

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

At 7:04pm, on Monday, May 6, 2019 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; 339 voters attended the meeting.

Town Moderator, Amrith Kumar noted the receipt of the posting of the Warrant for the Annual Town Meeting by Constable, 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 Moderator requested a moment of silence to honor those who have served in the Armed Forces and passed away within this year.

Selectmen Maureen Cranson read a list of residents who had recently passed and have served the Town in various capacities, to include:

- Marcelle R. (Bacon) Windward
- Paul Kroll
- Kori Stuart-Brix
- Mary Ann (O'Keefe) Nelson
- Marion L. (Taylor) Woodsmall
- Jacqueline M. (Wooding) Ryan
- Kenneth Irvine Harvey Williams
- Debra M. Thomas
- Raymond E Rugg Sr
- Mary Margaret Wagner
- Gertrude P. Thomas
- Robert Smiley
- Muriel (Barnjum) "Terri" Casamasima
- Maureen Shaughnessy
- Roland J. Marcotte
- Patricia Ann (Goguen) Wyman

Selectmen Cranson also noted that 2019 marks 100 years since the inception of the Hiram O. Taylor American Legion Post No. 189 of Sterling, Massachusetts.

Moderator Kumar acknowledged the Town Officials that were present at the meeting, and asked all non-voters or non-residents of the Town to identify themselves and be recognized. The following non-voters signed in:

Emmanuel Ortiz, SLCTV
Matt Downing, SLCTV
Melissa Jellie, SLCTV
Stephen Ware, SLCTV
David Latino, SLCTV

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

Aaron Gouveia, Botanist
Michael Sherry, Botanist
Michele Randazzo, Town Counsel
Ross Riley, Botanist
Devin Hall, Botanist
Chris Tolford, Botanist
Ross Perry, Town Administrator
Jeff Carlson, WRSD
Brett Sicklick, Botanist
Patricia Ruggero, Botanist
Patricia Campbell, Library
Bob Berlo, WRSD
Rick Voutour, Veteran Services
Veronica Buckley, COA
Jan Gottesman, The Item
Tammy Crockett, Monty Tech
Amanda Kelly, Resident (non-voter)
Kristen Dietel, Recreation
Diane Sousa, COA
Sean Hamilton, SMLD
Elizabeth Clemence, Treasurer/Collector
Fred Aponte, Accountant
Kara Antrim, Social Worker
Elizabeth Adams, Resident (non-voter)
Daniel White, Resident (non-voter)
Sheila Harrity, Monty Tech
Matt Marro, Conservation
Mary Honan, Resident (non-voter)
Thomas Foley, Saint Peter Mariah

The Moderator then explained the rules and customs of Sterling Town Meetings and the processes that will be followed.

MOTION MADE to dispense with the reading of the Warrant and Constable's Return
MOTION PASSED UNANIMOUSLY 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.

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

ARTICLE 1. FY20 Town Operating Budget

MOTION MADE by Joe Sova that the Town will vote to raise and appropriate the sum of \$24,329,913.66 and to further appropriate, from the Ambulance Receipts Account, the sum of \$270,000.00 and to further appropriate, from the Cemetery Perpetual Care Account, the sum of \$5,000.00 for a total appropriation of \$24,604,913.66 as shown on page 5 line 233 of the Omnibus Budget 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, 2019 and ending June 30, 2020, as shown in the municipal operating budget printed at the back of this Warrant.

MOTION PASSED UNANIMOUSLY 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.

FY 20 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. Fund Deficit due to Snow and Ice

MOTION MADE by Bill Tuttle to pass over Article 3.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 4. Transfer Certified Free Cash to the Capital Fund

MOTION MADE by Everett Heller that the Town vote to transfer from Certified Free Cash the sum of \$50,000 for the Capital Investment Fund for Fiscal Year 2020.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

**TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES**

ARTICLE 5. Transfer Certified Free Cash to the 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 20, General Laws Chapter 40, Section 5B, as amended.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 6. Transfer Balances from Old Warrant Articles to the Capital Fund

MOTION MADE by Steve Staudaher that the Town vote to transfer the sum of \$97,467.45 funds remaining from previous Town Meeting warrant articles or other inactive accounts as listed below, to the Capital Investment Fund.

Account #	Description	Recapture Dollars
01999-58064	ATM FY17 Art. # 8 DPW Backhoe	169.45
01999-58090	FY18 ATM Art. #9a Fire Dept SUV	237.73
01999-58114	FY19 ATM Art. #12e PD Taser Upgrade	2,963.00
01999-58118	FY19 ATM Art. # 13b SCBA Fill Stations	341.40
01999-58120	FY19 ATM Art. # 13d High School Turf Field	91,860.00
01231-57002	FY 14 Ambulance #1 Lease Residual	1,895.87
<u>Total</u>		<u>\$97,467.45</u>

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 7. Fiscal Year 20 Capital Plan – Free Cash

MOTION MADE by Todd Chapman that the Town vote to transfer from Certified Free Cash the sum of \$469,585 to be used to fund the Fiscal Year 2020 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.

