

Town of Webster



W E B S T E R

SENIOR CENTER

2015

Annual Report

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ANNUAL REPORTS

OF THE

TOWN OFFICERS

OF THE

**TOWN OF WEBSTER
MASSACHUSETTS**

For the Year Ended

December 31, 2015



IN MEMORIAM

Yvette B. Cloutier

Edward M. Collins

Esther M. Elliott

George E. Giroux

John J. Kapitulik Jr.

Marcel R. Langlois

Harold J. Sellig

Lillian E. Walley

TOWN OFFICERS
BOARD OF SELECTMEN

	Term Expires
Andrew M. Jolda	2017
Mark G. Dowgiewicz	2016
Don D. Bourque	2017
Randy V. Becker	2018
William A. Starzec	2016

TOWN CLERK

Robert Craver	2018
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TOWN TREASURER

James Chauvin	2016
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TAX COLLECTOR

Maryann C. McGeary	2017
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SCHOOL COMMITTEE

Shawn P. Collins, Chairman	2016
Michael Makara, Vice Chairman	2018
David Hurton	2017
Martina Gorski-Strong	2017
Brian Chenevert	2018

ASSESSORS

Marc Becker, Chairman	2017
Sharon Pelletier	2016
Thomas Gorski Jr.	2018

FINANCE COMMITTEE

Elected

Michael Finamore, Chairman	2017
Joseph Beresik	2018
Bobby Phillips	2016
James Bazinet	2018

Appointed by the Selectmen

Stanley Lenky	2018
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Appointed by the Moderator

Julie Dell'Anna	2017
Earl Gabor	2018
Sarah Sansom	2017
Carol Marchand	2017

TRUSTEES OF PUBLIC LIBRARY

Jean Travis, Chair	2017
Rena Klebart, Vice Chair	2016
Catherine Martin, Secretary	2018
Margaret Sheehan, Treasurer	2018
Richard Cazeault	2016

Nancy LaFramboise 2018
 William Konicki 2018

TOWN MODERATOR

Thomas Ralph 2016
 Attorney David Dupont, Deputy Moderator 1 year appointment

WEBSTER HOUSING AUTHORITY

David Dupont, Chairman Appointed
 Douglas Babcock 2017
 Roland Napierata 2018
 James E. Avery 2016
 Michael Finamore 2018

REGIONAL VOCATIONAL SCHOOL COMMITTEE

Thomas V. Mroczek 2018

BOARD OF HEALTH

Dave Zalewski, Chairman
 Iwona Miller, Vice Chair
 James Avery, Member

REDEVELOPMENT AUTHORITY

Olga Pappas, Chairman 2016
 Joseph J. Smith, III 2017
 Maryann McGeary 2017
 Paul Minarik 2018

Dan Fales, State Appointee
 Carol Cyr, Director

OFFICERS APPOINTED BY THE BOARD OF SELECTMEN

Town Administrator **Town Accountant**

Pamela A. Regis

Executive Secretary

Courtney Friedland

FIREWORKS COMMITTEE

Recreation Committee

ADA COMMITTEE

Anne Marie Peperato, Chairman

Barbara Kottori

Heather Richards

Scott Charpentier, ADA Coordinator

William A. Starzec, BOS Appointee

CULTURAL COUNCIL (No Expiration)

Linda Littleton, Chair Mike Robillard
 Jessica Agazarian Karen Malo

Susan Hoffeler
Charlotte Kulpin

Elizabeth Mann
Angela Clair Fleming
OPEN COUNCIL

BYLAW COMMITTEE

CABLE ADVISORY COMMITTEE

Richard Rainey	2017
Wayne Lawson	2017
Ted Avlas	2018
Greg Roberts	2016

CONSERVATION/LAKE COMMISSION (Seven Member Commission)

Paul Fiske	June 30, 2017
Joseph Kabala	June 30, 2015
Joseph Kunkel	June 30, 2018
Richard Franas	June 30, 2016
Beau Saad	June 30, 2018
Jeffrey Dowgiewicz	June 30, 2016
Al Huefner	June 30, 2017

CONSTABLES

William Keefe	2017
Barry Sims	2018
Alan Jeskey	2018

COUNCIL ON AGING

Edward N. Szymczak	Gretchen Pelletier
Rose Silvestri	Claire Menard
Joseph Sokolowski	Raymond Mullins
Stella Miller	Sandra Shablin
Sam Walley	Phyllis Romano
Joann Sadowski	OPEN COUNCIL

ECONOMIC DEVELOPMENT COMMITTEE (Seven Members)

Donald D. Bourque - Local Business Owner	June 30, 2018
(2) OPEN POSITIONS - Local Business Owner	(Three Year Term)
Marc Becker	June 30, 2018
(1) OPEN POSITION - With Commercial/Real Estate and Professional Experience	(Two Year Term)
Brett Condon	June 30, 2016
(1) Citizen at Large	(One Year Term)

HISTORICAL COMMISSION (Seven Members)

(7) OPEN POSITIONS	(Three Year Term)
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PERSONNEL ADVISORY BOARD (Seven Members)

Board of Selectmen Appointments

(2) OPEN POSITIONS

Finance Committee Appointments

Stanley Lenky

Julie Dell'Anna

Town Moderator Appointments

Robert Miller

Les Stevens

Town Administrator

PLANNING BOARD

Paul Laframboise, Chairman

2017

Mike Dostoler

2016

Charles Ceppetelli

2017

Denise Moberg

2016

Thomas Klebart

2016

(FIVE MEMBER BOARD)

(Three Year Term)

Alternate

Vacant

Alternate

Vacant

PUBLIC SAFETY COMMITTEE

Kenny Pizzetti, Chair

Tim Bent, Police Chief

Paul Congden

Gordon Wentworth

Ted Avlas

Brian Hickey

RECREATION COMMITTEE

Jules Emerson

Leslie Baker

Lori Charlonne

Angela Brayton

Michelle Budney

Kelly Guay

RECYCLING COMMISSION**REGISTRARS OF VOTERS****(Appointed by the Board of Selectmen)**

Mike Cosen

2018

Charlotte Costen

2016

Ron Cardin

2017

TRUSTEES OF SOLDIERS MONUMENTS

James Reed Morrison

2018

Victor Jankowski

2017

Joseph Laplante (V)

2017

Charles Walley (V)

2018

Ginger Costen

2016

Selectmen Chair

WATER & SEWER ADVISORY COMMISSION**WEBSTER CONCERNED CITIZENS BILLBOARD COMMITTEE**

Linda Littleton, Chairman

Rhoda Kazmarek, Secretary

Rich Franas, Vice Chairman

Ken Vacovek

ZONING BOARD OF APPEALS

Mathew Fitton, Chairman	2016
Don Malo	2017
Jason Piader	2014
Daniel Cournoyer	2017
Mark Mason	2018
(2)Associate Members	
Mike Fafard	

OFFICERS APPOINTED BY THE TOWN ADMINISTRATOR

Executive Secretary **Building Inspector**
Theodore Tetreault

Town Counsel
Kopelman & Paige P.C.

WEBSTER FIRE DEPARTMENT

Brian C. Hickey
Full Time Staff
Chief Fire Engineer
Emergency Management Director
Superintendent of Fire Alarms
Fire Warden

Robert R. Gryniewicz
Deputy Fire Chief
Call Department Staff

Chris W. Jolda
Deputy Fire Chief
Oil Burner Inspector
Full Time Staff

Kevin Adams
Lieutenant
Full Time Staff

Greg Lynskey
Communications Support
Emergency Management

ON CALL DEPARTMENT STAFF**CAPTAINS**

Ronald Antos

Irv Moran

LIEUTENANTS

Paul Fiske
William Gendreau

Mark Gevry
Paul Konieczny

Joseph Mutrocinski

DRIVERS

Jon Belanger
Andrew Condos
Henry Fontaine
Robert A. Gryniewicz
Joel Grzyb

Kristopher Kay
Ryan Labbe
Ronald Lamontagne
Greg Niro

Matthew Peters
Nicholas Rivera
Edwin Sterczala
Joel Wolfram

PRIVATES

Chad Barber
 Michael Buchanan
 Joseph Elderkin
 Christopher Fiske
 Justine Gendreau

Kathryn Joseph
 Sarah Kac
 Heather Mantoleski
 Michael Martin
 Steven Montville

Michael Pinto
 Jeffrey Saad
 James Scheffler
 Paul Wynant

DIRECTOR OF VETERANS SERVICES & BENEFITS

Richard Holewa

CARETAKER OF GRAVES OF SOLDIERS & SAILORS

Veterans Council

FOREST WARDEN

Brian Hickey

GENERAL APPOINTMENTS**BURIAL AGENT****FENCE VIEWER**

Building Inspector

TOWN HISTORIAN

Appointed by Town Administrator

MEASURER OF WOOD & BARK

Peter Tremblay

TREE WARDEN

Kenneth Pizzetti

ZONING AGENT

Theodore Tetreault

HEALTH DEPARTMENT AGENT**ADA COORDINATOR**

Scott Charpentier

**ANIMAL CONTROL OFFICER AND
DEAD ANIMAL PICK UP OFFICER**

Michelle Lafleche

ANIMAL INSPECTOR

Michelle Lafleche

INSPECTOR OF WIRES

Aldo Nolle

LAKE SANITARIAN

Marc Becker

MILK INSPECTOR

Board of Health

PLUMBING INSPECTOR

Jay Spahl

SEALERS OF WEIGHTS & MEASURES

Commonwealth of Massachusetts

ON-SITE SEWER INSPECTOR

Health Agent

PARKING CLERK

MaryannMcGeary

POLICE DEPARTMENT

CHIEF OF POLICE

Timothy J. Bent

DEPUTY CHIEF

Rodney Budrow*

LIEUTENANT

Michael Shaw

SERGEANTS

Joseph Brooks
James Hoover
Thomas Ralph

Gordon Wentworth
Tobby Wheeler

PATROLMEN

Bryan Bates*
David Brody
Steven Cacciapouti
Joshua Collins
Daniel Difusco
Spencer Donovan
Robert Ela
Leonard Gevry*
Bruce Hamm
Cynthia Johnson
Robert Larochele
Michael Lee

Timothy Moran
John Nedoroscik
Patrick Perry
Michael Reardon
Joseph Reed
Donald Southall*
Aaron Suss
Christopher Trainor
Timothy Whiting
James Young, Jr.
James Young, Sr.
Michael Yurkevicius

SUB-PATROLMEN

James Baca

Stephen Foisy

Matthew Langevin

AUXILIARY / SPECIAL POLICE

CAPTAIN

Todd Jankowski

SERGEANTS

Chad Deveno

David Podell

AUXILIARY / SPECIAL POLICE OFFICERS

Matthew Cauley

Matthew Mahota*

Timothy Dufresne

Samantha Putis

Jerry Fuller*

Richard Walcek

Joan Laplante

MATRONS

Nancy Consolie

Joan Laplante

Sarah Kac

Rebecca Prefontaine

EXECUTIVE SECRETARY TO THE CHIEF OF POLICE

Nancy Consolie

* Retired
*** Resigned

	OFFICIAL BALLOT SPECIAL TOWN ELECTION WEBSTER, MASSACHUSETTS JANUARY 26, 2015	 TOWN CLERK
INSTRUCTIONS TO VOTERS To vote, fill in the oval <input type="radio"/> completely next to your choice, like this <input checked="" type="radio"/> .		
QUESTION		
Shall the Town of Webster be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bonds issued in order to construct, renovate and expand the Chester C. Corbin Public Library building at 2 Lake Street, to include the preparation of detailed plans, specifications, bid documents, the acquisition of any easements, if necessary, and the construction, renovation and expansion of the Chester C. Corbin Public Library building at 2 Lake Street, to include remodeling, reconstructing or repairs to, and equipping and furnishing of said building?		
YES <input type="radio"/> NO <input type="radio"/>		
YES 284 NO 157 TOTAL VOTE 441		
A TRUE COPY ATTEST:  TOWN CLERK		

Webster TOTALS

Local Election 05/04/2015

Total Registered Voters: 11,647

Precinct	#1	#2	#3	#4	#5	Combined	
						Total	Total
Total Votes per Precinct	271	185	296	515	385	1,652	
Board of Selectmen (one seat - 3 year term)	Pre #1	Pre #2	Pre #3	Pre #4	Pre #5	Total	
Robert J Miller (re-election)	103	68	86	149	130	536	
Randall V Becker	166	111	209	364	250	1,100	
writer-ins	0	1	0	1	1	3	
School Committee (two seats - 3 year terms)	Pre #1	Pre #2	Pre #3	Pre #4	Pre #5	Total	
Michael Makara (re-election)	181	138	208	353	283	1,163	
writer-ins	7	2	4	2	3	18	
Brian Chenevert	7	9	10	13	15	54	
Regional Vocational School Committee (one seat - three year term)	Pre #1	Pre #2	Pre #3	Pre #4	Pre #5	Total	
Thomas V Mroczek (re-election)	180	132	216	351	266	1,145	
writer-ins	0	0	0	1	1	2	

Board of Health

(one seat - one year term)	Pre #1	Pre #2	Pre #3	Pre #4	Pre #5	Total
James E Avery	173	134	212	348	273	1,140
write-ins	0	3	2	5	2	12

Board of Health

(one seat - two year term)	Pre #1	Pre #2	Pre #3	Pre #4	Pre #5	Total
Iwona Miller	157	122	198	306	232	1,015
write-ins	1	3	5	4	6	19

Board of Health

(one seat - three year term)	Pre #1	Pre #2	Pre #3	Pre #4	Pre #5	Total
David J Zalewski	165	130	206	332	264	1,097
write-ins	0	3	2	1	2	8

Finance Committee

(two seats - three year terms)	Pre #1	Pre #2	Pre #3	Pre #4	Pre #5	Total
write-ins	9	4	11	21	22	67
Joseph Beresik	6					6
James Bazinet		3				3

Assessor

(one seat - three year term)	Pre #1	Pre #2	Pre #3	Pre #4	Pre #5	Total
Thomas W Gorski Jr.	178	131	214	334	271	1,128
write-ins	1	1	2	1	1	6

Housing Authority

(one seat - five year term)	Pre #1	Pre #2	Pre #3	Pre #4	Pre #5	Total
Michael Finamore (re-election)	92	86	108	195	157	638
Susan J Smichinski	141	69	152	256	177	795
write-ins	0	0	0	0	0	0

Trustees of the Public Library

(two seats - three year terms)	Pre #1	Pre #2	Pre #3	Pre #4	Pre #5	Total
James A Chauvin (re-election)	169	122	176	321	244	1,032
Catherine V Martin (re-election)	135	91	151	254	183	814
write-ins	3	0	5	25	7	40

Trustees of the Public Library

(one seat - two year term)	Pre #1	Pre #2	Pre #3	Pre #4	Pre #5	Total
write-ins	18	16	15	9	26	84
Nancy Laframboise				31		31

Redevelopment Authority

(one seat - five year term)	Pre #1	Pre #2	Pre #3	Pre #4	Pre #5	Total
Maryann McGeary (re-election)	186	134	217	361	279	1,177
write-ins	0	0	1	2	1	4

Redevelopment Authority

(one seat - two year term)	Pre #1	Pre #2	Pre #3	Pre #4	Pre #5	Total
write-ins	4	10	13	7	17	51
Marc Becker				9		9

Town Treasurer

(one seat - one year term)	Pre #1	Pre #2	Pre #3	Pre #4	Pre #5	Total
Joseph S Beresik	87	61	107	160	152	567
James A Chauvin	121	63	92	210	142	628
Steven Raymond	41	30	57	87	45	260
write-ins	9	16	13	23	22	83

Town Clerk

(one seat - three year term)	Pre #1	Pre #2	Pre #3	Pre #4	Pre #5	Total
Robert T Craver (re-election)	203	144	233	408	308	1,296
write-ins	1	0	0	2	1	4

This is to certify that the following articles were acted on at the Special Town Meeting held on May 11, 2015. The meeting started at 6:10 p.m. and there was a quorum present.

**COMMONWEALTH OF MASSACHUSETTS
TOWN OF WEBSTER
SPECIAL TOWN MEETING WARRANT
MAY 11, 2015**

Worcester, ss

To either of the Constables in the County aforesaid:

In the name of the Commonwealth of Massachusetts you are hereby required and directed to notify and warn the inhabitants of the Town of Webster aforesaid who are qualified to vote in elections and Town affairs to meet in the Bartlett High School Auditorium, 52 Lake Parkway, in said Webster on **Monday, May 11, 2015 at 6:00 PM** then and there to act on the following Articles to wit:

A motion was made to dispense with the reading of the whole Warrant. The motion received a unanimous vote and the Moderator moved on to article one.

ARTICLE 1: To hear and act upon the report and recommendations of the Board of Selectmen and the Finance Committee.

Sponsored by the Board of Selectmen – Selectmen recommend approval

Decision: A motion was made to approve the article as read. The motion received a unanimous vote and the article was approved as read.

ARTICLE 2: To see if the Town will vote to raise and appropriate or transfer from any available funds in the Treasury, a sum sufficient to the Town Administrator Unpaid Bills Account for the purpose of funding the payment of prior years' unpaid invoices; or take any action thereon.

Sponsored by the Town Accountant – Selectmen recommend approval

Decision: A motion was made: THAT THE TOWN VOTE TO TRANSFER THE SUM OF \$5,396.53 TO THE TOWN ADMINISTRATOR UNPAID BILLS ACCOUNT AS FOLLOWS:

**\$370.56 FROM THE FIRE BUILDING MAINTENANCE ACCOUNT
\$280.00 FROM THE POLICE VEHICLE MAINTENANCE ACCOUNT
\$3,933.45 FROM THE SWCCC TRAINING OVERTIME ACCOUNT
\$812.52 FROM THE HEALTH SERVICES OFFICE SUPPLIES ACCOUNT**

This article required a 9/10's vote.

The motion received a unanimous vote and the article as amended was approved.

ARTICLE 3: To see if the Town will vote to raise and appropriate or transfer from any available funds in the Treasury, a sum sufficient to the Water Unpaid Bills Account for the purpose of funding the payment of prior years' unpaid invoices; or take any action thereon.

Sponsored by the Town Accountant – Selectmen recommend approval

Decision: A motion was made, THAT THE TOWN VOTE TO TRANSFER THE SUM OF \$240.00 FROM THE WATER BUILDING MAINTENANCE ACCOUNT TO THE WATER UNPAID BILLS ACCOUNT.

This article required a 9/10's vote.

The motion received a unanimous vote and the article as amended was approved.

ARTICLE 4: To see if the Town will vote to transfer the sum of \$2,000.00 from the Assessors Other Expenses Account to the Assessors Assessing Services Account; or take any action thereon.

Sponsored by the Town Accountant – Selectmen recommend approval

Decision: A motion was made to approve the article as read. The motion received a unanimous vote and the article was approved as read.

ARTICLE 5: To see if the Town will vote to transfer a sum sufficient from the Town Clerk Purchase of Services Account to the Elections Equipment Account; or take any action thereon.

Sponsored by the Town Accountant – Selectmen recommend approval

Decision: A motion was made, THAT THE TOWN VOTE TO TRANSFER THE SUM OF \$2,800.00 FROM THE TOWN CLERK PURCHASE OF SERVICES ACCOUNT TO THE ELECTIONS EQUIPMENT ACCOUNT. The motion received a unanimous vote and the article was approved as read.

ARTICLE 6: To see if the Town will vote to transfer the sum of \$1,000.00 from the Town Report Printing and Copying Account to the Town Report Overtime Account; or take any action thereon.

Sponsored by the Town Accountant – Selectmen recommend approval

Decision: A motion was made to approve the article as read. The motion received a unanimous vote and the article was approved as read.

ARTICLE 7: To see if the Town will vote to transfer from any available funds in the Treasury, a sum sufficient to the DPW Gasoline Account; or take any action thereon.

Sponsored by the Town Accountant – Selectmen recommend approval

Decision: A motion was made to pass over the article. The motion received a unanimous vote and the article was passed over.

ARTICLE 8: To see if the Town will vote to transfer the sum of \$5,000.00 from the Health Services Health Agent Salary Account to the Health Services Professional Services Account; or take any action thereon.

Sponsored by the Town Accountant – Selectmen recommend approval

Decision: A motion was made to approve the article as read. The motion

received a unanimous vote and the article was approved as read.

ARTICLE 9: To see if the Town will vote to raise and appropriate or transfer from any available funds in the Treasury, the sum of \$2,898.00 for the purchase of a CDR (Crash Data Retrieval) DLC Base Kit with Software; or take any action thereon.

Sponsored by the Police Department – Selectmen recommend approval

Decision: A motion was made to pass over the article. The motion received 4 No Votes and the Rest Yes Votes. The Moderator declared the motion passed and the article as amended was passed over.

ARTICLE 10: To see if the Town will vote to raise and appropriate or transfer from any available funds in the Treasury, the sum of \$260,000.00 as follows:

\$61,000.00 to the DPW Snow Removal Overtime Account

\$44,000.00 to the DPW Snow Removal Services Account

\$155,000.00 to the DPW Snow and Ice Supplies Account

; or take any action thereon.

Sponsored by the Town Accountant – Selectmen recommend approval

Decision: A motion was made to approve the article as read with the money to come from Free Cash. The motion received a unanimous vote and the article as amended was approved with a unanimous vote with the money to come from Free Cash.

ARTICLE 11: To see if the Town will vote to raise and appropriate or transfer from any available funds in the Treasury, a sum sufficient for the purpose of funding the current fiscal year's incremental cost items contained in the Memorandum of Agreement between the Town of Webster and SEIU Local 888 Clerical Chapter for the period from July 1, 2013 to June 30, 2016; or take any action thereon.

Sponsored by the Town Accountant – Selectmen recommend approval

Decision: A motion was made, THAT THE TOWN VOTE TO TRANSFER THE SUM OF \$4,000.00 FROM THE TOWN COUNSEL LEGAL SERVICES ACCOUNT TO THE TOWN ADMINISTRATOR SALARY RESERVE ACCOUNT FOR THE PURPOSE SET FORTH IN THE ARTICLE. The motion received ONE No Vote and the REST Yes Votes. The Moderator declared the motion passed and the article as amended was approved.

ARTICLE 12: To see if the Town will vote to raise and appropriate or transfer from any available funds in the Treasury, a sum sufficient for the purpose of funding the current fiscal year's incremental cost items contained in the Memorandum of Agreement between the Town of Webster and SEIU Local 888 DPW Chapter for the period from July 1, 2013 to June 30, 2016; or take any action thereon.

Sponsored by the Town Accountant – Selectmen recommend approval

Decision: A motion was made, THAT THE TOWN VOTE TO TRANSFER THE

SUM OF \$6,000.00 FROM THE TOWN COUNSEL LEGAL SERVICES ACCOUNT TO THE TOWN ADMINISTRATOR SALARY RESERVE ACCOUNT FOR THE PURPOSE SET FORTH IN THE ARTICLE. The motion received ONE No Vote and the REST Yes Votes. The Moderator declared the motion passed and the article as amended was approved

ARTICLE 13: To see if the Town will vote to raise and appropriate or transfer from any available funds in the Treasury, a sum sufficient to the Unused Sick Leave Payment Account for the purpose of funding the payment of unused sick leave to Michaela N. Kelley pursuant to the provisions of Article XXIV of the collective bargaining agreement between the Town of Webster and IBPO Local 428; or take any action thereon.

Sponsored by the Town Accountant – Selectmen recommend approval

Decision: A motion was made, THAT THE TOWN VOTE TO TRANSFER THE SUM OF \$14,223.00 TO THE UNUSED SICK LEAVE PAYMENT ACCOUNT AS FOLLOWS:

**\$542.00 FROM THE POLICE PATROLMEN/SERGEANTS SALARY ACCOUNT
\$13,681.00 FROM THE SWCRVSD (BAY PATH) ASSESSMENT ACCOUNT**

The motion received 7 No Votes and the REST Yes Votes. The Moderator declared the motion passed and the article as amended was approved

ARTICLE 14: To see if the Town will vote to raise and appropriate or transfer from any available funds in the Treasury, a sum sufficient to the Earned Vacation Payment Account for the purpose of funding the payment of accrued vacation leave to Michaela N. Kelley; or take any action thereon.

Sponsored by the Town Accountant – Selectmen recommend approval

Decision: A motion was made, THAT THE TOWN VOTE TO TRANSFER THE SUM OF \$15,074.00 FROM THE FINANCE COMMITTEE RESERVE FUND TO THE EARNED VACATION PAYMENT ACCOUNT FOR THE PURPOSE SET FORTH IN THE ARTICLE. The motion received 10 No Votes and the 119 Yes Votes. The Moderator declared the motion passed and the article as amended was approved.

ARTICLE 15: To see if the Town will vote to raise and appropriate or transfer from any available funds in the Treasury, a sum sufficient to the Veterans Benefits Account; or take any action thereon.

Sponsored by the Town Accountant – Selectmen recommend approval

Decision: A motion was made, THAT THE TOWN VOTE TO TRANSFER THE SUM OF \$125,000.00 FROM FREE CASH TO THE VETERANS BENEFITS ACCOUNT. The motion received a Unanimous vote. The Moderator declared the motion passed and the article as amended was approved

ARTICLE 16: To see if the Town will vote to raise and appropriate or transfer from any available funds in the Treasury, a sum sufficient to the Unemployment Compensation Account; or take any action thereon.

Sponsored by the Town Accountant – Selectmen recommend approval

Decision: A motion was made, THAT THE TOWN VOTE TO TRANSFER THE

SUM OF \$12,000.00 FROM THE HEALTH AGENT SALARY ACCOUNT TO THE UNEMPLOYMENT COMPENSATION ACCOUNT. The motion received a unanimous vote. The Moderator declared the motion passed and the article as amended was approved with a unanimous vote.

ARTICLE 17: To see if the Town will vote to raise and appropriate, borrow or transfer from any available funds in the treasury, a sum sufficient for the purpose of funding repairs and repaving of the Bartlett High School grounds including driveways, sidewalks and entrances; or take any action thereon.

Sponsored by the Webster Public Schools – Selectmen recommend approval Decision: A motion was made, **THAT THE TOWN VOTE TO TRANSFER THE SUM OF \$40,000.00 FROM FREE CASH FOR THE PURPOSE SET FORTH IN THE ARTICLE.** The motion received a unanimous vote. The Moderator declared the motion passed and the article as amended was approved with a unanimous vote.

ARTICLE 18: To see if the Town will vote to reallocate funds appropriated and authorized to be borrowed for the Park Avenue Elementary School Replacement Project, by vote of the Town under Article 2 of the Warrant at the Special Town Meeting held on June 11, 2012, which funds are no longer needed to complete costs of that project, so that such funds can be expended to pay a like amount of additional costs of renovating the Webster Middle School, which work is occasioned by the reconfiguration of grades arising from the completion of the Park Avenue Elementary School Replacement Project, or to take any other action relative thereto.

Sponsored by the Webster Public Schools – Selectmen recommend approval Decision: A motion was made, **To see if the Town will vote to reallocate \$699,700.00 appropriated and authorized to be borrowed for the Park Avenue Elementary School Replacement Project, by vote of the Town under Article 2 of the Warrant at the Special Town Meeting held on June 11, 2012, which funds are no longer needed to complete costs of that project, so that such funds can be expended to pay a like amount of additional costs of renovating the Webster Middle School, which work is occasioned by the reconfiguration of grades arising from the completion of the Park Avenue Elementary School Replacement Project. This Article required a 2/3rds vote. The motion received 20 No Votes and the 123 Yes Votes.** The Moderator declared the motion passed and the article as amended was approved.

ARTICLE 19: To see if the Town will vote to raise and appropriate, borrow or transfer from any available funds in the Treasury, the sum of \$1,500,000.00 to fund the purchase of a tower truck, including associated equipment and accessories, to replace the Town's existing tower truck and to dispose of the current tower truck in the most financially advantageous manner for the Town; or take any action thereon.

Sponsored by the Fire/Rescue Department – Selectmen recommend approval Decision: A motion was made, **THAT THE TOWN VOTE TO BORROW THE**

SUM OF \$1,500,000.00 FOR THE PURPOSE SET FORTH IN THE ARTICLE. This article required a 2/3rds vote. The motion received 3 No Votes and the 133 Yes Votes. The Moderator declared the motion passed and the article as amended was approved.

A motion was made to adjourn the meeting and finish the meeting after the completion of the Annual Town Meeting. A vote was taken and the Moderator declared the motion defeated.

A motion was made to reconsider the previous vote. At this point Town Council explained that the motion to reconsider was necessary so that proper language required by Bond Counsel could be added to the warrant article and that everything else would be the same. The motion received a YES vote. The Moderator declared the motion passed and article 19 was taken up for reconsideration.

A motion was made, that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow under G.L. Chapter 44 Section 7 and that the Board Selectmen is authorized to take any other action necessary to carry out the project. The motion received a unanimous vote. The Moderator declared the motion passed with a unanimous vote.

A motion was made to dissolve the meeting at 7:04 p.m. The motion received a unanimous vote and the meeting was dissolved.

And you are directed to serve this warrant by publishing attested copies thereof in a newspaper published within the Town of Webster at least fourteen (14) days preceding the meeting and by posting attested copies thereof with the Town Clerk and filing in the Public Library.

Thereof fail not and make due return of your doings thereon to the Town Clerk at the time and place of holding said meeting. Given under our hands this Twenty-First Day of April in the year of our Lord Two Thousand and Fifteen.

WEBSTER BOARD OF SELECTMEN

Robert J. Miller, Chairman
Donald D. Bourque, Vice Chairman
Andrew M. Jolda
Mark G. Dowgiewicz
William A. Starzec

A true copy,

Attest:

Robert T. Craver
Webster Town Clerk

This is to certify that the following articles were acted on at the Annual Town Meeting held on May 11, 2015. The meeting started at 7:10 p.m. and there was a quorum present.

**COMMONWEALTH OF MASSACHUSETTS
TOWN OF WEBSTER
ANNUAL TOWN MEETING WARRANT
MAY 11, 2015**

Worcester, ss

To either of the Constables in the County aforesaid:

In the name of the Commonwealth of Massachusetts you are hereby required and directed to notify and warn the inhabitants of the Town of Webster aforesaid who are qualified to vote in elections and Town affairs to meet in the Bartlett High School Auditorium, 52 Lake Parkway, in said Webster on **Monday, May 11, 2015 at 7:00 PM** then and there to act on the following Articles to wit:

A motion was made to dispense with the reading of the whole Warrant. The motion received a unanimous vote and the Moderator moved on to some further motions.

A motion was made to appoint David Dupont Deputy Moderator. The motion was approved with a unanimous vote and David Dupont assumed the role of Deputy Moderator for the coming year.

A motion was made to allow non-resident Department Heads and Legal Counsel to address the meeting when appropriate. The motion received a unanimous vote and they will be allowed to address the meeting.

ARTICLE 1: To hear and act upon the report and recommendations of the Board of Selectmen and the Finance Committee.

Sponsored by the Board of Selectmen – Selectmen recommend approval

Decision: A motion was made to approve the article as read. The motion received a unanimous vote and the Moderator declared the article as read approved.

ARTICLE 2: To see if the Town will vote to fix the compensation of elected officials, provide for a reserve fund, and determine what sum of money the Town will raise and appropriate including appropriations from any available funds to defray the charges and expenses of the Town including debt and interest for the fiscal year beginning July 1, 2015 and ending June 30, 2016; or take any action thereon.

Sponsored by the Board of Selectmen – Selectmen recommend approval

At this point a motion was made to move articles, 2, 3,4,11, and 15 to a meeting to be scheduled for June 22, 2015 as a continuation of this meeting. The motion received a unanimous vote and the articles were taken up on June 22, 2015.

June 22, 2015 7:10 p.m. the May 11, 2015 Annual Town Meeting reconvened to take up article 2, 3, 4, 11, and 15. There was a quorum present.

A motion was made to allow non-resident Department Heads and Legal Counsel to address the meeting when appropriate. The motion received a unanimous vote and they were allowed to address the meeting.

A motion was made to adjourn the meeting to a date certain, June 29, 2015, to be held at 6:30 p.m. in the Bartlett Auditorium. The motion was made by the Finance Committee Chairman citing a section of the Charter, Section 6-5, which requires a public hearing by the Finance Committee on the budget prior to town meeting. The Chairman of the Finance Committee stated that meeting was not held. Town Counsel spoke of the possible consequences if the budget was passed without the Finance Committee hearing. A vote was then taken on the motion. The vote was YES 82 and NO 64 and the meeting was adjourned to June 29, 2015.

June 29, 2015 6:38 p.m. the May 11, 2015 Annual Town Meeting reconvened to take up articles 2, 3, 4, 11, and 15. There was a quorum present.

ARTICLE 2: To see if the Town will vote to fix the compensation of elected officials, provide for a reserve fund, and determine what sum of money the Town will raise and appropriate including appropriations from any available funds to defray the charges and expenses of the Town including debt and interest for the fiscal year beginning July 1, 2015 and ending June 30, 2016; or take any action thereon.

Sponsored by the Board of Selectmen – Selectmen recommend approval

A motion was made to move the budget article, article 2, to the end of the warrant. The vote was YES 10 and NO 113 and the motion failed.

A second motion was made THAT THE TOWN VOTE TO RAISE AND APPROPRIATE THE SUM OF \$38,712,803.00, AN AMOUNT SUFFICIENT TO FIX THE COMPENSATION OF ELECTED OFFICIALS, PROVIDE FOR A RESERVE FUND, AND TO DEFRAY THE CHARGES AND EXPENSES OF THE TOWN INCLUDING DEBT AND INTEREST FOR THE FISCAL YEAR BEGINNING JULY 1, 2015 AND ENDING JUNE 30, 2016. SAID SUM TO BE RAISED AS FOLLOWS:

TRANSFER FROM WATERWAY IMPROVEMENTS FUND	\$17,000.00
PROPERTY TAX AND OTHER REVENUES	\$38,695,803.00

AND

WHEREAS, PURSUANT TO SECTION 2-9(a) OF THE TOWN OF WEBSTER CHARTER, NO FINAL VOTE OF THE TOWN MEETING SHALL BE OPERATIVE UNTIL THE EXPIRATION OF TEN DAYS FOLLOWING THE DISSOLUTION OF THE TOWN MEETING; AND

WHEREAS, AN APPROPRIATION VOTE TAKEN BY TOWN MEETING ON JUNE 29, 2015 WILL NOT, THEREFORE, BECOME EFFECTIVE UNTIL FRIDAY, JULY 10, 2015; AND

WHEREAS, THE TOWN MAY NOT SPEND ANYTHING AFTER JUNE 30, 2015 UNTIL SUCH TIME AS THE FY2016 BUDGET APPROPRIATION BECOMES EFFECTIVE; AND

WHEREAS, AN INABILITY TO SPEND ANY MONEY FROM JULY 1, 2015 THRU JULY 9, 2015 FOR ANY PURPOSE, INCLUDING PUBLIC SAFETY, THREATENS THE IMMEDIATE PRESERVATION OF THE PEACE, HEALTH AND SAFETY OF THE TOWN OF WEBSTER; NOW

THEREFORE, THE TOWN MEETING DECLARES THAT, PURSUANT TO SECTION 2-9(a) OF THE TOWN OF WEBSTER CHARTER AND BY APPROVAL OF THIS ARTICLE BY A TWO THIRDS VOTE, ADOPTION OF THE FY2016 BUDGET IS AN EMERGENCY MEASURE NECESSARY FOR THE IMMEDIATE PRESERVATION OF THE PEACE, HEALTH AND SAFETY OF THE TOWN OF WEBSTER, AND THAT SAID VOTE SHALL BECOME EFFECTIVE IMMEDIATELY UPON THE DISSOLUTION OF TOWN MEETING.

A third motion was made to amend (Dept.122) Total Board of Selectmen budget from \$166,828 to \$152,828. The vote was YES 87 and NO 59 and the motion to change (Dept.) Total Board of Selectmen budget to \$152,828 passed.

A fourth Motion was made to amend (Dept. 240) Total Inspectional Services budget from \$147,463 to \$137,463. The Vote was YES 34 and NO 128 and the motion to change (Dept. 240) Total Inspectional Services budget failed. The budget figure of \$147,463 remained unchanged.

A fifth motion was made to reconsider a previous vote on (Dept.122) Total Board of Selectmen budget. This required a 2/3rds vote. The vote was YES 90 and NO 40 and the vote to reconsider passed. The Total Board of Selectmen budget (Dept. 122) was again brought up for discussion.

A sixth motion was made to return the Total Board of Selectmen budget (Dept. 122) to its original figure of \$166,828. The vote was YES 83 and NO 58 and the budget item Total Board of Selectmen budget (Dep. 122) was restored to its original figure of \$166,828.

A seventh motion was made to transfer \$67,172 out of line item Unemployment Compensation (Dept. 913) leaving \$79,408 in that account and put \$67,172 in the Education Appropriation line item making that line item total \$18,271,488. This motion received a vote of YES 144 and NO 9 and the motion passed.

Decision: A final vote was taken on article 2, the General Fund Budget, with the approved motions. This vote required a 2/3rds vote. The vote was YES 152 and NO 3. Article 2, the General Fund Budget, was approved as amended.

A complete copy of the approved General Fund Budget is attached at the end of these minutes.

ARTICLE 3: To see if the Town will vote to raise and appropriate or transfer from any available funds a sum sufficient to operate the Sewer Enterprise Fund for the fiscal year beginning July 1, 2015 and ending June 30, 2016; or take any action thereon.

Sponsored by the Board of Selectmen – Selectmen recommend approval

A motion was made on May 11, 2015 to move articles, 2, 3, 4, 11, and 15 to a meeting to be scheduled for June 22, 2015 as a continuation of this meeting. The motion received a unanimous vote and the articles will be taken up on June 22, 2015.

A motion was made on June 22, 2015 to adjourn the meeting to a date certain, June 29, 2015, to be held at 6:30 p.m. in the Bartlett Auditorium. The motion was made by the Finance Committee Chairman citing a section of the Charter, Section 6-5, which requires a public hearing by the Finance Committee on the budget prior to town meeting. The Chairman of the Finance Committee stated that meeting was not held. Town Counsel spoke of the possible consequences if the budget was passed without the Finance Committee hearing. A vote was then taken on the motion. The vote was YES 82 and NO 64 and the meeting was adjourned to June 29, 2015.

June 29, 2015 6:38 p.m. the May 11, 2015 Annual Town Meeting reconvened to take up articles 2, 3, 4, 11, and 15. There was a quorum present.

Decision: A motion was made THAT THE TOWN VOTE TO RAISE AND APPROPRIATE THE SUM OF \$4,297,601.00, AN AMOUNT SUFFICIENT TO OPERATE THE SEWER ENTERPRISE FUND FOR THE FISCAL YEAR BEGINNING JULY 1, 2015 AND ENDING JUNE 30, 2016. SAID SUM TO BE RAISED AS FOLLOWS:

USER CHARGES AND OTHER DEPARTMENT RECEIPTS	\$4,197,601.00
TRANSFER FROM RETAINED EARNINGS	\$100,000.00

AND

WHEREAS, PURSUANT TO SECTION 2-9(a) OF THE TOWN OF WEBSTER CHARTER, NO FINAL VOTE OF THE TOWN MEETING SHALL BE OPERATIVE UNTIL THE EXPIRATION OF TEN DAYS FOLLOWING THE DISSOLUTION OF THE TOWN MEETING; AND

WHEREAS, AN APPROPRIATION VOTE TAKEN BY TOWN MEETING ON JUNE 29, 2015 WILL NOT, THEREFORE, BECOME EFFECTIVE UNTIL FRIDAY, JULY 10, 2015; AND

WHEREAS, THE TOWN MAY NOT SPEND ANYTHING AFTER JUNE 30, 2015 UNTIL SUCH TIME AS THE FY2016 BUDGET APPROPRIATION BECOMES EFFECTIVE; AND

WHEREAS, AN INABILITY TO SPEND ANY MONEY FROM JULY 1, 2015 THRU JULY 9, 2015 FOR ANY PURPOSE, INCLUDING PUBLIC SAFETY, THREATENS THE IMMEDIATE PRESERVATION OF THE PEACE, HEALTH AND SAFETY OF THE TOWN OF WEBSTER; NOW

THEREFORE, THE TOWN MEETING DECLARES THAT, PURSUANT TO SECTION 2-9(a) OF THE TOWN OF WEBSTER CHARTER AND BY APPROVAL OF THIS ARTICLE BY A TWO THIRDS VOTE, ADOPTION OF THE FY2016 BUDGET IS AN EMERGENCY MEASURE NECESSARY FOR THE IMMEDIATE PRESERVATION OF THE PEACE, HEALTH AND SAFETY OF THE TOWN OF WEBSTER, AND THAT SAID VOTE SHALL BECOME EFFECTIVE IMMEDIATELY UPON THE DISSOLUTION OF TOWN MEETING.

A vote was taken on article 3, the Sewer Fund Budget, as read. This vote required a 2/3rds vote. The vote was a unanimous YES VOTE. Article 3, the Sewer Fund Budget, was approved as read.

A complete copy of the approved Sewer Fund Budget is attached at the end of these minutes.

ARTICLE 4: To see if the Town will vote to raise and appropriate or transfer from any available funds a sum sufficient to operate the Water Enterprise Fund for the fiscal year beginning July 1, 2015 and ending June 30, 2016; or take any action thereon.

Sponsored by the Board of Selectmen – Selectmen recommend approval

A motion was made to move articles, 2, 3, 4, 11, and 15 to a meeting to be scheduled for June 22, 2015 as a continuation of this meeting. The motion received a unanimous vote and the articles will be taken up on June 22, 2015.

A motion was made on June 22, 2015 to adjourn the meeting to a date certain, June 29, 2015, to be held at 6:30 p.m. in the Bartlett Auditorium. The motion was made by the Finance Committee Chairman citing a section of the Charter, Section 6-5, which requires a public hearing by the Finance Committee on the budget prior to town meeting. The Chairman of the Finance Committee stated that meeting was not held. Town Counsel spoke of the possible consequences if the budget was passed without the Finance Committee hearing. A vote was then taken on the motion. The vote was YES 82 and NO 64 and the meeting was adjourned to June 29, 2015.

June 29, 2015 6:38 p.m. the May 11, 2015 Annual Town Meeting reconvened to take up articles 2, 3, 4, 11, and 15. There was a quorum present.

Decision: A motion was made THAT THE TOWN VOTE TO RAISE AND APPROPRIATE THE SUM OF \$2,380,705.00, AN AMOUNT SUFFICIENT TO OPERATE THE WATER ENTERPRISE FUND FOR THE FISCAL YEAR BEGINNING JULY 1, 2015 AND ENDING JUNE 30, 2016. SAID SUM TO BE RAISED AS FOLLOWS:

USER CHARGES AND OTHER DEPARTMENT RECEIPTS	\$2,180,705.00
TRANSFER FROM RETAINED EARNINGS	\$ 200,000.00

AND

WHEREAS, PURSUANT TO SECTION 2-9(a) OF THE TOWN OF WEBSTER CHARTER, NO FINAL VOTE OF THE TOWN MEETING SHALL BE OPERATIVE UNTIL THE EXPIRATION OF TEN DAYS FOLLOWING THE DISSOLUTION OF THE TOWN MEETING; AND

WHEREAS, AN APPROPRIATION VOTE TAKEN BY TOWN MEETING ON JUNE 29, 2015 WILL NOT, THEREFORE, BECOME EFFECTIVE UNTIL FRIDAY, JULY 10, 2015; AND

WHEREAS, THE TOWN MAY NOT SPEND ANYTHING AFTER JUNE 30, 2015 UNTIL SUCH TIME AS THE FY2016 BUDGET APPROPRIATION BECOMES EFFECTIVE; AND

WHEREAS, AN INABILITY TO SPEND ANY MONEY FROM JULY 1, 2015 THRU JULY 9, 2015 FOR ANY PURPOSE, INCLUDING PUBLIC SAFETY, THREATENS THE IMMEDIATE PRESERVATION OF THE PEACE, HEALTH AND SAFETY OF THE TOWN OF WEBSTER; NOW

THEREFORE, THE TOWN MEETING DECLARES THAT, PURSUANT TO SECTION 2-9(a) OF THE TOWN OF WEBSTER CHARTER AND BY APPROVAL OF THIS ARTICLE BY A TWO THIRDS VOTE, ADOPTION OF THE FY2016 BUDGET IS AN EMERGENCY MEASURE NECESSARY FOR THE IMMEDIATE

PRESERVATION OF THE PEACE, HEALTH AND SAFETY OF THE TOWN OF WEBSTER, AND THAT SAID VOTE SHALL BECOME EFFECTIVE IMMEDIATELY UPON THE DISSOLUTION OF TOWN MEETING.

A vote was taken on article 4, the Water Fund Budget, as read. This vote required a 2/3rds vote. The vote was a unanimous YES VOTE. Article 4, the Water Fund Budget, was approved as read.

A complete copy of the approved Water Fund Budget is attached at the end of these minutes.

ARTICLE 5: To see if the Town will vote to authorize the Treasurer, with the consent of the Board of Selectmen, to temporarily borrow a note or notes, or make an interfund advance from available funds in anticipation of revenue from taxation, bonds, or grants, and to repay said sums within the current fiscal cycle; or take any action thereon.

Sponsored by the Board of Selectmen – Selectmen recommend approval

Decision: A motion was made to approve the article as read. The motion received a unanimous vote and the Moderator declared the article as read approved.

ARTICLE 6:

A motion was made to dispense with the reading of the whole article. The motion received a unanimous vote and the Moderator declared the motion approved and moved on to discussion of the article.

