

# 2020 ANNUAL REPORT



# TOWN OF WEBSTER

## ***In Memoriam***

Katherine M. Annese

Amanda M. Grenier

Wendy L. Hickey

Fabien P. Houle Sr.

Joseph W. Kirby

Nancy J. LaFramboise

Edgar P. Latour

Daniel J. Leka

John F. McAuliffe

Olga Pappas

**TABLE OF CONTENTS**

Town Officers ..... 5

June Special Town Meeting Minutes ..... 17

June Annual Town Meeting Minutes ..... 24

October Annual Town Meeting Minutes ..... 39

Report of the Town Clerk..... 49

Report of the Town Accountant ..... 51

Report of the Assessor’s Department..... 74

Report of the Treasurer/Collector ..... 78

Report of the SWCCC ..... 83

Report of the Webster Fire/Rescue Department ..... 87

Report of the Police Department..... 89

Report of the Planning, Conservation and Engineering Departments ..... 99

Report of the Lake Sanitarian ..... 105

Report of the Webster Redevelopment Authority ..... 106

Report of the Recreation Department..... 110

Report of the Webster Senior Center/Council on Aging..... 111

Report of the Veterans Office ..... 114

Report of the Department of Public Works ..... 115

Report of the Water Department ..... 118

Report of the Sewer Department ..... 120

Report of the Historical Commission ..... 122

Report of the School Committee and School Superintendent ..... 123

Report of the Business and Finance Assistant Superintendent ..... 130

Report of the Food Service Director ..... 132

Report of the Adult and Community Education Program..... 134

Report of the Bartlett High School..... 136

Report of the Webster Middle School ..... 138

Report of the Park Ave Elementary School..... 140

Report of the Student Support Services Department..... 145

Report of the Bay Path Regional Vocational Technical High School..... 148

Wages Report..... 150

## TOWN OFFICERS

POSITION:	HELD BY:	TERM ENDS:	
<b>BOARD OF SELECTMEN</b>			
<b>Chair</b>	Randy V. Becker	Election Day	2021
<b>Vice Chair</b>	Andrew M. Jolda	Election Day	2023
<b>Secretary</b>	Earl Gabor	Election Day	2022
<b>Member</b>	Lisa Kontoes	Election Day	2022
<b>Member</b>	Tom Klebart	Election Day	2023
<b>TOWN CLERK</b>			
<b>Town Clerk</b>	Robert Craver	Election Day	2021
<b>SCHOOL COMMITTEE</b>			
<b>Chair</b>	Kelly Seddiki	Election Day	2023
<b>Vice Chair</b>	Kathleen Napierata	Election Day	2021
<b>Member</b>	Sheila Blythe	Election Day	2022
<b>Member</b>	Linda Millet	Election Day	2023
<b>Member</b>	Nick Adamopolous	Election Day	2024
<b>FINANCE COMMITTEE</b>			
<b>Chair</b>	Sarah Sansom	Election Day	2023
<b>Member</b>	Vacant	Election Day	
<b>Member</b>	Michael Finamore	Election Day	2022

<b>POSITION:</b>	<b>HELD BY:</b>	<b>TERM ENDS:</b>	
<b>Vice Chair</b>	Laura Backus	June 30,	2021
<b>Member</b>	Mat Fitton	June 30,	2023
<b>Member</b>	Vacant	June 30,	
<b>Member</b>	Jennifer Findlay	June 30,	2021
<b>Member</b>	Chris Markiewicz	June 30,	2022
<b>Member</b>	Josh Sterczala	June 30,	2023
<b>TRUSTEES OF PUBLIC LIBRARY</b>			
<b>Chair</b>	Rena Klebart	Election Day	2022
<b>Vice Chair</b>		Election Day	2021
<b>Secretary</b>	Mary Chabot	Election Day	2022
<b>Treasurer</b>		Election Day	2023
<b>Member</b>	Donna Becker	Election Day	2021
<b>Member</b>		Election Day	
<b>Member</b>		Election Day	
<b>TOWN MODERATOR</b>			
<b>Moderator</b>	Ted Avlas	Election Day	2022
<b>Deputy Moderator</b>		May TM	
<b>WEBSTER HOUSING AUTHORITY</b>			
<b>Chair</b>	David DuPont		2022
<b>Vice Chair</b>		Election Day	2023

POSITION:	HELD BY:	TERM ENDS:	
<b>Secretary</b>	Douglas Babcock	Election Day	2024
<b>Treasurer</b>	James Avery	Election Day	2021
<b>Member</b>	Peter Luchina	Election Day	2023
<b>BOARD OF HEALTH</b>			
<b>Chair</b>	Dave Zalewski	Election Day	2021
<b>Vice Chair</b>	Iwona Miller	Election Day	2023
<b>Member</b>	James Avery	Election Day	2022
<b>Member</b>	Janet Stoica	June 30,	2021
<b>Member</b>	Matthew Wyke	June 30,	2023
<b>REDEVELOPMENT AUTHORITY</b>			
<b>Chair</b>	Marc Becker	Election Day	2022
<b>Vice Chair</b>	Kenny Pizzetti	Election Day	2021
<b>Member</b>	Carole Marchand	Election Day	2025
<b>Member</b>	Jim Chauvin	Election Day	2023
<b>Member</b>	Dan Fales		
<b>OCD Director</b>	Carol Cyr		
<b>Town Administrator</b>	Doug Willardson	December 12,	2022
<b>Town Accountant</b>	Tim Bell	June 30,	2024

POSITION:	HELD BY:	TERM ENDS:	
<b>PLANNING BOARD</b>			
<b>Chairman</b>	Paul LaFramboise	June 30,	2023
<b>Vice Chair</b>	Michael Dostoler	June 30,	2022
<b>Member</b>	Thomas Klebart	June 30,	2022
<b>Member</b>	Daniel Morin	June 30,	2021
<b>Member</b>	Cathy Cody	June 30,	2021
<b>Associate Member</b>	Christella Gonsorcik	June 30,	2022
<b>Associate Member</b>	Vacant	June 30,	
<b>ZONING BOARD OF APPEALS</b>			
<b>Chairman</b>	Jason Piader	June 30,	2022
<b>Vice Chairman</b>	Daniel Cournoyer	June 30,	2023
<b>Member</b>	Mark Mason	June 30,	2021
<b>Member</b>	Christopher Daggett	June 30,	2021
<b>Member</b>	Dan Fales	June 30,	2022
<b>Associate Member</b>	Vacant	June 30,	
<b>Associate Member</b>	Vacant	June 30,	
<b>CONSERVATION COMMISSION</b>			
<b>Chair</b>	Joseph Wigglesworth	June 30,	2021
<b>Vice Chair</b>	Michelle Sherillo	June 30,	2023



POSITION:	HELD BY:	TERM ENDS:	
Member	Fredrick Bock	June 30,	2022
Member	Daniel Duteau	June 30,	2022
Member	Klarissa Johnson	June 30,	2021
Member	Hayden Brown	June 30,	2022
Member	Robin Jewel	June 30,	2021
Associate Member	Vacant	June 30,	2020
<b>REGISTRARS OF VOTERS</b>			
	Mike Costen	June 30,	2023
	Charlotte Costen	June 30,	2022
	Karen Saladino	June 30,	2021
<b>WATER AND SEWER COMMISSION</b>			
Chair	Tom Andrade	June 30,	2021
Vice Chair	Dan Duteau	June 30,	2021
Member	Rick Neeser	June 30,	2022
Member	Earl Gabor	June 30,	2022
Member	Vacant	June 30,	
<b>HISTORICAL COMMISSION</b>			
Member	Curtis Cleaves	June 30,	2021
Member	Ted Avlas	June 30,	2022
Member	Ron Heroux	June 30,	2021

POSITION:	HELD BY:	TERM ENDS:	
Member	Elaine Davies	June 30,	2022
Member	Vacant	June 30,	
Member	Vacant	June 30,	
Member	Vacant	June 30,	
<b>CABLE ADVISORY COMMITTEE</b>			
Chair	Ted Avlas	June 30,	2021
Vice Chair	Wayne Lawson	June 30,	2023
Member	Greg Roberts	June 30,	2021
<b>CONSTABLES</b>			
	William Keefe	June 30,	2021
	Barry Sims	June 30,	2021
<b>BYLAW COMMITTEE</b>			
Chair	Ken Mandile	June 30,	2023
Vice Chair	Jennie Raymond	June 30,	2021
Member	Nathan Winder	June 30,	2022
Member	Robert Russo	June 30,	2023
Member	Julie Mathews	June 30,	2021
<b>COUNCIL ON AGING</b>			
	Joann Sadowski	June 30,	2023

POSITION:	HELD BY:	TERM ENDS:	
	Elaine Gould	June 30,	2021
	Annah Mercier	June 30,	2022
	Anna Mae Mawhinney	June 30,	2023
	Phyllis Romano	June 30,	2021
	Rose Silvestri	June 30,	2022
	Barbara Steiger	June 30,	2023
	Edward Szymczak	June 30,	2021
	Stasia Leclair	June 30,	2022
	Jeanne Makara	June 30,	2023
<b>PERSONNEL ADVISORY BOARD</b>			
	Pat Nectow	June 30,	2022
	Josh Sterczala	June 30,	2021
	Laura Backus	June 30,	2023
	Sarah Sansom	June 30,	2023
	Steve Raymond	June 30,	2021
	Elaine Davies	June 30,	2023
<b>Town Administrator</b>	Doug Willardson		
<b>PUBLIC SAFETY COMMITTEE</b>			
<b>Chair</b>	Kenny Pizzetti	June 30,	2021
<b>Vice Chair</b>	Paul Congdon	June 30,	2021

POSITION:	HELD BY:	TERM ENDS:	
Police Chief	Mike Shaw	June 30,	2021
Member	Gordon Wentworth	June 30,	2021
Fire Chief	Brian Hickey	June 30,	2021
Member	Ted Avlas	June 30,	2021
<b>YOUTH, PARKS, AND RECREATION COMMITTEE</b>			
Member	Michelle Boulay	June 30,	2023
Member	Mark Konicki	June 30,	2021
Member		June 30,	
Member		June 30,	
Member		June 30,	
Member		June 30,	
Member		June 30,	
<b>TRUSTEES OF SOLDIERS MONUMENTS</b>			
Chair	Victor Jankowski	June 30,	2023
Vice Chair	James Reed Morrison	June 30,	2021
Secretary	Ronald Prest	June 30,	2023
Member	Joseph Laplante	June 30,	2021
Member	Vacant	June 30,	
<b>ECONOMIC DEVELOPMENT COMMITTEE</b>			

POSITION:	HELD BY:	TERM ENDS:	
Chair	Angela Rowell	June 30,	2023
Vice Chair	Marc Becker	June 30,	2023
Member	Brian Kretchman	June 30,	2021
Member	Chris Charniak	June 30,	2021
Member	John Milas	June 30,	2021
Member	Nancy Healy	June 30,	2023
BOS Appointee	Andrew Jolda	June 30,	2021
Town Administrator	Doug Willardson		n/a
Dir. Of Planning & Econ. Development	Ann Morgan		n/a
Dir. Of Redevelopment Authority	Carol Cyr		n/a
ADA COMMITTEE			
Chair	Heather Richards	June 30,	2023
Member		June 30,	2021
Member	Linda Cournoyer	June 30,	2022
Member	Michelle Boulay	June 30,	2023
Member	Angela Fleming	June 30,	2021
Member	Lori Charlonne	June 30,	2022
Member		June 30,	2022
ADA Coordinator	Ted Tetreault	June 30,	2021

POSITION:	HELD BY:	TERM ENDS:	
BOS Appointee	Andrew Jolda	June 30,	2021
<b>CULTURAL COUNCIL</b>			
Member	Angela Clair Fleming	June 30,	2023
Member	Michael Lengel	June 30,	2021
Member	Michelle Boulay	June 30,	2021
Member	Mark Konicki	June 30,	2023
Member	Carole Marchand	June 30,	2022
<b>OTHER POST-EMPLOYMENT BENEFITS TRUST</b>			
Trustee/Town Accountant	Tim Bell	N/A	N/A
Trustee/Treasurer	Tina Landry	N/A	N/A
Trustee/Town Administrator	Doug Willardson	June 6,	2021
<b>(Town Administrator shall serve as an ex officio member or, if so appointed by the Board, as a voting member)</b>			
<b>WEBSTER CONTRIBUTORY RETIREMENT SYSTEM</b>			
Chairman	Robert Craver	June 30,	2023
Vice Chair Member	Eleanor P. Doros	June 30,	2021
Member	Brian Petty	Jan 31,	2024
Member	James Hoover	June 30,	2022

POSITION:	HELD BY:	TERM ENDS:	
Ex-Officio Member	Timothy S. Bell	N/A	N/A
<b>SWCCC OPERATIONS BOARD</b>			
Webster Police Chief	Mike Shaw	N/A	N/A
Webster Fire Chief	Brian Hickey	N/A	N/A
<b>SWCCC BOARD OF DIRECTORS</b>			
Webster TA	Doug Willardson	December 12,	2022
Webster TA Alternate	Courtney Friedland	N/A	N/A
Webster BOS	Randy Becker	Election Day	2021
Webster BOS Alternate	Earl Gabor	Election Day	2022
<b>REGIONAL VOCATIONAL SCHOOL COMMITTEE</b>			
Member	Robert Tremblay	June 30,	2021
Member	Alfred Beland	June 30,	2022
<b>CMRPC DELEGATES</b>			
Delegate	Tom Klebart	June 30,	2021
Delegate	Cathy Cody	June 30,	2021
Delegate	Earl Gabor	June 30,	2021
Alternate	Jason Piader	June 30,	2021

**OFFICERS APPOINTED BY THE TOWN ADMINISTRATOR**

Marc Becker, Assessor	Greg Woods, Water & Sewer Superintendent
Courtney Friedland, Executive Secretary	Michelle Lafleche, Animal Control
Theodore Tetreault, Building Inspector	Aldo Nolle, Wiring Inspector
Jen Sullivan, Health Director	Jay Spaul, Plumbing Inspector
Ann Morgan, Town Planner	Brian C. Hickey, Fire Chief
Mary Overholt, Conservation Agent	Robert R. Gryncewicz, Deputy Fire Chief
Greg Robert, Information Technology	Chris W. Jolda, Deputy Fire Chief
Carole Marchand, Recreation Director	Michael Shaw, Chief of Police
Paul Broeder, Veterans Agent	Tobby Wheeler, Deputy Chief of Police
Sondra Murphy, Library Director	Town Counsel, KP Law
Jean Travis, Senior Center Director	
Ken Pizzetti, Highway Superintendent	



## MINUTES FROM THE JUNE 22, 2020 SPECIAL TOWN MEETING

This is to certify that the following articles were acted on at the Special Town Meeting held on June 22, 2020. There was a quorum of 97 present.

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, June 22, 2020 at 6:30 PM** then and there to act on the following Articles to wit:

**A motion was made to dispense with the reading of the warrant. The motion received a Unanimous YES voice vote and the Moderator moved on to the articles.**

### ARTICLE 1. GENERAL FUND PRIOR YEAR BILLS

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 Board of Selectmen

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to transfer from the following funds \$172.74 to the Town Administrator Unpaid Bills account (0112352-579000) for the purpose of funding the payment of prior years' unpaid invoices.

Amount	Vendor	Account #	Account Description
172.14	WB Mason	0116152-542000	Clerk Office Supplies

**DECISION:** A motion was made that the Town vote to transfer from the following funds \$172.74 to the Town Administrator Unpaid Bills account (0112352-579000) for the purpose of funding the payment of prior years' unpaid invoices.

Amount	Vendor	Account #	Account Description
172.14	WB Mason	0116152-542000	Clerk Office Supplies

This article required a 9/10ths vote. The vote was YES 87 and NO 4 and the article as amended was approved.

## ARTICLE 2. SEWER ENTERPRISE FUND PRIOR YEAR BILLS

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 Board of Selectmen

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to transfer from the following funds \$7,587.16 to the Sewer Unpaid Bills (6045052-579000) account for the purpose of funding the payment of prior years' unpaid invoices.

Amount	Vendor	Account #	Account Description
336.26	WB Mason	6046052-521001	Sewer Electricity
88.00	HT Machine	6046052-521001	Sewer Electricity
58.22	Shred It	6046052-521001	Sewer Electricity
7,104.68	N. Grid	6046052-521001	Sewer Electricity

\$7,587.16

**DECISION:** A motion was made that the Town vote to transfer from the following funds \$7,587.16 to the Sewer Unpaid Bills (6045052-579000) account for the purpose of funding the payment of prior years' unpaid invoices.

Amount	Vendor	Account #	Account Description
336.26	WB Mason	6046052-521001	Sewer Electricity
88.00	HT Machine	6046052-521001	Sewer Electricity
58.22	Shred It	6046052-521001	Sewer Electricity
7,104.68	N. Grid	6046052-521001	Sewer Electricity
<b>\$7,587.16</b>			

This article required a 9/10ths vote. The vote was YES 90 and NO 3 and the article as amended was approved.

### ARTICLE 3. WATER ENTERPRISE FUND PRIOR YEAR BILLS

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 Board of Selectmen

**Recommendation:** The Finance Committee recommends passing over this article.

**Recommended Motion:** I move that the Town pass over this article.

**DECISION: A motion was made to pass over this article. The vote was YES 87 and NO 2. And the article was passed over.**

#### **ARTICLE 4. FUND SNOW AND ICE DEFICIT**

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 DPW Snow and Ice Supplies Account; or take any action thereon.

#### **Sponsored by the Board of Selectmen**

**Recommendation:** The Finance Committee recommends passing over this article.

**Recommended Motion:** I move that the Town vote to pass over this article.

**DECISION: A motion was made to pass over this article. The vote was YES 85 and NO 3. And the article was passed over.**

#### **ARTICLE 5. APPROPRIATION FOR TOWN CAPITAL PROJECTS**

To see if the Town will vote to transfer from any available funds in the treasury, a sum sufficient for the purpose of funding capital purchases/projects as listed in the table below, including all costs incidental and related thereto, or take any action thereon.

Department	Project	Amount
Recreation	Memorial Beach Refurbishment	\$188,235
School Department	Memorial Athletic Field bleachers/stairs	\$45,000
School Department	Tennis courts refurbishment	\$50,000
Police Department	Dash cameras	\$51,000
Police Department	Replace police vehicles	\$50,000
Police Department	Replace Building Key Fobs	\$20,000
		<b>\$404,235</b>

#### **Sponsored by the Board of Selectmen**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to approve the article as presented.

**DECISION:** A motion was made to transfer from FREE CASH a sum sufficient for the purpose of funding capital purchases/projects as listed in the table below, including all costs incidental and related thereto, or take any action thereon.

Department	Project	Amount
Recreation	Memorial Beach Refurbishment	\$188,235
School Department	Memorial Athletic Field bleachers/stairs	\$45,000
School Department	Tennis courts refurbishment	\$50,000
Police Department	Dash cameras	\$51,000
Police Department	Replace police vehicles	\$50,000
Police Department	Replace Building Key Fobs	\$20,000
		<b>\$404,235</b>

A second motion was made to separate the Recreation Memorial Beach refurbishment project and vote on it separately. A voice vote was taken and the Moderator declared a NO VOTE and this motion was defeated.

The original motion was acted on and the vote was YES 82 and NO 12 and the original motion to approve the funding of capital purchase/projects from free cash was approved.

**ARTICLE 6.            APPROPRIATE FROM RETAINED EARNINGS FOR WATER DISTRIBUTION IMPROVEMENTS**

To see if the Town will vote to appropriate \$205,000.00 from Water Retained Earnings to fund the following projects, including all costs incidental and related thereto, or take any action thereon.

PROJECT	COST
Engineering costs for water distribution improvement design	\$130,000.00
Asset Management Study	\$75,000.00

**Sponsored by the Water & Sewer Commission**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to approve the article as presented.

**DECISION:** A motion was made that the Town vote to approve the article as presented. The Vote was YES 86 and NO 5 and the article was approved as presented.

**ARTICLE 7. APPROPRIATE FROM SEWER RETAINED EARNINGS FOR SEWER PROJECTS**

To see if the Town will vote to appropriate from Sewer Retained Earnings \$336,000.00 to fund the Infiltration and Inflow Study, including all costs incidental and related thereto, or take any action thereon.

**Sponsored by the Water & Sewer Commission**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to approve the article as presented.

**DECISION:** A motion was made that the Town vote to approve the article as presented. The Vote was YES 80 and NO 6 and the article was approved as presented.

**ARTICLE 8. ADJUSTMENT OF THE CABLE/PEG ACCESS BUDGET**

To see if the Town will vote to amend the Cable/PEG Access budget by transferring \$2,000 from 3702-570000 Other Charges & Expenses to 3702-510000 Salaries, or take any action thereon.

**Sponsored by the Board of Selectmen**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to approve the article as presented.

**DECISION:** A motion was made that the Town vote to approve the article as presented. The Vote was YES 83 and NO 9 and the article was approved as presented.

A motion was made to dissolve the meeting at 7:02 p.m... The motion received a Unanimous YES vote and the meeting was dissolved.

## MINUTES FROM THE JUNE 22, 2020 ANNUAL TOWN MEETING

This is to certify that the following articles were acted on at the Annual Town Meeting held on June 22, 2020. There was a quorum of 99 present. A motion was made to suspend the Annual Town Meeting and take up the Special town Meeting. The motion received a Unanimous YES vote and the Moderator moved on to the Special Town Meeting. The Special Town Meeting ended at 7:02 p.m.... At the conclusion of the Special Town Meeting the Moderator reconvened the Annual Town Meeting.

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 13, 2019 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 warrant. The motion received a YES voice vote and the Moderator moved on to the articles.**

### **ARTICLE 1. REPORTS FROM THE FINANCE COMMITTEE OR BOARD OF SELECTMEN**

To hear and act upon the report and recommendations of the Board of Selectmen and the Finance Committee; or take any action thereon.

#### **Sponsored by the Board of Selectmen**

**Recommended Motion:** There is no report and this article will be passed over.

**DECISION:** A Motion was made to pass over this article. The vote was YES 83 and NO 2 and the motion to pass over was approved.

### **ARTICLE 2: FY2021 GENERAL FUND ANNUAL BUDGET**

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, 2020 and ending June 30, 2021; or take any action thereon.

**Sponsored by the Board of Selectmen**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to raise and appropriate the sum of \$47,070,652.09, 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, 2020 and ending June 30, 2021. Said sum to be raised as follows:

Transfer from Waterway Improvements Fund .....	\$15,000
Donation from Fels Foundation for Police Station .....	\$200,000
Donation from Friends of Library.....	\$50,000
Proceeds from Sale of Filmer Building .....	\$45,000
SWCCC Dudley Indirect Costs .....	\$78,120
Water Indirect Costs .....	\$421,029
Sewer Indirect Costs .....	\$735,245
Property tax and other revenues.....	\$45,526,258.09

**Decision:** A motion was made that the Town vote to raise and appropriate in an omnibus budget the sum of \$47,070,652.09, 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, 2020 and ending June 30, 2021. Said sum to be raised as follows:

Transfer from Waterway Improvements Fund .....	\$15,000
--	----------

Donation from Fels Foundation for Police Station .....	\$200,000
Donation from Friends of Library.....	\$50,000
Proceeds from Sale of Filmer Building.....	\$45,000
SWCCC Dudley Indirect Costs.....	\$78,120
Water Indirect Costs .....	\$421,029
Sewer Indirect Costs.....	\$735,245
Property tax and other revenues .....	\$45,526,258.09
The vote was YES 79 and NO 14 and the budget was approved as an omnibus budget with the sum of \$47,070,652.09.	

**ARTICLE 3:      FY2021 SEWER ANNUAL BUDGET**

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, 2020 and ending June 30, 2021; or take any action thereon.

**Sponsored by the Water and Sewer Commissioners**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to raise and appropriate a sum of \$3,680,112.93, an amount sufficient to operate the Sewer Enterprise Fund for the fiscal year beginning July 1, 2020 and ending June 30, 2021.

**Decision:** A motion was made that the Town vote to raise and appropriate in an omnibus budget a sum of \$3,680,112.93, an amount sufficient to operate the Sewer Enterprise Fund for the fiscal year beginning July 1, 2020 and ending June 30, 2021 with a funding source of user charges and other department receipts. The article with the motion received a vote of YES 81 and NO 5. The article with the motion was approved.

**ARTICLE 4: FY2021 WATER ANNUAL BUDGET**

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, 2020 and ending June 30, 2021; or take any action thereon.

**Sponsored by the Water and Sewer Commissioners**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to raise and appropriate a sum of \$2,585,959.53, an amount sufficient to operate the Water Enterprise Fund for the fiscal year beginning July 1, 2020 and ending June 30, 2021.

**Decision:** A motion was made that the Town vote to raise and appropriate in an omnibus budget a sum of \$2,585,959.53, an amount sufficient to operate the Water Enterprise Fund for the fiscal year beginning July 1, 2020 and ending June 30, 2021 with a funding source of user charges and other department receipts. The article with the motion received a vote of YES 78 and NO 11. The article with the motion was approved.

**ARTICLE 5: AUTHORIZE SHORT-TERM BORROWINGS**

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 inter-fund 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**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to approve the article as presented.

**DECISION:** A motion was made to approve the article as presented. The vote was YES 80 and NO 8. The article was approved as presented.

**ARTICLE 6: APPROPRIATE TO THE STABILIZATION FUND**

To see if the Town will vote to raise and appropriate or transfer from any available funds in the Treasury, a certain sum to the Stabilization Fund; or take any action thereon.

**Sponsored by the Board of Selectmen**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to appropriate \$978,000 to the stabilization fund (8001).

**DECISION:** A motion was made that the Town vote to appropriate \$978,000 to the stabilization fund and the funding source be from free cash. The vote was YES 86 and NO 4. The article with the motion was approved.

**ARTICLE 7: DEPARTMENTAL REVOLVING FUNDS**

To see if the Town will vote, pursuant to the provisions of G.L. c 44, §53E1/2, as most recently amended, to set FY 2021 spending limits for the following revolving funds established in the Town's General Bylaws:

REVOLVING FUND	FY 2021 SPENDING FUND
Board of Health Inspections (Fund 3531)	\$15,000.00
Senior Center (Fund 3516)	\$8,000.00
Nuisance Properties (Fund 3530)	\$80,000.00
Inspectional Services (Fund 3534)	\$50,000.00
Composting Facility (Fund 3525)	\$13,000.00
Recreation (Fund 3521)	\$85,000.00

; or take any action thereon.

**Sponsored by the Board of Selectmen**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to approve the article as presented.