<u>Item</u>	<u>Department</u>	<u>Amount</u>
1. Butterick Electric doors	Selectmen	\$ 11,500
2. Library Carpet	Library Trustees	\$ 30,000
3. Gazebo roof	Selectmen	\$ 3,900
4. Gazebo floor	Selectmen	\$ 9,156

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

5. Gazebo under floor ventilation	Selectmen	\$	1,605
6. Replace radio (5% match)	Fire Dept.	\$	659
7. LDH Appliances (FD)	Fire Dept.	\$	23,000
8. DPW 1 Ton Dump Truck	DPW	\$	51,600
9. Updates at West Sterling Schoolhouse	Historic Commission	\$	1,500
10. Computer, Server, and Network improvements	Administration	\$	72,100
11. Fiber Termination	Administration	\$	55,000
12. Town Center Improvement Project	Administration	\$	20,000
13. Printer / Scanner	Administration	\$	6,565
14. Dispatch Consoles	Police Dept.	\$	183,000

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 8. Fiscal Year 2020 Capital Plan – Capital Investment Fund

MOTION MADE by Everett Heller that the Town vote to transfer from the Capital Investment Fund the sum of \$502,623 to be used to fund the Fiscal Year 2020 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.

<u>Item</u>	<u>Department</u>	<u>Amount</u>
1. Butterick Bldg. Roof	Selectmen	\$90,000
2. Butterick Bldg. Windows	Selectmen	\$35,000
3. 1835 Bldg. Septic System	Selectmen	\$120,000
4. 1835 Bldg. Sprinkler System	Selectmen	\$125,000
5. Repair Tennis & BBall Courts	Recreation Com.	\$132,623

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

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

ARTICLE 9. Fiscal Year 2020 Capital Plan – Ambulance Receipts

MOTION MADE by Mary Cliett that the Town vote to transfer from the Ambulance Receipts Fund the sum of \$284,000 for the purchase of a new ambulance. Such funds to be administered and expended under the direction of the Fire Department

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 10. Water Dept. Operation Enterprise Fund

MOTION MADE by Bill Tuttle that the Town vote to appropriate the sum of \$944,221 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 \$984,221 to operate the Water Department Enterprise Fund for Fiscal Year 2020 under the provisions of Chapter 44, Section 53F1/2, as amended, as follows:

Salaries/Wages	\$250,285	
Expenses	\$350,727	
Principal & Interest	\$235,209	
Indirect Costs	<u>\$108,000</u>	
Subtotal	\$944,221	from FY20 water charges and fees
Reserve Fund	<u>\$ 40,000</u>	from Retained Earnings
Total Appropriation	\$984,221	

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 11. Replace Water Main: Kendall Hill Road

MOTION MADE by Bill Tuttle that the Town vote to transfer from Water Enterprise Retained Earnings the sum of \$200,000 to replace the aging Kendall Hill water main between the Kendall Hill water tank and Chamberlain Road; said sum to be expended by the Department of Public Works

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

CONSENT CALENDAR

MOTION MADE by Rich Lane that the Town vote by unanimous consent the following Articles that have not been requested "held"; those consent articles being: 12, 13, 14, 15, 16, 17 18, 19,

**TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES**

20, 21, and 22, and further, to fund certain articles for the purposes set forth in the articles as follows: Article 13, raise and appropriate \$100,000; Article 15, raise and appropriate \$11,000; Article 19, raise and appropriate \$1,100; and Article 20, transfer from certified free cash \$1,300.

No holds were requested by the voters.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 12. Set Salary of Municipal Light Board

It was voted, by Consent Calendar, that the Town 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.

ARTICLE 13. Reserve Fund for FY20

It was voted, by Consent Calendar, that the Town raise and appropriate the sum of \$100,000 for the Reserve Fund for Fiscal Year 2020 in accordance with the provisions of General Law Chapter 40, Section 6 as amended, as shown in line 230 of the operating budget printed at the back of the Warrant.

ARTICLE 14. Chapter 90 Funding

It was voted, by Consent Calendar, that the Town accept Chapter 90 funds in the amount of \$410,222 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.

ARTICLE 15. East Lake Waushacum Treatment

It was voted, by Consent Calendar, that the Town 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 FY20. Remaining costs are to be financed by the East Lake Waushacum Association.

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

ARTICLE 16. Authorize Treasurer to Borrow Money

It was voted, by Consent Calendar, that the Town 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, 2019, 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.

ARTICLE 17. Compensating Balance Agreements

It was voted, by Consent Calendar, that the Town, pursuant to Massachusetts General Laws, Chapter 44, Section 53F, authorize the Town Treasurer to enter into compensating balance agreements, for the fiscal year beginning July 1, 2019.

ARTICLE 18. Tax Title Payments Agreements for Properties in Tax Title

It was voted, by Consent Calendar, that the Town, pursuant to Chapter 60, Section 62A of the General Laws, as amended, 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.

ARTICLE 19. Fund Wachusett Greenways Expenses

It was voted, by Consent Calendar, that the Town raise and appropriate the sum of \$1,100 to be used for expenses for Wachusett Greenways, an eight town collaborative, said funds to be administered and expended by Wachusett Greenways.

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

ARTICLE 20. Fund Sterling Land Trust Expenses

It was voted, by Consent Calendar, that the Town 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.

ARTICLE 21. Revolving Funds Bylaw

It was voted, by Consent Calendar, that the Town set the FY 2020 spending limits for the revolving funds identified in Chapter 143 of the Town's General Bylaws, as follows:

Program or Purpose	Spending Limit
Recycling	\$5,000
Fuel	\$60,000
Deputy Collector	\$18,000
Planning Board Expenses	\$25,000
Council on Aging Expenses	\$50,000
Sterling Fair	\$135,000
Hazardous Materials	\$55,000
Radio Master Box Fees	\$4,000
Agricultural Commission Expenses	\$5,000
Recreation Committee Programs	\$155,000
Wiring Inspector	\$20,000

ARTICLE 22. Building Rental Revolving Fund

It was voted, by Consent Calendar, that the Town 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 in accordance with the Town's prior acceptance of the second paragraph of Section 3 of Chapter 40 of the General Laws [MGL Ch 40:03], as amended, 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.