DEPARTMENTAL REVOLVING FUNDS

To see if the Town will vote to create and/or continue revolving funds for certain town departments pursuant to the provisions of M.G.L. Chapter 44, Section 53E1/2 for the fiscal year beginning July 1, 2015:

Revolving Fund	Authority to Spend	Revenue Source	Use of Fund	FY2016 Budget
Animal Control	Board of Health/ Health Agent	Program Fees	Program expenses	\$2,000.00
Auditorium Rentals	Town Administrator	Rental Fees	Facility maintenance	\$5,000.00
Graphic Arts	School Committee	Program Fees	Program supplies	\$5,000.00
Recycling	Recycling Commission	Program Fees	Program expenses	\$1,000.00
Firearms Licensing	Chief of Police	Program Fees	Program expenses	\$10,000.00
Board of Health Training	Board of Health/ Health Agent	Program Fees	Program expenses	\$3,000.00
Board of Health Inspections	Board of Health/ Health Agent	Inspection Fees	Outside Consultant	\$5,000.00
Senior Center	Senior Center Director	Program Fees	Program expenses	\$10,000.00
Library	Library Director	Photocopier/ Printer Fees	Equipment supplies	\$2,000.00
Nuisance Properties	Town Administrator	Program Fees	Program expenses	\$100,000.00

; or take any action thereon.

Sponsored by the Town Accountant – Selectmen recommend approval

Decision: A motion was made to approve the article as printed. The motion received a unanimous vote and the Moderator declared the article as printed approved.

ARTICLE 7: To see if the Town will vote to transfer a sum sufficient from the Sale of Land Fund for the purpose of furnishing and equipping the new Senior Center; or take any action thereon.

Sponsored by the Town Administrator – Selectmen recommend approval

Decision: A motion was made, **THAT THE TOWN VOTE TO TRANSFER THE SUM OF \$125,000.00 FROM THE SALE OF LAND FUND FOR THE PURPOSE SET FORTH IN THE ARTICLE.** The motion received a unanimous vote and the Moderator declared the article as amended approved.

ARTICLE 8: To see if the Town will vote to raise and appropriate, borrow or transfer from any available funds in the Treasury, the sum of \$750,000 for procurement, installation, testing, construction administration, commissioning, and support of SCADA based computer monitoring and remote operations of the WWTF including replacement and updating of system instrumentation; or take any action thereon.

Sponsored by the Sewer Department – Selectmen refer to sponsor

Decision: A motion was made to change from borrow any available funds in the Treasury to Borrow thru the Sewer Enterprise Fund. The motion received a unanimous vote and the Moderator declared the amendment approved.

Final Decision: A motion was made, to see if the Town will vote to borrow thru the Sewer Enterprise Fund, the sum of \$750,000 for procurement, installation, testing, construction administration, commissioning, and support of SCADA based computer monitoring and remote operations of the WWTF including replacement and updating of system instrumentation and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$750,000.00 under G.L. Chapter 44 Section 7 and that the Board Selectmen is authorized to take any other action necessary to carry out the project. This vote required a 2/3rds vote. The motion received a unanimous vote and the Moderator declared the article as amended approved.

ARTICLE 9: To see if the Town will vote to raise and appropriate, borrow or transfer from any available funds in the Treasury, the sum of \$325,000 for procurement, installation, testing, construction administration, commissioning, and support of SCADA based computer monitoring and remote operations of the water system; or take any action thereon.

Sponsored by the Water Department – Selectmen refer to sponsor

Decision: A motion was made, **THAT THE TOWN VOTE TO TRANSFER THE SUM OF \$325,000.00 FROM WATER RETAINED EARNINGS FOR THE PURPOSE SET FORTH IN THE ARTICLE.** The motion received a unanimous vote and the Moderator declared the article as amended approved.

ARTICLE 10: To see if the Town will vote to raise and appropriate, borrow or transfer from any available funds in the Treasury, a sum in the amount of \$325,000 for bidding, construction and construction administration for operational modifications to water supply station number 1 as required by the Massachusetts Department of Environmental Protection; or take any action thereon.

Sponsored by the Water Department – Selectmen refer to sponsor

Decision: A motion was made, **THAT THE TOWN VOTE TO TRANSFER THE SUM OF \$325,000.00 FROM WATER RETAINED EARNINGS FOR THE PURPOSE SET FORTH IN THE ARTICLE.** The motion received a unanimous vote and the Moderator declared the article as amended approved.

ARTICLE 11: To see if the Town will vote to raise and appropriate, borrow or transfer from any available sum in the treasury, an amount sufficient to fund technology upgrades to the wifi infrastructure at Bartlett Jr. Sr. High School and Webster Middle School; or take any action thereon.

Sponsored by Webster Public Schools – Selectmen refer to sponsor

A motion was made to move articles, 2, 3, 4, 11, and 15 to a meeting to be scheduled for June 22, 2015 as a continuation of this meeting. The motion received a unanimous vote and the articles will be taken up on June 22, 2015.

A motion was made on June 22, 2015 to adjourn the meeting to a date certain, June 29, 2015, to be held at 6:30 p.m. in the Bartlett Auditorium. The motion was made by the Finance Committee Chairman citing a section of the Charter, Section 6-5, which requires a public hearing by the Finance Committee on the budget prior to town meeting. The Chairman of the Finance Committee stated that meeting was not held. Town Counsel spoke of the possible consequences if the budget was passed without the Finance Committee hearing. A vote was then taken on the motion. The vote was YES 82 and NO 64 and the meeting was adjourned to June 29, 2015.

June 29, 2015 6:38 p.m. the May 11, 2015 Annual Town Meeting reconvened to take up articles 2, 3, 4, 11, and 15. There was a quorum present.

A motion was made that to increase the chances of receiving a grant, the School Committee applied for, the borrowing motion be contingent upon receiving the grant. The vote was YES 10 and NO 125 and the motion failed.

Decision: a motion was made at the June 29, 2015 reconvened town meeting to borrow \$234,946.00 to fund technology upgrades to the wifi infrastructure at Bartlett Jr Sr. High School and Webster Middle School and that to meet this appropriation, the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$234,946.00 under MGL Chapter 44 Section 7 and that the Board of Selectmen is authorized to take any other action necessary to carry out the project. This required a 2/3rds vote. The article as amended received a unanimous vote. The article as amended passed with a unanimous vote.

ARTICLE 12: To see if the Town will vote to discontinue as a public way Richard Avenue as shown on drawing entitled “Plan & Profile of Richard Ave.” dated February 1960, which was accepted as such on March 11, 1960, which way to be discontinued now lies in its entirety within the K-Mart

Plaza, and to transfer the discontinued way from the Board of Selectmen for public way purposes to the Board of Selectmen for general municipal purposes and for the purpose of conveyance, and to authorize the Board of Selectmen to convey any right, title and interest held by the Town in said discontinued way on such terms and conditions as the Board deems appropriate; or take any action thereon.

Sponsored by Engineering and Planning – Selectmen refer to sponsor

Decision: A motion was made to pass over the article. The motion received a unanimous vote and the article was passed over.

ARTICLE 13: To see if the Town will vote to amend Webster Bylaws Chapter 550 “Sex Offender Residency” as follows:

A motion was made to dispense with the reading of the whole article. The motion received a unanimous vote and the Moderator declared the motion approved and moved on to discussion of the article.

- Amend § 550-1. “Definitions.” “DAY CARE CENTER” by changing “Office of Child Care Services” to “Department of Early Education and Care”.
- Amend § 550-1. “Definitions.” by adding: “LOITERING – Means to remain for more than fifteen (15) minutes within a five hundred (500) foot distance of the location in question.”
- Amend § 550-1. “Definitions.” by adding: “MINOR OR CHILDREN – Means a person or persons under eighteen (18) years of age.”
- Amend § 550-1. “Definitions.” by adding: “RECREATIONAL FACILITY – Means a playground, a forest preserve, conservation area, jogging trail or running track, hiking trail, beach, water park, wading pool, soccer field, baseball field, football field, basketball court or hockey rink, whether publicly or privately owned, to which the public has a right of access as an invitee and which is located within the Town of Webster.”
- Amend § 550-1. “Definitions.” by deleting “SCHOOL” section in its entirety and replace with the following:
“SCHOOL – Means any public, religious or private educational facility that provides educational services to children in nursery through twelfth grade.”
- Amend § 550-1. “Definitions.” by adding: “SCHOOL BUS STOP – Means any area designated by the public school district or by a private or parochial school within the Town of Webster as a school bus stop.”
- Amend § 550-2. “Sexual offender residence prohibition.” by adding “, recreational facility” after the word “park”.
- Amend § 550-2. “Sexual offender residence prohibition.” by changing “500 feet” to “1,000 feet”.
- Amend § 550-3. “Notice to move.” by adding “, recreational facility” after the word “park”.
- Amend § 550-3. “Notice to move.” by changing “500 feet” to “1,000 feet”.
- Amend § 550-4. “Violations and penalties.” by changing “Town Manager” to “Town Administrator” and “municipal ordinance” to “municipal bylaw”.
- Amend § 550-5. “Exceptions.” by adding “, recreational facility” after the word “park”.

- Amend § 550-5. "Exceptions." by changing "500 feet" to "1,000 feet".
- Renumber § 550-5. "Exceptions." to § 550-6. "Exceptions."
- Insert new § 550-5:

§ 550-5. Safety Zones.

A. Prohibitions.

- (1) A registered sex offender is prohibited from entering upon the premises of a school or day care center unless previously authorized specifically in writing by the school administration or day care center owner.
- (2) A registered sex offender is prohibited from entering upon the premises of an elderly housing facility unless previously authorized in writing by the on-site manager of the elderly housing facility.
- (3) A registered sex offender is prohibited from entering upon the premises of a park or any recreational facility.
- (4) A registered sex offender, after having received notice from the Webster Police Department that he/she is loitering by having remained for more than fifteen (15) minutes within five hundred (500) feet of a school, a day care center, a park, any recreational facility or elderly housing facility, is prohibited from continuing to so loiter. For purposes of determining the minimum distance separation under this section, the requirement shall be measured by following a straight line from the registered sex offender to the nearest outer property line of the school, day care center, park, recreational facility or elderly housing facility.
- (5) A registered sex offender, after having received notice from the Webster Police Department that he/she is loitering by having remained for more than fifteen (15) minutes within five hundred (500) feet of a school bus stop, is prohibited from continuing to so loiter; provided, however, that this prohibition shall not apply on days when the schools within the Town of Webster are not in session.

B. Exceptions.

- (1) The prohibitions defined in this section shall not be construed or enforced so as to prohibit a registered sex offender from exercising his or her right to vote in any federal, state or municipal election, conducting town and/or police business or from attending any religious service.
- (2) The prohibitions defined in this section do not apply to a registered sex offender's place of residence when such residence is excepted under this bylaw.

C. Penalties.

- (1) Any violation of this section may be enforced by noncriminal disposition pursuant to MGL c. 40, § 21D, resulting in a noncriminal fine of \$150 for the first violation and a noncriminal fine of \$300 for each additional violation of this section. A registered sex offender commits a separate offense for each and every violation of this section.

; or take any action thereon.

Sponsored by Selectman Dowgiewicz – Selectmen recommend approval

Decision: A motion was made to approve the article as printed. The motion received 8 NO VOTES and the REST YES VOTES. Moderator declared the article as printed approved.

ARTICLE 14: To see if the Town will vote to amend the Webster Zoning By-law 650-12 Table of Use Regulations:

- Inserting the following note under the “Table of Use Regulations”
“The foregoing use regulations shall be interpreted and applied in a manner consistent with Massachusetts General Laws chapter 40A, section 3 and 9, as they relate to religious and educational uses, hospitals and convalescent homes, agricultural uses, and landfills or dumps.”
- Amend the “Table of Use Regulations” under District B-4 in the District column by deleting the text “No” and changing to “Yes” for “Two Family Dwelling;”
- Amend the “Table of Use Regulations” “Apartment, Hotel” in the Principal Use column by deleting the comma between “Apartment” and “Hotel”;
- Amend the “Table of Use Regulations” spelling of “Buauty” to “Beauty” in the Principal Use column.

Sponsored by Engineering and Planning – Selectmen refer to sponsor

This article required a 2/3rds vote.

Decision: A motion was made to approve the article as read. The motion received a unanimous vote and the Moderator declared the article as read approved.

ARTICLE 15: To see if the Town will vote to amend the Webster Zoning Bylaws 650-39 2.0 “Motor vehicle parking and loading” to amend items a. and b. under “Residential Uses” as follows:

<u>Use</u>	<u>Number of Required Spaces</u>
a. Structure with less than four dwelling units, with or without dock(s)	2 per dwelling unit or 2 per vessel berth (greater value shall govern)
b. Structure with four or more dwelling units, with or without dock(s)	1.5 per dwelling unit or 2 per vessel berth (greater value shall govern)

and add the following items and text o. and p. under “Commercial Uses” as follows:

<u>Use</u>	<u>Number of Required Spaces</u>
o. Marinas	2 parking spaces per vessel berth
p. Commercial Vessel	0.5 parking spaces per each occupant defined on the vessel maximum capacity plate

Sponsored by the Dock/Lake Policies Committee – Selectmen refer to sponsor

A motion was made to move articles, 2, 3, 4, 11, and 15 to a meeting to be scheduled for June 22, 2015 as a continuation of this meeting. The motion received a unanimous vote and the articles will be taken up on June 22, 2015.

A motion was made on June 22, 2015 to adjourn the meeting to a date certain, June 29, 2015, to be held at 6:30 p.m. in the Bartlett Auditorium. The motion was made by the Finance Committee Chairman citing a section of the Charter, Section 6-5, which requires a public hearing by the Finance Committee on the budget prior to town meeting. The Chairman of the Finance Committee stated that meeting was not held. Town Counsel spoke of the possible consequences if the budget was passed without the Finance Committee hearing. A vote was then taken on the motion. The vote was YES 82 and NO 64 and the meeting was adjourned to June 29, 2015.

June 29, 2015 6:38 p.m. the May 11, 2015 Annual Town Meeting reconvened to take up articles 2, 3, 4, 11, and 15. There was a quorum present.

Decision: A motion was made at the May 29, 2015 reconvened meeting to pass over the article for more information. The motion received a unanimous vote and the article was passed over for more information.

ARTICLE 16: To see if the town will vote to amend the Town of Webster Zoning Map referenced in Section 650-13 of the code of the Town of Webster by re-designating a certain parcel of land from the current zoning of IND to a zone of B-a, identified as said real estate in the Town of Webster located at 37 Sutton Road in the County of Worcester in the Commonwealth of Massachusetts as shown on the Assessors Plat 86, Lot D1. The subject property consists of 3.02 acres of land, more or less. Said land is currently assessed to Great Bay, LLC. The property is described in Deed dated November 20, 2014 and recorded with the Worcester District Registry of Deeds in Book 53077, Plan 245.

Citizen's Petition – Selectmen refer to sponsor

Decision: The Moderator ruled this article out of order.

ARTICLE 17: We, the undersigned request the Town of Webster adopt a Solar Bylaw at the spring 2015 Town Meeting. The proposed Solar Bylaw would establish explicit permitting treatment for solar energy systems in the Town of Webster. As the Town's existing Zoning Bylaw does not expressly regulate ground-mounted solar energy systems in any district, the proposed model Solar Bylaw would set forth the guidelines and procedures by which the Webster land use Boards and Commissions can condition the placement, design, construction, operation, monitoring, modification, and removal of such installations. The intent of the proposed bylaw is to fairly and uniformly address any public safety, visual and community impact, and financial considerations that may arise in the permitting of such installations.

Citizen's Petition – Selectmen refer to sponsor

Decision: The Moderator ruled this article out of order.

ARTICLE 18: To see if the Town will vote to amend the Town's Personnel By-Laws, Chapter 217-3 by adding a new section 217-3.1 as follows:

Police Department – Residency

Every person employed by the Town of Webster Police Department, who holds rank of Lieutenant, Deputy Chief, or Chief, shall be required to be a resident of the Town of Webster, and shall not cease to be a resident of the Town of Webster for the duration of his or her time holding said rank.

Every person who accepts promotion to the rank of Lieutenant, Deputy Chief or Chief, if not already a resident of the Town of Webster shall have not more than one year to obtain residency within the Town of Webster. If residency is not obtained within one year of hire or promotion, it will be considered voluntary demotion from his or her said rank.

To the extent permissible by law, no collective bargaining agreement hereafter entered into by the Town of Webster shall contain any provision with respect to the residency of any person hired or promoted after the date of such contract be deemed to prevent enforcement of this section.

The provision hereof shall not be waived by the Town Administrator nor the Board of Selectmen with respect to a particular person or position. Incumbents of said positions within the Town of Webster Police Department, who do not currently reside within the Town of Webster, shall be exempt from the provisions hereof, until such time as the person, or persons herein exempted, change his or her place of residency or change ranks within the Town of Webster Police Department.

The provisions hereof are severable, and the action of any court of competent jurisdiction in declaring any part or portion hereof invalid, shall not act to defeat any remaining part or portion hereof, and any such action declaring this section invalid with respect to any position or person shall not be held to apply to any other person or position.

In construing this bylaw, residence shall be the actual principal residence of the individual, where he or she normally eats and sleeps and maintains his or her normal personal and household effects. This bylaw shall be deemed to affect both Civil Service and non-Civil Service employees of the Town of Webster Police Department.

Or take any action there on.

Citizen’s Petition – Selectmen refer to sponsor

Decision: The Moderator ruled this article out of order.

ARTICLE 19: To see if the Town will vote to amend the Town’s By-Laws, Chapter 571 by adding a new section 571-17 entitled “Winter Parking Ban” as follows:

During the period beginning on December 1 and ending on April of each year when a snow emergency has been declared by the Town, parking shall be allowed only on the odd-numbered side of any Town way on odd-numbered

days and on even-numbered side of any Town way on even-numbered days. No vehicle shall be parked or left unattended except in accordance with this regulation.

Or take any action there on.

Citizen's Petition – Selectmen refer to sponsor

Decision: The Moderator ruled this article out of order.

ARTICLE 20: To see if the Town will vote to amend the Town's By-Laws, Chapter 14-1 by striking out the word "Selectmen" and inserting in its place the words "Town Moderator", or take any action thereon.

Citizen's Petition – Selectmen refer to sponsor

(There was a correction made at this point. Article 20 was proposed by the Moderator and at this point the Deputy Moderator took over the Moderator duties.)

Decision: A motion was made to approve the article as read. The motion received 39 NO VOTES and 71 YES VOTES. The Deputy Moderator declared the article as read approved.

ARTICLE 21: To change the zoning of 264 North Main Street from Single Family Residential to Industrial.

Citizen's Petition – Selectmen refer to sponsor

Decision: The Moderator ruled this article out of order.

ARTICLE 22: AN ACT RELATIVE TO SPECIAL POLICE OFFICERS IN THE POLICE DEPARTMENT OF THE TOWN OF WEBSTER

Section 1: Chapter 415 of the Acts of 1987 is hereby repealed in so far as it applies to Special Police Officers.

Section 2: The position of Special Police Officers in the Town of Webster shall be exempt from the provisions Of Chapter 32 of the General laws.

Section 3: Notwithstanding section 1 of chapter 32 of the General Laws or any other general or special law to the contrary, the maximum age for a Special Police Officer appointed in the town of Webster shall be 70 years of age.

Section 4: This act shall take effect upon its passage.

Citizen's Petition – Selectmen refer to sponsor

Decision: The Moderator ruled this article out of order.

A motion was made on June 29, 2015 at 8:16 p.m. after all articles were voted on to dissolve the May 11, 2015 Annual Town Meeting. The motion received a unanimous vote and the town meeting was dissolved.

And you are directed to serve this warrant by publishing attested copies thereof in a newspaper published within the Town of Webster at least seven (7) days preceding the meeting and by posting attested copies thereof with the Town Clerk and filing in the Public Library.

Thereof fail not and make due return of your doings thereon to the Town Clerk at the time and place of holding said meeting. Given under our hands this Twenty-First Day of April in the year of our Lord Two Thousand and Fifteen.

WEBSTER BOARD OF SELECTMEN

Robert J. Miller, Chairman
 Donald D. Bourque, Vice Chairman
 Andrew M. Jolda
 Mark G. Dowgiewicz
 William A. Starzec

A true copy,
 Attest:
 Robert T. Craver
 Webster Town Clerk

		GENERAL FUND		
Dept.	Account			FY 2016 Adopted Budget
114		TOWN MODERATOR		
	51 511001	Moderator Stipend		-
	51 511030	Assistant Moderator Stipend		-
		Personnel Subtotal		-
	52 542000	Office Supplies		-
	52 570000	Other Charges and Expenses		444
		Expenses Subtotal		444
		TOTAL TOWN MODERATOR		444
122		BOARD OF SELECTMEN		
	51 511007	Selectmen Stipends		12,102
	51 511050	Executive Secretary		53,407
	51 512001	Town Meeting Workers		500
	51 514006	Longevity		46,300
	51 514007	Sick Leave Incentive		9,293
	51 519016	ADA Coordinator Stipend		-
	51 519019	Certification Stipend		2,000
		Personnel Subtotal		123,602
	52 524001	Building Maintenance		5,000
	52 530008	Employee Training		-
	52 530009	Audit		25,000
	52 542000	Office Supplies		4,200
	52 570000	Other Charges and Expenses		3,709
	52 571000	Travel		3,026
	52 573000	Dues/Subscriptions/Periodicals/Licenses		2,291
		Expenses Subtotal		43,226
		TOTAL BOARD OF SELECTMEN		166,828

123		TOWN ADMINISTRATOR	
	51	511001 Administrator Salary	125,962
	51	511050 Executive Secretary	41,920
	51	511056 Part Time Clerk	-
	51	517310 Other Fringe Benefits	-
	51	519999 Salary Reserve	-
		Personnel Subtotal	167,882
	52	524001 Building Maintenance	-
	52	524003 Vehicle Maintenance	2,500
	52	524007 Office Equipment Maintenance	-
	52	527000 Rentals and Leases	5,810
	52	530000 Professional Services	-
	52	530001 Medical Services	900
	52	530008 Employee Training	1,000
	52	534001 Telephone	20,000
	52	534003 Postage	11,000
	52	542000 Office Supplies	1,500
	52	570000 Other Charges and Expenses	2,000
	52	571000 Travel	-
	52	573000 Dues/Subscriptions/Periodicals/Licenses	650
	52	579000 Unpaid Bills	-
		Expenses Subtotal	45,360
		TOTAL TOWN ADMINISTRATOR	213,242
131		FINANCE COMMITTEE	
	51	511052 Secretary Stipend	3,350
		Personnel Subtotal	3,350
	52	570000 Other Charges and Expenses	185
	52	571000 Travel	-
	52	573000 Dues/Subscriptions/Periodicals/Licenses	250
		Expenses Subtotal	435
		TOTAL FINANCE COMMITTEE	3,785
132		RESERVE FUND	
	59	599000 Reserve Fund	25,000
		TOTAL RESERVE FUND	25,000
135		TOWN ACCOUNTANT	
	51	511001 Accountant Salary	83,840
	51	511030 Assistant Salary	49,332
	51	511053 Principal Clerk Salary	42,195
	51	511055 Clerk Salary	-
	51	519008 Phone Allowance	600
	51	519019 Certification Stipend	2,000
		Personnel Subtotal	177,967
	52	527000 Rentals and Leases	2,020
	52	530000 Professional Services	500
	52	542000 Office Supplies	2,967

52	570000	Other Charges and Expenses	2,462
		Expenses Subtotal	7,949
		TOTAL TOWN ACCOUNTANT	185,916
141		ASSESSORS	
51	511001	Chief Assessor	51,969
51	511053	Principal Clerk Salary	42,195
51	511054	Senior Clerk Salary	41,149
51	519026	Assessors Stipends	3,000
		Personnel Subtotal	138,314
52	530008	Employee Training	2,550
52	542000	Office Supplies	3,000
52	570000	Other Charges and Expenses	2,500
52	571000	Travel	400
		Expenses Subtotal	8,450
57	530018	Assessing Services	62,000
		Special Articles Subtotal	62,000
		TOTAL ASSESSORS	208,764
145		TOWN TREASURER	
51	511001	Treasurer Salary	10,480
51	511030	Assistant Salary	46,415
51	511037	Human Resources Coordinator	-
51	511055	Clerk Salary	34,282
51	511056	Part Time Clerk	-
51	519019	Certification Stipend	-
		Personnel Subtotal	91,177
52	530000	Professional Services	10,000
52	530008	Employee Training	800
52	530010	Legal Services	2,000
52	530017	Financial Services	20,000
52	530019	Debt Issuance Costs	620
52	542000	Office Supplies	4,089
52	570000	Other Charges and Expenses	-
52	571000	Travel	300
		Expenses Subtotal	37,809
		TOTAL TOWN TREASURER	128,986
146		TOWN COLLECTOR	
51	511001	Collector Salary	57,743
51	511030	Assistant Salary	-
51	511054	Senior Clerks Salary	78,757
51	511055	Clerk Salary	-
51	519019	Certification Stipend	1,000
		Personnel Subtotal	137,500
52	530000	Professional Services	-
52	530008	Employee Training	800
52	530017	Financial Services	8,500

	52	542000	Office Supplies	31,200
	52	570000	Other Charges and Expenses	9,500
	52	571000	Travel	300
	52	578010	Interest on Tax Refunds	100
			Expenses Subtotal	50,400
			TOTAL TOWN COLLECTOR	187,900
151			TOWN COUNSEL	
	52	530000	Professional Services	-
	52	530010	Legal Services	100,000
	52	570000	Other Charges and Expenses	-
			Expenses Subtotal	100,000
			TOTAL TOWN COUNSEL	100,000
152			PERSONNEL BOARD	
	52	530001	Medical Services	5,000
			Expenses Subtotal	5,000
			TOTAL PERSONNEL BOARD	5,000
155			DATA PROCESSING	
	51	511002	Director	16,291
			Personnel Subtotal	16,291
	52	524015	Computer Maintenance	52,932
	52	530000	Professional Services	5,000
	52	530008	Employee Training	5,000
	52	558002	Computer Supplies	7,500
	52	570000	Other Charges and Expenses	500
			Expenses Subtotal	70,932
	58	585019	Computer Equipment	10,000
			Capital Outlay Subtotal	10,000
			TOTAL DATA PROCESSING	97,223
161			TOWN CLERK	
	51	511001	Town Clerk Salary	57,743
	51	511030	Assistant Salary	46,415
	51	512003	Election Workers	-
	51	519019	Certification Stipend	1,000
			Personnel Subtotal	105,158
	52	520000	Purchase of Services	7,495
	52	530008	Employee Training	1,800
	52	534005	Printing & Copying	-
	52	542000	Office Supplies	4,067
	52	570000	Other Charges and Expenses	-
			Expenses Subtotal	13,362
			TOTAL TOWN CLERK	118,520

162		ELECTION & REGISTRATION	
	51	512003 Election Workers	7,854
	51	512005 Census Workers	-
	51	519012 Election Clerk Stipend	1,953
	51	519014 Registrars Stipends	1,904
		Personnel Subtotal	11,711
	52	534003 Postage (Census)	5,000
	52	534005 Printing & Copying	3,598
	52	542000 Office Supplies	500
	52	570000 Other Charges and Expenses	90
	52	575001 Meals/Food	172
		Expenses Subtotal	9,360
	58	585000 Equipment	-
		Capital Outlay Subtotal	-
		TOTAL ELECTION & REGISTRATION	21,070
177		CODE ENFORCEMENT	
	51	511027 Conservation Agent	-
	51	511030 Assistant Town Planner	52,915
	51	511055 Clerk Salary	-
	51	513000 Regular Overtime	-
		Personnel Subtotal	52,915
	52	530000 Professional Services	12,820
	52	530001 Medical Services	-
	52	530008 Employee Training	600
	52	530010 Legal Services	1,800
	52	542000 Office Supplies	1,979
	52	569001 CMRPC Assessment	4,350
	52	570000 Other Charges and Expenses	1,260
	52	571000 Travel	280
	52	573000 Dues/Subscriptions/Periodicals/Licenses	260
		Expenses Subtotal	23,349
		TOTAL CODE ENFORCEMENT	76,264
182		COMMUNITY DEVELOPMENT	
	52	530000 Professional Services	1,200
		Expenses Subtotal	1,200
		TOTAL COMMUNITY DEVELOPMENT	1,200
192		TOWN OFFICE BUILDING	
	51	511022 Custodial Salary	9,432
	51	513000 Regular Overtime	1,000
	51	519029 Buildings and Grounds Coordinator Stipend	3,500
		Personnel Subtotal	13,932
	52	521001 Electricity	40,000
	52	521003 Heating Fuel	20,000
	52	524001 Building Maintenance	25,000
		Expenses Subtotal	85,000
		TOTAL TOWN OFFICE BUILDING	98,932

195		TOWN REPORT	
	51	513000 Regular Overtime	2,500
		Personnel Subtotal	2,500
	52	530000 Professional Services	-
	52	534005 Printing & Copying	1,700
		Expenses Subtotal	1,700
		TOTAL TOWN REPORT	4,200
210		POLICE DEPARTMENT	
	51	511003 Police Chief	94,320
	51	511005 Deputy Chief	39,537
	51	511028 Lieutenant	71,341
	51	511008 Sergeants/Patrolmen	1,569,714
	51	511009 Quinn Bill	242,154
	51	511011 Intermittents	10,000
	51	511012 Matrons	2,577
	51	511022 Custodial Salary	48,419
	51	511050 Executive Secretary	53,407
	51	513000 Regular Overtime	90,000
	51	513000 Custodial Overtime	3,000
	51	513001 Desk Coverage Overtime	-
	51	513003 Court/Witness Overtime	35,000
	51	513004 Employee Training Overtime	10,000
	51	514002 Holiday Pay	74,675
	51	519004 Clothing Allowance	34,100
	51	519017 Photography Stipend	1,000
		Personnel Subtotal	2,379,245
	52	521001 Electricity	70,000
	52	521003 Heating Fuel	6,700
	52	524001 Building Maintenance	33,254
	52	524003 Vehicle Maintenance	20,000
	52	524006 Telephone/Communications Maintenance	21,719
	52	524007 Office Equipment Maintenance	15,690
	52	524015 Computer Maintenance	5,000
	52	524020 Custodial Equipment Maintenance	2,700
	52	527010 Equipment Rental/Lease	9,333
	52	530000 Professional Services	500
	52	530001 Medical Services	1,200
	52	530008 Employee Training	15,000
	52	534001 Telephone	17,371
	52	542000 Office Supplies	13,000
	52	545000 Custodial Supplies	10,000
	52	548001 Gasoline	70,000
	52	558003 Supplies and Materials	4,000
	52	558006 Protective Clothing	1,000
	52	570000 Other Charges and Expenses	2,000
	52	571000 Travel	3,550
	52	573000 Dues/Subscriptions/Periodicals/Licenses	2,000

52	575001	Meals/Food	4,500
52	578012	Insurance Deductible	1,000
		Expenses Subtotal	329,517
58	580000	Capital Outlay	-
58	585017	Police Cruisers	62,066
		Capital Outlay Subtotal	62,066
		TOTAL POLICE DEPARTMENT	2,770,827

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SWCCC

51	511002	Director	-
51	511010	Police Dispatchers	380,675
51	511041	Part Time Other Labor	30,600
51	513000	Regular Overtime	27,800
51	513006	Employee Training Overtime	10,000
51	514002	Holiday Pay	18,361
51	514006	Longevity	2,000
51	519004	Clothing Allowance	-
51	519025	Insurance Waivers	2,000
		Personnel Subtotal	471,436
52	520000	Purchase of Services	24,243
52	521001	Electricity	-
52	521003	Heating Fuel	-
52	524006	Telephone/Communications Maintenance	22,783
52	524007	Office Equipment Maintenance	2,000
52	524015	Computer Maintenance	14,545
52	527000	Rentals and Leases	1,766
52	530001	Medical Services	-
52	530008	Employee Training	5,000
52	534001	Telephone	644
52	542000	Office Supplies	4,500
52	545000	Custodial Supplies	1,000
52	570000	Other Charges and Expenses	1,000
		Expenses Subtotal	77,480
59	599000	Reserve Fund	10,000
		Reserve Fund Subtotal	10,000
		TOTAL SWCCC	558,916

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POLICE/FIRE STATION MAINTENANCE

51	511022	Custodial Salary	-
51	513000	Regular Overtime	-
		Personnel Subtotal	-
52	521001	Electricity	-
52	521003	Heating Fuel	-
52	524001	Building Maintenance	-
52	524020	Custodial Equipment Maintenance	-
52	545000	Custodial Supplies	-
		Expenses Subtotal	-
		TOTAL POLICE/FIRE STATION MAINTENANCE	-

220 FIRE DEPARTMENT			
51	511003	Fire Chief	67,717
51	511003	Rescue Chief	-
51	511004	Fire Warden	1,522
51	511005	Deputy Chief	56,220
51	511006	Oil Burner Inspector Stipend	1,848
51	511013	Engineers	5,835
51	511014	Captains	-
51	511015	Lieutenants	-
51	511016	Privates and Drivers	-
51	511017	Fire Alarm Superintendent	5,430
51	511040	Other Labor	50,278
51	511041	Part Time Other Labor	311,073
51	511055	Clerk Salary	-
51	513000	Regular Overtime	2,000
51	519004	Clothing Allowance	1,650
51	519007	Car Allowance	-
51	519013	Bookkeeper Stipend	-
51	519023	Emergency Management Director	1,075
51	519027	Clerk Stipend	-
		Personnel Subtotal	504,647
52	521001	Electricity	26,300
52	521003	Heating Fuel	15,131
52	524000	Repairs & Maintenance	22,610
52	524001	Building Maintenance	5,000
52	524003	Vehicle Maintenance	7,500
52	524006	Telephone/Communications Maintenance	1,500
52	524007	Office Equipment Maintenance	3,400
52	524019	Fire Alarm Maintenance	3,000
52	524020	Custodial Equipment Maintenance	500
52	524021	Equipment Maintenance	3,500
52	527013	Emergency Shelter	-
52	530000	Professional Services	1,200
52	530001	Medical Services	-
52	530008	Employee Training	2,000
52	534001	Telephone	1,520
52	542000	Office Supplies	3,812
52	542021	Rescue Equipment	-
52	545000	Custodial Supplies	2,500
52	548001	Gasoline	15,000
52	548004	Tires and Tubes	2,000
52	548005	Motor Oil and Lubricants	1,324
52	548006	Parts and Accessories	7,500
52	550000	Medical Supplies	3,324
52	558001	Supplies and Materials	32,000
52	558006	Uniforms	15,000
52	570000	Other Charges and Expenses	-
52	571000	Travel	251
52	573000	Dues/Subscriptions/Periodicals/Licenses	2,000

52	575001	Meals/Food	799
52	578012	Insurance Deductible	-
		Expenses Subtotal	178,671
58	585001	Vehicles	7,587
58	585003	Rescue Equipment	-
		Capital Outlay Subtotal	7,587
		TOTAL FIRE DEPARTMENT	690,906
240		INSPECTIONAL SERVICES	
51	511023	Building Inspector	72,554
51	511024	Wiring Inspector	9,048
51	511025	Plumbing Inspector	7,199
51	511026	Gas Inspector	2,117
51	511033	Assistant Building Inspector	1,345
51	511034	Assistant Wiring Inspector	1,277
51	511035	Assistant Plumbing Inspector	624
51	511054	Senior Clerk Salary	43,540
51	511055	Clerk Salary	-
51	511056	Part Time Clerk	-
51	519007	Car Allowance	700
51	519008	Phone Allowance	360
		Personnel Subtotal	138,763
52	524002	Nuisance Properties	-
52	524003	Vehicle Maintenance	3,000
52	530000	Professional Services	-
52	530008	Employee Training	1,000
52	542000	Office Supplies	2,000
52	548001	Gasoline	1,200
52	570000	Other Charges and Expenses	1,000
52	571000	Travel	-
52	576000	Dues/Subscriptions/Periodicals/Licenses	500
		Expenses Subtotal	8,700
		TOTAL INSPECTIONAL SERVICES	147,463
244		SEALER OF WEIGHTS & MEASURES	
52	530000	Professional Services	4,600
		Expenses Subtotal	4,600
		TOTAL SEALER OF WEIGHTS & MEASURES	4,600
292		ANIMAL CONTROL	
51	511030	Assistant Animal Control Officer	3,796
51	519015	Dead Animal Removal Stipend	1,636
51	519024	Animal Control Officer	8,718
		Personnel Subtotal	14,150
52	521001	Electricity	2,500
52	521003	Heating Fuel	2,500
52	524003	Vehicle Maintenance	100
52	542000	Office Supplies	500

	52	570000	Other Charges and Expenses	2,000
			Expenses Subtotal	7,600
			TOTAL ANIMAL CONTROL	21,750
293			PARKING CLERK	
	51	519018	Parking Clerk Stipend	5,658
			Personnel Subtotal	5,658
			TOTAL PARKING CLERK	5,658
295			HARBORMASTER	
	51	513002	Harbormaster Overtime	15,000
			Personnel Subtotal	15,000
	52	524018	Boat Maintenance	2,000
			Expenses Subtotal	2,000
			TOTAL HARBORMASTER	17,000
300			SCHOOL - TOWN	
		512006	School Crossing Guards	23,720
		533002	Student Transportation	1,531,854
301		569002	SWCRVSD Assessment	1,468,503
			TOTAL SCHOOL - TOWN	3,024,077
420			DEPARTMENT OF PUBLIC WORKS	
	51	511002	DPW Director	-
	51	511017	Highway Superintendent	72,706
	51	511030	Administrative Assistant Salary	56,364
	51	511040	Other Labor	459,461
	51	511041	Part Time Other Labor	-
	51	512002	Seasonal Director	10,666
	51	512004	Other Seasonal Labor	54,000
	51	513000	Regular Overtime	8,500
	51	513005	Snow Removal Overtime	58,000
	51	519008	Phone Allowance	360
	51	519019	License Stipend	-
			Personnel Subtotal	720,056
	52	521001	Electricity	200,000
	52	521003	Heating Fuel	18,000
	52	524001	Grounds Maintenance	3,168
	52	524003	Vehicle Maintenance	40,000
	52	524004	Traffic Controls Equipment Maintenance	8,000
	52	524006	Telephone/Communications Maintenance	1,500
	52	524014	Street Paving and Markings	20,000
	52	524022	Repairs and Maintenance	20,000
	52	527000	Rentals and Leases	5,950
	52	529002	Snow Removal Contracts	20,000
	52	530001	Medical Services	-
	52	530006	Engineering Services	20,000
	52	538007	Recycling Services	8,000
	52	542000	Office Supplies	2,320

	52	546000	Groundskeeping Supplies	1,250
	52	548001	Gasoline	58,000
	52	548004	Tires and Tubes	3,000
	52	553001	DPW General Supplies	5,000
	52	553002	Snow and Ice Supplies	77,000
	52	553003	Engineering Supplies	-
	52	558005	Recreational Supplies	7,000
	52	558006	Uniforms	5,000
	52	570000	Other Charges and Expenses	4,493
	52	576000	Dues/Subscriptions/Periodicals/Licenses	1,000
			Expenses Subtotal	528,680
	58	585000	Equipment	-
	58	588100	Sidewalk Improvements	-
			Capital Outlay Subtotal	-
			TOTAL DEPARTMENT OF PUBLIC WORKS	1,248,737
425			ENGINEERING DEPARTMENT	
	51	511001	Town Engineer/Planner	31,406
			Personnel Subtotal	31,406
	52	524003	Vehicle Maintenance	4,791
	52	530006	Engineering Services	16,050
	52	530008	Employee Training	900
	52	530010	Legal Services	-
	52	542000	Office Supplies	2,079
	52	553003	Engineering Supplies	190
	52	570000	Other Charges and Expenses	10,000
	52	576000	Dues/Subscriptions/Periodicals/Licenses	175
			Expenses Subtotal	34,185
			TOTAL ENGINEERING DEPARTMENT	65,591
510			HEALTH DEPARTMENT	
	51	511001	Health Agent	-
	51	511056	Part Time Clerk	-
	51	519007	Car Allowance	150
	51	519021	Lake Sanitarian	886
	51	519022	Animal Inspector	859
			Personnel Subtotal	1,895
	52	524003	Vehicle Maintenance	-
	52	530000	Professional Services	15,000
	52	530001	Medical Services	-
	52	530008	Employee Training	800
	52	530021	Professional Services - Testing	50
	52	542000	Office Supplies	2,000
	52	548001	Gasoline	-
	52	550000	Medical Supplies	500
		570000	Other Charges and Expenses	1,500
	52	571000	Travel	-
			Expenses Subtotal	19,850
			TOTAL HEALTH DEPARTMENT	21,745

541		SENIOR CENTER	
	51	511002 Director Salary	18,340
	51	511022 Custodial Salary	12,262
	51	511055 Clerk Salary	-
	51	511056 Part Time Clerk	-
		Personnel Subtotal	30,602
	52	521001 Electricity	4,400
	52	521003 Heating Fuel	6,500
	52	524001 Building Maintenance	2,625
	52	530001 Medical Services	-
	52	530022 Custodial Services	-
	52	570000 Other Charges and Expenses	2,700
	52	571000 Travel	500
		Expenses Subtotal	16,725
		TOTAL SENIOR CENTER	47,327
542		MARBLE HOUSE	
	52	521001 Electricity	1,000
	52	521003 Heating Fuel	4,403
	52	524001 Building Maintenance	3,500
		Expenses Subtotal	8,903
		TOTAL MARBLE HOUSE	8,903
543		VETERANS SERVICES	
	51	511002 Director Salary	34,063
	51	511056 Part Time Clerk	4,368
		Personnel Subtotal	38,431
	52	542000 Office Supplies	1,000
	52	570000 Other Charges and Expenses	100
	52	571000 Travel	80
	52	573000 Dues/Subscriptions/Periodicals/Licenses	80
	52	577000 Veterans Benefits	350,000
		Expenses Subtotal	351,260
		TOTAL VETERANS SERVICES	389,691
544		SOLDIERS MEMORIALS	
	52	570000 Other Charges and Expenses	-
		Expenses Subtotal	-
		TOTAL SOLDIERS MEMORIALS	-
545		SOLDIERS & SAILORS GRAVES	
	52	570000 Other Charges and Expenses	-
		Expenses Subtotal	-
		TOTAL SOLDIERS & SAILORS GRAVES	-
610		LIBRARY	
	51	511002 Director Salary	55,423
	51	511018 Adult Services Librarian Salary	45,026
	51	511019 Youth Services Librarian Salary	44,855

51	511022	Custodial Salary	48,419
51	511054	Senior Clerk Salary	40,317
51	511056	Part Time Clerks	3,563
51	513000	Regular Overtime	3,000
		Personnel Subtotal	240,604
52	521001	Electricity	4,700
52	521003	Heating Fuel	4,600
52	524001	Building Maintenance	4,000
52	530001	Medical Services	-
52	530012	Computer Services	14,500
52	558007	Library Materials	47,665
52	570000	Other Charges and Expenses	1,500
52	571000	Travel	200
		Expenses Subtotal	77,165
		TOTAL LIBRARY	317,769
630		PARKS & RECREATION	
52	570000	Other Charges and Expenses	5,000
		Expenses Subtotal	5,000
		TOTAL PARKS & RECREATION	5,000
692		SPECIAL EVENTS	
52	578008	Memorial/Veterans Day	3,500
52	578009	July 4th	-
52	578013	Christmas Program and Supplies	-
		Expenses Subtotal	3,500
		TOTAL SPECIAL EVENTS	3,500
710		DEBT - PRINCIPAL	
52	591001	Fire Substation	28,000
52	591002	Town Hall Renovations	60,000
52	591003	New Middle School	260,000
52	592004	Roof Repairs	5,000
52	592006	Title V	4,293
52	592007	Town Hall Roof	10,000
52	592008	DPW Vehicles	-
52	592009	Police Station Renovations	10,000
52	592010	Pumper Trucks	50,000
52	592011	Library Boiler	-
52	592014	Town Hall Heating	15,000
52	592015	Library Air Conditioning	20,000
52	592016	Finance Technology	-
52	592017	Town Hall HVAC	-
52	592018	School Heating Projects	20,000
52	592019	Cemetery Land Acquisition	5,000
52	592020	Secure Our Schools	15,000
52	592021	Police/Fire Building Projects	345,000
52	592022	PAES Feasibility Study	50,000

TOWN OF WEBSTER

	52	592023	Parks Replacement Vehicle	20,000
	52	592024	Highway Wing Plow	-
	52	592025	Stormwater Management Planning Project	17,815
	52	592026	Park Avenue School	500,000
	52	592027	Middle School Renovations	15,000
	52	592028	Fire Air Paks	-
			TOTAL DEBT - PRINCIPAL	1,450,108
751			DEBT - INTEREST	
	52	591501	Fire Substation	1,372
	52	591502	Town Hall Renovations	1,505
	52	591503	New Middle School	130,063
	52	592500	Chapter 90	-
	52	592504	Roof Repairs	369
	52	592507	Town Hall Roof	738
	52	592508	DPW Vehicles	1,049
	52	592509	Police Station Renovations	738
	52	592510	Pumper Trucks	738
	52	592511	Library Boiler	-
	52	592514	Town Hall Heating	1,106
	52	592515	Library Air Conditioning	1,475
	52	592516	Finance Technology	-
	52	592517	Town Hall HVAC	4,039
	52	592518	School Heating Projects	3,706
	52	592519	Cemetery Land Acquisition	1,069
	52	592520	Secure Our Schools	1,500
	52	592521	Police/Fire Building Projects	416,250
	52	592522	PAES Feasibility Study	5,000
	52	592523	Parks Replacement Vehicle	1,750
	52	592524	Highway Wing Plow	403
	52	592525	Stormwater Management Planning Project	8,452
	52	592526	Park Avenue School	383,125
	52	592527	Middle School Renovations	9,788
	52	592528	Fire Air Paks	3,141
			TOTAL DEBT - INTEREST	977,373
911			CONTRIBUTORY RETIREMENT	
	52	517004	Retirement Assessment	2,815,163
	52	517009	Non Contributory Retirement Assessment	-
			TOTAL CONTRIBUTORY RETIREMENT	2,815,163
			INSURANCES	
912	51	517001	Workers Compensation	153,000
913	51	517002	Unemployment Compensation	79,408
914	51	517003	Health Insurance	3,095,423
916	51	517007	Medicare Tax	309,887
919	51	519005	Unused Sick Leave Payment	77,317
	51	519006	Earned Vacation Payment	11,403
	51	519025	Insurance Waivers	34,000

