/a Cream Crock, 48-50 Worcester Road, Site Plan Applicant later withdrew without prejudice.
- 150 Clinton Road, LLC (Sterling Storage Solutions), 150 Clinton, Site Plan to construct a total of 81,500 SF in six buildings for a self-storage facility, in along with an office for a resident manager.
- Stone Ridge Development, Inc., 0 Pratts Junction Road, Site Plan for construction of a 4,100 sq. ft. contractor's office and storage facility. 12/12/18
- Sterling National Country Club, 33 Albright Road, Request for Waiver of Technical Compliance, Minor Site Plan Modification. (11/14/18)

## **As-Built Plans for Site Plans and Subdivisions**

The Planning Board reviewed and accepted the following seven (7) As-Built Plans:

- BTB, LLC, 180 Pratts Junction (Site Plan)
- Neady Cats, Worcester Road (Site Plan)
- Rafferty Aluminum, 1 Spratt Technology Way (Site Plan)
- New England Power (National Grid), Pratts Junction Road (Site Plan)
- Sean Kilcoyne, 116 Pratts Junction Road (Site Plan)
- JJCEV Realty Trust, 140 Pratts Junction Road (Site Plan)
- Thomas Lane, D'Boss & Son (Subdivision)

## **Closing of Accounts**

The Board accomplished cleaning up the books and closing out accounts on several Site Plans which in turn issued refunds to the applicants of balances in their Review Fee Accounts.

## **Road Acceptance**

Planning Board recommended that the request for Road Acceptance for the Thomas Lane Subdivision be put on the Annual Town Meeting Warrant of May 7, 2018.

## **Board Members Endeavors**

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

Board members are actively researching and holding discussion about a document conversion process.

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

Respectfully submitted,

John Santoro, Chairman

Michael Pineo, Vice Chairman

David Shapiro, Clerk

Russell Philpot, ANR Agent

Craig Miller, Member

Betty Kazan, Administrative Assistant

## **STERLING POLICE DEPARTMENT**

The year started off with significant personnel changes. Sergeant Paul Constantino retired from the department after nearly forty years of service, including ten years as chief of police. The administrative assistant to the chief, Michelle Gagne resigned after five years to take a position in the private sector. We wish Paul and Michelle well in their future endeavors.



We immediately set out to fill the vacancies. For filling the vacated officer position we had to look no further than our dispatch center. Brian Ryder had been working as a full time dispatcher for a year and had proven himself to be motivated and dedicated employee with an eye towards joining the police department. He attended the full time police academy on his own time with that goal in mind. When a vacancy arose Brian Ryder was an easy choice to fill that position.

*Brian Ryder (left) being sworn in as patrol officer (SPD photo)*

The selection of sergeant proved to be much more difficult. Fortunately, Sterling has many dedicated and qualified officers to fill the position. Unfortunately, only one officer would be selected. After an intense testing and review period Officer Steve Fugere was selected to be promoted to sergeant.

*Steve Fugere (right) is promoted to Sergeant (SPD photo)*



For the vacated administrative assistant position we found an excellent replacement right at town hall. Dawn Metcalf who was working in the Building/Zoning Department applied for the position and was selected.

Dawn has a background in police work and formerly worked as a paralegal, which made her perfect for the job.



*Administrative Assistant Dawn Metcalf  
(SPD photo)*

Andrew Dipietro was selected to fill the dispatch position vacated by Officer Ryder. The police department is now fully staffed with a chief, three sergeants, one detective and eight patrol officers. Officer Ryder who also serves in the United States Marine Corps Reserve was deployed at the end of the year. We anxiously await Brian's safe return to the department some time in fall of 2019.

There are four full time dispatchers and a varying number of part time dispatchers that operated our dispatch center. These individuals are all certified as emergency medical dispatchers. Unlike many police departments in the area, our police station is open 24 hours a day seven days a week. We can do this because of our dispatch operation. Whenever you need us, we are here.

The dispatchers answered seven thousand and sixteen (7,116) calls for service this year, and one thousand five hundred and eleven (1,511) 911 calls. This is a seven percent increase over last year. Our dispatch center was one of the first in the state to go live with text to 911. This feature allows callers who cannot speak or in a situation where it would be dangerous to speak. This feature is not intended to take the place of 911 calls.

All emergency medical dispatchers are required to undergo sixteen hours of annual training to maintain their certification. Some of the courses taken by our staff this year include: Protecting law enforcement responders, Opioid overdoses, Responding to

persons in crisis, Effective communication, Intro to hazardous materials, Active shooter response, Excited delirium, Human trafficking, Legal updates, Testifying in court for dispatchers, Dealing with disasters.

Many of the calls that the officers were dispatched to are motor vehicle crashes. We responded to one hundred and fifty four this year, seventeen more than last year. There has been a dynamic shift in motor vehicle crashes in Sterling. Leominster Road historically has been the road with the highest number of crashes, that has shifted to Princeton Rd. This can be directly attributed to the two roundabouts constructed on Leominster Rd (Route 12).

There were fifty four crashes that took place at intersections. Of those twenty three took place on Redemption Rock Trail (Route 140). The intersections of Princeton Road and Route 140 and Route 140 and exit 5 off route 190 are the two with the most collisions.

We responded to two hundred and seventy one burglar alarms a reduction of 25 percent.