**DECISION:** A motion was made to approve the article as presented. The vote was YES 82 and NO 7. The article was approved as presented.

**ARTICLE 8. CREATE BUDGET FOR CABLE ACCESS**

To see if the Town will vote to appropriate the following Cable Access Budget in accordance with General Laws Chapter 44, Section 53F¾; or take any action thereon.

Account	Description	Budget
3702-510000	Salaries	\$28,000
3702-570000	Other Charges	\$29,500

**Sponsored by the Board of Selectmen**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to approve the article as presented.

**DECISION:** A motion was made to approve the article as presented. The vote was YES 76 and NO 9. The article was approved as presented.

**ARTICLE 9. AUTHORIZE THE CONVEYANCE OF PROPERTY AT 26 PARK ROAD**

To see if the Town will vote to transfer the care, custody and control of certain real property, containing approximately 5.25 acres, located at 26 Park Road (Parcel ID 28-D-23-0), from the purpose for which it is currently held to the Board of Selectmen for the purpose of conveyance, on such terms and conditions as the Board of Selectmen deem appropriate, and to authorize the Board of Selectmen to enter into all agreements and execute any and all

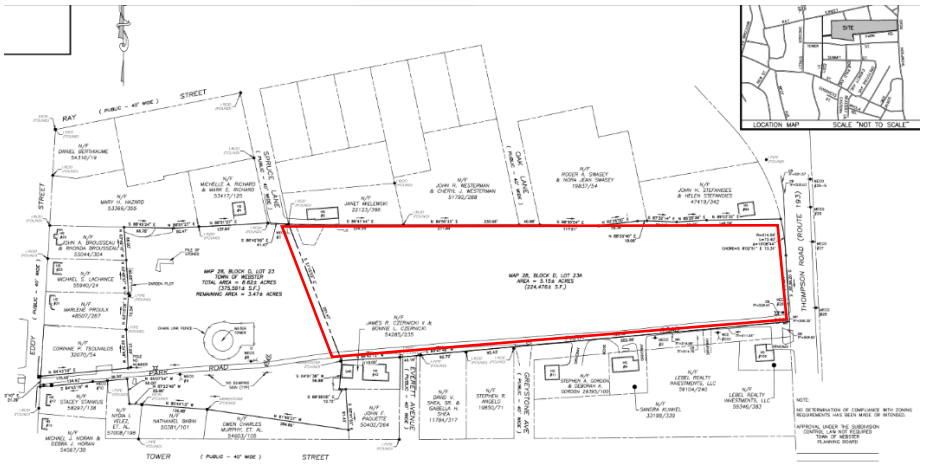
instruments as may be necessary to sell such property, or take any action related thereto.

### Sponsored by the Board of Selectmen

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to approve the article as presented.

**Decision:** This vote required a 2/3rds vote. A motion was made to approve the article as presented. The vote was YES 10 and NO 78. The article was not approved.



### Article 9 display map.

## ARTICLE 10. ACCEPT DONATION OF CONSERVATION RESTRICTION ON 0 SOUTH SHORE ROAD

To see if the Town will vote to authorize the Town, acting by and through its Conservation Commission, to accept by donation from Julia Hanc and place a conservation restriction on certain real property located at 0 South Shore Road (Parcel ID 59-E-4-0) and to authorize the Board of Selectmen to enter into all agreements and execute any and all instruments as may be necessary to

accept said donation and conservation restriction, or take any action related thereto.

### **Sponsored by the Conservation Commission**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town, acting by and through its Conservation Commission, accept a donation of land from Julia Hanc, and/or the current property owner(s), said land located at 0 South Shore Road (Parcel ID 59-E-4-0), and authorize the Board of Selectmen and the Conservation Commission to execute any and all instruments necessary to accept said donation.

**DECISION:** A motion was made that the Town, acting by and through its Conservation Commission, accept a donation of land from Julia Hanc, and/or the current property owner(s), said land located at 0 South Shore Road (Parcel ID 59-E-4-0), and authorize the Board of Selectmen and the Conservation Commission to execute any and all instruments necessary to accept said donation. The vote was YES 78 and NO 4 and the article with the motion was approved.

### **ARTICLE 11. CONSERVATION RESTRICTION ON 0 LOWER GORE ROAD**

To see if the Town will vote to convey a conservation restriction on certain Town-owned property located at 0 Lower Gore Road (Parcel ID 54-A-42-0) and to authorize the Board of Selectmen to enter into all agreements and execute any and all instruments as may be necessary to convey such restriction, or take any action related thereto.

### **Sponsored by the Board of Selectmen**

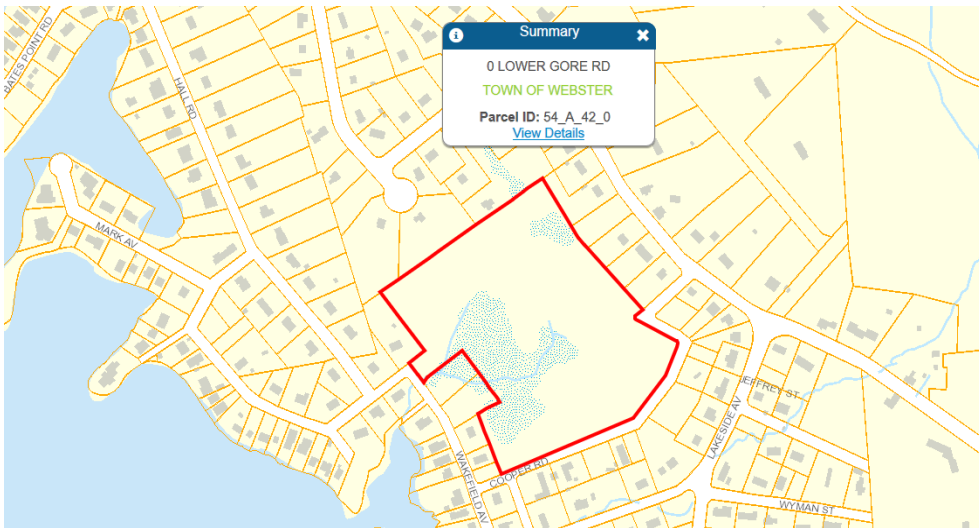
**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town transfer the care, custody, management and control of certain Town-owned property located at 0 Lower Gore Road (Parcel ID 54-A-42-0) from the board or commission currently having custody thereof, to the Conservation Commission, for

conservation purposes, and authorize the Board of Selectmen and/or the Conservation Commission to execute any and all instruments necessary to carry out the purposes of this Article.

**DECISION:** A motion was made that the Town transfer the care, custody, management and control of certain Town-owned property located at 0 Lower Gore Road (Parcel ID 54-A-42-0) from the board or commission currently having custody thereof, to the Conservation Commission, for conservation purposes, and authorize the Board of Selectmen and/or the Conservation Commission to execute any and all instruments necessary to carry out the purposes of this Article.

A second motion was made to pass over this article for more information. This motion received a vote of Yes 73 and No 18 and the article was passed over for more information



**Article 11 display map.**



**ARTICLE 12. ACCEPT THE DONATION OF 1.13 ACRES OF REAL PROPERTY LOCATED AT 0 HIGH STREET**

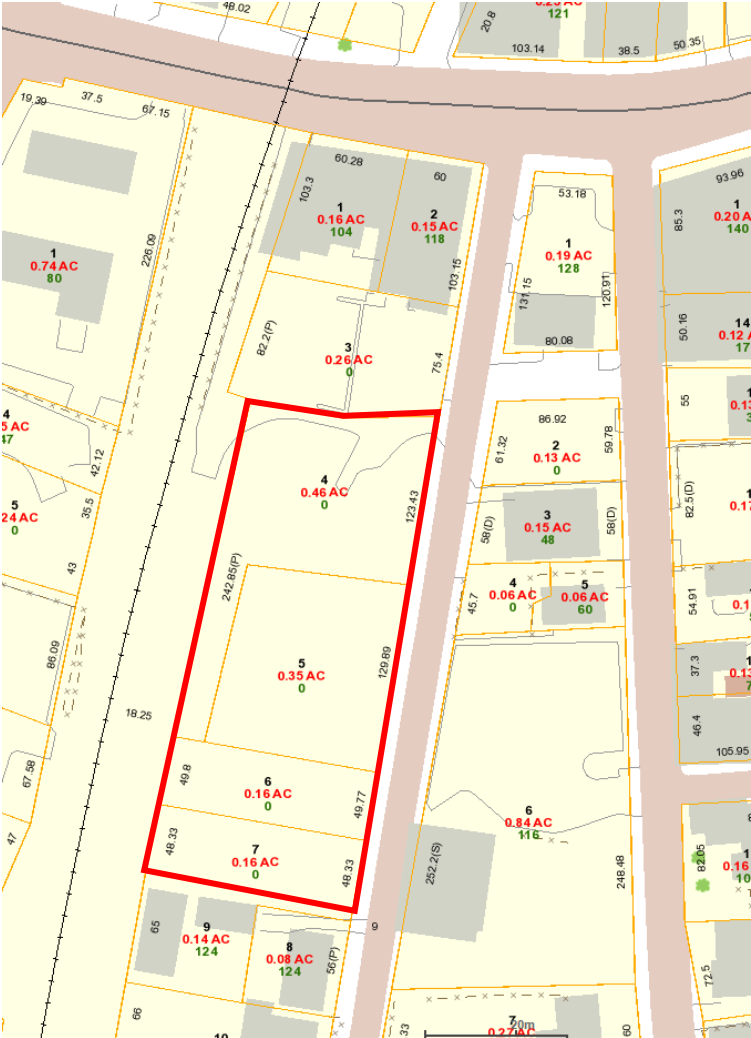
To see if the Town will vote to accept the donation of approximately 1.13 acres of real property located at 0 High Street made up of four parcels (Parcel ID's 1-T-4-0, 1-T-5-0, 1-T-6-0 and 1-T-7-0), described in a deed recorded with the Worcester South District Registry of Deeds in Book 35155, Page 201, and to authorize the Board of Selectmen to enter into all agreements and execute any and all instruments as may be necessary, or take any action related thereto.

**Sponsored by the Board of Selectmen**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to approve the article as presented.

**DECISION:** A motion was made to approve the article as presented. The vote was YES 77 and NO 10. The article was approved as presented.



Article 12 display map.

**ARTICLE 13. REQUEST SPECIAL LEGISLATION FOR ADDITIONAL LIQUOR LICENSES**

To see if the Town will vote to have the Board of Selectmen petition the State Legislature for a special act, or take any other action relative thereto, as follows:

“An Act Authorizing the Town of Webster to grant an additional two licenses for the sale of all alcoholic beverages to be drunk on the premises and an additional two licenses for the sale of malt and wine beverages to be drunk on the premises.

Section 1. Notwithstanding section 17 of chapter 138 of the general laws or any other general or special law to the contrary, the licensing authority of the Town of Webster may grant an additional two licenses for the sale of all alcoholic beverages to be drunk on the premises and an additional two licenses for the sale of malt and wine beverages to be drunk on the premises under section 12 of said chapter 138. The licenses shall be subject to all of said chapter 138, except said section 17.

If the licenses granted under this act is cancelled, revoked or no longer in use it shall be returned physically with all of the legal rights, privileges and restrictions pertaining thereto to the licensing authority and the licensing authority may then grant the license to a new applicant under the same terms and conditions as specified in this act.”

**Sponsored by the Board of Selectmen**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to approve the article as presented.

**DECISION:** A motion was made to approve the article as presented. The vote was YES 82 and NO 5. The article was approved as presented.

**ARTICLE 14. REQUEST SPECIAL LEGISLATION FOR REMOVAL FROM CIVIL SERVICE**

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation to exempt all positions in the police department from the Civil Service Law, c. 31, as set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to said bill, unless the Board of Selectmen approves amendments thereto prior to enactment by the General Court; and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition, or take any other action relative thereto.

**AN ACT EXEMPTING CERTAIN POSITIONS OF THE POLICE DEPARTMENT OF THE TOWN OF WEBSTER FROM THE CIVIL SERVICE LAW.**

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same as follows:*

SECTION 1. Notwithstanding any general or special law to the contrary, all positions in the police department of the Town of Webster shall be exempt from chapter 31 of the General Laws.

SECTION 2. This act shall not impair the civil service status of a person holding a position described in section 1 on the effective date of this act.

SECTION 3. This act shall take effect upon its passage.

**Sponsored by the Board of Selectmen**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to approve the article as presented.

**DECISION:** A motion was made to approve the article as presented. The vote was YES 76 and NO 6. The article was approved as presented.

**ARTICLE 15. ADOPT MULLIN RULE**

To see if the Town will accept the provisions of M.G.L c.39 §23D; which provide that a member of a board, committee, or commission holding an adjudicatory hearing shall not be disqualified from voting in the matter solely due to the member's absence from one session of such hearing, provided that certain conditions as established by said statute are met; or take any action thereon.

**Sponsored by the Board of Selectmen**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to approve the article as presented.

**DECISION:** A motion was made to approve the article as presented. The vote was YES 75 and NO 10. The article was approved as presented.

**ARTICLE 16. NONCRIMINAL DISPOSITION – WETLANDS PROTECTION BY-LAW**

To see if the Town will vote to amend the Town of Webster General Bylaws by inserting the following language to Chapter 85-2B. Noncriminal Disposition; or take any action thereon.

**Code Project**

**Fine**

Chapter **636**

Wetlands Protection – §636-4G

Filling a wetland or resource \$75.00 per square foot per

Wetlands violations excluding filling of wetlands

- 1st day of offense: \$100.00
- 2nd day of offense: \$200.00
- 3rd and subsequent days of offense:\$300.00

**Sponsored by the Board of Selectmen**

**Recommendation:** The Finance Committee recommends favorable action on this article.

**Recommended Motion:** I move that the Town vote to approve the article as presented.

**DECISION:** A motion was made to approve the article as presented. The vote was YES 49 and NO 35. The article was approved as presented.

A motion was made to dissolve the meeting at 8:05 p.m. The motion received an UNANIMOUS YES vote and the meeting was dissolved.

## MINUTES FROM THE OCTOBER 19, 2020 ANNUAL TOWN MEETING

This is to certify that the following articles were acted on at the Annual Town Meeting held on October 19, 2020. The meeting started at 6:10 p.m. and there was a quorum present...

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 Gymnasium, 52 Lake Parkway, in said Webster on **Monday, October 19, 2020 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 warrant. The motion received a YES voice vote and the Moderator moved on to the articles.**

### ARTICLE 1. GENERAL FUND PRIOR YEAR BILLS

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 Board of Selectmen**

**Decision: A motion was made to amend the article that the Town vote to transfer from the following funds \$1,100.85 to the Town**

**Administrator Unpaid Bills account (0112352-579000) for the purpose of funding the payment of prior years' unpaid invoices.**

Amount	Vendor	Account #	Account Description
<b>714.87</b>	Civic Plus	0115552-530000	IT Professional Services
<b>170.93</b>	Konica Minolta	0115552-530000	IT Professional Services

<b>82.05</b>	WB Mason	0115552-530000	IT Professional Services
<b>133.00</b>	GateHouse New England	0115552-530000	IT Professional Services
<b>\$1,100.85</b>			

This article required a 4/5ths vote. The vote was a **UNANIMOUS YES** vote and the article as amended was approved.

## **ARTICLE 2. SEWER ENTERPRISE FUND PRIOR YEAR BILLS**

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 Board of Selectmen**

**Decision:** A motion was made to amend the article that that the Town vote to transfer from the following funds \$4,473.66 to the Sewer Unpaid Bills (6045052-579000) account for the purpose of funding the payment of prior years' unpaid invoices.

Amount	Vendor	Account #	Account Description
<b>890.00</b>	Microbac	6046052-553010	Sewer Chemical Supplies
<b>44.10</b>	Stonebridge Press	6046052-553010	Sewer Chemical Supplies
<b>3,539.56</b>	Carmeuse Americas	6046052-553010	Sewer Chemical Supplies
<b>\$4,473.66</b>			

This article required a 4/5ths vote. The vote was a **UNANIMOUS YES** vote and the article as amended was approved.



**ARTICLE 3. WATER ENTERPRISE FUND PRIOR YEAR BILLS**

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 Board of Selectmen**

**Decision: A motion was made to pass over the article. The vote was a UNANIMOUS YES vote. The article was passed over.**

**ARTICLE 4. ADJUST THE FY21 OPERATING BUDGET**

To see if the Town will vote to raise and appropriate or transfer from any available funds in the Treasury, sums sufficient to adjust the FY21 Operating Budget; or take any action thereon.

**Sponsored by the Board of Selectmen**

**Decision: A motion was made to amend the article that the Town vote to appropriate an additional \$342,800 to fund the following:**

Amount	Account #	Account Description
50,000.00	01300-533002-3300	School transportation
50,000.00	0191451-517003	Health insurance
92,500.00	0191951-519030	Other Post Employment Benefit (OPEB)
115,300.00	0194552-574001	General liability insurance
35,000.00	0199059-596200	Economic development
<b>TOTAL: \$342,800</b>		

**The vote was a UNANIMOUS YES vote and the article as amended was approved.**

**ARTICLE 5. PROHIBITION OF ENGINE COMPRESSION BRAKES**

To see if the Town will vote to amend Town By-law Chapter 599 Vehicles and Traffic by adding section 599-5 Compression Brakes as follows:

Except in the case of an emergency and where required by G.L. c.90, §7 or any other applicable law, it is unlawful for the driver of any vehicle on a public way to use or operate, or cause to be used or operated, within the Town limits of the Town of Webster, any compression brake, engine brake, dynamic brake or mechanical exhaust devise designed to assist in the deceleration or braking of any motor vehicle. Violations shall be punishable by a fine of one hundred dollars (\$100.00) for the first offense and three hundred dollars (\$300.00) for the second and subsequent offenses or take any action thereon.

**Sponsored by the Board of Selectmen**

**Decision: A motion was made to approve the article as presented. The motion passed with a MAJORITY YES vote. (5 NO votes)**

**ARTICLE 6. MARIJUANA RETAILERS LICENSED ~ GENERAL BYLAW**

To see if the Town will vote to amend Part II, Regulatory Bylaws, Chapter 445 – Marijuana of the Town of Webster General Bylaws by deleting the text shown with a ~~striketrough~~, and inserting the text shown in *italics* as follows; or take any action thereon:

**Chapter 445 – Marijuana**

**§ 445-1. Marijuana Retailers Limitation.**

The number of Marijuana Retail Licenses issued in the Town of Webster shall be limited to *three with the third retail license being restricted to only allow for delivery sales and that no in-person retail sales would be allowed pertaining to the third license.* ~~twenty (20%) percent of licenses issued in the Town of Webster for retail sale of alcoholic beverages not to be drunk on the premises where sold, which shall be calculated by rounding up to the next whole number.~~

**Sponsored by the Board of Selectmen**

**Decision: A motion was made to approve the article as presented. The motion passed with a MAJORITY YES vote. (6 NO votes)**

**ARTICLE 7. LEASE OF TOWN-OWNED PROPERTY AT 0 RAY STREET**

To see if the Town will vote to allow the Board of Selectmen to (a) negotiate a lease agreement for the tennis courts located at 0 Ray Street, Webster, MA currently designated as Tax Parcel Number 27\_G\_16\_2, which lease agreement will provide for lessee to renovate and improve court surfaces for the playing of Futsol; and (b) authorize the Board of Selectmen to execute the lease agreement, and any documents relating thereto; or take any action thereon.

**Sponsored by the Board of Selectmen**

**Decision: A motion was made to approve the article as presented. This article required a 2/3rds vote. The motion passed with a UNANIMOUS YES vote**

**ARTICLE 8. TRANSFER FUNDS TO PURCHASE A WATER DEPARTMENT PICKUP**

To see if the Town will vote to transfer \$65,000 from Fund 6325 *Water Filtration Plant* to fund the purchase of a pickup truck for the Water Department, including all costs incidental and related thereto; or take any action thereon.

**Sponsored by the Water and Sewer Commission**

**Decision: A motion was made to approve the article as presented. The motion passed with a MAJORITY YES vote. (1 NO vote)**

**ARTICLE 9. BORROW FUNDS FOR WATER DISTRIBUTION INFRASTRUCTURE**

To see if the Town will vote to borrow a certain sum of money and authorize the Treasurer, with the approval of the Selectmen, per M.G.L. Chapter 44, Section 7 and/or any enabling authority, to borrow the sum for the purpose of improving water distribution infrastructure, including, without limitation all costs incidental or related thereto and issue bonds and notes therefor; and

further, that any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount; or take any action thereon.

#### **Sponsored by the Water and Sewer Commission**

**Decision: A motion was made to amend the article that the Town vote to vote to borrow \$2,280,000 and authorize the Treasurer, with the approval of the Selectmen, per M.G.L. Chapter 44, Section 7 and/or any enabling authority, to borrow the sum for the purpose of improving water distribution infrastructure, including, without limitation all costs incidental or related thereto and issue bonds and notes therefor; and further, that any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. This article required a 2/3rds vote. The vote was a UNANIMOUS YES vote and the article as amended was approved.**

#### **ARTICLE 10. BORROW FUNDS FOR TOWN HALL ROOF IMPROVEMENTS**

To see if the Town will vote to borrow a certain sum of money and authorize the Treasurer, with the approval of the Selectmen, per M.G.L. Chapter 44, Section 7 and/or any enabling authority, to borrow the sum for the purpose of making improvements to the town hall roof and clock tower, including, without limitation all costs incidental or related thereto and issue bonds and notes therefor; and further, that any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount; or take any action thereon.

**Sponsored by the Board of Selectmen**

**Decision:** A motion was made to amend the article that the Town vote to vote to borrow \$650,000 and authorize the Treasurer, with the approval of the Selectmen, per M.G.L. Chapter 44, Section 7 and/or any enabling authority, to borrow the sum for the purpose of making improvements to the town hall roof and clock tower, including, without

limitation all costs incidental or related thereto and issue bonds and notes therefor; and further, that any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount; or take any action thereon. This article required a 2/3rds vote. There was 1 NO vote. The vote was a 2/3rds YES vote and the article as amended was approved with a 2/3rds YES vote.

**ARTICLE 11: TAX INCREMENT FINANCING AGREEMENT GOYA FOODS**

To see if the Town will vote pursuant to G.L. c. 40, §59 and G.L. c. 23A, §§3E and 3F and applicable regulations thereunder, to: (a) allow the Board of Selectmen to negotiate a Tax Increment Financing (“TIF”) Agreement between Goya Foods Inc. and the Town of Webster for

improvements to the property located at 9 Cudworth Road, Webster, MA currently designated as Tax Parcel Number 96\_A\_2\_2, which TIF Agreement will provide for real estate tax exemptions over a ten year period at the exemption rate schedule set forth therein; (b) authorize the Board of Selectmen to execute the TIF Agreement, and any documents relating thereto; and (c) authorize the Board of Selectmen to approve submission of the TIF Agreement, any Economic Development Incentive Program (EDIP) “Local Incentive-Only” Application, and any associated documents to the Massachusetts Economic Assistance Coordinating Council (EACC), all relating to the project as described in the TIF Agreement to be located at 9 Cudworth Road, and to take such other and further action as may be necessary or

appropriate to obtain EACC approval, implement these documents and carry out the purposes of this article; or take any action thereon.

### **Sponsored by the Board of Selectmen**

**Decision:** A motion was made to amend the article that the Town vote pursuant to G.L. c. 40, §59 and G.L. c. 23A, §§3E and 3F and applicable regulations thereunder, to: (a) allow the Board of Selectmen to negotiate a Tax Increment Financing (“TIF”) Agreement between Goya Foods Inc. and the Town of Webster for improvements to the property located at 9 Goya Drive, Webster, MA currently designated as Tax Parcel Number 96\_A\_2\_2, **which TIF Agreement will provide for real estate tax exemptions for up to a ten years period at the exemption rate schedule set forth therein;** (b) authorize the Board of Selectmen to execute the TIF Agreement, and any documents relating thereto; and (c) authorize the Board of Selectmen to approve submission of the TIF Agreement, any Economic Development Incentive Program (EDIP) “Local Incentive-Only” Application, and any associated documents to the Massachusetts Economic Assistance Coordinating Council (EACC), all relating to the project as described in the TIF Agreement to be located at 9 Goya Drive, and to take such other and further action as may be necessary or appropriate to obtain EACC approval, implement these documents and carry out the purposes of this article. (The address corrections to 9 Goya drive and the change from over a ten year period to up to ten years. These were the minor changes.).**The vote was a MAJORITY YES vote (6 NO votes) and the article as amended was approved.**

### **ARTICLE 12. AMEND TEMPORARY REPAIRS OF PRIVATE WAYS BY-LAW**

To see if the Town will vote to amend section 573.3.1, first para., of the Temporary Repairs of Private Ways by-law as follows (deletions strikethrough, additions bolded italics); or take any action thereon:

#### **Section 573.3 - Major Temporary Repairs**

573.3.1 The Town may make major temporary repairs on a private way in the Town. Such repairs shall be made only after a petition has been filed in the office of the board of selectmen. Such petition shall identify the repairs to be made and shall be signed by the owners of

no less than ~~2/3rds~~ **50%** of the primary lineal frontage of said way. Where a property is owned by more than one person or entity, each such person, and where appropriate, each trustee and/or representative, must sign the petition in order for that property's frontage to count towards the frontage percentage.

### **Submitted by Citizen's Petition**

**Decision:** A motion was made to amend the article that The Town may make major temporary repairs on a private way in the Town. Such repairs shall be made only after a petition has been filed in the office of the board of selectmen. Such petition shall identify the repairs to be made and shall be signed by the owners of MORE THAN 50% of the primary lineal frontage of said way. Where a property is owned by more than one person or entity, each such person, and where appropriate, each trustee and/or representative, must sign the petition in order for that property's frontage to count towards the frontage percentage. (The underline section, more than 50% is the change from 2/3rds.) The vote was a MAJORITY YES vote (4 NO votes) and the article as amended was approved.

### **ARTICLE 13. AMEND THE WETLANDS PROTECTION BY-LAW**

To see if the Town will vote to amend the Town of Webster General By-laws by inserting the following language into Chapter 85-2B or take any action thereon.

Code chapter    Subject

Chapter 636    Wetlands Protection 636-3B(3)

A list, with a minimum of three or more outside consultants shall be provided by the commission for the applicant to choose from. Any applicant aggrieved by the imposition of, or size of the consultant fee, or any act related thereto, may appeal to the Board of Selectmen, in accordance with the provisions of the MGL c. 44 § 53G. The grounds for such an appeal shall be limited to claims that the consultant selected has a conflict of Interest or does not possess the minimum required qualifications. The standard of qualification shall consist of Massachusetts certification or license in the field at issue or references mutually acceptable to the Commission and the applicant, showing expertise

and experience in the field at issue. The required time limit for action upon an application by the Commission shall be extended by the duration of the administrative appeal.