CONCLUSION OF CONSENT CALENDAR

**TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES**

ARTICLE 23. Establish PEG Access and Cable Related Fund

MOTION MADE by Maureen Cranson to pass over Article 23.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 24. Amend the Personnel Policy to Recognize Merit and Longevity

MOTION MADE by Maureen Cranson 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, Compensation Plan, Section 5, to recognize a merit and Longevity plan for municipal employees as follows:

Part C: Merit and Longevity Increases

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

Increase percentage

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

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

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

Part D: Pay Rate for New Personnel

The hiring rate of pay shall be between the minimum **and the mid-point** of the salary range of the position's Classification Level for which the new employee is hired without prior approval of the Board **of Selectmen**, where **market conditions and/or** the employee's prior work experience, training, or education warrants such action. **Subject to the approval of the Board of Selectmen and availability of funds, the Town Administrator may authorize a higher rate of pay, up to the maximum of the salary range of the position's Classification Level, where market conditions and/or the employee's prior work experience, training, or education, warrants such action**

New employees eligible for the merit and longevity step increase plan described in this Section will be considered to be at Step 1 of that plan, regardless of their initial salary, and may progress accordingly.

Part E: "Personal Rate" of Pay

Any rate of pay which is above the maximum salary for a position as established by the Town's Classification and compensation plan, shall be deemed to be a personal rate of pay, and shall apply only to the incumbent. **No employee receiving a personal rate shall have their salary increased through the step increase longevity plan unless their increases have only been the standard COLA offered to other employees, but they will continue to receive any COLA increase awarded each year.** When such incumbent leaves the employ of the Town, or is transferred to another position or a new maximum higher than the employee's personal rate is established, the personal rate shall disappear.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 25. Amendments to Personnel Policy 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, with the exception of Attachment A; the Senior Center Operations Coordinator and Assistant Mechanic (DPW) should be Grade Level II.

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

Attachment A — Classification Plan
Regular Non-Union Positions

Effective as of July 1, 2019 (No changes from FY 19)

Grade Level	Position Title
I	Clerk Typist
	Library Technician (All)
	Custodian
I	Van Driver
	Laborer (DPW)
	Property Lister
II	Admin Assistant
	Library Associate I
	Outreach Aide (COA)
	Meal Site Coordinator (COA)
	Senior Center Operations Coordinator (COA)
	Assistant Mechanic (DPW)
III	Assistant Town Collector
	Assistant Town Treasurer
	Associate Health Agent
	Program Assistant (Rec)
	Executive Assistant (DPW; Police; Fire: Selectmen/TA)
	Assistant Town Clerk
	Animal Control Officer
	Library Associate II
	Water Technician (DP)
	Truck Driver (DPW)
	Equipment Operator (DPW)
IV	Asst. Library Director (Child Services)
	Working Foreman
	Facilities Maintenance Technician
	Conservation Agent
	Mechanic DPW)

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

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

Attachment C - Compensation Schedule

Non-Union Regular Positions (Effective July 1, 2019)

Grade Level	Hourly Salary Range Minimum	Hourly Salary Range Mid-Point	Hourly Salary Range Maximum
I	\$14.12	\$16.95	\$19.77
II	\$15.29	\$19.11	\$21.39
III	\$17.57	\$21.97	\$25.49
IV	\$20.61	\$25.26	\$29.90
V	\$24.25	\$30.32	\$36.38
VI	\$35.65	\$44.55	\$53.48

Grade Level	Hourly Salary Range Minimum	Hourly Salary Range Mid-Point	Hourly Salary Range Maximum
I	\$29,370	\$35,270	\$41,126
II	\$31,795	\$39,749	\$44,491
III	\$36,559	\$45,694	\$53,015
IV	\$42,875	\$52,533	\$62,192
V	\$50,436	\$63,067	\$75,675
VI	\$74,146	\$92,676	\$111,229

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

Attachment E – Compensation Schedule
Call Fire Force Positions (Effective as of July 1, 2019)

Grade Level	Hourly Salary Range Minimum	Hourly Salary Range Mid-Point	Hourly Salary Range Maximum
I	\$13.93	\$21.18	\$27.42

Attachment F — Stipend Positions
Effective Jul 1, 2019

Position Title	Amount
ADA Coordinator	\$1,500
Animal Inspector	\$3,000
Emergency Management Director	\$10,000
Gas Inspector	\$6012
Plumbing Inspector	\$10,930
Sealer of Weights and Measures	\$1,200

Attachment G --- Temporary Positions
Effective July 1, 2019

Position Title	Minimum/Hour	Maximum/Hour
Police Special Officer	State Minimum	\$15.00
Constable	State Minimum	State Minimum + \$1.00/hr.
Cell Monitor	\$15.00	\$25.00
Election Officer	State Minimum	State Minimum
Board of Registrars	State Minimum	State Minimum + \$1.00/hr.
Assistant Board of Registrars	State Minimum	State Minimum
Deputy Election Warden	State Minimum	State Min + \$1.00/hr.
Election Warden	State Minimum	State Minimum + \$5.00/hr.