Partial List of crimes occurring during the year:

|                                |    |
|--------------------------------|----|
| Aggravated Assault             | 9  |
| Simple Assault                 | 17 |
| Burglary Breaking and Entering | 9  |
| Theft from Motor Vehicle       | 10 |
| Vandalism                      | 25 |
| Family Offenses                | 14 |
| Trespassing property           | 10 |
| Stolen property offenses       | 25 |

Forty-two individuals were arrested and taken into custody during the year. That number does not represent the number of people charged with crimes, only physically taken into custody and held in our lock-up.

In addition to and much more pleasant than responding to crashes or calls for service, officers get to interact with the community in many ways. This year we implemented two new programs in addition to many of our long running activities.

Officer Steve Mucci proposed the idea of having a Rape Aggressive Defense (RAD) program in Sterling. Once authorized he set about to make the class a reality. He

attended school to become a certified instructor. Next he obtained the required equipment, advertised, located an appropriate training location, arranged for assistant instructors and finally arranged and taught the class. To date he has held two full classes, having approximately twenty five participants go through the training. The classes have been well received by those who have completed the course. We look forward to more classes in 2019.



*Officer Mucci and Officer Chase of Princeton Police RAD instructors  
(Photo by Ryan Ferguson)*

The second program was our Defeating Porch Pirates. During the holiday season Sterling residents were offered the use of the police station as a location to have their packages delivered. This discouraged the practice having packages left delivered on porches. We plan on offering this program again in 2019.

Sergeant Steve Fugere earned certification as an A.L.I.C.E instructor. He will be working with the schools and other local organizations to help them put together emergency response plans to aggressive intruder situations.

We worked closely with local organizations in Town including the churches, schools and municipal building where we offered some ideas on keeping safe and responding to emergency situations.



Some other community interactions we had over the year include:

- ✓ Toys for Tots
- ✓ Sterling Fair
- ✓ Holiday Tree Lighting
- ✓ Spooky Walk
- ✓ Memorial Day Parade
- ✓ Veteran's Day
- ✓ Promenade Walk
- ✓ Little League Opening Day
- ✓ Community Reader at School
- ✓ Farmers Market
- ✓ Tours of Station
- ✓ Processed 279 firearms license application

and many more.



*Officer Ryder and Ferguson yucking it up with scouts on a station tour*

Some internal projects completed during the year were:

Taser Upgrade Project overseen by Officer Ryan Ferguson. He managed researching, purchasing, training and implementation. The tasers have been deployed into service and are an effective tool for the officers.



Mobile Data Terminals in all of our police vehicles were replaced. This project was overseen by Sergeant Pomeroy. Sgt. Pomeroy not only managed the entire project but obtained grants in excess of \$35,000 to cover the entire cost to replace all the computers and docking stations and covered the cost of installation.

In closing I want to thank all the town departments that we have worked with throughout the year. We work closely with the fire department, light department and DPW especially and have a wonderful working relationship with all.

I also want to offer my appreciation to all the members of the department, the officers, dispatchers and support staff who assist in making Sterling a safe community. Thank you for your dedication and commitment.

Finally, a sincere thank you to the residents of Sterling who make this such a great community to work in. Your support at town meeting, all the goodies sent to us at the station during the holidays, the greetings we often received just being out in town, and often just your kind words are welcome and appreciated. We are truly fortunate to work in such a supportive community.

On behalf of the entire Sterling Police Department I wish you all happy and healthy year.

Sincerely,

Gary M. Chamberland  
Chief of Police

## **RECREATION DEPARTMENT**

### **Highlights for 2018**

Throughout the year the Recreation Department has remained committed to its mission of providing affordable, quality recreational programs that will enhance the quality of life for all residents. We achieve these goals by providing year-round programs that include active and passive recreational activities. We improved some features at various facilities this year with the help of local Boy Scout and Girl Scout troops, and wonderful resident volunteers. New programs & activities implemented in 2018 and the modification of existing activities, proved to be a success for the Recreation Department with increased enrollment.

The community had an opportunity to participate in over fifty programs which were provided year-round and are self-funded. Child oriented programs included, basketball, cooking, music, archery, swimming lessons, art, sewing, sports adventure, multi-sports, yoga, skiing/snowboarding, and Zumba. One of our longest running programs, Sterling Rec Basketball, had over 200 players. For the 2017-2018 season we reached out to area programs to help provide our female teams with a little more competition. They had a blast meeting players from other towns! We are very fortunate to have so many wonderful coaches who volunteer their valuable time and expertise. Our after school programs saw a lot of action this year with kids lining up to learn how to make slime, build a robot, or make candy. Adults had the continued opportunity to participate in exercise programs that were offered all year, such as several types of yoga, basketball, and weight training. Bruins fans were able to take advantage of the opportunity to get tickets to a game versus the St. Louis Blues.

The Recreation Department ran the Sterling Rec Road Race for another year and in much better weather. We saw nearly 100 runners on race day, most of which were from the community. We teamed up with Sterling Fire, Sterling Police and Sterling DPW to make this event happen. We are so thankful to the many volunteers who helped us put on a successful event. We hope to see everyone out there again in 2019!

The Recreation Department enjoys offering a variety of free community-oriented events throughout the year. This is an opportunity to give back to this great community who support our programs and activities. These free events included: *Holiday Tree Lighting*, *Holiday House Lighting Tour*, *Annual Easter Egg Hunt*, and *Summer Concert Series 2018*. Many of these events would not be possible without the generosity of local businesses such as Evergreen Farms, Charlie Madden, Village Pizza, DMH Electrical,

Open Door Realty, Hendrickson Advertising, Leominster Credit Union, Pandolf-Perkins, Rota Springs, Traina & Traina, Groundwater Supply, Chris' Barber Shop and Flanagan Insurance. ***Sterling Lancaster Cable*** filmed many of the concerts and ran them on the local cable channel for viewers to enjoy all year long. In addition, the Sterling Recreation Department received a grant for \$1,200.00 from ***The Sterling Cultural Council*** for the Summer Concert Series 2018. The Cultural Council is committed to building a central place for the arts, sciences, and humanities in the everyday lives of communities across the Commonwealth.