**Submitted by Citizen's Petition**

**A motion was made to allow a non-resident to speak. The motion received a MAJORITY YES vote (1 NO vote) and the non-resident was allowed to speak.**

**Decision: A motion was made to approve the article as presented. The motion passed with a MAJORITY YES vote. (6 NO votes).**

**A motion was made to dissolve the meeting at 7:15 p.m. The vote was 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 Fourteenth Day of September in the year of our Lord Two Thousand and Twenty.



**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, 2019 to the Town of Webster.

**Miscellaneous Licenses issued**

**DOG LICENSES**

Total Number of Dog Licenses Issued:

- Male and Female..... 448
- Neutered and Spayed ..... 414
- Kennels..... 0
- Late Fees ..... 0
- Service Dogs..... 6
- Void ..... 1
- Amount Paid to the Town Treasurer.....\$7,170

**VITAL STATISTICS**

- Town Election..... 1
- Special Election ..... 0
- Special Regional Election ..... 0
- Annual Town Meetings ..... 2
- Special Town Meetings ..... 2
- State Primary ..... 1
- Presidential Primary..... 1
- State Election ..... 0
- Marriages Recorded and Indexed106
- Births Recorded and Indexed..... 176
- Deaths Recorded and Indexed.... 290

2020 was an extremely busy election year with the Presidential Primary, Webster Town Election, the State Primary, and finally the State Election (Presidential). This was also the year of the Covid 19 Pandemic. The Pandemic created a great deal of angst and concern on Local, State, and National levels

and a number of adjustments were made for the elections. On the State and local level absentee voting and early voting were expanded. Masks, partitions, hand sanitizing, and social distancing policies were instituted for the health and wellbeing of the voters and staff. The office had to hire extra staff for part of the year. Pretty much 2020 was the year of the elections. The office was either prepping for an election, having an election, closing out an election, or prepping for the next election. Thanks to Assistant Clerk Linda Krupsky, the Board of Registrars and the election staff all of the elections went pretty much problem free.

Also during all this the office conducted its normal business. This was accomplished in a large part due to excellent work of Linda Krupsky.

Robert T. Craver

Webster Town clerk

## REPORT OF THE TOWN ACCOUNTANT

To the Honorable Board of Selectmen, Town Administrator and Citizens of Webster, Massachusetts:

Fiscal year ended June 30, 2020 was a period of change and challenges. During fiscal year 2020 the role of Finance Director was added to the Town Accountant. Working with the Town Administrator and the other financial management team members we began transitioning duties and discussing opportunities for improvements and operational efficiencies across the financial departments.

In March 2020 our focus turned to maintaining basic operations during an uncertain and rapidly changing environment. This included formulating multiple backup plans to ensure minimal disruption to services. During the last quarter of fiscal year 2020 and beyond, the financial management departments faced periods with the Town Hall shut down, employees partially furloughed, and employees working remotely. We all worked together to meet these challenges and provide the basic services required to process receipts and to pay employees and vendors.

I take this opportunity to publicly recognize and thank three outstanding individuals: Ms. Ramona Kelly, Assistant Town Accountant; Ms. Lisa Dumont, Principal Accounting Clerk; and Ms. Kristin LaPlante, Webster Retirement Board Administrator. Their dedication, knowledge, and support continue to prove invaluable as we strive to update and improve the Town of Webster's financial systems. In addition, Greg Robert, IT Director was instrumental in providing remote working capabilities allowing the financial departments to operate.

I acknowledge the efforts of the other members of the Town's financial management team: Mr. Marc Becker, Assessor; Mrs. Tina Landry, Treasurer/Collector and Mr. Doug Willardson, Town Administrator and their respective staff. I thank Monique Pierangeli, Webster Schools Business

Manager for her communication, cooperation and assistance. I also thank the Town's boards, commissions and department heads for their cooperation during the year.

I am exceptionally proud of the significant accomplishments realized by this group. A few fiscal year 2020 financial accomplishments were:

- 7/1/19 Free Cash certification of \$1,382,711
- At June 30, 2020 the Stabilization Fund balance of \$2,849,062 exceeded the goal of \$2,520,000
- Reduction of deficits in other funds by approximately \$200,000

My goal as Town Accountant and Finance Director is to promote and maintain a cohesive working relationship between all Town departments and to service the citizens of Webster to the best of my ability.

I hereby submit the Annual Report of the Town Accountant for the fiscal year ended June 30, 2020:

- Summary of Schedule A – Revenue, Expenditures and Fund Balance Changes
- Schedule of Appropriations and Expenditures – General, Sewer and Water Funds
- Calendar Year 2020 Wage Report
- Schedule of Indebtedness

Respectfully Submitted,

Timothy S. Bell, CPA

Town Accountant/Finance Director

# Town of Webster | 2020 Annual Town Report

	OUTSTANDING		= OUTSTANDING + INTEREST PAID		
	July 1, 2019	+ ISSUED	- RETIRED	June 30, 2020	IN FY20
<b>LONG TERM DEBT INSIDE THE DEBT LIMIT</b>					
Building	\$ 11,124,998	\$ 89,750	\$ 709,998	\$ 10,504,750	\$ 416,404
Departmental Equipment	1,413,300	147,550	208,300	1,352,550	62,813
School Buildings	3,475,873	1,733,000	2,135,873	3,073,000	133,261
School Other	80,300	-	40,300	40,000	3,569
Sewer	10,568,468	659,000	1,809,147	9,418,321	248,067
Other Inside	5,000	-	5,000	-	163
<b>SUBTOTAL LONG TERM INSIDE DEBT LIMIT</b>	<b>26,667,939</b>	<b>2,629,300</b>	<b>4,908,618</b>	<b>24,388,621</b>	<b>864,277</b>
<b>LONG TERM DEBT OUTSIDE THE DEBT LIMIT</b>					
School Buildings	11,561,051	-	711,051	10,850,000	402,629
Water	4,904,843	11,364,317	1,637,627	14,631,533	187,255
Other Inside	4,293	-	4,293	-	-
<b>SUBTOTAL LONG TERM OUTSIDE DEBT LIMIT</b>	<b>16,470,187</b>	<b>11,364,317</b>	<b>2,352,971</b>	<b>25,481,533</b>	<b>589,884</b>
<b>TOTAL LONG TERM DEBT</b>	<b>\$ 43,138,126</b>	<b>\$ 13,993,617</b>	<b>\$ 7,261,589</b>	<b>\$ 49,870,154</b>	<b>\$ 1,454,161</b>
<b>SHORT TERM DEBT</b>					
Buildings	\$ 180,000	\$ -	\$ 180,000	\$ -	\$ 4,016
School	-	-	-	-	-
Water	675,000	-	675,000	-	15,061
Other BAN'S	203,000	-	203,000	-	4,529
Other Short Term Debt	10,000,000	-	10,000,000	-	-
<b>TOTAL SHORT TERM DEBT</b>	<b>\$ 11,058,000</b>	<b>\$ -</b>	<b>\$ 11,058,000</b>	<b>\$ -</b>	<b>\$ 23,606</b>
<b>GRAND TOTAL ALL DEBT</b>	<b>\$ 54,196,126</b>	<b>\$ 13,993,617</b>	<b>\$ 18,319,589</b>	<b>\$ 49,870,154</b>	<b>\$ 1,477,767</b>

# Town of Webster | 2020 Annual Town Report

TOWN OF WEBSTER, MASSACHUSETTS							
SCHEDULE A SUMMARY - REVENUE, EXPENDITURES AND FUND BALANCE CHANGES (UNAUDITED)							
FOR THE YEAR ENDED JUNE 30, 2020							
	GENERAL FUND	SPECIAL REVENUE FUNDS	CAPITAL PROJECT FUNDS	WATER FUND	SEWER FUND	TRUST FUNDS	TOTAL
REVENUES:							
TAXES, NET OF REFUNDS	\$ 27,894,943	\$ 15,950	\$ -	\$ -	\$ -	\$ -	\$ 27,910,893
CHARGES FOR SERVICES / OTHER DEPT.	255,645	557,750	-	2,455,557	3,872,005	-	7,140,957
LICENSES, PERMITS AND FEES	826,595	-	-	-	-	-	826,595
FEDERAL REVENUE	575	3,487,133	-	-	-	-	3,487,708
STATE REVENUE	16,801,969	2,317,451	444,492	-	-	-	19,563,912
COURT FINES	39,366	-	-	-	-	-	39,366
FINES AND FORFEITURES	13,068	-	-	-	-	-	13,068
MISCELLANEOUS REVENUE	309,722	975,518	18,966	353,647	591,382	819,740	3,068,975
EARNINGS ON INVESTMENTS	193,322	4,360	1,286	-	-	321,458	520,426
BOND PROCEEDS	-	-	3,496,622	-	-	-	3,496,622
TRANSFERS IN FROM OTHER FUNDS	1,424,038	330,236	1,213,555	-	-	1,428,000	4,395,829
OTHER FINANCING SOURCES	-	5,259	165,800	-	-	-	171,059
TOTAL REVENUES AND OTHER SOURCES	47,759,243	7,693,657	5,340,721	2,809,204	4,463,387	2,569,198	70,635,410
EXPENDITURES:							
SALARY AND WAGES	23,021,550	3,335,749	-	478,596	849,733	27,498	27,713,126
EXPENDITURES	9,511,459	2,947,291	-	487,730	1,295,783	343,015	14,585,278
CONSTRUCTION	-	-	3,294,126	-	-	-	3,294,126
CAPITAL OUTLAY	333,902	235,254	915,808	76,225	132,522	-	1,693,711
DEBT SERVICE	3,223,608	-	-	786,571	1,358,731	-	5,368,910
UNCLASSIFIED	10,423,847	-	-	-	-	-	10,423,847
TRANSFERS OUT TO OTHER FUNDS	2,214,162	520,532	53,734	566,383	983,018	58,000	4,395,829
TOTAL EXPENDITURES AND OTHER USES	48,728,528	7,038,826	4,263,668	2,395,505	4,619,787	428,513	67,474,827
NET INCREASE (DECREASE)	(969,285)	654,831	1,077,053	413,699	(156,400)	2,140,685	3,160,583
FUND BALANCE - BEGINNING OF YEAR	3,236,551	3,857,534	1,577,881	1,065,460	1,904,894	6,556,199	18,198,519
FUND BALANCE - END OF YEAR	\$ 2,267,266	\$ 4,512,365	\$ 2,654,934	\$1,479,159	\$1,748,494	\$ 8,696,884	\$ 21,359,102

ACCOUNT DESCRIPTION	ORIGINAL APPROPRI ATION	TRANFE RS/ ADJUST MENTS	REVISED BUDGET	YTD EXPENDE D	ENCU MBRA NCES	% USE D
0111452 MODERATOR EXPENSES	500	-	500	47	-	9

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFERSED/ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENSE</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
<b>0112251 SELECTMEN SALARIES</b>	98,300	(8,749)	89,551	89,551	-	100
<b>0112252 SELECTMEN EXPENSES</b>	64,491	(7,956)	56,535	55,220	140	98
<b>0112351 TOWN ADMINISTRATOR SALARY</b>	255,604	(32,001)	223,603	223,603	-	100
<b>0112352 TOWN ADMINISTRATOR EXP</b>	66,100	17,288	83,389	70,148	972	85
<b>0113151 FINANCE COMMITTEE SALARY</b>	2,500	23	2,523	2,523	-	100
<b>0113152 FINANCE COMMITTEE EXP</b>	1,250	-	1,250	245	-	20
<b>0113259 RESERVE FUND TRANSFERS</b>	50,000	-	50,000	-	-	0
<b>0113551 TOWN ACCOUNTANT SALARIES</b>	201,343	5,646	206,989	206,989	-	100

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFERS/ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENSE</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
0113552 TOWN ACCOUNTANT EXPENSES	15,550	3,700	19,250	16,917	878	92
0114151 ASSESSOR SALARIES	130,290	(12,014)	118,276	118,276	-	100
0114152 ASSESSOR EXPENSES	7,100	-	7,100	5,777	-	81
0114157 ASSESSOR REVALUATION	62,000	-	62,000	62,000	-	100
0114551 TREASURER SALARIES	216,040	(13,231)	202,809	202,809	-	100
0114552 TREASURER EXPENSES	100,300	70,492	170,792	105,787	63,505	99
0115152 TOWN COUNSEL EXPENSES	90,000	34,706	124,706	124,706	-	100
0115252 PERSONNEL BOARD EXPENSES	5,000	-	5,000	4,443	-	89
0115551 DATA PROCESSING SALARIES	57,139	3,570	60,709	60,709	-	100



<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFERS/ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENSE</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
<b>0115552 DATA PROCESSING EXPENSES</b>	155,500	(21,473)	134,027	132,392	-	99
<b>0115558 DATA PROCESSING CAPITAL</b>	10,000	(2,527)	7,473	3,791	-	51
<b>0116151 TOWN CLERK SALARIES</b>	120,839	(3,840)	116,999	116,999	-	100
<b>0116152 TOWN CLERK EXPENSES</b>	11,605	284	11,889	11,446	-	96
<b>0116251 ELECTIONS SALARIES</b>	36,857	(24,986)	11,871	11,871	-	100
<b>0116252 ELECTIONS EXPENSES</b>	16,500	-	16,500	11,255	-	68
<b>0117751 CODE ENFORCEMENT SALARIES</b>	125,330	5,738	131,068	131,068	-	100
<b>0117752 CODE ENFORCEMENT EXP</b>	19,200	16	19,216	16,891	1,267	95
<b>0118252 COMMUNITY DEVELOPMENT</b>	1,200	-	1,200	1,200	-	100

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRI ATION</u>	<u>TRANFE RS/ ADJUST MENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENDE D</u>	<u>ENCU MBRA NCES</u>	<u>% USE D</u>
<b>0119251 PUBLIC BUILDINGS SALARIES</b>	80,500	(967)	79,533	79,024	-	99
<b>0119252 PUBLIC BUILDINGS EXP</b>	268,000	(66,246)	201,754	188,549	8,500	98
<b>0119552 TOWN REPORT EXPENSES</b>	1,500	-	1,500	637	-	43
<b>0121051 POLICE SALARIES</b>	2,931,266	80,992	3,012,258	2,931,449	-	97
<b>0121052 POLICE EXPENSES</b>	286,663	(16,450)	270,213	254,323	50	94
<b>0121058 POLICE CAPITAL OUTLAY</b>	112,286	35,000	147,286	145,617	-	99
<b>0121152 POLICE DISPATCHERS EXP</b>	271,911	-	271,911	271,911	-	100
<b>0122051 FIRE SALARIES</b>	583,527	(8,377)	575,150	571,213	-	99
<b>0122052 FIRE EXPENSES</b>	121,854	(5,366)	116,488	94,589	688	82

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFERS/ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENSE</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
<b>0122058 FIRE CAPITAL OUTLAY</b>	9,357	150,817	160,174	159,796	-	100
<b>0124051 INSPECTIONAL SERVICES</b>	123,558	(1,811)	121,747	121,747	-	100
<b>0124052 INSPECTIONAL SERVICES</b>	41,700	(12,484)	29,216	23,736	-	81
<b>0124452 WEIGHTS &amp; MEASURES EXP</b>	4,500	-	4,500	4,500	-	100
<b>0129251 DOG OFFICER SALARIES</b>	19,674	(499)	19,175	19,175	-	100
<b>0129252 DOG OFFICER EXPENSES</b>	2,700	-	2,700	1,574	-	58
<b>0129551 HARBORMASTER SALARIES</b>	15,000	-	15,000	11,662	-	78
<b>0129552 HARBORMASTER EXPENSES</b>	2,000	-	2,000	1,996	-	100
<b>01300 SCHOOL</b>	801,780	(20,918)	780,862	658,939	-	84

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFERS/ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENSE</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
<b>0130024 SCHOOL - SPED</b>	969,220	16,363	985,583	984,407	-	100
<b>01301 REGIONAL ASSESSMENT EXP</b>	1,292,851	(41,706)	1,251,146	1,250,657	-	100
<b>0142051 PUBLIC WORKS SALARIES</b>	634,021	(34,300)	599,721	599,721	-	100
<b>0142052 PUBLIC WORKS EXPENSES</b>	301,640	(95,202)	206,438	177,387	10,168	91
<b>0142351 SNOW &amp; ICE SALARIES</b>	58,000	(6,580)	51,420	51,420	-	100
<b>0142352 SNOW &amp; ICE EXPENSES</b>	97,000	66,685	163,685	163,685	-	100
<b>0142552 ENGINEERING EXPENSES</b>	25,000	51,719	76,719	76,719	-	100
<b>0151051 HEALTH SERVICES SALARIES</b>	85,089	5,201	90,290	90,290	-	100
<b>0151052 HEALTH SERVICES EXPENSES</b>	15,200	5,041	20,241	15,950	-	79

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFERS/ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENDED</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
0154151 SENIOR CENTER SALARIES	100,358	(21,716)	78,642	78,642	-	100
0154152 SENIOR CENTER EXPENSES	11,000	67	11,067	9,553	-	86
0154351 VETERANS SALARIES	43,650	1,707	45,357	45,357	-	100
0154352 VETERANS EXPENSES	326,260	(99,799)	226,461	221,963	-	98
0161051 LIBRARY SALARIES	284,905	(21,283)	263,622	263,572	-	100
0161052 LIBRARY EXPENSES	120,150	1,549	121,699	110,319	9,000	98
0163051 RECREATION SALARIES	24,589	8,804	33,393	33,393	-	100
0163052 RECREATION EXPENSES	5,000	-	5,000	4,699	-	94
0169252 SPECIAL	28,500	641	29,141	29,140	-	100

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFERS/ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENDED</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
<b>EVENTS EXPENSES</b>						
<b>0171052 RETIREMENT OF DEBT</b>	2,194,176	(5,117)	2,189,059	2,186,932	-	100
<b>0175152 INTEREST ON LONG-TERM</b>	1,030,878	9,752	1,040,630	1,036,676	-	100
<b>0181052 INTERGOVERNMENTAL ASSEMENT</b>	1,355,851	202,572	1,558,423	1,558,429	-	100
<b>0191151 RETIREMENT ASSESSMENT</b>	3,567,743	(2,058)	3,565,685	3,565,685	-	100
<b>0191351 UNEMPLOYMENT COMPENSAT</b>	69,047	215,694	284,741	284,741	-	100
<b>0191451 HEALTH INSURANCE</b>	4,729,109	27,500	4,756,609	4,344,487	410,000	100
<b>0191651 MEDICARE</b>	375,000	7,495	382,495	382,495	-	100
<b>0191951 OTHER EMPLOYEE BENEFIT</b>	289,000	(65,507)	223,493	223,493	-	100

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFER RS/ ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENSE D</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
<b>0194552 LIABILITY INSURANCE</b>	498,380	(49,000)	449,380	449,258	-	100
<b>0199059 TRANSFERS OUT</b>	447,186	1,382,235	1,829,421	1,829,421	-	100
<b>031001 PARK AVE - ELEM ED</b>	724,998	(42,803)	682,195	678,095	4,099	100
<b>03100101 PARK AVE - 1ST GRADE</b>	492,984	(9,926)	483,058	482,737	322	100
<b>03100102 PARK AVE - 2ND GRADE</b>	536,919	(58,246)	478,673	478,351	322	100
<b>03100103 PAE - 3RD GRADE</b>	546,447	(39,303)	507,144	506,822	322	100
<b>03100104 PAE - 4TH GRADE</b>	453,751	(24,750)	429,001	428,680	322	100
<b>03100113 PARK AVE - KINDERGARTEN</b>	491,181	(8,504)	482,677	482,355	322	100
<b>0310016 PARK AVE - ELEM ED - I</b>	1,200	(1,200)	-	-	-	N/A

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFER RS/ ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENSE</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
031012 PARK AVE - PRINCIPAL'S	412,836	(36,673)	376,163	375,928	235	100
031014 PARK AVE - I.T.	13,000	(6,123)	6,877	5,022	1,855	100
031015 PAE - ESL	159,167	72,023	231,190	231,190	-	100
031016 PARK AVE - GUIDANCE	297,201	(16,396)	280,805	280,824	-	100
031018 PARK AVE - NURSE'S OFFICE	126,115	23	126,138	125,114	1,024	100
031020 PAE - LIBRARY	58,502	8,256	66,758	66,759	-	100
031024 PARK AVE - SPED	1,436,447	(235,644)	1,200,803	1,200,803	-	100
031025 PARK AVE - PROF DEVELOP	29,750	(10,878)	18,872	17,310	1,562	100
031080 PARK AVE - CUST/GROUND S	478,352	44,335	522,687	457,763	53,641	98



<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFER RS/ ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENSE</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
031090 PARK AVE - EQUIPMENT	24,572	7,796	32,368	32,368	-	100
032002 WMS - MIDDLE ED	52,568	19,563	72,131	64,041	7,222	99
03200205 WMS - 5TH GRADE	432,799	(36,975)	395,824	395,824	-	100
03200206 WMS - 6TH GRADE	450,650	(5,200)	445,450	445,450	-	100
0320026 WMS - INSURANCE	1,000	(1,000)	-	-	-	N/A
032012 WMS - PRINCIPAL'S OFFICE	403,784	46,118	449,902	449,902	-	100
032014 WMS - I.T.	7,000	(1,670)	5,330	5,345	-	100
032015 WMS - ESL	61,077	(1,842)	59,235	59,235	-	100
032016 WMS - GUIDANCE	211,013	(49,145)	161,868	161,868	-	100
032018 WMS - NURSE'S OFFICE	73,622	2,911	76,533	76,507	-	100
032020 WMS - LIBRARY	76,123	(25,915)	50,208	50,208	-	100

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFER RS/ ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENSE D</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
032024 WMS - SPED	882,962	15,868	898,830	898,823	7	100
032025 WMS - PROF DEVELOPMENT	16,115	1,435	17,550	11,699	4,950	95
032041 WMS - ENGLISH	215,964	(39,936)	176,028	176,028	-	100
032043 WMS - MATHEMATICS	201,316	(21,144)	180,172	180,172	-	100
032044 WMS- SCIENCE	390,418	(2,508)	387,910	387,910	-	100
032045 WMS - SOCIAL STUDIES	214,356	(1,831)	212,525	212,525	-	100
032046 WMS - FOREIGN LANGUAGE	29,420	(29,420)	-	-	-	N/A
032050 WMS - ART	86,880	(525)	86,355	86,012	288	100
032051 WMS - MUSIC	174,444	(2,250)	172,194	172,194	-	100
032052 WMS - PHYS ED / HEALTH	249,594	(854)	248,740	248,740	-	100
032070 WMS - EXTRA - ATHLETICS	78,907	(30,207)	48,700	41,679	6,917	100

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFER/ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENSE</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
032072 WMS - EXTRA - OTHER	9,696	(1,581)	8,115	8,115	-	100
032080 WMS - CUSTODIAL/GRNDS/M	466,385	37,357	503,742	446,753	45,737	98
032090 WMS - EQUIPMENT	21,250	4,402	25,652	25,132	520	100
033003 BHS - HS - REG DAY	29,644	(2,373)	27,271	24,052	3,219	100
0330036 BHS - HS ED - INSURANC	900	(900)	-	-	-	N/A
033012 BHS - PRINCIPAL'S OFFICE	422,523	(29,406)	393,117	388,458	4,659	100
033014 BHS - I.T	31,937	(16,377)	15,560	15,067	493	100
033015 BHS - ESL	77,054	(40,846)	36,208	36,208	-	100
033016 BHS - GUIDANCE	391,529	(23,151)	368,378	368,378	-	100
033018 BHS - NURSE'S OFFICE	107,777	(1,417)	106,360	105,960	399	100
033020 BHS - LIBRARY	69,936	(6,312)	63,624	63,600	-	100

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFERSED/ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENSE</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
033024 BHS - SPED	826,846	(78,703)	748,143	748,143	-	100
033025 BHS - PROF DEVELOPMENT	23,500	(4,214)	19,286	13,107	4,764	93
033041 BHS - ENGLISH	427,226	9,570	436,796	436,796	-	100
033043 BHS - MATHEMATICS	418,097	3,592	421,689	421,689	-	100
033044 BHS - SCIENCE	327,249	(26,232)	301,017	298,308	2,660	100
033045 BHS - SOCIAL STUDIES	273,244	(6,590)	266,654	265,349	1,305	100
033046 BHS - FOREIGN LANGUAGE	200,580	(19,560)	181,020	176,641	2,411	99
033049 BHS - BUSINESS EDUCATION	152,929	(2,033)	150,896	150,896	-	100
033050 BHS - ART EDUCATION	156,038	2,154	158,192	158,192	-	100
033051 BHS - MUSIC	163,009	1,123	164,132	162,455	1,287	100

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFER/ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENSE</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
033052 BHS - PHYSICAL EDUCATION	251,458	554	252,012	252,012	-	100
033070 BHS - EXTRA CURR ATHLETE	259,960	(33,634)	226,326	215,509	10,781	100
033072 BHS - EXTRA CURR - OTHER	41,876	(2,295)	39,581	39,331	250	100
033080 BHS - CUST/GRNDS/ MAINT	646,585	(32,229)	614,356	549,292	49,848	98
033090 BHS - EQUIPMENT	22,000	1,607	23,607	23,607	-	100
037624 SPED - SPED	3,819,678	806,360	4,626,038	4,430,260	125,818	99
037690 SPED - EQUIPMENT	4,000	760	4,760	4,760	-	100
039910 DW - SUPERINTENDENT	305,419	(1,965)	303,454	301,764	330	100
039911 DW - BUSINESS OFFICE	385,878	(6,604)	379,274	379,227	721	100

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFERSED/ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENSE</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
039913 DW - CURRICULUM DIRECTOR	291,038	14,147	305,185	284,062	21,124	100
039914 DW - TECHNOLOGY DEPART	376,293	265,758	642,051	349,894	247,814	93
039925 DW - PROFESSIONAL DEVELOPMENT	15,000	549	15,549	15,199	-	98
039930 DW - LEGAL	25,000	6,115	31,115	31,115	-	100
039935 DW - SCHOOL SECURITY	40,000	-	40,000	40,000	-	100
039950 DW - FAMILY SERVICES	12,500	(10,689)	1,811	1,811	-	100
039960 DW - PRIVATE TUITION	11,448	641	12,089	12,089	-	100
039980 DW - CUSTODIAL/MAINTENANCE	102,509	357	102,866	98,705	2,325	98
039990 DW - EQUIPMENT	14,425	2,769	17,194	16,716	-	97

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFER/ADJUSTMENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENSE</u>	<u>ENCUMBRANCES</u>	<u>% USED</u>
GENERAL FUND TOTAL	48,392,967	1,997,300	50,390,267	48,728,528	1,115,039	99
SEWER FUND						
6046051 SEWER FUND SALARIES	864,408	-	864,408	849,733	-	98
6046052 SEWER FUND EXPENSES	1,390,826	212,815	1,603,641	1,295,784	162,774	91
6046056 SEWER FUND DEBT SERVICE	1,399,993	-	1,399,993	1,358,731	-	97
6046058 SEWER FUND CAPITAL	200,000	-	200,000	132,522	-	66
6046059 SEWER FUND TRANSFER OUT	647,018	-	647,018	647,018	-	100
6099059 TRANSFERS OUT	-	336,000	336,000	336,000	-	100

<u>ACCOUNT DESCRIPTION</u>	<u>ORIGINAL APPROPRIATION</u>	<u>TRANFE RS/ ADJUST MENTS</u>	<u>REVISED BUDGET</u>	<u>YTD EXPENSE D</u>	<u>ENCU MBRA NCES</u>	<u>% USE D</u>
SEWER FUND		548,81		4,619,78	162,7	
TOTAL	4,502,245	5	5,051,060	8	74	95
WATER FUND						
6245051 WATER FUND SALARIES	556,786	-	556,786	478,596	-	86
6245052 WATER FUND EXPENSES	655,100	30,300	685,400	487,730	26,00 0	75
6245056 WATER FUND DEBT SERVICE	825,847	-	825,847	786,571	-	95
6245058 WATER FUND CAPITAL	188,000	-	188,000	76,225	109,2 23	99
6245059 WATER FUND TRANSFER OU	361,383	-	361,383	361,383	-	100
6299059 TRANSFERS OUT	-	205,00 0	205,000	205,000	-	100



<u>ACCOUNT</u> <u>DESCRIPTION</u>	<u>ORIGINAL</u> <u>APPROPRI</u> <u>ATION</u>	<u>TRANFE</u> <u>RS/</u> <u>ADJUST</u> <u>MENTS</u>	<u>REVISED</u> <u>BUDGET</u>	<u>YTD</u> <u>EXPENDE</u> <u>D</u>	<u>ENCU</u> <u>MBRA</u> <u>NCES</u>	<u>%</u> <u>USE</u> <u>D</u>
SEWER FUND					135,22	
TOTAL	2,587,116	235,300	2,822,416	2,395,505	3	90

**REPORT OF THE BOARD OF ASSESSORS**

To the citizens and taxpayers of the Town of Webster:

The Board of Assessors submits the following report for Fiscal Year 2020 ending June 30, 2020.