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51	519030	OPEB	-
52	530000	Professional Service	-
52	574001	General Liability	330,000
52	574003	Police Liability	-
52	574005	Police/Fire Accident	115,000
52	578011	Damage to Persons & Property	500
52	578012	Insurance Deductible	-
		TOTAL INSURANCES	4,205,937
941		COURT JUDGMENTS	
52	576000	Court Judgments	-
		TOTAL COURT JUDGMENTS	-
		GENERAL FUND APPROPRIATIONS	20,441,315
		EDUCATION APPROPRIATION	<u>18,271,488</u>
		TOTAL APPROPRIATIONS	38,712,803

WATER FUND

Dept.	Account		FY 2016 Adopted Budget
450		WATER DEPARTMENT	
51	511001	Town Engineer/Planner	31,406
51	511002	DPW Director	-
51	511002	Director of Information Services	16,291
51	511017	Water Superintendent	36,000
51	511030	Assistant Water Superintendent	-
51	511036	Operations Manager	32,750
51	511040	Other Labor	209,700
51	511051	Administrative Assistant	51,392
51	513000	Overtime	80,000
51	514006	Longevity	3,000
51	514007	Sick Leave Incentive	2,145
51	517003	Health Insurance	53,649
51	517007	Medicare Tax	3,662
51	519005	Unused Sick Leave Payment	-
51	519006	Earned Vacation Payment	-
		Personnel Subtotal	519,996
52	520000	Purchase of Services	20,000
52	521001	Electricity	210,700
52	521003	Heating Fuel	30,000
52	524001	Building Maintenance	20,000
52	524003	Vehicle Maintenance	15,000
52	524014	Street Paving and Markings	12,000
52	524015	Computer Maintenance	15,000
52	527000	Rentals and Leases	5,000

52	530000	Professional Services - Other	56,940
52	530001	Medical Services	-
52	530006	Professional Services - Engineering	5,000
52	530008	Employee Training	6,000
52	530010	Professional Services - Legal	2,000
52	530019	Debt Issuance Costs	-
52	530020	Utility Billing	24,000
52	530021	Professional Services - Testing	33,644
52	542000	Office Supplies	3,000
52	548001	Gasoline	20,000
52	553005	Water Supplies and Chemicals	20,000
52	553006	Supplies - Boilers and Pumps	12,000
52	553007	Supplies - Service Pipe and Connections	13,520
52	553008	Supplies - Hydrants	33,520
52	553009	Miscellaneous Materials and Supplies	8,489
52	569003	Safe Water Drinking Act Assessment	5,000
52	570000	Other Charges and Expenses	14,234
52	571000	Travel	1,500
52	575001	Meals/Food	1,000
52	578012	Insurance Deductible	-
52	579000	Unpaid Bills	2,436
52	585023	Tools and Small Equipment	5,000
		Expenses Subtotal	594,983
56	570000	Other Charges and Expenses	11,656
56	591015	MWPAT DW-03-12 - Principal	45,000
56	591016	East Lake - Principal	30,000
56	591017	East Lake and Lakeside - Principal	35,000
56	591018	Lakeside - Principal	45,000
56	591019	Water I - Principal	10,000
56	591020	Water II - Principal	14,000
56	591021	10/15/02 Water Bond - Principal	150,000
56	591022	Wawela - Principal	65,000
56	591023	Cudworth Road I - Principal	70,000
56	591024	Water Disinfection - Principal	20,000
56	591028	MWPAT DW-06-08 - Principal	39,532
56	591029	Cudworth Road II - Principal	20,000
56	591030	Corrosion Control - Principal	85,000
56	591035	Ash Street - Principal	35,000
56	591036	MWPAT DWP-13-15 - Pricipal	67,038
56	591515	MWPAT DW-03-12 - Interest	13,031
56	591516	East Lake - Interest	1,564
56	591517	East Lake and Lakeside - Interest	2,493
56	591518	Lakeside - Interest	3,127
56	591519	Water I - Interest	664
56	591520	Water II - Interest	974
56	591521	10/15/02 Water Bond - Interest	29,100
56	591522	Wawela - Interest	32,825
56	591523	Cudworth Road I - Interest	35,350
56	591524	Water Disinfection - Interest	10,100

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56	591528	MWPAT DW-06-08 - Interest	11,226
56	591529	Cudworth Road II - Interest	1,475
56	591530	Corrosion Control - Interest	6,077
56	591535	Ash Street - Interest	25,613
56	591536	MWPAT DWP-13-15 - Interest	33,882
		Debt Service Subtotal	949,725
58	580000	Capital Outlay	-
58	583000	Plant Improvements	290,000
58	585000	Equipment	-
58	585001	Vehicles	-
58	585019	Computer Equipment	6,000
58	585024	Meters	20,000
		Capital Outlay Subtotal	316,000
		TOTAL WATER DEPARTMENT	2,380,705

SEWER FUND

Dept.	Account		FY 2016 Adopted Budget
460		SEWER DEPARTMENT	
	51 511001	Town Engineer/Planner	31,406
	51 511002	DPW Director	-
	51 511002	Director of Information Services	16,291
	51 511017	Sewer Superintendent	72,554
	51 511020	Chief Chemist	67,438
	51 511021	Chief of Maintenance	67,438
	51 511030	Assistant Sewer Superintendent	-
	51 511036	Operations Manager	32,750
	51 511040	Other Labor	467,835
	51 511040	Other Labor - Collection	64,087
	51 511051	Administrative Assistant	53,407
	51 513000	Overtime	30,000
	51 513000	Overtime - Collection	13,000
	51 514006	Longevity	13,600
	51 514007	Sick Leave Incentive	4,089
	51 517003	Health Insurance	167,201
	51 517007	Medicare Tax	9,577
	51 519005	Unused Sick Leave Payment	-
	51 519006	Earned Vacation Payment	-
	51 519008	Phone Allowance	1,080
	51 519025	Insurance Waivers	2,000
		Personnel Subtotal	1,113,754
	52 521001	Utilities	344,000
	52 521001	Utilities - Collection	100,000
	52 521003	Heating Fuel	75,000
	52 524000	Repairs and Maintenance	36,000
	52 524000	Repairs and Maintenance - Collection	24,000

52	524001	Building Maintenance	4,000
52	524001	Building Maintenance - Collection	5,000
52	524003	Vehicle Maintenance	4,000
52	524015	Computer Maintenance	40,000
52	527000	Rentals and Leases	5,000
52	529005	Sludge Treatment/Disposal	315,000
52	530000	Professional Services - Other	3,350
52	530001	Medical Services	-
52	530006	Professional Services - Engineering	30,000
52	530008	Employee Training	5,000
52	530010	Professional Services - Legal	15,000
52	530019	Debt Issuance Costs	-
52	530020	Utility Billing	20,000
52	530021	Professional Services - Testing	26,000
52	534001	Telephone	8,000
52	534001	Telephone Alarm - Collection	5,000
52	542000	Office Supplies	7,500
52	548001	Gasoline	4,000
52	548001	Gasoline - Collection	15,000
52	553004	Sewer Supplies and Chemicals	501,000
52	553004	Sewer Supplies and Chemicals - Collection	25,000
52	558006	Protective Clothing	5,000
52	570000	Other Charges and Expenses	1,800
52	571000	Travel	2,000
52	573000	Permits, Licenses & Applications	2,000
52	578012	Insurance Deductible	-
52	579000	Unpaid Bills	-
		Expenses Subtotal	1,627,650
56	570000	Other Charges and Expenses	28,467
56	591004	MWPAT 91-70 - Principal	-
56	591005	MWPAT 95-17 - Principal	123,862
56	591006	MWPAT 98-50 - Principal	103,148
56	591007	MWPAT 96-39 - Principal	93,663
56	591008	Killdeer Island I - Principal	9,000
56	591009	Sewer Mains - Principal	8,000
56	591013	Wawela - Principal	100,000
56	591014	Meter Read Devices - Principal	20,000
56	591027	Union Point Power - Principal	-
56	591032	WWTF Planning - Principal	110,000
56	591033	MWPAT CWS-08-20 Principal	500,275
56	591504	MWPAT 91-70 - Interest	-
56	591505	MWPAT 95-17 - Interest	2,562
56	591506	MWPAT 98-50 - Interest	8,887
56	591507	MWPAT 96-39 - Interest	4,452
56	591508	Killdeer Island I - Interest	634
56	591509	Sewer Mains - Interest	1,151
56	591513	Wawela - Interest	49,675
56	591514	Meter Read Devices - Interest	3,600
56	591527	Union Point Power - Interest	-

56	591532	WWTF Planning - Interest	22,694
56	591533	MWPAT CWS-08-20 - Interest	196,128
		Debt Service Subtotal	1,386,197
58	580000	Capital Outlay	-
58	583000	Plant Improvements	170,000
		Capital Outlay Subtotal	170,000
		TOTAL SEWER DEPARTMENT	4,297,601



ABSENTEE
OFFICIAL BALLOT
SPECIAL TOWN ELECTION
WEBSTER, MASSACHUSETTS
JUNE 15, 2015

Robert T. Cannon
TOWN CLERK

INSTRUCTIONS TO VOTERS

A. TO VOTE, completely fill in the OVAL to the RIGHT of your choice(s) like this: ●

QUESTIONS

“Shall the Town of Webster be allowed to assess an additional \$2,000,000 in real estate and personal property taxes for the purposes of funding the operating budgets of the Town and the Public Schools for the fiscal year beginning July 1, 2015?”

Precinct	1	2	3	4	5	Total	Vote
	72	45	80	128	111	436	YES
	41	75	165	333	229	843	NO

“Shall the Town of Webster be allowed to assess an additional \$1,000,000 in real estate and personal property taxes for the purposes of funding the operating budgets of the Town and the Public Schools for the fiscal year beginning July 1, 2015?”

Precinct	1	2	3	4	5	Total	Vote
	75	47	84	134	119	459	YES
	39	70	156	325	218	808	NO

Precinct	1	2	3	4	5	Total Votes
	216	120	246	463	344	1,389

This is to certify that the following articles were acted on at the Annual Town Meeting held on October 19, 2015. The meeting started at 7:10 p.m. and there was a quorum of 94 present.

**COMMONWEALTH OF MASSACHUSETTS
TOWN OF WEBSTER
ANNUAL TOWN MEETING WARRANT
OCTOBER 19, 2015**

Worcester, ss

To either of the Constables in the County aforesaid:

In the name of the Commonwealth of Massachusetts you are hereby required and directed to notify and warn the inhabitants of the Town of Webster aforesaid who are qualified to vote in elections and Town affairs to meet in the Bartlett High School Auditorium, 52 Lake Parkway, in said Webster on **Monday, October 19, 2015 at 7:00 PM** then and there to act on the following Articles to wit:

A motion was made to dispense with the reading of the whole warrant. The motion received a Unanimous Yes Vote and the Town Meeting moved forward.

A second motion was made to have secret ballots for articles 33, 40, and 41. The motion received a Yes Vote of 33 and a No Vote of 58 and the motion failed.

A third motion was made further on in the meeting to allow out of Town Department Heads and Town Counsel to speak. The motion received a Unanimous Yes Vote.

ARTICLE 1: To hear and act upon the report and recommendations of the Town Meeting Review Committee.

Sponsored by the Town Meeting Review Committee – Selectmen recommend approval

Decision: A motion was made to accept the report and recommendations of the Committee. The motion received a Unanimous Yes Vote and the report and recommendations were accepted.

A second motion was made by the Town Meeting Review Committee to dissolve the Committee. The motion received a Unanimous Yes Vote and the Town Meeting Review Committee was dissolved.

(A complete copy of the report and recommendations from the Committee is attached at the end of the minutes.)

ARTICLE 2: To hear and act upon the report and recommendations of the Board of Selectmen and the Finance Committee.

Sponsored by the Board of Selectmen – Selectmen recommend approval

Decision: A motion was made to approve the article as read. The motion received a Unanimous Yes Vote and the article was approved as read.

ARTICLE 3: To see if the Town will vote to transfer from any available funds in the Treasury, a sum sufficient to the Town Administrator Unpaid Bills Account for the purpose of funding the payment of prior years' unpaid invoices; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to combine articles 3, 4, and 5. The motion received a Unanimous Yes Vote and the articles were combined.

A second motion was made to pass over all the articles because there were no unpaid bills to be addressed. The motion was passed with a Unanimous Yes Vote and articles 3, 4, and 5 were passed over.

ARTICLE 4: To see if the Town will vote to transfer from any available funds in the Treasury, a sum sufficient to the Sewer Unpaid Bills Account for the purpose of funding the payment of prior years' unpaid invoices; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to combine articles 3, 4, and 5. The motion received a Unanimous Yes Vote and the articles were combined.

A second motion was made to pass over all the articles because there were no unpaid bills to be addressed. The motion was passed with a Unanimous Yes Vote and articles 3, 4, and 5 were passed over.

ARTICLE 5: To see if the Town will vote to transfer from any available funds in the Treasury, a sum sufficient to the Water Unpaid Bills Account for the purpose of funding the payment of prior years' unpaid invoices; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to combine articles 3, 4, and 5. The motion received a Unanimous Yes Vote and the articles were combined.

A second motion was made to pass over all the articles because there were no unpaid bills to be addressed. The motion was passed with a Unanimous Yes Vote and articles 3, 4, and 5 were passed over.

ARTICLE 6: To see if the Town will vote to transfer the sum of \$8,720.00 from the Town Treasurer Salary Account to the Town Treasurer Professional Services Account; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to approve the article as read. The article received One No Vote and the Rest Yes Votes and the article was approved as read.

ARTICLE 7: To see if the Town will vote to transfer the sum of \$6,985.00 from the Fire Department Uniforms Account to the Fire Department Clothing Allowance Account; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to approve the article as read. The article received One No Vote and the Rest Yes Votes and the article was approved as read.

ARTICLE 8: To see if the Town will vote to raise and appropriate or transfer from any available funds in the Treasury, the sum of \$1,000.00 to the ADA Committee Other Expenses Account; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to amend the article to read THAT THE TOWN VOTE TO TRANSFER THE SUM OF \$1,000.00 FROM THE SWCRVSD (BAY PATH) ASSESSMENT ACCOUNT TO THE ADA COMMITTEE OTHER EXPENSES ACCOUNT. A motion was made to approve the article as Amended. The motion received One No Vote and the Rest Yes Votes and the article was approved as amended.

ARTICLE 9: To see if the Town will vote to raise and appropriate or transfer from any available funds in the Treasury, a sum sufficient to the Unused Sick Leave Payment Account for the purpose of funding the payment of unused sick leave to Paul A. Congdon pursuant to the provisions of Article 22 of the collective bargaining agreement between the Town of Webster and SEIU Local 888 DPW Chapter; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to amend the article to read THAT THE TOWN VOTE TO TRANSFER THE SUM OF \$27,590.40 FROM THE DPW OTHER LABOR ACCOUNT TO THE UNUSED SICK LEAVE PAYMENT ACCOUNT. A motion was made to approve the article as amended. The motion received a Unanimous Yes Vote and the article was approved as amended.

ARTICLE 10: To see if the Town will vote to raise and appropriate or transfer from any available funds in the Treasury, a sum sufficient to the Earned Vacation Payment Account for the purpose of funding the payment of accrued vacation leave to Paul A. Congdon; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to amend the article to read THAT THE TOWN VOTE TO TRANSFER THE SUM OF \$1,437.00 FROM THE DPW OTHER LABOR ACCOUNT TO THE EARNED VACATION PAYMENT ACCOUNT. A motion was made to approve the article as amended. The motion received a Unanimous Yes Vote and the article was approved as amended.

ARTICLE 11: To see if the Town will vote to transfer the sum of \$17,940.78 from the Police Patrolmen/Sergeants Salary Account to the Unused Sick Leave Payment Account for the purpose of funding the payment of unused sick leave to Donald A. Southall pursuant to the provisions of Article 24 of the collective bargaining agreement between the Town of Webster and IBPO Local 428; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to approve the article as read. The motion received a Unanimous Yes Vote and the article was approved as read.

ARTICLE 12: To see if the Town will vote to transfer the sum of \$934.91 from the Police Patrolmen/Sergeants Salary Account to the Earned Vaca-

tion Payment Account for the purpose of funding the payment of accrued vacation leave to Donald A. Southall; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to approve the article as read. The motion received a Unanimous Yes Vote and the article was approved as read.

ARTICLE 13: To see if the Town will vote to raise and appropriate and/or transfer from any available funds in the Treasury, the sum of \$55,000.00 to the Town Hall Improvements Stabilization Fund; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to amend the article to read THAT THE TOWN VOTE TO RAISE AND APPROPRIATE AND TRANSFER THE SUM OF \$55,000.00 TO THE TOWN HALL IMPROVEMENTS STABILIZATION FUND. This motion required a 2/3rds vote. The motion to approve the amendment received a Unanimous Yes Vote and the article was approved as Amended with a unanimous Yes Vote.

ARTICLE 14: To see if the Town will vote to transfer a sum sufficient from the Stabilization Fund for the purpose of funding the prior fiscal years' incremental cost items contained in the Memorandum of Agreement between the Town of Webster and IBPO Local 428 for the period from July 1, 2012 to June 30, 2016; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to amend the article to read THAT THE TOWN VOTE TO TRANSFER THE SUM OF \$250,000.00 FROM THE STABILIZATION FUND TO THE TOWN ADMINISTRATOR SALARY RESERVE ACCOUNT. This motion required a 2/3rds vote. The motion to approve the amendment received 113 Yes Votes and One No Vote the article was approved as Amended with 113 Yes Votes and One No Vote.

ARTICLE 15: To see if the Town will vote to transfer the sum of \$35,000.00 from the Stabilization Fund for the purpose of funding the addition of a modern military nurse bronze statue to the Court of Honor, including all costs incidental or related thereto; or take any action thereon.

Sponsored by the Trustees of Soldiers Monuments – Selectmen recommend approval

Decision: A motion was made to amend the article to read THAT THE TOWN VOTE TO APPROVE THE ARTICLE AS READ. This motion required a 2/3rds vote.

A second motion was made to pass over this article for more information. The vote was 5 No Votes and the Rest (a majority) Yes Votes and the article was passed over for more information.

ARTICLE 16: To see if the Town will vote to raise and appropriate, borrow or transfer from any available funds in the Treasury, a sum sufficient for

the purpose of funding the design, piloting and permitting required to construct a Water Filtration Plant; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to amend the article to read THAT \$700,000.00 IS APPROPRIATED FOR THE PURPOSE OF FUNDING THE DESIGN, PILOTING AND PERMITTING REQUIRED TO CONSTRUCT A WATER FILTRATION PLANT; THAT TO MEET THIS APPROPRIATION THE TREASURER, WITH THE APPROVAL OF THE BOARD OF SELECTMEN, IS AUTHORIZED TO BORROW THE SUM OF \$700,000.00 UNDER MGL CHAPTER 44, § 7; AND THAT THE BOARD OF SELECTMEN IS AUTHORIZED TO TAKE ANY OTHER ACTION NECESSARY TO CARRY OUT THIS PROJECT.

A second motion was made to pass over this article for more information. The motion was subsequently removed by the sponsor.

A third motion was made after much discussion to move the question. This motion required a 2/3rds vote. The vote was Yes Votes 101 and Zero No Votes.

The Moderator at this point went back to the original motion THAT \$700,000.00 IS APPROPRIATED FOR THE PURPOSE OF FUNDING THE DESIGN, PILOTING AND PERMITTING REQUIRED TO CONSTRUCT A WATER FILTRATION PLANT; THAT TO MEET THIS APPROPRIATION THE TREASURER, WITH THE APPROVAL OF THE BOARD OF SELECTMEN, IS AUTHORIZED TO BORROW THE SUM OF \$700,000.00 UNDER MGL CHAPTER 44, § 7; AND THAT THE BOARD OF SELECTMEN IS AUTHORIZED TO TAKE ANY OTHER ACTION NECESSARY TO CARRY OUT THIS PROJECT. This is a 2/3rds required vote. This vote was Yes Votes 105 and One No Vote and the article was approved as amended.

ARTICLE 17: To see if the Town will vote to transfer from the board or officer with custody of the property described below for the purpose for which it is currently held to the Board of Selectmen for the purpose of conveyance pursuant to the provisions of M.G.L. Chapter 30B § 16, and to authorize the Board of Selectmen to convey, the property located at 0 Sunny Avenue, shown on Assessor's Map 51-F-6-0, and to further authorize the Board of Selectmen to execute any instruments and take all actions necessary to carry out this vote; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to merge articles 17, 18, 19, 20, and 21 and vote those articles as one. The motion received Two No Votes and the Rest Yes Votes and the motion was approved.

A second motion was made to approve the merged articles numbered 17 thru 21 as written. This motion required a 2/3rds vote. The motion to approve received a Unanimous Yes Vote and the articles were approved as written.

ARTICLE 18: To see if the Town will vote to transfer from the board or officer with custody of the property described below for the purpose for which it is currently held to the Board of Selectmen for the purpose of conveyance pursuant to the provisions of M.G.L. Chapter 30B § 16, and to

authorize the Board of Selectmen to convey, the property located at 405 School Street, shown on Assessor's Map 2-K-1-0, and to further authorize the Board of Selectmen to execute any instruments and take all actions necessary to carry out this vote; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval Decision: A motion was made to merge articles 17, 18, 19, 20, and 21 and vote those articles as one. The motion received Two No Votes and the Rest Yes Votes and the motion was approved.

A second motion was made to approve the merged articles numbered 17 thru 21 as written. This motion required a 2/3rds vote. The motion to approve received a Unanimous Yes Vote and the articles were approved as written.

ARTICLE 19: To see if the Town will vote to transfer from the board or officer with custody of the property described below for the purpose for which it is currently held to the Board of Selectmen for the purpose of conveyance pursuant to the provisions of M.G.L. Chapter 30B § 16, and to authorize the Board of Selectmen to convey, the property located at 91 North Main Street, shown on Assessor's Map 15-B-6-0, and to further authorize the Board of Selectmen to execute any instruments and take all actions necessary to carry out this vote; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval Decision: A motion was made to merge articles 17, 18, 19, 20, and 21 and vote those articles as one. The motion received Two No Votes and the Rest Yes Votes and the motion was approved.

A second motion was made to approve the merged articles numbered 17 thru 21 as written. This motion required a 2/3rds vote. The motion to approve received a Unanimous Yes Vote and the articles were approved as written.

ARTICLE 20: To see if the Town will vote to transfer from the board or officer with custody of the property described below for the purpose for which it is currently held to the Board of Selectmen for the purpose of conveyance pursuant to the provisions of M.G.L. Chapter 30B § 16, and to authorize the Board of Selectmen to convey, the property located at 21 Mechanic Street, shown on Assessor's Map 1-N-1-0, and to further authorize the Board of Selectmen to execute any instruments and take all actions necessary to carry out this vote; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval Decision: A motion was made to merge articles 17, 18, 19, 20, and 21 and vote those articles as one. The motion received Two No Votes and the Rest Yes Votes and the motion was approved.

A second motion was made to approve the merged articles numbered 17 thru 21 as written. This motion required a 2/3rds vote. The motion to approve received a Unanimous Yes Vote and the articles were approved as written.

ARTICLE 21: To see if the Town will vote to transfer from the board or officer with custody of the property described below for the purpose for

which it is currently held to the Board of Selectmen for the purpose of conveyance pursuant to the provisions of M.G.L. Chapter 30B § 16, and to authorize the Board of Selectmen to convey, the property located at 22-24 Pearl Street, shown on Assessor's Map 15-B-21-0, and to further authorize the Board of Selectmen to execute any instruments and take all actions necessary to carry out this vote; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to merge articles 17, 18, 19, 20, and 21 and vote those articles as one. The motion received Two No Votes and the Rest Yes Votes and the motion was approved.

A second motion was made to approve the merged articles numbered 17 thru 21 as written. This motion required a 2/3rds vote. The motion to approve received a Unanimous Yes Vote and the articles were approved as written.

ARTICLE 22: To see if the Town will vote to discontinue as a public way Richard Avenue as shown on drawing entitled "Plan & Profile of Richard Ave." dated February 1960, which was accepted as such on March 11, 1960, which way to be discontinued now lies in its entirety within the K-Mart Plaza, and to transfer the discontinued way from the Board of Selectmen for public way purposes to the Board of Selectmen for general municipal purposes and for the purpose of conveyance, and to authorize the Board of Selectmen to convey any right, title and interest held by the Town in said discontinued way on such terms and conditions as the Board deems appropriate; or take any action thereon.

Sponsored by the Town Engineer/Planner – Selectmen recommend approval

Decision: A motion was made to pass over this article for more information. The motion received a Unanimous Yes Vote and the article was passed over for more information.

ARTICLE 23: To see if the Town will vote to authorize the Board of Selectmen to convey to Rachel D. Trant and Dean W. Ciocci, title owners of the real property located at and near 14 Kenneth Avenue, Webster, and their heirs, successors and assigns, a "Release of Easement" releasing the Town's interest in those portions of the drainage easement located on said 14 Kenneth Avenue shown as Lot 5 on a plan entitled "Proposed Subdivision Land in Webster Mass. owned by Henry A. & Dora M. Racicot", recorded in the Worcester District Registry of Deeds at Plan Book 391, Plan 77, which lie under those portions of the house and deck currently located on said easement area which are shown on a plan recorded in the Worcester District Registry of Deeds at Plan Book 871, Plan 8, said conveyance to be on such terms and conditions as the Board of Selectmen deems appropriate and necessary, and to execute any instruments and take all actions necessary to carry out this vote; or take any action thereon.

Sponsored by the Acting Town Administrator – Selectmen recommend approval

Decision: A motion was made to approve the article as read. The motion received a Unanimous Yes Vote and the article was approved as read.

ARTICLE 24: To see if the Town will vote to authorize the Board of Selectmen to grant a perpetual utility easement to Massachusetts Electric Company for the installation, construction, reconstruction, repair, maintenance, addition to and operation of underground and above ground equipment for the transmission of high voltage and low voltage electricity and intelligence in, on, over, under, across and through a portion of Town-owned land on the westerly side of Cudworth Road shown on Assessor's Map 87 as Lot B-1; or take any action thereon.

Sponsored by the Town Engineer/Planner – Selectmen recommend approval

Decision: A motion was made to approve the article as read. This article required a 2/3rds vote. The motion received a Unanimous Yes Vote and the article was approved as read.

ARTICLE 25: To see if the Town will vote to authorize the Board of Selectmen to grant a perpetual utility easement to Massachusetts Electric Company for the installation, construction, reconstruction, repair, maintenance, addition to and operation of underground and above ground equipment for the transmission of high voltage and low voltage electricity and intelligence in, on, over, under, across and through a portion of Town-owned land on the southerly side of Harry's Way shown on Assessor's Map 23 as Lot A-6; or take any action thereon.

Sponsored by the Town Engineer/Planner – Selectmen recommend approval

Decision: A motion was made to approve the article as read. This article required a 2/3rds vote. The motion received a Unanimous Yes Vote and the article was approved as read.

ARTICLE 26: To see if the Town will vote to authorize the Board of Selectmen to enter into an agreement for payments in lieu of taxes ("PILOT") pursuant to M.G.L. Chapter 59, Section 38H(b), and Chapter 164, Section 1, or any other enabling authority, on such terms and conditions as the Board of Selectmen may deem in the best interest of the Town, for both real property and personal property attributable to a solar photovoltaic facility located (or to be located) on privately owned land located at 0 Thompson Road (Parcels 37/A/1/0 and 36/B/2/0), and to do all things necessary to implement such agreement; or take any action thereon.

Sponsored by the Town Engineer/Planner – Selectmen recommend approval

Decision: A motion was made to pass over the article. The motion received a Majority No Vote and discussion resumed.

A second motion was made to allow out-of-town counsel to speak on the article. The motion received a unanimous Yes Vote and counsel was allowed to speak.

A third motion was made to move the question. This motion required a 2/3rds vote. The vote was a Unanimous Yes Vote to move the question and the Moderator proceeded to the vote.

The final motion was to approve the article as read. The article received a Majority Yes Vote and the article was approved as read.

ARTICLE 27: To see if the Town will vote to amend the Webster Zoning Bylaw by adding an article of solar use for residential and commercial purposes as follows:

A motion was made to dispense with the reading of the whole article. The motion received a Unanimous Yes Vote and the Town Meeting moved forward.

ARTICLE X

650-91. Solar Use Bylaw

- A. Statement of purpose: The purpose of the solar bylaw is to promote and regulate the use of residential and commercial solar photovoltaic facilities within the Town of Webster and encourage their location and use in a manner which minimizes negative visual and environmental impacts on scenic, natural and historic resources, and to the residents of Webster.
- B. Definitions
 - 1. **Solar Photovoltaic Installation:** An active solar energy system that converts solar energy directly into electricity.
 - 2. **Small Scale Photovoltaic Installation:** A solar photovoltaic installation with a rated nameplate of up to 250kW DC.
 - 3. **Large Scale Solar Photovoltaic Installation:** A solar photovoltaic installation that has a minimum nameplate capacity of 250kW DC.
 - 4. **Ground Mounted Solar Photovoltaic Installation:** A solar photovoltaic system that is structurally mounted on the land and is not roof-mounted.
- C. Uses
 - 1. Small scale solar photovoltaic installations shall be allowed as an accessory use in all zoning districts.
 - 2. Small scale solar photovoltaic installations shall not be allowed as a primary use in any zoning district.
 - 3. Large scale solar photovoltaic installations shall be allowed in all zones by special permit by the Planning Board, acting in their capacity as the Special Permit Granting Authority. The Planning Board shall review the special permit application for conformance with the Special Permit Criteria under these bylaws as well as Massachusetts General Law.
- D. Design Standards
 - 1. Lighting. Lighting shall be limited to that required for safety and operational purposes, and shall be shielded from abutting properties. Lighting of the solar photovoltaic installation shall be directed downward and shall incorporate full cut-off to eliminate light pollution.
 - 2. Signage. Signs shall comply with the local bylaw, provided that for large scale solar photovoltaic facilities one (1) additional sign no more than two (2) square feet in area shall be required to identify the owner and provide a 24-hour emergency contact telephone number. Solar photovoltaic installations shall not be used for dis-

playing any advertising. Signage shall only be for identification of the manufacturer or operator of the solar photovoltaic installation.

3. Utility Connections. All utility connections from a large scale solar photovoltaic installation shall be underground, provided however that the Planning Board may waive this requirement as part of its special permit review based on its soil conditions, shape, and topography of the site and/or any requirements of the utility provider. Electrical transformers for utility interconnections may be above ground if required by the utility provider.
4. Appurtenant Structures. All appurtenant structures to large scale solar photovoltaic installations, including but not limited to, equipment shelters, storage facilities, transformers and substations, shall be architecturally compatible with each other. Whenever reasonable, structures should be screened from view from abutting properties and public ways by vegetation and/or joined or clustered to avoid adverse visual impacts on abutting properties or public ways.

E. Safety and Environmental Standards

1. Emergency Services. The large scale solar photovoltaic installation owner or operator shall provide a copy of the project summary, electrical schematic, and site plan to the Fire Chief. Upon request, the owner or operator shall cooperate with local emergency services in developing an emergency response plan. The owner or operator shall identify a responsible person for public inquiries throughout the life of the installation. All means of shutting down the solar photovoltaic installation and said person shall be clearly marked.
2. Land Clearing, Soil Erosion, and Habitat Impacts. Clearing of natural vegetation shall be limited to what is necessary for the construction, operation and maintenance of the large scale ground mounted solar photovoltaic installation or otherwise prescribed by applicable laws, regulations and bylaws.

Monitoring and Maintenance

1. Solar Photovoltaic Installation Conditions. The large scale solar photovoltaic installation owner or operator shall maintain the facility in good condition. Maintenance shall include, but not be limited to, painting, structural repairs, vegetation maintenance, fence repair, and integrity of security measures. Site access shall be maintained to a level acceptable to the local Fire Chief and Emergency Medical Services. The owner or operator shall be responsible for the cost of maintaining the large scale solar photovoltaic installation and any access road(s), unless accepted as a public way.
2. Modifications. All material modifications to a small scale solar photovoltaic installation made after issuance of the building

permit shall require approval by the Building Commissioner. All material modifications to a large scale solar photovoltaic installation made after issuance of the building permit shall require approval from the Planning Board and Building Commissioner.

3. Removal Requirements. Any large scale ground mounted solar photovoltaic installation which has reached the end of its useful life or has been discontinued consistent with Section G of this bylaw shall be removed. The owner or operator shall physically remove the installation no more than 150 days after the date of discontinued operations. The owner or operator shall notify the Planning Board and Building Commissioner by certified mail of the proposed date of discontinued operations and plans for removal. Decommissioning shall consist of:
 - a) Physical removal of all large scale ground mounted solar photovoltaic installations, structures, equipment, security barriers, and transmission lines from the site.
 - b) Disposal of all solid and hazardous waste in accordance with local, state and federal waste disposal regulations.
 - c) Stabilization or re-vegetation of the site as necessary to minimize erosion. The Planning Board and Building Commissioner may allow the owner or operator to leave landscaping or designated below-grade foundations in order to minimize erosion and disruption to vegetation.

F. Discontinuance

Absent notice of a proposed date of discontinued operations or written notice of extenuating circumstances, the large scale ground mounted solar photovoltaic installation shall be considered discontinued when it fails to operate for more than one (1) year without the written consent of the Planning Board. Upon written request from the Building Commissioner addressed to the contact address provided and maintained by the owner and operator as required above, the owner or operator shall provide evidence to the Building Commissioner demonstrating continued use of the installation. Failure to provide such evidence within thirty (30) days of such written request shall be conclusive evidence that the installation has been discontinued. If the owner or operator of the large scale ground mounted solar photovoltaic installation fails to remove the installation in accordance with the requirements of this bylaw within 150 days of discontinuance or the proposed date of discontinued operations, the Town may take appropriate enforcement action including pursuing all available civil or criminal penalties.

G. Financial Surety

Owners or operators of large scale ground mounted solar photovoltaic projects shall provide a form of surety, either through escrow account, bond or otherwise, to cover the cost of removal and

restoration of the site, in an amount and form determined to be acceptable by the Planning Board, but in no event to exceed 125 percent of the prevailing wage cost of removal, site restoration, and compliance with the additional requirements set forth herein. Such surety shall remain in force for so long as the project is in existence, and the owner shall annually provide the Planning Board and Building Commissioner with proof that the surety continues in effect. Surety shall include oblige notification clause. Lapse of surety shall be a violation of this bylaw and the Town may take appropriate enforcement action. Such surety will not be required for municipally- or state-owned facilities. The project proponent shall submit a fully inclusive estimate of the costs associated with removal, prepared by a qualified engineer. The amount shall include a mechanism for calculating increased removal costs due to inflation. It shall be a condition of every special permit that the Planning Board may, at intervals of no less than five (5) years, request the owner or operator to provide an updated estimate of the cost of removal, and to increase the amount of security accordingly.

H. Contents of Application.

In addition to the requirements of Article VII for Site Plan Review, Special Permit applications for a large scale solar photovoltaic facility shall include:

1. A site plan showing:
 - a) Access roads for the project site;
 - b) Proposed changes to the landscape of the site, grading, vegetation clearing and planting, exterior lighting, screening vegetation and structures;
 - c) Elevations and/or photo simulations of the proposed facility from the nearest public way and possibly other locations at the discretion of the Planning Board;
 - d) Drawings of the solar photovoltaic installation signed by a Professional Engineer licensed to practice in the Commonwealth of Massachusetts showing the proposed layout of the system and any potential shading from nearby structures;
 - e) One (1) or three (3) line electrical diagram detailing the solar photovoltaic installation, associated components, and electrical interconnection methods, with all National Electrical Code compliant disconnects and overcurrent devices;
 - f) A stormwater management plan;
 - g) An erosion and sedimentation control plan;
 - h) Documentation of the major system components to be used, including the PV panels, mounting system, and inverter;

- i) The name, address, and contact information for proposed system installer;
 - j) The name, address, telephone number, email address, and signature of the project proponent, as well as co-proponents and/or property owners, if any;
 - k) The name, address, telephone number, email address, and signature of any agents representing the project proponent.
2. Documentation of actual or prospective access and control of the project site;
 3. An operation and maintenance plan which shall include measures for maintaining safe access to the installation, stormwater controls, as well as general procedures;
 4. A decommissioning plan in compliance with Section F(3);
 5. Proof of liability insurance;
 6. Description of financial surety as required by Section H;
 7. Evidence has been given to the Planning Board that the utility company that operates the electrical grid where the installation is to be located has been informed of the solar photovoltaic installation owner or operator's intent to install an interconnected customer-owned generator. Off-grid systems shall be exempt from this requirement.

I. Review of Application.

Notice of application to the Planning Board shall be filed by the applicant with the Town Clerk, who shall date stamp it and forward a copy of the notice to the Planning Board. Upon receipt of an application, the Town Planner shall review it for completeness. The Planning Board, acting as the Special Permit Granting Authority, may waive specific submission requirements as determined within this bylaw and where deemed unnecessary by a super majority of the Board.

**Sponsored by the Town Engineer/Planner – Selectmen recommend approval
Planning Board Report: At a public hearing of the Planning Board this article was reported out with a Unanimous Vote of support.**

Decision: A motion was made to pass over this article. The motion received a Majority No Vote and discussion continued.

A second motion was made to approve the article as written. This article required a 2/3rds vote. The article received a Unanimous Yes Vote and was approved as written.

ARTICLE 28: To see if the Town will vote to delete undefined Zoning District B/I from the Zoning Map and change the Zoning District designation of the following parcels:

- Parcel B-1, Map 87;
- Parcel B-2, Map 87;
- Parcel B-3, Map 87;

from District B/I to District 6, Industrial, and change the Zoning District designation of the following parcels:

Parcel B-1, Map 78;
Parcel B-1-1A, Map 78;
Parcel B-1-2, Map 78;
Parcel B-1-1, Map 78;
Parcel B-1-1.1, Map 78;

from District B/I to District 5, Business Districts (without sewer); or take any action thereon.

Sponsored by the Town Engineer/Planner – Selectmen recommend approval
Planning Board Report: At a public hearing of the Planning Board this article was reported out with a Unanimous Vote of support.

Decision: A motion was made to approve the article as written. This article required a 2/3rds vote. The article received a Unanimous Yes Vote and was approved as written.

ARTICLE 29: To see if the Town will vote to change the Zoning District designation of the following parcels:

A motion was made to dispense with the reading of the whole article. The motion received a Unanimous Yes Vote and the Town Meeting moved forward.

Parcel A-1, Map 57;
Parcel A-3-2, Map 57;
Parcel A-3-1, Map 57;
Parcel A-3, Map 57;
Parcel A-4, Map 57;
Parcel A-5, Map 57;
Parcel A-6, Map 57;

from District 7, Lake Residential to District 5, Business Districts (without sewer); or take any action thereon.

Sponsored by the Town Engineer/Planner – Selectmen recommend approval
Planning Board Report: At a public hearing of the Planning Board this article was reported out with a Unanimous Vote of support.

Decision: A motion was made to approve the article as written. This article required a 2/3rds vote. The article received a Unanimous Yes Vote and was approved as written.

ARTICLE 30: To see if the Town will vote to change the Zoning District designation of parcel C-1 on Assessor's Map 17 from District 1, Single-Family Residential to District 6, Industrial; or take any action thereon.

Sponsored by the Town Engineer/Planner – Selectmen recommend approval
Planning Board Report: At a public hearing of the Planning Board this article was reported out with a Unanimous Vote of support.

Decision: A motion was made to approve the article as written. This article required a 2/3rds vote. The article received a Unanimous Yes Vote and was approved as written.

ARTICLE 31: To see if the Town will vote to change the Zoning District designation of parcel D-1 on Assessor's Map 86 from District 6, Industrial to District 5, Business Districts (without sewer); or take any action thereon.

Sponsored by the Town Engineer/Planner – Selectmen recommend approval
Planning Board Report: At a public hearing of the Planning Board this article was reported out with a Unanimous Vote of support.

Decision: A motion was made to approve the article as written. This article required a 2/3rds vote. The article received a Unanimous Yes Vote and was approved as written.

ARTICLE 32: To see if the Town will vote to transfer from the Board of Selectmen for the purpose for which it is currently held to the Board of Selectmen for such purposes and also for the purpose of conveyance, and to authorize the Board of Selectmen to release with respect to the land described in a deed from Hector Patenaude to Webster Fish & Game Association, Inc., dated September 15, 1976, and recorded with the Worcester District Registry of Deeds in Book 6026, page 69, shown as Parcel 3 on Webster Assessor's Map No. 79, and the land described in a deed from the Town of Webster to Webster Fish & Game Association, Inc., dated November 1950, recorded with said Registry of Deeds in Book 3298, Page 74, shown as Parcel 2 on Webster Assessor's Map No. 79, and all rights the Town may have to enforce a restriction or charitable trust if created by said deeds, in consideration of the grant to the Town by Webster Fish and Game Association, Inc. of a restriction that will encumber said Parcels 2 and 3, the new restriction on said Parcels 2 and 3 to be enforceable for at least 99 years, to provide that neither parcel shall be subdivided, that neither parcel shall be used for residential development, and that neither parcel shall be used for any purpose that is not in conformance with the Zoning Bylaw of the Town, as it may be amended, without variance, and to authorize the Selectmen to accept such restriction and grant such release on such terms and conditions, and any other such terms to which the parties may agree; or take any action thereon.

Sponsored by the Board of Selectmen – Selectmen recommend approval

A motion was made to dispense with the reading of the whole article. The motion received a Unanimous Yes Vote and the Town Meeting moved forward.

Decision: A motion was made TO AMEND THE ARTICLE BY INSERTING THE FOLLOWING AFTER NO. 79 IN THE NINETH LINE OF TEXT: "THE RIGHTS OF REVERSION HELD BY THE TOWN UNDER THE AFORESAID DEEDS". The amendment received a Unanimous Yes Vote and the amendment was approved. The article was amended to read;

To see if the Town will vote to transfer from the Board of Selectmen for the purpose for which it is currently held to the Board of Selectmen for such purposes and also for the purpose of conveyance, and to authorize the Board of Selectmen to release with respect to the land described in a deed from Hector Patenaude to Webster Fish & Game Association, Inc., dated Septem-

ber 15, 1976, and recorded with the Worcester District Registry of Deeds in Book 6026, page 69, shown as Parcel 3 on Webster Assessor's Map No. 79, and the land described in a deed from the Town of Webster to Webster Fish & Game Association, Inc., dated November 1950, recorded with said Registry of Deeds in Book 3298, Page 74, shown as Parcel 2 on Webster Assessor's Map No. 79 THE RIGHTS OF REVERSION HELD BY THE TOWN UNDER THE AFORESAID DEEDS, and all rights the Town may have to enforce a restriction or charitable trust if created by said deeds, in consideration of the grant to the Town by Webster Fish and Game Association, Inc. of a restriction that will encumber said Parcels 2 and 3, the new restriction on said Parcels 2 and 3 to be enforceable for at least 99 years, to provide that neither parcel shall be subdivided, that neither parcel shall be used for residential development, and that neither parcel shall be used for any purpose that is not in conformance with the Zoning Bylaw of the Town, as it may be amended, without variance, and to authorize the Selectmen to accept such restriction and grant such release on such terms and conditions, and any other such terms to which the parties may agree; or take any action thereon. This article required a 2/3rds vote. The article as amended received a Unanimous Yes Vote and was approved.

ARTICLE 33: To see if the town will vote to rescind the actions of the October 15, 2001 Town Meeting approving Article 36, to create the non-civil service position of Deputy Chief of Police within the Webster Police Department and further, to abolish said position of Deputy Chief of Police, effective December 31, 2015, or take any action thereon.

Sponsored by the Chairman of the Finance Committee – Selectmen do not recommend approval

Decision: A motion was made to approve the article as read.

A quorum was questioned and the Town Clerk did a count. A quorum was present, 70 plus.

A second motion was made after much discussion to move the question this motion required a 2/3rds vote. The vote was a Unanimous Yes Vote to move the question.

Moderator immediately went back to the original motion to approve the article as read. The vote was Yes 3 Votes and a Majority No Votes and the article failed.

ARTICLE 34: To see if the Town will vote to amend the Town of Webster Zoning Map referenced in Section 650-13 of the Code of the Town of Webster by extending the B-5 (Business without Sewer) zoning district to include two parcels of land which are currently zones L.R. (Lake Residential) identified as said real estate in the Town of Webster on the westerly side of the Webster-Douglas Highway, also known as Gore Road, and located at 122 Gore Road (Parcel ID 75-C-19-0) and 0 Gore Road (Parcel ID 75-C-20-0) in the County of Worcester in the Commonwealth of Massachusetts. Said parcels of land are currently assessed to Kenneth R. Bonneau; or take any action thereon.

CITIZEN'S PETITION – Selectmen refer to Sponsor

Planning Board Report: At a public hearing of the Planning Board this article was reported out with a Unanimous Vote of support.

Decision: A motion was made to approve the article as written. This article required a 2/3rds vote. The article received One No Vote and 2/3rds Majority (30 plus count) Yes Votes and was approved as written.

ARTICLE 35: To see if the Town will vote to amend Chapter 650 Zoning Bylaw of the Town of Webster Article IV – District Regulations Section 650-14 District 1 Sing Fam. Residential by adding the following permitted use to Section A – Uses Permitted:

- (8) The keeping of 6 laying hens or fewer for personal use. Hens must be confined at all times and not permitted to run at large.

CITIZEN'S PETITION – Selectmen refer to Sponsor

Planning Board Report: At a public hearing of the Planning Board this article was reported out with a Refer to Sponsor Vote.

Decision: A motion was made to approve the article as written. This article required a 2/3rds vote. The article received Two No Votes and 2/3rds Majority (30 plus count) Yes Votes and was approved as written.