The Recreation Department is a vehicle for volunteers that are willing to help and, as a result, we have the opportunity to improve and expand activities. We were lucky enough to see one of our most popular programs, the Summer Lake Program, continue to grow in enrollment and popularity. We introduced Summer Lake Program t-shirts this summer, where participants received and tie-dyed shirts at the end of each session. Not only did the t-shirts look awesome when completed, proud participants wore them for the remainder of the summer! The full day option has really added to the program and we were able to add some new field trip locations this year like Mulligans Mini Golf and Ultimate Obstacles. It was just what we needed to complete a great summer day. In addition to adding to and improving upon existing programs, we also tried to incorporate some new and exciting programs into our offerings. For the first time we offered an after school archery program for children in middle school and it was a huge success! The program was completely full and all of the participants really enjoyed themselves while learning the basics of a very exciting new sport!

As always, we are extremely thankful for the support of the community and the dedication of the many volunteers who give a helping hand in numerous ways. This year we welcomed some fabulous new additions to town properties thanks to several wonderful scouts. Maya Davidson, Katherine Zanino and Lauren Baker designed and installed a very sturdy new kayak rack that town residents can take advantage of when they visit the beach. Sam Smith crafted and installed a new sign at Memorial Park so everyone knows exactly where the Summer Concerts will be. Kara Moulton completed a very informative campaign to better help parents understand the risks of swimming and ways to better maintain safety. We are so proud of our active young adults that help to make Sterling a wonderful place to live.

We appreciate the time and dedication of other town departments, program instructors, summer staff, lifeguards, volunteer ski chaperones, volunteer basketball coaches, school administrators, school custodians, and sponsors. With this network of supporters we are able to provide top notch events for the community. Close to 4,100

individuals participated in the Recreation Department's events and programs in 2018, and we thank you for your constant support throughout the year.

The Recreation Department will continue to work to improve the quality of Recreational facilities, programs, and services. Your feedback is important to us, please contact the Recreation Department at **978-422-3041**, e-mail [recreation@sterling-ma.gov](mailto:recreation@sterling-ma.gov) or stop in at our office currently located at 1 Park St. For listings and descriptions of programs and events, visit the web site: SterlingRec.com or [sterling-ma.gov/recreation](http://sterling-ma.gov/recreation)

Respectfully submitted,

Kristen Dietel- Recreation Director

Jo-Ann Cummings- Chairperson Recreation Committee

Heidi Grady

Andrew Parker

Glenn Donaldson

Mark Hryniewich

Bonnie Pulda

Deidre Shapiro



*Conga line fun at Summer Lake Program!*

## SCHOOLS





Schools across North Central Massachusetts are filled with eager students, talented educators and supportive administrators, all working together toward common goals: student achievement and academic excellence. While students and teachers at Monty Tech work together toward these goals daily, they also strive to achieve vocational-technical proficiency, assuring our graduates have a choice when they graduate: to pursue college or a career or both. As college costs continue to rise, and the need for qualified tradespeople is expanding across our region, having this choice is becoming increasingly important. Preparing our students to make this choice is a privilege, and so we remain committed to providing the best possible educational programs for our students.

Monty Tech academic programs are effectively serving students at all levels, as indicated on the most recent MCAS scores: 95% of students earned Advanced or Proficient scores in ELA, 85% earned Advanced or Proficient scores in mathematics, and 82% earned Advanced or Proficient scores in Biology. Student performance on this exam met or exceeded state-determined targets in every subgroup. Teachers continue to refine curriculum, incorporate new instructional strategies, and challenge every student to reach new levels, and we couldn't be prouder of the results.

School leaders also closely monitor each of the school's 21 vocational programs, to ensure they align with current industry standards, and that they continue to prepare students for entry-level careers in their chosen field. Whether it means purchasing new equipment, incorporating new certifications or credentials into the curriculum, or seeking new educational partners, vocational instructors and school leaders work collaboratively to ensure vocational programs at Monty Tech are among the most comprehensive, current, and innovative programs across the Commonwealth.

The 2017-2018 school year was marked by countless reasons to celebrate our students and staff, who consistently demonstrate vocational excellence and innovation.

Students and instructors in our Carpentry, Electrical, Plumbing, Masonry, HVAC and Property Maintenance, and Cabinetmaking trades completed a two-year long project – a 7,500 sq. ft. building, now home to the school's newest vocational program, Veterinary Science. This project was funded entirely by private sector donations, gifts, local, state and federal grants, and in-kind support in the form of donated materials and labor, and deep discounts on building materials and supplies. School officials raised an unprecedented \$2.6M to support the establishment of the Monty Tech Veterinary Science program - a tremendous accomplishment that reflects the support our community continues to provide our students, faculty and staff.

The Monty Tech Veterinary Clinic is not the only new and exciting opportunity available to our students. The school was recently awarded a \$500,000 Skills Capital Grant, to improve the Engineering Technology, Electrical, and CAD/Drafting & Design programs. This generous grant has allowed instructors to create two innovative learning spaces, intended to replicate working and learning environments maintained by industry leaders in advanced manufacturing and automation. Using this new equipment, students will prepare to become manufacturing technicians, robotics technicians, automation technicians, moldmakers, and CNC machinists at local corporations, filling the existing skills gap across these industries.