Attachment H --- Miscellaneous Positions
Effective Jul 1, 2019

Position Title	Minimum/Hour	Maximum/Hour
Seasonal Laborer	State Minimum	\$13.00
Seasonal Truck Driver	\$17.00	\$21.00
Lifeguard	State Minimum	\$16.00
Seasonal Recreation Assistant	State Minimum	\$16.00
Food inspector		\$40.00

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

Parking Clerk		\$25.00
Assistant Building Inspector		\$35 per inspection
Assistant Plumbing Inspector		\$35 per inspection
Wiring Inspector		\$35 per inspection
Assistant Wiring Inspector		\$35 per inspection

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 26. Fund Future Employee Health Insurance Increases

MOTION MADE by Rich Lane that the Town vote to raise and appropriate the sum of \$89,000 to be used for funding future employee health costs.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 27: Appropriate Monies for the OPEB Trust Fund

MOTION MADE by John Kilcoyne that the Town vote to transfer from Certified Free Cash the sum of \$159,000, to fund the Other Post Employment Benefits Trust Fund, as recommended under GASB 45/GASB 75.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 28: Amendment to the General Bylaw - Earth Removal

MOTION MADE by Rich Lane that the Town vote to amend the General Bylaws by removing the entire Chapter 63 Earth Removal and replacing with a new Chapter 63: Earth Removal as printed in the warrant.

The following voters spoke against the article or expressed concerns, and responses were provided by Selectmen Richard Lane: Jim Gettens - 7 Shady Lane, Jeff Donaldson - 72 South Nelson Rd, Walt Andrews - 21 Newell Hill Rd, Marion Larson – 11 Matthew Ln, Cheryl Cronin – 70 Heywood Rd.

Brian Cline – 23 Boutelle Rd, spoke against the bylaw, then made a motion to table the article. The motion was denied due to a statement being made without a chance for response.

Selectmen John Kilcoyne responded to previous statement.

Scott Michalak – 12 Ashton Ln, spoke against article. Shaun Francis – 12 Justice Hill Cutoff responded.

MOTION TO TABLE THE ARTICLE MADE by David Shapiro – 3 Pine Woods Ln.

MOTION TO TABLE THE ARTICLE PASSED BY 2/3rds MAJORITY AS DECLARED BY THE MODERATOR (8:27PM)

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

ARTICLE 29: Amendment to the Protective Bylaw - Earth Removal

MOTION MADE by Rich Lane to refer to committee (Planning Board) for further review.
MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 30: Re-Zone land on Westerly Side of Rt 12

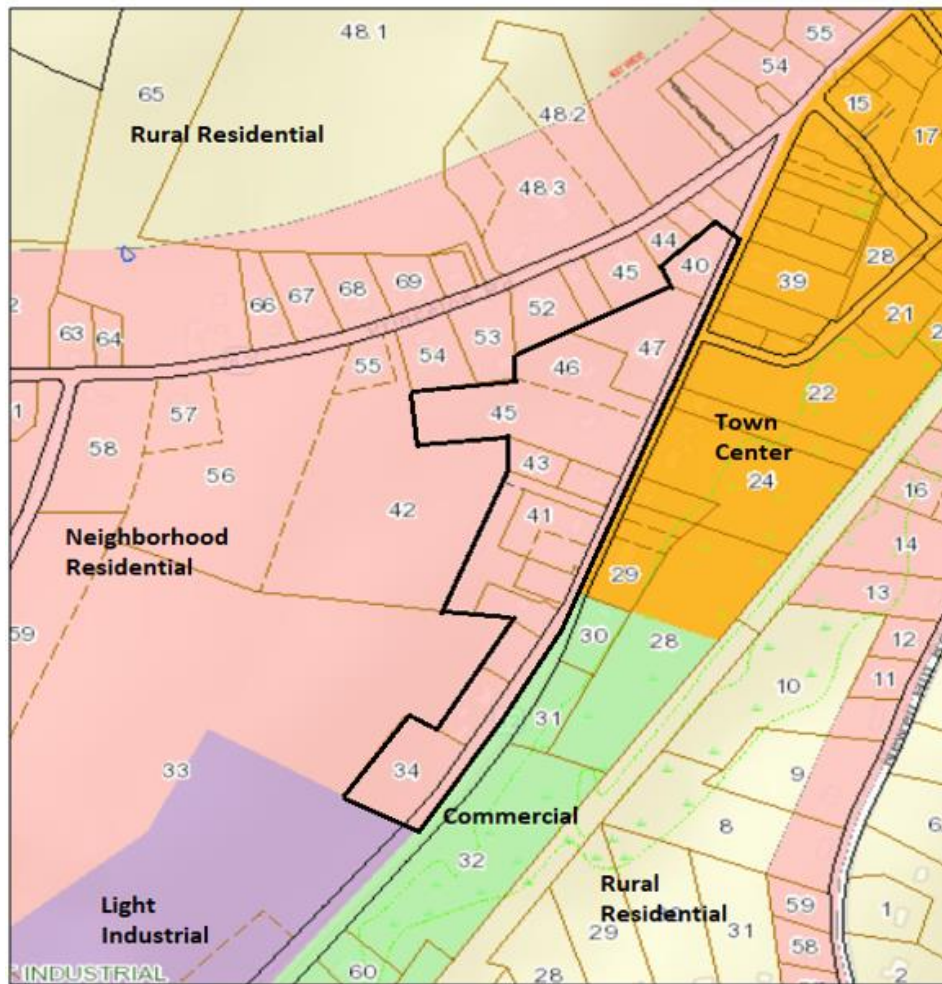
MOTION MADE by Maureen Cranson that the Town vote to amend its Zoning Map, as most recently amended, and its Protective Bylaws by rezoning the parcels along Rt 12 that are currently zoned as Neighborhood Residential (NR) to be included entirely within the Town Center (TC) zoning district as printed in the warrant, with the exception of parcel # 105-42 (aka 32 Princeton Rd.) will change to the Town Center (TC) zoning district only up to a line drawn 375ft from Princeton Road starting at the southwest corner of lot 43.