ARTICLE 36: To see if the Town will vote to amend the Personnel By-Laws, as adopted in March 1969, including all amendments from 1970-1984, by adding for all non-union and elected personnel annual cost-of-living increases. These cost-of-living increases would automatically be provided at a level equal to or higher than the average percentage of such cost-of-living increases (as contrasted with increases in base pay and merit increases) granted to the Town of WEBSTER bargaining units represented by unions whose wage increases have been approved in time for inclusion in the Finance Committee's annual budget report and submitted to the Annual Town Meeting;
or take any action thereon.

CITIZEN'S PETITION – Selectmen refer to Sponsor

Decision: A motion was made to amend to article by adding full time (20 hours or more) after by adding for all and by replacing Finance Committee's with Town Administrator's. This motion received One No Vote and a Majority of Yes Votes and was added to the article

A second motion was made to remove the words or higher than after a level equal to. This motion received a Unanimous Yes Vote and was added to the article

A third motion was made to move the question. This motion required a 2/3rds vote. The motion received 4 No Votes and 2/3rds Majority Yes Votes, 30 plus. The Moderator moved to vote on the article with the amendments.

The final motion was to approve the article as amended to read; To see if the Town will vote to amend the Personnel By-Laws, as adopted in March 1969, including all amendments from 1970-1984, by adding for all Full Time (20 hours or more) non-union and elected personnel annual cost-of-living

increases. These cost-of-living increases would automatically be provided at a level equal to the average percentage of such cost-of-living increases (as contrasted with increases in base pay and merit increases) granted to the Town of WEBSTER bargaining units represented by unions whose wage increases have been approved in time for inclusion in the Town Administrator's annual budget report and submitted to the Annual Town Meeting; The vote was 10 No Votes and the Rest (a majority) Yes Votes and the article was approved as amended.

ARTICLE 37: To see if the Town will vote to exclude Webster residents from any parking fees, use fees or any other so called fees or charges for the entrance and use of Memorial Beach. Proof of residency will be the vehicle registration and/or a MA driver's license. Separate stickers will be printed and not combined with any other town fees such as recycling or compost stickers. In addition, any eligible veteran from the Town of Dudley will be exempt from parking fees, use fees or any other co called fees or charges by presenting proper military and residency papers as requested or take any other action thereon.

CITIZEN'S PETITION – Selectmen refer to Sponsor

A motion was made by the Sponsor to withdraw the Article. The motion received a Unanimous Yes Vote and the article was withdrawn.

At this point a quorum was questioned. The Town Clerk counted and determined a quorum was present.

ARTICLE 38: To see if the town will vote to accept the following bylaw
Chapter 488-2 Memorial Beach

Daily parking fees and/or entrance fees are waived for vehicles displaying a handicap license plate or placard or disabled veterans license plate from any state, a current town of Webster beach sticker, or the operator of said vehicle presents an current active duty military identification card.

or take any action thereon;

CITIZEN'S PETITION – Selectmen refer to Sponsor

Decision: A motion was made to approve the article as read.

A second motion was made to refer this article to the Memorial Beach Advisory Committee. The vote was Yes 24 Votes and No 46 Votes and this motion failed.

A third motion was made after much discussion to move the question. This motion required a 2/3rds vote. The motion received One No Vote and the Rest Yes Votes by a 2/3rds Majority.

The Moderator moved to the final vote to approve the article as read. The vote was Two No Votes and the Rest (a majority) Yes Votes and the article was approved as read.

ARTICLE 39: To see if the Town will vote to amend the Town's By-Laws, Chapter 571 by adding a new section 571-17 entitled "Winter Parking Ban" as follows:

During the period beginning on December 1 and ending on April of each year when a snow emergency has been declared by the Town, parking shall be allowed only on the odd-numbered side of any Town way on odd-numbered days and on even-numbered side of any Town way on even-numbered days. No vehicle shall be parked or left unattended except in accordance with this regulation.

Or take any action thereon.

CITIZEN'S PETITION – Selectmen refer to Sponsor

Decision: A motion was made to approve the article as read. After some discussion the motion was withdrawn by the sponsor and a new motion was made to pass over the article for more information. This motion received a Unanimous Vote and the article was passed over for more information.

At this point a motion was made to dissolve the meeting. The motion received Two Yes Votes and a Majority No Votes and the meeting continued.

ARTICLE 40: To see if the Town will vote to amend the Town's Personnel By-Laws, Chapter 217-3 by adding a new section 217-3.1 as follows:

A motion was made to dispense with the reading of the article. The motion received a Unanimous Vote and the Moderator moved on to discussion.

At this point the Sponsor made a motion to withdraw both articles 40 and 41. The motion received a Unanimous Yes Vote and the articles were withdrawn.

Police Department – Residency – Chief of Police

Every person employed by the Town of Webster Police Department, who holds the rank of Chief of Police, or any other equivalent title meaning the Chief of Police or head of the Police Department, shall be required to be a resident of the Town of Webster, and shall not cease to be a resident of the Town of Webster for the duration of his or her time holding said rank.

Every person who accepts promotion or appointment to the rank of Chief of Police, if not already a resident of the Town of Webster shall have not more than one year to obtain residency within the Town of Webster. If residency is not obtained within one year of hire or promotion to said rank, it will be considered voluntary demotion from his or her rank of Chief of Police.

To the extent permissible by law, no contract for employment or collective bargaining agreement hereafter entered into by the Town of Webster shall contain any provision contrary to this by-law with respect to the residency of any person hired or promoted to the position of Chief of Police after the effective date of this by-law.

The requirements of this by-law shall not be waived by the Town Administrator nor the Board of Selectmen. If the incumbent Chief of Police does not currently reside within the Town of Webster on the effective date of this by-law, said incumbent shall be exempt from

the provisions hereof, until such time as the person herein exempted, changes his or her place of residency.

In construing this bylaw, residence shall be the actual principal residence of the individual, where he or she normally eats and sleeps and maintains his or her normal personal and household effects. This bylaw shall be deemed to affect both Civil Service and non-Civil Service Chiefs of the Town of Webster Police Department.

Or take any action thereon.

CITIZEN'S PETITION – Selectmen refer to Sponsor

ARTICLE 41: To see if the Town of Webster will vote to amend the Town's By-Laws, by adding a new section:

At this point the Sponsor made a motion to withdraw both articles 40 and 41. The motion received a Unanimous Yes Vote and the articles were withdrawn.

Police conduct oversight system established.

For the purpose of (1) assuring that police services are delivered in a lawful and nondiscriminatory manner, (2) providing to the public meaningful participatory oversight of the police and their interactions with the citizenry and (3) investigating complaints of misconduct on the part of members of the Webster Police Department and making findings regarding the merits of such complaints, there is hereby created a five member police Oversight Review Board, with duties and authority as described in this by-law.

• **Scope of authority, Police Oversight Review Committee.**

The Police Oversight Review Committee shall consist of five (5) volunteer members comprised of: 1) One member appointed by the Board of Selectmen, 2) One member appointed by the Finance Committee, 3) One member appointed by the School Committee, 4) One Member appointed by the Webster Police Union and 5) One member elected at the May Town elections. All members must be residents of the Town of Webster and not current members of the Webster Police Department. Each member shall be elected or appointed for a term of three years. The Committee shall have authority to review the disciplinary actions taken by the Webster Police Department or Town of Webster against any member of the department.

• **Complaint filing, and investigation.**

- a) The Committee shall receive complaints from both the public and police department members, requesting that the Committee investigate the findings of any internal affairs complaint filed against a member of the department, including the level of discipline, or lack of discipline issued by the department or Town.
- b) The Committee shall endeavor to complete any reviews as promptly and efficiently as possible, but in no circumstance shall the investigation by the Committee exceed 180 days. The Committee shall also

have the power to refer any complaint to another law enforcement agency on the state or federal level.

- c) Information from investigations shall be shared only with members of the Committee, unless otherwise specifically authorized by law.
- **Requirement of cooperation by the Webster Police Department and all other town employees and officials.**

The Webster Police Department and all other Town of Webster employees and officials shall, except as expressly prohibited by law, respond promptly to any and all reasonable requests for information and for access to data and records for the purpose of enabling the Police Oversight Review Committee to carry out their responsibilities under this by-law. The failure by any official or employee of the Webster Police Department or by any other Town of Webster employee or official to comply with such requests for information or access shall be deemed an act of misconduct.

- **Disciplinary Decision.**

Upon conclusion of the review process, the Police Oversight Review Committee shall forward the Committee’s decision to the Chief of Police, Town Administrator, the individual who is the subject of the complaint, and the complainant. The Committee shall either 1) affirm the findings and discipline, 2) Overturn the findings and discipline or 3) Affirm the findings and modify the discipline. Said decision shall be binding on the police department and Town. All decision of the Committee shall be supported by a majority vote of the members. All decisions rendered by the Committee shall be made in accordance with current standards of “just cause” and a “preponderance of the evidence”. For purposes of this by-law, “Just Cause” and “Preponderance of the Evidence” shall have their legally defined and accepted meanings, as may be amended by judicial decision.

- **Civil Service and Contractual Rights**

Nothing in this bylaw shall limit or prevent an employee from exercising any rights he or she may have under an employment contract or the general laws.

Or take any action thereon.

CITIZEN’S PETITION – Selectmen refer to Sponsor

A motion was made to dissolve the meeting at 10:44 p.m. The motion received a unanimous yes vote and the meeting was dissolved.

And you are directed to serve this warrant by publishing attested copies thereof in a newspaper published within the Town of Webster at least seven (7) days preceding the meeting and by posting attested copies thereof with the Town Clerk and filing in the Public Library.

Thereof fail not and make due return of your doings thereon to the Town Clerk at the time and place of holding said meeting. Given under our hands

this Twenty Eighth Day of September in the year of our Lord Two Thousand and Fifteen.

WEBSTER BOARD OF SELECTMEN

Donald D. Bourque, Chairman

Mark G. Dowgiewicz, Vice Chairman

Randall V. Becker

Andrew M. Jolda

William A. Starzec

Worcester, ss

I have served the above Warrant by causing a synopsis to be published in the Worcester Telegram & Gazette a newspaper in said Webster, on October 3, 2015 and by posting attested copies in the Webster Town Hall, the Webster Public Library, and the Town Clerk's office.

A true copy,

Attest:

Robert T. Craver

Webster Town Clerk

REPORT OF THE BOARD OF SELECTMEN

I would like to begin by thanking the citizens of Webster for putting their trust in the Board of Selectmen to do what is best for Webster.

I want to thank the Town of Webster's employees for their patience and the cooperation they have extended to the Board of Selectmen and Ms. Leduc as the Acting Town Administrator during the absence of a permanent Town Administrator.

This year we have actively pursued interest in all of our standing committees and commissions in addition to increasing residents' input by adding others with the goal of marketing Webster as a viable community for families to move to and business owners to consider when choosing a location in which to invest. For example, our newly formed Economic Development Committee's membership consists of individuals whose focus is to create a seamless process for new business to enter our Town. In light of the limited number of liquor licenses available in Town, we also adopted a BYOB (Bring Your Own Bottle) Policy to encourage more restaurants to open in Webster.

Most of us recall the catastrophic mill fire that occurred in June and we would again like to recognize and thank the Webster Fire Department, Webster Police Department and Webster EMS for their courageous work during the event. We also extend the sincerest appreciation to the other public safety organizations that assisted our Town during the fire and a special thank you to the surrounding communities that partner with our public safety agencies on an ongoing basis to keep Webster safe.

As a community, we continue to grow and with great hopes and expectations for a prosperous future. The Board of Selectmen will continue to work tirelessly with the best interests of our entire community in mind and to make sure we do our part to keep Webster moving forward.

Respectfully submitted,
Donald D. Bourque
Chairman

REPORT OF THE TOWN ADMINISTRATOR

It is my pleasure to submit this annual report to the citizens of Webster in my capacity as Acting Town Administrator.

I would like to begin by expressing my sincere appreciation to all of the dedicated department heads, staff, elected officials and numerous volunteers who serve on the many boards, committees and commissions for their hard work and perseverance in our daily efforts to make Webster a better community in which to live, and for their rarely acknowledged contributions to the important accomplishments listed below.

Some of our more notable accomplishments during calendar year 2015 included:

- A lease was negotiated with BlueWave Capital, LLC/SunEdison to authorize the placement of a 2.0 MW ground mounted solar photovoltaic (PV) array on the Cudworth Road Landfill. This facility will provide the Town with an annual lease payment of \$55,019.44 earmarked as the funding source for a Town Hall Improvements Stabilization Fund in addition to real estate and personal property PILOT payments to the General Fund for the duration of the 20 year lease.
- Power purchase agreements (PPAs) were entered into with SunEdison/Hubbardston, SunEdison/Grafton and SunEdison/Webster, allowing the Town to purchase net metering credits at a discounted rate used to offset our electric bills and realize significant energy savings.
- The proposed library construction project received majority approval of a debt exclusion ballot question on January 26th. The Library Planning and Building Committee was formed and immediately got down to the business of hiring an Owner's Project Manager (OPM) in addition to a design firm with significant prior experience in the construction of libraries.
- The Park Avenue Elementary School celebrated its completion with a ribbon cutting ceremony on September 1st. The new 109,597 square-foot facility replaces the previous Park Avenue School, which was built in 1960. The new school will serve approximately 720 students from Kindergarten through Grade 4.
- The Senior Center moved from the School Street location to its new home in the renovated Sitkowski School Apartments building with its own Church Street entrance.
- Our Code Enforcement Team, namely Building Commissioner Tetreault, Health Inspector Sullivan and Fire Chief Hickey, continue to take our nuisance property initiative to a whole new level. They have enlisted the help of Webster EMS and Police Lieutenant Shaw to round

out the coordination of public safety efforts to rid our community of potential threats to public health, critical building code violations and ongoing criminal activity.

I would like to take this opportunity to publicly recognize and thank Ms. Courtney Friedland, Executive Secretary to the Board of Selectmen. Courtney's knowledge, dedication, reliability and work ethic are beyond reproach. Our ability to continue to move forward and realize significant success in this interim period would not have been possible without Courtney's invaluable assistance.

I would also like to express my sincere appreciation to the members of the Board of Selectmen for their continued support and shared commitment to our community.

Respectfully submitted,
Pamela A. Leduc
Acting Town Administrator

REPORT OF THE TOWN CLERK

To the citizens and taxpayers of the Town of Webster:

The Town Clerk's office hereby submits its report for the year ending December 31, 2015 to the Town of Webster.

MISCELLANEOUS LICENSES ISSUED

DOG LICENSES

Total Number of Dog Licenses Issued:

Male and Female	101
Neutered and Spayed	674
Kennels	2
Late Fees	19
Service Dogs	9
Amount Paid to the Town Treasurer	\$5,589.00
	(\$475.00 was in late fees)

VITAL STATISTICS

Town Election	1
Special Election	2
Special Regional Election	0
Annual Town Meetings	2
Special Town Meetings	1
Special State Election	0
State Primary	0
State Election	0
Marriages Recorded and Indexed	96
Births Recorded and Indexed	182
Deaths Recorded and Indexed	317

As we close out 2015 and I start my 5th term as Town Clerk, it is a perfect time to reflect on the past 12 years I've had the privilege to serve you the citizens of Webster as your Town Clerk.

We've accomplished many things in the office. The Town Bylaws have been upgraded, the Town Charter has been codified, and both have been put on the Town Web site. Many of the duties in the clerk's office have been updated: Town Meeting minutes are stored electronically going back to 2003, birth and death records are now done through the State electronically, with marriage records soon to follow. These are just a few of the changes.

On the election side of the office duties I've had the good fortune to work with some excellent registrars. When I started 12 years ago elections seemed complicated, confusing, and yes intimidating. Thanks to all the registrars, past and present, the election process was demystified and has gone relatively well these past years. We've made many upgrades to the voting equipment and will continue to do so as the funding allows.

And finally I would be remiss if I didn't mention the fantastic staff that

works for the Town. The crews that work for the different departments in Webster are as dedicated a group of workers it has been my privilege to work with. I may be a tad biased, Linda Krupsky is not only a valuable asset to this office as Assistant Town Clerk, but also to anyone in the Town Hall who needs help.

Respectfully submitted,
Robert T. Craver
Town Clerk of Webster

REPORT OF THE BUILDING DEPARTMENT

Building Commissioner
Theodore Tetreault

Wiring Inspector
Aldo Nolle

Plumbing Inspector
Jarrid Faulk

To the Board of Selectmen, Town Administrator and residents of the Town of Webster, I hereby submit the Building Department's report for 2015.

There were a total of 585 Building Permits, 488 Electrical Permits, 165 Gas Permits and 165 Plumbing Permits that were issued to the residents of Webster. While still in tough economic times we have continued to show an increase in building permits and this year was no different.

The Building Department, Board of Health and now Fire Department have been addressing the nuisance properties. The continued merging of the Building Department and the Board of Health has been a positive move. Issues that have been brought to our attention have been resolved quickly and efficiently.

We have currently removed/demolished forty-eight nuisance properties three of which were completed in since the start of 2016. We have also been doing routine inspections and have boarded up four bank-owned properties that had squatters living in them which posed a big problem for the Webster Police Department with disturbance calls and drug traffic.

The Building Department, Board of Health and the Fire Department are currently working with the Treasures office on six properties that the Town now owns and are going up for auction for the first time in Webster's history.

All this is made by the support of our Town Administrator, the Board of Selectmen, and the good people that work for the town all working together.

Respectfully submitted,
Theodore G. Tetreault, III
Building Commissioner
Zoning Official

REPORT OF THE LAKE SANITARIAN

I hereby submit my report as Lake Sanitarian:

Water samples for the 2015 swim season (Memorial Day through Labor Day) were taken on weekly intervals at eight public and semi public swimming areas-Lakeside Beach, Killdeer Island, Memorial Beach, Beacon Park, Treasure Island, Birch Island, Colonial Park and Nipmuc Ski Cove.

The State Department of Public Health regulations have standards for physical and bacterial water quality. All samples fell within maximum allowable limits for bathing beaches of 235 colonies of *E. coli* per 100 ml for the entire swim season with one exception. August 5th at the Lakeside beach/boat ramp I noted eight fishing boat trailers and a full parking lot of cars as the major factor— boat launching, bilge, and fishing buckets.

Conditions that can contribute to elevated levels include recent heavy rain, wind conditions, temperature, water current, waterfowl (geese and ducks), swimmers, and children in soiled diapers

I would like to give my thanks to Tim Loftus, Pam Welsh and the Webster Water Treatment Plant for their help and cooperation in expediting the analysis of the submitted water samples.

Respectfully submitted,
Marc D. Becker
Lake Sanitarian

CHESTER C. CORBIN PUBLIC LIBRARY

2015 Annual Report

MISSION STATEMENT

The Library connects the community to a world of information, ideas, and imagination; offers a quality collection of resources that anticipates and responds to the diverse needs of the Town of Webster; sponsors programs and services that promote a greater understanding and appreciation of society; enriches young minds by nurturing a lifelong desire for reading; and provides a comfortable environment where citizens are free to pursue intellectual recreation and personal development.

Situated in the center of Webster, the Chester C. Corbin Public Library plays a vital role in the life of this community.

SCOPE OF ACTIVITIES

- ◆ The library was an active leader in providing programming to the local community through funding received from the Webster Cultural Council, Friends of the Library and local contributions.
- ◆ The library provides children's programming and materials with special emphasis of beginning literacy, development of language skills and social interaction.

- ◆ The library provides creative and social skills activities, book discussion groups, and homework station with educational and MCAS electronic materials for our middle and high school students.
- ◆ The library provides programming and materials for young adults by placing a special emphasis on creativity, responsibility and collaborative effort. We provide information for college submission requirements, student aid and scholarship information.
- ◆ The library provides special programming and materials support for the seniors of our community with emphasis on learning new skills such as computer use, genealogical instruction, recreational interest, consumer health information services and veteran's interests.
- ◆ For adults in employment transition we provide computer training support, job resume, interview and cover letter workshops and training brochures. The library maintains a selection of websites and Workforce Central job opportunities for employment seekers.

ACCOMPLISHMENTS FOR FY 2015

- ◆ Of all the library programming, children's programming is one of our most popular and successful. The two pre-school literacy programs including the popular 'Mother Goose on the Loose' programs and two school age literacy programs per week are well-attended and well-received. In addition, the Youth Services Librarian has expanded some of the programming to include: Kid's movie night, Lego Club, Advisory Readers, and weekly crafts.
- ◆ Book Discussion Group meets the 3rd Monday of each month. Rena Klebart, Library Trustee Vice Chairperson, leads the spirited discussion. Some books discussed include "The Unlikely Pilgrimage of Harold Fry" written by Rachel Joyce & "Euphoria" by Lily King.
- ◆ Our web site logged 182,558 "hits" for the FY2015 period. The website has been newly revamped and is at www.corbinlibrary.org. The web site is constantly being expanded and updated.
- ◆ The library held a book signing and reading with Psychic Medium Diane Lewis.
- ◆ Ted Reinstein of the "Chronicle" joined us to tell stories of his adventures traveling around New England.
- ◆ Beatles: Band of the Sixties was presented by Aaron Krerowicz.
- ◆ "This Land is Your Land", a storytelling and song program about the history of the USA was presented by Davis Bates & Roger Tincknell.
- ◆ Jonathan Keezing presented "Fizz, Boom, Read," which connects science and literature with wonderful hand crafted puppets.
- ◆ The "Book-a-Cruise" held in the summer in conjunction with the Webster Boys & Girls Club and the Webster Lake Association continues to be an enjoyable event for all.
- ◆ The library received two grants from the Webster Cultural Council, one to fund a children's program and one to fund an adult program. The funded programs were "The Ecology of Sound" which was presented by

Ricardo Frota. The program is an interactive music experience which showcases the sounds of the rainforest, and “On the Trail of Bonnie and Clyde” which was presented by historian Christopher Daley.

LIBRARY SERVICES PROVIDED

- ◆ The Youth Services Librarian held a total of 118 programs and had 1,015 participants in attendance.
- ◆ The Adult Services Librarian held a total of 28 programs, reporting 273 attendees.
- ◆ Library statistics revealed that approximately 10,800 reference questions were answered either in person, via the web site or by phone. These numbers do not include questions asked during regularly held instructional sessions or informational database use.
- ◆ During an average week, our computers serve 223 patrons.

CIRCULATION OF LIBRARY MATERIALS

<u>Fiscal Year</u>	<u>Total Circulation</u>
FY14	52,003
FY15	54,731

INTERLIBRARY LOAN

Webster Patrons received 5,058 items from other libraries and we fulfilled 5,907 item requests to local communities.

BUILDINGS AND GROUNDS

Our conference/meeting room was reserved 214 times, providing space to the community for social and health related workshops, tutorial and educational purposes, instructional workshops, recreational and literacy training.

LIBRARY BUILDING PROJECT

The library building project continues. With the help of Senator Richard Moore, the library received an unprecedented provisional grant from the MBLC for approximately 75% of the total cost, an increase from our original grant award of 50%. In December 2014, the Town of Webster approved the new construction project during a town meeting vote. On January 26, 2015, the town voted to approve the construction costs of the new Chester C. Corbin Public Library. In April, the Library Construction Building Committee was formed to start working on the construction process. On September 1, 2015, Daedalus Projects out of Boston were hired to provide Operational Project Management services. On October 20, 2015 Oudens Ello Architecture was hired to be the architect on the new project. As of December, the Building Committee is working closely with the architects to start schematic design of the new library.

TECHNOLOGY

The library was able to update the software on the patron use computers as we strive to continue to meet the needs of the community.

BOARD OF SELECTMEN AND TOWN ADMINSTRATOR

The Library Board of Trustees and Director of the library wish to thank the Town Administrator and Board of Selectmen for their ongoing support for the library and its services.

BOARD OF LIBRARY TRUSTEES

A special thanks to the Board of Library Trustees who continue to give their time and effort to provide leadership and vision to benefit this community through the mission of the Chester C. Corbin Public Library. The FY2015 board members are: Jean Travis, Chairperson, Rena Klebart, Vice Chairperson, Catherine Martin, Secretary, Margaret Sheahan, Treasurer, Fr. William Konicki, Richard Cazeault, and Nancy Laframboise.

LIBRARY CONSTRUCTION BUILDING COMMITTEE

A special thanks to the Library Construction Building Committee who continue to give their time and effort to provide leadership and vision to the construction of the new library building. The committee members are: Rena Klebart, Chairperson, Ray Travis, Vice Chairperson, Pamela Leduc, Ted Avlas, Kenneth Pizzetti, Andrew Jolda, and Amanda Grenier.

FRIENDS OF THE LIBRARY

We are also appreciative of all the hard work and effort put in by the Friends of the Chester C. Corbin Public Library under the direction of President Pauline Perkins. The Friends sponsored one library book sale and two children's programs. The Friends of the Chester C. Corbin Public Library sponsored the program, "Animal World Experience: Wild Heroes." In this program children get the opportunity to meet several animal friends and learn about their special abilities that make them a hero in their own way. Children will hopefully leave the show understanding that they can be a hero in their own way too.

VOLUNTEERS

A special thank you to the library volunteers that have regularly assisted us with vital library tasks and a very special thank you to Charles and Judi Kosnowski, our volunteers who deliver library materials to the Webster Manor, Susan Buehler who volunteers once a week in adult circulation, and Klarissa Johnson who volunteers three times per week.

SPONSORS, CONTRIBUTORS and SUPPORTERS

The Library Board of Trustees, Friends of the Library, Director and Library Staff wish to thank our contributors and sponsors for their generous gifts, made through monetary donations or donations of materials and supplies. We also wish to thank the staff of "Worcester Telegram and Gazette," the "Webster Times," "Smart Shopper," and Richard Rainey of "Webster Cable Access Channels" for their expert coverage of our library programs.

LIBRARY STAFF

Last but not least the trustees and director of the library cannot thank the

staff enough for their dedication, hard work and commitment to the library service mission during this year: Peter Arsenault, Adult Services Librarian/ Assistant Director, Riana Freytag, Head of Circulation Services, Andrew Tai, Youth Services Librarian, Library Assistants, Linda Anderson and Alison Beaudette, and Custodian James Chauvin.

We thank our patrons for being patient with us on days that we were short staffed and for their continued patronage to the Chester C. Corbin Public Library.

Respectfully submitted,

Jean M. Travis, Library Chair

Amanda Grenier, Library Director

REPORT OF THE POLICE DEPARTMENT

As I write this year's report, I can't help but feel it begins like a Charles Dickens novel: "It was the best of times, it was the worst of times..." The Webster Police Department is resilient and continues to make great strides in our profession. We feel that we are trusted and have the overall support of our community. Unfortunately, throughout the country Law Enforcement continues to be immensely criticized. Mistrust and violence against the police in general is on the rise. This year, like last year, a call for service placed our officers in a deadly force situation. Two (2) Webster Police Officers were fired upon, one (1) officer returned fire, killing the suspect in the process. As stated, situations like this have become all too common in our country. What is shocking is the fact that this transpired in our Town – the Town of Webster – the Town that we call home.

On another sad note, opioid drug use continues to plague our country, and Webster, like every other community, is no exception. Opioid overdoses, including overdose-related deaths, rose to an alarming rate. As such, in recent years the prescription drug commonly referred to as Narcan (Naloxone) has become a household name. Narcan blocks the effects of opioids and reverses the overdose. Webster Emergency Medical Services has been administering this drug for opioid-related overdoses for many years. As a result, countless lives have been saved. While many entities throughout the state work to address this calamity, we are busy in Webster as well. We have been researching the Gloucester Angel Program to address drug addiction and how it is generally viewed by the police and society. The Police Department, Emergency Medical Services, Selectmen's Office, and Harrington Hospital have begun research on addressing our issues of addiction locally. With an emphasis on mental health and recovery, we will strive to offer help to those within our jurisdiction.

At the writing of this report, we have resided in the new police station for fifteen (15) months. I cannot begin to articulate what this has meant to our overall production and the way we deliver police services. Our new station

enables us to provide state of the art services, from evidence processing to enhanced communications. All of this equates to an added professionalism and a police department of which the citizens of Webster can be proud. Our new building also enhances the majority of our community outreach programs. With the "Fels Family Foundation Community Room" we can now house the "Junior Police Academy" for our youth and the "Webster Police Toy Drive" for children in need. We cannot thank you, the Webster community, enough for your support and vision in making this a reality. What a difference a modern facility makes.

It was quite a year for retirements, with four (4) officers and one (1) dispatcher deciding it was time to depart. It began in October with the retirement of Officer Donald Southall. In December Deputy Chief Rodney Budrow, Officers Leonard Gevry and Bryan Bates, and Dispatcher James Fersenheim all finished their careers. I am unable to recall this many retirements all at once. On behalf of a grateful community we wish these public servants health and happiness, and we thank them for their many years of dedicated service. Although we had to say goodbye to some, this year we were pleased to make a promotion and add a new member to our team as well. Officer Toby Wheeler was promoted to the rank of Sergeant. The Town hired Officer Spencer Donovan as a full-time Patrolman. On a sad note, retired Officer Harold J. Sellig passed away in February, and retired Officer John J. Kapitulik Jr. passed away in September. Thank you, Harold and Kappy.

Due to increased demands with our department, Lieutenant Michael Shaw has resigned as the Central Massachusetts Law Enforcement Council SWAT Commander. Lieutenant Shaw has served in that capacity for the past five (5) years, and has served on SWAT for seventeen (17) years. Thank you, Lieutenant.

On September 29th Officer Joshua Collins was awarded the George Hanna Medal of Valor for a mutual aid incident involving a subject with a firearm. Officer Collins was forced to shoot the subject as he pointed a firearm at several police officers. Twelve (12) Police Officers throughout the state were honored at a ceremony held at the State House. This was the first time a Webster Police Officer has been honored with this prestigious award. We are proud of you, Officer Collins.

On December 12th the Webster Police Department participated in its first Gun Buy Back Program. The event was extremely successful, as we took in a total of fifty two (52) various firearms. Thank you to all who participated. The end result is that fifty two (52) unwanted firearms are out of people's homes, and therefore, off the street.

Our Patrol Division was busy this year responding to 22,128 calls for service. Our officers investigated 434 motor vehicle accidents. These statistics increased slightly from the previous year. As a department we logged 591 in custody arrests and summoned 528 people to court, a slight decrease

from the previous year. Crimes against the Person (Assaults) noted a slight increase, while Crimes against Property remained fairly consistent.

I would like to thank each member of the Webster Police Department, full and part-time, for your continued dedication to the community we serve. As the world around us continues to change, the one thing that remains consistent is your professional attitudes and demeanor. The Town is fortunate to have you, and I for one couldn't be prouder to serve with you.

The Police Department logged seven (7) complaints against officers during the course of the year. There were no Internal Investigations opened. Citizen complaints regarding police department personnel may be directed to the shift supervisor who, in turn, will either investigate the complaint or forward the same to the Chief's office for further investigation.

Respectfully submitted,
 Timothy J. Bent
 Chief of Police

TOWN OF WEBSTER ANNUAL CRIME REPORT 2015

OFFENSE TYPE	2014	2015	OFFENSE TYPE	2014	2015
Kidnapping/Abduction	1	2	Drug/Narcotic Violations	91	85
Forcible Rape	9	15	Pornography/Obscene Material	7	23
Statutory Rape	12	11	Prostitution/Assisting Promoting Prost.	2	0
Forcible Fondling	23	14	Weapons Law Violations	14	34
Robbery	8	7	Bad Checks	28	6
Aggravated Assault	80	105	Disorderly Person	140	144
Simple Assault	246	261	Driving Under The Influence	50	49
Intimidation	65	49	Drunkenness	105	103
Arson	6	12	Family Offenses, Non-Violent	1	1
Burglary/Breaking and Entering	91	114	Runaway/Missing Person	12	12
Pocket-Picket	4	2	Liquor Law Violations	25	34
Purse-Snatching	4	5	Trespass of Real Property	27	12
Shoplifting	77	71	All Other Offenses	245	301
Theft from Building	99	93	Traffic, Town By Law Offenses	672	740
Theft from Motor Vehicle	30	42			
All Other Larceny	134	149	Total Number of Calls	21,607	22,128
Motor Vehicle Theft	23	23			
Counterfeiting/Forgery	60	48	Total Number People Arrested	658	591
False Pretenses/Swindling	86	59			
Credit Card/Automatic Teller	12	16	Total Number of People Summoned in for Various Offenses	539	528
Impersonation	41	25			
Embezzlement	15	19	Total Number of Citations Issued	1,620	1,488
Stolen Property Offenses	16	15			
Destruction/Vandalism/Damage	207	194	Total Number of Traffic Accidents	398	434

REPORT OF THE TOWN TREASURER

FISCAL 2015

TRUST FUNDS IN CUSTODY OF TOWN TREASURER

	FISCAL END BALANCE 6/30/2015
<u>LIBRARY FUNDS</u>	
Helen Joslin Trust	943.03
The Josephine Stillman Kemp Library Fd.	23,476.58
Ruth Slater	4,992.63
Raymond E. Ciesla Mem. Fund	2,896.06
Mary I. Marble Fund	11,857.00
Douglas & Doris Stockdale	4.90
Sarah S. Lobban Fund	3,335.24
Fannie Pearl Fund	5,689.04
Augusta E. Corbin	81,059.33
Ella A. Spalding	3,127.28
Lucy Locke Memorial Fund	7,162.92
Chester C. Corbin Lib. Fund	1,950.21
Ellen & Emilio Didonato	16,391.75
Elvis N. Corrado Book Fund	35,532.62
Lucy A. Roberts Library Fund	118,742.37
George & Betty Place Bldg. Renovation	85,331.12
Commerce Insurance Realized Gain/Loss	36,177.78
Building/Renovation Fund	66,049.59
Emily Roberts Library Fund	127,520.45
Subtotal	632,239.90
<u>CEMETERY FUNDS</u>	
Cemetery Perpetual Care (Lakeside)	15,051.03
Mt. Zion Expendable	131,793.67
Flora Bigelow Flower Fund	22,301.45
Mt. Zion Non-Expendable Acct.	427,115.15
Subtotal	596,261.30
<u>SCHOOL FUNDS</u>	
Harriet A. Maine	1,434.36
R.J. Daigle Golf Tournament	6,647.74
Loretta A. Wawrzyniak Scholarship	31,651.46
George Hodges Bartlett Fund	2,127.88
Eleanor A. Hartshorn Good Citizen	6,060.63
Agostino L. Corrado School Fund	7,748.96
Lucy T. Phillips Wight Math Fund	3,088.48
Judith Ruskin Literacy Foundation	1,643.79
George H. Finnegan Award	3,078.80
Stanley & Dorothy Pickford	11,237.55
Emily Shumway Scholarship	5,698.65

Fannie D. Pearl Scholarship	5,003.70
Lucy A. Roberts Scholarship	117,676.12
The Tug Wilga Athletic Scholarship Fund	1,373.98
Beatrice D. Pratt Scholarship Fund	2,611.54
Roman Wajer Scholarship Fund	956.47
Elvis N. Corrado Scholarship Fund	16,344.48
Edith McCausland Scholarship Fund	1,025.47
Subtotal	225,410.06
<u>MISCELLANEOUS FUNDS</u>	
Webster Insurance Fund	35,488.34
Operation Desert Shield	76.86
Clarinda Wood Fund	119,380.52
Court of Honor Park Trust	24,346.96
Subtotal	179,292.68
STABILIZATION FUND	1,289,846.42
Subtotal	1,289,846.42
CONSERVATION FUND	47,435.11
Subtotal	47,435.11
TOTAL	2,970,485.47
Rita Gelinis Scholarship Fund	2,608,922.84
Anthony J. Sitkowski Scholarship	28,067.39
D.J. & Alice Shumway Nadeau	26,305.36
GRAND TOTAL	5,633,781.06

<u>BONDED LONG TERM DEBT</u>	<u>2015</u>
October 1, 2001 MWPAT 97-1130-Septic	21,465.00
October 15, 2002 Water (O)	750,000.00
December 14, 2006 MWPAT DW-03-12 Disinfection Facility	530,000.00
March 1, 2007-Water I - Wawela	780,000.00
March 1, 2007-Water II - Cudworth Rd.	840,000.00
March 1, 2007 Water III - Water Disinfection Facility	240,000.00
December 18, 2007 MWPAT DW-06-08 - Phase II Water	581,063.00
February 7, 2008 Water-	60,000.00
February 7, 2008 Water-Corrosion Control	248,500.00
February 7, 2008 Water-1997 E Lake 9	68,000.00
February 7, 2008 Water-1997 Lakeside E Lake	102,000.00
February 7, 2008 Water-1997 Lakeside	128,500.00
February 7, 2008- 1997 Water	27,500.00
February 7, 2008-1997 Water 2	40,000.00

August 1, 2001 MWPAT 95-17-Killdeer Is. Sewer	355,964.00
August 25, 2004 MWPAT 98-50- Pt. Breeze- Colonial Sw	782,023.60
August 25, 2004 MWPAT 96-39-Lakeside Sw.	524,500.00
March 1, 2007-School	2,325,000.00
March 1, 2007 -School II	765,000.00
March 1, 2007-Sewer-Wawela	1,180,000.00
March 1, 2007-Sewer Equipment	80,000.00
February 7, 2008- Building Renovations	15,000.00
February 7, 2008- Fire Trucks	50,000.00
February 7, 2008-Police Renovations	30,000.00
February 7, 2008-Repair Town Hall Roof	30,000.00
February 7, 2008-Library Remodeling-Air Conditioner	60,000.00
February 7, 2008-Heating System-Town Hall	45,000.00
February 7, 2008-1997 Town Hall Renovations	81,000.00
February 7, 2008-1997 Fire Dept Substation	60,500.00
February 7, 2008-1997 Killdeer Sewer	26,000.00
February 7, 2008-1997 Sewer	43,000.00
June 15, 2010 Sewer Wastewater Planning	530,000.00
June 15, 2010 School Heating Energy Improvement I	75,000.00
June 15, 2010 School Heating Energy Improvement II	10,000.00
June 15, 2010 Cemetery Land Acquisition	25,000.00
June 6, 2012 - MWPAT Sewer Bonds 08-20	7,449,045.01
June 26, 2014 - Police/Fire/Rescue	10,315,000.00
June 26, 2014 - Ash Street Water	630,000.00
June 26, 2014 - Parks Vehicle	35,000.00
June 26, 2014 - School Capital Improvement Equipment	30,000.00
June 26, 2014 - Feasibility Study - School	100,000.00
June 26, 2014 - Webster Middle School	235,000.00
June 26, 2014 - Park Avenue School	9,500,000.00
TOTAL	39,804,060.61

SHORT TERM DEBT

Town Hall Heating	390,000.00
MWPAT CWP-11-15 Stormwater Mgmt Planning	413,613.00
MCWT CW-08-20	2,501,315.00
Highway - Snow Plow with Wing	26,875.00
DPW Vehicles	105,200.00
Fire Department - Air Packs	315,000.00
MCWT DWP-13-15 Rawson Road	1,657,267.00
TOTAL	5,409,270.00

Tax Collected on Tax Titles	261,484.74
Interest Collected on Tax Titles	96,941.84
Total Collection of Tax Titles	358,426.58
Interest Earned	243,567.83

To the Citizens of Webster,
Greetings from the Treasurer's Department.

This has been an exciting year for us. We took action on collecting tax titles by mailing out over 100 letters of demand. The response was successful. In addition, our office now offers payment plans to those in tax title. We will also be holding the Town's first auction of surplus property. We are optimistic that it will be a success. As you can see, the Treasurer's Office is moving in a positive direction.

In closing, I would like to thank all of my colleagues for their support and guidance in my first year and would especially like to thank Tina and Danyel without whom the office would not function at the high level it does.

Sincerely,
James A. Chauvin

REPORT OF THE WEBSTER REDEVELOPMENT AUTHORITY

Annual Report 2015

Board Members

Olga Pappas, *Chairman* Maryann McGeary, *Secretary*
Paul Minarik Marc Becker
Daniel Fales, *State Appointee*

Staff

Carol J. Cyr, *Director*

Massachusetts CDBG Program grants have played a very important role in helping Webster advance its community development efforts over the past years. The Webster Redevelopment Authority has been awarded 32 grants since 1995 totaling over \$22 million dollars from various funding sources under the Community Development Block Grant program.

The WRA has used its Massachusetts CDBG Program grants to address a wide range of community needs, including the following: job training and employment readiness; long-term affordability in quality housing for lower income renters; improved handicapped accessibility to four municipal recreational and two public facilities; reconstruction and replacement of aging infrastructure (streets, sidewalks, storm drains, water and sewer systems); general improvements and new amenities to parks, playgrounds and recreational facilities; planning; and housing rehabilitation assistance to nearly 160 Webster households and downtown revitalization through a sign and façade programs.

The Redevelopment Authority is currently managing Fiscal 2014 and 2015 CDBG grants. The WRA through its Office of Community Development will submit another grant application for the Fiscal Year 2016 in February of 2016.

FY 2014 Grant Projects**\$900,000**

The FY2014 grant application was funded in June of 2015. There are three projects for this round of funding. The three projects listed below were completed for the close out of this grant on December 31, 2015.

Church Street - Church Street was upgraded. The road was narrowed slightly, new drainage was installed and new sidewalks and pedestrian crosswalks were constructed. The overhead utilities were relocated underground. This is the final road work needed to complete the municipal complex upgrades that are associated with the town's new Senior Center that is located in the old A. J. Sitkowski gymnasium.

Municipal Parking – A new 33 space public parking lot was constructed on town owned land directly behind the new police station and adjacent to the next phase of the Riverwalk.

French Riverwalk Phase 3A – This continuation of the first section of the Riverwalk plan extended the riverwalk approximately 250 linear feet to the east. The impact of this second phase showcased the river more and is more representative of how the balance of the riverwalk will look moving forward. This 'small in size' project has proven to be an exciting addition to the downtown area.

FY 2015 Grant Projects**\$825,000.00**

The WRA submitted their FY15 application in February of 2015 and received word the grant was funded in June of 2015.

Frederick Street – reconstruction and drainage improvements.

Design/engineering – for the balance of the Pedestrian Access/Riverwalk project to bring the plans up to 'shovel ready' status.

The WRA is currently working on their FY2016 Grant Application.

Potential projects for this round are:

Pedestrian Access/Riverwalk Phase 3A – sidewalk and road improvements

Re-establishing the Housing Rehabilitation Program to assist 8 – 10 units

Other WRA/OCD Projects**Promoting Community Development through Tourism in Central and Western Massachusetts****180,000.00**

Sidewalks were installed along the western side of Davis Street Extension to connect Main Street to the existing French River Park and Riverwalk. Additional street lights were added along with a railing and 'rest-stop' platform. Finish pavement of this street will be done with the Town's FY15 CDBG grant funds.

A.J. Sitkowski School Redevelopment/Disposition

The AJ Sitkowski senior housing project is complete. The developer, Neighborhood of Affordable Housing, informed the town as of December 31, 2015 all 66 units are occupied.

The senior center located in the former gymnasium of the AJ School is now a state of the art Senior Center that is growing in use daily.

The Webster Redevelopment Authority would also like to thank the Board of Selectmen, the Town Administrator, Highway Superintendent and all of the town departments for their advice and help with these important projects for the town.

Respectfully submitted,
Carol J. Cyr
Director

REPORT OF THE DEPARTMENT OF VETERANS' SERVICES

Annual Report Veterans' Services Officer

Our primary goal and objective of this office is to continually provide assistance to veterans and their families with courtesy, compassion and respect at all times and assisting them with any concerns regarding both state and federal benefits.

This office will offer assistance with applications/questions relating to entitlements, earned benefits, etc. that the Department of Veterans' Services in Massachusetts and The Department of Veterans' Affairs have to offer for those that qualify.

We also will assist and help our veterans with any questions concerning the gathering of information with every aspect in obtaining separation papers, medals/ribbons earned while actively serving in the military, medical records, and how to apply for service connected injuries/illnesses.

Military personnel finishing their active tours and beginning adjustment back to civilian livelihood may need their concerns addressed and that guidance is offered at no cost to the veteran.

This office has seen a tremendous increase with veterans and their families seeking needed assistance which has required the Town of Webster to significantly increase Veterans' Budget Benefits required by law.

In summary, I remain committed with providing assistance to all veterans and continue to serve those who made the sacrifices while serving our great nation. Our newly appointed Commissioner Mr. Francisco Urena is totally committed with ensuring the highest level of services will be his top priority.

We gratefully acknowledge our Town Administrator and our Honorable Board of Selectmen and all who have provided their services with helping me perform the duties of this office.

Respectfully submitted,
Richard J. Holewa
Veterans' Services Officer

WEBSTER SENIOR CENTER / COUNCIL ON AGING

The Webster Senior Center/Council on Aging submits the following report for the year 2015. Each year the center's mission is to be of service to our 60-and-over population.

We finally moved to our new location. As we were sad to leave School Street with all its memories, Church Street is giving us a whole new set of memories. As many of you realize when you move you continue to get organized more each day and we have found we are no different.

Things do change, the Silver Dippers Exercise and Line Dancing retired in June. Many of them come for lunch, and we have recently started a different exercise group. Without our volunteers, our programs such as Progressive Pitch, Bingo, last but not least the lunches would not happen. Thank you to all our volunteers. Our volunteers are a tremendous asset to the Center.

Tri Valley provides our lunches every Tuesday, Wednesday, and Thursday and with the assistance of staff and volunteers is served to the senior population of Webster and surrounding towns.

The WCAC Fuel Assistance Program and the AARP Income Tax/Circuit Breaker preparation programs are continuing. Webster Manor Nursing Home sponsors our blood pressure clinic on the second Thursday of the month. This year our flu clinic was sponsored by the Town of Webster.

Senator Ryan Fattman held a dessert social in March. I think he has as much fun as our seniors.

The ever-popular barbecue held at the Senior Center was hosted this year by Representative Joe McKenna. It was attended by many and all had a great time. The area seniors enjoyed the barbecue and look forward to this. We certainly appreciate and thank Representative McKenna and all his staff for this event.