While students and instructors across the school continue to demonstrate creativity, innovation, and leadership, school leaders continue to keep an eye on emerging trends in vocational education. As we prepare these talented students to make important life choices, we are reminded that in the end, the choice is theirs to make: college or career or both. It is our job to support their aspirations and to educate and train them to achieve at the highest possible level. On behalf of our talented educators and administrators, who remain focused on delivering the highest quality academic and vocational-technical education possible, I am delighted to present the District's 2017-2018 annual report to you, providing a snapshot of the wonderful experiences happening on a day-to-day basis here at Monty Tech.

Respectfully submitted,

A handwritten signature in cursive script, reading "Sheila M. Harrity".

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

## SCHOOLS



### *Wachusett Regional School District*

*Holden, Paxton, Princeton, Rutland, Sterling*

January 2019

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

We continue to make great strides in the Wachusett Regional School District as we work together to provide our children with meaningful educational experiences and opportunities. Our five communities, each unique and distinct from the other, form the largest regional school district in Massachusetts, with over 7,000 students attending our schools from August to June.

In early November, the District and Member Town officials held the annual Budget Roundtable at the Holden Senior Center. This meeting is the opportunity to discuss budget issues associated with the upcoming fiscal year. As always, the meeting was well attended by town representatives, officials from the state, and members of the Wachusett Regional School District Committee. We all recognized that the lack of funding from the state needs to be addressed, as our communities, and others in our state, continue to take on a larger percentage of the school budget every year. We will continue to work closely with our local legislators to assist us in advocating on our behalf to help ease the financial burden placed on our schools and our communities.

This year, we have focused much attention on making sure that our students have their social and emotional needs met, through learning in a safe and secure environment. Student wellbeing - emotional, social, and physical - continues to be a top priority throughout the District. Our dedication to this area is further enhanced with the appointment of a District-wide Director of Social Emotional Learning and Guidance. Unifying our school counseling model, and providing guidance for our staff and administration, the Director of SEL and Guidance will play a crucial role in how the WRSD supports all students by enhancing our capacity as a learning community working with the whole child. Being mindful of students' emotional health is always on the radar when working with children and young adults. The Wachusett community knows the importance of student welfare and all strive to help keep our younger generation safe, secure, comfortable, and confident as they pursue their education.



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

I would like to thank all parents/guardians, teachers, staff, and community members for their continued support and dedication to the education of the children in the Wachusett Regional School District. Working together, we will provide our students with a quality education that will prepare them for success in the future.

Sincerely,

A handwritten signature in black ink, appearing to read 'Darryll'.

Darryll McCall, Ed.D.

Superintendent of Schools

DM:rlp

## **STERLING MUNICIPAL LIGHT DEPARTMENT**

50 Main Street  
Sterling, Massachusetts 01564-2135

**Tel: (978) 422-8267**

**Fax: (978) 422-8054**

[www.energysterling.com](http://www.energysterling.com)

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

### **POWER**

The SMLD's customer base has 3,859 accounts as of December 31, 2018 that include 3,472 Residential, 9 Large General Service (LGS), 139 Medium General Service (MGS), 237 Small General Service (SGS), 1 Wholesale and 1 Streetlight.

A total of 58,840,370 kilowatt hours (kwhs) of electricity were sold during the calendar year 2018. This represents an increase of 2,705,485 kwhrs from calendar year 2017. Sterling's hourly peak demand was 12.412 MW set in June of 2018,

The SMLD uses reliable indices to monitor the performance of our distribution system and measures our response time to system interruptions. The 2018 *Average Service Availability Index* (ASAI) of electricity for Sterling residents was 99.99471%. The 2018 *Customer Average Interruption Duration Index* (CAIDI) numbers represent the average time required to restore service to a customer per sustained outage was 55.211 minutes.

As our transmission costs continue to rise we have been able to mitigate these increases with the use of our new battery storage systems (see below) and using locally produced solar energy from the E.H. Perkins, Wiles Road and Chocksett Road solar facilities. To date, these facilities combined have provided us with 28,167,024 kwhrs which is enough energy to power 3,129 average residential customer homes for a year.

In April 2018, we commissioned the first in Massachusetts, 1 MW Community Solar with 1mw/2mwhrs of energy storage. This project in partnership with Origis Energy and RockBreakers, LLC has become fully subscribed by over 400 Sterling residents who receive 25% of their energy needs from this facility. The savings generated from using the batteries to avoid transmission cost is shared by all rate payers in Sterling.

## **Energy Storage**

In December 2016, the SMLD working with NEC Energy Solutions completed one of the first utility scale battery storage projects located in New England. This 2.0 MW/3.9 MWhr project, combined with our new 1 MW Solar with 1mw/2mwhr of energy storage project located on the roof top of the LKQ building on Chocksett Road, has provided over \$964,000 in savings to the rate payers of Sterling. By lowering the monthly and annual peak demands, these two projects are expected to exceed \$1 million in savings by early 2019. This project has received multiple awards including the *Grid Edge Tech Award, Innovative Project Award* by the *Energy Engineers of New England* and shared in the *Leading by Example Award* with the town of Sterling. In 2018 we were the first Municipal in Massachusetts to receive the distinguished *E.F Scattergood Award* from the American Public Power Association (APPA). This project has also been presented thirty-four times through webinars and/or conferences for different organizations throughout the country. The battery storage project has been a model for others and has been visited by representatives from 15 different countries and from 25 different municipal and investor owned utilities.