MOTION TO AMEND MADE by Katherine Fiamingo – 20 Princeton Rd. Amended motion: that the Town vote to amend its Zoning Map, as most recently amended, and its Protective Bylaws by rezoning the parcels along Route 12 (Worcester Road) that are currently zoned as Neighborhood Residential (NR) to be included entirely within the Town Center (TC) zoning district as printed in the warrant, with the exception of Parcel #105-42 (aka 32 Princeton Road) will change to the Town Center (TC) zoning district from a parallel setback distance of 300 feet, as measured from the property line at Worcester Road.

Parcel #	Address	Area
93-40	246 Worcester Rd.	0.61 acres
105-47	240 Worcester Rd.	1.6 acres
105-46	238 Worcester Rd.	1.3 acres
105-45	240 Worcester Rd.	2.8 acres
105-44	232 Worcester Rd.	0.35 acres
105-43	232R Worcester Rd.	0.4 acres
105-42	32 Princeton Rd.	~1.46 acres
105-41	230 Worcester Rd	0.75 acres
105-40	228 Worcester Rd.	0.33 acres
105-39	Worcester Rd.	0.01 acres
105-38	224 Worcester Rd.	0.35 acres

**TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES**

105-37	222 Worcester Rd.	0.47 acres
105-36	220 Worcester Rd.	0.39 acres
105-35	218 Worcester Rd.	0.55 acres
105-34	212 Worcester Rd.	1.5 acres
Total Parcels: 15		~12.87 acres* exclusive of road centerline



MOTION TO AMEND PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

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

**TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES**

ARTICLE 31. Sale of Land – 135 Rowley Hill Road

MOTION MADE by Maureen Cranson that the Town vote to transfer the care, custody and control of property located at 135 Rowley Hill Road, being Assessor's Map 54, Lot 29, from the board or officer having custody thereof, for the purpose for which such property is currently held, to the Board of Selectmen for the purpose of conveyance, on such terms and conditions as the Board of Selectmen shall determine, and authorize the Board of Selectmen to execute any deeds and other documents as may be necessary or appropriate to accomplish the foregoing.

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

ARTICLE 32. Fund a Bill from FY 19

MOTION MADE by John Kilcoyne that the Town vote to transfer from Certified Free Cash \$1,422.00 to pay an outstanding prior fiscal year's invoice from K.P.-Law.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 33. Accept Provisions of the Brave Act for Tax Exemptions for Veterans

MOTION MADE by Rich Lane that the Town vote to accept the 5th paragraph of G.L. c. 59, §5, clauses 22G and 22H as printed in the warrant.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

ARTICLE 34. Citizens Petition: Clothing, Shoe, and Book Collection Boxes and Outside Bin(s) Bylaw

MOTION MADE by Laura Ricci – 50 Bean Rd, that the Town will vote to adopt a bylaw regulating outside clothing, shoe and book collection bins and collection boxes.

Moderator explained that this is a non-binding resolution, and allowed a slideshow presentation.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

**TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES**

ARTICLE 35. Citizens Petition: Resolution Declaring Sterling a Pollinator-Friendly Community

MOTION MADE by Gary Menin – 8 Birch Dr, that the Town vote to approve the following resolution:

"WHEREAS, bees and other pollinators are a necessary component of a healthy ecosystem and food system, providing pollination of plants in order to grow vegetables, herbs and fruits;

and WHEREAS, locally grown crops such as apples, blueberries, strawberries, squash and tomatoes depend on pollinators and thus are at risk;

and WHEREAS, extensive research has documented that systemic pesticides contribute to illness and death to bees and pollinators and can concurrently negatively affect human and animal life;

and WHEREAS, alternative land management practices are available that dramatically increase pollinator forage while decreasing maintenance costs;

and WHEREAS, the monetary and social costs of maintaining pollinator-friendly landscapes can be less expensive than costs associated with maintaining chemically-treated landscapes.

NOW, THEREFORE, BE IT RESOLVED by the Town Meeting of the Town of Sterling, Massachusetts, that the Town of Sterling is hereby declared a Pollinator-Friendly Community, and that the Town encourages adoption of policies and practices that protect and support pollinator health by minimizing the sale and use of systemic pesticides.

Systemic pesticides (which include insecticides, herbicides and rodenticides) are chemicals that are absorbed by plants/animals when (intentionally or inadvertently) applied to seeds, soil, or leaves or otherwise introduced into the environment. The chemicals can then circulate through the plant's tissues, killing the insects that feed on them or deleteriously affecting other non-target animal or plant life.

BE IT FURTHER RESOLVED that the Town of Sterling urges all Sterling property owners, residents, businesses, institutions and neighborhoods to become more pollinator friendly by adopting practices including:

Committing to avoiding use of systemic pesticides on their property and avoiding the planting of flowering plants which are treated with systemic pesticides;

Planting more pollinator-supporting forage on their property, and adopting systemic pesticide free lawn and landscaping practices.

Following an Integrated Pest Management Plan prepared utilizing guidance available from the UMASS Extension Center for Agriculture, Food & the Environment for agriculture activities.

**TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES**

Following a Vegetation Management Plan prepared in compliance with the Rights of Way Management Regulations (333 CMR 11.00) for the Sterling Department of Public Works to control vegetation along municipal Rights of Way.

The Town Clerk is requested to send copies of this Resolution to Governor Charlie Baker, Massachusetts Department of Agricultural Resources Commissioner John Lebeaux, State Senator Dean Tran, and State Representative Harold P. Naughton."

Richard Lane stated that the Board of Selectmen defer to Town Meeting.

Allan Hoffman stated that two members of the Board of Health do not support the article.