The fourth annual Town of Webster Harvest Festival was held in October. The Senior Center had a craft raffle and also the new center was open for tours. Our craft table was filled with items made by our knitting/crocheting group that meets on Monday mornings.

Throughout the year, we have various "socials." Webster Manor hosts the ice cream socials; Brookside Nursing Home provides our monthly birthday cake; and Life Care Center of Auburn hosts the dessert social. These socials are very much a hit here at the center and we look forward to them to continue in 2016.

Another annual event that is enjoyed by all is when the Bay Path Technical High School Cosmetology Department comes to the senior center for manicures. This is thoroughly enjoyed by the women as well as the gentlemen that attend our center.

A representative from Fallon came to keep the Seniors informed of any changes and provide any assistance they may need with the Fallon Insurance Program.

Our Christmas Party was a festive and fun day. A grant from the Webster Cultural Council provided us with excellent entertainment, Tony Funches former lead singer of the Platters. We had a wonderful buffet luncheon and door prizes. Representative Joe McKenna, Lori Burrows, and Mark Reil from Senator Fattman's office helped serve our meal. Thank you Nancy LaFramboise, Ray Travis, and all who helped to make our Christmas Party enjoyable for all.

This year we had guest servers at the annual Tri-Valley Christmas meal. Scott Barry, General Manager of Long Subaru in Webster and Carol Muschler, Nutrition Coordinator Tri-Valley. Mr. Barry brought Christmas mints for all in attendance—festive day.

Our "911" cell phone program continues with the help of Sheriff Lew Evan-gelidis. This program refurbishes donated used cell phones to be used in an emergency to call 911 only. Thank you to the Sheriff and all who donate cell phones to our program.

Again this year we thank Panera Bread for their donations to us. We pick up the bread and pastry on Monday nights and distribute on Tuesday. Everyone gets a raffle ticket and we draw numbers. This has turned out to be an event that everyone enjoys. We are also able to make a snack tray for the bingo players. Thank you to Panera Bread!!!!

This year was our second annual Cookout at the Beach. This event was sponsored by the Webster Lake Association. AJ from Point Breeze cooked hamburgers and hot dogs. Members of the Lake Association volunteered their time and boats to give all a tour of the lake and help serve our cookout. Many got a chance to see the eagle family.

Our Facebook page is catching on with our seniors, but I do think the children and grandchildren get a kick out of what is happening at the center. Please "Like" us on Facebook.

Our Zumba Gold and Chair Yoga classes are growing. We are now holding our Zumba Gold class in the auditorium of town hall and the yoga class at the senior center.

We thank all our board members for their willingness to serve. And last but not least a thank you to the staff at the Senior Center that makes it all come together—Vallarie Leslie, Kristen Zamis, and Louis Brezniak.

2015 COUNCIL ON AGING MEMBERS

JoAnn Sadowski, Chairman	Betty Laforte	Barbara Steiger
Rose Silvestri, Vice Chair	Stella Miller	Edward Szymczak
Dolores O'Donnell, Secretary	Phyllis Romano	Sam Walley
Joseph Sokolowski, Treasurer	Sandra Shablin	

Respectfully submitted,
 Jean M. Travis, Director
 JoAnn Sadowski, Chair
 Council on Aging

REPORT OF WEBSTER FIRE-RESCUE

The beginning of the year was relatively quiet and the weather was doing its best to cooperate, by the end of January we were faced with our first major storm. This storm led to a month of frigid weather and what seemed like one storm after another. Our department along with crews from highway, and the water department did our best to keep the town's hydrants open and usable. February proved to be one of the coldest and snowiest on record and made it extremely difficult to respond to calls.

Our training program continues to improve our skills and is a constant part of our efforts to keep up with new procedures for both fire and rescue. Some of our members have taken advantage of the classes available through the Massachusetts Firefighting Academy. The Academy keeps a constant schedule of classes designed for both the beginner and more advanced firefighters. We have been working on certification for all of our members; some are working on basic firefighting skills where others are completing Fire Officer Classes and certifications, all of which are designed to provide the town with a better educated and professional department.

Part of our ongoing efforts for keeping our members healthy and safe we partnered with Webster EMS to do our rehabilitation at fire scenes. Every structure fire we respond to there are Paramedics on scene to evaluate our firefighters to ensure they are healthy and able to continue doing their job. We encourage our members to lead a healthy lifestyle and utilize the gym we built in the basement through donations. Part of our training schedule covers the basics for firefighter survival and tactics for saving ourselves.

At the fall annual town meeting the town supported an article to replace the hovercraft which had a catastrophic failure during the previous winter. We took delivery of the new Hovertechnics hovercraft in March and did our in service training with the company representatives. The hovercraft is a vital piece of equipment in the winter months due to the size of our lake.

June brought one of the department's biggest challenges and probably will be noted in history as one of the largest fires this town has ever seen. On June 25th at approximately 1:18 pm the South County dispatch center received a call reporting a fire at the old Anglo Fabrics complex. The first arriving Engine Company found heavy fire in the back of the building and started requesting mutual aid. The fire escalated to seven alarms and brought in mutual aid companies from over fifty communities. It took two days to bring the fire under control and several days to move debris around to put out the hot spots. The site is still in disarray and is awaiting approval from the Department of Environmental Management to approve a site remediation plan. The members of the Webster Fire and Rescue along with mutual aid companies did an exceptional job keeping this fire contained and minimizing damages to surrounding homes.

Over the summer months we focus our training on the lake and the islands. We have developed a guideline for responding to emergencies on the islands along with the residents who live there. This year we did our drill and tour of the island along with Webster EMS and the Police Department. The drill was designed to have a real time response for an incident on Long island and being able to utilize the residents to provide boats for transportation. The residents on the island are only there during the summer months and were happy to be an active part of the drill.

We would like to thank the voters of Webster for approving an article to replace our aging Tower truck. We have placed the order for the new E-One 100 foot Tower truck and expect delivery sometime in the fall of 2016.

The fire station renovations are in full swing and expect to be completed sometime in February. The renovation project includes remodeling the old Police side of the building for a new business office for the Fire Department. The existing fire side will have some modifications done and will be used primarily for bunk rooms which are used during storm coverage.

The department responded to a total of six hundred and eighty-two calls over the last year and did four hundred and twenty-four inspections including oil burner inspections. We had a total of thirty-four building fires, six car fires, seventy-three motor vehicle accidents and seven brush fires. The rest of the calls we responded to were a mix of accidental fires that did not involve a structure, hazmat calls, numerous public assists and false alarms. We also do quarterly inspections of all health care facilities and annual inspections of liquor establishments.

Our organization is fortunate to have dedicated people who assist us with our job and do not expect to be paid for it. The Ladies Auxiliary have been a part of our department since the early 1970's and are always there to help with keeping our firefighters hydrated and fed at most of our incidents. We would also like to thank our Chaplain Father Robert Fredrickson from Holy Trinity Church who has spent numerous hours on his own time to assist at many incidents. Webster EMS is another organization that we would like to thank for keeping our members healthy and ready to do their job. We are also very fortunate to have the dedicated people in the Police department, Highway and all of the staff at the town hall who assist us daily.

The Fire Department is full of talented people who strive for excellence in all that they do. Our staff has worked hard over the last year taking classes that will improve the service to the town and allow us to give the people of Webster a professional and dedicated fire department. We are very proud to serve the town and we would like to thank the people of Webster for your support over the last year.

Respectfully submitted,
Brian C. Hickey
Chief Fire Engineer
Emergency Management Director

REPORT OF THE BOARD OF HEALTH

Dave Zalewski, Chairman
Iwona Miller, Vice Chairwoman
James Avery, Member

Jennifer Sullivan..... Health Inspector
Cheryl Rawinski, R.N..... Public Health Nurse

The Board of Health is a three member volunteer elected board consisting of Chairman, Vice-Chairman and Member. The Board of Health members hold a three year term.

The Board of Health enforces state, federal and local public health and environmental laws/regulations and promulgates local Board of Health regulations for enforcement in Webster. The scope of services primarily consists of state-mandated inspectional services, and surveillance for communicable diseases. In addition, the Board of Health is responsible for providing oversight to many different matters pertaining to public health and the environment, including but not limited to public health emergency preparedness planning, communicable disease control, death certificates, solid waste and recycling, onsite sewage disposal, public bathing beaches, public pool inspections, food safety and protection, and housing and nuisance type complaints.

We are pleased to report the ongoing activities conducted to fulfill its statutory mission of preserving, protecting, and promoting the public health, safety, and wellbeing of the residents of the Town of Webster.

Public Health Nurse, Cheryl Rawinski continues to serve the Town of Webster. She is a Massachusetts Registered Nurse and is responsible for investigating all communicable diseases within the Town. She also organizes multiple flu clinics during the flu season for the residents and employees of the Town. She handles the job with compassion and skill. Cheryl has served the Town since 2010.

Sharps Collection Program

This is an ongoing program that allows for a safe and legal means of properly disposing of expired sharps (which is any device or object used to puncture or lacerate the skin) for the Webster community. Sharps must be in an approved sharps container, then may be brought to the Board of Health Office for safe disposal.

Mosquito Control Project

The Central Massachusetts Mosquito Control Project continues to protect the Town from mosquito transmitted diseases. The Central Massachusetts Mosquito Control Project (CMMCP) is a regional agency of the Commonwealth of Massachusetts that offers a comprehensive, year-round program for mosquito control in member cities and towns of both Worcester and Middlesex counties. Their goal is to reduce the public's exposure to mosquitos

and the potential for disease transmission by mosquitoes, by utilizing proven, sound mosquito control techniques.

Receivership Program

Continuing with the theme of protecting and promoting public health, one of our primary goals is to give much needed attention to the abandoned, dilapidated and vacant properties that are a public health nuisance to the Town of Webster and its residents. The Building Commissioner, Fire Chief and the Health Inspector work collaboratively to identify, secure, and transition such properties for their current status to one of responsible and prosperous use.

In cooperation with the Attorney General’s Office (AG), the Town continues our receivership program by identifying problem vacant properties within the community with legal assistance provided by the AG’s office. The goal of the program is to work with property owners or court appointed receivers to bring unsafe or unsecured vacant properties into compliance with the applicable State Sanitary & Building Codes. We work closely with the Building Department to ensure that all code violations or structural issues are addressed in conformance with the applicable regulations.

The Health Department had a very active 2015.

	Permits	Number of Inspections
Food Establishments	82	198
Low Risk Food Establishments	16	32
Mobile Food Vendors	13	16
Body Art Establishment	2	2
Tanning Establishments	3	3
Semi Public Pools	3	3
Food Establishment Plan Reviews		6

Other Inspections include:

Housing Complaints	106
Nuisance Complaints	63
Title V Inspections	12

Other Annual Inspections and permits include:

Tobacco, Funeral Director, Septage Hauler, Solid Waste Transporter, Disposal Works Installer, Drainlayers, campground, and wells.

We are very proud to serve the Town and look forward to having another successful year.

Respectfully submitted,
 Jennifer Sullivan
 Health Inspector

REPORT OF THE WEBSTER ANIMAL CONTROL / ANIMAL INSPECTOR

The year 2015 was probably one of our busiest yet. It also signified the end of an era with the death of our old animal control truck, affectionately known as the “Grey Turd.” The old Grey Turd served our needs for the last ten years as well as those before us. Entering into 2016, we now have a new animal control truck consisting of a Ford F150 pickup truck outfitted with a cap and rear electric lift.

The total number of calls received was 2,601. Calls include phone calls, e-mails, Facebook, written and verbal communications. Facebook continues to be our lifeline to the community and has resulted in a tremendous amount of support. Entering 2015, we had 1,503 members. Entering into 2016, we now have 2,289 members, an increase of 786 members that continues to grow. The Fels, continue, however, to be our biggest financial supporter for which we are grateful beyond words. As a result of all the support we receive, Webster has maintained a no-kill shelter status and is able to provide the best care for the animals in the shelter as well as those who need help on the streets.

On August 17, 2015, we were involved in a hoarding incident at 6 Cody Street which resulted in the confiscation of twenty-one dogs, five cats, and four birds – one parakeet and three Conures. Custody of eleven of the dogs and all five cats were transferred over to Animal Rescue League of Boston on August 18, 2015. One of the dogs, a mixed breed named Sidney, transferred to the ARL of Boston had to be euthanized upon arrival due to its poor health and inability to walk. Another dog, a Mastiff named Saber, under our care, had to be euthanized after it was discovered the dog was suffering from bladder cancer and was barely able to urinate. Two of the cats also had to be euthanized due to their poor health. Of the ten dogs under our care, a mixed breed terrier named Sweetpea was reunited with its former owners, and a pit bull named Shine was also adopted. A very shy German Shepherd named Chloe was placed in a foster home where she did well and is currently pending adoption. A hound mix named Amber is currently in foster care. Perhaps the best and most heartwarming adoption is of Darby, a very elderly Shar Pei mix with health issues who was adopted by a very special couple. The dogs remaining from the hoarding incident currently at the shelter are as follows: Cinder, a lab/husky mix; Cedric, a red and black coonhound mix; Merlin, a red and white Cattle Dog; and Zipper, a merle Australian Shepherd. All of the dogs rescued have behavioral issues. We have been working diligently to manage and resolve these issues.

All of the birds have been adopted. Adoption fees were waived for the birds due to the fact that they were adopted by the people who were fostering them.

2015 was also the year that we had an abundance of exotic birds that came into our shelter. Besides the three Conures and parakeet from the hoarding incident, we took in an Umbrella Cockatoo, a Blue and Gold McCaw, and

another small Conure. The Umbrella Cockatoo, named "Cleo," possesses a rather vulgar vocabulary and resides at the shelter. Despite her potty mouth, she is very friendly and we have grown quite fond of her. The Blue and Gold McCaw, who is a plucker and, therefore, special needs was recently adopted. The Conure remains at the shelter and will be up for adoption. Our shelter Cockatiels, Webster and Dudley, were taken by the Animal Rescue League of Boston as they had qualified adopters for them.

The hoarding incident resulted in not only our community but communities from afar, coming together and providing support to our shelter and the animals. We received over \$1,700.00 in donations to Webster Lake Vet for vet care as well as numerous monetary donations for our gift fund. A huge amount of dog food, cat food, supplies, and other items were also donated. In addition, a generous individual donated and erected a shed to house our traps, crates, cages, and other supplies. A beautiful memorial stone was gifted to our shelter engraved with the words, "Faith: Makes Things Possible, Not Easy." The memorial was inspired by Faith, the deceased dog at 6 Cody Street that allowed the other animals there to be rescued. Kenny Pizzetti and his crew erected a granite raised flower bed to display this special memorial.

Besides the animals from the hoarding incident at 6 Cody Street, we picked up a total of 50 dogs: 37 of those dogs were returned to their owners. Five of the dogs were transferred to other rescues or shelters; two were adopted and six remain in-house at the shelter. Counting the 21 dogs picked up from 6 Cody Street, animal control picked up a grand total of 71 dogs in 2015. Entering into 2016, our shelter had a total of ten dogs in-house and two in foster homes for a total of 12 dogs – one less than we had entering into 2015. Of the dogs remaining from 2014 going into 2015, we adopted out nine dogs and transferred four to other rescues or shelters during 2015.

At the present time, we have the four remaining dogs from the hoarding incident at 6 Cody Street and six other dogs which were picked up during 2015.

In 2015, we picked up a total of four cats: three of the cats were transferred to another rescue or shelter and one cat was adopted. A remaining cat from 2014 was also transferred. At the present time, we have five cats at the shelter: one feral TNR six-month quarantine; Jinx, our shelter cat; and three other unadoptable cats (semi-feral).

We also picked up two rabbits and a guinea pig – all of which were adopted. The total number of animals picked up in 2015 was 85.

We also had a large number of wildlife calls involving sick animals: a fox, fifteen skunks, four raccoons and a possum. None of the sick animals were required to be tested for rabies. As usual, there were a number of calls involving bats, birds, and squirrels in homes which we had to evict.

We attended two TNR clinics in 2015. In June, we trapped eleven cats (six females and five males) and in December, we trapped two cats – one female and two males. We continue to coordinate our efforts with Community Cat

Connection in our trapping efforts. This past year was a record year for us as there was a limited amount of areas to trap indicating that we have a good handle on our stray/feral cat population in our town.

As far as quarantines, we had two TNR cats quarantined with wounds of unknown origins.

Regarding bite incidents, we had eight dog vs. humans and three involving dogs vs. other dogs. There were three cat vs. humans. Quarantine orders were issued and filed at our shelter.

Total annual barn inspections remain at seven for 2015.

Respectfully submitted,
Michelle Lafleche, Animal Control
Officer and Animal Inspector

Jose Herrera, Assistant Animal
Control Officer and Animal Inspector

REPORT OF THE TOWN COLLECTOR

To the citizens of the Town of Webster,

The following is a list of revenues collected by the Town Collector for the period beginning January 1, 2015 and ending December 31, 2015

Fiscal 2016 Real Estate Tax	10,047,546.64
Fiscal 2015 Real Estate Tax	11,539,176.61
Fiscal 2014 Real Estate Tax	34,026.21
Fiscal 2016 Personal Property Tax	295,492.94
Fiscal 2015 Personal Property Tax	299,886.63
Fiscal 2014 Personal Property Tax	293.40
Fiscal 2010 Personal Property Tax	88.28
Fiscal 2015 Motor Vehicle Tax	1,754,550.15
Fiscal 2014 Motor Vehicle Tax	61,966.42
Fiscal 2013 Motor Vehicle Tax	12,808.06
Fiscal 2012 Motor Vehicle Tax	3,046.89
Fiscal 2011 Motor Vehicle Tax	2,060.00
Fiscal 2010 Motor Vehicle Tax	1,373.98
Fiscal 2009 Motor Vehicle Tax	561.74
Fiscal 2008 Motor Vehicle Tax	177.28
Miscellaneous Motor Vehicle Tax	5,176.61
Fiscal 2015 Boat Excise Tax	25,551.06
Fiscal 2014 Boat Excise Tax	727.00
Fiscal 2013 Boat Excise Tax	50.00
Fiscal 2010 Boat Excise Tax	4.00

Fiscal 2016 Water Liens	2,855.71
Fiscal 2015 Water Liens	88,134.64
Fiscal 2014 Water Liens	3,697.37
Fiscal 2016 Sewer Liens	34,832.12
Fiscal 2015 Sewer Liens	151,700.65
Fiscal 2014 Sewer Liens	1,341.05
Fiscal 2016 Demand Liens	290.00
Fiscal 2015 Demand Liens	8,561.53
Fiscal 2014 Demand Liens	120.00
Fiscal 2016 Water Liens Committed Interest	2,898.55
Fiscal 2015 Water Liens Committed Interest	11,209.36
Fiscal 2014 Water Liens Committed Interest	121.37
Fiscal 2016 Sewer Liens Committed Interest	4,574.08
Fiscal 2015 Sewer Liens Committed Interest	17,973.76
Fiscal 2014 Sewer Liens Committed Interest	205.28
Fiscal 2016 Apportioned Water Betterment Assessments	1,068.21
Fiscal 2015 Apportioned Water Betterment Assessments	72,118.14
Fiscal 2014 Apportioned Water Betterment Assessments	285.45
Fiscal 2016 Apportioned Sewer Betterment Assessments	1,906.72
Fiscal 2015 Apportioned Sewer Betterment Assessments	160,992.34
Fiscal 2014 Apportioned Sewer Betterment Assessments	412.70
Fiscal 2015 Apportioned Title V Betterment Assessments	2,156.86
Fiscal 2015 Apportioned Title V Com. Int. Betterment Assessments	445.85
Fiscal 2016 Apportioned Water Bett. Assessments Committed Interest	612.90
Fiscal 2015 Apportioned Water Bett. Assessments Committed Interest	40,076.65
Fiscal 2014 Apportioned Water Bett. Assessments Committed Interest	228.36
Fiscal 2016 Apportioned Sewer Bett. Assessments Committed Interest	1,039.87
Fiscal 2015 Apportioned Sewer Bett. Assessments Committed Interest	78,073.99
Fiscal 2014 Apportioned Sewer Bett. Assessments Committed Interest	330.16
Unapportioned Water Betterment Assessments	47,031.63
Penalties / Interest - Spec. Assessments	1,838.73
Unapportioned Sewer Betterment Assessments	82,506.76
Penalties / Interest - Spec. Assessments	3,269.67
Fiscal 2016 Water Metered	904,837.69
Fiscal 2015 Water Metered	997,438.68
Fiscal 2016 Sewer Metered	1,671,328.78
Fiscal 2015 Sewer Metered	1,726,382.06
Delinquent Interest Added To Overdue Taxes (RE- PP-MV-BT)	87,149.51
Delinquent Interest Added To Overdue Water / Sewer Charges	26,100.29

Miscellaneous Revenues

Demands / Warrants	128,445.03
Municipal Lien Certificates	15,080.00
Betterment Releases	204.00
Waterways Improvement Fines	545.00
Registry Of Motor Vehicles Marking Fees	25,050.00
Investment Earnings	392.83
Returned Check Fees	385.00
Miscellaneous Income/Copies/Research	1,674.00
Unidentified Shortage / Overage	(2.35)
Parking Tickets	14,478.00
21D Violations	1,580.00
Other Departmental Fees / Electronic Files	3,441.15

At this time I would like to thank my staff, Senior Clerks Kelly Laskowski and Katie Dunne. They are a dedicated team that consistently provides this office with extreme accuracy and outstanding customer service. They both are major components to the efficiency of the Office of the Collector. I would also like to thank Acting Town Administrator Pamela Leduc as well all Department Heads for their continued assistance throughout the year. I am also thankful for the ongoing support I have always received from the voters of Webster.

Respectfully submitted,
 Maryann C. McGeary, CMMC
 Town Collector

**REPORT OF THE
 DEPARTMENT OF PUBLIC WORKS**

HIGHWAY DIVISION

The Highway Division maintains and rebuilds all roads in Town. This includes overlaying asphalt roads, hauling gravel, grading and rolling of all gravel roads, sweeping paved roads, cleaning and repairing catch basins manholes, drop inlets, repairing street signs, plowing, salting roads, snow removal, patching holes, clearing fallen branches, leaves and cutting brush along the roadside in various section of Town. The Highway Division also handles all types of seasonal weather emergencies throughout the Town. The Division also composted materials and mixed with loam used throughout the Town.

The Highway Division painted crosswalks, stop lines and parking spaces along with freshly painted yellow, double center lines and, where applicable, new white sidelines where needed in various sections of the town.

The Department of Public Works responded to 22 snowstorms beginning on November 26, 2014 and ending March 28, 2015. Nine of these storms required additional hired plows. Total snow accumulation was 99½ inches. Approximately 1,649 tons of salt was used to treat over 130 miles of road.

Beginning as soon as frost leaves the ground (usually by April 1) and through the month of May, the street sweeper removes sand from all sections of town based on the National Pollutant Discharge Elimination System (NPDES) Phase II Permit, Stormwater Management Program and only repairs or heavy rain interrupt its routine. After sweeping every street at least once, the street sweeper revisits the town roads in sections or as necessary for litter and general cleanliness. This also included a routine maintenance of all water ways and outlets.

The catch basin cleaner maintains the Town's drop inlets and catch basins throughout the Town. Although it is most active during the spring and fall when drainage issues are the most apparent, it follows a schedule that revolves around the street sweeping program. In addition, nine structures of catch basins and drop inlets have been repaired and replaced.

The Highway Division sends out the grader to begin grading dirt roads as soon as the frost leaves the ground. Throughout the year, the grader revisited all dirt roads in Town.

The Highway Division, in its operations, also maintains all the outside lighting systems from the Main Street decorative lights to the municipal parking lots as well as all traffic systems signals, signage structures and guard rails.

The Highway Department also continues its Pavement Management Program throughout the Town. The Highway Division Pavement Management Plan reconstructed portions of various roads and sidewalks including berms with bituminous concrete totaling 1,181 tons. Approximately 12.9 miles of road work under Pavement Management. The Highway Division had resurfaced Cushing Rd., Kelly Erin Lane, Orchard Ave., Overlook Ave., Ray St., Sears Ave., Boyden St. Ext., Brook St., Brookline St., Lapine Dr., Maynard Ave., Skyview Lane and West Ave. A section of Bigelow Rd. and North Main St. was done using money from Mass DOT for Winter Fixes. Various streets have been resurfaced along with preventive maintenance with crack sealing. Asphalt patching is also continued throughout the Town on problem sections. The Highway Department also continues to participate on road programs with the Office of Community Development for which Church Street was reconstructed.

The Highway Division participated in operations with the Water Division in water main breaks that occur throughout the year. The Highway Division and Water Division worked together in the excavation, backfilling, and hot topping of all water trenches throughout the year.

TREE WARDEN

The Tree Warden investigated all cases of town-owned trees regarding disease, insects and weather damage. The Highway Division performed routine pruning and removal of various trees throughout the town.

PARKS & RECREATION DEPARTMENT

All the facilities received maintenance and improvements by the Parks Personnel. The demand for the use of the Town’s various recreational facilities continues to increase. Each year, the number of organizations requesting the use of facilities and the number of individual participating increase. Parks personnel have every facility ready and available whenever needed.

The Alexander A. Starzec field provides an area for a variety of softball leagues including the Jack Benny, Webster Men’s, Women’s, Co-Ed, and Dudley Men’s Softball.

Berthold and George Street Field provides an area for Webster Youth Soccer.

Slater Street Field provides two fields utilized by the Lassie League as well as a variety of playground equipment including a skateboard park.

Memorial Athletic Field provides facilities for football and baseball. Some of the leagues that utilized this facility are Pop Warner Football, Bartlett High Football, and Baseball League. Approximately 700 ft. of new fence was installed in front of the Upper Memorial Athletic Field.

Seasonal operations of all Parks & Recreation Areas were done for 2015.

Memorial Beach hosted summer programs which included Arts & Crafts classes with playground and beach activities supervised by the Recreation Director & Instructors along with certified lifeguards in CPR, first aid and lifeguard training. Every year, the Parks Division enhances the natural beauty of Memorial Beach by improving the landscape and facilities. This year we continue to upgrade the facility with new plumbing and electrical work along with extending of new guardrail. Memorial Beach continues to have a number of various events throughout the year. Some of these events included Fourth of July Fireworks, and Winter Wonderland (sponsored by the Webster Police Department). The receipts from non-residents and resident beach stickers, Fireworks, Arts & Crafts Program, fishing tournaments and gate fees totaled \$105,437.00.

CEMETERIES

Throughout the year, cemetery personnel maintained the two town-owned cemeteries – Mount Zion and Lakeside.

Revenues generated by the two Town Cemeteries in 2015 are as follows:

Opening of Graves	\$ 17,373.32
Sale of Lots	\$ 4,800.00
Perpetual Care	\$ 4,800.00
Weekend Burials	\$ 1,792.94

Cremation Opening Perpetual Care	\$ 4,823.50
Flora Bigelow Fund Acct. Balance	\$ 22,301.45
Flora Bigelow Fund Acct. Interest	\$ 69.75
Perpetual Care-Interest Lakeside	\$ 15,051.03
Perpetual Care-Balance Lakeside	\$47.07
Mt. Zion Cem. Expendable Balance	\$ 131,793.67
Mt. Zion Cem. Expendable Interest	\$ 1,747.94
Mt. Zion Cem. Non-Expendable Acct. Balance	\$ 427,115.15
Mt. Zion Cem. Non-Expendable Interest	\$ 0.00
Total	\$ 631,715.82

I would like to acknowledge the Highway Division and Parks/Cemetery staff for their dedication and services.

Respectfully submitted,
 Kenneth Pizzetti
 Highway Superintendent

WEBSTER WATER DEPARTMENT

The Webster Water Department serves the Town's customers with a constant supply of clean, safe drinking water. In 2015 a total of 448 million gallons of water were provided to the Town. This results in an average demand of 1.23 million gallons per day from two stations, which provide water to the town's water system. Monthly and quarterly sampling and reporting was done according to DEP standards to assure compliance with EPA Safe Drinking Water Act regulations.

We conducted Unidirectional Hydrant Flushing Programs in the spring and fall of 2015. This program is designed to flush/clean the entire distribution system beginning at the source and continuing to the end of the distribution system. In addition, the Water Department instituted an "Ice Pigging" program in November. This program is an innovative process that pushes ice slurry through the water main to purge the system of sediment and loosely adhered debris from the sidewalls of the pipe. The initial phase of the program focused in the area that experienced the most frequent discolored water. The entire length of Lake Street and numerous side streets were pigged.

In conjunction with the ice pigging, the Park Road Water Storage tank was cleaned and inspected. By having these two projects done, we anticipate a sustained period of dramatically reduced discolored water calls.

The Massachusetts DEP, as part of an Administrative Order, required the Water Department to take two wells from the Memorial Beach Station #1 off line due to high iron and manganese concentrations. In order to allow

the remaining three wells to operate, a facility upgrade was necessitated so the system could function at a reduced water output level. A system was designed and a construction bid awarded. The station was taken off line in mid-November for the upgrade work to proceed. Work was completed at the end of December and the station was returned to service.

The many efforts noted above have resulted in a substantial improvement in water quality and a subsequent reduction in discolored water calls. Not including the day of the Memorial Beach Station startup, which required the station to run at maximum output, thereby stirring up water in the pipes, the department received only seven discolored water calls in the month of December. This is a very substantial reduction in calls to the department.

The Webster Water Department continues to work to increase our water quality, upgrade our infrastructure and to protect our most valuable resource. Over the course of the year, numerous leaking and/or inoperable fire hydrants were repaired. Those hydrants unsuitable for repair were replaced. While many more hydrants need attention, the work conducted this year is a substantial improvement.

In 2016, a focus will be to address the many water system valves that are inoperable. Information gathered from the Uni-directional Flushing Programs, and the Ice Pigging process has produced a substantial list of valves needing attention to provide emergency isolation and to better control the flow of water in town.

I wish to thank the Water Department staff: Michelle Roy, administrative assistant; Foreman Joe Patterson, and Water Technicians Dennis Bouchard, James Congdon and Larry Didio for their dedicated service. I would also like to thank Debra Kasik, the staff of the Sewer Department, and Kenneth Pizzetti and his staff, of the Highway Department, for their cooperation and assistance throughout the year.

Respectfully submitted,
Doran Crouse
Water Superintendent

SEWER DIVISION

During 2015 the sewer department treated 1.0578 billion gallons of wastewater containing pollutants measured as 2,261,758 pounds of Biochemical Oxygen Demand and 2,252,535 pounds of Suspended Solids from its 4,600 customers in Webster, Dudley and Oxford.

Total precipitation for the year consisted of 40.81 inches with a maximum of 6.38 inches in April. The small amount of rain and snow reduced the total flow to the wastewater plant and reduced wear and tear on the collection system and its pumping equipment. Sewer lines were flushed and cleaned as needed and all emergencies were handled quickly and efficiently.

The landfill pump station reconstruction project was completed in March. Both pump stations were outfitted with new precast concrete covers with built in access hatches to provide better security and safety. Additionally, each pump station was provided with two new pumps, associated piping and support rails. New controls were provided in weatherproof cabinets and each was equipped with a remote alarm system.

An energy conservation program began at the wastewater treatment facility. Initial work included the replacement of interior lighting in the most used and trafficked buildings at the wastewater facility. New high efficient LED lighting was installed at a project cost to the town of 28% with the remaining 72% being supplied by a National Grid incentive program. The expected payback for this project is one and a half years. Ongoing projects include a transformer replacement, raw sewerage pump efficiency upgrades and possible boiler replacements.

The clarifier gear drive replacement project was delayed due to the severe winter and work began again in the spring. During the initial work in clarifier number one an inspection of the submerged steel determined that the center cage assembly needed replacement. A series of parts delays resulted in an extended period without construction but work began again in the fall and clarifier #1 was put back into service before the end of the year. The remaining two clarifiers will be finished in 2016.

Other projects included the replacement of the administration building's air-conditioning condensers and heater coils. An expanded office space was built for the water department. Town meeting approved the construction of a new SCADA system for the wastewater facility and a SCADA contract with signed with an engineering firm, with construction scheduled for 2016.

I would like to collectively congratulate the entire staff for their patience and understanding that allowed for a smooth transition throughout the personnel changes begun in late 2014. This allowed for continued permit compliance and efficient operation of the facility while new roles and responsibilities were assumed by a majority of the staff. Appreciation is due to Operations and Lab Manager Timothy Loftus and his staff for their dedication to maintaining permit compliance under all conditions. Many thanks to Jamie Duval, the Chief of Maintenance and his men for their work in maintaining the equipment, not only at the treatment plant, but also the 20 pump stations and the 100 miles of sewer line in the streets. I also want to thank Debra Kasik, Administrative Assistant, whose professionalism and assistance was invaluable in helping me in my role as Superintendent. The entire staff wishes that longtime employees James Penkala and Mark Richardson enjoy their retirement after many years of loyal and dependable service.

Respectfully submitted,
William G. Burke
Superintendent

ENGINEERING DEPARTMENT

The Engineering and Planning Department had a productive year serving the Town of Webster. The Master Plan Implementation Committee is up and running with activities geared toward economic development in Downtown and at our beautiful beach. Our Department has worked closely with our land use Boards and Commissions and other Town Departments to help advance Webster further into prosperity. The following outlines many of our accomplishments:

Land Permitting

Our permitting efforts were again active in 2015. Through assistance we provided to the Zoning Board of Appeals, Planning Board, and Conservation Commission; 5 Special Permits were issued, 2 Variances were granted, 5 Site Plans were approved, 60 Wetland Determinations were made, and 13 Orders of Conditions were issued making it a very productive year for land improvements in Webster. The Department also continued to conduct pre-permitting meetings for prospective permit applicants in a business friendly approach toward developers. We hope future projects take advantage of our willingness to work with the community through our local permitting processes.

Engineering

The Engineering side of our office continued to provide support to numerous Town Departments. Most prominent was help with the Water Division on several fronts. We implemented Webster's first water main ice pigging program, secured Town support to begin efforts toward a water filtration plant, and completed all MassDEP compliance components. Assistance to other DPW divisions has included oversight of capital improvement consultants and contractors for various projects at the sewer treatment plant, and advancement of the Lake Parkway/Klebart Avenue reconstruction design into the MassDOT 25% design phase.

Several other engineering efforts proved both helpful and progressive for the Town. Procurement packages were developed so that the Town now employs multi-disciplinary on-call repairs services with numerous local companies. Several Town energy projects have achieved significant milestones including net metering credits being provided to each Town Department, and substantial completion of construction on our own landfill solar development.

The Town appointed Mr. Charpentier as the Webster ADA Coordinator. In working with the ADA Committee, we have been able to implement critical communication policies and begin accessibility transition planning.

Planning

The planning side of the office continued to make strides in 2015 with zoning as new bylaws were written, while others were re-written, and map

changes were created; many in collaboration with community members. Major zoning milestones included a new solar use bylaw, and the addition of six laying hens to residential single family districts. The Master Plan Implementation Committee kicked off in August and later met in November to break into subcommittees tackling key target areas that were unanimously decided. Those areas include: planning and economic development, downtown parking, zoning article changes, and recreation. The office collaborated with various departments including the Fire and Police Departments, Town Clerk, and the Department of Public Works to apply for a number of grants for their respective departments. Among those applications we are proud to announce the awards of the Malzer Family Trust Grant, which funding was applied to the restoration of an important map of the Town of Webster from the 1800s, and the MEMA Assistance to Firefighters Grant which will assist the Webster Fire Department in purchasing a new thermal infrared camera.

2016

We have several exciting things planned for 2016. The coming year will bring on-line the EPA National Pollutant Discharge Elimination System General Permit for Stormwater. This requires Webster to file a permit application and subsequently comply with newly adopted Federal stormwater quality standards. A complete rewrite of the Five Year Capital Improvement Plan will be completed. Our landfill solar farm will come on-line and complete Webster's goal of obtaining 80% of our energy supply from green solar sources.

Planning will become streamlined in the new year as the Planning Board and Zoning Board of Appeals permitting process will be more straightforward and accessible. Economic development for the downtown area will also take precedence as outreach efforts to local businesses and property owners will take place throughout the year with the goal of seeing a long-term transformation. The Master Plan Implementation Committee will continue to make progress and move forward with bringing forth changes to the community as well.

Scott D. Charpentier, P.E.
Town Engineer/Planner

Meagen P. Donoghue, MRP
Planner/Clerk

REPORT OF THE SOUTH WORCESTER COUNTY COMMUNICATIONS CENTER

The South Worcester County Communications Center (SWCCC) completed its first full year of operation during the 2015 Calendar Year. SWCCC is governed by an Inter-Municipal Agreement between the towns of Webster and Dudley, with Webster acting as the designated fiduciary for the Center.

SWCCC provides services to the towns as a Public Safety Answering Point for 911 calls as well as Emergency Dispatch Services for Police, Fire, and EMS departments in both towns. The SWCCC also answers business calls and non-emergency calls for service, requests for Animal Control, and after hours Department of Public Works requests.

A Board of Directors is the governing body of the Center. An Operations Board develops the operational procedures for the center. The day to day operations are overseen by a Communications Center Director. The Center is staffed 24 hours per day, 7 days per week, 365 days per year with a minimum of two certified and highly trained Public Safety Telecommunicators.

Through the assistance of the State 911 Department, SWCCC has received a total of \$1,753,038.68 through regional development grants in FY2014 and FY2015 toward capital. An FY2016 grant award is still pending. The State 911 Department has also provided SWCCC with approximately \$275,000 in Support and Incentive Grant funding and \$30,000 in Training Grant funding as part of its annual grant programs.

In 2015, the SWCCC answered a total of 31,753 calls for service. Of these, 21,722 calls for service originated in the Town of Webster while 10,031 calls for service originated in the Town of Dudley. Requests for police services totaled 24,600, fire services totaled 787, and EMS services totaled 6,366. A total of 8,803 wireless and wireline 911 calls were answered by the center, 6,576 originating in Webster and 1,533 originating in Dudley. 694 wireless or wireline 911 calls originating in another jurisdiction were transferred to SWCCC.

In 2015, the Dispatchers of the SWCCC handled many critical incidents where time and knowledge were critical to the safety of the responders. Specifically I'd like to commend the dispatchers for their handling of a fatal officer involved shooting in March 2015 and a seven alarm mill fire in June 2015. During these incidents, dispatchers showed just how critical a multiple dispatcher environment with well-trained individuals is to the safety of the residents and responders of the towns.

As we move into 2016, the Center is working towards a model of professional, uniform, and dedicated service to its member agencies and the communities in which it serves. The Center will continue to develop into a first class Regional Emergency Communications Center. We also continue to seek out additional communities to join the Center.

I'd like to thank the following dispatchers who have left us for their dedicated service to the SWCCC: Dispatcher James Fersenheim retired in December following 28 years of service; Dispatcher Richard Desrosiers left in February for a new venture following 21 years of service; Dispatcher Keith Remillard became a Patrolman for Dudley Police in January two years of service; and Dispatcher Spencer Donovan became a for Webster Police in September following one year of service.

In 2015, SWCCC received three citizens' complaints. Following review of the circumstances, one complaint resulted in a sustained finding.

In closing, I would like to thank the Board of Directors, the Operations Board, and most importantly the dispatchers who are employed by the SWCCC. Without the tireless efforts of all and without the cooperation amongst all levels of our operation, the Center would not be where we are today.

Respectfully submitted,
Gregory Lynskey

Board of Directors

Greg Balukonis, *Chairman*
Deborah Keefe, *Vice Chairman*
Peter Fox – *Member*
Pamela Leduc – *Member*
Donald Bourque – *Alternate*
Jonathan Ruda – *Alternate*

Operations Board

Timothy Bent, *Chairman*
Dean Kochanowski, *Vice Chairman*
Brian Hickey – *Member*
Steven Wojnar – *Member*

Communications Center Director

Gregory Lynskey

Full-Time Public Safety Telecommunicators

Jonathan Brooks	Kristin Munger
Kaitlyn DiBuono	Veronica Oleszewski
Joan Laplante	Bonnie Pearl
Charles McGowan	Rebecca Prefontaine

Part-Time Public Safety Telecommunicators

Scott Baldracchi	Brittany Morgan
Steven Chenard	Bonnie O'Leary

REPORT OF THE INFORMATION TECHNOLOGY DEPARTMENT

In 2015 we have completed the build out of our new Public and Government Cable Access System housed in the Selectmen's meeting room. We also completed the installation of all new computer hardware, networking equipment and a Cloud Based Telephone system to the new Webster Senior Center.

In addition, I have the daily tasks of monitoring and maintaining:

- 2 File servers
- 1 E-Mail Server
- 2 Domain/DNS/DHCP and Antivirus Servers (one Physical and one Virtual)
- 1 Hyper caster Server (Used to push digital media to channels 192 and 191)
- 3 PBX (Private Branch Exchange) phone systems
- 53 Computer Workstations and Users
- Various Printers, Switches/Routers and Wireless Devices
- 1 (10TB)NAS Server (Backup Data)
- 140 plus page and growing Joomla CMS website.
- Maintain all social media Accounts
- Administration and support of the Munis Employee Self Service System.
- I also serve as emergency backup to the Webster Police IT team and Webster Public Schools.

I look forward to helping the Town of Webster continue to technologically advance towards the future.

Sincerely,
Greg M. Robert
Manager of Information Services

REPORT OF THE BOARD OF ASSESSORS
2015 ANNUAL REPORT

To the citizens and taxpayers of the Town of Webster:

The Board of Assessors submits the following report for Fiscal Year 2015 ending June 30, 2015.

Fiscal 2015

TOTAL AMOUNT TO BE RAISED

APPROPRIATIONS	\$ 44,757,802.00
TOTAL OFFSETS	195,197.00
OTHER AMTS. TO BE RAISED	20,000.00
COURT JUDGEMENT	0.00
REVENUE DEFICIT ENTERPRISE	0.00
 CH.44 SEC. 31D SNOW & ICE DEFICIT	 0.00
 OVERLAY DEFICITS OF PRIOR YEARS	 0.00
STATE & COUNTY CHARGES	1,072,616.00
OVERLAY RESERVE	166,753.61
(ABATEMENTS, EXEMPTIONS)	
TOTAL AMOUNT TO BE RAISED	\$ 46,212,188.61

ESTIMATED RECEIPTS & REVENUE

ESTIMATED RECEIPTS STATE	
1. CHERRY SHEET ESTIMATED RECEIPTS	13,208,256.00
2. CHERRY SHEET OVERESTIMATES	
ESTIMATED RECEIPTS LOCAL	
1. ESTIMATED LOCAL RECEIPTS	3,355,358.00
2. ESTIMATED ENTERPRISE FUNDS	7,742,344.00
3. FREE CASH	499,882.00
4. OTHER AVAILABLE FUNDS	87,000.00
 OTHER FUNDS USED TO REDUCE TAX RATE	 0.00
TOTAL ESTIMATED RECEIPTS AND OTHER REVENUE SOURCES	\$ 24,892,840.00
 TAX RATE SUMMARY	
TOTAL AMOUNT TO BE RAISED	\$ 46,212,188.61
TOTAL ESTIMATED RECEIPTS	24,892,840.00
NET AMT TO BE RAISED BY TAXATION	\$ 21,319,348.61

TOWN OF WEBSTER

TOWN OF WEBSTER
YEARLY TAX RATES

Year	Single	Residential	Residential Difference	Shift	Commerical
2002	18.44	15.27	3.17	1.60	28.35
2003	11.60	10.26	1.34	1.60	18.56
2004	11.20	9.87	1.35	1.60	17.90
2005	9.62	8.65	0.97	1.60	15.37
2006	9.27	8.45	0.82	1.60	14.91
2007	9.14	8.33	0.81	1.60	14.63
2008	8.97	8.17	0.80	1.59	14.27
2009	9.57	8.80	0.77	1.49	14.25
2010	10.65	9.77	0.88	1.47	15.65
2011	12.19	11.16	1.03	1.47	17.92
2012	12.83	11.78	1.05	1.44	18.47
2013	13.56	12.47	1.09	1.42	19.26
2014	14.27	13.29	0.98	1.36	19.40
2015	15.60	14.68	0.92	1.30	20.27
2016	15.85	15.14	0.71	1.23	19.49

Fiscal Year	New Growth	Debt Exclusions	Sewer	Valuation
2016	304,541	2,257,002	0	1,400,262,970
2015	224,915	2,177,683	0	1,367,519,500
2014	234,905	608,157	200,000	1,350,852,320
2013	163,802	476,263	215,000	1,362,391,580
2012	175,488	457,808	459,071	1,411,514,180
2011	125,380	447,463	459,449	1,436,202,790
2010	174,256	460,713	0	1,552,795,850
2009	263,420	473,963	0	1,670,949,540
2008	340,882	495,185	0	1,712,843,870
2007	400,460	621,389	522,800	1,675,730,520
2006	306,529	605,015	675,510	1,578,524,760
2005	353,984	234,915	0	1,357,014,080
2004	311,452	0	0	1,085,778,890
2003	379,379	0	800,000	1,065,214,150
2002	228,723	0	2,500,000	727,161,720
2001	407,238	0	0	
2000	202,946	0	1,700,000	
1999	89,664	0	1,664,509	

**TOWN OF WEBSTER
TAX CLASS & VALUATION - FISCAL 2015**

	A	B	C	D
Class	Levy %	Levy by Class	Class Valuation	Tax Rate (per \$1,000)
RESIDENTIAL	78.8419%	\$16,807,868.99	\$1,144,950,204	\$ 14.68
OPEN SPACE				
COMMERCIAL	16.4764%	3,513,220.54	173,321,191	\$20.27
INDUSTRIAL	1.9617%	418,271.75	20,635,015	\$20.17
PERS. PROP.	2.7200%	579,987.33	28,613,090	\$20.27
TOTAL	100.0000%	\$21,319,348.61	\$1,367,519,500	

During Fiscal 2015 (a revaluation year) the Board of Assessors continued to make necessary adjustments per Department of Revenue, for the property values to stay current with the real estate market.