<b>TOTAL AMOUNT TO BE RAISED</b>	<b>FISCAL 2020</b>
APPROPRIATIONS.....	\$54,886,715.47
TOTAL OFFSETS .....	173,423.00
OTHER AMTS. TAX TITLE .....	25,000.00
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.....	1,355,851.00
OVERLAY RESERVE (ABATEMENTS, EXEMPTIONS) .....	246,001.63
TOTAL AMOUNT TO BE RAISED.....	\$56,686,991.10

**ESTIMATED RECEIPTS & REVENUE**

**ESTIMATED RECEIPTS STATE**

1. CHERRY SHEET ESTIMATED RECEIPTS .....	16,883,931.00
2. CHERRY SHEET OVERESTIMATES.....	0

**ESTIMATED RECEIPTS LOCAL**

1. ESTIMATED LOCAL RECEIPTS.....	4,358,634.00
2. ESTIMATED ENTERPRISE FUNDS .....	7,886,169.29
3. FREE CASH .....	673,899.88
4. OTHER AVAILABLE FUNDS.....	1,072,938.30

OTHER FUNDS USED TO REDUCE TAX RATE ..... 0.00  
 TOTAL ESTIMATED RECEIPTS AND OTHER ..... 30,875,572.47

## REVENUE SOURCES

### TAX RATE SUMMARY

TOTAL AMOUNT TO BE RAISED ..... \$56,686,991.10  
 TOTAL ESTIMATED RECEIPTS ..... 30,875,572.47  
 NET AMT TO BE RAISED BY TAXATION ..... \$25,811,418.63

Town of Webster Yearly Tax Rates					
Year	Single	Residential	Residential Difference	Shift	Commercial
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
2017	15.66	15.13	0.53	1.185	18.56
2018	15.55	15.39	0.16	1.055	16.40
2019	15.33	15.33	0	1.000	15.33
2020	15.06	15.06	0	1.000	15.06
2021	15.10	15.10	0	1.000	15.10

<b>Fiscal Year</b>	<b>Prop 2 1/2</b>	<b>New Growth</b>	<b>Debt Exclusions</b>	<b>Sewer</b>	<b>Levy</b>	<b>Valuation</b>
2021	580,829	288,093	2,518,005	0	26,620,097	1,761,839,400
2020	558,890	318,698	2,590,174	0	25,823,344	1,713,905,620
2019	538,100	293,480	2,335,425	0	24,691,277	1,610,338,670
2018	516,982	327,730	2,192,715	0	23,716,717	1,525,200,060
2017	498,795	245,795	2,195,791	0	22,875,081	1,460,410,950
2016	478,795	304,541	2,257,002	0	22,191,274	1,400,262,970
2015	461,631	224,915	2,177,683	0	21,319,348	1,367,519,500
2014	444,642	234,905	608,157	200,000	19,272,216	1,350,852,320
2013	429,802	163,802	476,263	215,000	18,475,588	1,362,391,580
2012	415,039	175,488	457,808	459,071	18,107,945	1,411,514,180
2011	401,858	125,380	447,463	459,449	17,506,837	1,436,202,790
2010	387,806	174,256	460,713	0	16,533,223	1,552,795,850
2009	371,923	263,420	473,963	0	15,984,865	1,670,949,540
2008	354,537	340,882	495,185	0	15,369,289	1,712,843,870
2007	336,123	400,460	621,389	522,800	15,320,794	1,675,730,520
2006	320,448	306,529	605,015	675,510	14,710,443	1,578,524,760

TOWN OF WEBSTER  
TAX CLASS & VALUATION- FISCAL 2020

	A	B	C	D
CLASS	LEVY%	LEVY BY CLASS	CLASS VALUATION	TAX RATE (PER \$1,000)
RESIDENTIAL	84.9468%	\$21,925,975.31	\$1,455,908,055	\$15.06
OPEN SPACE				
COMMERCIAL	11.3388%	2,926,703.32	194,336,210	\$15.06
INDUSTRIAL	1.4475%	373,615.78	24,808,485	\$15.06
PERS. PROP.	2.2669%	585,124.22	38,852,870	\$15.06
<b>TOTAL</b>	<b>100.0000%</b>	<b>\$25,811,418.63</b>	<b>\$1,713,905,620</b>	

The Assessor continued to make essential adjustments, per Department of Revenue, during Fiscal 2020, to keep the property values current with the real estate market.

I greatly appreciate the support the citizens of Webster as well as the Board of Selectmen, the Finance Committee, all the town departments, the Town Administrator and the professional services of Paul Kapinos and Associates. I also appreciate my assistant, Kelley Ford, for her creativity, commitment and professionalism.

Respectfully submitted,



Marc D. Becker, Assessor

**REPORT OF THE TREASURER COLLECTOR**

<b>Fiscal 2021 Real Estate Tax</b>	<b>\$12,125,501.23</b>
<b>Fiscal 2020 Real Estate Tax</b>	<b>\$13,123,051.11</b>
<b>Fiscal 2019 Real Estate Tax</b>	<b>\$106,609.93</b>
<b>Fiscal 2021 Personal Property Tax</b>	<b>\$255,901.23</b>
<b>Fiscal 2020 Personal Property Tax</b>	<b>\$291,181.07</b>
<b>Fiscal 2019 Personal Property Tax</b>	<b>\$126.66</b>
<b>Fiscal 2020 Motor Vehicle Tax</b>	<b>\$1,950,486.60</b>
<b>Fiscal 2019 Motor Vehicle Tax</b>	<b>\$77,080.61</b>
<b>Fiscal 2018 Motor Vehicle Tax</b>	<b>\$19,500.61</b>
<b>Fiscal 2020 Boat Excise Tax</b>	<b>\$31,136.87</b>
<b>Fiscal 2019 Boat Excise Tax</b>	<b>\$2,050.14</b>
<b>Fiscal 2018 Boat Excise Tax</b>	<b>\$95.00</b>
<b>Fiscal 2021 Water Liens</b>	<b>\$130.32</b>
<b>Fiscal 2020 Water Liens</b>	<b>\$95,074.00</b>
<b>Fiscal 2019 Water Liens</b>	<b>\$2,436.37</b>
<b>Fiscal 2021 Sewer Liens</b>	<b>\$448.93</b>
<b>Fiscal 2020 Sewer Liens</b>	<b>\$144,277.68</b>
<b>Fiscal 2019 Sewer Liens</b>	<b>\$2,969.56</b>
<b>Fiscal 2021 Demand Liens</b>	<b>\$94.87</b>

<b>Fiscal 2020 Demand Liens</b>	\$24,625.04
<b>Fiscal 2019 Demand Liens</b>	\$757.73
<b>Fiscal 2021 Water Liens Com Int</b>	\$33.05
<b>Fiscal 2020 Water Liens Com Int</b>	\$12,303.48
<b>Fiscal 2019 Water Liens Com Int</b>	\$117.84
<b>Fiscal 2021 Sewer Liens Com Int</b>	\$67.85
<b>Fiscal 2020 Sewer Liens Com Int</b>	\$18,072.83
<b>Fiscal 2019 Sewer Liens Com Int</b>	\$286.67
<b>Fiscal 2021 Apportioned Water</b>	
<b>Betterment Assessments</b>	\$748.98
<b>Fiscal 2020 Apportioned Water</b>	
<b>Betterment Assessments</b>	\$54,421.03
<b>Fiscal 2019 Apportioned Water</b>	
<b>Betterment Assessments</b>	\$494.30
<b>Fiscal 2021 Apportioned Sewer</b>	
<b>Betterment Assessments</b>	\$1,676.57
<b>Fiscal 2020 Apportioned Sewer</b>	
<b>Betterment Assessments</b>	\$115,848.92
<b>Fiscal 2019 Apportioned Sewer</b>	
<b>Betterment Assessments</b>	\$854.42

<b>Fiscal 2020 Apportioned Title V</b>	
<b>Betterment Assessments</b>	\$852.00
<b>Fiscal 2020 Apportioned Title V</b>	
<b>Comm Int Betterment Assessment</b>	\$42.60
<b>Fiscal 2020 Apportioned Water</b>	
<b>Betterment Assessments</b>	
<b>Comm Int</b>	\$17,068.14
<b>Fiscal 2019 Apportioned Water</b>	
<b>Betterment Assessments</b>	
<b>Comm Int</b>	\$185.74
<b>Fiscal 2020 Apportioned Sewer</b>	
<b>Betterment Assessments</b>	
<b>Comm Int</b>	\$29,674.24
<b>Fiscal 2019 Apportioned Sewer</b>	
<b>Betterment Assessments</b>	
<b>Comm Int</b>	\$330.55
<b>Fiscal 2021 Metered Water</b>	\$1,255,260.69
<b>Fiscal 2020 Metered Water</b>	\$1,338,389.26
<b>Fiscal 2021 Metered Sewer</b>	\$1,825,591.08
<b>Fiscal 2020 Metered Sewer</b>	\$1,994,867.81



<b>Delinquent Int added to Overdue</b>	
<b>Taxes RE-PP-MV-BT</b>	\$104,732.27
<b>Delinquent Int added to Overdue</b>	
<b>Water/Sewer Charges</b>	\$38,757.28
<b>Miscellaneous Revenues</b>	
<b>Demands/Warrants</b>	\$206,891.39
<b>Municipal Lien Certificates</b>	\$39,200.00
<b>Betterment Releases</b>	\$96.00
<b>Waterways Improvement Fines</b>	\$1,080.00
<b>RMV Marking Fees</b>	\$18,960.00
<b>Interest Earned from Bank Deposits</b>	\$323.41
<b>Return Check Fee</b>	\$300.00
<b>Parking Tickets</b>	\$8,895.00
<b>21 D Violations</b>	\$175.00
<b>Dept Fees/Electronic Files</b>	\$2,385.00
<b>Fees Copies</b>	\$3,185.00

To the Citizens of Webster,

This past year was one of many challenges. While dealing with a pandemic, we had to learn how to continue to provide the residents of Webster with the services they were accustomed to. At one point we had no staff working in the office and for a good portion of the year, we had a reduced staff working in the office. However, despite the many challenges, we were still able to timely post payments, get our Real Estate bills out ahead of time and hold a successful foreclosed property auction that brought in over \$500,000.00 for the Town. This would not have been possible if it wasn't for my dedicated staff. I can't

thank Dawn Portman, Assistant Treasurer, Kelly Laskowski, Assistant Collector and Katie Dunne, Senior Clerk, enough for being willing to adapt and do what was necessary. I'd also be remiss if I didn't thank my fellow Department Heads and the Town Administrator for working as a team to help navigate this challenging year.

Respectfully Submitted,

Tina M. Landry, CMMT

Town Treasurer Collector

## **REPORT OF THE SOUTH WORCESTER COUNTY COMMUNICATIONS CENTER**

The South Worcester County Communications Center (SWCCC) completed its sixth full year of operation during the 2020 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 \$2,186,347 through regional development grants in FY2014 through FY2017. Funding from these grants have covered such capital items as a \$500,000 dispatch radio system, \$150,000 in portable radios for responders, \$80,000 in base station radios, \$75,000 in mobile computers for police cruisers, ambulances, and fire apparatus, and complete outfitting of the dispatch center. Many of these items were long overdue for replacement and purchase would not have been possible without these grants. The State 911 Department has also provided SWCCC with approximately \$2,720,000 in Support and Incentive Grant funding, \$173,000 in Training Grant funding, and \$25,200 in EMD Grant funding as part of its annual grant programs to offset operational costs.

In 2020, the SWCCC answered a total of 31,810 calls for service, which represents a 5.7% decrease from 2019. Of these, 22,065 calls for service originated in the Town of Webster while 9,745 calls for service originated in the Town of Dudley. Requests for police services totaled 23,211, fire services totaled 1,490, and EMS services totaled 7,109.

A total of 7,686 wireless and wireline 911 calls were answered by the center. 99.55% of all 911 calls were answered within 10 seconds, far exceeding the industry standard of 90% of calls being answered within 10 seconds. 5,323 calls originated from cellular devices with 75% of those coming to SWCCC directly without the need for a transfer from a relay center. In total, 5,037 911 calls originated in Webster and 2,007 911 calls originated in Dudley. 542 calls originated in another jurisdiction and were either transferred in to the SWCCC for processing or were transferred out for processing by another PSAP. SWCCC also answered and processed 20 Text to 911 sessions. As texting becomes a far more prominent portion of our society, this is a natural evolution to have the ability to Text 911. It is important to remember though, you should always Call 911 if you can and only text 911 if you can't call.

In 2020, the Dispatchers of the SWCCC were met with a challenge like never before. The COVID19 Pandemic changed the way of life and it changed the way dispatchers needed to perform their job. SWCCC Dispatchers have had to deal with countless fluid policies related to the pandemic, most notably the need to screen each and every call for COVID concerns. This was implemented initially in March for EMS calls, expanded in May for all calls, reduced back to EMS calls through the summer, and re-implemented for all calls in November. Additionally, the questions utilized as part of the screening have changed multiple times to keep current with the changing outlook of the pandemic. These additional steps have proven vital to the safety of the first responders as the number of first responders in Webster and Dudley impacted by exposure during emergency response has been remarkably low.

Meeting this challenge would not have been possible without the unbelievable dedication of the SWCCC Dispatchers. Quite possibly most remarkable is the fact that SWCCC dispatchers have continued to commit themselves to the citizens of Webster and Dudley every single day since the pandemic began. Dispatchers did not have the option of working remotely, being on furlough, or working in alternative environments like nearly ALL of the general public did. Dispatchers continued working each and every day in their usual environment with continued interaction with public safety partners, walk-in members of the public, and monitoring of prisoners in the Webster PD Lockup. Their dedication is extremely commendable.

Also worthy of note, 2020 marked the second full year of the SWCCC contracting with the Denise Amber Lee Foundation to provide Quality Assurance of our emergency medical calls. The SWCCC utilizes PowerPhone as a provider for protocols to provide Emergency Medical Dispatch services. PowerPhone's standard is to review 10% of 911 medical calls and to achieve a Quality Assurance Rating of 85%. I am beyond pleased to report that in 2020, SWCCC dispatchers averaged a remarkable 90% rating for the 334 911 medical calls that were reviewed!

Additionally in 2020, the State 911 Department continued to implement operational changes to the 911 System. In FY2018, State 911 enacted the Wireless Direct program where wireless 911 calls that presented with a high accuracy location data (Phase 2) were delivered directly to the SWCCC rather than a relay center. In FY2019, text-to-911 was implemented where citizens can send a text to 911 to report an emergency. In FY2020, RapidSOS was rolled out which utilizes commercial GPS data to provide better pinpointing of 911 calls. In

FY2021, Wireless Direct was revised to include all 911 calls which had either high accuracy location data (Phase 2) or are processed on a cell tower in Webster or Dudley (Phase 1). While this provides far greater direct calls to Webster and Dudley without the need to go through a relay center, it has led to an increase in calls received by the SWCCC that are actually intended for a surrounding area. The SWCCC has seen approximately 12-15 additional 911 calls per day as a result of the change.

As we move into 2021, the Center is continuing with a model of professional, uniform, and dedicated service to its member agencies and the communities in which it serves. The Center continues to demonstrate it is a first class Regional Emergency Communications Center. We also continue to seek out additional communities to join the Center. As of the time of this writing, the SWCCC has continued to have communications with local communities regarding joining the SWCCC however no formal agreements have been put in place.

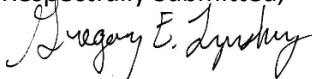
I'd like to thank Dispatcher Charles McGowan who stepped down in March after 5 years to take a position as a Firefighter with the Uxbridge Fire

Department. I'd also like to thank Pedro Jorge who stepped down in September after 2 years to continue a pursuit of a career in law enforcement. We wish them both well in their new endeavors. Dispatcher McGowan remains with the SWCCC in a per-diem capacity.

In 2020, SWCCC received four formal complaints. Following review of the circumstances, two complaints had sustained findings while one complaint was unfounded and one complaint was not substantiated.

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,

A handwritten signature in black ink, reading "Gregory E. Lynskey". The signature is written in a cursive, flowing style.

Gregory Lynskey

## **FIRE DEPARTMENT ANNUAL REPORT**

The year 2020 has a great deal of significance despite the truly horrific events that occurred during the year. We started planning for a 175 year anniversary for the fire department and despite all the hard work the committee did, the restriction put forth did not allow us to proceed with our plans. Our committee worked diligently to plan for an old fashioned fire muster on the Main Street and a firefighter's ball to end the year with a gala event. Gordon Wentworth and Greg Lynskey spent countless hours going through the department's historical records to compile a timeline for a new souvenir book that we still hope to publish this year.

The department had to adapt to a new way of doing our jobs and providing a service to the town's people while trying to keep ourselves healthy and safe. We found that all of our planning with the other public safety departments had paid off and we moved forward with a shared goal to get our jobs done and help each other when needed. Just when we were hoping the virus was starting to slow down it came back with a vengeance and we were doing everything we could to stay ahead of it. We would like to thank Harrington Hospital and Webster EMS for helping the members of the department get their vaccinations for the virus.

After 175 years of being a call department and relying on people to respond from home for calls the Webster Fire Department was awarded grant from FEMA to staff the department twenty four hours a day, seven days a week. The Staffing for Adequate Fire and Emergency response gave the town \$1,320,464.88 to be used to hire seven firefighters and pay their salary and benefits for three years. We are extremely grateful the Town Administrator and the Board of Selectmen endorsed this grant and have agreed to continue the staffing levels when the grant is done.

We have already hired our new full time firefighters and they are now working twenty four hour shifts that rotate between four groups of two. They are supplemented with the Chief and Deputy weekdays and the part time staff nights and weekends so there are four firefighters on duty around the clock. Captain Kevin Adams has moved from an administrative schedule to be a part of the twenty four hour rotation. The new firefighters are; Lieutenant John

Note, Acting Lieutenant Jeffrey Saad, Privates Reyes Rodriguez, Robert A Gryncewicz, Brian T Hickey, Travis Blair and Matthew Ferrara.

The department responded to seven hundred and Twenty six calls this year, there were twenty nine structure fires, three car fires, and fourteen outside fires, one hundred and three motor vehicle accidents, and thirty four hazmat calls. We went mutual aid to other communities twenty five times, responded to two hundred and ninety six false alarms. The rest of the calls consisted of responses to weather related incidents, assist to the public, water related calls and miscellaneous incidents including smoke investigations and lock outs.

We would like to thank Webster EMS for keeping our members healthy and for training the members as first responders. We are also very fortunate to have the dedicated people in the Police department, Highway and all of the staff at the town hall as well as the water and sewer departments who assist us daily.

In closing, we would like to thank the people and businesses of Webster who have supported us through the year and have shown through that support that we are a community that cares about our town. I would also like to thank the Town Administrator for his support as well as the Board of Selectmen. I am extremely proud of the members of our department who work hard every day to provide a professional service to the residents of Webster. On a personal note, I would like to thank everyone for their support when I lost my wife suddenly on Christmas Eve. This was a very trying and painful time for me and I am grateful for all of the support from everyone in town and beyond.

Respectfully submitted

Brian C. Hickey  
Fire Chief  
Emergency Management Director



## REPORT OF THE POLICE DEPARTMENT

Well 2020 was a year that none of us will ever forget anytime soon. It started off much like any other year, but once March 11<sup>th</sup> came, our lives were changed, and we had to adapt to a new sense of “normal.” The Webster Police Department adapted, like the rest of the world, and took things in stride. We changed up some practices and procedures, gritted our teeth, and prepared for the worst. What didn’t change was our commitment to serving our community through these trying times.

We continued to serve through not only our patrol and investigative section, but through community events (when we could finally have them), and everyday interactions. While traffic was reduced, and businesses adapted to new restrictions, we continued to respond to your needs. As you can see, our calls for service dropped by about 1,000 for the year, but the first few months of the Pandemic definitely saw a reduction in calls for service, as well as traffic accidents and citations. Things would pick up through the summer, fall and the remainder of 2020. We saw cases related to the virus dip, and then pick back up, and with it so did our activity. Our proactive patrol work increased, and we saw phenomenal results by the men and women that work here. We also were able to get a few community events in as well, which brought with them a sense of normalcy. One highlight of the year was the extraordinary teamwork displayed by the Webster Police Department, Webster Fire Department, and Webster Emergency Medical Service professionals. This played a large role in keeping our collective staff safe, so that we could better serve you.

So we rolled in to 2020 like any other year. Coming off of a successful 2019, we picked up right where we left off. Children joined us for breakfast and rides to school, we ran our Hoops for Hopes basketball program during February vacation, and we even saw the return of Big Time Wrestling to the Town Hall, where wrestling legend Brett Hart made an appearance. Our Community Policing Programs are funded by fundraisers such as Big Time Wrestling, as well as donations from citizens that see the value in building positive relationships with our community. It goes without saying of course that we would be nothing without the men and women that give their time to make these programs possible.

We also saw the assignment of Bruce Hamm from Patrol to Detective. Detective Hamm had already shown a knack for investigations through various cases he had investigated as a patrolman. He was also very active with the Central Massachusetts Law Enforcement Council Accident Reconstruction Unit. He joined Detective Joseph Reed, who had been in the Detective Bureau since June of 2019. Together they formed a great team, and filled a void in our Detective Bureau that had existed for far too long.

Our officers changed up their appearance somewhat, going to an outer vest style carrier. Generations of Police Officers have worn a “duty belt” which is how they would carry all of their equipment. The outer carrier allows them to take the weight off of their hips, and displace it onto their upper body, with the idea of reducing injuries and fatigue. Officer James Young Jr. had approached me about the idea, and I authorized him to proceed with it, as long as it was still professional looking. He did an outstanding job and many departments have followed suit with this.

In March Worcester County District Attorney Joe Early purchased a program called Critical Incident Management System (CIMS). This is a software program that enables police departments all across Worcester County to be able to track individuals that have, or are at risk of, overdosing from opiates. This allows departments to be notified when a resident of their city or town overdoses in another city or town. This way the individual can be notified and referred to services, should they so desire. This was a vital component that we were missing when we performed our outreach visits, as there were many individuals that were suffering from addiction, which we simply did not know about. CIMS provided a tool to bridge that gap, and has proved quite useful in its use to date.

To that end, the Webster Police Department has been performing outreach to those afflicted to Substance Use Disorder (SUD) for a few years now. Currently, the Webster Police Department has four Community Outreach Advocates, Jennifer Genduso, Shannon Daggett, Jennifer Comeau, and Brian Tvelia. They team up with officers from the Department and respond to those not just afflicted with SUD from opiates, but from any type of substance they are addicted to. We have seen some great success with this type of approach, and

I think that again, the Webster Police Department leads the way in yet another vital area that affects our population greatly.

Once March 11<sup>th</sup> came, Governor Baker announced a State of Emergency surrounding Corona Virus. One of the biggest issues we faced early on was the severe shortage of Personal Protective Equipment (PPE). We were fortunate with the assistance of Webster Health Director Jen Sullivan to get some of the town's PPE into the hands of our officers, paramedics, and fire fighters. We also were very fortunate to be the recipients of numerous donations of PPE from private citizens and corporations. With the nationwide shortage of PPE that we were experiencing, these much needed supplies early on were essential in outfitting our first responders.

In addition to the generously donated PPE that we were so fortunate to receive, we also scoured the internet and were able to come across supplies which allowed us to make our own hand sanitizer. These first few weeks were filled with uncertainty as our country saw shortages of Lysol wipes, toilet paper, hand sanitizer, and other essential items that we took for granted on an everyday basis. Fortunately, we were able to scrounge enough supplies to get us in those early stages of the pandemic.

In addition to getting our officers much needed PPE, we adjusted some of our procedures here at the station, especially as it came to responding to calls. We advised officers to handle calls over the phone when appropriate, cancelled all of our proactive patrols and traffic enforcement shifts, had officers exit through the rear and side entrances of the building, and enhanced our cleaning processes in our station.