## **OPERATIONS**

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

### **Underground Residential Distribution (URD) Project**

In 2018 we continued work on Honey Crisp Lane off Redstone Hill Road.

- Installed 3,885' of Underground Primary Cable
- Installed 850' of Underground Secondary Cable

### **Overhead Distribution Projects**

- Installed 74 Poles
- Removed 54 Poles
- Installed 25,110' of Overhead Primary Cable
- Removed 25,630' of Overhead Primary Cable
- Changed 325' of Overhead Secondary Cable
- Installed 28 New Meters

- Swapped out 166 Junk Meters
- Installed 8 New Transformers - (3) Three Phase and (5) Single Phase
- Retired 3 Transformers
- Sold 21 Transformers (majority broken single phase pole top)
- Replaced 2 sets of Underslung Disconnects with 3 Phase Gang-Operated Air-Brakes (improve switching capability)
- Moved P.1 Pratts Junction Road reclose back to P.11 Pratts Junction Road (improve system protection)
- Removed 2 Different Primary Metering Locations to Donut Type CT Metering (improve equipment/customer reliability protection)
- Completed Community Solar Project
- Completed half of Greenjacket Substation Wildlife Protection Project
- Changed Eaton Yukon Trending Graph from a PLC Read to Fiber Connection

***Leominster Road, Sterling/Leominster Town Line*** - Through a borderline agreement with National Grid, the SMLD began installation of electrical service to the Southgate Commercial and Industrial Park located at the Sterling/Leominster town line. We are now providing service to the Registry of Motor Vehicles, A-1 Insurance Company and working on providing new service for two more businesses.

In 2018 we continued changing out porcelain cut-outs (fuses) throughout the distribution system. The porcelain cut-outs have a history of forming hairline cracks that fill with water, freeze and then crack. This leads to eventual failure causing outages and creating a dangerous situation for our line crews. This project will continue until all porcelain cut-outs are changed.

## **Awards**

*The* most important award that we received in 2018 was the safety award. For the eighth consecutive year the SMLD had no workers' compensation claims or lost time. This not only lowered our workmen's compensation insurance premiums from a high of \$28,000 a few years ago to below \$10,000 today, but also qualified the SMLD to receive the ***American Public Power Safety Award***. This award recognizes the Public Power Utilities across the country who achieves this milestone. Our improved safety record and reduced premiums also provide additional savings to our ratepayers.

The SMLD received this ***RP3 Platinum Award*** from American Public Power Association. This award is based on a review by peers in our industry of the SMLD including our financial, operation and safety programs and policies.

## **POWER SUPPLY**

In effort to diversify our power resources and stabilize purchased power costs, we buy electricity through fixed contracts and the open market. These costs reflect the generation and delivery of electricity to the Town of Sterling. There are many circumstances beyond our control that make the cost of electric energy fluctuate, such as, periods of peak power demands during extreme temperatures, unexpected plant shutdowns and spikes in fuel prices. Changing costs are triggered by unpredictable events from the fluctuating fuel commodity markets to global unrest. Natural gas prices have remained steady over the last few years, but we remain challenged with the uncertainty of the delivery during cold spells. Energy produced from natural gas has risen from 5% in 2000 to 60% in 2016 and is expected to continue to rise until new gas transmission pipelines can be put in place. Despite these concerns in 2018 our power costs have remained stable.

Our transmission and capacity cost continue to rise even while energy prices decline. The driver behind these costs is a combination of things including the capacity market in New England that does not provide the lowest possible rate to the consumers and the continued build out of transmission lines with projects running 34% over budget with no recourse at the same time transmission owners are receiving large returns (between 11-14%) on their multi-billion-dollar investments in transmission line upgrades in New England. The SMLD along with other municipal light plants and associations continue to contest these charges in Washington with our Legislators and the Federal Energy Regulatory Commission (FERC). The outcome of these meetings resulted in the filing of various bills that brought some relief. The returns were lowered from 11.4% to 10.54, however we will continue to contest that the returns be closer to the industry average of 9.2%.

Our power portfolio is 71% carbon free. We receive hydro power specifically from Baltic Mills, Mechanicsville Hydro, Energy Stream Hydro, Methuen Falls Hydro, Public Authority State of New York Hydro (PASNY) and Centennial Falls Hydro Electric Facility. In 2018 over 27-35% of our power was received from renewable energy sources that includes the Berkshire Wind project located in Western MA. The Hancock Wind project located in Hancock ME and the Princeton Wind Project, located on Wachusett Mountain in Princeton. We have 3 solar projects in Sterling. The E. H Perkins 1 MW solar array

located on Jewett Road, the 2 mw solar project located on Wiles Road and the Origis Energy 1 mw solar with storage project on Chocksett Road. We also receive power from the Millstone III Nuclear Plant in Millstone Connecticut and the Seabrook Nuclear Power Plant in New Hampshire. Other sources of our power supply come from the MMWEC Stony Brook Plant (combined cycle units I & II) and the Carbolon Generating Facility.

**We continue to offer the following assistance programs to our residents:**

- HELPS Home Energy Audit (no cost to residents)
- Energy Star® Rebate Program, [www.munihelps.org](http://www.munihelps.org)
- Electric Vehicle Rebates / Charging Rate
- Kill-A-Watt™ Electricity Usage Monitor
- TESCO Surge Arrester
- Customer Data/Billing Portals
- Multiple Payment Options

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

- Our Annual Open House normally held the 3<sup>rd</sup> Thursday in April.
- Installed new LED holiday lights on the town common.
- Install pole, cable and lighting needed to power the Sterling Fair.
- Provide funds for annual inspection and maintenance for all town owned generators.
- Offer the round-up program to our customers to benefit the Sterling Neighbor-to-Neighbor (N-2-N) Program. Since the program began in June 2014, your generous contributions have raised over \$12,000 for the Neighbor-to-Neighbor Fund.
- Working with the Energy Committee the SMLD provided funding to complete the replacement of lighting with LED at the Fire Department, Senior Center and Police Department. The new lighting uses up to 67% less energy to operate.
- Installed a new generator and power cables at the Senior Center.