The following voters spoke in favor of the article: Fionuala Dullea – 31 Princeton Rd, Catherine Ryan – 41 Birch Drive, Roseanne Mapp – 33 Taft Rd, Angela Grattaroti – 69 Worcester Rd, Patricia Ward – 24 Meetinghouse Hill Rd, Maryanne Macleod – 45 Swett Hill Rd,

The following spoke against the article: Robert Nickerson – on behalf of the Agricultural Commission, David Chandler – 191 Chace Hill Rd, David Grinkis – 73 Rugg Rd, Barbara Roberti – 51 Lake Shore Dr, Mike Pineo – 41 Tuttle Rd.

MOTION TO MOVE THE QUESTION MADE by David Shapiro – 3 Pine Woods Ln.
MOTION TO MOVE THE QUESTION PASSED BY 2/3rds MAJORITY AS DECLARED BY THE MODERATOR

Counted vote required. The following counters/tellers were sworn in by the Town Clerk:

Nickole Boardman, 16 Muddy Pond Rd	Kathleen Farrell, 103 Swett Hill Rd
Rosanne Mapp, 33 Taft Rd	Scott Michalak, 12 Ashton Ln

VOTE: 100 YES [in favor of resolution]; 132 NO: MOTION IS DEFEATED.

ARTICLE 36. Citizens Petition: Amend the Zoning Bylaws relative to Marijuana Establishments

MOTION MADE by Eric Thomas – 109 B Kendall Hill Rd, that the Town vote to amend the Town's Protective Bylaws by amending Section 4.9B, MARIJUANA ESTABLISHMENTS, that would provide as follows, and to further amend the Table of Uses, Section 2.3.1.C as follows:

- A. Amend 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

**TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES**

manufacturers, marijuana retailers or any other types of licensed marijuana-related businesses, shall be prohibited within the Town of Sterling, **except for medical marijuana cultivation and product manufacturers operating within the Town prior to January 1, 2019 that desire to operate a co-located medical and adult use cultivation and product manufacturing facilities;**

B. Amend the Table of Uses, Section 2.3.1C, as follows:

Districts	RR	NR	C	TC	LI
29. Marijuana Establishments	N	N	N	N	N ²

² Cultivation and product manufacturing by a duly licensed Marijuana Cultivator and Product Manufacturer, shall be permitted as of right within the Light Industrial Zoning District only by existing licensed medical marijuana cultivation and product manufacturers operating within the Town prior to January 1, 2019.

Brett Sicklick from the Botanist (non-voter) spoke, explaining the article. David Shapiro and Mike Pineo of the Planning Board stated that the Board does not support this article.

The following voters spoke in favor of the article: Maureen Cranson – 76 Albright Rd, Tim Hardy – 190 Beaman Rd, Rosanne Mapp – 33 Taft Rd, and Lex Thomas – 109 B Kendall Hill Rd.

The following voters expressed concerns, or spoke against the article: Jim Gettens – 7 Shady Ln and Mike Pineo – 41 Tuttle Rd.

MOTION TO MOVE THE QUESTION made by David Glidden – 7 Belmont Dr.

MOTION TO MOVE THE QUESTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

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

Motion made at 10:04PM by Brian Foley – 383 Redemption Rock Trail, to reconsider the vote to table Article 28. Motion denied per Moderator, due to timing – outside of 1 hour timeframe.

ARTICLE 37. Apply Stabilization Fund to Stabilize the Tax Rate

MOTION MADE by Todd Chapman to take no action on Article 37.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

ARTICLE 38: Annual Town Election

MOTION MADE at 10:07PM by Rich Lane to adjourn the Annual Town Meeting, only to reconvene on Monday May 13, 2019 for the purpose of conducting the Annual Town Election, and then to dissolve.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

FY20 OMNIBUS BUDGET

(Condensed – from May 6, 2019 Annual
Town Meeting Warrant)

	Account Number	Description	FY20 Dept Request
1		ACCOUNTANT	
2	01135-51100	ACCOUNTANT SALARY	29,948.00
3	01135-57000	ACCOUNTANT EXPENSE	10,361.00
4		Department Total	40,309.00
5		ADA COORDINATOR	
6	01196-51200	ADA COORDINATOR STIPEND	1,500.00
7		Department Total	1,500.00
8		AGRICULTURAL	
9	01177-57000	AGRICULTURAL EXPENSE	750.00
10		Department Total	750.00
11		ANIMAL INSPECTOR	
12	01250-51100	ANIMAL INSPECTOR SALARY	3,000.00
13	01250-57000	ANIMAL INSPECTOR EXPENSE	900.00

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

14		Department Total	3,900.00
15		ASSESSOR	
16	01141-51100	ASSESSOR STIPEND	4,500.00
17	01141-51200	ASSESSOR WAGES	47,100.00
18	01141-57000	ASSESSOR EXPENSE	79,515.00
19	01142-57000	ASSESSOR REVAL	0.00
20		Department Total	131,115.00
21		AUDIT	
22	01136-57000	AUDIT EXPENSE	21,500.00
23		Department Total	21,500.00
24		BOARD OF HEALTH	
25	01510-51100	BOH STIPEND	309.00
26	01510-51110	BOH INSPECTOR SALARY	101,282.00
27	01510-53000	BOH WACHUSETT HOME HEALTH CARE	0.00
28	01510-53001	BOH MONTACHUSETT PUBLIC HEALTH	3,200.00
29	01510-57000	BOH EXPENSE	4,530.00
30	01510-57001	BOH KIOSK	2,900.00
31	01510-57002	BOH PRINTER/COPIER	655.00
32		Department Total	112,876.00
33		BOARD OF SELECTMEN	
34	01122-51100	SELECTMAN STIPEND	4,500.00
35	01122-57000	SELECTMAN EXPENSE	8,400.00
36		Department Total	12,900.00
37		CONSERVATION	