Many area departments were cancelling vacations, changing schedules to minimize the potential loss of staffing, and various other changes that had a direct impact on their officers. We, as a Command Staff, felt confident in the temporary changes we made. We constantly monitored the situation, and stressed the importance of PPE and social distancing to our officers. Over the course of the year, I estimate we had close to 20 officers get tested for COVID-19, with no one testing positive until December. Proof that our approach was successful, as our calls for service dipped slightly, but the total number of persons charged in 2020 (1,348) versus 2019 (1,319) was only lower by 30. We

did see more offenders summoned into court than the previous year, which was done to avoid having possible COVID-19 people in our station, thus minimizing exposure to our officers, as well as the members of the South Worcester County Communications Center, whose job it is to monitor the prisoners.

As the pandemic waned on, we saw an outpouring of generosity from our community like never before. Point Breeze organized First Responder Fridays, where meals were paid for by a local business or individual for the First Responders and Hospital. We also saw Big Belly Café provide lunch on Mondays, and numerous other local businesses dropped off meals, or tokens of appreciation. The list is too long to mention, but I can assure you every gesture was greatly appreciated, and I would encourage anyone reading this to “shop or eat local” whenever you have the opportunity. The small businesses truly are a big part of our community!

As summer arrived, we were finally able to hold one of our annual community events, our “Duck Off.” We had to do it virtually, which we were getting more accustomed to with the advent of Zoom meetings being more commonplace. It was a success and, through the generosity of many people, we were able to raise some much needed funds for our Community Policing account.

At the end of May, the world watched in horror as the disturbing video of the arrest of George Floyd went viral. This video not only angered civilians, but angered police officers as well across the country, brushing the entire profession with a broad stroke for the tainted actions of a few. The nation saw protests demanding police reform erupt across the country, to include here in Massachusetts.

Webster was not immune to this, and a protest was set to happen in our town on June 6<sup>th</sup>. Many citizens and business expressed concern over the safety and security of their town, fearing the worst would happen. Clearly the scenes that had unfolded in cities and towns across America were troubling to say the least, so their concern was completely understandable.

I met with the organizers, and a plan was developed and implemented with resounding success. Approximately 300 people gathered and voiced their

concerns, and only one arrest was made, which was that of a citizen that drove his motorcycle past the police barricade. We would not have been able to have the event that we did without the assistance from the numerous police agencies that helped us that day. Thank you all again for your support, your presence was instrumental in our event going smooth.

It goes without saying that I made a statement during that event that many people across the country took exception to, including many of my colleagues. My family, my department, and my community not only stood by my side during this difficult time, but made strong statements demonstrating exactly that. I am eternally grateful to you all for this. Thank you.

We saw cases from COVID-19 start to decrease around this time, so we reinstituted our traffic grants, started up some proactive patrols, and encouraged our officers to be more proactive with their patrol efforts. While we saw traffic still rather light, our officers were back at it, and we became accustomed to doing things a little different than we had in years past, but this was necessary to keep our officers and the public safe.

We held our annual Junior Police Academy, and were thrilled to graduate 10 students. We said goodbye to some that had been with us for several years, while also saying hello to some new faces that we hope will be with us for years to come. Our Marine Patrol with our new boat, the Carolina Skiff, was put into service under the direction of Harbormaster Sergeant Chris Trainor. We also had several additional officers trained in the Marine Patrol.

We partnered with the Greek Orthodox Church and held a Community Meal, which featured handmade sandwiches made by parishioners of the church to be distributed to those in need in front of the Webster Town Hall. We decided to have our first ever Cruise Night in the summer and it was a huge success. Finally, we partnered with Our Bright Future and played with some great kids in a fun kickball game. We came away with a victory, but I think we are in trouble next year.

In the fall we held our first non-Civil Service entry level exam. We had 75 individuals take the test, and then 42 come to take the physical fitness exam. We are currently finishing the hiring process, but everyone involved thus far

has seen the benefits of our change in hiring this new way, versus the way we hired officers under Civil Service.

Officer Thomas Motyka joined us in September, as he transferred into our Department from the Wilbraham Police Department. We saw COVID-19 cases start to rise as children went back to school remotely. November brought the promotion of Detective Joseph Reed to Sergeant, and Sergeant Chris Trainor took over the Detective Bureau.

In October we were able to participate in Downtown Trick or Treating, as well as sponsoring Trunk or Treat with the Webster Recreation Committee down at Memorial Beach. Some of you may have noticed we did some decorating for Halloween this year, which admittedly was a lot of fun. We are already planning for next year, so watch out!

We saw Officer Michael Reardon laterally transfer to the Millbury Police Department, as well as Officer Michael Yurkevicius and Sergeant Patrick Perry retire. We wish them all well in their future endeavors, and thank them for their service to the Town of Webster.

They year concluded with our annual Toy and Winter Coat Drives, as well as a Santa Parade around town. We are hopeful that next year we will be able to resume all of our activities in the community, as we very much miss that aspect of our job. It is clearly more important now than ever.

Our total number of calls for service were down by about 1,400. I can attribute this to the early stages of the pandemic, when everyone was locked down. Also noted in our year end statistics is the sharp decrease in traffic accidents, as well as citations. These are also related to the pandemic, in that we saw a sharp decrease in traffic which correlated in less accidents, as well as less citations. We had also suspended our traffic enforcement grants early on as well, in an effort to protect our officers from unnecessary possible exposure to the Coronavirus. Our in custody arrest were down by 115, while our summonses were up by 36 from last year. I would estimate that our numbers for all categories will be back to where they were Pre COVID-19 conditions by the end of 2021.

This year we investigated 13 complaints against officers, with two of those originating internally. The two complaints originating internally were sustained. Of the complaints that originated externally, three were not investigated due to the complainant not cooperating with the investigating officer. Six were unfounded, and two were sustained. If anyone wishes to file a complaint against an officer, they may contact the shift supervisor, who will either investigate the complaint, or forward it to my office for further investigation.

2020 undoubtedly brought with it a host of challenges that many of us never saw coming. No one predicted that our lives would be impacted to the extent they were. One positive thing that came out of 2020 was the Webster Public Safety Team of Police, Fire, EMS, and Dispatch was stronger than ever. We worked tirelessly through all of the challenges thrown at us to serve all of you. Our team has never been stronger, and we look forward to better times in 2021!

Respectfully

Michael Shaw

Chief of Police

## ANNUAL CRIME REPORT

OFFENSE TYPE	2017	2018	2019	2020
Murder and Manslaughter	0	1	0	0
Kidnapping/Abduction	5	9	5	3
Forcible Rape	9	14	16	12
Statutory Rape	13	4	5	13
Forcible Fondling	10	7	4	6
Robbery	11	12	4	8
Aggravated Assault	133	105	135	131
Simple Assault	299	325	292	358
Intimidation	65	83	59	67
Arson	6	1	0	4
Burglary/Breaking and Entering	61	63	60	50
Pocket-Pocket	7	0	3	1
Purse-Snatching	3	1	1	1
Shoplifting	57	21	22	15
Theft from Building	77	51	45	51
Theft from Motor Vehicle	13	16	34	17
All Other Larceny	108	93	118	98
Motor Vehicle Theft	20	26	16	22
Counterfeiting/Forgery	12	13	10	30
FALSE pretenses	49	47	62	36
Credit Card/ATM	10	3	7	2



<b>OFFENSE TYPE</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Impersonation	14	15	23	82
Embezzlement	6	3	0	0
Stolen Property Offenses	13	17	11	14
Destruction/Vandalism/Damage	175	123	140	130
Drug/Narcotic Vilations	101	82	103	156
Pornography/Obscene Material	1	3	6	8
Prostitution/Assisting Promoting Prostitution	0	1	0	1
Weapons Laws Violations	12	11	32	30
Bad Checks	21	2	0	0
Disorderly Person	172	220	140	145
Driving Under the Influence	62	99	112	74
Drunkenness	97	67	82	29
Family Offenses, Non-violent	0	1	0	1
Runaway/Missing Person	0	0	0	0
Liquor law Violations	13	30	37	15
Trespass of Real Property	19	33	32	41
All Other Offences	223	263	244	299
Traffic, Town bylaw Offenses	859	1084	1248	1205
Total number of Calls	22,154	22,317	23,425	22,065
Total Number of People Arrested	641	684	663	548
Total Number of People Summoned for Various Offenses	542	597	734	770

<b>OFFENSE TYPE</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Total Number of Citations Issues	1076	1288	2916	1326
Total Number of Traffic Accidents	400	451	450	304

## **REPORT OF THE PLANNING, CONSERVATION AND ENGINEERING DEPARTMENTS**

Report of the Planning, Conservation and Engineering Departments - 2020

### **Planning & Economic Development**

Various duties include serving as staff to the Planning Board, Zoning Board of Appeals, Historical Commission and the Economic Development Committee. Staff also coordinates engineering services with CHA Consulting, Inc. (previously CME Associates, Inc. and managing all departmental administrative functions. Ann Morgan serves as the Director of Planning & Economic Development. Under her supervision are Mary Overholt, Conservation Agent and Kelly Gorham, Clerk. The office staff, workflow and various meetings were greatly impacted by the Coronavirus Pandemic. Adjustments had to be made on a regular basis in accordance with the Governor's emergency orders regarding office and meeting room capacities and other measures necessary to keep staff and the public safe including split shift work schedules, public meetings held via remote participation / Zoom and coordinating permit filings in light of various office closures. Adjustments began in February and continued through December. No new applications were received and meetings were continued in accordance with the Governor's orders from March to May when Town Hall was closed. As of December 2020 the pandemic continues to alter every aspect of the department operations and will likely continue to be so into 2021.

Work items have included ongoing project management for various Planning Board projects and new applications and processing of new applications for the Zoning Board of Appeals. There were several warrant articles related to zoning over the course of the year including: establishing the Recreational Marijuana Retail Sales Overlay District and the rezoning of 30 Worcester Road from Business with Sewer (B4) to Industrial (I). A number of large projects were heard by the Board including the redevelopment of a gas station site at 137 East Main Street, a stormwater permit for 0 Douglas Road, and a site plan involving two adjoining lots at 13-15 Old Worcester Road.

Both the Planning Board and the Zoning Board of Appeals adopted the Mullin Rule which was approved by Town Meeting in June. In addition the Planning Board took formal action to authorize the Director of Planning & Economic Development to sign certain documents and to authorize the use of electronic signatures in accordance with State law. This document was filed at the Worcester District Registry of Deeds (WDRD) on August 31, 2020 (Book 63154, 361). The Zoning Board of Appeals took formal action to authorize the use of electronic signatures in accordance with State Law. This document was filed at the WDRD on November 19, 2020 (Book 63786, Page 314). Department work also included serving as staff to the Economic Development Committee and the newly re-established Historical Commission. Both groups met on a regular basis and embarked on work items to advance their missions.

Planning Board – the Board consists of five full time members and two associate members appointed by the Board of Selectmen for three year terms. A change in membership occurred when Tom Klebart resigned to take on his newly elected role as Selectman. Associate Member Christella Gonsorcik applied for and was appointed to fill his vacancy through 2022. As of December 2020, Board membership was as follows: Paul LaFramboise, Chairman; Michael Dostoler, Vice Chairman; and Members Dan Morin, Cathy Cody and Christella Gonsorcik. Two associate member positions remain vacant. Cathy Cody and Christella Gonsorcik were appointed to serve as the Board's and the Town's representatives to the Central Massachusetts Regional Planning Commission. The Board is responsible for taking action on a number of permit applications as required by Massachusetts General Law, conducting public hearings relevant Town Meeting articles, and providing recommendations on land use issues as needed. In 2019 the Board took action permit applications as follows:

- Approval Not Require Plans -
- Modifications of Previously Approval Permits – 1
- Special Permit - 1
- Site Plan - 1
- Zoning By-law and Map Warrant Articles – 2
- Chapter 91 Simplified Waterways License – 3

- **Stormwater Permits - 3**

Zoning Board of Appeals - the Board consists of five full time members and two associate members appointed by the Board of Selectmen for three year terms. No changes to Board membership occurred in 2020. As of December 2020, Board membership was as follows: Jason Piader, Chairman; Daniel Cournoyer, Vice Chairman; Clerk Christopher Daggett and Members Daniel Fales and Mark Mason. There are two Associate Member vacancies. The Board is responsible for taking action on applications for variances, special permits and appeals as defined by Massachusetts General Law. The Board took action the following number of permits:

- Variances - 6
- Special Permits – 2
- Remand from Land Court - 1

### **Conservation**

The Conservation Commission administered the Massachusetts Wetlands Protection Act. Regular public meetings and site inspections were generally conducted bi-weekly. Many sites were reviewed and approved for building permit sign-offs by the Conservation Agent.

The Commission consists of seven full time members appointed by the Board of Selectmen for three year terms. As of December 2020, Commission membership was as follows: Joey Wigglesworth, Chairman; Michelle Sherillo, Vice Chairman; Dan Duteau, Clerk; and Members Frederick Bock, Hayden Brown, Robin Jewell, and Klarissa Johnson. Robin Jewell is a new member in 2020 and the Commission has appreciated her dedication. In January of 2020, after the passing of the previous chair Joe Kunkel, Vice Chairman Wigglesworth was voted to be Chair and Commissioner Sherillo was voted Vice Chair. Commissioner Duteau was voted Clerk in October. Michelle Sherillo is to be recognized for finishing Massachusetts Association of Conservation Commission's Fundamentals for Conservation Commissioners Course. All of the Commissioners have devoted time to continued learning. Mary Overholt continues to serve as the Conservation Agent. Kelly Lyman continues to serve as the Clerk to Conservation and Planning.

2020 was a challenging year for all, but despite the pandemic there was a lot of construction in Webster and the Commission was busy reviewing permits. There was an increase in permitting from 2019. The Commission took action the following number and types of permits:

- Orders of Conditions – 38
- Amended Orders of Conditions – 6
- Order of Conditions Extension - 7
- Certificates of Compliance – 15
- Wetland Determinations – 34
- Administrative Approvals - 40
- Enforcement Orders – 3

The Commission did issue one denial, for a house to be located 6 feet from Webster Lake. The applicant has appealed to DEP and the case is still under review. The Commission reviewed two large scale projects this year. A 593 space parking lot is proposed for 61, 67 & 69 Cudworth Road. The Commission worked with the applicant to pull the project further back from the wetland edges and provide for proper stormwater management. The second large project is a reworking of the stormwater management system at LKQ. It was found that runoff from LKQ's large dirt parking lot was causing turbidity in Browns Brook during rain events. There was also significant deposition of sediment in wetlands on Town property adjacent to LKQ as a result of runoff from the parking lot. LKQ has presented a plan that should mitigate the situation.

Because of constraints due to the pandemic, the Commission refrained from reviewing projects for two months from mid-March to mid-May while the Town Hall was shut down. During this time all public hearings were halted and the Commission put together a draft bylaw with the help of consultant Brandon Fanuef of Ecosystem Solutions. The Commission hopes to bring the bylaw before town meeting in the spring of 2021. The Commission did have one meeting in May in which many members of the public were present (via Zoom) in which the bylaw was presented and explained. The Commission listened to feedback from residents and would like to incorporate these

comments into the final bylaw. The Commission is also working on a Tree Replacement Policy.

The Commission has focused on bridging the gap with the community in 2020 by focusing on educating the public. The Commission strives to be customer service savvy and to consider the needs of developers while protecting the environment.

### **Engineering Services**

The firm of CME Associates, Inc. (CME) continues to provide engineering services for the Town. CME was acquired by CHA Consulting (CHA) in January 2020 and continues to serve the Town under the CHA name. Multiple contracts were executed for various projects and general services. The lead contact, Chuck Eaton, continued to provide coordination between the Town and CHA's team of engineers for a wide range of tasks including, but not limited to:

*General Engineering Services – Coordinated through the Town Administrator*

*Consulting Services to the Planning Board and the Conservation Commission - Coordinated through the Planning Department.*

Attendance at Planning Board and Conservation Commission meetings to provide expert testimony and professional advice on projects in the permitting and construction phases, peer review of special permits and site plan review projects, site inspections required to ensure that approved projects are built according to plan and in accordance with state and federal laws, and as built plan review.

*Consulting Services to Public Works - Coordinated through the Department of Public Works*

This work included as needed services for items such as roadway, stormwater, drainage, MS4, erosion control, easements, AAB/handicap accessibility, and general engineering consulting and coordination.

*Development Team Meetings - Coordinated through the Planning Department*

These meetings consist of two components: pre-application meetings by appointment and project status review by staff. Key land use and public safety staff meet bi-weekly to provide informal input to people interested pursuing projects in town. Project status review allows the same staff to vet ongoing issues or projects that require interdepartmental coordination. Both approaches continue to be very successful in assisting the public and streamlining the permitting process.

*Town Project Construction Review and Inspections - Coordinated through other Departments or Committees*

*Special Projects – Coordinated through multiple departments*

Eddy Street Reconstruction Project and the DPW Salt Shed Roof Replacement.



## REPORT OF THE LAKE SANTIARIAN 2020 ANNUAL REPORT

I hereby submit my report as Lake Sanitarian:

On a weekly basis, lake water samples for the 2020 swim season (Memorial Day through Labor Day) were taken at eight public and semi-public swimming areas. The areas include Beacon Park, Birch Island, Colonial Park, Killdeer Island, Lakeside Beach, Memorial Beach, Nipmuc Shi Cove and Treasure Island.

All samples for this season fell within the maximum allowable limits, with the exception of one, for the bathing beaches of 235 colonies of E. coli per 100 ml for the entire swim season, meeting the State Department of Public Health regulations standards for physical and bacterial water quality.

Recent heavy rain, wind conditions, temperature, water current, water fowl (geese and ducks), swimmers, fishermen, children wearing soiled diapers and improper disposal of mop buckets, are conditions that can contribute to elevated levels.

I would like to give my thanks to Pam Welsh and the Webster Water Treatment Plant for their assistance and cooperation in expediting the analysis of the water samples that were submitted.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Marc D. Becker". The signature is fluid and cursive, with the first name "Marc" and last name "Becker" clearly distinguishable.

Marc D. Becker

Lake Sanitarian

## **WEBSTER REDEVELOPMENT AUTHORITY ANNUAL REPORT 2019**

Massachusetts CDBG Program grants have played an important role in helping Webster address its community development needs for more than twenty five years. The Massachusetts CDBG Program is a federal grant program that is administered by the Massachusetts Department of Housing and Community Development (DHCD), and consists of several different program funding components. Since the Program's FY 1995 funding round, Webster has received more than thirty three grants totaling more than \$25 million.

Webster is one of eleven (11) mid-sized communities that has received DHCD's Mini-Entitlement Plan designation. The Mini-Entitlement designation enables Webster to take a long term view on how it will use CDBG funding. Webster has used its Massachusetts CDBG Program grants to address a wide range of community needs, including: job training and employment readiness; long-term affordability in quality housing for lower income renters; improved handicapped accessibility to recreational facilities; reconstruction and replacement of aging infrastructure (streets, sidewalks, storm drains, water and sewer systems) in neighborhoods; general improvements and new amenities to parks, playgrounds and recreational facilities; various activities to support the revitalization of the downtown business district, planning; and housing rehabilitation assistance to nearly 180 Webster households.

The Office of Community Development (OCD), part of the Webster Redevelopment Authority, administers the grant on behalf of the Board of Selectmen.

The grants the WRA/OCD office are currently operating are listed below.

FY 2018 Mini-Entitlement Plan Grant Grant Amount: \$825,000.

This grant was completed in June 2020.

Construction of Phase 3A of Downtown Streetscape/Riverwalk Improvements Project. The project consists of two components in Webster's downtown: 1) street and sidewalk (re)construction on the section of Tracy Court located between Davis Street and the French River, and 2) development of an additional segment of the Riverwalk.

The Riverwalk extension runs from the end of Tracy Court at the river, westerly along the edge of the municipal parking lot located at the corner of Tracy Court and Davis Street. The work on Tracy Court will continue the improvements constructed on the southern segment of Tracy Court under the FY16 ME Plan grant. When completed, the two components of this project will provide a continuous, improved walking route from the western end of the newly constructed riverwalk segment, along Tracy Court and Davis Street, through the French River Park and onto the two eastern-most segments the riverwalk that were constructed earlier. The two project components roughly form an inverted “L”. The project area lies within the Webster Center Target Area and within the boundaries of the “Slums and Blight Inventory” area.

FY 2019 Mini-Entitlement Plan Grant Amount: \$825,000.

There are three projects funded under this grant: Eddy Street Reconstruction:

This project was completed in the fall of 2020. The project reconstructed the street and replace deteriorating curbing and sidewalks as well as making improvement to the drainage on the street. National Grid was also on site at the beginning of the project to upgrade their gas lines.

Construction of Phase 3B of Downtown Streetscape/Riverwalk Improvements Project Phase 3B Riverwalk project reconstruction the municipal parking lot and Davis Street immediately abutting the newly created Riverwalk. The existing parking lot was removed, and redesigned to meet current ADA and storm water management requirements. Due to budget issues minimal lighting and landscaping was accomplished with this grant. The pending FY2020 grant has the additional funding needed to complete the lighting and landscaping that will be done in the spring of 2021. The project continues the pathway (via a sidewalk) that is part of the overall pedestrian access/Riverwalk initiative.

#### Slum/Blight Inventory

This activity updated the town’s current Slum and Blight Inventory for Webster Center expired at the end of 2020. The updated inventory will be presented to the Board of Selectmen for approval of the Slum/Blight target area and then be submitted to DHCD for acceptance. Maintaining this inventory with the Slum/Blight designation will allow the town to continue to invest grant funds

in this area. FY19 – CDBG-CV grant On July 1, 2020, the Town submitted a regional application for funding from the CARES Act under the “rolling application” provision in the Notice of Funding Availability. The application requested assistance for six communities, Douglas, Clinton, Northbridge, Sterling, Lancaster and Webster. The majority of the funding request was to assist Micro Enterprise businesses that have suffered a loss of income due to the pandemic, with the balance of the funds being directed to Social Services in the form of food share assistance.

Webster received notification on September 2020 that the application would be funded. Final clearance to start the grant activities funded through this grant was received on December 4, 2020. Concurrently, the Office of Community Development (OCD) is working on preparing program guidelines and application forms for the program(s). The grant will be open to receive application by mid-January 2021.

FY 2020 Mini-Entitlement Plan Grant Grant Amount: \$825,000.

The town received notification in late December 2020 that the FY 2020 application was approved for funding. The following projects are planned under this grant.

**Riverwalk Pedestrian Access Project** This application requested the funding to complete the lighting and landscaping of previous year’s Phase 3B Riverwalk project. Street lights have been ordered and are expected to be installed in the spring of 2021.

**Granite Street Phase 1 – Lake Street to Cutler Street - Reconstruction**

Granite Street will receive the same reconstruction treatment previous OCD road projects have received over the last twenty (20) plus years. Roadway full depth reconstruction, curbing, sidewalk and drainage upgrade improvements.

**FY2021 Grant Application** - Due to the Covid-19 pandemic and the state’s Department of Housing and Community Development’s involvement with administrating the CARES act money, the FY2021 grant application process has been delayed. No application date has been set. The OCD plans to apply for funding to complete the Granite Street project and will be holding public hearing for input for additional project if the budget allows.

The Webster Redevelopment Authority would also like to thank the Board of Selectmen, Town Administrator, Doug Willardson, the highway superintendent, Kenny Pizzetti, and all of the town departments for their advice and help with these important projects for the town.

Respectfully submitted:

Carol J. Cyr, Director

## **RECREATION DEPARTMENT 2020 ANNUAL REPORT**

2020 was a different year for all departments. The Recreation Department certainly had to get creative. Almost all of our typical events had to be canceled this year, and creativity had to begin for different ideas. We started out with the Easter Bunny drive around. The Easter Bunny was escorted by our Police Chief driving around town.

Summer hit and the beach became busier than we have seen in years. Extra staff and hours were added to accommodate. We were able to go forward with our Summer Concert Series and it was nice to see people out enjoying it. As Fall hit we were still able to hold some responsible events. We had our Trunk or Treat at the beach. Main St. trick or treat, and town wide trick or treat. As COVID-19 numbers were on the rise again we had to rethink Holiday events. Our Tree lighting, Holiday Bazaar and Winter Wonderland had to be canceled. But we rallied a few businesses and some town vehicles together and had Santa on a 35 mile parade through town.

While COVID-19 may have put a damper on events in town the timing worked out well to spend time working on the PARC grant we received from the State. Requests for bids were made, and received. A Contractor has been chosen to do the project and the work is being started during the winter months.

I look forward to the upcoming year. Getting back to having events and enjoying the upgrades at the beach.

Respectfully submitted

Carole Marchand

Recreation Director

## **WEBSTER SENIOR CENTER TOWN REPORT**

The Webster Senior Center/Council on Aging submits the following report for the year 2020. Each year the center's mission is to be of service to our 60 and over population.

We continue to receive positive comments about our newsletter of which we are very proud. The cost of assembling and printing is carried by the advertisers. The advertisers help support our senior center so we ask that you patronize the businesses that advertise in our newsletter. The newsletter is available in the senior center, library, town clerk's office, town treasurer/collector's office, and Sitowski School Apartments Office but then came COVID.

We were open until mid-March. Looking back on this I don't think we at the senior center, or perhaps anyone else, thought we would be closed for long let alone this long. This was certainly a whole new experience for all. Communication for the senior population can be difficult as many of them do not have internet or any computer technology. We have a Facebook page and utilized that to send out the newsletter but that didn't work for many. They use the telephone and mail. That being said, in addition to putting our newsletter and other information on Facebook, we started mailing the newsletter to those seniors who frequented our senior center. That seemed to work out well and we have added to our mailing list. The staff was not always in the office, so in our newsletter we told our seniors to call, leave messages, and we would call them back. We also shared other information as to the update of town hall hours, library hours, etc. We also sent out monthly birthday cards.

We normally would have a representative from WCAC Fuel Assistance Program and a SHINE counselor (Serving Health Insurance Needs of Elders) in the building, but those became programs that were done over the phone. We provided the contact information in the newsletter and continue to provide that assistance as needed.

We did offer a flu clinic and it was wonderful to see people.

We are all waiting for the COVID vaccine to be administered and then we can begin to get thinking about offering our activities. For example: Ice cream

social sponsored by Webster Manor and Lanessa hosting root beer floats; Brookside Rehabilitation and Health Care hosting our monthly birthday cake; and Life Care of Auburn hosting the desert social; of course Christopher Heights with our soup social.