**SMLD CHANGES IN 2018**

In May of 2018, Eric Darlington was elected to a three-year term on the Light Board Commission, replacing Matt Stelmach who had served the previous 9 years.

A new Roof was installed on the garage at 50 Main Street. Under the direction of a licensed contractor, the work was completed by SMLD employees, that resulted in substantial savings to the SMLD.

Repaired the slate roof on the Office Building at 50 Main Street, by Mahan Slate Repair at a cost of \$13,940.00.

We replaced our ½ ton pickup truck with a new Ford F150 pickup at a cost of \$34,581.34.

**2 Leominster Road building** - We installed 2 new mini split systems at a cost of \$5,200 to replace the window air conditioners, providing better HVAC control.

**Cameras** - For better security and monitoring of our buildings and substation, we installed security cameras and key card entry systems at a cost of \$32,853

**50 Main Street Garage** - We removed the rear exterior wall that went to the addition, this opened additional storage space for our equipment and inventory, reducing the need to store it outside.

**Chocksett Road Substation** - In 2018 we completed the power relay replacement project we began in 2017 at a total cost of \$255,000, this removed all our 30-year old controls and converted them from analog to solid state, allowing us to better protect, monitor and operate our distribution system. This allows us to be better prepared for the system protection breaker changeout expected to begin in 2019.

**Buss Bar protection system** - In October we completed the installation of the new Green Jacket insulation project at a cost of \$21,900. This project encapsulated the buss bars and equipment throughout the substation to protect it from wildlife and to minimize outages caused by animals that affect the whole town.

**Radio System Upgrade** - In November of 2018 the SMLD purchased new radios for the SMLD and the DPW trucks, this project was done in collaboration with the DPW, who purchased the new Radio system, and SMLD purchased the radios, this will provide better communication throughout Sterling and make all our radios compatible with the new radio system, and once complete, will allow communication between all departments.

**LED Private Lights** - Throughout 2018 we began to change out the private floodlights to LED, including the town of Sterling private lights. This change not only provides better lighting at these facilities but also lowered the cost to operate and rent. When complete, the SMLD will only carry three types of LED lights, down from 12 different types of lighting in 2013. This will reduce the need for a variety of inventory and lower our cost.

**Tree trimming services** -Tree trimming continued throughout 2018. By using a competitive bid process for tree trimming the work is primarily performed by outside contractors. Additional tree trimming is also performed by the SMLD line crew that involves a 5-year rotating cycle in areas that we see an increased growth or system problem.

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

In 2018 we continued to work with the Water Department on the installation of their metering equipment. Since this project began over 2,100 new meters have been installed. We also installed software for electronic readings and monitoring utilizing our new Advanced Meter Infrastructure (AMI) for their water meter readings.

We also want to extend a special thank you to the Wiring Inspector for his continued support during the multiple inspections needed for the conduits and cables that the new Community Solar project required, It is this cooperation and continued support from the SMLD Commissioners, the entire SMLD staff, and all departments in Sterling that these, award winning projects, that reduce cost to customers, are able to be built. Since completion of December 2016 for the Battery Project and April of 2018 for the Community Solar project with Energy Storage, these 2 projects have provided over \$940,000 in savings to the customers of SMLD. I would like to once again offer a special thank you to everyone who assisted us in this project or other ways throughout the year.



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

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

Congratulations to the SMLD employees on another accident free year. Once again, we were awarded the American Public Power Safety Association 2018 Safety Award of Excellence. It is quite an honor to be recognized nationally and clearly demonstrates the commitment of the SMLD employees.

Respectfully Submitted by,

A handwritten signature in black ink, appearing to read "Sean Hamilton".

Sean Hamilton  
General Manager

For the Sterling Municipal Light Board Members:

Joseph Curtin, Chairman  
Brian Pierce, Vice Chairman  
Eric Darlington -Clerk

## **OFFICE OF VETERAN'S SERVICES**

In accordance with the formation of the Northern Worcester County Veteran Services District comprising of Leominster, Lancaster and Sterling, the Leominster Veterans Services Department is responsible for administering Veterans Benefits for Sterling. This Department is governed by the Code of Massachusetts Regulations, section 108. The VSO is responsible for providing services and benefits to eligible veterans and their dependents. The VSO also represents and assists eligible veterans with the Federal Veterans' Administration and the Massachusetts Department of Veterans' Services. The office is available to all veterans and their dependents Every Friday from 0800 – 1200 and on a full time basis at the Leominster Veterans Center, 100 West Street, Leominster, MA 01453.