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

38	01171-51200	CONSERVATION AGENT WAGES	25,402.00
39	01171-57000	CONSERVATION COMMITTEE EXPENSE	1,000.00
40	01171-57001	CENTRAL MASS STORMWATER COALITION	5,000.00
41		Department Total	31,402.00
42		COUNCIL ON AGING	
43	01540-51200	SENIOR CENTER FACILITIES MAINT TECH	0.00
44	01540-51300	SENIOR CENTER OPERATIONS COORDINATOR	0.00
45	01540-57000	SENIOR CENTER OPERATIONS	21,755.00
46	01541-51200	COA WAGES	182,805.22
47	01541-53000	COA HOME CARE	400.00
48	01541-53001	COA TITLE VII NUTRITION AND WHEAT	4,300.00
49	01541-57000	COA EXPENSE	16,050.00
50			
51		Department Total	225,310.22
52		CULTURAL COUNCIL	
53	01542-57000	CULTURAL COUNCIL	3,550.00
54		Department Total	3,550.00
55		DEBT SERVICE	
56	01710-59000	DEBT - LONG TERM PRINCIPAL	1,545,000.00
57	01750-59010	DEBT - LONG TERM INTEREST	155,435.00
58	01751-59010	DEBT - SHORT TERM INTEREST	0.00
59		Department Total	1,700,435.00
60		DPW	
61	01422-51100	DPW SALARY	74,692.00

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

62	01422-51110	DPW BOARD STIPEND	1,800.00
63	01422-51200	DPW WAGES	641,755.00
64	01422-52000	DPW STREET LIGHTS	16,132.00
65	01422-52700	DPW HYDRANT RENTAL	26,675.00
66	01422-52900	DPW TRASH PICKUP	602,000.00
67	01422-52901	REGIONAL RECYCLING	4,181.00
68	01422-52902	LANDFILL MONITORING	16,500.00
69	01422-57000	DPW EXPENSE	322,420.00
70	01422-57001	DPW EQUIPMENT LEASE	29,692.00
71		Department Total	1,735,847.00
72		DPW SNOW & ICE	
73	01423-51200	SNOW & ICE WAGES	60,000.00
74	01423-57000	SNOW & ICE EXPENSE	121,000.00
75		Department Total	181,000.00
76		ECONOMIC DEVELOPMENT	
77	01178-57000	ECONOMIC DEVELOPMENT COMMITTEE EXPENSE	26,000.00
78		Department Total	26,000.00
79		EXTENSION SERVICE	
80	01690-57000	EXTENSION SERVICE	510.00
81		Department Total	510.00
82		FACILITIES	
83	01192-51200	FACILITIES WAGES	33,860.94
84	01192-57000	FACILITIES EXPENSE	76,576.00
85		Department Total	110,436.94

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

86		FINANCE BOARD	
87	01131-51100	FINANCE BOARD STIPEND	0.00
88	01131-57000	FINANCE BOARD EXPENSE	280.00
89		Department Total	280.00
90		FIRE-EMT	
91	01220-51100	FIRE CHIEF SALARY	102,264.00
92	01220-51200	FIRE WAGES	642,394.00
93	01220-51500	FIRE EMERGENCY MANAGEMENT STIPEND	10,000.00
94	01220-57000	FIRE EXPENSE	176,500.00
95	01220-57001	FIRE EMERGENCY MANAGEMENT EXPENSE	1,500.00
96	01220-57002	FIRE EQUIPMENT LEASE	62,148.05
97		Department Total	994,806.05
98			
99		FIRE-AMBULANCE	
100	01231-51100	AMBULANCE CHIEF SALARY	12,817.00
101	01231-51200	AMBULANCE WAGES	354,796.00
102	01231-57000	AMBULANCE EXPENSE	97,700.00
103	01231-57002	AMBULANCE LEASE	0.00
104		Department Total	465,313.00
105		HISTORICAL COMMISSION	
106	01670-57000	HISTORICAL EXPENSE	2,500.00
107		Department Total	2,500.00
108		HUMAN RESOURCES	
109	01152-51100	HUMAN RESOURCE STIPEND	0.00

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

110	01152-57000	HUMAN RESOURCE EXPENSE	200.00
111	01152-57001	HUMAN RESOURCE TRAINING	200.00
112		Department Total	400.00
113		INFORMATION TECHNOLOGY	
114	01155-52000	IT PROFESSIONAL SERVICES	0.00
115	01155-57000	IT EXPENSE	145,548.00
116	01155-57001	IT WEB HOSTING	0.00
117			
118		Department Total	145,548.00
119		INSPECTIONAL SERVICES	
120	01241-51100	BUILDING INSPECTOR SALARY	63,041.00
121	01241-51101	INSPECTION WIRE INSP SALARY	0.00
122	01241-51102	INSPECTION PLUMBING INSP SALARY	10,930.00
123	01241-51103	INSPECTON GAS INSP SALARY	6,012.00
124	01241-51200	BUILDING INSPECTOR WAGES	37,500.17
125	01241-57000	INSPECTION EXPENSE	5,500.00
126	01241-57001	SEALER OF WEIGHT & MEASURES EXPENSE	1,200.00
127		Department Total	124,183.17
128		INSURANCE-BENEFITS	
129	01910-59020	INSURANCE-BENEFITS	1,490,875.00
130		Department Total	1,490,875.00
131		LEGAL SERVICES	
132	01151-53000	LEGAL SERVICES	62,000.00
133		Department Total	62,000.00