The Board of Assessors appreciates the support of all the citizens of Webster as well as the Board of Selectmen, Finance Committee, Town Administrator, all town departments, and the professional services of Paul Kapinos and Associates for their assistance and cooperation this past year. We are also grateful to our staff, Jo-Ann Korostek and Kelley Ford, for their dedication, professionalism and willingness to help. We would also like to note the well deserved retirement of Diane Kuszewski for her 29 years of service. Even though she is retired, she is not forgotten.

We would again like to acknowledge the passing of long-time assessor, Joseph J. Smith III for his many years of dedicated service to our community.

Respectfully submitted,
Your Board of Assessors
Marc D. Becker, Chairman
Sharon B. Pelletier
Thomas W. Gorski Jr.

WEBSTER HOUSING AUTHORITY
2015 ANNUAL REPORT

BOARD OF COMMISSIONERS

*David Dupont, State-Appointee and Chair**James Avery**Douglas Babcock**Roland Napierata**Susan Smichinski*

BOARD MEETINGS: are held monthly on the last Monday of each month at 5:30 pm in the Community Building of Golden Heights, off Slater Street. The Annual Meeting serves as a re-organizational meeting and is held in December.

PERSONNEL: The Executive Director is Paula Mayville. The Administrative Staff is comprised of Tracie Pollier and Evelyn Christiansen. Maintenance staff members are: James Marrier, foreman; David Burzycki, and Ronald Keogh.

CURRENT HOUSING PROGRAMS: State funded programs include Housing for the Elderly at Golden Heights I (72 units), Housing for Families at Second Island Road (30 units), Mass Rental Voucher Program (6 vouchers). Federally funded programs include Housing for the Elderly at Golden Heights II (61 units), Section 8 Rental Assistance (43 vouchers).

ELIGIBILITY: STATE FUNDED PROGRAMS do not have assets limits. Income limits begin at \$44,750 for one person in both the family and elderly programs. For the elderly program, applicants must be 60 years of age, handicapped or disabled to be considered for eligibility. For the family program, applicants must be 18 or over and have dependents to be considered for eligibility. At Golden Heights I, residents pay 30% of monthly income for rent and all utilities are included. On Second Island Road, tenants pay 27% of their income for rent and no utilities are included.

ELIGIBILITY: FEDERALLY FUNDED PROGRAMS: There is no asset limit for federal housing programs. Income limits begin at \$46,100 for one person. Applicants for the elderly program must be at least 62 years of age, disabled or handicapped to be considered for eligibility. Payment standards are set at 100% of the fair market rent and there is a provision for a utility allowance in the Section 8 program.

WAITING LISTS: The Authority is part of the state-wide Section 8 centralized waiting list. All waiting lists are open and anyone may apply through the housing authority's office at 10 Golden Heights.

GRANTS: Formula Funding from DHCD provided ongoing improvements this year at Golden Heights I and Second Island Road including low flow toilet installation at both properties. \$61,112 in HUD Capital Funding financed ongoing bathroom renovations at Golden Heights II.

We would like to thank the townspeople and local officials for their continuing cooperation throughout the year.

FINANCIAL INFORMATION and year-end operating statements prepared by Fenton, Ewald and Associates P.C. are on file and available for inspection at the WHA office during regular hours.

Respectfully submitted,
Paula Mayville, PHM
Executive Director

REPORT OF THE TOWN ACCOUNTANT

Honorable Board of Selectmen:

In accordance with the provisions of Massachusetts General Laws Chapter 41 § 61, I hereby submit the annual report of the Town Accountant for the fiscal year ended June 30, 2015.

I would like to take this opportunity to publicly recognize and thank three outstanding individuals I have the pleasure of working with on a daily basis: my Assistant, Ms. Ramona Kelly; Ms. Lisa Dumont, Principal Accounting Clerk; and Ms. Gerry Wentworth, Webster Retirement Board Administrator. Their dedication, reliability, and support continue to prove invaluable to me as we strive to update and improve the Town of Webster's financial systems.

I would also like to acknowledge the efforts of the other members of the Town's financial management team: Ms. Linda Slota (retired) and Mr. James Chauvin, Treasurer; Ms. Maryann McGeary, Collector; Mr. Marc Becker, Assessor; and Mr. Robert Craver, Town Clerk. I am exceptionally proud of the significant accomplishments realized by this group since its formal organization.

My goal as your Town Accountant is to promote and maintain a cohesive working relationship between the Town's financial departments and to serve the citizens of Webster to the best of my ability.

Respectfully submitted,
Pamela A. Leduc
Town Accountant

TABLE OF ACCOUNTS FOR FISCAL YEAR ENDED JUNE 30, 2015

Account Name	Balance Forward FY2015	Appropriated FY2015	Receipts/Transfers In	Total	Transfers Out	Balance Closed FY2015	Balance Forward FY2016
Moderator							
Moderator Salary	-	-	-	-	-	-	-
Office Supplies	-	444.00	-	444.00	-	3.93	-
Other Expenses	-	-	-	-	-	-	-
Selection							
Selection Salary	-	15,128.00	-	15,128.00	14,623.30	504.70	-
Travel and Conferences	-	4,150.00	-	4,150.00	4,150.00	-	-
Town Meeting Workers	180.00	-	-	180.00	42,420.00	228.00	-
Longevity Incentive	-	60,100.00	2,000.00	62,100.00	64,100.00	(2,000.00)	-
Building Maintenance	-	5,000.00	-	5,000.00	4,151.88	438.56	-
Employee Training	-	1,095.00	-	1,095.00	1,059.11	35.89	417.56
Professional Services	-	98,605.00	-	98,605.00	98,605.00	-	-
Office Supplies	-	4,200.00	-	4,200.00	1,011.56	2,288.44	-
Other Expenses	-	3,709.00	-	3,709.00	4,084.99	(385.99)	-
Unpaid Bills	-	2,291.00	-	2,291.00	483.24	1,807.76	-
Data/Subscription/Periodicals	-	2,291.00	568.00	2,859.00	2,879.00	-	-
Charter Review	2,250.26	-	-	2,250.26	-	2,655.79	2,250.26
Town Administrator							
Town Administrator Salary	-	125,481.00	-	125,481.00	118,501.26	6,979.74	-
Travel and Conferences	-	38,100.00	-	38,100.00	38,100.00	-	-
Other Fringe Benefits	-	23.00	-	23.00	-	23.00	-
Salary Reserve	-	-	10,000.00	10,000.00	16,899.98	(6,899.98)	-
Vehicle Maintenance	-	500.00	-	500.00	665.09	(165.09)	-
Rentals and Leases	-	5,810.00	-	5,810.00	5,959.86	(149.86)	-
Telephone	-	1,000.00	-	1,000.00	1,418.22	(418.22)	-
Employee Training	-	20,000.00	-	20,000.00	21,249.44	(1,249.44)	-
Telephone	-	1,500.00	-	1,500.00	1,779.29	(279.29)	-
Office Supplies	-	1,500.00	-	1,500.00	1,500.00	-	2.19
Other Expenses	89.49	2,000.00	2,470.00	4,559.49	4,398.03	161.46	-
Data/Subscription/Periodicals	-	228.25	-	228.25	278.50	(50.25)	-
Unpaid Bills	2,446.42	650.00	-	3,096.42	2,750.00	346.42	-
Travel and Conferences	-	17,458.98	-	17,458.98	17,375.08	83.90	-
Other Expenses	4,065.48	-	-	4,065.48	1,000.00	3,065.48	-
Town Administrator Search Committee	209,648.00	-	-	209,648.00	-	438.25	-
Finance Committee							
Secretary Salary	-	3,350.00	-	3,350.00	3,350.00	-	-
Other Expenses	-	185.00	-	185.00	-	185.00	-
Data/Subscription/Periodicals	-	2,500.00	-	2,500.00	236.00	1,410.00	-
Reserve Fund							
Reserve Fund	-	25,000.00	-	25,000.00	18,637.59	6,362.41	-
Town Accountant							
Town Accountant Salary	-	83,520.00	-	83,520.00	83,640.00	(120.00)	-
Assistant Salary	-	47,694.00	-	47,694.00	47,766.09	(72.09)	-
Travel and Conferences	-	3,879.50	-	3,879.50	46,064.48	(884.98)	-
Other Expenses	-	6,000.00	-	6,000.00	6,000.00	-	-
Phone Allowance	-	1,000.00	-	1,000.00	1,851.63	(851.63)	-
Rentals and Leases	-	2,020.00	-	2,020.00	2,020.00	-	-
Professional Services	-	2,500.00	-	2,500.00	2,865.17	(365.17)	-
Other Expenses	-	2,462.00	-	2,462.00	2,646.00	(184.00)	-
Assessors							
Department Head Salary	-	46,018.00	-	46,018.00	46,018.47	(0.47)	-
Principal Clerk Salary	-	41,694.00	-	41,694.00	43,307.42	(2,223.42)	-
Assistant Clerk Salary	-	3,000.00	-	3,000.00	3,000.00	-	-
Assessor Salary	-	3,000.00	-	3,000.00	2,311.86	688.14	-
Employee Training	-	2,850.00	-	2,850.00	1,440.00	1,410.00	-
Other Expenses	-	2,500.00	-	2,500.00	2,284.80	215.20	-
Travel and Conferences	-	400.00	-	400.00	400.00	-	-
Assessing Services	-	60,000.00	2,000.00	62,000.00	60,000.00	2,000.00	-
Treasurer							
Treasurer Salary	-	55,311.00	-	55,311.00	53,511.22	1,799.78	-
Assistant Salary	-	47,685.00	-	47,685.00	45,927.98	1,757.02	-
Human Resources Coordinator Salary	-	20,097.00	-	20,097.00	-	-	-

Account Name	Balance Forward	Appropriated FY2016	Receipts/Transfers In	Total	Expended/Transfers Out	Balance Closed FY2016	Balance Forward FY2016
Chief Salary	-	-	13,639.58	13,639.58	13,437.86	201.72	-
Part Time Clerk	-	-	7,230.00	7,230.00	10,710.84	(3,480.84)	-
Medical Services	261,182.29	3,000.00	2,720.00	83,137.00	16,137.00	1,786.70	261,643.73
Employee Training	-	800.00	-	800.00	115.00	685.00	-
Financial Services	-	20,000.00	-	20,000.00	20,272.00	(272.00)	-
Office Insurance Costs	-	519.00	-	519.00	519.00	-	519.00
Other Expenses	-	4,593.18	-	200.00	3,996.14	597.04	508.91
Travel and Conferences	-	300.00	-	300.00	300.00	-	-
Collector	-	184,264.00	-	184,264.00	181,162.82	3,101.18	-
Collector Salary	-	57,523.00	-	57,523.00	57,523.43	(0.43)	-
Certification Stipend	-	1,000.00	-	1,000.00	1,000.00	-	-
Professional Services	54,185.54	-	10,000.00	44,185.54	2,373.30	41,812.24	-
Financial Services	-	8,500.00	-	8,500.00	4,817.86	3,682.14	-
Office Supplies	-	31,200.00	-	31,200.00	22,837.28	8,362.72	-
Travel and Conferences	-	300.00	-	300.00	381.26	(81.26)	-
Interest on Tax Refunds	-	100.00	-	100.00	-	100.00	-
Town Counsel	-	188,774.00	-	188,774.00	183,941.01	4,832.99	-
Professional Services	-	100,000.00	-	100,000.00	98,104.45	1,895.55	1,750.00
Legal Services	-	100,000.00	-	100,000.00	1,786.00	98,214.00	-
Personnel Board	-	5,000.00	-	5,000.00	4,471.70	528.30	-
Medical Services	-	16,229.00	-	16,229.00	16,511.93	(282.93)	-
Data Processing	-	50,735.00	1,785.29	52,520.29	52,530.29	(9.00)	-
Computer Maintenance	4,000.00	-	-	4,000.00	2,010.93	1,989.07	4,000.00
Professional Services	4,000.00	-	-	4,000.00	7,500.00	(3,500.00)	-
Computer Supplies	-	7,500.00	-	7,500.00	6,608.01	891.99	-
Other Expenses	-	10,000.00	-	10,000.00	8,458.00	1,542.00	-
Computer Equipment	-	34,184.00	-	34,184.00	10,507.13	23,676.87	-
Town Clerk	-	57,523.00	-	57,523.00	57,523.31	(0.31)	-
Assistant Salary	-	43,978.00	-	43,978.00	44,051.19	(73.19)	-
Professional Services	-	7,545.00	-	7,545.00	7,545.00	-	-
Employee Training	-	7,546.00	-	7,546.00	7,104.04	441.96	-
Other Expenses	-	1,800.00	-	1,800.00	1,793.28	6.72	-
Bylaw Codification	899.50	-	-	4,037.00	4,664.38	(567.38)	-
Elections	899.50	115,981.00	-	899.50	-	1,525.80	899.50
Election Workers	-	11,781.00	8,899.19	21,680.19	22,085.19	(405.00)	-
Electron Clerk	-	1,933.00	-	1,933.00	1,933.00	-	-
Electron Clerk Stipend	-	1,904.00	-	1,904.00	1,903.88	0.12	-
Registrar Salary	-	5,937.00	-	5,937.00	5,937.00	-	-
Printing	-	5,937.00	1,000.00	6,937.00	7,411.80	(474.80)	-
Printer Copying	-	500.00	-	500.00	500.00	-	-
Office Supplies	-	237.00	-	237.00	237.00	-	-
Mail/Food	-	237.00	45.00	302.00	488.00	(186.00)	-
Equipment	-	26,832.00	3,018.00	30,850.00	30,188.00	662.00	1,797.00
Code Enforcement	-	33,134.00	34,463.52	34,463.52	34,866.45	(402.93)	-
Assistant Town Planner Salary	-	13,820.00	538.08	14,358.08	15,129.80	(771.72)	-
Castaldi Overtime	-	600.00	-	600.00	602.79	(2.79)	-
Professional Services	-	1,800.00	-	1,800.00	1,800.00	-	-
Employee Training	-	4,244.00	-	4,244.00	4,243.30	0.70	-
Legal Services	-	1,296.00	-	1,296.00	1,296.00	-	-
Carroll Hill Regional Planning Commission	-	1,296.00	4,404.00	5,700.00	4,425.75	1,274.25	-
Other Expenses	-	280.00	-	280.00	280.00	-	-
Diets/Subscriptions/Peripherals	-	280.00	-	280.00	280.00	-	-
Community Development	-	1,200.00	-	1,200.00	1,200.00	-	-
Professional Services	-	1,200.00	-	1,200.00	1,200.00	-	-

Account Name	Balance Forward FY2015	Appropriated FY2015	Receipts/Transfers In	Total	Expended/Transfers Out	Balance Closed FY2015	Balance Forward FY2016
Town Office Building							
Custodial Overtime	-	10,000.00	1,246.90	11,246.90	11,246.90	(102.42)	-
Electricity	-	50,000.00	-	50,000.00	48,699.28	(85.16)	95.88
Heating Fuel	-	10,000.00	-	10,000.00	10,000.00	1,000.00	-
Maintenance	8,023.00	88,200.00	3,948.91	27,971.91	27,971.91	905.98	-
Town Report							
Professional Services	-	1,500.00	1,000.00	2,500.00	2,428.13	71.87	-
Printing and Copying	-	500.00	-	500.00	500.00	500.00	-
	-	2,000.00	-	2,000.00	2,000.00	(500.00)	-
	-	2,500.00	-	2,500.00	2,500.00	(1,000.00)	-
Police							
Police Chief Salary	-	59,176.00	-	59,176.00	59,176.00	(1,000.00)	-
Deputy Chief Salary	-	71,976.00	-	71,976.00	70,475.27	(200.24)	-
Lieutenant Salary	-	71,039.44	-	71,039.44	70,329.44	(260.44)	-
Police Officer Salaries	-	1,587,734.00	-	1,587,734.00	1,587,734.00	-	-
Police Training	-	297,734.00	-	297,734.00	292,958.87	4,775.29	-
Permanent Intermittent Salaries	-	10,000.00	-	10,000.00	10,000.00	(8.00)	-
Retirement	-	46,813.00	-	46,813.00	46,800.00	2,680.00	-
Retirement Services	-	53,203.00	-	53,203.00	53,202.77	0.23	-
Executive Secretary Salary	-	12,000.00	-	12,000.00	12,000.00	(18,300.00)	-
Supplies	-	5,000.00	-	5,000.00	5,000.00	-	-
Telephone	-	25,000.00	-	25,000.00	25,000.01	(0.01)	-
Desk Coverage Overtime	-	10,000.00	-	10,000.00	9,455.93	3,444.17	-
Police Training Overtime	-	30,000.00	-	30,000.00	30,000.00	-	-
Holiday Pay	-	76,039.00	-	76,039.00	76,632.76	466.24	-
Police Training	-	34,000.00	-	34,000.00	33,998.32	18.38	-
Production Stipend	-	37,000.00	-	37,000.00	37,000.00	-	-
Electricity	-	15,000.00	-	15,000.00	14,802.27	1,997.73	-
Blanket Maintenance	-	20,000.00	-	20,000.00	20,000.00	-	-
Vehicle Maintenance	857.34	2,700.00	67.21	2,067.34	2,587.58	(6,130.24)	-
Custodial Equipment Maintenance	-	2,700.00	-	2,700.00	2,700.00	700.00	-
Office Equipment Maintenance	-	16,513.00	-	16,513.00	16,513.00	-	-
Professional Services	-	1,500.00	-	1,500.00	1,500.00	-	-
Medical Services	-	1,200.00	-	1,200.00	1,060.21	8,638.21	-
Medical Training	950.00	17,370.00	-	17,370.00	17,370.00	-	-
Office Supplies	812.66	12,000.00	5,000.00	17,812.66	17,169.25	643.41	284.20
Police Supplies	-	75,000.00	1,000.00	76,000.00	76,000.00	-	-
Gasoline	-	3,800.00	5,500.00	9,300.00	9,300.00	-	-
Police Supplies and Materials	-	2,000.00	-	2,000.00	2,000.00	-	-
Other Expenses	-	14.10	147.00	161.10	161.10	-	-
Travel and Conferences	-	3,650.00	123.00	3,773.00	3,664.10	1,362.82	-
Travel	75.00	4,500.00	-	4,575.00	4,575.00	-	-
Meal/Food	-	1,000.00	-	1,000.00	1,000.00	-	-
Insurance Deductible	-	100,236.00	-	100,236.00	100,236.00	-	-
Police Overtime	1,395.53	-	-	1,395.53	84,952.13	15,263.87	1,395.53
Police Station Building Committee	(154.10)	-	-	(154.10)	-	-	(84.10)
Police Station Study Committee	280.00	-	-	280.00	-	-	280.00
Stamp Pans	(105.00)	-	-	(105.00)	-	-	(105.00)
Finger Print Scanner	-	2,807,941.00	-	2,807,941.00	17,358.94	-	-
SWCCC							
Director Salary	-	349,405.00	-	349,405.00	4,578.91	(4,578.91)	-
Police Supplies	-	15,112.00	-	15,112.00	15,112.00	-	-
Part Time Other Labor	-	35,000.00	38,688.00	73,688.00	73,688.00	-	-
Regular Overtime	-	35,000.00	-	35,000.00	35,000.00	-	-
Police Training	-	17,112.00	-	17,112.00	17,112.00	-	-
Holiday Pay	-	2,450.00	-	2,450.00	2,450.00	-	-
Police Training Overtime	-	1,900.00	-	1,900.00	1,900.00	-	-
Clothing Allowance	-	730.00	-	730.00	730.00	-	-
Electricity	-	2,000.00	-	2,000.00	2,000.00	-	-
Heating Fuel	-	9,100.00	-	9,100.00	9,100.00	-	-
Police Training	-	680.00	-	680.00	680.00	-	-
Computer Maintenance	-	10,000.00	-	10,000.00	10,000.00	-	-
Medical Services	160.00	-	-	160.00	2,054.00	7,948.00	-
Employee Training	-	-	-	-	2,801.79	1,058.21	-
Office Supplies	-	-	-	-	44.99	(44.99)	-
Custodial Supplies	-	-	-	-	-	-	-

Account Name	Balance Forward FY2016	Appropriated FY2016	Receives/Transfers In	Total	Expended/Transfers Out	Balance Closed FY2016	Balance Forward FY2016
Other Expenses	-	50,000.00	-	50,000.00	49,345.66	661.34	-
Police/Fire Station							
Gasoline	-	484,232.00	-	-	-	62,081.33	-
Overline	-	-	-	-	-	-	-
Heating Fuel	-	-	-	-	-	(46,812.96)	-
Building Maintenance	-	-	-	-	-	(2,721.23)	-
Equipment Maintenance	-	-	-	-	-	(14,596.84)	-
Gasoline	-	-	-	-	-	(379.40)	-
Gasoline	-	-	-	-	-	1,990.42	-
Gasoline	-	-	-	-	-	(62,152.08)	-
Fire							
Fire Chief Salary	-	62,238.00	-	62,238.00	62,238.58	(0.58)	-
Fire Station Salary	-	96,522.00	-	96,522.00	90,522.00	(6,000.00)	-
Oil Burner Inspector	-	1,848.00	-	1,848.00	1,848.00	(6,886.25)	-
Engineer Stipends	-	5,832.00	-	5,832.00	9,972.50	4,140.50	-
Lieutenant Stipends	-	22,071.00	-	22,071.00	22,071.00	-	-
Private and Driver Stipends	-	91,455.00	-	91,455.00	91,455.00	-	-
Other Labor	-	45,727.00	-	45,727.00	47,506.50	(1,779.50)	-
Part Time Other Labor	-	159,836.00	67,606.88	227,442.88	232,483.00	(5,040.12)	-
Emergency Management Director	-	1,075.00	-	1,075.00	1,075.00	-	-
Recruits	-	31,131.00	-	31,131.00	23,907.11	7,223.89	-
Recruits Fuel	-	22,610.00	-	22,610.00	19,019.33	3,590.67	-
Repairs and Maintenance	-	5,000.00	-	5,000.00	5,336.67	(336.67)	-
Building Maintenance	265.00	-	-	265.00	-	265.00	265.00
Communications Maintenance	-	1,500.00	-	1,500.00	1,218.22	281.78	-
Office Equipment Maintenance	-	3,000.00	-	3,000.00	3,171.24	(171.24)	-
Gasoline	-	500.00	-	500.00	428.14	71.86	-
Gasoline	-	3,250.00	9.95	3,259.95	3,325.55	(65.60)	-
Medical Services	-	783.00	783.00	783.00	489.30	293.70	-
Employee Training	-	7,530.00	-	7,530.00	1,881.00	(5,649.00)	-
Medical Supplies	-	2,520.00	-	2,520.00	2,520.00	-	-
Office Supplies	-	3,812.00	1,200.00	5,012.00	5,012.00	-	-
Gasoline	-	49.25	-	49.25	4,014.42	(3,514.17)	-
Gasoline	-	15,000.00	-	15,000.00	14,817.33	182.67	-
Trees and Tubes	-	2,000.00	-	2,000.00	2,000.00	-	-
Paint and Lubricants	-	7,500.00	-	7,500.00	6,144.08	1,355.92	-
Medical Supplies	-	3,324.00	-	3,324.00	1,293.00	2,031.00	-
Fire Suppression Materials	-	32,951.00	-	32,951.00	25,993.90	6,957.10	-
Tree Cut	-	2,000.00	-	2,000.00	1,764.00	236.00	-
Dues/Subscriptions/Periodicals	-	7,846.00	0.30	7,846.30	7,846.30	-	-
Vehicle Fuel	-	648,650.00	-	-	-	28,516.42	-
Inspection Services							
Wiring Inspector	-	67,219.00	-	67,219.00	67,301.24	(82.24)	-
Wiring Inspector	-	9,048.00	-	9,048.00	9,048.00	-	-
Gas Inspector	-	2,117.00	-	2,117.00	2,117.00	-	-
Assistant Building Inspector	-	1,248.00	-	1,248.00	1,345.00	(97.00)	-
Assistant Plumbing Inspector	-	624.00	-	624.00	997.76	(373.76)	-
Chief Salary	-	35,243.00	-	35,243.00	35,304.44	(61.44)	-
Nuisance Properties	-	-	-	-	700.00	(700.00)	-
Vehicle Maintenance	-	3,000.00	-	3,000.00	1,588.32	1,411.68	-
Gasoline	-	2,000.00	-	2,000.00	2,862.75	(862.75)	-
Office Supplies	6.76	1,200.00	1,108.76	3,117.52	2,862.75	254.77	-
Gasoline	-	1,500.00	-	1,500.00	1,815.18	(315.18)	-
Dues/Subscriptions/Periodicals	-	500.00	-	500.00	500.00	-	-
Wildfire Measures							
Professional Services	-	4,500.00	-	4,500.00	4,500.00	-	-
Animal Control							
Animal Salary	-	3,796.00	-	3,796.00	3,796.00	-	-
Dead Animal Removal Stipend	-	1,636.00	-	1,636.00	1,636.00	-	-
Animal Salary	-	2,000.00	-	2,000.00	1,044.18	955.82	-
Electricity	-	2,500.00	1,000.00	3,500.00	3,240.76	259.24	-
Heating Fuel	-	-	-	-	-	-	-

Account Name	Balance Forward FY2016	Appropriated FY2016	Receipts/Transfers In	Total	Expended/Transfers Out	Balance Closed FY2016	Balance Forward FY2016
Vehicle Maintenance	-	100.00	-	100.00	80.34	19.66	-
Office Supplies	-	500.00	-	500.00	403.14	96.86	-
Other Expenses	41.99	2,175.00	400.00	2,446.99	2,071.79	375.20	-
Parking Clerk Support	-	5,658.00	0.12	5,658.12	5,658.12	-	-
Mechanics	-	15,000.00	-	15,000.00	13,168.88	1,831.12	-
Boat Maintenance	-	2,000.00	-	2,000.00	1,027.79	972.21	-
Capital Outlay	-	9,000.00	9,000.00	9,000.00	8,400.00	600.00	-
School - Town	-	17,000.00	-	17,000.00	3,400.00	13,600.00	-
Crossing Guards	-	51,558.00	-	51,558.00	51,558.00	-	-
SPED Transportation	-	67,714.00	-	67,714.00	59,540.69	8,173.31	4,000.00
SPED Transportation	-	845,258.00	-	845,258.00	800,448.44	44,809.56	8,132.01
BHS Gym Curtain	-	12,477.00	-	12,477.00	12,477.00	-	-
Education	56,893.64	17,504,150.00	-	17,561,043.64	17,517,306.53	346.42	46,390.69
Southern Worcester County Regional Vocational School	-	1,341,729.00	-	1,341,729.00	1,341,729.00	-	-
Public Works	-	-	-	-	872.08	(872.08)	-
DPW Director	-	72,429.00	-	72,429.00	72,428.54	0.46	-
Highway Superintendent Salary	-	443,188.00	-	443,188.00	430,984.82	12,203.18	-
Operative Assistant Salary	-	1,165.00	-	1,165.00	1,165.00	-	-
Part Time Other Labor	-	54,000.00	-	54,000.00	52,432.40	1,567.60	-
Other Dispatch Salary	-	8,500.00	-	8,500.00	6,287.84	2,212.16	-
Regular Overtime	-	58,000.00	61,000.00	119,000.00	118,390.00	610.00	-
Snow Removal	-	58,000.00	-	58,000.00	58,000.00	-	-
Snow Removal Overtime	-	200,000.00	-	200,000.00	128,027.53	71,972.47	76,010.00
Electricity	-	3,168.00	5,000.00	8,168.00	9,425.72	(1,257.72)	-
Blowing	-	40,000.00	-	40,000.00	47,629.11	(7,629.11)	20,549.73
Vehicle Maintenance	6,265.19	1,500.00	-	7,765.19	11,866.00	(4,090.81)	3,361.80
Repairs	-	20,000.00	-	20,000.00	17,832.11	2,167.89	-
Communications Maintenance	-	2,950.00	-	2,950.00	4,203.45	(1,253.45)	-
Other Maintenance	-	20,000.00	-	20,000.00	63,356.17	43,356.17	-
Rentals and Lease Maintenance	-	20,000.00	43,920.62	63,920.62	63,356.17	564.45	-
Snow Removal Contracts	-	38,919.00	340.00	39,259.00	38,919.00	340.00	74.74
Engineering Services	25,484.74	8,000.00	-	33,484.74	36,832.00	(3,347.26)	-
Recycling Services	-	8,000.00	-	8,000.00	3,784.63	4,215.37	-
Contractors	-	1,250.00	-	1,250.00	1,384.77	(134.77)	-
Grounding Supplies	-	1,250.00	-	1,250.00	1,250.00	-	-
Gasoline	-	58,000.00	-	58,000.00	20,181.66	37,818.34	-
DPW General Supplies	-	5,000.00	9,111.50	14,111.50	10,660.86	3,450.64	-
Snow and Ice Supplies	-	5,000.00	-	5,000.00	4,689.60	310.40	-
Recreational Supplies	-	76,551.00	158,813.01	235,364.01	232,384.01	3,000.00	-
Uniform and Protective Clothing	-	7,000.00	-	7,000.00	4,257.82	2,742.18	-
Equipment	-	5,000.00	-	5,000.00	5,041.92	(41.92)	-
Debris/Disposal/Periodicals	-	1,000.00	-	1,000.00	2,000.00	(1,000.00)	-
Town Engineer/Planner	-	1,289,700.00	-	1,289,700.00	1,289,700.00	-	-
Department Head Salary	-	312,877.00	-	312,877.00	30,018.38	2,818.62	-
Engineer Salary	-	24,500.00	-	24,500.00	18,821.25	5,678.75	2,876.00
Engineering Services	-	9,000.00	-	9,000.00	100.00	8,900.00	-
Employee Training	-	2,000.00	-	2,000.00	270.00	1,730.00	-
Office Supplies	-	180.00	-	180.00	180.00	-	-
Engineering Supplies	-	2,279.00	-	2,279.00	1,197.19	1,081.81	-
Other Expense	-	65,332.00	3,500.00	68,832.00	4,000.00	64,832.00	-
Health Services	-	57,219.00	-	57,219.00	56,569.83	649.17	-
Department Head Salary	-	8,957.00	-	8,957.00	134.22	8,822.78	-
Overtime	-	8,957.00	-	8,957.00	150.00	8,807.00	-
Car Allowance	-	895.00	-	895.00	895.00	-	-
Stand	-	699.00	-	699.00	699.00	-	-
Annual Incentive	-	7,500.00	-	7,500.00	6,251.40	1,248.60	-
Vehicle Maintenance	-	800.00	-	800.00	475.00	325.00	-
Medical Services	-	800.00	-	800.00	-	800.00	-
Employee Training	-	800.00	-	800.00	-	800.00	-

Account Name	Balance Forward FY2016	Appropriated FY2016	Receipts/Transfers In	Total	Expended/Transfers Out	Balance Closed FY2016	Balance Forward FY2016
Testing Services	-	50.00	-	50.00	-	50.00	-
Office Supplies	-	2,000.00	-	2,000.00	2,164.48	(164.48)	-
Medical Supplies	-	500.00	-	500.00	230.00	270.00	-
Other Expenses	-	1,500.00	-	1,500.00	1,024.05	475.95	-
	-	7,125.00	-	7,125.00	-	7,125.00	-
Senior Center							
Director Salary	-	19,270.00	-	19,270.00	17,521.25	1,748.75	-
Heating Fuel	-	6,300.00	40,111	6,701.11	6,657.47	43.64	-
Building Maintenance	525.00	2,825.00	-	3,150.00	1,089.15	1,160.85	900.00
Custodial Services	-	12,200.00	-	12,200.00	12,108.30	91.70	-
Other Expenses	-	75.00	98.89	83.89	609.50	184.39	-
Travel and Conferences	-	44,830.00	-	44,830.00	49,019	(4,189)	-
Male House							
Heating Fuel	-	2,000.00	-	2,000.00	1,825.12	174.88	-
Building Maintenance	-	1,903.00	1,500.39	3,453.39	3,577.52	(140.28)	5.75
	-	3,000.00	-	3,000.00	2,975.53	24.47	-
	-	6,903.00	-	6,903.00	-	6,903.00	-
Veterans Services							
Director Salary	-	33,933.00	1,038.00	33,933.00	33,927.97	5.03	-
Office Supplies	-	1,000.00	-	1,000.00	1,059.00	(59.00)	-
Other Expenses	-	90.00	-	90.00	530.71	(440.71)	-
Dues/Subscriptions/Periodicals	-	100.00	100.00	100.00	100.00	-	-
Veterans Benefits	-	80.00	-	80.00	297.14	(197.14)	-
Restroom Supplies	-	220,000.00	125,000.00	345,000.00	343,434.99	1,565.01	29.60
Restore Civil War Monument	-	29.60	-	29.60	-	29.60	(3,421.21)
	-	255,133.00	-	255,133.00	-	2,102.79	(3,421.21)
Memorial Maintenance							
Other Expenses	-	100.00	-	100.00	-	100.00	-
Graves of Soldiers and Sailors							
Other Expenses	-	100.00	-	100.00	-	100.00	-
Gordin Library							
Director Salary	-	55,212.00	-	55,212.00	55,211.42	0.58	-
Youth Services Librarian Salary	-	43,885.00	-	43,885.00	43,885.00	-	-
Adult Services Librarian Salary	-	45,355.00	-	45,355.00	45,447.60	(92.60)	-
Custodial Salary	-	46,813.00	-	46,813.00	46,900.00	(87.00)	-
Part-time Salary	-	39,253.00	-	39,253.00	37,081.58	2,171.42	-
Part-time Salary	-	3,453.00	-	3,453.00	4,553.00	(1,100.00)	-
Custodial Overtime	-	3,000.00	-	3,000.00	2,638.22	363.78	-
Heating Fuel	-	4,000.00	-	4,000.00	4,000.00	-	-
Building Maintenance	525.00	4,000.00	-	4,525.00	4,000.00	525.00	-
Medical Services	-	14,500.00	-	14,500.00	14,500.00	-	-
Dues/Procurement and Materials	-	47,251.00	-	47,251.00	47,207.47	43.53	-
Library Supplies and Materials	-	1,200.00	-	1,200.00	1,295.62	(95.62)	-
Travel and Conferences	-	200.00	-	200.00	-	200.00	-
	-	315,672.00	-	315,672.00	-	6,624.86	-
Recan Committee							
Other Expenses	1,883.53	5,000.00	-	6,883.53	2,444.70	1,538.83	2,900.00
Special Events							
Memorial Veterans Day	-	3,500.00	-	3,500.00	3,500.00	-	-
Police Department							
Police Public Safety (School Street)	-	29,000.00	-	29,000.00	29,000.00	-	-
Town Hall Renovations	-	62,000.00	-	62,000.00	62,000.00	-	-
Police Station	-	25,000.00	-	25,000.00	25,000.00	-	-
Road Repairs	-	5,000.00	-	5,000.00	5,000.00	-	-
MVPAT Title V	-	4,271.00	-	4,271.00	4,271.00	-	-
Police Station	-	10,000.00	-	10,000.00	10,000.00	-	-
DPW Vehicle	-	10,000.00	-	10,000.00	10,000.00	-	-
Police Station Renovations	-	10,000.00	-	10,000.00	10,000.00	-	-
Library Trucks	-	50,000.00	-	50,000.00	50,000.00	-	-
Library Public	-	15,000.00	-	15,000.00	15,000.00	-	-
Town Hall Heating System	-	16,000.00	-	16,000.00	16,000.00	-	-
Police Station	-	20,000.00	-	20,000.00	20,000.00	-	-
Town Hall HVAC	-	19,148.00	-	19,148.00	19,148.00	-	-
School Heating	-	20,000.00	-	20,000.00	20,000.00	-	-
Police Station	-	19,148.00	-	19,148.00	19,148.00	-	-
Siccar Our School	-	175,517.00	172,575.00	348,092.00	348,092.00	-	-

Account Name	Balance Forward FY2015	Appropriated FY2015	Receipts/Transfers In	Total	Expended/Transfers Out	Balance Closed FY2015	Balance Forward FY2016
PAES Feasibility Study	-	51,560.00	-	51,560.00	51,560.00	-	-
Parks Replacement Vehicle	-	22,600.00	-	22,600.00	-	-	-
Stormwater Management Planning Project	-	15,272.00	-	15,272.00	-	15,272.00	-
Park Avenue School Renovations	-	500,000.00	-	500,000.00	500,000.00	-	-
Fire Air Pumps	-	1,019,110.00	-	1,019,110.00	1,019,110.00	-	-
Debt - Interest	-	1,259,416.00	-	1,259,416.00	1,259,416.00	15,272.00	-
Fire Sub Station (School Street)	-	2,212.00	-	2,212.00	2,212.51	(0.51)	-
Town Hall Renovations	-	140,483.00	-	140,483.00	140,482.50	0.50	-
Chapter 90	-	1,033.00	-	1,033.00	1,032.50	0.50	-
Town Hall Road	-	1,033.00	-	1,033.00	1,032.50	0.50	-
DPW Vehicles	-	2,212.00	-	2,212.00	2,212.50	0.50	-
Fire Station Renovations	-	2,045.00	-	2,045.00	2,045.00	0.25	-
Fire Station #2	-	17,688.00	-	17,688.00	17,687.25	0.75	-
Town Hall HVAC	-	1,319.00	-	1,319.00	1,318.25	0.75	-
School Heating Acquisition	-	2,144.00	-	2,144.00	2,143.31	0.69	-
Secure Our Schools	-	359,412.00	105,268.00	464,680.00	464,680.00	-	-
Park Avenue School	-	2,513.00	-	2,513.00	2,512.45	0.55	-
PAES Feasibility Study	-	6,923.00	-	6,923.00	6,922.50	0.50	-
Highway Maintenance	-	436,250.00	-	436,250.00	436,249.49	0.51	-
Park Avenue School	-	13,241.00	-	13,241.00	13,240.25	0.75	-
Highway Renovations	-	983,241.00	-	983,241.00	983,240.25	0.75	-
Fire Air Pumps	-	2,651,351.00	-	2,651,351.00	2,651,351.00	-	-
Contingency Retirement	-	2,651,351.00	-	2,651,351.00	2,651,351.00	-	-
Non Contributory Retirement	-	2,651,351.00	-	2,651,351.00	2,651,351.00	-	-
Insurance	-	157,000.00	7,267.32	164,267.32	164,267.32	-	-
Workers Compensation	-	157,000.00	12,000.00	169,000.00	169,000.00	-	-
Health Insurance	-	3,056,423.00	-	3,056,423.00	3,056,423.00	-	-
Medicare Tax	-	294,617.00	8,225.04	302,842.04	302,842.04	-	-
Unemployment Payment	-	2,078.00	1,454.94	3,532.94	3,532.94	-	-
Elmer Vacation Payment	-	24,000.00	7,245.42	31,245.42	31,245.42	(6,912.32)	-
Insurance Waves	-	280,000.00	13,446.00	293,446.00	293,446.00	-	-
General Liability and Fire Insurance	-	97,005.16	6,541.16	103,546.32	103,546.32	-	-
Police Liability Insurance	-	500.00	42.00	542.00	542.00	-	-
Damage to Personal and Property	-	4,035,540.00	-	4,035,540.00	4,035,540.00	-	-
Insurance Deductible	-	-	-	-	-	-	-
Court Judgments	-	31,287.00	-	31,287.00	31,287.00	(694.48)	-
Sewer	-	72,277.00	-	72,277.00	72,277.15	(0.15)	-
Town Engineer/Planner Salary	-	67,181.00	-	67,181.00	66,665.62	515.38	-
Superintendent Salary	-	32,625.00	-	32,625.00	32,625.00	-	-
Chief Chemist Salary	-	41,063.00	-	41,063.00	41,063.00	-	-
Assistant Supervisor Salary	-	13,000.00	-	13,000.00	13,000.00	-	-
Assistant Superintendent Salary	-	15,007.00	-	15,007.00	15,007.00	-	-
Other Labor - Collection	-	10,427.00	-	10,427.00	10,427.00	-	-
Other Labor - Collection	-	3,117.00	-	3,117.00	3,117.00	-	-
Overtime - Collection	-	1,086.00	-	1,086.00	1,086.00	-	-
Longevity	-	344,000.00	-	344,000.00	344,000.00	-	-
Health Insurance	-	100,000.00	-	100,000.00	100,000.00	-	-
Medicare Tax	-	18,035.16	-	18,035.16	18,035.16	-	-
Unemployment Payment	-	1,086.00	-	1,086.00	1,086.00	-	-
Elmer Vacation Payment	-	225,733.80	-	225,733.80	225,733.80	-	-
Phone Allowance	-	50,000.00	-	50,000.00	50,000.00	-	-
Insurance Waves	-	50,000.00	-	50,000.00	50,000.00	-	-
Electricity - Collection	-	50,000.00	-	50,000.00	50,000.00	-	-

50,000.00

(52,414.72)

Account Name	Balance Forward FY2016	Appropriated FY2016	Receipts/Transfers In	Total	Expended/Transfers Out	Balance Closed FY2016	Balance Forward FY2016
Heating Fuel	-	75,000.00	-	75,000.00	61,669.76	13,330.24	-
Repair and Maintenance	7,000.00	36,000.00	-	43,000.00	42,669.69	134.32	-
Reserve for Depreciation - Collection	7,000.00	-	-	7,000.00	-	-	-
Building Maintenance - Collection	-	4,000.00	-	4,000.00	2,630.86	1,369.14	-
Building Maintenance	-	5,000.00	-	5,000.00	-	5,000.00	-
Computer Maintenance	-	40,000.00	-	40,000.00	2,131.66	-	-
Computer Maintenance	-	40,000.00	-	40,000.00	20,199.10	19,800.90	-
Stamps and Leases	-	3,500.00	-	3,500.00	2,676.99	823.01	-
Professional Services	698.00	3,352.00	-	4,050.00	263.35	2,319.00	24,895.64
Medical Services	-	30,000.00	2,000.00	32,000.00	32,000.00	-	-
Employee Training	35,340.00	5,000.00	6,100.00	46,440.00	46,440.00	-	-
Legal Services	-	15,000.00	-	15,000.00	8,200.48	2,899.52	-
Utility Billing Services	-	20,000.00	-	20,000.00	10,162.17	9,837.83	-
Testing Services	-	12,000.00	12,000.00	24,000.00	26,418.00	(2,418.00)	-
Telephone - Collection	-	5,000.00	-	5,000.00	2,453.33	2,546.67	-
Telephone - Collection	-	7,500.00	-	7,500.00	7,253.65	2,246.35	-
Office Supplies	-	4,000.00	-	4,000.00	-	4,000.00	-
Gasoline - Collection	-	15,000.00	-	15,000.00	7,160.77	7,839.23	-
Sewer Supplies and Materials	-	5,000.00	-	5,000.00	37,022.69	19,929.31	-
Uniforms and Protective Clothing	-	5,000.00	20,000.00	25,000.00	4,473.33	526.67	-
Other Expenses	-	2,000.00	-	2,000.00	1,352.47	647.53	-
Dues/Subscriptions/Periodicals	-	2,000.00	-	2,000.00	1,369.50	630.50	-
Insurance/Deductible	4,875.00	160.00	60.00	5,095.00	4,925.00	170.00	-
Other Debt Expenses	-	14,888.00	-	14,888.00	-	14,888.00	-
MWPA 86-50 - Principal	-	20,000.00	-	20,000.00	14,728.23	269.77	-
MWPA 86-50 - Interest	-	103,504.00	-	103,504.00	103,504.46	(0.46)	-
MWPA 86-50 - Principal	-	9,000.00	-	9,000.00	9,000.00	-	-
MWPA 86-50 - Interest	-	9,000.00	-	9,000.00	9,000.00	-	-
Sewer Main - Principal	-	34,000.00	-	34,000.00	34,000.00	-	-
Sewer Main - Interest	-	100,000.00	-	100,000.00	100,000.00	-	-
Water - Principal	-	100,000.00	-	100,000.00	100,000.00	-	-
Water - Interest	-	100,000.00	-	100,000.00	100,000.00	-	-
Union Point Power - Principal	-	495,102.00	-	495,102.00	391,201.42	104,900.58	-
Union Point Power - Interest	-	3,062.00	-	3,062.00	3,061.63	0.37	-
MWPA 81-70 - Interest	-	12,636.00	-	12,636.00	12,636.00	-	-
MWPA 86-50 - Interest	-	7,673.00	-	7,673.00	7,672.85	0.15	-
MWPA 86-30 - Interest	-	1,770.00	-	1,770.00	1,770.00	-	-
Sewer Main - Interest	-	53,675.00	-	53,675.00	53,675.00	-	-
Waiver - Interest	-	4,400.00	-	4,400.00	4,400.00	-	-
Union Point Debtors Interest	-	25,444.00	-	25,444.00	25,443.76	0.24	-
WWF Planning - Interest	6,125.00	10,000.00	-	16,125.00	16,125.00	-	-
WWF Planning - Interest	6,125.00	10,000.00	-	16,125.00	16,125.00	-	-
Plant Improvements	22,000.00	90,000.00	38,863.00	148,863.00	98,647.50	50,215.50	6,126.00
Indirect Costs	-	-	-	-	455,111.00	175,400.99	102,393.00
Water		4,549,238.00		15,167,165	15,167,165		
Superintendent Salary	-	16,225.00	-	16,225.00	15,971.03	253.97	-
IS Director Salary	-	16,225.00	-	16,225.00	15,971.03	253.97	-
Superintendent Salary	-	72,277.00	-	72,277.00	25,460.41	46,816.59	-
Operations Superintendent Salary	-	32,625.00	-	32,625.00	19,962.50	12,662.50	-
Operations Superintendent Salary	-	162,627.00	-	162,627.00	177,367.36	(14,740.36)	-
Other Labor	-	25,150.00	-	25,150.00	88,256.78	(63,106.78)	-
Over-time	-	3,600.00	1,000.00	4,600.00	4,600.00	-	-
Longevity	-	188.40	-	188.40	188.40	-	-
Health Insurance	-	62,310.00	-	62,310.00	62,310.00	-	-
Health Insurance	-	4,111.00	-	4,111.00	4,115.52	(4.52)	-
Medicare Tax	-	22,716.00	-	22,716.00	1,600.74	21,115.26	-
Elemental Vacation Payment	-	1,577.41	-	1,577.41	1,577.41	-	-
Purchase of Services	1,835.00	20,000.00	-	21,835.00	19,901.33	98.67	1,835.00
Building Maintenance	-	30,000.00	-	30,000.00	22,684.53	7,315.47	-
Building Maintenance	-	20,000.00	-	20,000.00	17,709.14	2,290.86	-
Building Maintenance	-	10,000.00	-	10,000.00	9,971.27	2,028.73	-
Street Paving and Markings	-	12,000.00	-	12,000.00	-	12,000.00	-
Computer Maintenance	-	15,000.00	-	15,000.00	12,881.17	2,118.83	-