Some services provided are:

### **Emergency Benefit Case Management**

- Burials for Indigent Veterans
- VA Compensation & Pension Matters
- Educational and Vocational Benefits
- VA Health Care Applications
- Homeless Shelter
- State Bonus Program
- Property Tax Abatement for Disabled Veterans
- Property Tax Exemption for Veterans (relief program)
- Obtain Copies of Discharge Records/Awards
- Massachusetts Veterans' Memorial Cemeteries
- Veterans' License Plates
- Veterans preference for Public Housing
- Veteran Grave Registrations
- Assist with Support our Troops Organizations
- Assist with Veterans Organizations

Respectfully submitted,

Richard Voutour, Veterans' Service Officer  
Sterling Senior Center, 33 Muddy Pond Road, Sterling, MA 01564  
Phone: **978 422 3032** (Sterling); **978 534 7538** (Leominster)  
rvoutour@leominster-ma.gov

## **WACHUSETT GREENWAYS ANNUAL REPORT 2018**

### **Connecting our Communities**

Wachusett Greenways (WG) is thankful for everyone who helps connect the community with trails and greenways. The Mass Central Rail Trail (MCRT) is a prized resource for recreation, transportation and health. Year round neighbors and visitors benefit from the MCRT between Sterling and Barre. Wachusett Greenways and partners including eight Towns have completed and continue to maintain 20 miles of the planned central 30 miles of the MCRT. The Commonwealth and others are constructing new sections of the MCRT to the east and west of us along the 104-mile corridor between Northampton and Boston.

### **24 Years of Partnerships**

Seven of the eight towns contributed to WG operating fund support in FY 19, and the eighth town will seek support in FY 20. WG Towns include Barre, Holden, Paxton, Princeton, Rutland, Sterling, Oakham and West Boylston.

Major partners are the Massachusetts Department of Conservation and Recreation (DCR), eight central Massachusetts Towns, the Massachusetts Division of Fisheries and Wildlife, Mass Office of Travel and Tourism, each legislator, many local foundations and businesses. Every WG member, donor and volunteer is also a key partner, from whom a gift in any amount counts for membership.

### **MCRT Construction and Restoration**

Restorations and improvements accomplished in 2018 through DCR Recreational Trails Program grants with WG match included:

1. Phase II to complete the restoration of the Wachusett Street section of the MCRT in Rutland.
2. Phase I to restore and upgrade the West Boylston section of the MCRT from Thomas Street to I-190.
3. Phase I of construction of the Pleasant Street section of the MCRT in West Boylston between Route 140/Beaman Street and Prescott Street.

### **Moving forward in 2019**

WG will complete Phase II in West Boylston to restore and upgrade the MCRT between Thomas Street and I-190 and to construct the MCRT over Pleasant Street between Route 140 and Prescott Street. WG will also complete the MCRT bypass in Holden between Manning Street and River Street to achieve an accessible grade for the multi-use trail.

Other projects anticipated with the help of DCR Recreational Trails Grant match are the restoration of the Quag/West Washacum bridge in Sterling and a new design for the Manning Street to Mill Street section of the MCRT in Holden.

The design and engineering for the new MCRT connection at the Route 140/ Beaman Street causeway in West Boylston is underway in 2019 managed by the DCR and supported by WG through the DCR Matching Funds Program.

### **MCRT Stewardship**

WG volunteers and Wachusett town Departments of Public Works completed many hours of shoulder mowing during the growing season. Teamwork helps keep the MCRT in good condition. WG trail patrollers removed parking lot litter, checked portable toilets for good maintenance and removed downed branches. Other volunteers continued to remove dead trees and clean drainage ditches. These amazing volunteers deserve our thanks. WG also hired snowplowing for the River Street, Holden, parking lot.

### **Members and Volunteers Count**

Greenways grew to 956 donors in 2018 including 159 new members. Donors hailed from 104 different towns and 19 different states. 448 generous donors contributed to Wachusett Greenways' MCRT Construction Fund. More than 200 volunteers of all ages help each year.

### **Reaching Out**

WG volunteers participated in the Moving Together statewide bicycle and pedestrian conference in Boston and the annual Mass Land Trust Conference in Worcester. WG also participated in UMass Med School's Earthday Celebration, Rutland 4<sup>th</sup> of July Parade and Holden Days. Greenways directors continued to share our experience with others working on rail trails around the Commonwealth. Greenways held hospitality days and trail counts on the rail trail welcoming a strong number of new members.

### **Honored by the MA Trails Community**

In July, the MCRT Coalition recognized WG at the Golden Spike Conference in Northampton with a trails award "with gratitude for your leadership in getting the idea of a 100 mile rail trail to be so natural and easy. And for your enduring patience in helping other groups organize around this idea." And in November, the Greater Worcester Land Trust presented WG with the Evelyn Silver Award in honor of more than two decades of community partnership building to connect central Mass with trails and greenways.

## **21 Miles Road Future Welcome Center**

Trail volunteers gathered tools and supplies here for year-round trail maintenance. The Greenways vegetable garden produces strong crops shared by volunteers and visitors. Landscaper Doug Hagman continued to donate mowing and leaf removal. Everett Reynolds, Dave Camarra and Seth Stidsen volunteer for snow removal and good neighbor support. Sentry Oil continues to make generous oil contributions.

## **Outdoor Events**

WG offered year round outdoor events on trails throughout the region. Volunteers led walks, bicycling, cross-country skiing, snowshoeing, canoeing and other outdoor adventures.

## **New members and volunteers always welcome!**

You are invited to contribute at [www.wachusettgreenways.org](http://www.wachusettgreenways.org). or by mail at Wachusett Greenways, P.O. Box 121, Holden 01520. A gift in *any* amount counts you as a member, and you will receive the *Wachusett Greenways* guide, which includes a map for the regions' trails and greenways. Volunteers welcome.