And not to overlook Panera Bread and the raffle on Tuesdays. Let us not forget the cookouts that were sponsored by Representative Joe McKenna, Webster Police Department and pontoon boat rides with the cookout sponsored by the Webster Lake Association and AJ from Point Breeze. Not to mention any of the surprise things that people would offer our seniors for example Senator Fattman just stopping by with goodies.

The everyday activities that we offered were very much missed. Lunch, exercise classes, knitting and crochet group, Pitch, Bingo, Scrabble and Marjongg. The volunteers that made these things happen are very much missed and are themselves missing all this. Our volunteers also didn't have the recognition brunch that we have usually had. So at this time I will acknowledge them: Stasia Beach, Anne Boulay, Ralph Celentano, Mary Chabot, Janet Cullen, Debbie Diaz, Elaine Gould, Cheryl Hakenson, Helen Kesner, Henry Konkel, Betty LeFort, Carol Pierce, Marilyn Remington, Jeanne Makara, Anna Mawhinney, Phyllis Romano, JoAnn Sadowski, Rose Silvestri, Barbara Steiger, Kathy Stone, Sam and Sandy Walley. Our exercise instructor was also a great addition to the center, Forty Arroyo.

Our Council on Aging members are meeting the old fashioned way, "conference call". It is working out quite well. At this time I would like to acknowledge our members: Chairman JoAnn Sadowski, Vice Chairman Elaine Gould, Secretary Anna Mercier and Stasia Beach, Jeanne Makara, Anna Mawhinney, Phyllis Romano, Rose Silvestri, and Barbara Steiger.

And a big "Thank You" to the staff at the Senior Center that help to make it all come together. Thank you to Kendra Faldetta, Karola Rachholz, and Kevin Giroux. Kendra will be leaving for another community and I know you all wish her well and will miss her very much, I know I well.

The Webster Senior Center is like a family and we lost some of our family this past year. They participated in our activities and also volunteered where



needed. So at this time we would like to acknowledge them in this Town Report. They are: Norman Brothers, Fabian Houle, Richard Olson, and Marilyn Remington.

Submitted by,

Jean Travis

Senior Center Director

## **VETERANS OFFICE TOWN REPORT**

Our main objective for all veterans is to provide them with thorough and accurate assistance and services regarding both State and Federal benefits to military men and women honorably discharged. It remains our goal to provide them and their families with answering any questions and concerns regarding benefits that they may be entitled to and assist them with applying for the same.

Please note that many updated processes have been implemented both State and Federal and require professional guidance and assistance when applying for benefits.

In summary, we are committed with serving our veterans with the upmost respect with providing them the proper updated applications required for requesting any/all benefits which must be followed in order for acknowledgement of any requests that are submitted.

Respectfully submitted,

Paul Brodeur

Veteran's Agent

## **REPORT OF THE DEPARTMENT OF PUBLIC WORKS HIGHWAY DIVISION**

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

The Department of Public Works responded to 13 snowstorms beginning on December 1, 2019 and ending April 18, 2020. Six of these storms required additional hired plows. Total snow accumulation was 40 ½ inches. Approximately 1,681 tons of salt was used to treat over 85 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, Storm water Management Program, 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 basin throughout the Town. Although it is most active during the spring season and all when drainage issues are the most apparent, it follows a schedule that revolves around the street sweeping program. In addition, 15 structures of catch basins and drop inlets have been repaired and replaced along with some drainage section that were reported and replaced in this year plan.

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 2,250 tons. Approximately 15 miles of road work under Pavement Management. The Highway Division along with A.F. Amorello had resurfaced various streets including another section of Lower Gore Rd., Blueberry Hill, Steven Dr. Victoria Dr. Oak Tree Lane, section of Pt. Breeze Rd. Sutton Rd. and Upper Gore Rd. These streets were done by using Chapter 90 money. Various Streets have been resurfaced and preventive maintenance with Crack sealing. Asphalt patching is also continued throughout the Town on problem sections. The Highway Department continues to participate on road programs with the Office of Community Development.

The Highway Division participated in operations with the Water Division in water main breaks along with working 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.

**CEMETERIES**

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

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

Revenues generated by the two Town Cemeteries in 2020 are as follows:

Opening of Graves	\$ 13,989.10
Sale of Lots	\$ 3,225.00

Perpetual Care	\$ 3,225.00
Weekend Burials	\$ 1,206.30
Cremation Opening Perpetual Care	\$ 9,204.60
Winter Fee	\$ 400.00
Marker Installment	\$ 1,800.00

Flora Bigelow Fund Acct. Balance	\$ 24,742.44
Flora Bigelow Fund Acct. Interest	\$ 117.24

Perpetual Care-Interest Lakeside	\$ 18,175.26
Perpetual Care-Balance Lakeside	\$ 86.11

Mt. Zion Cem. Expendable Balance	\$172,817.88
Mt. Zion Cem. Expendable Interest	\$ 2,887.64
Mt. Zion Cem. Non-Expendable Acct. Balance	\$428,080.18
Mt. Zion Cem. Non-Expendable Interest	\$ 0.00

Total	\$679,956.75
-------	--------------

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 ANNUAL REPORT 2020**

The Webster Water Department serves the Town's customers with a constant supply of high quality drinking water that meets or exceeds state and federal standards. In 2020 a total of 449.4 million gallons of water were provided to the Town. This results in an average demand of 1.23 million gallons per day from our two water pumping stations, which provide water to the Town's distribution system. Monthly and quarterly sampling and reporting was done according to MassDEP standards to assure compliance with EPA Safe Drinking Water Act regulations.

The Water Sewer Commission oversees the fiscal and fiduciary responsibilities of the Water and Sewer Departments. The Commission consists of five members appointed by the Board of Selectmen for three-year overlapping terms. The Commission consists of Tom Andrade (Chairman), Rick Neeser (Vice Chairman), Earl Gabor and Dan Duteau. The Town Administrator and Water Superintendent are non-voting members. The Commission currently has one vacancy available.

The Water Department's Memorial Beach Water Filtration Plant was officially on-line in February with all six supply wells being treated and pumped into the distribution system. The 5,300 square foot facility houses four 12-foot diameter Greensand Plus filters capable of treating 2.75 million gallons of water per day. The filter vessels remove oxidized iron and manganese from the six groundwater wells of Station 1 and Station 2 to concentrations well below the MassDEP drinking water standards. The Department held an open house and ribbon-cutting ceremony in July to celebrate the completion of the project. The Department received a MassDEP Public Water System Award for "outstanding performance and achievement in 2019".

Station 3 on Bigelow Road has been the primary water supply to the Town for over the last ten years. Once the Filtration Plant was brought on-line, the well at Station 3 was cleaned and redeveloped to restore its original performance. The well's pump and motor were replaced with low-head components that will significantly decrease the energy consumption of the station. Other improvements include new roofs and skylights for both the well building and

the corrosion control building. The finish water pump was also reconditioned to ensure years of reliable service.

The Webster Water Department continues work to improve our water quality, upgrade our infrastructure and to protect our most valuable resource. The Department is planning for the 2021 replacement of the water mains on Lincoln Street, Nelson Street and Whitcomb Streets. Two of the wells at Station 1 were cleaned to improve their performance and both water storage tanks were cleaned and inspected. An internal mixer was installed inside the Park Road storage tank provide uniform water quality within the 100-foot structure. Over the course of the year, several leaking and/or inoperable fire hydrants were repaired. In addition to the hydrant work, many water gates (valves) were replaced. In the fall we conducted the Unidirectional Hydrant Flushing Program.

I wish to thank the Water Department staff: Michelle Roy, Administrative Assistant; Foreman Joe Patterson, and Water Technicians, Sam Yacino, Matthew Ferrara and Sean Smith, for their dedicated service to the Town. I would also like to thank Kristen Doyle, the staff of the Sewer Department, and Kenneth Pizzetti and his staff at the Highway Department, for their cooperation and assistance throughout the year. Water Technician Dennis Bouchard retired after 28 years of service to the Town. We would like to wish him the best in his retirement.

Respectfully submitted,

Gregory Woods

Water Superintendent

## **WEBSTER SEWER DEPARTMENT ANNUAL REPORT 2020**

The Webster Sewer Department treated 989 million gallons of wastewater containing pollutants measured as 618,268 pounds of Biochemical Oxygen Demand and 587,163 pounds of Suspended Solids from its 4,600 customers in Webster, Dudley and Oxford. Total precipitation for the year consisted of 44.18 inches with a maximum of 6.49 inches in November.

The Water Sewer Commission oversees the fiscal and fiduciary responsibilities of the Water and Sewer Departments. The Commission consists of five members appointed by the Board of Selectmen for three-year overlapping terms. The Commission consists of Tom Andrade (Chairman), Rick Neeser (Vice Chairman), Earl Gabor and Dan Duteau. The Town Administrator and Sewer Superintendent are non-voting members. The Commission currently has one vacancy available.

The Department made several upgrades to the collection system, including replacing the emergency backup generator at the Birch Island lift station and replacing over two dozen manhole frames and covers in the roadways. At the treatment plant, the staff oversaw the resurfacing of the concrete launder within secondary clarifier #3. This was the last clarifier to be reconditioned for continued long-term operation. The Department also started conducting site visits to dental offices within the collection system to assess the operation and maintenance of MassDEP-required amalgam / mercury recycling systems. This program is intended to reduce the amount of mercury released to the environment.

As required by a MassDEP mandate, the final part of a three-year investigation and analysis into the collection system's inflow and infiltration problems was conducted in May and June. This phase of the project included cleaning of approximately 11 miles of sewer main followed by closed circuit television and sonar inspection of the sanitary sewer system to identify locations of inflow & infiltration entering the pipes. These tests were conducted in seven areas of town that were previously identified as having high inflow. The report was submitted to the MassDEP and included a cost analysis of repairs necessary to decrease the inflow into the treatment system.



None of the accomplishments made during the year would be possible without the efforts and contributions made by the entire staff of the Sewer Department. Appreciation is due to the Operations staff for their dedication and effort in ensuring compliance with all the state and federal conditions of our discharge permit. Many thanks go to the Maintenance staff for their work in maintaining the equipment, not only at the treatment plant, but also the pump stations and the 72 miles of sewer line in the streets. I also want to thank Kristin Doyle, Administrative Assistant, for her professionalism and assistance throughout the year. Operations staff member Michael Gaulin retired after 19 years of service to the Town. We would like to wish him the best in his retirement.

Respectfully submitted,

Gregory Woods

Sewer Superintendent

## **Annual Report of the Webster Historical Commission – 2020**

Local Historical Commissions are an important part of municipal government in Massachusetts. Almost all cities and towns in Massachusetts have established a local historical commission. Historical Commissions are responsible for community-wide historic preservation planning.

The Webster Historical Commission is restarting after many years of inactivity. Its mission is to preserve the rich heritage of the Town of Webster for future generations by identifying historic resources, encouraging preservation and adaptive reuse, advocating for preservation bylaws where needed, and educating the public about the history of the Town and the importance of historic preservation. Established in 1974, the Commission is a public agency which can request municipal appropriations for carrying out its functions

One of the preliminary duties of the Webster Historical Commission is the update of inventories and an updated community-wide preservation plan.

We extend an invitation to the citizens of Webster to drop by our website to see how the work is progressing. Historical information about Webster or individual properties will also be appreciated.

Respectfully submitted,

Ted Avlas. Chairman

Curtis Cleaves, Vice Chairman

Elaine Davis, Clerk

Olivia Mason, Member

## **SUPERINTENDENT RUTHANN PETRUNO-GOGUEN ANNUAL REPORT 2019**

COVID-19 We all know that 2020 was a very challenging year for everyone because Coronavirus changed just about every single thing we do. Overnight, the rules of changed for everyone. A nationwide effort to mitigate the spread of this deadly virus gave a new context to meaning of maintaining safe environments for everyone. In March of 2020, everything came to a sudden halt: socializing with family and friends, sports, schooling, extra-curricular activities, eating out, going out to the movies, grocery shopping, and even visiting the doctor/dentist stopped. Looking back on this sudden change in our society, it's remarkable to note that no one was truly prepared for the drastic life change, but we all banded together, and quickly learned how to manage and implement new societal rules and regulations.

As the Superintendent of the Webster Schools, I have first-hand knowledge of the tremendous work that went into preparing our district with making the shift from normal schooling to full remote schooling and then shifting from remote learning to a hybrid model of learning. From the onset of this pandemic, the Webster Public School Community came together as one team. On March 12th, 2020, we went into a full remote teaching and learning model through the end of the school year in June 2020. The school closure was sudden for everyone and the world changed overnight for our students, parents/caretakers, teachers, staff and administrators. Teachers have had to redesign every lesson and figure out new ways to engage students. Parents/caretakers have become intimately involved in the remote/hybrid learning experience with their child/children. Students, at all ages, have been pushed to become more independent with using technology and doing schoolwork. **None of this has been easy for anyone, yet the entire Webster School Community has risen to these extra-ordinary circumstances with determination, care, and a united purpose to maintain meaningful virtual connection with all our students during their school day.**

A District Reopening Committee, comprised of teachers, staff, and administrators, worked to outline the three school models required by the Department of Elementary and Secondary Education to reopen schools in the fall of 2020. Our school models (remote and hybrid) were created to be

synchronous (live) to ensure students in the classroom and students at home were receiving the same lessons at the same time. There were daily and weekly virtual meetings with teachers, staff, Union Presidents, and administrators to keep an ongoing flow of communication and a collaborative approach with creating new safety protocols. We worked nonstop and diligently to solve the new challenges associated with COVID, and with each passing day came a new challenges. Communication efforts increased across our district to ensure everyone understood what the new expectations for learning were, what the new safety protocols were, and to ensure we all knew what we were responsible for implementing when students and staff returned to school. Everyone had to work harder to ensure students and families had access to learning materials and understood the new way of teaching and learning. In typical **Webster Pride** fashion, we overcame one obstacle after another!

We shifted our thinking and worked diligently to provide our students with as many of the supports they needed and traditional celebrations they were used. We set up drive-thru food distribution centers, distributed technology to students, held grade-level drive thru “send offs” at the end of the year at the elementary school, held a drive thru 8th graduation celebration, and held virtual ceremonies for Bartlett’s Super Team, Sports and Scholarship Awards. We engaged the entire Webster Community in our 2020 Graduate’s Parade and we pushed off graduation until we were able to gather in-person and outside, (with all the new safety regulations) to properly celebrated the Class of 2020!

The summer of 2020, proved to be extremely busy with preparing for a new school year with hopes of bringing our students and staff back into our schools. We designed virtual summer school sessions for some students and held in-person summer school for some special education students. We ordered ample personal protective gear, disinfecting wipes and cleaning materials, rearranged all classrooms and office spaces to abide by the new social distancing guidelines. We continued to respond accordingly to the ongoing changes in the guidance from the Governor, Department of Elementary and Secondary Education, CDC and DPH. Our Nursing Team developed a daily self-assessment and COVID trainings for staff. Custodians overhauled each building, removing all the extra furniture out of classrooms to ensure the six-

feet distancing guidelines. Cafeteria Staff worked incredibly hard at preparing healthy meals for all of our Food Distribution Centers at all three schools, Head Start and The Villages.

In September of 2020, we returned to school in a remote model with teachers working onsite teaching from their classrooms, with a small group of in-person high-risk students with the majority of our students working remotely from their homes. Some parents/caregivers chose to remain in a fully remote model and some parent/caretakers choose to homeschool. Principals and their teams, held virtual Informational Evenings for parents/caretakers to review the new safety protocols and expectations for students before school started. A few weeks into the school year, virtual Open Houses were held at each school. In November, all three schools held virtual Parent / Teacher conferences, where we saw increased involvement.

In November of 2020, we shifted from remote to a hybrid model, where we welcomed students back into the building for in-person learning by cohort groups. The parameters with the spacing distances limited the number of students allowed in one classroom at a time. Students returned to school by cohort groups and have been doing exceptionally well following all the new safety protocols (wearing a masks, increased hand washing and doing their best to maintain 6-ft. of social distancing). In the fall, golf, soccer, and cross country sports started up again with strict safety protocols in place, along with Student Council, Yearbook, and National Honor Society at both the middle and high school.

The COVID Leadership Team comprised of district and building administrators, school nurses, and the Board of Health Director, meet weekly to analyze COVID data, protocols in place and various situations we are facing in our schools. A concerted effort has been made to be transparent with the number of COVID cases we are experiencing in our district. A cumulative and weekly COVID dashboard is posted weekly on our district website and emailed to staff and parents/ caregivers.

We know that COVID has changed the landscape of the typical classroom, and the learning experiences for our students. During the past year, we have tried our best to provide additional support to everyone. We have provided

teachers with specific professional development to assist with teaching in a blended environment, along with additional training with recognizing the stressors students are dealing with. We have provided all students with their own device, and given students at home resources. We have provided hotspots to families without access to the internet. We hired a bilingual Family Liaison to assist with family outreach, and we partnered with Sandy Hook Promise to provide Start with Hello Training to students in grades 6-12 and Signs of Suicide Training to middle and high school staff and parent/caretakers.

### Data

MCAS was not given during 2020 due to COVID, however it is important to note the last MCAS data showed the District and Park Avenue were making substantial progress towards targets. While the Webster Middle and Bartlett High School's last MCAS Accountability Ratings were Requiring Assistance or Intervention, we continue to focus on the meeting goals outlined in School Improvement Plans/Turnaround Plans.

Student enrollment – October 1, 2020

- Bartlett High School - 390 students
- Webster Middle School - 571 students
- Park Avenue Elementary – 721 students

### We are proud to serve a diverse student population

- First Language Not English – 14.9%
- English Language – 11 %
- Students with Disabilities – 22.1%
- High Needs – 66.2%
- Economically Disadvantage – 57.1%

### New Leadership

- Webster Middle School Principal – Ms. Heidi Peterson
- Title 1, ELL, and Grants Director – Dr. Patricia Mackay
- Family Liaison- Ms. Margarita Nieves Carvajal

### Curriculum & Instruction

Each school has an Instructional Teacher Leadership Team that works with Principals on using student achievement data to analyze the effectiveness of our programs and practices.

While some adjustments have been made to our programming to effectively teach in a blended environment, the following list captures some of the researched based resources that have been provided to our teachers and students. Most of these programs have an online component which has allowed for students to maintain the flow of learning while working remotely at home.

- PreK-5 Wonders (Yr. 4)
- StudySync Grades 6-12 (Yr. 2)
- Ready Math Grades K-8 (Yr. 3)
- CPM Math Grades 8-12 (Yr. 3)
- STEMscopes and Science Kits Grades K-8 (Yr. 3)
- i-Ready Diagnostic Grades K-10 (Yr. 3)
- McGraw-Hill Social Studies Grades 5-8 (Yr. 2)
- i-Ready Instruction (Yr. 3) and ST Math (Yr. 2) Grades K-6

#### Supports for Students and Families

- 1:1 devices for all students
- Hot spots provided to families to ensure internet access
- Modifications made to continue Breakfast in the Classroom
- Modifications made to provide bulk meals to families
- Hired a Bilingual Family Liaison
- Modifications made to offer some athletic programs
- Virtual Open Houses and Parent Teacher Conferences
- Increased home visits - SRO, Counselors, and Family Liaison
- Real Madrid sports program for EL students
- Various learning supplies have been distributed to students Pre K-12 to enhance their learning environments when working remotely

#### Recognitions

In 2020, the following Bartlett high school students were awarded the John and Abigail Adams Scholarships for college tuition based on their MCAS scores:

- Noah Azzaoui
- Jaycob Holbrook
- Kayla Berthiaume
- Kathryn James
- Talya Binienda
- Norman Maciver
- Jurnee Bonnick
- Katherine McMaster
- Abena Bonsu
- Kody Osborne
- Jayden Cuellar
- Danielle Patricks
- Adriel Febrier
- Gabriela Piwowarczyk
- Madden Finamore
- Vivian Poplawski
- Abigail Giguere
- Ryan Spitz
- Emily Gjergo
- Autumn Stewart
- Christopher Hansen
- Ryan Truscott
- Emma Hinchey
- Aaron Zalewski
- Andrew Hinkle

#### Looking Forward- Bartlett Renovation Project

We continue to work the Massachusetts School Building Authority as we are in the Feasibility Phase of the Bartlett High School Project. We are working with Flansburg Architects and an Educational Visioning Committee to outline what we hope the future programming will look like for Bartlett High School. This is an exciting time and the development of this Educational Blueprint will be the foundation for the Bartlett renovation project.

This past year, Bartlett obtained the Innovative Pathways Part A Grant to explore the expansion of college and career pathways for students. It is our hope we are awarded the Innovative Pathways Part B, which will allow us to offer Advanced Manufacturing and Health and Human Services pathways starting in the fall of 2021.

In closing, I continue to be honored to serve as the Superintendent of Schools for the Webster Public Schools. I am proud to stand with our teachers, staff across the district, and administrators, as WE continue to navigate the uncharted waters of living through a global health pandemic and completely rebuilding school learning environments for our students.



One thing is for sure... A united team effort to serve our students continues to SHINE BRIGHTLY throughout the entire Webster School Community.

**In Webster, Kindness Matters!**

Respectfully submitted,

Dr. Ruthann Petrino-Goguen

Superintendent of Schools

## REPORT OF THE SCHOOL BUSINESS MANAGER FY2019 SCHOOL YEAR

Financial Statement for Period Ending June 30, 2020

<b>Funding:</b>	<b>FY20</b>	<b>% Increase vs FY19</b>
<b>Foundation Budget</b>	24,776,508.00	<b>6.12%</b>
Minimum Local Contribution	\$11,062,193.00	4.00%
Chapter 70 State Aid	\$13,714,015.00	7.90%
<b>Required Net School Spending</b>	<b>\$23,346,664.00</b>	<b>6.12%</b>

### School Funds for Town

<b>Services:</b>	<b>FY19</b>	<b>% Increase</b>
Charter/School Choice Tuition	\$ 1,108,212.00	8.01%
Town Salaries	\$ 166,116.00	2.94%
Operating & Maintenance	\$ 8,029.00	33.42%
Employee Insurances	\$ 3,353,555.00	1.53%
Employer Retirement Contributions	\$ 1,271,490.00	5.64%
Other Insurance	\$ 71,409.00	2.45%
<b>Total Town Services</b>	<b>\$ 5,978,811.00</b>	<b>3.62%</b>

Minimum Local Contribution	\$11,062,193.00	4.00%
Less Town Services	\$ (5,978,811.00)	3.62%
<b>Required Local Contribution</b>	<b>\$ 5,083,382.00</b>	<b>4.45%</b>
Chapter 70 State Aid	\$13,371,722.00	5.21%

Final Local Contribution	\$ 8,444,128.00	2.23%
--------------------------	-----------------	-------

<b>Approved Town Meeting Budget</b>	<b>\$22,815,850.00</b>	<b>4.04%</b>
-------------------------------------	------------------------	--------------

Local Contribution over Minimum	\$ 3,360,746.00	-0.95%
---------------------------------	-----------------	--------

\*\* FY 20 was the first year the state implemented the new foundation budget rate increases toward it's multiyear goals in the four areas identified by the foundation budget review commission which included, benefits and fixed charges, special education, English learners including vocation and Economically disadvantaged.

Respectfully submitted,

Monique Pierangeli

Business Manager

## **FOOD SERVICES ANNUAL TOWN REPORT**

Looking back on school year 19-20, we could not have guessed at the beginning of the year how different things would be after March 2020. Our year began as any other year – but it certainly would not end up that way.

District wide culinary training took place at Bartlett High School in August 2019.

We continue to provide meals for both All Saints Academy (formerly St. Louis School and St. Anne School) and the Webster Head Start services. Meals are prepared by the Bartlett High School kitchen staff and delivered by a Food Service Department driver.

In accordance with our DESE Administrative Review Cycle, a comprehensive School Lunch & Breakfast Administrative Review was conducted by DESE personnel at Webster Middle School in December. In February we also received our first district-level Procurement Review which covers our bid process regarding food, disposables and equipment purchases. Technical Assistance was provided for any findings and both reviews were concluded favorably.

During the Summer Meal Program of July-August 2019 we served over 6,000 meals (breakfast, lunch, snack and supper) at five sites: Park Ave Elementary, Webster Middle School, North Village, Gladys E. Kelly Public Library and the Webster Police Department's Hoops for Hope program at Park Ave.

We continue to prioritize spending on local foods. In SY 19-20 we purchased \$104,824.85 worth of local food, primarily produce and milk from three primary vendors: Worcester Regional Food Hub (\$15,251.04); Maines Milk (\$70,791.87) and Gibson Farms (\$18,781.94). Maines Milk closed shortly after COVID19 began in March and Gibson Farms was awarded the new dairy contract in April.

Breakfast in the Classroom at Park Avenue continues steady at 80% participation, for which we were recognized again this year by the both the Eos Foundation, Project Bread and the Massachusetts School Breakfast Challenge.

Although school events were cancelled in March 2020, we held a number of events prior to March. We continue to participate in the Massachusetts Farm

to School Harvest of the Month program, featuring a monthly menu item made with local produce throughout the year. At Bartlett High School our unique partnership between the food service department and business marketing students entered its fourth year with a new group of students. At Park Avenue we again invited families to join us at Student of the Month breakfast celebrations recognizing “kids of character” at Park Ave.

After schools closed on March 11th due to the pandemic there was a flurry of activity regarding how to serve meals to students who began learning remotely at home. Federal and state agencies such as DESE and USDA allowed school districts numerous waivers to facilitate providing meals to students and aiding families during the pandemic. Like many other districts we pivoted overnight from an in-person food service operation to a to-go meals operation. From March – June 2020 we served over 33,000 meals at our to-go, curbside pick-up sites: Park Ave Elementary, Webster Middle School, Bartlett High School, North Village and Webster Head Start. The commitment shown by the Food Service Department staff, most of whom have worked every day serving meals since COVID hit in March has been extraordinary.

Respectfully submitted,

Ellen Nylen

## **REPORT OF ADULT AND COMMUNITY EDUCATION 2020**

In 2020, the Webster ABE Linkages program completed its 22nd year of service educating adults from Webster and surrounding towns. Grant funds from the Massachusetts Department of Elementary and Secondary Education Adult and Community Learning Services and support from the Towns of Webster and Southbridge have provided for the continuation of Adult Basic Skills HiSET/GED preparation classes in four sites, English for Speakers of Other Languages (ESOL) classes in three sites, and an Advanced Manufacturing class.