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NAME	DEPARTMENT	2015 EARNINGS	NAME	DEPARTMENT	2015 EARNINGS
MALKAS, BARBARA	SCHOOL	156,233	RENAULD, RYAN	SCHOOL	80,941
KNOWLTON, STEVEN	SCHOOL	129,214	LAPETE, PATRICIA	SCHOOL	80,825
BENT, TIMOTHY	POLICE	122,150	GRANGER, KIMBERLY	SCHOOL	80,716
BARIS, KATHLEEN	SCHOOL	121,951	PEPIN, KATHLEEN	SCHOOL	80,340
SHAW, MICHAEL	POLICE	119,629	CZERWINSKA, ALICJA	SCHOOL	80,105
LUNDWALL, JENNIFER	SCHOOL	118,493	REED, JOSEPH	POLICE	79,874
BUDROW, RODNEY	POLICE	117,920	DALY, CAROL	SCHOOL	79,750
AVLAS, TED	SCHOOL	116,452	DODD, SUSAN	SCHOOL	79,369
WALLACE, CAROLYN	SCHOOL	115,692	DALIMONTE, BONNIE	SCHOOL	79,267
PERRY, PATRICK	POLICE	114,709	MACKAY, PATRICIA	SCHOOL	79,199
LEDUC, PAMELA	TOWN ACCOUNTANT	112,916	RUSSO, CYNTHIA	SCHOOL	79,184
MORAN, TIMOTHY	POLICE	109,181	CACCIAPOUTI, STEVEN	POLICE	78,842
KELLEY, ANDREW	SCHOOL	106,789	GUINEY, NANCY	SCHOOL	78,820
KACZYNSKI, ANTHONY	SCHOOL	105,928	O'BRIEN-HARTNETT, KELLY	SCHOOL	78,502
YOUNG JR, JAMES	POLICE	105,912	MILLET, LINDA	SCHOOL	78,402
WHITING, TIMOTHY	POLICE	105,007	PUISHYS, DEBORAH	SCHOOL	78,276
LEE, MICHAEL	POLICE	104,619	BENTON, PAMELA	SCHOOL	77,920
DANIELS, JANICE	SCHOOL	104,215	MORRISSEY, CORRIE	SCHOOL	77,883
ROWLINGS, HELEN	SCHOOL	104,132	HOENIG, MARYANN	SCHOOL	77,755
HOOVER, JAMES	POLICE	103,423	CEPPETELLI, LORI	SCHOOL	77,574
BROOKS, JOSEPH	POLICE	102,747	PIERANGELI, MONIQUE	SCHOOL	77,411
DIFUSCO, DANIEL	POLICE	101,716	BERGIN, REBECCA	SCHOOL	77,311
WHEELER, TOBBY	POLICE	101,212	SIMPKISS, KELLY	SCHOOL	77,306
YOUNG SR, JAMES	POLICE	98,409	SOUTHALL, DONALD	POLICE	77,274
GEVRY, LEONARD	POLICE	97,956	GENDRON, TERESA	SCHOOL	77,250
SUSS, AARON	POLICE	95,128	LEGG-BAKER, SHEENA	SCHOOL	77,207
RALPH, THOMAS	POLICE	94,847	PORTRAIS, DENISE	SCHOOL	76,894
YURKEVICIUS, MICHAEL	POLICE	94,818	CRAIG, ROBERTA	SCHOOL	76,784
WENTWORTH, GORDON	POLICE	94,307	BROWN, ANNE	SCHOOL	76,700
NEDOROSCIC, JOHN	POLICE	93,878	TAYLOR, LOIS	SCHOOL	76,587
CHARPENTIER, SCOTT	TOWN ENGINEER/PLANNER	93,500	KWASNIEWSKI, LESLIE	SCHOOL	76,280
HAMM, BRUCE	POLICE	93,403	KELLY, DANIEL	SCHOOL	76,226
CZERNICKI, REBECCA	SCHOOL	93,089	GORSKI, THOMAS	SCHOOL	76,221
TRAINOR, CHRISTOPHER	POLICE	91,325	HARPIN, MICHAEL	SCHOOL	75,904
CONGDON, PAUL	DPW	91,098	GOYETTE, JILL	SCHOOL	75,904
PATTERSON, JOSEPH	WATER	89,308	WERME, NORA	SCHOOL	75,840
ELA, ROBERT	POLICE	88,655	WRIGHT, GLEN	SCHOOL	75,223
HURTON, DONNA	SCHOOL	87,602	DONOVAN, SPENCER	POLICE	75,160
HARRINGTON, SEAN	SCHOOL	87,327	CASTELLANI, DEBORAH	SCHOOL	74,991
SABAJ, SUSAN	SCHOOL	87,097	GRAMMATIKAKIS, LORRAINE	SCHOOL	74,841
TRACEY, ERIC	SCHOOL	86,617	COTE, CHERI	SCHOOL	74,650
LAROCHELLE, ROBERT	POLICE	85,775	DUVAL, JAMES	SEWER	74,337
PION, RAYMOND	SCHOOL	85,647	COLLINS, JOSHUA	POLICE	74,227
DOBRO, KIM	SCHOOL	85,564	GARDNER, KATHERINE	SCHOOL	73,929
CONSTANTINE, VAN	SCHOOL	85,547	HUBER-REGELE, CHRISTINA	SCHOOL	73,799
PIZZETTI, KENNETH	DPW	85,346	CORMIER, PATRICIA	SCHOOL	73,641
PLASSE, SUSAN	SCHOOL	85,245	LABONTE, THERESA	SCHOOL	73,469
GELINEAU, TARA	SCHOOL	84,761	HICKEY, BRIAN	FIRE	73,412
FITTON, ANDREA	SCHOOL	84,606	WILMOT, LISA	SCHOOL	73,401
COULSON, MONIQUE	SCHOOL	84,084	PENKALA, JAMES	SEWER	73,158
JOHNSON, CYNTHIA	POLICE	83,823	BARRELL, PENNY	SCHOOL	73,099
BIGELOW, MICHELE	SCHOOL	83,818	FRANEK, RONDA	SCHOOL	72,909
DEMAKE, CAROLE	SCHOOL	83,204	BOUCHARD, DENNIS	WATER	72,813
NASIS, COLLEEN	SCHOOL	82,771	CHARTIER, JENNIFER	SCHOOL	72,633
COURNOYER, CATHY	SCHOOL	82,010	THERIAULT, KIMBERLY	SCHOOL	72,588
BATES, BRYAN	POLICE	81,810	PHILLIPS, SARAH	SCHOOL	72,550
REARDON, MICHAEL	POLICE	81,725	NIEVES, GINA	SCHOOL	72,399
JEFFERS, ELLEN	SCHOOL	81,520	MAILLOUX, COREY	DPW	72,280
BAGGETT, BARI LYNN	SCHOOL	81,470	LYNSKEY, GREGORY	SWCCC	72,175
ZIMMER, DANIEL	SCHOOL	81,185	LAPLANTE, JOAN	SWCCC	72,015
STONE, TERESA	SCHOOL	81,114	BURKE, WILLIAM	SEWER	72,000

TOWN OF WEBSTER

NAME	DEPARTMENT	2015 EARNINGS	NAME	DEPARTMENT	2015 EARNINGS
NASIS, CHRISTOPHER	SCHOOL	71,869	REKOWSKI, JAMES	SCHOOL	60,358
WELSH, PAMELA	SEWER	71,612	CRAVER, ROBERT	TOWN CLERK	60,255
RECCHIA, JILL	SCHOOL	71,204	GRANDE, ALEXANDRIA	SCHOOL	60,195
ALLEN, JEFFREY	SCHOOL	71,133	MCCARTHY, SHARI	SCHOOL	60,037
BRODY, DAVID	POLICE	70,834	PEARL, BONNIE	SWCCC	59,758
MORANDI, RACHEL	SCHOOL	70,598	BRENNAN, MONICA	SCHOOL	59,663
KELLEY, JENNIFER	SCHOOL	70,409	HOWES, VALERIE	SCHOOL	59,651
HOLDEN, RUSSELL	SCHOOL	70,367	SPINNATO, JENNIFER	SCHOOL	59,651
DUMAS, KERRY	SEWER	69,568	JONES, RUBY	DPW	59,311
HURD, SCOTT	SEWER	69,567	REKOWSKI, KEVIN	DPW	59,024
LOFTUS, TIMOTHY	SEWER	69,531	RILEY, DANIEL	SCHOOL	59,009
LABOISSONNIERE, DANE	SCHOOL	69,423	BETTY, SAMANTHA	SCHOOL	58,811
FORGET, KIM	SCHOOL	69,405	MAILLOUX, PAUL	DPW	58,602
LEWIS, SUSAN	SCHOOL	68,793	JOLDA, CHRIS	FIRE	58,490
SIDEBOTTOM, JOY	SCHOOL	68,330	NEWTON, GEORGE	SCHOOL	58,396
WOJNAROWICZ, GINA	SCHOOL	68,299	GIROUX, KEVIN	CUSTODIAN	58,370
RIVELLI, SUSAN	SCHOOL	68,069	GALOTTI, LAUREN	SCHOOL	58,076
BERTI, KATE	SCHOOL	68,019	HAGOPIAN, BONNIE	SCHOOL	58,071
VIERCK, JOANE	SCHOOL	67,885	OLSON, KORINNA	SCHOOL	57,928
RICHARDSON, MARK	SEWER	67,751	NEBELUNG, JAMES	SCHOOL	57,896
CONNOR, SARAH	SCHOOL	67,411	GUIOU, ERIK	DPW	57,446
CHUMSAE, JASON	SEWER	67,246	ROBERT, GREG	INFORMATION TECHNOLOGY	57,408
GAULIN, MICHAEL	SEWER	67,044	SPINK, SHERYL	SCHOOL	57,406
GINGRAS, LYNN	SCHOOL	66,905	STURGIS, HILARY	SCHOOL	57,274
SPICER, MARYLAND	SCHOOL	66,851	CALNAN, DANIELLE	SCHOOL	57,203
YEULENSKI, AMY	SCHOOL	66,799	ANNESE, DAVID	SCHOOL	56,830
ARGENTIERI, ELIZABETH	SCHOOL	66,525	SANTERRE, MARIA	SCHOOL	56,400
GLENNON, LORI	SCHOOL	66,492	ANACONE, LAURA	SCHOOL	56,280
FOLEY, LAURIE	SCHOOL	66,465	DIBUONO, KAITLYN	SWCCC	56,055
GILCHREST, DONALD	SEWER	66,294	MARTIN, KELLY	SCHOOL	55,902
CARROLL, SHEILA	SCHOOL	65,736	SILVA, JULIE	SCHOOL	55,772
POITRAS, KIM	DPW	65,523	O'CONNOR, KELLY	SCHOOL	55,772
CHAUVIN, JAMES	CUSTODIAN	65,458	MEADE, TARYNE	SCHOOL	55,602
HENSEL, TERI	SCHOOL	65,300	MUNGER, KRISTIN	SWCCC	55,415
RICARD, SUSAN	SCHOOL	65,162	BRADY, DEAN	DPW	55,395
PARADISE, TIMOTHY	SCHOOL	64,771	KELLY, RITA	SCHOOL	55,265
SIMONIS, LISA	SCHOOL	64,731	CONGDON, JAMES	WATER	55,212
VANGEL, TRACIE	SCHOOL	64,601	SHEN, CHRISTOPHER	SCHOOL	55,089
DICK, BRIDGET	SCHOOL	64,588	GRENIER, AMANDA	LIBRARY	55,000
HICKEY, JILL	SCHOOL	64,584	FERRARA, MATTHEW	DPW	54,856
TETREAU, THEODORE	INSPECTIONAL SERVICES	64,363	FERSENHEIM, JAMES	SWCCC	54,839
PREFONTAINE, REBECCA	SWCCC	64,353	MACKINNON, KRISTA	SCHOOL	54,812
REARDON, SARA	SCHOOL	64,315	FIFIELD, LISA	SCHOOL	54,438
ARGENTIERI, SARAH	SCHOOL	64,271	JACQUART, ANNE	SCHOOL	54,338
RICCIARDI, REBECCA	SCHOOL	64,002	SANCHEZ, ENRIQUE	SCHOOL	54,316
MCGEARY, MARYANN	TOWN COLLECTOR	63,960	GRZEMBSKI, BEVERLY	SCHOOL	54,271
ROY, GARY	SEWER	63,873	FLYNN, KATHLEEN	SCHOOL	54,148
QUILTY, STACY	SCHOOL	62,868	BAKER, LESLIE	SCHOOL	54,136
WAY, JONATHAN	SCHOOL	62,659	KNOWLTON, SARAH	SCHOOL	54,104
DUNDON-COUTU, FRANCES	SCHOOL	62,319	CONSOLIE, NANCY	POLICE	54,069
HASHEY, ALICIA	SCHOOL	62,258	COTTER, LISA	SCHOOL	54,041
KONIECZNY, PATRICIA	SCHOOL	61,923	HETHERMAN, SHAWN	SCHOOL	53,793
MASTERSON, RAPHELLE	SCHOOL	61,758	ALESBROOK, ADAM	SCHOOL	53,776
DOHERTY, MELINDA	SCHOOL	61,740	CONOVER, DONNA	SCHOOL	53,467
DUGGAN, JEFFREY	SEWER	61,729	HUBERDAULT, MARYBETH	SCHOOL	53,365
LAZAROSKI, MEGAN	SCHOOL	61,082	KASIK, DEBRA	SEWER	53,190
ARSENAL, MELISSA	SCHOOL	60,894	JENNESS, BENJAMIN	SCHOOL	53,103
YOUNG, ALLAN	SCHOOL	60,873	MCAULIFFE, JOHN	TOWN ADMINISTRATOR	52,979
BROOKS, JONATHAN	SWCCC	60,570	DONOGHUE, MEAGEN	CODE ENFORCEMENT	52,918
ARONIAN, MATTHEW	SCHOOL	60,540	BEMIS, GREGORY	SCHOOL	52,458
TWIRAGA, PETER	SCHOOL	60,528	BUDNEY, MICHELLE	SCHOOL	52,413

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NAME	DEPARTMENT	2015 EARNINGS	NAME	DEPARTMENT	2015 EARNINGS
GEOTIS, THEODORE	SCHOOL	52,377	HOLEWA, RICHARD	VETERANS SERVICES	33,803
SWEETEN, TIMOTHY	SCHOOL	52,352	DEVITO, GENE	SCHOOL	33,665
ELLIS, DAVID	SCHOOL	52,313	POPLAWSKI, LINDA	SCHOOL	33,360
BENGTSON, DANIEL	SCHOOL	52,133	WILGA, KATHLEEN	SCHOOL	32,898
HOPKINS, HERBERT	SCHOOL	52,098	WARD, PAMELA	SCHOOL	32,734
CARNEY, PETER	SCHOOL	51,929	KIMBALL, HALEY	SCHOOL	32,643
DODGE, LORELLE	SCHOOL	51,852	BERNIER, KIM	SCHOOL	32,451
LABONTE, JANET	SCHOOL	51,753	KIERAS, JAMES	SCHOOL	32,091
MENARD, LORI	SCHOOL	51,653	AMSDEN, ASHLEY	SCHOOL	31,849
OLTMANN, RANDY	SCHOOL	51,383	MCGOWAN, CHARLES	SWCCC	31,447
GARABEDIAN, DAVID	SCHOOL	51,124	VALINSKI, JENNIFER	SCHOOL	31,159
ADAMS, KEVIN	FIRE	51,031	GUIOU, DANYEL	TOWN TREASURER	31,079
KELLY, RAMONA	TOWN ACCOUNTANT	50,921	GRANT, JOCELYN	SCHOOL	30,812
VOSBURG, SHILO	SCHOOL	50,900	BALDYGA, ELIZABETH	SCHOOL	30,798
KACHADORIAN, LINDSEY	SCHOOL	50,712	HANLON, LORI	SCHOOL	30,561
MAJEWSKI, MICHAEL	SCHOOL	50,684	LEBLANC, PETER	SCHOOL	30,528
CAMERANO, STEPHEN	SCHOOL	50,671	DZIVASEN, BETHANY	SCHOOL	30,266
BECKER, MARC	ASSESSORS	50,633	THOMAS, DENISE	SCHOOL	30,012
NASIS, ELIAS	SCHOOL	50,456	NIEMIEC, SHERYL	SCHOOL	29,710
FITTON, NICHOLAS	SCHOOL	50,352	NEDOROSCIK, KATHY	SCHOOL	28,992
DIDIO, LAWRENCE	SEWER	49,964	SHERMAN, CASEY	SCHOOL	28,841
ROY, MICHELLE	WATER	49,770	PODELL, DAVID	POLICE	28,715
SHARMA, ROBERT	SCHOOL	49,747	TULLY, EMILY	SCHOOL	28,670
FRIEDLAND, COURTNEY	SELECTMEN	49,738	PARANTO, ANTHONY	SCHOOL	28,498
CHOKSHI-FOX, SHEPHALI	SCHOOL	49,575	KINGMAN, KIM	SCHOOL	28,338
LANDRY, TINA	TOWN TREASURER	48,382	CUTRESS, LYNN	SCHOOL	28,297
KRUPSKY, LINDA	TOWN CLERK	47,954	DUDEK, STEPHANIE	SCHOOL	28,255
DAVIS, ARIC	SCHOOL	47,033	POKROPOWICZ, KIRSTEN	SCHOOL	28,125
GYLLENHAMMER, BRITTANY	SCHOOL	46,270	ROGERS, CASSANDRA	SCHOOL	28,070
TAI, ANDREW	LIBRARY	46,047	KNOTT, ANNE	SCHOOL	27,881
DEROSE, LARA	SCHOOL	45,702	MILLETTE, ANGEL	SCHOOL	27,843
JARZABSKI, SUSAN	SCHOOL	45,637	ISRAELIAN, DONNA	SCHOOL	27,832
MORRIS, THOMAS	SCHOOL	45,230	GROLEAU, CHRISTINE	SCHOOL	27,485
KELLEY, MICHAELA	POLICE	45,025	KUSZEWSKI, DIANE	ASSESSORS	27,425
O'CONNOR, JULIE	SCHOOL	44,778	O'HALLORAN, GINA	SCHOOL	26,551
KOROSTEK, JOANN	ASSESSORS	44,240	MANYAK, MARYANN	SCHOOL	26,538
SALOME, STEFANIE	SCHOOL	43,846	LUDOVICO, PATRICIA	SCHOOL	26,428
LASKOWSKI, KELLY	TOWN COLLECTOR	43,515	O'CONNELL, ERICKA	SCHOOL	26,289
DUMONT, LISA	TOWN ACCOUNTANT	42,826	CONNOR, JAMES	SEWER/WATER	26,000
SULLIVAN, JENNIFER	BOARD OF HEALTH	42,618	BERNIER, LUCILLE	SCHOOL	25,925
FORD, KELLEY	ASSESSORS	42,300	CLEMENT, JILL	SCHOOL	25,835
DOMINO, ZANDRA	SCHOOL	42,158	MAISONET, KELLEIGH	SCHOOL	25,699
BACHAND, COURTNEY	SCHOOL	41,645	BRADSHAW, TIMOTHY	SCHOOL	25,649
O'CONNOR, PATRICK	SCHOOL	41,278	DEVISH, TARA	SCHOOL	25,523
FREYTAG, RIANA	LIBRARY	41,244	MILLER, KAREN	SCHOOL	25,407
CIESLUK, ARLENE	SCHOOL	40,805	KRASNECKY, STACEY	SCHOOL	25,370
KIREJCZYK, SHELBY	SCHOOL	40,424	BOISSEAU, LINDA	SCHOOL	25,303
ESPOSITO, BETH	SCHOOL	39,228	DORSCH, JENNIFER	SCHOOL	25,090
PEPE, JENNIFER	SCHOOL	38,648	LEDoux, DARLENE	SCHOOL	25,057
ZALEWSKI, PHYLLIS-ANN	SCHOOL	38,450	JEZIERSKI, DOROTHY	SCHOOL	25,040
SANBORN, STEPHANIE	SCHOOL	38,341	FLIBBERT, KATHLEEN	SCHOOL	25,023
HOLLAND, SCOTT	SCHOOL	38,310	BOURGEOIS, PATRICIA	SCHOOL	24,976
PREISSLER, JOHN	SCHOOL	37,508	SLOTA, JARED	SCHOOL	24,915
KONICKI, JANE	SCHOOL	37,424	REED, CARI	SCHOOL	24,673
CORMIER, ASHLEY	SCHOOL	37,140	WILBUR, KATHLEEN	SCHOOL	24,586
DRAKE, SARAH	SCHOOL	36,871	HOULE, ROSALIA	SCHOOL	24,474
BARRASSO, ANNA	SCHOOL	36,235	POLLETTA, PAMELA	SCHOOL	24,404
TEBO, COURTNEY	SCHOOL	35,184	MICCICHE, SUSAN	SCHOOL	24,350
MEHLMANN, AMY	SCHOOL	34,134	WHELAN, LINDA	SCHOOL	24,273
ALLEN, HEATHER	SCHOOL	34,003	ORNE, SANDRA	SCHOOL	24,245
LOCWIN, BRIAN	SCHOOL	33,896	DAVIS, LISA	SCHOOL	24,049

NAME	DEPARTMENT	2015 EARNINGS	NAME	DEPARTMENT	2015 EARNINGS
FROWEIN, MANDY	SCHOOL	23,634	O'CONNOR, KATHLEEN	SCHOOL	12,757
MANCINI, AMANDA	SCHOOL	23,555	SUTOR, JANE	SCHOOL	12,620
BRUTON, JULIA	SCHOOL	23,435	WOLFRAM, JOEL	FIRE	11,941
APOSTOL, CHRISTINE	SCHOOL	23,210	CANTY, MONIQUE	SCHOOL	11,865
GONZALEZ, MARIA	SCHOOL	23,183	RADLO, CHRISTINA	SCHOOL	11,863
BEAUPRE, REBECCA	SCHOOL	23,146	HEALY, DONNA	SCHOOL	11,835
ALCOCK, SABRINA	SCHOOL	22,199	CARDIN, KAYLA	SCHOOL	11,810
O'BRIEN, MICHELE	SCHOOL	22,135	ANDERSON, ERIC	SCHOOL	11,535
HEJWOSZ, BETTY	SCHOOL	22,093	JARMOLOWICZ, TIFFANIE	SCHOOL	11,340
MELLO, DEANA	SCHOOL	22,042	ETPISON, JOE	SCHOOL	11,327
WETHERBEE, MELISSA	TOWN ADMINISTRATOR	21,945	CRUZ, ELENA	SCHOOL	11,318
MCGEE, CAROLYN	SCHOOL	21,502	TUCKER, STACEY	SCHOOL	11,268
WAKEEN, LINDA	SCHOOL	21,466	LAFLECHE, MICHELLE	ANIMAL CONTROL	11,213
KUNKEL, KATHLEEN	SCHOOL	21,330	KAC, SARAH	FIRE	11,124
CONDOS, ANDREW	FIRE	21,147	HENAULT, STEPHANIE	SCHOOL	11,092
ESPOSITO, CHRISTINE	SCHOOL	21,104	GEVRY, MARK	FIRE	11,054
PALMER, ELIZABETH	SCHOOL	21,090	GILDEA, CORYNNE	SCHOOL	10,948
GUNSALUS, PAMELA	SCHOOL	21,002	ELDERKIN, JOSEPH	FIRE	10,914
JALBERT, DANIELLE	SCHOOL	20,870	ANDERSON, LINDA	LIBRARY	10,907
CHENEVERT, ALLISON	SCHOOL	20,746	CHRISTIAN, JENNA	SCHOOL	10,546
NOEL, LINDSAY	SCHOOL	20,709	ROBERTS, CHRISTOPHER	DPW	10,386
NASIS, AMY	SCHOOL	20,538	BUGBEE, MARCELLA	SCHOOL	10,307
WILLIAMS, KERRI	SCHOOL	19,965	GRYNCEWICZ, ROBERT R	FIRE	9,974
SUNDIN, MARY	SCHOOL	19,872	LAMONTAGNE, RONALD	FIRE	9,956
O'NEILL, JONATHAN	SCHOOL	19,683	HEALY, ANTHONY	SCHOOL	9,878
YOUNG, AMANDA	SCHOOL	19,212	MARRIER, DAVID	SCHOOL	9,861
TREMBLAY, LAUREN	SCHOOL	19,191	NOLLE, ALDO	INSPECTIONAL SERVICES	9,748
MITCHELL, DANIELLE	SCHOOL	18,847	PETERS, MATTHEW	FIRE	9,695
BUTLER, TARA	SCHOOL	18,766	KONIECZNY, PAUL	FIRE	9,489
VINCENT, JAYME	SCHOOL	18,656	ZAMIS, KRISTEN	SENIOR CENTER	9,464
FRENCH, ERIN	SCHOOL	18,512	DESROSIERS, RICHARD	SWCCC	9,454
MONTVILLE, STEVEN	FIRE	18,467	KELLY, JOHN	SCHOOL	9,407
PINTO, MICHAEL	FIRE	18,106	CHASE, INEZ	SCHOOL	9,382
STERCZALA, EDWIN	FIRE	17,954	GATES, CAROLINE	SCHOOL	9,347
BREZNIAK, LOUIS	SENIOR CENTER	17,849	FALKE, JARRID	INSPECTIONAL SERVICES	9,316
MCDONALD, KATIE	SCHOOL	17,749	MOTRUCINSKI, JOSEPH	FIRE	9,140
MARR, CONSTANCE	SCHOOL	17,689	BOND, STACY	SCHOOL	8,848
MENARD, STEVEN	SCHOOL	17,620	GORSKI, KAREN	SCHOOL	8,833
SAAD, JEFFREY	FIRE	17,333	PIERANGELI, MATTHEW	SCHOOL	8,750
HOWARD, TIMOTHY	SCHOOL	17,007	LEWIS, BENJAMIN	SCHOOL	8,738
BRADLEY, AMY	SCHOOL	16,877	MCCLAY, THALIA	SCHOOL	8,444
ANDERSEN, AMANDA	SCHOOL	16,594	DYSON, JON	SCHOOL	8,415
POPLAWSKI, JUDITH	SCHOOL	16,510	FAVULLI, LAUREN	SCHOOL	7,942
HANSEN, SEAN	SCHOOL	16,264	FURTADO, LYNN	SCHOOL	7,575
BELLAVANCE, GREGORY	SCHOOL	16,007	AVOLESE, PAUL	SCHOOL	7,486
NOTE, JOHN	FIRE	15,969	BEAUDETTE, ALISON	LIBRARY	7,420
DUNNE, KATIE	TOWN COLLECTOR	15,517	BEDFORD, WENDY	SCHOOL	7,287
FONTAINE, HENRY	FIRE	15,466	KERSHAW, DEBORAH	SCHOOL	7,276
TRAVIS, JEAN	SENIOR CENTER	15,302	PFEIFFER, MARY	SCHOOL	7,268
GENDREAU, WILLIAM	FIRE	15,176	KACZOWKA, JACQUELINE	SCHOOL	7,255
GRYNCEWICZ, ROBERT A	FIRE	15,015	BALDYGA, LOUISE	SCHOOL	7,115
SLOTA, LINDA	TOWN TREASURER	14,954	BIGGS, ARLENE	SCHOOL	6,995
RIVERA, NICHOLAS	FIRE	14,881	LANGO, PAUL	SCHOOL	6,955
BARBER, CHAD	FIRE	14,764	MARQUEZ, YESENIA	SCHOOL	6,935
GALLAGHER, DANIEL	LIBRARY	14,339	AUDETTE, CRAIG	DPW	6,881
LESLIE, VALLARIE	SENIOR CENTER	13,995	OJEDA, JOSE	SCHOOL	6,819
ARSENault, PETER	LIBRARY	13,815	PHELPS, DANIELLE	RECREATION	6,724
BLYTHE, SHEILA	SCHOOL	13,563	ZISK, PHYLLIS	SCHOOL	6,580
LIBERTY, CATHLEEN	BOARD OF HEALTH	13,462	MAYES, JANICE	SCHOOL	6,573
GRZYB, JOEL	FIRE	13,106	CAMPBELL, XAIDIE	SCHOOL	6,396
OLESEZWSKI, VERONICA	SWCCC	12,946	CHOINSKI, VICTORIA	SCHOOL	6,382

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NAME	DEPARTMENT	2015 EARNINGS	NAME	DEPARTMENT	2015 EARNINGS
REMILLARD, KEITH	SWCCC	6,309	JOLDA, ANDREW	SELECTMEN	3,026
COUGHLIN, MARGARET	SCHOOL	6,286	BAKER, DAVID	SCHOOL	3,009
FREMPONG, KWADWO	SCHOOL	6,192	MILLER, PILAR	SCHOOL	3,005
KESNER, MARVIN	DPW	6,190	WRIGHT, HEATHER	SCHOOL	2,988
JARMOLOWICZ, LINDA	SCHOOL	6,157	RAINEY, ZACHARY	SCHOOL	2,957
O'LEARY, BONNIE	SWCCC	6,079	GRZEMBSKI, EDWARD	SCHOOL	2,792
TRUDEAU, BRIDGETTE	SCHOOL	5,925	BERTHIAUME, BARRY	SCHOOL	2,758
DUPRE, PATRICIA	SCHOOL	5,863	CHEVALIER, NICHOLAS	RECREATION	2,710
HUESTON, BRIDGET	SCHOOL	5,789	BOCHICCHIO, ALYSSA	SCHOOL	2,678
KARLOWICZ, CAROLE	SCHOOL	5,712	KREIDLER, KYLE	RECREATION	2,632
HACKENSON, ANDREW	SCHOOL	5,642	MORAN, IRVING	FIRE	2,617
ZUMPF, NANCY	SCHOOL	5,580	ORTIZ, DONNA	SCHOOL	2,612
ARPIN, MICHELLE	SCHOOL	5,575	GENDREAU, JUSTINE	FIRE	2,546
STARY, PAUL	SCHOOL	5,551	MURPHY, JACOB	RECREATION	2,529
QUATTROCELLI, AMANDA	SCHOOL	5,474	PIPES, KELSI	RECREATION	2,525
ANDERSON, EVAN	SCHOOL	5,285	YOUNG, PAMELA	VETERANS SERVICES	2,520
BOROWKO, JONATHAN	SCHOOL	5,263	PISELLI, DEBORAH	SCHOOL	2,514
CLARK, RICHARD	SCHOOL	5,235	DEMOND-KOKERNAK, DEBRA	SCHOOL	2,490
TAINTOR, MARY	RECREATION	5,176	NELSON, NICHOLAS	SCHOOL	2,444
DUQUETTE, KELLIE	RECREATION	5,074	MORAN, ROURKE	RECREATION	2,436
DUFRESNE, TIMOTHY	POLICE	5,057	DIAZ, EDWIN	SCHOOL	2,404
TOWNLEY, JENNIFER	SCHOOL	4,862	MATYCZYNSKI, KAVEN	RECREATION	2,345
SWANA, JOYCE	TOWN TREASURER	4,754	DWYER, MEGHAN	SCHOOL	2,329
LANGEVIN, RENE	SCHOOL	4,635	SOCHACKI, DANIEL	RECREATION	2,318
DOUGHTY, SAMUEL	SCHOOL	4,480	ZUNIGA, JOSEPH	SCHOOL	2,294
PLAISANCE, ANDREA	SCHOOL	4,473	LABBE, ELLEN	SCHOOL	2,294
BUCHANAN, MICHAEL	FIRE	4,387	HECKLER, GRETCHEN	SCHOOL	2,286
CHENARD, STEVEN	SWCCC	4,377	JOVAN, ERIN	RECREATION	2,226
KONICKI, SHERRIE	SCHOOL	4,283	DOHERTY, BRIANNA	RECREATION	2,210
SHOBLOM III, DONALD	SCHOOL	4,269	WALCEK, RICHARD	POLICE	2,184
MAKI, KRISTIN	SCHOOL	4,148	MCDONALD, DONNA	SCHOOL	2,175
DORR, DAVID	SCHOOL	4,076	CAMPBELL, JOSHUA	RECREATION	2,146
FORRESTER, BARRY	SCHOOL	4,076	REICH, THOMAS	FIRE	2,128
KACZYNSKI, TREVOR	SCHOOL	3,948	KUNKEL, JUSTIN	RECREATION	2,124
MORGAN, BRITTANY	SWCCC	3,862	TERRANOVA, NICHOLAS	RECREATION	2,115
HERRERA, JOSE	ANIMAL CONTROL	3,796	BARRY, ZAREEN	SCHOOL	2,088
REGIS, JASON	SCHOOL	3,794	BRODY, NOAH	RECREATION	2,054
JAMES, THOMAS	SCHOOL	3,714	PICARD, SHERRY	SCHOOL	2,000
PRUNIER, JOHN	SCHOOL	3,625	BELANGER, JON	FIRE	1,990
KRYSINSKI, BERNARD	SCHOOL	3,625	THERRIEN, SAMATHA	RECREATION	1,985
DESJARDINS, LINDA	SCHOOL	3,616	GILLEN, NORMAN	SCHOOL	1,980
LIPSKI, PATRICK	FIRE	3,615	RECKO, JENNA	SCHOOL	1,894
COLLETTE, RILEY	RECREATION	3,489	STAWIECKI, ARELIS	SCHOOL	1,894
BOULAY, BARBARA	SCHOOL	3,450	BRODY, AARON	RECREATION	1,863
JENKINS, JENNIFER	SCHOOL	3,375	KUNKEL, PATRICK	RECREATION	1,800
JACKEL, CHRISTINE	FINANCE COMMITTEE	3,350	PASTORE, MATTHEW	SCHOOL	1,794
HENDERSON, JASON	FIRE	3,216	MARTIN, MICHAEL	FIRE	1,739
MAILLOUX, JACOB	RECREATION	3,210	KING, SUSAN	SCHOOL	1,650
BALDRACCHI, SCOTT	SWCCC	3,193	KONIECZNY, KATIE	SCHOOL	1,625
GARCEAU, MICHAEL	SCHOOL	3,190	PODELL, KAYLA	RECREATION	1,582
DOWGIEWICZ, ASHLEY	SCHOOL	3,169	MORGAN, DANIEL	SCHOOL	1,425
HYAMS, DANA	SCHOOL	3,150	KARAPANOS, PETER	RECREATION	1,395
PELLEGRINI, MICHAEL	SCHOOL	3,145	ARMITAGE, CAROLYN	SCHOOL	1,388
BARTELS, KERRY-ANN	SCHOOL	3,138	HEVY, SARA	RECREATION	1,329
EASTERLING, STACEY	SCHOOL	3,123	CADY, LYNNE	SCHOOL	1,315
BROOKS, MARGARET	SCHOOL	3,088	LEARY, JONATHAN	SCHOOL	1,283
DAVIS, CHARLES	SCHOOL	3,087	BOGGIO, LESTER	SCHOOL	1,275
PLACE, SHANNON	RECREATION	3,048	SNOW, KELLYN	RECREATION	1,206
DOWGIEWICZ, MARK	SELECTMEN	3,026	ZABLOCKI, DEBORA	SCHOOL	1,163
BOURQUE, DONALD	SELECTMEN	3,026	MARCH, JASMINE	RECREATION	1,123
STARZEC, WILLIAM	SELECTMEN	3,026	MATTHEWS, BRITTANY	SCHOOL	1,111

NAME	DEPARTMENT	2015 EARNINGS	NAME	DEPARTMENT	2015 EARNINGS
ANNESE, MICHAEL	FIRE	1,102	GILBERT, ROSE MARIE	ELECTION WORKER	342
MILLER, ROBERT	SELECTMEN	1,009	HORAN, ELIZABETH	ELECTION WORKER	342
PELLETIER, SHARON	ASSESSORS	1,000	SPAHL, JAY	INSPECTIONAL SERVICES	312
FERATI, RAMIZE	SCHOOL	994	KOZIAK, EDWARD	ELECTION WORKER	279
MROZINSKI, DIANE	SCHOOL	975	SIRIANNI, DONNA	SCHOOL	263
OSTROWSKI, JOSEPH	INSPECTIONAL SERVICES	958	BRODEUR, ILA	SCHOOL	263
GONZALEZ, PHOEBE	SCHOOL	930	MINARIK, SHIRLEY	ELECTION WORKER	252
PHILLIPS, CATHERINE	SCHOOL	925	WENTLAND, EDWARD	ELECTION WORKER	252
RYAN, MARY	SCHOOL	900	WENTLAND, JOAN	ELECTION WORKER	252
DENARDIS, WILLIAM	SEWER	861	HIRSHBERG, YALE	ELECTION WORKER	252
PRZYBYLEK, MICHELLE	SCHOOL	856	HIRSHBERG, ROBERTA	ELECTION WORKER	252
FISKE, PAUL	FIRE	856	OSTROKOLOWICZ, EDWARD	ELECTION WORKER	252
DANFORTH, TRISHA	RECREATION	801	SHEAHAN, MARGARET	ELECTION WORKER	252
RYAN, MALLORY	SCHOOL	771	JEFFERS, AMANDA	SCHOOL	250
COSTEN, CHARLOTTE	ELECTION WORKER	752	JACQUES, HOLLY	SCHOOL	244
FISKE, CHRISTOPHER	FIRE	750	WYMAN, JULIUS	SCHOOL	221
HANSEN, SUSAN	SCHOOL	740	MORRILL, STEVEN	ELECTION WORKER	212
DIAZ, JESSICA	SCHOOL	728	HRYZAN, DIANA	SCHOOL	205
SEBASTYANSKI, NICOLE	SCHOOL	675	HICKS, EMILY	SCHOOL	196
ALVARADO, NICHOLAS	SWCCC	672	HARTZLER, TODD	SCHOOL	188
LEBLANC, CHARLOTTE	TOWN TREASURER	650	TEKLA, DEMYANA	SCHOOL	180
DOANE, KENNETH	SCHOOL	638	REYNOLDS, PATRICK	FIRE	176
JULIAN, JACQUELYN	SCHOOL	638	LATUGA, RYAN	SCHOOL	162
CARDIN, RONALD	ELECTION WORKER	635	CRONIN, FREDERICK	ELECTION WORKER	135
AWASUM, DAVID	SCHOOL	631	BAPTISTE, KATIA	SCHOOL	135
KREIDLER, EMILY	SCHOOL	606	MEAGHER, DONALD	ELECTION WORKER	126
MCINTYRE, TORI	SCHOOL	594	NELSON, YVONNE	ELECTION WORKER	126
MICOLITES, WALTER	SCHOOL	590	CHARBONNEAU, MARJIE	ELECTION WORKER	126
GALLAGHER, KIMBERLEY	SCHOOL	590	LEFORT, BETTY	ELECTION WORKER	126
TESSICINI, SUSAN	SCHOOL	563	LITTLETON, LINDA	ELECTION WORKER	126
KALMIN, NOENA	SCHOOL	544	OSTROKOLOWICZ, LORRAINE	ELECTION WORKER	126
HORAN, MICHAEL	ELECTION WORKER	531	LAFRAMBOISE, NANCY	ELECTION WORKER	126
FOWLING, TAMECA	SCHOOL	524	PIADER, JASON	ELECTION WORKER	126
COSTEN, MICHAEL	ELECTION WORKER	518	LAWSON, WAYNE	ELECTION WORKER	126
LENGENFELDER, JOSCYLYN	ELECTION WORKER	518	GILES, BRANDY	SCHOOL	125
JOSEPH, KATHRYN	FIRE	513	ANDERSON, JOANNA	SCHOOL	125
JONES, ZACHARY	ELECTION WORKER	509	SMITH, DEVIN	SCHOOL	125
PANAGIOTOU, KAITLYN	SCHOOL	500	BIANDO, ROBERT	ELECTION WORKER	117
KONICKI, EDWIN	SCHOOL	488	KLEBART, RENA	ELECTION WORKER	112
BIRON, MIRANDA	SCHOOL	469	RICCI, ROBERT	SCHOOL	100
PIERANGELI, KYLE	SCHOOL	463	GRZYB, SANDRA	ELECTION WORKER	90
WISNEWSKI, LINDA	TOWN TREASURER	434	BAGGETT, JAYCEN	SCHOOL	75
TRAVIS, RAYMOND	ELECTION WORKER	423	MORGAN, SEAN	SCHOOL	75
GORSKI, GLADYS	ELECTION WORKER	419	STEFANIK, KATHLEEN	SCHOOL	75
PUTIS, SAMANTHA	SWCCC	406	LANGVIN, MATTHEW	POLICE	72
BACA, JAMES	POLICE	400	CRAVER, LELAND	ELECTION WORKER	68
BRISBOIS, NICOLE	SCHOOL	385	BOONE, MEGAN	SCHOOL	63
KAY, KRISTOPHER	FIRE	380	BOND, LINDSAY	SCHOOL	63
APERGES, EVELYN	ELECTION WORKER	378	GOODRICH, TARA	SCHOOL	63
CELKO, JACQUELINE	ELECTION WORKER	378	ANTOS, RONALD	FIRE	58
GOGOLINSKI, JANE	ELECTION WORKER	378	LAHENS, ELIZABETH	SCHOOL	31
LAVALLEE, ROBERT	ELECTION WORKER	378	SCHEFFLER, JAMES	FIRE	19
PAUL, NORMA	ELECTION WORKER	378	VERDONE, THOMAS	POLICE	15
CAMERANO, NANCY	ELECTION WORKER	378			
DUMONT, ERNEST	ELECTION WORKER	378			
LAVALLEE, FRANCES	ELECTION WORKER	378			
LUCHINA, PETER	ELECTION WORKER	378			
LUCHINA, ELIZABETH	ELECTION WORKER	378			
JOINER, CHRISTINE	ELECTION WORKER	369			
MANTOLESKY, HEATHER	FIRE	352			
PULS, LORRAINE	ELECTION WORKER	342			



2015

ANNUAL REPORT

of the

SCHOOL COMMITTEE

and the

**SUPERINTENDENT
OF SCHOOLS**

of the

**TOWN OF WEBSTER
Massachusetts**

IN MEMORIAM

Mary Bergstrom

Yvette Cloutier

Jeremiah Moriarty

Every Classroom. Every Student. Every Day.

All students attending the Webster Public Schools attend one of three schools: Park Avenue Elementary School (Pre-K – 4); Webster Middle School (5 – 8); or Bartlett High School (9 – 12). Central Administration is housed in the Filmer School located at 41 East Main Street. The school administration, faculty and staff remain dedicated to providing the highest degree of services to support the growth and development of each child. Our students are our source of pride. The School Department is most fortunate to function under policies set by a dedicated and caring School Board committed to high ideals of education. The School Committee conducts regularly scheduled meetings at the Park Avenue Elementary School on the second and fourth Tuesdays of each month at 7:00 p.m. Administrative office hours are: Monday-Friday 8:00 a.m.-4:00 p.m. during regular school operating hours.

SCHOOL COMMITTEE

(Term Expires)

Shawn Collins, Chairman.....	2016
Michael Makara, Vice Chairman.....	2018
Brian Chenevert.....	2018
Martina Gorski-Strong.....	2017
David Hurton.....	2017

FILMER ADMINISTRATION BUILDING

41 East Main Street, Webster, MA

Barbara Malkas, Ed.D., Superintendent of Schools

Superintendent’s Office

Barbara Malkas, Ed.D.,
Superintendent

Lori Glennon,
Executive Assistant

Business Office

Ted Avlas, Asst. to the
Superintendent for Business

Monique Pierangeli,
Asst. Business Admin.

Mary Beth Huberdault, Payroll

Sheryl Spink,
Personnel Records

Technology

Jonathan O’Neill
Technology Systems

Stacy Quilty,
Information Specialist

Curriculum

Andrew Kelley, Director

Michelle Budney, Admin. Asst.

Reading Coordinator

Janice Daniels

SPED Staff (District)

Kathleen Baris, Director of
Student Support Services

Christine Apostol (BCBA)

Gregory Bemis (COTA)

Lori Ceppetelli,
Autism Specialist

Alicja Czerwinska,
School Psychologist

Jill Hickey - PT

James Kieras,
School Psychologist

Susan Rivelli - OT

Maria Santerre, Admin. Asst.

Stacey Tucker, Admin. Asst.