Wachusett Greenways Board of Directors:

Colleen Abrams, Chair

Stephen Chanis

Christy Barnes

Troy Milliken, Treasurer

Richard Barry

Michael Peckar, Secretary

**WACHUSETT WATERSHED REGIONAL RECYCLE CENTER**  
**WACHUSETT EARTHDAY, INC.**

Supported in part by the seven member towns of Boylston, Holden, Paxton, Princeton, Rutland, Sterling and West Boylston, the MA Department of Conservation & Recreation (DCR) and the MA Department of Environmental Protection (DEP), Wachusett Earthday Inc. (WEI) strives to provide a local solution for difficult-to-dispose of household hazardous products, bulk household debris, as well as to offer a space for citizens to share gently used, but still serviceable items. Usage of the facilities and services provided by the volunteers at the Regional Recycle Center is growing and expanding.

Wachusett Earthday continued the revised schedule initiated in 2017 which has allowed the staff to accommodate and deal with the vast amount of materials coming into the Reuse Building: Tues (9-11), Wed (2:30-4:30), Thurs (5-7) and every third Saturday (8-11). The Board voted to continue the practice of closing on Thursday evenings for the months of December, January and February, (opening on the first Saturdays of those months as well as the third) due to generally inhospitable temperatures and dark evenings. Greater usage has brought an increased number of cars and amount of materials into the site:

|                   | <b>2018</b>         | <b>2017</b>          |
|-------------------|---------------------|----------------------|
| Total cars        | 28,387              | 28,007               |
| Total gallons HHP | 8,968               | 11,265               |
| Total lbs Debris  | 1,909,797 (955tons) | 1,806,578 (903 tons) |
| Tires             | 1,365               | 1,116                |

The mattress recycling grant (facilitated through Mass DEP and the Town of Sterling), allowed WEI to send 1,539 mattresses for recycling in 2018 (in 2017, we recycled 1,435). This grant has terminated as of the end of January of 2019; WEI will continue to keep prices for the disposal of mattresses reasonable and will continue to collect them for recycling.

The on-site solar array which went on-line as of June 2018, was made possible through the combined efforts of the West Boylston Municipal Light Plant (donated excess racking), the DCR (for its approval to install the system), MassAmerican Energy LLC (donated half of the panels), Richard Chase of Princeton (donated his time and expertise in the solar field), and Avid Solar LLC (installed & registered our system). WEI funded half of the panel purchase price as well as the installation costs. Thus far,

the power generated in 2018 (as of June) has been 3.9Mw. This addition will help defray the cost of on-site electricity.

Wachusett Earthday continues to work with numerous local and regional social service organizations such as Habitat for Humanity/ReStore, the Montachusett Veterans Shelter, Veterans Inc, Abby's House, the Department of Child/Family Services, Sterling Animal Shelter, Worcester Animal Rescue League, Nu-Day Syria, More Than Words, Dressed for Success, Fresh Start, Deven's Eco Efficiency Center, Goodwill Industries, Gale Free Library and Refugee Artisans of Worcester. We welcome inquiries from other social service and non-profit organizations as well as teachers from greater Worcester County.

Volunteers of WEI come from all seven towns as well as several out-of-region towns. Volunteers, scout groups, the Alpha Phi Omega service organization from Worcester Polytechnic Inst. and members of the Sheriff's Community Service Program all work towards the common goal of waste reduction, recycling and reuse. While the Site is open to the public for just over 7 hours each week, hundreds of additional hours are put in during non-open times. Volunteers come in to organize and clean several hours before and after each open shift as well as for three to four hours on non-open days.

Six household hazardous products collections were planned for 2018 and five were held. Three free document shredding days were held. The same number of both collections is planned for 2019.

Holiday closings in 2019 will be January 1, July 4, November 27, 28 & December 25, 26.

The Wachusett Watershed Regional Recycle Center Town Representative Team includes designated representatives of the seven Wachusett Towns, the MA DCR and WEI. The Team meets annually to review operations. The board of directors of WEI meets monthly to manage operations. The newly created position of Operations Manager at WEI has proven to be vital to the continued success of the operation and the smooth functioning of the site. WEI will be undertaking several capital improvement projects in 2019.

2018 Members of the Wachusett Watershed Regional Recycle Center Town  
Representatives:

|   |  |
|---|--|
| Boylston–Martin McNamara/Lori Esposito                        | Rutland-Sheila Dibb                            |
| Holden–Pam Harding/Robin Farrington                           | Sterling-Ross Perry/Kama Jayne                 |
| Paxton–Carol Riches   | West Boylston-Anita Scheipers/<br>Nancy Lucier |
| Princeton–Arthur Allen/Nina Nazarian                          |  |
| WEI – Helen Townsend  |  |
| MA Department of Conservation & Recreation – John M. Scannell |  |

2018 Board of Directors, Wachusett Earthday, Inc:

Connie Burr, Norma Chanis (Clerk), William Cronin, Susan Farr, Tim Harrington (Treasurer), Michael Kacprzicki, Mark Koslowske (Vice President & Operations Manager), Patt Popple, Vanya Seiss, Helen Townsend (President) and Robert Troy.



## **ZONING BOARD OF APPEALS**

### **Overview of 2018**

In 2018, the Zoning Board of Appeals received 6 new cases.

The Board received the following:

- 1 Variance (granted)
- 5 Special Permits (5 granted)
- 1 Extension of Time on an existing Special Permit

In December, 2018 the Board of Selectmen appointed new Alternate Member, Charles Conroy, to the Zoning Board of Appeals.

Respectfully,

Patrick Fox, Chairman  
Diana Baldarelli  
Matthew CampoBasso  
Joseph Curtin  
Jerry Siver  
Charles Conroy, Alternate  
Richard Lane, Alternate