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

134		LIBRARY	
135	01610-51100	LIBRARY SALARY	81,098.69
136	01610-51200	LIBRARY WAGES	229,785.00
137	01610-57000	LIBRARY EXPENSE	133,807.00
138		Department Total	444,690.69
139		MEMORIAL AND VETERANS DAY	
140	01699-57000	MEMORIAL AND VETERANS DAY	5,600.00
141		Department Total	5,600.00
142		MODERATOR	
143	01114-51100	MODERATOR STIPEND	500.00
144	01114-57000	MODERATOR EXPENSE	150.00
145	-	Department Total	650.00
146		OPEN SPACE	
147	01179-57000	OPEN SPACE EXPENSE	1,500.00
148		Department Total	1,500.00
149		PERSONNEL BOARD	
150	01159-52000	PERSONNEL BOARD TRAINING	200.00
151	01159-57000	PERSONNEL BOARD EXPENSE	400.00
152	01159-57001	PERSONNEL BOARD MERIT PAY	67,291.00
153		Department Total	67,891.00
154		PLANNING	
155	01175-51100	PLANNING STIPEND	1,500.00
156	01175-56310	MRPC EXPENSE	2,850.00
157	01175-57000	PLANNING EXPENSE	19,231.00

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

158			
159		Department Total	23,581.00
160		POLICE	
161	01210-51100	POLICE SALARY	138,041.00
162	01210-51200	POLICE WAGES	1,356,014.50
163	01210-57000	POLICE EXPENSE	105,575.00
164	01210-58500	POLICE CRUISER	41,000.00
165		Department Total	1,640,630.50
166		POLICE-ANIMAL CONTROL	
167	01249-51200	ANIMAL CONTROL WAGES	22,233.96
168	01249-57000	ANIMAL CONTROL EXPENSE	4,000.00
169		Department Total	26,233.96
170		POLICE-DISPATCH	
171	01215-51200	COMMUNICATION WAGES	275,835.54
172	01215-57000	COMMUNICATION EXPENSE	103,397.16
173		Department Total	379,232.70
174		RECREATION	
175	01630-51100	RECREATION SALARY	52,674.84
176	01630-51200	RECREATION WAGES	44,119.00
177	01630-57000	RECREATION EXPENSE	28,100.00
178		Department Total	124,893.84
179		TOWN ADMINISTRATOR	
180	01129-51100	TOWN ADMINISTRATOR SALARY	102,338.64
181	01129-51200	TOWN ADMINISTRATOR WAGES	65,625.31

TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES

182	01129-51201	OPERATIONS MANAGER WAGES	44,920.80
183	01129-57000	TOWN ADMINISTRATOR EXPENSE	60,757.50
184	01129-57001	COA SENIOR WORKOFF PROGRAM	15,000.00
185	01175-57001	TOWN PLANNER (FY19)	0.00
186	01129-51202	TOWN PLANNER SALARY (FY20)	74,970.00
187	01129-57002	TOWN PLANNER EXPENSE	7,750.00
188		Department Total	371,362.25
189		TOWN CLERK	
190	01161-51100	TOWN CLERK SALARY	67,238.40
191	01161-51200	TOWN CLERK WAGES	46,253.94
192	01161-52000	TOWN CLERK TRAINING	3,500.00
193	01161-57000	TOWN CLERK EXPENSE	11,000.00
194	01162-51200	ELECTION WAGES	6,660.00
195	01162-57000	ELECTION EXPENSE	10,700.00
196		Department Total	145,352.34
197		TREASURER/COLLECTOR	
198	01145-51100	TREASURER/COLLECTOR SALARY	75,363.00
199	01145-51200	TREASURER/COLLECTOR WAGES	96,803.00
200	01145-57000	TREASURER/COLLECTOR EXPENSE	51,800.00
201		Department Total	223,966.00
202		VETERANS	
203	01543-51200	VETERANS WAGES	0.00
204	01543-57000	VETERANS EXPENSE	20,000.00

**TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES**

205	01543-57700	VETERANS BENEFITS	25,000.00
206		Department Total	45,000.00
207		WORC COUNTY RETIREMENT	
208	01910-59060	WORCESTER COUNTY RETIREMENT	855,519.00
209		Department Total	855,519.00
210		ZONING BOARD OF APPEALS	
211	01176-51200	BOARD OF APPEALS WAGES	0.00
212	01176-57000	BOARD OF APPEALS EXPENSE	5,000.00
213		Department Total	5,000.00
214			11,986,349.66
215			
216	Article	WACHUSETT REGIONAL SCHOOL DIST	
217	01300-57000	WACHUSETT RSD MINIMUM CONTRIBUTION	8,220,062.00
218	01300-57001	WACHUSETT RSD ABOVE NET MIN CONTRIBUTION	2,377,050.00
219		WACHUSETT RSD TRANSPORTATION	717,246.00
220		WACHUSETT RSD DEBT SERVICE	369,100.00
221		Department Total	11,683,458.00
222	Article	MONTACHUSETT REG. SCHOOL DIST	
223	01301-57000	SCHOOL MONTACHUSETT REGIONAL VOC TECH	821,969.00
224		DEBT AND INTEREST - BUILDING PROJECT **	13,137.00
225		Department Total	835,106.00
226	Article	OPEB	
227	01910-59060	OPEB Separate warrant article	0.00
228		Department Total	0.00

**TOWN OF STERLING
MAY 6, 2019
ANNUAL TOWN MEETING MINUTES**

229	Article	Reserve Fund	
230	01132- 56900	RESERVE FUND	100,000.00
231		Department Total	100,000.00
232			
233			24,604,913.66