Despite the interruption of the international Covid-19 pandemic, Webster ABE Linkages classes were able to continue with little lost time. Staff and students valiantly switched into remote learning in the matter of two weeks in order to continue learning. All high school equivalency test centers closed indefinitely as the world adjusted to new protocols for safety. Subsequently, students who were ready to test were not able to schedule tests during the end of the school year. However, ten students in the Integrated Education and Training Manufacturing program were able to achieve MACWIC Level One certification thanks to the Webster Police Department allowing use of their Community Room. The Webster Police Department's generosity ensured that students, staff and a proctor could safely socially distance while students took the certification test.

In May 2020, Webster ABE Linkages, with the continued support of Webster Public Schools, was awarded continuation funding for School Year 2021. The continuation award supports another year for Webster ABE Linkages to provide programming in Webster, Southbridge and Charlton. Adults in Southern Worcester County were able to participate in basic skills classes which included classroom instruction, college and career exploration, and next steps planning. Learners also had the option to participate in the integrated education and vocational training in Machine Shop Manufacturing where they learned vocational skills while developing academic abilities. Thanks to grant funding, all classes were offered without charge to the adult learners.

Webster ABE Linkages actively collaborates with area workforce and education partners on behalf of the students and adults in the region. The overarching theme of instruction in Adult Basic Education nationwide continues to be

college and career readiness. Local, state, and national endeavors 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. The program was supported by a Leadership Team comprised of Ms. Jenna Gouin, Lead Advisor; Ms. Bridget Hueston, Lead Teacher; Ms. Megan Tamalavitch, Lead Technologist; Ms. Terri Gillardi, Curriculum Coordinator and Project Coordinator for the Integrated Education and Training Manufacturing Program and Ms. Leslie Baker, Program Director. The program employs eighteen staff including eight residents of Southern Worcester County and one former student.

The support of the Webster Public Schools Superintendent Dr. Ruthann Petrino-Goguen, Business Manager Ms. Monique Pierangeli, school building personnel, and the Town of Webster is greatly appreciated. Our residents are receiving valuable educational services and opportunity in part, due to their generosity and vision.

Respectfully submitted,

Leslie Baker

Director of Webster ABE Linkages

## **ANNUAL REPORT BARTLETT HIGH SCHOOL**

While the 2019-2020 school year ended abruptly and unexpectedly due to COVID-10 outbreak, Bartlett continued to provide its students with a rigorous curriculum and a remarkable variety of co-curricular activities. BHS graduated ninety-four students in a graduation ceremony that took place on a scorching hot day I July. The ceremony was pushed back to July to comply with health-related restrictions from its traditional date in June. As is typically the case BHS graduates departed for a variety of post-secondary opportunities. Among the colleges BHS students departed for were WPI, Cornell, Holy Cross, Fitchburg State, URI, Roger Williams, Simmons University, UMass, Worcester State, Framingham State, Western New England University, Nichols and Quinsigamond Community College.

Bartlett High continued its partnership with nearby Nichols College. The Nichols Honors Academy accepted a new incoming cohort and these students were treated to a kick-off meeting on campus, given laptops and other assorted swag, and participated in a series of leadership workshops throughout the year. Nichols also sponsored a College Readiness program for members of the junior class to aid them in narrowing their leadership Institute, and offered an accelerated dual enrollment course, and students who participated earned 3 transferrable college credits.

Despite the pandemic-related loss of the spring sports season, the Bartlett Indians teams enjoyed highly successful campaigns in the fall and winter. Highlights included the Varsity Cheering Squad winning the Marlboro Invitational, the Shepherd Hill Competition, and who were Grand Champions of the SWCL and crowned Regional Division 3 Champions. The Football team had a stellar 7-4 campaign, reaching the playoffs and defeating Southbridge in the historic 100th Thanksgiving Day rivalry game against Southbridge 46-36. The Boys Soccer Team had similar success, going 11-5-4 and reaching the Districts. The Boys Basketball team employed their run and gun style to the tune of a 20-4 record, reaching the District semifinals. The Indians also competed well in Girls Volleyball (barely missing qualifying for the districts!), Boys and Girls Cross-Country, Girls Soccer, Girls basketball, Boys and Girls



Indoor Track, as well as eSports. There were several outstanding individual performances submitted by BHS athletes in those sports.

And sports were only a small part of the non-academic activities at BHS. The Clubs included DECA, Future Teachers of America, Medical Careers, Tech, Drama, Art, QSE, and Diversity. BHS also had an Award winning Show Choir, Jazz, Pit and Concert Bands, Concert and Select Choirs, Marching Band, National Honor Society, Student Council and Yearbook.

The Drama Club put on the play “The Crucible” in November, and a Dinner Theater production of “Café Murder” in March at the Thompson Raceway.

The extended closure sadly meant many cherished senior events had to be canceled or re-imagined. Lost were the Junior-Senior Prom, Senior Trip, and many Senior Week activities. However, the Town of Webster and School Department rallied, and not only held a traditional outdoor graduation, but also had a parade through town with a police and fire escort, which culminated in a grab and go BBQ back at BHS. Each graduating senior was featured on the digital bulletin board, courtesy of the town Recreation Department, and each graduating senior also got a “Proud Family of 2020 Bartlett Graduate” sign hand delivered to their homes to place in their yards.

The pandemic may have ended the year prematurely, but nothing could dampen the enduring spirit and pride which are the hallmark of Bartlett High School. The school, despite the challenges, saw a marked increase in its collective AP scores, and continues to provide a curriculum which meets MassCore requirements and offers multiple pathways to post-secondary success.

Fran Thomas, Jr. M.Ed.

Principal, Bartlett High School

## **ANNUAL REPORT WEBSTER MIDDLE SCHOOL**

Under the direction of Principal Michael Zajac, Webster Middle School welcomed several new staff members during the 2019-2020 school year: Britlin Chapman, Nichole Cloutier, Debra Dempsey, Kylie Dubey, David Fodaski, Danielle Gemme, Amy Horner, Jen Keary, Angela LeBel, Kristen Lundstrom, Gil Parmely, Erin Pelletier, Tammie Jussaume-Richards, Cara Smick, Michael Sweeney, Megan Tamalavitch, Kelsey Uppstrom, Michelle White. Long time assistant principal, Anthony Kaczynski, retired during the year, and Heidi Peterson joined the staff as Webster Middle School's assistant principal. Webster Middle School also thanked Bari Baggett and Ray Pion for their long service, as the two retired at the completion of the school year.

The middle school staff continued work with the department of education, examining structures and instructional practices to ensure a challenging and engaging learning environment. Student discourse and student involvement was a primary focus. Staff continued trainings with Looney Math and Stem Scopes for science. PBIS (Positive Behavior Intervention Supports) was another focus at Webster Middle School.

The PBIS committee continued work around school-wide expectations and positive choices. Wildcat tickets became abundant as focus areas changed throughout the year. The PBIS team held its first school-wide event after school, offering board games, gym games, and a dance for students earning a specified amount of Wildcat tickets.

Unfortunately, much progress came to a halt in March 2020 with the closure of schools due to Covid 19. The focus turned to student and family safety as WMS transitioned to remote teaching and learning. As a 1:1 district, we were able to accommodate this transition more easily than others, as students had access to chromebooks. Teachers took on new challenges as students themselves, learning to teach in a completely different manner. At first the goal was to maintain academics with enrichment, however, as it became apparent that remote teaching and learning would be a more permanent situation, teachers again transitioned their teaching strategies in order to present new content to students. Webster Middle School presented multiple

opportunities for families to pick up student belongings, access chromebooks, and pick up necessary materials and supplies for remote learning.

With school closure, there was no state testing. Therefore, there is no data to report in terms of MCAS results.

Respectfully submitted,

Heidi A. Peterson

Principal Webster Middle School

## **ANNUAL REPORT PARK AVENUE ELEMENTARY SCHOOL**

In the fall of 2019, we kicked off ST Math, a new program funded by an enormous grant that PAE was the lucky recipient of. This program uses research-based, neuro-science to support our math learners through a game-based strategy. As a school, we had a huge kick-off with our “Math Champions” leading the way! This was in conjunction with the ST Math mascot, JiJi the Penguin and our very own PAE mascot, Glacier the Polar Bear. Students logged in daily and were striving to reach designated goals for learning as they used critical thinking and problem-solving that involved perseverance, and productive struggle. A huge shout-out to Mrs. Jill Chapdelaine for all of her efforts in this wonderful initiative.

September 2019 was launched with a very successful Open House for all families that was absolutely packed! As were our fall parent-teacher conferences. The attendance at both events was truly exciting to see as the building overflowed with families at every grade level. This home-school partnership and support is much appreciated by all of us at PAE.

Also in the fall of 2019, we brought back “Community Reading Day” after many years. We had close to 40 visiting readers within our classrooms across PAE from all around our Webster community with a reception to follow. This event was organized by our dedicated Reading Specialist and Academic Interventionists who did an outstanding job of designing and facilitating this event.

This new school year, we also implemented safe and supportive measures such as our C.O.M.P.A.S.S. space that provides any/all students an opportunity to take a supervised multi-sensory break when needed to help support them throughout the academic day. This positive, proactive measure was met with great success and applause by both students and staff; helping build resilience and perseverance to tackle the school day.

To establish common behavior and learning expectations while building community, we continued our “Kid College” times with Mrs. Parmley which also allowed teaching teams to meet during the school day to analyze school data as part of their Professional Learning Communities. These times with the

students allowed administration and school adjustment counselors to connect with all students with a consistent message that tied in our monthly character traits, the growth mindset and encouraged student voice wrapped in Polar Bear Pride!

We continued this commitment to building a positive school culture with our school-wide Polar Plunge gatherings in which the entire school community gathered together to celebrate student success, encourage student leadership, provide a forum for students to demonstrate their learning and encourage a Park Avenue Team/Family school-wide pride for who we are as a learning community. These times were great evidence of how the behavior at Park Avenue has improved as students have taken hold of the “Kids of Character” and “That’s the Polar Bear Way” intrinsic motivation of being strong role models for all. This was celebrated every Friday at our “Character Celebrations” organized and facilitated by our United Arts teachers and monthly at our “Student of the Month” family breakfasts organized by our adjustment counselors and our school nurse, Mrs. Sarah Phillips. Both events provided a forum to celebrate making good choices and actions, developing a sense of pride and leadership.

It was a very positive time at Park Avenue and the unity was strongly felt throughout the building as community and school pride was excelling and student learning was in strong motion as evidenced by our DIBELS and i-Ready data. As we returned from the December and February breaks, we began to confidently prepare for the first part of MCAS testing. On March 13, that all came to a screeching halt as Park Avenue Elementary School went into closure and full remote learning began as the state of Massachusetts and the entire nation responded to the crippling impact of the Covid-19 virus. This was unexpected and never in our wildest dreams did we anticipate the closure continuing for the remainder of the academic school year.

Once this occurred, learning shifted dramatically and teachers were forced to learn an entirely new skillset with no preparation or training due to the State of Emergency closing that occurred without warning. Our teachers scrambled to learn how to teach remotely using a new platform called ZOOM. This included initially creating learning menus with pre-recorded lessons from the

homes of our educators with various devices, questionable internet and Zoom security challenges. Staff and Administration collaborated and supported one another strongly throughout the closure, meeting 3x a week, learning together and forging forward together as a school community; determined to support our students and their families in any capacity we could. This meant on-going shifts as changes came weekly, sometimes daily, from the Department of Education. These shifts included working closely with the District Leadership Team under the strong leadership of our Superintendent, Dr. Ruthann Goguen, as she led the district in these unprecedented times, in maneuvering educational practices in the middle of a world-stopping pandemic. Her leadership is what steadied the ship as we proceeded forward into unknown chartered waters as a district.

With hours given to evacuate the premises, report cards still had to go out and the work of compiling and preparing them to be mailed out was done by our amazing administrative assistant, a couple of dedicated instructional assistants and our administrative team which was quite the feat for over 800 students! We also needed to distribute packets to students after the school closure. These were copied and handed out to all students by our three administrators. Another monumental task. Both examples of tremendous teamwork!

A primary focus for PAE was accounting for our students and engaging families as partners. We engaged in a variety of methods of making sure we had contact with each student weekly. This included ongoing communication and collaboration of our teachers, our administrative team, our school adjustment counselors and our school resource officer, Tim Whiting. We also partnered with DCF whenever concerns arose. The goal was to ensure all students were safe and learning!

At PAE, CLEVER was introduced in SY19/20 as we had to have it for students to gain access to ST Math. Once ST Math was added to the CLEVER login screen, other core instructional programs and online resources were added as well. Students had a comfort level and familiarity in accessing programs in this one location at school which provided a structure for students to access these programs from home.

I can say without reserve and with immense pride, that I have never been more proud of my staff and continue to be - as we face daily challenges this pandemic has presented. My staff stepped up, pulled together and completely delved into presenting high quality instruction without materials initially of any kind as they turned their homes into classrooms while caring for their own children/families who were also impacted by this closure. My staff never missed a beat. They went right to task collaborating and problem solving on a daily basis in order to meet the needs of our Park Avenue students.

Our cafeteria team and custodial team stepped up and continued to remain at the school to ensure meals were provided for any family who needed them for both breakfast and lunch, even during the State of Emergency. The custodians worked tirelessly in the buildings while others worked from home, deep cleaning and making the many adjustments to prepare for the ever-changing CDC guidelines for safety. These teams never hesitated to give 100% and were incredibly dedicated, as were all of the WPS cafeteria and custodial teams. They should be considered heroes as they continued to report in the worst part of the pandemic, to keep our schools safe, operating and our families fed.

Our administrative team also was at the schools during the State of Emergency, handing out devices in carline events to be sure families had what they needed to successfully learn from home. I cannot express my thanks enough for the ongoing collaboration with Dr. Mackay and Mrs. Zablocki during these very scary days as we were determined to support both staff and students to the best of our abilities.

As the school year came to a close, our administrative team were excited to present customized T-shirts to express a heart-felt "thank you" to all of our staff at PAE. This came from the generous support of our business manager Monique Pierangeli and Supt. Goguen who funded this request solely by our school budget in order to recognize the incredible work of our staff during months of supporting our students. It was a meaningful gesture that was well deserved as we stopped to appreciate and acknowledge our staff for the countless hours, courage and heart they had poured into these very exhausting months of at home instruction.

As the last days of the 2019–2020 school year finally ended, the entire staff participated in an exciting and emotional “Reverse Parade” held in the front parking lot of PAE. This was the first time staff and students had seen each other in person since March 13th. Staff stayed distanced and masked by their vehicles as each grade level drove through at strategic times to celebrate all of our perseverance and resilience during these months of separation. Signs, horns beeping, streamers, tears of joy and big smiling eyes, clearly told the story of what we had all been through. And yet, we're still standing and caring for our students and each other. As I close this report, I am indeed grateful for being part of the Park Avenue Elementary School family and as the leader of PAE, I applaud my entire staff for a job extremely WELL DONE. As penned on our T-shirts, **“Even a pandemic can’t hold a Polar Bear down!”**

No truer words were spoken. **Thank you PAE family.**

Proud Principal,

Mrs. Robin L. Parmley (AKA: “Momma Bear”)



## **STUDENT SUPPORT SERVICES DEPARTMENT: 2020 OVERVIEW**

The Webster Public Schools Student Support Services Office is responsible for the oversight of support programs and services offered by the school department for children ages 3 - 22. Our responsibilities include Special Education, English Language Acquisition Services, Section 504, Home and Hospital Tutoring, Counseling and Health Services, and Homeless Services.

Special Education services are provided to children ages 3 - 22 who meet the eligibility requirements under state and federal regulations. This past year, the Webster Public Schools served approximately 450 students with special needs who qualify for services due to disabilities in 13 different disability categories. Each student has an Individual Education Program, or IEP, that defines the services and supports that the student will receive. This plan is updated annually. During the last school year, the Special Education Department evaluated 126 students by working with families and community entities to identify students who may be in need of services.

Due to the pandemic, evaluations were unable to be completed in the spring of 2020 in a timely manner and some services were interrupted. However, the Department quickly developed Professional Development for teletherapies and remote instruction, as well as moved to a virtual platform to conduct team meetings and remote consultation with families. Despite the challenges we faced, ultimately we were successful in maintaining timelines and providing students with meaningful opportunities. Additionally, high needs students were invited to attend school in person with parent permission. We successfully maintained most services for those students who were at greatest risk for regression and progressing due to lack of instruction.

The Webster Public Schools strives to offer a broad continuum of specialized services in the least restrictive setting possible. The District continues to expand programming options to meet the needs of all Webster students from early childhood to transitional services for students aging out of their educational entitlement. To that end, the District offers Special Education specific to the needs of individual students including an integrated preschool program, substantially separate preschool program for children ages 3 - 5, inclusion support grades K through 12, specialized substantially separate

programming for students with intellectual and developmental disabilities ages 6 through 22, as well as related services in the areas such as speech, motor skill development, vision and counseling support. Specialized school-based programs also include services for students with intensive special needs as well as those students with social and emotional disabilities. For students who have completed a high school course of study but are in need of transitional supports, our Learn to Work transition program continues to serve students ages 18 to 22 and provides functional skill development in the areas of self care, meal preparation, community access, independent living skills as well as vocational training. Most students participate in job sites located throughout Webster and surrounding towns. Job sites include animal care facilities, medical care facilities, cosmetology, automotive businesses, health and fitness facilities and clerical job sites. The students also have opportunities within the school district in the areas of food service, custodial services and grounds maintenance. Our transitioning students are supported in this program by job coaches as well as a certified teacher/transition specialist.

Students are supported through other programs under the Student Services umbrella when they meet specific criteria for support. The district offers English Language development for more than 200 students through our English Language Learner (ELL) program in grades Pre-K through 12. Through individual and small group work, as well as Sheltered English Immersion, students gain proficiency in reading, writing, speaking and listening in English as they acclimate to the educational environment.

Some students may experience long or short term illness. Under our Home and Hospital Tutoring program, students are able to continue their education while they are out of school and recuperating. Students are assigned a tutor either in the community or in partnership with hospitals. The district supports this need financially as well as through arranging and coordinating the assignment and tracking of tutoring services for students in need.

The Student Services Office also provides support for families and children who may be experiencing homelessness. We will assist in coordinating the continuation of educational services as well as provide resources for families. The Student Services Director serves as the District's Homeless Liaison under

the McKinney-Vento Act and also serves as the District's Foster Care Point of Contact.

With a goal of assuring that student needs, beyond academics, are considered in their overall educational program planning, the District strives to support the development of the whole child through multiple programs and resources designed to meet the needs of each student.

Kathleen Baris, MA, CAGS

Director of Student Support Services

## **BAY PATH REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL**

Bay Path Regional Vocational Technical High School graduated a class of 246 students in July of 2020. To comply with COVID-19 guidelines, the graduation was conducted in three separate outdoor “Drive-in” ceremonies in front of the school. The ceremonies were very well received by students, families and staff. Bay Path accepted a class of 315 freshmen in September 2020. Our current enrollment has reached an all-time high of 1,171 students.

Of the 28 Webster seniors who graduated, 9 are now gainfully employed in an occupation related to their training and 17 are now attending college. Currently, 140 students from Webster are enrolled in one of the 22 vocational technical programs for the 2020-2021 school year.

Seventeen Webster students are receiving extra services from our Special Education Department. Eleven Webster students have chosen to attend school in the full remote model as opposed to the hybrid model, which is a combination of in-person and remote classes. Six Webster students are taking advantage of our cooperative education program and will be earning while learning at one of the 44 different participating local businesses and industries. Currently, we have one business located in Webster participating in and employing students from our cooperative education program.

Whenever possible, we have continued our practice of utilizing our occupational programs to provide requested services to municipalities, non-profits and residents from any of our ten district towns. During the 2019-2020 school year, our 22 programs completed 367 work orders, of which, 18 were for residents of the Town of Webster.

Due to current COVID-19 restrictions, our Hilltop Restaurant, Minuteman Shoppe, and Cosmetology program are closed to the general public. We continue to monitor the pandemic along with State and local health officials and will periodically review our options and what services provided by our students may once again be available to residents of the Bay Path district. These learning opportunities benefit not only the students but provide useful services at reasonable costs. We hope to again offer this type of work soon.

Our Evening School Program continues to serve the adult needs of our 10-town district, as well as the additional surrounding towns. While our Fall and Spring program offerings have been significantly reduced, again due to the ongoing pandemic, we had a combined enrollment of 98 students in 6 career vocational programs. The program also continues to offer a wide variety of over 400 online courses, including career certificate programs and courses to satisfy professional development requirements for teachers.

This year, the only “Out of District” students that have been accepted are students who began their high school education at Bay Path while residing in one of the District’s ten member communities and subsequently moved out of district before completing their high school education. It is important to note that the town where these students now reside must pay on an out of district tuition cost for each student ranging in cost between \$16,153 and \$18,118. These towns also pay the transportation costs for those students.

The Webster Public School System continues to provide excellent cooperation for our recruiting program and we are thankful for their efforts. I believe they share our feeling that all students must be given the right, the information, and the opportunity to make an informed school choice.

At Bay Path, we will continue to serve Webster with the finest career vocational technical education programs available for the high school students and adults, and will, when possible, use our skills and facilities to further town projects as they add to our students’ education.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Kyle J. Brenner", followed by a long horizontal flourish.

Kyle J. Brenner

Superintendent-Director

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
ADAMOPOULOS	DHIMITRA	SCHOOL	\$3,099
ADAMS	KEVIN	FIRE	\$60,663
ADAMS	LYNN	SCHOOL	\$3,780
ALDER	MICHELLE	SCHOOL	\$80,183
ALESBROOK	ADAM	SCHOOL	\$9,761
ALLEN	JEFFREY	SCHOOL	\$86,475
AMATO	ANDREA	SCHOOL	\$7,023
ANACONE	LAURA	SCHOOL	\$46,803
ANDERSEN	AMANDA	SCHOOL	\$65,134
ANDERSON	LINDA	LIBRARY	\$12,715
ANNESE	DAVID	SCHOOL	\$63,138
APERGES	EVELYN	ELECTIONS	\$422
APOSTOL	CHRISTINE	SCHOOL	\$84,886
APPLEBY	STEFANIE	SCHOOL	\$56,875
ARCARI	MARIJEAN	SCHOOL	\$69,405
ARGENTIERI	SARAH	SCHOOL	\$85,415
ARPIN	MICHELLE	SCHOOL	\$1,013
ARSENAULT	MELISSA	SCHOOL	\$82,027
ARSENAULT	PETER	LIBRARY	\$44,251
AUSTIN	CHAD	SEWER	\$64,476
BAGGETT	BARI LYNN	SCHOOL	\$59,317

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
BAGLEY	REID	FIRE	\$619
BAGROWSKI	IRENE	SCHOOL	\$906
BAKER	LESLIE	SCHOOL	\$77,513
BALDRACCHI	SCOTT	DISPATCH	\$4,533
BALDYGA	ELIZABETH	SCHOOL	\$30,939
BALDYGA	LOUISE	SCHOOL	\$3,851
BARBER	CHAD	FIRE	\$15,841
BARDELLINI	JOSEPH	FIRE	\$5,374
BARIS	KATHLEEN	SCHOOL	\$148,046
BARRELL	PENNY	SCHOOL	\$91,361
BARRERA	LUCIANO	SCHOOL	\$18,133
BAUMLIN	KAYLA	SCHOOL	\$28,817
BEAUDETTE	SAMANTHA	SCHOOL	\$75,790
BEAUDETTE	JOAN	ELECTIONS	\$189
BEAUPRE	REBECCA	SCHOOL	\$27,822
BECKER	MARC	ASSESSOR	\$78,709
BELAND	TAMMY	SCHOOL	\$7,512
BELL	TIMOTHY	TOWN ACCOUNTANT	\$122,190
BENGTSON	DANIEL	SCHOOL	\$69,527
BENGTSON	JENNIFER	SCHOOL	\$61,843
BENT	LYNN	SCHOOL	\$31,693

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
BENT	TIMOTHY	SCHOOL	\$750
BENTON	PAMELA	SCHOOL	\$24,004
BERNIER	KIM	SCHOOL	\$38,273
BERRY	TARA	SCHOOL	\$15,394
BERTHIAUME	BARRY	SCHOOL	\$21,030
BERTI	KATE	SCHOOL	\$86,780
BIGELOW	MICHELE	SCHOOL	\$96,935
BLAIR	TRAVIS	FIRE	\$16,706
BLASH	RACHEL	SCHOOL	\$15,177
BLOMGREN	BRYAN	DISPATCH	\$79,592
BLYTHE	NATHAN	PARKS	\$3,152
BOISSEAU	LINDA	SCHOOL	\$27,481
BONIN	AMANDA	SCHOOL	\$798
BONNETTE	DANIEL	RETIREMENT	\$3,000
BOOTH	RANDI	SCHOOL	\$7,416
BORGMAN	CYNTHIA	SCHOOL	\$1,523
BOUCHARD	DENNIS	WATER	\$99,301
BOULAY	MICHELLE	SCHOOL	\$74,062
BOUNPHASAYSONH	ASHLEY	SCHOOL	\$62,845
BOURGEOIS	PATRICIA	SCHOOL	\$27,300
BOURQUE	DONALD	SELECTMEN	\$1,513



<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
BRAYTON	TYLER	PARKS	\$3,873
BRENNAN	MONICA	SCHOOL	\$10,753
BREZNIAK	LOUIS	LIBRARY	\$44,881
BRODEUR	PAUL	VETERANS	\$38,333
BROOKS	JOSEPH	POLICE	\$109,392
BROOKS	JONATHAN	POLICE	\$82,984
BROOKS	LEAH	LIBRARY	\$13,218
BROWN	LYNN	SCHOOL	\$20,104
BRUTON	JULIA	SCHOOL	\$25,652
BUCHANAN	MICHAEL	FIRE	\$3,816
BUDNEY	MICHELLE	SCHOOL	\$62,005
BUGBEE	MARCELLA	SCHOOL	\$20,091
BURNS	VANESSA	SCHOOL	\$43,719
CACCIAPOUTI	STEVEN	POLICE	\$86,097
CALLAHAN	MALLORY	SCHOOL	\$69
CALNAN	DANIELLE	SCHOOL	\$72,018
CAMERANO	STEPHEN	SCHOOL	\$58,178
CAMERANO	NANCY	ELECTIONS	\$767
CANTY	MONIQUE	SCHOOL	\$28,289
CANTY	ERIN	SCHOOL	\$9,001
CAPOBIANCO	JESSICA	SCHOOL	\$250