Daniel Zimmer - Team Chair
PreK-Gr. 4

Nurse (Float)

Danielle Jalbert

Crossing Guards

Inez Chase

Linda Desjardins

Sherrie Konicki

Paul Stary

Adult Education

Terri Stone, Director

Leslie Baker,
Assisiant Director

Eric Anderson

Zareen Barry

Zandra Domino

Lauren Favulli

Phoebe Gonzalez

Bridget Hueston

Deborah Kershaw

Kathleen O’Connor

Sherry Picard

Mary Jo Sundin

Jennifer Townley

Bradley Tyrrell

Custodian

John Preissler

Food Service

(vacant) - Manager

John Kelly

PARK AVENUE ELEMENTARY SCHOOL STAFF**Carolyn Wallace, Principal****Pre-School**

Cheri Cote
Maryland Spicer

Kindergarten

Danielle Calnan
Bonnie Dalimonte
Lauren Galotti
Lori Hanlon
Alicia Hashey
Susan Lewis
Amy Yeulenski

Grade 1

Amanda Andersen
Deborah Castellani
Lorelle Dodge
Jennifer Kelley
Deborah Puishys
Kimberly Theriault

Grade 2

F. Meghan Dundon-Coutu
Kim Forget

Lorraine Grammatikakis

Janet LaBonte
Lisa Simonis
Tracie Vangel

Grade 3

Cathy Cournoyer
Carol Daly
Ronda Franek
Erin French
Christina Huber-Regele
Jill Recchia

Grade 4

Sheila Carroll
Jennifer Chartier
Katherine Gardner
Leslie Kwasniewski
Peter LeBlanc

Special Needs

Sarah Connor
Lisa Cotter
Roberta Craig
Carole Demake

Helen Rowlings, Assistant Principal

Bonnie Hagopian
Anne Jacquart
Patricia Konieczny
Sheena Legg-Baker
Kelly Martin
Susan Micciche
Cynthia Russo
Jennifer Spinnato
Nora Werme

Technology

Shelby Kirejczyk

Art

Aric Davis

Music

Valerie Howes

Physical Education

Pamela Benton

STEAM

Ellen Jeffers

ABA Tutors

Kim Bernier
Jocelyn Grant
Christine Groleau
Donna Isrealian
Kim Kingman
Kelleigh Maisonet
Amanda Mancini
Brittany Matthews
Danielle Mitchell
Sheryl Niemiec
Michele O'Brien
Sandra Orne
Kirsten Pokropowicz
Mallory Ryan
Casey Sherman
Denise Thomas

Para Professionals

Sabrina Alcock
Elizabeth Baldyga
Rebecca Beaupre
Allison Chenevert
Lynn Cutress
Lisa Davis

Zandra Domino
Jennifer Dorsch
Kathleen Flibbert
Kathleen Kunkel
Darlene Ledoux
MaryAnn Manyak
Yesenia Marquez
Carolyn McGee
Deana Mello
Karen Miller
Kathy Nedoroscik
Gina O'Halloran
Amanda Quattrocelli
Jayme Vincent
Linda Wakeen
Pamela Ward
Linda Whelan
Kerri Williams
Amanda Young

Title I Literacy Coach

Tara Gelineau

Adjustment Counselor

Gina Wojnarowicz

Academic Interventionists

Susan Ricard
Joy Sidebottom
Emily Tully

Guidance

Patricia Mackay

ESL

Krista MacKinnon
Kelly Simpkins

Nurse

Sarah Phillips

Before and After School

Lois Taylor, Director
Tara Devish
Donna Healy
Lindsay Noel
Cari Reed
Jennifer Valinski

(cont'd next page)

Cafeteria

Alrene Biggs
 Vlcky Choinski
 Jenna Christian
 Edwin Diaz
 Stacey Easterling, Mgr.
 Tiffanie Jarmolowicz

Thalia McClay

Deborah Piselli

Lauren Tremblay (cook)

Administrative Assistants

Susan Jarzabski

Rita Kelly

Custodians

Shawn Hetherman

Michael Majewski

Angel Milette (PAE/WMS)

James Rekowski

WEBSTER MIDDLE SCHOOL STAFF**Jennifer Lundwall, Principal****Anthony Kaczynski, Assistant Principal****Grade 5**

Adam Alesbrook

Laura Anacone

Patricia Cormier

Bridget Dick

Hilary Sturgis

Lisa Wilmot

Grade 6

Matthew Aronian

Monica Brennan

Andrea Fitton

Lynn Gingras

Taryne Meade

Linda Millet

English

Elizabeth Argentieri

Daniel Bengston

Jon Dyson (LTS)

Daniel Kelly

Mathematics

Samantha Betty

Patrick O'Connor

Jonathan Way

Science

Kate Berti (STEM)

Laurie Foley

Russell Holden

Julie O'Connor

Timothy Sweeten (STEM)

Social Studies

Jeffrey Allen

Steven Menard

Robert Sharma

Art

Denise Portrais

Special Needs

Amy Bradley

Anne Brown

Donna Conover

Teresa Gendron

Donna Hurton,

Team Chair Gr. 5-12

Theresa Labonte

George Newton

Kelly O'Connor

Susan Plasse - STAR

Sara Reardon

Cynthia Russo

Courtney Tebo

Physical Education/Health

Penny Barrell

Scott Holland

Timothy Howard

Megan Lazaroski

Music

Bari Lynn Baggett

Kayla Cardin (BHS/WMS)

Glen Wright

Library

Amy Mehlmann

ESL

Melinda Doherty

Technology

Elias Nasis

Guidance

Korinna Olson

Adjustment Counselor

Lindsey Kachadorian

Academic Interventionist

Joane Vierck

Nurse

Patricia LaPete, R.N.

ABA Tutors

Tara Butler

Stephanie Dudek

Haley Kimball

Stacey Krasnecky

Cassandra Rogers

Jane Sutor

Kathleen Wilga

Para Professionals

Marijean Arcari

Lucille Bernier

Linda Boisseau

Joe Etpison

Caroline Gates

Maria Gonzalez

Pamela Gunsalus

Rosalia Houle

Anne Knott

Pamela Polletta

Judith Poplawski

Kathleen Wilbur

Administrative Assistant

Christina Radlo

Custodians

David Annese

Stephen Camerano

Nicholas Fitton

Angel Milette (PAE/WMS)

Cafeteria Staff

Tara Devish

Christine Esposito

Karen Gorski

Linda Jarmolowicz

Donna Ortiz

BARTLETT JUNIOR SENIOR HIGH SCHOOL STAFF

Steven Knowlton, Principal
Rebecca Czernicki, Asst. Principal

Eric Tracey, Dean of Students
Anthony Paranto, Athletic Director

English

Sarah Argentieri
 Van Constantine
 Terri Hensel
 Colleen Nasis
 Kelly O'Brien-Hartnett

Science

Monique Coulson
 Kathleen Flynn
 Shari McCarthy
 James Nebelung (STEM)
 Ericka O'Connell

Mathematics

Michele Bigelow
 James Nebelung (STEM)
 Timothy Paradise
 Ryan Renauld
 Julie Silva

Art

Brittany Gyllenhammer
 Sean Harrington

Library

Stephanie Sanborn

ESL

Lori Menard

Business

MaryAnn Hoenig
 Benjamin Jenness

Social Studies

Thomas Gorski
 Sean Hansen
 Dane Laboissonniere
 Daniel Riley

World Languages

Raphelle Masterson
 Rachel Morandi
 Susan Sabaj

Physical Education/Health

Rebecca Bergin
 Alexandria Grande
 Christopher Nasis
 Raymond Pion

Music

Kayla Cardin (BHS/WMS)
 Peter Twiraga

Special Needs

Melissa Arsenault
 Susan Dodd
 Teresa Gendron
 Jill Goyette
 Michael Harpin
 Donna Hurton -
 Team Chair Gr. 5-12
 Sarah Knowlton
 Katie McDonald
 Gina Nieves
 Elizabeth Palmer
 Rebecca Ricciardi

Para Professionals

Patricia Bourgeois
 Timothy Bradshw
 Julia Bruton
 Gene DeVito
 Dianna Hamilton
 Benjamin Lewis
 Patricia Ludovico
 Amy Nasis
 Jennifer Pepe
 Jared Slota

Academic Interventionist

Corrie Morrissey

Adjustment Counselor

Nancy Guiney

Guidance

Kim Dobro
 Kim Granger
 Christopher Shen

Nurse

Kathleen Pepin, R.N.

Administrative Assistants

Lisa Fifield - Principal
 Beverly Grzembksi - Guidance
 Katrina Wilson

Custodians

David Garabedian
 Theodore Geotis
 Herbert Hopkins, III
 Allan Young

Cafeteria

Louise Baldyga
 Marcella Bugbee
 Inez Chase
 Betty Hejwosz
 Linda Poplawski, Mgr.
 Janice Mayes
 Mary Pfeiffer

REPORT OF THE SUPERINTENDENT OF SCHOOLS

Webster Public Schools celebrated the completion of the construction of the new Park Avenue Elementary School. This is a major milestone and point of pride for every citizen of the community. Our youngest, and most vulnerable, students have a school that is bright, welcoming, and safe. The educational program within the school is developed to meet the learning needs of these students and the foundation of providing an academic learning environment is firmly established with the opening of this new school. It is my greatest hope that every community member can look at Park Avenue Elementary School and feel that they have had a role in providing and caring for the children of Webster.

The opening of the new school also supported a major grade reconfiguration for all three schools, which also was completed this past year. Park Avenue Elementary School welcomed students and their families into grades PreK to 4, Webster Middle School transitioned from a 3rd to 6th school to supporting the educational program for grades 5 to 8, and Bartlett High School now serves students in grades 9 to 12. The logistics of the multiple moves and support for teachers and students in this transition included revision of policies, student handbooks, transportation services, materials, and student and staff schedules. The changes associated with grade reconfiguration are still a work in progress, but ultimately it will be in the best interest of each school, and for the students who attend Webster Public Schools, to have developmentally appropriate grade spans and educational focus.

Park Avenue Elementary School curriculum focuses on the development of early literacy and mathematics skills, but also includes universal and targeted behavioral programs to insure that students learn the social skills to be ready to learn. Webster Middle School is focused on the application of skills in the development of content knowledge and high school readiness. Finally, Bartlett High school focuses on providing a rigorous course of studies for college and career readiness with supports and interventions specifically targeting risk for dropout. The grade reconfiguration supports the development of a vertically aligned curriculum so that all students graduating from Webster Public Schools can be contributing members of the community.

Webster Public Schools continues to make academic progress as measured by the state accountability assessments. However, these assessments have undergone major changes in expectations aligned to the 2011 Curriculum Frameworks standards and inclusion of technology skills in the demonstration of student learning. Webster Public Schools elected to participate in the Partnership for the Assessment of Readiness for College and Career (PARCC) for grades 3 to 8 in English language arts and mathematics. The Massachusetts Comprehensive Assessment System (MCAS) tests were

given in science in grades 5, 8, and at the high school, and in English language arts and Mathematics at the 10th grade.

Each school accountability status is based on the cumulative Composite Performance Index (CPI) in each content area, Student Growth Percentile (SGP) for English language arts and mathematics, four and five year cohort graduation rate data, annual dropout rate, and assessment participation. In each category, Performance Points Index (PPI) are awarded based on performance for the aggregate (all students) and each subgroup population. Extra credit PPI can be earned by increasing the number of students scoring “Advanced” or decreasing the numbers of students scoring “Warning/Failing”. Targets are set for closing the distance between the aggregate and the High Needs subgroup population, which includes economically disadvantaged and special education student performance, by half by 2017. These targets are predetermined based on student performance under the Elementary and Secondary Education Act (ESEA) waiver of 2010, recently revised in the Every Student Succeeds Act of 2015. Webster Public Schools remains in Level 3 status receiving targeted assistance from the Department of Elementary and Secondary Education.

District Accomplishments:

- “Improved Below Target” in both English language arts and Mathematics for Proficiency Gap Narrowing
- “Extra Credit” for English language arts for increasing the number of students scoring “Advanced” and decreasing the number of students scoring “Warning/Failing”
- “Above Target” Growth in English language arts and moderate Growth in Mathematics
- “Extra Credit” for English language proficiency increases (pertains to English language learners)
- 2014 high needs subgroup “Improvement Below Target” in 4 year cohort graduation rate

BHS Accomplishments:

- BHS School Percentile went from 9% to 14% for a school cohort representing grades 7-12 (This is statistically significant because it means that we are no longer in consideration for an increase in accountability status level for this school.)
- “Improved Below Target” in English language Arts and mathematics
- “Extra Credit” in English language arts and mathematics
- English language arts Growth is “Above Target” and “On Target” for mathematics

WMS Accomplishments:

- Improved below target in English language arts
- Extra credit in English language arts for increasing the number of

students scoring “Advanced” and decreasing the number of students scoring “Warning/Failing”

- English language arts Growth is above target
- Moderate Growth in mathematics

Some of the work to facilitate our continued improvement and to mitigate the challenges is already in progress. The district improvement plan has been revised and updated to include the action steps needed for the district to continue to move forward and meet the needs of our students. This work is part of a continuous cycle of improvement done in collaboration with the Department of Elementary and Secondary Education through technical assistance in developing the Planning for Success model and the District and School Assistance Center (DSAC). The *Planning for Success* model is a district strategic planning process developed based on research practices, and the revision of the strategic plan to represent the new context of Webster Public Schools began in March of 2015. The district improvement plan has been developed with three specific foci: Academic Engagement, Attainment of Diploma for College and Career Readiness, and Accessing Community and Family Partners. The improvement plan was developed with measurable outcomes from both internal and state assessment accountability data, so that the school department can benchmark and monitor progress toward attainment of the goals.

District Improvement Measureable Outcomes:

1. 80% of all students will demonstrate proficiency in reading comprehension by 4th grade (goal includes targets for grades k to 4).
2. 50% of all students will demonstrate algebra readiness by 8th grade (goal includes targets from grades 3 to 8).
3. The promotion rate for all ninth grade students will be 90% of the total enrollment by 2017. (9th grade promotion/retention rates are a major factor in determining risk for dropout from high school.)
4. The four year cohort graduation rate will be 90% and the five year cohort graduation rate will be 95% by 2018. (Students receiving special education services are allowed to exceed the traditional four year route to graduation through legal requirements in the Individuals with Disabilities Education Act of 1975, revised in 2004.)

While maintaining an academic improvement focus, the district has also implemented the Community Eligibility Provision (CEP), which allows each child to receive a nutritious breakfast and lunch. This program has been the promoted the review of food services and provides the incentive to increase school meal program participation. Park Avenue Elementary School participation in the grant funded Breakfast in the Classroom program has been recognized in the state as an exemplary implementation model and Principal Carolyn Wallace was asked to be part of a panel pres-

entation at the Massachusetts Association of School Committees annual conference.

Webster Public Schools is committed to the work of district and school improvement and living the core values as outlined in our strategic plan:

- All students can learn, and we welcome the responsibility to teach all students.
- All students have the right to a safe and academically rich learning environment characterized by rigorous expectations, effective instruction, and respect for diversity.
- The work of educators is complex and best accomplished through collaboration for the purpose of improving instructional practice and student learning.
- Ownership of educational progress and sustainability of improvement are achieved through shared leadership.

Barbara Malkas, Ed.D.
Superintendent of Schools

PARK AVENUE ELEMENTARY SCHOOL

Principal Carolyn Wallace

This year was the final year of change for Park Avenue Elementary School! 2015 was the year that the construction of our new building was completed and our grade levels were reconfigured. The new building was completed in January 2015. Grades PreK-2 moved into the new building during the snowy week before February vacation. The students left the old building on the Friday before vacation and returned to the new building on the Monday after the vacation. We had done a lot of work in the days leading up to the move so our young students would be comfortable when they returned. Students were able to visit the new school with their teachers, spend time in their classrooms and learn some of the rules of the new building. The change in size of the new building was daunting for some of the staff and students but spending time in the new building during that last week helped. There were tours, scavenger hunts and signs directing everyone to the different places and spaces in the new building to help everyone orient themselves to our much larger school. Everyone adapted well as PreK-2 settled into our new space.

As 2015 progressed so did the construction project. PreK-2 settled into the new building and the construction company was taking down the old building. The old building was completely demolished and removed by the end of April vacation so that work could begin on the outside of the building,

including the parking lots, playgrounds and front steps. Every day brought a new change to the outside of the building from April to August. We watched the installation of the drainage system, the parking lot, the flag-pole, the swings, the Peaceful playground, and the front entry ramp and steps. We also watched the arrival of trees, shrubs, plants and flowers as the landscaping was completed just in time for school to start in September. Even though there were glitches and missed deadlines along the way, our construction team of CTA Construction, Hill International and Dore & Whittier Architects completed our new building on time and under budget! We are very fortunate to have had this team of professionals dedicated to the quality construction of the beautiful new Park Avenue Elementary School - our College on the Hill.

The completion of the exterior of the building was not the end of the changes for Park Avenue or Webster Public Schools during 2015. In August, grades three and four moved from Webster Middle School to the third floor of the new Park Avenue Elementary School. We had all been anticipating and planning for this move for three years and it went very smoothly! All of the boxes arrived in mid-August and were put in *most* of the right places. Third and fourth grade teachers were able to unpack and set up their classrooms in time for a Family Open House on September 1st and the arrival of students on September 2nd. As the school year progressed everyone figured out where to find everything and began learning how to work together as a PreK-4 school.

One of the important planning pieces of the new PreK-4 Park Avenue was to think about the culture of the school, which included blending many aspects of Park Avenue and Webster Middle School into one new Park Avenue School. We worked on creating a school wide positive behavior support system (PBIS) so that students in all grades understand the expectations throughout the entire school. This required the adults in the building to work together to determine what expected behaviors were in the classrooms, hallways, playgrounds, bathrooms, cafeteria and buses for all grade levels. This also included finding creative and motivating ways to acknowledge students' positive behaviors. This work has progressed well during the first half of the 2015/2016 school year and will continue to come together as the school year progresses.

Our school-wide PBIS work is a vital component of the academic work being done at Park Avenue School. Students need to be ready to learn in order to take on the challenges of the rigorous instruction that they are being presented every day. Students need to know what is expected of them academically and behaviorally in order to succeed as a student. The addition of grades three and four to Park Avenue also brings the annual PARCC/MCAS testing to the school's culture. As we continue to blend into one PreK-4 school, we will continue to better understand how we can work together academically to improve all that we do.

The construction project of the last four years has been exciting, stressful, intense, and fantastic. But we are all glad it is over. Now we get to enjoy the “fruits of our labor” as the saying goes. And this enjoyment is savored every day. It is a pleasure to walk around Park Avenue on a typical day and see classes filled with hands-on learning in our Science, Technology, Engineering, Arts, and Mathematics (STEAM) class and to see students playing games in the gym, singing and playing recorders in the music room, drawing and painting in the art room, reading books on the comfy chairs in the library and playing on the swings and playscapes of our playgrounds. It has been a pleasure and an honor to be a part of this great adventure of building a new Park Avenue Elementary school and I look forward to the years ahead as we continue to settle in physically and adapt academically in our new PreK-4 configuration.

Thank you.
Carolyn Wallace
Principal

WEBSTER MIDDLE SCHOOL

Principal Jennifer Lundwall

“Every Classroom, Every Student, Every Day”

The Webster Middle School strives to maintain a positive and safe learning community that sets high expectations and provides common learning experiences for all students so that they may achieve to their highest potential. The opening of the 2015-2016 school year marks the opening of the new Webster Middle school which now serves grades five through eight. This provides the children of Webster to experience their education in an environment that focuses on supporting the unique needs and characteristics of the young adolescent including, physical, psychological, intellectual, social, moral and ethical needs. The faculty and staff at Webster Middle School are educators who are committed to the the education of the young adolescent and strive to provide all students rich experiences through instruction and collaborative opportunities while maintaining high expectations. The 2015-2016 will be a transitional year where we will learn together as a school community for the purpose of creating the foundations of an exemplary middle school that will successfully provide the youth of Webster a culture of learning and achievement.

In preparation of the district grade reconfiguration Webster Middle School and Bartlett Junior High faculty have been working collaboratively to vertically align the curriculum, develop high quality units, lessons, and assessments for the purpose of fully implementing a standards based instructional system that includes standards based report cards. We have also been doing a tremendous amount of work to build community and define

and adopt a middle school philosophy and culture. As part of this very important work we hold as a core value creating and maintaining a positive and safe learning community that sets high expectations and provides common learning experiences for all students so that they may achieve to their highest potential. With this in mind we have fully implemented an Advisory model. The purpose of Advisory is to create small learning communities within the school that focuses on citizenship, collaboration, tolerance, and community service learning. An advisory program facilitates relationships and provides the structure that creates “connectedness” in a middle school. Connectedness is a characteristic of school cultures in which students have meaningful relationships with adults within the school, are engaged in the school, and feel a sense of belonging to the school. School connectedness is linked to higher grades, higher test scores, and lower dropout rates, regardless of students’ socioeconomic status (Blum & Libbey, 2004; Jackson & Davis, 2000; Klem & Connell, 2004; Mac Iver & Epstein, 1991; McNeely & Falci, 2004; National Association of Secondary School Principals, 2006).”¹ Our belief is that the cornerstone to creating a vibrant connected learning community begins with developing strong relationships that promote our students feeling valued and safe both within the walls of the school as well as with their learning. Learning is an ongoing process that only occurs when students are able to gain knowledge from their mistakes and persevere through challenging tasks and concepts. By providing a nurturing, collaborative, environment that values and celebrates the contributions of each and every member of our school community we are able to, together, build a strong collaborative culture that promotes achievement and continuous learning.

We have also implemented an Enrichment course at each grade level. Enrichment is units of study in which a real life problem or scenario is presented to students and it is their job to research the topic, make a claim and use evidence to defend their claim. These are project based, interdisciplinary units that incorporates the major areas of study from each content. Interdisciplinary/cross-curricular teaching provides a meaningful way in which students can use knowledge learned in one context as a knowledge base in other contexts in and out of school (Collins, Brown, & Newman, 1989). Interdisciplinary/cross-curricular teaching can increase students’ motivation for learning and their level of engagement. In contrast to learning skills in isolation, when students participate in interdisciplinary experiences they see the value of what they are learning and become more actively engaged (Resnick, 1989). These are student-directed units in which the teachers act as facilitators and coaches.

Another goal of all of us at Webster Middle School is to motivate our young leaders to share in the decision-making and development of school values, goals and initiatives. Students are encouraged and supported in proposes, initiating and leading clubs and activities. We celebrate and honor students who honor the school code of conduct and exemplify positive character traits

through our community meetings, merit awards and social functions. These and many other school opportunities provide our students with enriching experiences that promote skill development, self-esteem and community. We also take great pride in continuing to provide our students arts-based, culture and academic opportunities across all grades through wonderful partnerships with the Hanover Theater, New Haven Symphony and the Salt Marsh Productions.

Instructionally and as part of our continued efforts promote student progress and achievement the faculty and staff engage in professional development and that focus on improvement initiatives. Beginning in January of 2014 representatives of both schools established a Standards-Based Research and Implementation team for the purpose of advising and leading the work necessary to shift to a standards-based approach to assessment and report card development. In addition to district and school based professional development our teachers have participated in Research for Better Teaching, intensive, course that trained them as Data Coaches and currently our data teams work to examine student assessments, and school-based data to analyze both our effectiveness as educators but also to identified areas in which we have demonstrated significant growth and areas of weakness that require additional attention. Our staff has also participated in in depth research and collaboration and development in the area of standards-based instructional systems. This has led to our current practice of using common assessments, rubrics and a standards-based report card to examine and report student progress. We have conducted learning walks and lesson studies that engage faculty in meaningful dialogue regarding effective teaching practices that promote student growth and achievement. Learning walks consist of teams of teachers who conduct focused visits through each other's classrooms for the purpose of providing feedback and create opportunity for reflection on areas of strength and areas in need of development as a school community. Through this process we have identified areas of focus: creating high quality, standards-based lessons that communicate clear learning objectives and success criteria and teach and promote the development of critical thinking, problem solving and collaboration. Lesson studies consist of teaching teams collaboratively developing a standards-based learning task that is then carried out by a designated team member while being observed by the rest of the team. The team then debriefs on the lessons with the intent to vet and adjust the lesson. Each teacher then re-teaches the lesson following the same process of observing and debriefing. These initiatives have raised the caliber of our instructional practice and professional collaboration and teaching pride immensely.

Our dedication to the children at Webster Middle School motivates us in our work in providing all learners the opportunity to engage in meaningful curriculum and achieve at high levels. It inspires us to seek out new opportunities that enrich our students' lives as well as provide them opportunity to become a voice in the shaping of our school. We continue to honor daily

successes, reflect and investigate how to serve our children better and constantly exploring opportunities for improvement. Together, all of us, at Webster Middle School celebrate the relationships we develop, the growth we experience and the diversity that makes us strong and brings us together as a learning community.

Respectfully submitted,
Mrs. Jennifer R. Lundwall, MS.Ed.
Principal

BARTLETT JUNIOR SENIOR HIGH SCHOOL

Principal Steven C. Knowlton

The 2014-2015 school year was a busy year filled with planning, transition, and anticipation. The school year began with our Advanced Placement (AP) kickoff celebration honoring and celebrating the continued success and expansion of our AP program. Due to the hard work and guidance of our AP coordinators, Dr. Andrew P. Kelley and Ms. Rebecca Czernicki, and our AP teachers, our program continues to expand providing challenging and rigorous learning opportunities and experiences for our students.

In October, we hosted our decennial NEASC (New England Association of Schools and Colleges) visit. Every ten years NEASC accredited schools have their accreditation reviewed by a team of educators from NEASC to determine the status of a school's continued accreditation based on the overall quality of the school and its educational programs. Bartlett Jr. Sr. High School received numerous commendations but several recommendations for improvement as well. Based on the results of the visiting committee's report, the NEASC Commission voted to continue Bartlett's accreditation but on "warning" status. This warning status was based on findings in the areas of Curriculum, School Resources for Learning, and Community Resources for Learning. Specific recommendations in each of these areas are outlined in the report. Through a Special Progress Report due on December 15, 2015, and a Two-Year Progress Report due on October 1, 2016, we must identify our efforts to address these highlighted concerns to have our status removed from "warning."

The 2014-2015 school year also saw the implementation and success of two new programs. In an effort to both support our grade 9 students with the transition to high school and to challenge our most academically gifted 9th graders, the STRONG Program and the Nichols Honors Academy were developed and implemented. The STRONG Program is a team of teachers who work together to provide support and guidance for the transition of our most "at risk" students through their initial year of high school. These teachers volunteered to be part of this team and program to provide

these students with guidance and support with attendance, organization, academics, and social/emotional issues as well. As a result of their efforts we experienced a drastic reduction of grade 9 students retained at the conclusion of 2014-2015.

The Nichols Honors Academy (NHA), through the cooperation and generosity of Nichols College, was created to provide a pre-AP tract for our most academically gifted 9th grade students. In addition to these students having the opportunity to benefit from a rigorous academic course load preparing them for advanced placement courses, they also received the additional benefit of:

- A Nichols College student ID providing them with access to the college library, cultural events, and athletic events
- The opportunity to enroll in Nichols College courses at no cost and receive full college credit
- Free transportation to and from Nichols College for courses other events

The 2014-2015 school year was also a year where Bartlett experienced a significant jump on MCAS assessment testing. State accountability is determined by a school's performance on MCAS as well as earned bonus points for increasing advanced scores and decreasing the number of failing scores. Bartlett's achievement success on MCAS and narrowing proficiency gaps was attributed to the implementation and success of programs such as the Nichols Honors Academy, the Advanced Placement Program, and the STRONG Program. Due to the success of these programs where our students are both challenged and supported, our bonus points for closing proficiency gaps on these state assessments, was more than the three previous year's points combined.

Additionally, 2014-2015 was a year of much planning and preparation in anticipation of the grade reconfiguration with the opening of the new Park Avenue Elementary School. Our junior high teachers planned and worked very closely with the Webster Middle School faculty and administration in preparation for their move to WMS. Our high school teachers and administration, faced with the challenges and expectation of becoming a stand-alone, comprehensive grade 9-12 high school for the first time in many years, planned for the addition and/or expansion of programs, the re-allocation of physical space, and the master schedule.

The Class of 2015 had 87 graduates with 86% of them moving on to attend two and four year colleges; 5% entered the armed forces; 9% entered the world of work.

Respectfully submitted,
Steven C. Knowlton
Principal

BARTLETT HIGH SCHOOL CLASS OF 2015 GRADUATION PROGRAM

Friday, June 5, 2015

PRELUDE

CORONATION HYMN *Holden/Ployhar*

PROCESSIONAL

“POMP AND CIRCUMSTANCE” *Edward Elgar; Arr. by James Ployhar*
Performed by the B.H.S. Band

NATIONAL ANTHEM *Senior Class*

WELCOMING REMARKS *Steven C. Knowlton, Principal*

GREETINGS FROM THE SUPERINTENDENT *Barbara Malkas, Ph.D.*

GREETING FROM THE SCHOOL COMMITTEE *Shawn Collins, Chairman*

CLASS GREETING *Mackenzie Adams, Class President*

CLASS SALUTATORIAN *Brent Filgerleski*

CLASS VALEDICTORIAN *Daniel James*

CLASS SONG

“I’VE LIVED” *Senior Class*
written by Ryan Tedder and Noel Zancanella

PRESENTATION OF QUO VADIS GRANT *Barbara Malkas, Ph.D., Superintendent*

SCHOLARSHIPS *Steven C. Knowlton, Principal*

WEBSTER DUDLEY QUO VADIS SCHOLARSHIP – Zachary Podedworny

*ANTHONY J. SITKOWSKI MEMORIAL SCHOLARSHIP – Brent Filgerleski,
Daniel Sochacki, Brian Tondel*

QUO VADIS - CYRIL C. SMITH MEMORIAL SCHOLARSHIP – Daniel James

PRINCIPAL’S REMARKS *Steven C. Knowlton*

PRESENTATION OF DIPLOMAS

Shawn Collins, School Committee Chairman

Barbara Malkas, Ph.D., Superintendent

Steven C. Knowlton, Principal

Kelly O’Brien-Hartnett, Senior Class Co-Advisor

Laurie Foley, Senior Class Co-Advisor

“ALMA MATER” *Sung by Senior Class*
Words and music by Henry Szczygien, Class of 1948

“TRUMPETS OF SPLENDOR” *John Cacavas*

HONORS NIGHT – Thursday, May 14, 2015

<i>PROCESSIONAL</i>	<i>CLASS OF 2015</i>
<i>Salute to the Flag</i>	<i>Mackenzie Adams, Class President</i>
<i>Greetings from the Principal</i>	<i>Steven C. Knowlton</i>
<i>Greetings from the School Committee</i>	<i>Michael Makara</i>
<i>Greetings from the School Department</i>	<i>Dr. Andrew Kelley</i>

AWARDS AND SCHOLARSHIPS

- The Disabled American Veterans, Chapter #53 Patriotism Award
Zachary Podedworny
- The Korean War Veterans of Webster Scholarship
James Patterson, Zachary Podedworny
- The Sons of the American Legion Unit #184 Scholarship
Anthony Cafarelli
- Veterans of Foreign Wars, Post #654 Mark & Lillian Klebart Scholarship
Danielle Marrier
- Webster Dudley Oxford Chamber of Commerce Scholarship
Zachary Podedworny
- Webster Dudley Oxford Chamber of Commerce Philip L. Hopkins Scholarship
Daniel Sochacki
- BHS National Honor Society Scholarship
Mackenzie Adams, Davianna Vasconcelos, Christine Walker
- Leonard P. Nadeau Memorial Scholarship – *Neil Flanigan*
- James L. Place Memorial Scholarship – *Neil Flanigan*
- Robert J. Daigle Memorial Scholarship – *Jacob Mailloux*
- Michael Giard Memorial Scholarship – *Dylan Murphy, Jacob Murphy*
- St. Andrew Babola Church, Holy Rosary Sodality Schol. – *Ashley Iwanski*
- Southbridge Police Association Scholarship – *Ashley Iwanski*
- Webster Lions Club, George A. Sellig Memorial Schol. – *Zachary Podedworny*
- Webster Educators Association – *Danielle Marrier, Zachary Podedworny*
- Bartlett High School DECA Scholarship – *Christine Walker, Catherine Heckler, Ashley Iwanski, Kayla Keogh, Alexis Kraal, Megan Scully*
- Ronald E. Bidinger, DDS/Jeffrey M. Stiles, DMD Schol. – *James Patterson*
- Boaters of Webster Lake Scholarship – *Danielle Marrier*
- Kenneth Donais Memorial Scholarship – *Dylan Murphy, Jacob Murphy*

- Honey Dew Scholarship – *Jann Sepulveda*
- Adelbert Kemp Memorial Scholarship – *Dylan Murphy*
- Davies/Fitback Memorial Scholarship – *Megan Scully*
- Agostino L. Corrado, MD Memorial Scholarship – *Amanda Cotton*
- Mrs. Elvis N. Corrado Memorial Scholarship – *Mackenzie Adams*
- Grand Lodge of Elks: Massachusetts State Elks Scholarship – *Lindsey Finkel*
- Grand Lodge of Elks: Past Exalted Rulers Scholarship – *Lindsey Finkel*
- James A. Lobban Memorial Scholarship – *Corryn Harwood*
- The Edith McCausland Scholarship Fund – *Chelsey Grandmaison*
- Fannie D. Pearl Scholarship – *Jacob Murphy*
- Stanly H. & Dorothy H. Pickford Scholarship – *Jacob Murphy*
- Beatrice D. Pratt Memorial Scholarship – *Kayla Keogh*
- John Hart Memorial Scholarship – *Zachary Podedworny*
- Southbridge Savings Bank Scholarship – *Neil Flanigan*
- Lucy A. Roberts Memorial Scholarship – *Brent Filgerleski*
- Denyse Ruggeri Memorial Scholarship – *Kate Drabato*
- Emily Schumway Memorial Scholarship – *Dylan Murphy*
- George Sgouritsas Memorial Scholarship – *Christine Walker*
- Telegram & Gazette Student Achievement Award – *Daniel Sochacki*
- Roman Wajer Memorial Scholarship – *Emily Maker-Lessard*
- Loretta Wawrzynski Memorial Scholarship – *Karolina Dzieminski*
- Webster Women’s Club Elvis N. Corrado Scholarship – *Brianna Santoro*
- Webster Fraternal Order of Police – *Tiara Ferreira, Emily Maker-Lessard*
- Webster Music Boosters Band & Choir Scholarships
Samantha Kelley, Alyssa Keenan
- Daughters of the American Revolution Good Citizen Award
Mackenzie Adams
- Worcester County Veterans Service Agents Scholarship
James Patterson, Christine Walker
- Southern Worcester County League Principals’ Scholarship – *Jesse Plant*

MSSAA Student Achievement Award – *Amber McPherson*

Nichols College N.E. Principals Leadership Award – *Joshua Sterczala*

Rita Zeilinski Gelinski Scholarship – *Davianna Vasconcelos, Daniel Sochacki*

DEPARTMENTAL AWARDS

ENGLISH

GEORGE HODGES BARTLETT AWARD – *Daniel James*

MATHEMATICS/BUSINESS

BARTLETT BUSINESS AWARD – *Alexis Kraal*

LUCY T. PHILLIPS WIGHT MATHEMATICS AWARD & SCHOLARSHIP
Daniel Sochacki

HISTORY

WASHINGTON-FRANKLIN AWARD – *Jacob Murphy*

FOREIGN LANGUAGES

SPANISH AWARD – *Daniel James*

MUSIC

JOHN PHILIP SOUSA AWARD – *Samantha Kelley*

LOUIS ARMSTRONG AWARD – *Christopher Rumbaugh*

NATIONAL CHORAL AWARD – *Alyssa Keenan*

OUTSTANDING OVERALL MUSICIAN AWARD – *Cameron Radcliffe*

ATHLETICS

B.H.S. SPORTS ALIVE RICHARD BRYSON MEMORIAL SCHOL. – *Jacob Murphy*

B.H.S. SPORTS ALIVE RICHARD CHAUVIN MEMORIAL SCHOL. – *Lindsey Finkel*

B.H.S. SPORTS ALIVE ROBERT PARANTO MEMORIAL SCHOL. – *Jacob Mailloux*

CENTRAL MASS. ATHLETIC DIRECTORS' ASSOCIATION AWARD
Kayla Keogh • Kody Morio

SIGMUND S. STRZELECKI ATHLETIC AWARD – *Danielle Marrier*

GEORGE H. FINNEGAN ATHLETIC AWARD – *Neil Flanigan*

CLASS OF 2015 GRADUATES**CLASS OFFICERS**

Mackenzie Marie Adams,^{**} *President*
Karolina Claudia Dzieminski, *Vice President*
Jacob Daniel Mailloux, *Treasurer*
Catherine Elizabeth Heckler,⁺ *Secretary*

Jarid Thomas Aker
Rohma Aslam
Shawn Michael Astin
Christopher David Beardsley
Gerald Paul Bellmore[♦]
Devin Michael Berkiel
Adam George Bilis
Jason Patrick Brooks
Arnold Lee Caddell Jr.
Anthony James Cafarelli
Mysti Lyn Campbell
Seth Lyndon Cardwell
Peyton Carinda Chandler
Luis Fernando Concepcion
Amanda Jane Cotton^{**}
Adam Robert Daigneault
Juliana Marie Defilippo
Kate Drabato^{**}
Ekow Nyamekye Essilfie
Jose Noel Falcon
Tiara Rose Ferreira
Brent Michael Filgerleski^{**}
Lindsey Marie Finkel^{**}
Neil Lawrence Flanigan
Christopher Clark Frabotta
Chelsey Marie Grandmaison^{**}
Jeremy Leo Guyette^{**}
Edward Francis Hackenson Jr.
Corryn Juliana-May Harwood^{**}
Emily Tazman Hobbs
Tara Mae Hoffman
Ashley Cynthia Iwanski
Daniel Timothy James^{*}
Deserie Melanie Kamara
Alyssa Danielle Keenan
Samantha Mary Kelley^{**}
Kayla Ann Keogh^{**}
Kevinmax Mwangi Kihara
Alexis Ashley Kraal
Samantha Mary Langlois
Harry Le

Brandon Lee Lovely
 Emily Holden Maker-Lessard
 Matoonas Anoki Emanuel Mann
 Jasmine Benee March*
 Danielle Lee Marrier**
 Amber Marie McPherson
 Jacob Alexander Meloche**
 Joshua Shawn Mitchell
 Kody Michael Morio
 Dylan Robert Murphy
 Jacob Edward Murphy
 Tory Lynn Nesta
 Casey Lynn Nolette
 James Francis Patterson V**
 Christopher Ethan Penalvert
 Disleiny Maria Perez
 Jesse Michael Plant
 Martin Stanislaw Plewa
 Zachary Tyler Podedworny**
 Rommel Portante
 Rubee Queson
 Christopher Andrew Rumbaugh
 Troy Timothy Russo
 Brianna Nicole Santoro
 Marcus Paul Sayle
 Megan Rose Scully
 Jann Pierre Sepulveda Irizarry
 Jacob Thomas Simonis
 Lexis Evelyn Sladdin
 Rebecca Ann Smith
 Daniel Sochacki**
 Audrey Elise St. Francis
 Mackenzie Lee Stanhope+
 Joshua Michael Sterczala
 Ryan Paul Sullivan
 Andrew Samir Hakim Tadros
 Brian Joseph Tondel**
 Nicholas Richard Trudeau
 Marissa Marion Urella
 Davianna Marie Vasconcelos**
 Christine Marie Walker**
 Anthony Francis Yeulenski IV
 Lauren Marie Zajac
 Julia Estafany Zapata Rosario

*Honor Graduate

+National Honor Society

♦In Absentia

WEBSTER ADULT AND COMMUNITY EDUCATION

In 2015, the Webster Adult Basic Education program completed its 17th year of service by educating one hundred and thirteen adults from Webster and surrounding towns. Seven Webster Adult Basic Education students received their high school equivalency credential, the HiSET, in 2015. One student became a US citizen, and eight students obtained a job, entered occupational training, or entered post-secondary education. Grant funds from the Massachusetts Department of Elementary and Secondary Education Adult and Community Learning Services and support from the Town of Webster have served as the foundation for the continuation of three Adult Basic Skills/HiSET (formerly GED) preparation classes, three English for Speakers of Other Languages (ESOL) classes, and an ESOL Distance Learning partnership with Notre Dame Education Center. In addition, an Adult Pathways to Healthcare Careers course was continued in 2015 to assist job seekers who were looking for work or a career in the healthcare field. This Adult Pathways to Healthcare Careers course contextualizes reading, writing, and math with medical terminology, body systems, vital signs, and personal care instruction to integrate college and career readiness more deliberately for students. A nurse practitioner served as an industry expert in 2015 in addition to the classroom teacher, Ms. Jo Sundin. All classes were offered at no charge to the adult learners. The overarching theme of instruction for Adult Basic Education has been, and will continue to be for the foreseeable future, college and career readiness. Local, state, and national literature continues to focus on the importance of educating low skilled and underemployed Americans so that they are better able to obtain life and family sustaining jobs and careers in the 21st century. Ms. Terri Stone and Ms. Leslie Baker were the administrators of the Adult Basic Education program in 2015.

The Bartlett Junior/Senior High School Driver's Education program saw a sudden decrease in participation in the winter and spring of 2015. Twenty-two students received the full 30-hour classroom instruction and the 12-hour behind-the-wheel instruction in 2015. Twelve new drivers used the Bartlett Driver's Education car to take their Road Test with the Driver's Education instructor, Mr. Gene DeVito. For this reason, the Bartlett Driver's Education program ended in June of 2015. It is believed that the student drivers began attending the intensive one week courses that were offered at local driving schools during school vacations. The Webster Public Schools is proud to have provided affordable driving instruction to our students and is also happy to support local business development.

The Before and After School program that is located at Park Avenue Elementary School continued in 2015 and was skillfully managed by Ms. Lois Taylor. Thirty-eight families and forty-five children, on average, were

served each session during 2015. Many families reported that this program provides an affordable childcare service that allows them to remain at work knowing that their children are safe, are continuing to receive educational services, and are having some fun until the parents can pick them up from school. Ms. Taylor also managed the 21st Century Community Learning Center grant for the school district during 2015. An average of seventy-five families and eighty-three students were served through this program.

The support of the Webster Public Schools Superintendent Dr. Barbara Malkas, the Assistant to the Superintendent for Business Ted Avlas, school building personnel, and the Town of Webster is greatly appreciated. Our residents are receiving valuable educational services and opportunity because of this generosity and vision.

Respectfully submitted,
Terri Stone
Director of Adult and
Community Education

REPORT OF THE ASSISTANT TO THE SUPERINTENDENT FOR BUSINESS

FY 2015 School Year

Financial Statement for Period Ending June 30, 2015

Funding:	FY15	% Increase
Foundation Budget	\$ 20,776,506.00	1.4%
Minimum Local Contribution	\$ 10,261,282.00	0.8%
Chapter 70 State Aid	\$ 10,515,224.00	1.9%
Required Net School Spending	\$ 20,776,506.00	1.4%
 School Funds for Town Services:	 FY15	 % Increase
Charter/School Choice Tuition	\$ 818,597.00	6.4%
Town Salaries	\$ 106,026.00	1.6%
Operating & Maintenance	\$ 6,486.00	-1.5%
Employee Insurances	\$ 2,588,648.00	0.5%
Employer Retirement Contributions	\$ 1,018,970.00	8.2%
Other Insurance	\$ 65,410.00	7.4%
Total Town Services	\$ 4,604,137.00	3.2%
	 FY15	 % Increase
Minimum Local Contribution	\$ 10,261,282.00	0.8%
Less Town Services	\$ (4,604,137.00)	3.2%
Required Local Contribution	\$ 5,657,145.00	-1.1%
Chapter 70 State Aid	\$ 10,515,224.00	1.9%
Final Local Contribution	\$ 6,988,926.00	6.2%
Approved Town Meeting Budget	\$ 17,504,150.00	3.5%
Local Contribution over Minimum	\$ 1,331,781.00	53.8%

In Webster, the percent of Net School Spending over Foundation Budget is 6.41%. The State Average of Net School Spending over Foundation Budget is 19.3%.

Respectfully submitted,
Ted Avlas
Assistant to the Superintendent
for Business

**BAY PATH REGIONAL
VOCATIONAL TECHNICAL HIGH SCHOOL
SOUTHERN WORCESTER COUNTY
REGIONAL VOCATIONAL SCHOOL DISTRICT**

2015 Annual Report – Webster

Bay Path Regional Vocational Technical High School graduated a class of 260 students in June of 2015, and accepted a class of 326 freshmen in September of 2015. Our current enrollment has reached 1,189 students.

Of the thirty-six Webster seniors who graduated, twenty-five are now gainfully employed in an occupation related to their training and three are now attending college. Currently, 160 students from Webster are enrolled in one of our twenty-one vocational areas.

Twenty-four Webster students are receiving extra services from our Special Education Department.

Whenever possible, we have continued our practice of utilizing our occupational programs to provide requested services to municipalities, non-profit organizations and residents from any of our ten district towns. During the 2014-2015 school year, our twenty-one vocational programs completed 1,024 work orders, of which, fifty-three were for residents of the Town of Webster. Each school year, our construction trades work together to build a house, on a rotating basis, in one of our ten district towns. Last year's home was built in the town of Webster.

Our Hilltop Restaurant and Minuteman Shoppe are opened to the public Tuesday through Friday from 11:00am to 1:00pm. Our cosmetology program is also open to the general public. Appointments for cosmetology services must be made in advance by calling the school. Residents of the Bay Path district are encouraged to take advantage of the services provided by our students. These learning opportunities benefit not only the students but provide useful services at reasonable costs to in-district residents. We will continue this type of work whenever possible, keeping in mind that the projects must be of educational value for our students.

Our Evening School Program continues to serve the adult needs of our ten-town district, as well as an additional twenty surrounding towns. Our Spring and Fall programs had a combined enrollment of 1,219, in programs ranging from Business & Finance; Career/Licensing; Computers; Cooking; Entertainment; Health & Fitness; Hobbies & Crafts; Home & Job; Language & Art; and Sports & Leisure. The program also offered a wide variety of over 400 online courses, including career certificate programs and courses to satisfy professional development requirements for teachers.

During Fiscal Year 2015, construction continued on the Bay Path addition/renovation project. Subsequently, on December 4, 2015, we celebrated our ribbon-cutting signifying the completion of our project on-time and under budget. The district expects to issue a small bond in 2016 to finalize the financing of the project once we receive the final reimbursement amount from MSBA. We are very pleased that low interest rates and construction budget savings resulted in assessments to the towns that are significantly lower than we projected in the summer of 2012. We thank the town for their support of our construction project and look forward to serving your students for many years in the future.

The Webster Public School System continues to provide excellent cooperation for our recruiting program and we are thankful for their efforts. I believe that they share our feeling that all students must be given the right, the information, and the opportunity to make an informed school choice.

We, at Bay Path, will continue to serve Webster with the finest vocational education programs available for high school students and adults, and will, when at all possible, use our skills and facilities to further town projects as they add to our students' education.

Respectfully submitted,
John A. Lafleche
Superintendent-Director