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
CARNEY	PETER	SCHOOL	\$91,157
CARRIER	PATRICIA	SCHOOL	\$10,518
CASTELLANI	DEBORAH	SCHOOL	\$88,715
CATRON	CALLAN	SCHOOL	\$48,315
CEDENO	FRANCESKA	POLICE	\$73,179
CHABOT	MARY	ELECTIONS	\$2,345
CHAPDELAINE	JILL	SCHOOL	\$111,342
CHAPMAN	BRITLIN	SCHOOL	\$31,811
CHARRON	ADRIENNE	SCHOOL	\$9,498
CHARTIER	JENNIFER	SCHOOL	\$60,106
CHASE	INEZ	SCHOOL	\$7,324
CHENARD	STEVEN	DISPATCH	\$1,121
CHENEVERT	ALLISON	SCHOOL	\$24,228
CHIARAMONTE	SANDRA	SCHOOL	\$5,113
CHRISTENSEN	SHELLEY	ELECTIONS	\$566
CHRISTIAN	JENNA	SCHOOL	\$12,646
CIASCHINI	STEPHANIE	SCHOOL	\$35,998
CLOUTIER	NICHOLE	SCHOOL	\$11,886
CODERRE	NICOLE	SCHOOL	\$14,782
COLE	SARAH	SCHOOL	\$80,640
COLLETTE	DANIELLE	PARKS	\$3,002

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
COLLETTE	RILEY	PARKS	\$2,897
COMEAU	JENNIFER	POLICE	\$3,880
CONDOS	ANDREW	FIRE	\$24,423
CONGDON	JAMES	SEWER	\$68,707
CONOVER	DONNA	SCHOOL	\$69,634
CONSOLIE	NANCY	POLICE	\$73,154
CONSTANTINE	VAN	SCHOOL	\$90,135
COOMBS	SAMANTHA	PARKS	\$4,898
CORMIER	PATRICIA	SCHOOL	\$90,508
COSTEN	CHARLOTTE	ELECTIONS	\$711
COSTEN	MICHAEL	ELECTIONS	\$711
COTTER	LISA	SCHOOL	\$75,587
COULSON	MONIQUE	SCHOOL	\$36,213
COURNOYER	CATHY	SCHOOL	\$90,000
COUSLAND	KAREN	SCHOOL	\$52,889
CRAVER	ROBERT	TOWN CLERK	\$76,474
CRONAN	WILLIAM	PARKS	\$3,322
CUTRESS	LYNN	SCHOOL	\$28,690
DAGGETT	SHANNON	POLICE	\$617
DALY	CAROL	SCHOOL	\$92,652
DANIEL	CAROLINE	SCHOOL	\$3,328

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
DANIELS	JANICE	SCHOOL	\$87,022
DAVIS	LISA	SCHOOL	\$27,361
DAVIS	GERALD	SCHOOL	\$5,888
DEARELLANO	KURT	SCHOOL	\$74,163
DEMAKE	CAROLE	SCHOOL	\$91,100
DEMPSEY	DEBRA	SCHOOL	\$39,201
DENNIS	HEATHER	SCHOOL	\$18,633
DEPASQUALE	LISA	SCHOOL	\$20,837
DESANTIS	AARON	POLICE	\$159,828
DESANTIS	SALEMA	POLICE	\$30,238
DESJARDIN	CHRISTINE	SCHOOL	\$52,612
DESJARDINS	LINDA	SCHOOL	\$4,574
DEVISH	TARA	SCHOOL	\$22,238
DIBUONO	KAITLYN	POLICE	\$92,957
DIGGINS	PATRICK	SCHOOL	\$56,449
DILIDDO	VICTORIA	SCHOOL	\$13,990
DODD	SUSAN	SCHOOL	\$57,856
DODGE	LORELLE	SCHOOL	\$71,560
DOHERTY	MELINDA	SCHOOL	\$79,865
DONOVAN	SPENCER	POLICE	\$129,570
DONOVAN	MICHELLE	ELECTIONS	\$390

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
DOROS	ELEANOR	RETIREMENT	\$3,000
DOYLE	KRISTIN	SEWER	\$54,769
DRISCO	JARED	PARKS	\$3,248
DUBEY	KYLIE	SCHOOL	\$30,233
DUFFY	ANGELA	SCHOOL	\$63,790
DUMAS	KERRY	SEWER	\$85,521
DUMONT	LISA	TOWN ACCOUNTANT	\$47,311
DUNDON-COUTU	FRANCES	SCHOOL	\$88,675
DUNNE	KATIE	TREAS/COLLECTOR	\$40,397
DUPRE	PATRICIA	SCHOOL	\$2,908
DUPUIS	TORRI	SCHOOL	\$17,030
DUTEAU	MICHELLE	SCHOOL	\$3,003
DUVAL	JAMES	SEWER	\$84,475
DYSON	JON	SCHOOL	\$45,641
EASTERLING	STACEY	SCHOOL	\$17,606
EBBELING	SEAN	POLICE	\$101,163
ECONOMOU	CHRISTIN	SCHOOL	\$29,117
EDWARDS	THOMAS	FIRE	\$3,161
ELA	ROBERT	POLICE	\$114,190
ELDERKIN	JOSEPH	WATER	\$63,688
ELKIND-SMITH	SUSAN	SCHOOL	\$78

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
EMERY	JESSICA	SCHOOL	\$21,803
EMILE	SUSANNAH	SCHOOL	\$30,693
ERRERA	STEPHANIE	SCHOOL	\$56,539
ESPOSITO	CHRISTINE	SCHOOL	\$23,569
ESTABROOKS	DEBORAH	SCHOOL	\$2,103
FALCO-FOREMAN	LISA	SCHOOL	\$68,608
FALDETTA	KENDRA	SENIOR CENTER	\$33,094
FALKE	JARRID	INSPECTIONAL SVS	\$13,250
FAULKNER	CAROLYN	SCHOOL	\$36,222
FAY	LAURA	SCHOOL	\$600
FERRARA	MATTHEW	FIRE	\$77,221
FERREIRA	ARTHUR	HIGHWAY	\$45,327
FERSCHKE	MORGAN	SCHOOL	\$3,375
FESTA	KIMBERLY	SCHOOL	\$17,839
FIELDS	JULIANNE	SCHOOL	\$3,321
FIFIELD	LISA	SCHOOL	\$64,567
FINNEY	SUSAN	SCHOOL	\$84,150
FISH	ELIZABETH	DISPATCH	\$40,525
FITTON	ANDREA	SCHOOL	\$90,991
FITTON	NICHOLAS	SCHOOL	\$56,445
FLIBBERT	KATHLEEN	SCHOOL	\$29,655

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
FODASKI	DAVID	SCHOOL	\$38,325
FOLEY	LAURIE	SCHOOL	\$89,725
FONTAINE	HENRY	FIRE	\$24,349
FORD	KELLEY	ASSESSOR	\$48,200
FORGET	KIM	SCHOOL	\$87,450
FORGET	NICOLLE	SCHOOL	\$810
FOSTER	BRIDGET	SCHOOL	\$86,670
FRANEK	RONDA	SCHOOL	\$88,435
FRIEDLAND	COURTNEY	TOWN ADMIN	\$87,112
GABOR	EARL	SELECTMEN	\$3,026
GALLERANI	CHRISTOPHER	SCHOOL	\$3,320
GALOTTI	LAUREN	SCHOOL	\$78,287
GARABEDIAN	DAVID	SCHOOL	\$53,624
GARCELON	BETTY	SCHOOL	\$8,711
GARDNER	KATHERINE	SCHOOL	\$92,301
GAULIN	MICHAEL	SEWER	\$72,948
GELINEAU	TARA	SCHOOL	\$93,582
GEMME	DANIELLE	SCHOOL	\$27,311
GENDUSO	JENNIFER	POLICE	\$221
GERMANO	PETER	SCHOOL	\$2,683
GILBERT	YVONNE	SCHOOL	\$71,077

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
GILBERT	MYKAYLA	SCHOOL	\$2,184
GILCHREST	DONALD	SEWER	\$68,203
GILLARDI	TERESA	SCHOOL	\$29,119
GINGRAS	LYNN	SCHOOL	\$91,099
GION	ELIZABETH	SCHOOL	\$2,425
GIROUX	KEVIN	CUSTODIAN	\$39,185
GOGOLINSKI	JANE	ELECTIONS	\$767
GOGOLINSKI	JOHN	ELECTIONS	\$767
GONZALEZ	MARIA	SCHOOL	\$22,444
GORHAM	KELLY	CODE ENFORCEMENT	\$34,834
GOUIN	JENNA	SCHOOL	\$56,663
GRAMMATIKAKIS	LORRAINE	SCHOOL	\$88,195
GRANDE	ALEXANDRIA	SCHOOL	\$84,482
GRANGER	KIMBERLY	SCHOOL	\$94,365
GRANGER	REBECCA	SCHOOL	\$88,697
GRANT	JOCELYN	SCHOOL	\$33,511
GREEN	BRENNAN	SCHOOL	\$74,156
GREEN	ALISHA	SCHOOL	\$2,479
GRENIER	AMANDA	LIBRARY	\$75,617
GRIFFITHS	DANIEL	HIGHWAY	\$56,731
GRIJALVA	DENNIELL	SCHOOL	\$963



<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
GRYNCEWICZ	ROBERT A	FIRE	\$13,286
GRYNCEWICZ	ROBERT R	FIRE	\$10,591
GRZEMBSKI	BEVERLY	SCHOOL	\$61,457
GRZYB	JOEL	SEWER	\$38,659
GRZYB	DENISE	SCHOOL	\$5,400
GUINEY	NANCY	SCHOOL	\$92,297
GUIOU	ERIK	HIGHWAY	\$61,727
GUIOU	DANYEL	INSPECTIONAL SVS	\$39,881
GUTIERREZ	YOLANDA	SCHOOL	\$63,855
GYLLENHAMMER	BRITTANY	SCHOOL	\$71,300
HAIRE	SHARI	SCHOOL	\$84,756
HALE	EVAN	LIBRARY	\$42,085
HALL	AMBER	SCHOOL	\$2,484
HAMILTON	JESSICA	SCHOOL	\$390
HAMM	BRUCE	POLICE	\$98,011
HAMPTON	KASHAWN	SCHOOL	\$6,236
HANLON	LORI	SCHOOL	\$69,892
HANSEN	SEAN	SCHOOL	\$64,743
HARPIN	MICHAEL	SCHOOL	\$67,976
HARRINGTON	SEAN	SCHOOL	\$94,218

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
HARRINGTON FREEMAN	RENEE	SCHOOL	\$81,512
HASHEY	ALICIA	SCHOOL	\$80,233
HEALY	DONNA	SCHOOL	\$15,978
HEJWOSZ	BETTY	SCHOOL	\$24,290
HELFRICH	WILLIAM	SCHOOL	\$1,175
HELNARSKI	JOSEPH	POLICE	\$200
HENDERSON	JASON	FIRE	\$4,655
HENSEL	TERI	SCHOOL	\$86,052
HERNANDEZ	JULIANA	SCHOOL	\$1,638
HETHERMAN	SHAWN	SCHOOL	\$70,830
HICKEY	BRIAN	FIRE	\$104,969
HICKEY	JILL	SCHOOL	\$52,249
HICKEY	BRIAN T	FIRE	\$18,083
HINCHLIFFE	ERIC	POLICE	\$3,592
HOENIG	MARYANN	SCHOOL	\$90,405
HOLDEN	RUSSELL	SCHOOL	\$58,146
HOLEWA	RICHARD	VETERANS	\$7,827
HOLLOWS	JOHN	FIRE	\$17,422
HOOVER	JAMES	RETIREMENT	\$3,000
HOPKINS	HERBERT	SCHOOL	\$59,432
HORAN	MICHAEL	ELECTIONS	\$1,060

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
HORAN	ELIZABETH	ELECTIONS	\$818
HORNER	AMY	SCHOOL	\$48,923
HOULE	ROSALIA	SCHOOL	\$27,600
HOUSTON	CHRISTOPHER	SCHOOL	\$76,029
HOWES	VALERIE	SCHOOL	\$58,886
HUBERDAULT	MARYBETH	SCHOOL	\$59,902
HUBER-REGELE	CHRISTINA	SCHOOL	\$87,415
HUBNER	RILEY	SCHOOL	\$11,293
HUDON	ANTHONY	PARKS	\$3,375
HUESTON	BRIDGET	SCHOOL	\$44,479
HURTON	PHILIP	POLICE	\$123,451
HURTON	DONNA	SCHOOL	\$98,285
IACUZIO	ERICA	SCHOOL	\$28,173
ISRAELIAN	DONNA	SCHOOL	\$34,676
JACQUART	ANNE	SCHOOL	\$61,546
JAEGER	MATTHEW	SCHOOL	\$1,125
JALBERT	DANIELLE	SCHOOL	\$71,821
JALBERT	REBECCA	PARKS	\$4,034
JALBERT	ANDREW	PARKS	\$2,481
JALETTE	LIANE	SCHOOL	\$19,360
JAMES	MATTHEW	SCHOOL	\$13,636

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
JAMES	KATHRYN	PARKS	\$3,870
JARMOLOWICZ	TIFFANIE	SCHOOL	\$26,673
JARMOLOWICZ	LINDA	SCHOOL	\$8,967
JEFFERS	ELLEN	SCHOOL	\$90,726
JEFFERS	ANGELA	SCHOOL	\$3,315
JENNESS	BENJAMIN	SCHOOL	\$69,240
JENSEN	HOWARD	ELECTIONS	\$64
JOHNSON	JENNA	SCHOOL	\$17,042
JOINER	CHRISTINE	ELECTIONS	\$492
JOLDA	CHRIS	FIRE	\$74,427
JOLDA	ANDREW	SELECTMEN	\$3,026
JONES	RUBY	HIGHWAY	\$65,372
JONES	ZACHARY	ELECTIONS	\$391
JORDAN	AMY	SCHOOL	\$78,830
JORGE	PEDRO	DISPATCH	\$46,422
JULIANO	BONNIE	SCHOOL	\$77,369
JUSSAUME- RICHARDS	TAMMIE	SCHOOL	\$63,701
KAC	SARAH	FIRE	\$10,900
KACZYNSKI	ANTHONY	SCHOOL	\$3,916
KAPOOR	NITI	SCHOOL	\$23,784
KARAPANOS	CHLOE	PARKS	\$1,539

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
KEARY	JENNIFER	SCHOOL	\$45,220
KELLEY	JENNIFER	SCHOOL	\$91,301
KELLY	DANIEL	SCHOOL	\$100,778
KELLY	RAMONA	TOWN ACCOUNTANT	\$52,683
KELLY	JOHN	SCHOOL	\$7,405
KELLY	RITA	SENIOR CENTER	\$2,627
KENT	SARAH	SCHOOL	\$814
KESNER	MARVIN	HIGHWAY	\$3,390
KESNER	HELEN	ELECTIONS	\$831
KICILINSKI	JOANNA	SCHOOL	\$22,128
KIMBALL	HALEY	SCHOOL	\$34,026
KIREJCZYK	SHELBY	SCHOOL	\$68,685
KIRKLAND	MELISSA	SCHOOL	\$5,192
KLEBART	THOMAS	SELECTMEN	\$1,765
KLEBART	RENA	ELECTIONS	\$252
KOLOSKI	KELSEY	SCHOOL	\$2,262
KONIECZNY	PATRICIA	SCHOOL	\$72,448
KONIECZNY	PAUL	FIRE	\$11,191
KOSŁOWSKI	MATTHEW	SCHOOL	\$17,879
KOSS	ELIZABETH	SCHOOL	\$81,422
KOZIAK	EDWARD	ELECTIONS	\$996

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
KRASNECKY	STACEY	SCHOOL	\$33,473
KREIDLER	EMILIA	PARKS	\$2,607
KRUPSKY	LINDA	TOWN CLERK	\$51,741
KWASNIEWSKI	LESLIE	SCHOOL	\$88,970
LABBE	ELLEN	SCHOOL	\$25,905
LABOISSONNIERE	DANE	SCHOOL	\$79,975
LABONTE	JANET	SCHOOL	\$72,710
LAFLECHE	MICHELLE	ANIMAL CONTROL	\$22,016
LAFRAMBOISE	NANCY	ELECTIONS	\$617
LAMBERT	YVONNE	SCHOOL	\$81,885
LAMONTAGNE	RONALD	FIRE	\$26,092
LANDRY	TINA	TREAS/COLLECTOR	\$83,484
LANGO	PAUL	SCHOOL	\$2,446
LAPAN	CYNTHIA	LIBRARY	\$13,010
LAPLANTE	KRISTIN	RETIREMENT	\$78,767
LAPLANTE	JOAN	DISPATCH	\$72,505
LARIVIERE	DESIREE	SCHOOL	\$7,496
LAROCHELLE	ROBERT	POLICE	\$91,835
LARSON	KIRSTEN	SCHOOL	\$22,309
LASKOWSKI	KELLY	TREAS/COLLECTOR	\$50,392
LAVELLE	KERRI	SCHOOL	\$13,415

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
LAZAROSKI	MEGAN	SCHOOL	\$89,520
LEBEL	ANGELA	SCHOOL	\$23,786
LEBLANC	PETER	SCHOOL	\$67,985
LEFORT	BETTY	ELECTIONS	\$566
LEGERE	DIANE	HEALTH	\$2,520
LENGENFELDER	JOSCILYN	ELECTIONS	\$5,676
LEWIS	TYRA	SCHOOL	\$9,394
LEWIS	BENJAMIN	FIRE	\$4,450
LIARD	LISA	SCHOOL	\$26,412
LINDBERG	EMILY	SCHOOL	\$50,903
LIVERNOCHE	ANN MARIE	SCHOOL	\$4,517
LIVINGSTON	NICHOLAS	PARKS	\$3,058
LONGO	VICTORIA	DISPATCH	\$15,200
LOPEZ-AVILA	SAMANTHA	SCHOOL	\$66,270
LORENCZYKOVA	MARGARET	ELECTIONS	\$907
LUCHINA	PETER	ELECTIONS	\$655
LUCHINA	ELIZABETH	ELECTIONS	\$655
LUDWIG	KATHLEEN	SCHOOL	\$5,482
LUKASEK	MARLENE	ELECTIONS	\$767
LUNDSTROM	KRISTEN	SCHOOL	\$16,626
LUNDSTROM	RUTH	SCHOOL	\$625

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
LYNSKEY	GREGORY	DISPATCH	\$88,007
LYON	JOSHUA	SCHOOL	\$1,020
MACKAY	PATRICIA	SCHOOL	\$116,699
MACLEAN	CHARLES	SCHOOL	\$6,005
MACMANUS	CHRISTINE	SCHOOL	\$68,685
MAHONEY	STEPHANIE	SCHOOL	\$27,090
MAILLOUX	COREY	HIGHWAY	\$72,234
MAISONET	KELLEIGH	SCHOOL	\$59,322
MAJERCIK	LEEANN	ELECTIONS	\$984
MAJEWSKI	MICHAEL	SCHOOL	\$56,584
MAKIE	LYNDSAY	SCHOOL	\$936
MANKOWSKA	WIKTORIA	SCHOOL	\$639
MANYAK	MARYANN	SCHOOL	\$27,592
MARCHAND	CAROLE	RECREATION	\$47,429
MARQUEZ	YESENIA	SCHOOL	\$27,912
MARRAZZO	LORI	SCHOOL	\$82,322
MASTERSON	RAPHELLE	SCHOOL	\$79,995
MATTHEWS	BRITTANY	SCHOOL	\$34,973
MATTHEWS	JENNIFER	SCHOOL	\$18,240
MAYES	JANICE	SCHOOL	\$6,636
MAYNARD	KAYLA	SCHOOL	\$12,649



<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
MCCANN	MARISSA	SCHOOL	\$22,234
MCCARTHY	SHARI	SCHOOL	\$83,662
MCCLAY	THALIA	SCHOOL	\$14,057
MCCONNELL	HOLLY	ELECTIONS	\$77
MCCONNELL	MATTHEW	ELECTIONS	\$77
MCDONALD	STUART	ELECTIONS	\$792
MCGOWAN	CHARLES	DISPATCH	\$18,639
MCMEEKIN	JAIME	SCHOOL	\$1,890
MEECE	BRANDON	SCHOOL	\$56,768
MEHLHOUSE	DANIEL	POLICE	\$91,816
MELETI	CHRYSAVGI	SCHOOL	\$18,816
MELLO	DEANA	SCHOOL	\$24,735
MENARD	STEVEN	SCHOOL	\$68,685
MICCICHE	SUSAN	SCHOOL	\$57,622
MILANI	KAREN	SCHOOL	\$795
MILLER	KAREN	SCHOOL	\$28,486
MINARIK	PAMELA	SCHOOL	\$81,702
MINARIK	TODD	SCHOOL	\$3,091
MINARIK	SHIRLEY	ELECTIONS	\$390
MITCHELL	DANIELLE	SCHOOL	\$32,286
MITCHELL	KATEY	SCHOOL	\$852

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
MLAVSKY	KRISTINA	SCHOOL	\$19,711
MONIZ	DESIREE	SCHOOL	\$38,618
MONTVILLE	STEVEN	FIRE	\$12,404
MORAN	TIMOTHY	POLICE	\$111,475
MORAN	REILLY	PARKS	\$3,046
MORGAN	ANN	CODE ENFORCEMENT	\$78,140
MORGAN	BRITTANY	DISPATCH	\$242
MORGAN	SEAN	FIRE	\$225
MORISSETTE	PATRICIA	ELECTIONS	\$578
MORISSETTE	BRIAN	ELECTIONS	\$390
MORONEY	MICHAEL	SCHOOL	\$3,453
MOROZ	PAIGE	DISPATCH	\$68,424
MORRIS	KIMBERLY	SCHOOL	\$73,582
MOTRUCINSKI	JOSEPH	FIRE	\$10,211
MOTYKA	THOMAS	POLICE	\$26,631
MROCZEK	DEREK	POLICE	\$129,994
MUNGER	KRISTIN	DISPATCH	\$63,001
MURPHY	JACOB	PARKS	\$6,152
NALEWAJK	LEE	SCHOOL	\$3,861
NASIS	COLLEEN	SCHOOL	\$97,813
NASIS	CHRISTOPHER	SCHOOL	\$89,435

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
NASIS	REBECCA	SCHOOL	\$74,438
NASIS	AMY	SCHOOL	\$1,857
NEBELUNG	JAMES	SCHOOL	\$83,110
NEDOROSCIK	KATHY	SCHOOL	\$29,971
NGUYEN	DAM	SCHOOL	\$4,830
NIEMIEC	SHERYL	SCHOOL	\$4,784
NIEVES	GINA	SCHOOL	\$109,695
NIEVES CARVAJAL	MARGARITA	SCHOOL	\$4,058
NIXON	KAREN	SCHOOL	\$10,500
NOLLE	ALDO	INSPECTIONAL SVS	\$24,800
NOTE	JOHN	FIRE	\$25,066
NOTE	ALYSSA	SCHOOL	\$20,233
NUGENT	ERIN	SCHOOL	\$19,329
NYLEN	ELLEN	SCHOOL	\$67,520
O'BRIEN	MICHELE	SCHOOL	\$32,449
O'BRIEN-HARTNETT	KELLY	SCHOOL	\$90,967
OCHOCKI	JACEK	POLICE	\$107,631
O'CONNELL	ERICKA	SCHOOL	\$87,555
O'CONNOR	JULIE	SCHOOL	\$83,931
O'CONNOR	KELLY	SCHOOL	\$78,349
O'CONNOR	PATRICK	SCHOOL	\$44,284

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
O'CONNOR	KATHLEEN	SCHOOL	\$175
OCRAN	SYDNEY	SCHOOL	\$1,687
O'HALLORAN	GINA	SCHOOL	\$26,527
O'LEARY	TYLER	WATER	\$52,502
OLESZEWSKI	VERONICA	DISPATCH	\$68,647
O'NEILL	JONATHAN	SCHOOL	\$65,611
ORNE	SANDRA	SCHOOL	\$25,611
ORTIZ	DONNA	SCHOOL	\$7,335
OSOWSKI	CYNTHIA	SENIOR CENTER	\$919
OVERHOLT	MARY	CODE ENFORCEMENT	\$24,947
OWENS	NATASHA	SCHOOL	\$665
PALAZINI	SAMANTHA	SCHOOL	\$468
PARADISE	TIMOTHY	SCHOOL	\$87,846
PARANTO	ANTHONY	SCHOOL	\$52,872
PARKER	OLGA	SCHOOL	\$3,248
PARMLEY	ROBIN	SCHOOL	\$127,451
PARMLEY	GILFORD	SCHOOL	\$53,752
PATTERSON	JOSEPH	WATER	\$96,872
PATTERSON	JAMES	SEWER	\$72,776
PATTERSON	RAYMOND	HIGHWAY	\$60,827
PAUL	NORMA	ELECTIONS	\$377

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
PEARL	BONNIE	DISPATCH	\$65,820
PELLETIER	ERIN	SCHOOL	\$58,896
PEPIN	KATHLEEN	SCHOOL	\$93,521
PEREA-BEAULIEU	MARIA	SCHOOL	\$425
PERRY	PATRICK	POLICE	\$142,097
PERRY	AMANDA	SCHOOL	\$12,579
PERZAN	LUKASZ	FIRE	\$9,729
PETERS	MATTHEW	FIRE	\$9,488
PETERSON	HEIDI	SCHOOL	\$108,776
PETRELL-DELUDE	LISA	SCHOOL	\$91,597
PETRUNO-GOGUEN	RUTHANN	SCHOOL	\$192,042
PFEIFFER	MARY	SCHOOL	\$5,943
PHELPS	JASON	SCHOOL	\$11,587
PHILLIPS	SARAH	SCHOOL	\$89,701
PHILLIPS	TERRY	SCHOOL	\$9,352
PIASTA	COLLEEN	SCHOOL	\$38,585
PICARD	SHERRY	SCHOOL	\$718
PIERANGELI	MONIQUE	SCHOOL	\$126,242
PIETZ	LESLIE	SCHOOL	\$50,764
PINIARSKI	LORI	SCHOOL	\$93,420
PINTO	AMY	SCHOOL	\$58,896

<b><u>EMPLOYEE LAST NAME</u></b>	<b><u>EMPLOYEE FIRST NAME</u></b>	<b><u>LOCATION</u></b>	<b><u>GROSS PAY</u></b>
PINTO	MICHAEL	FIRE	\$11,637
PION	RAYMOND	SCHOOL	\$59,019
PIZZETTI	KENNETH	HIGHWAY	\$105,764
PODEDWORN	MADISON	PARKS	\$4,247
PODELL	DAVID	POLICE	\$208
POITRAS	KIM	HIGHWAY	\$74,089
POKROPOWICZ	KIRSTEN	SCHOOL	\$35,813
POLETTA	STEFANIE	SCHOOL	\$54,835
POLLETTA	PAMELA	SCHOOL	\$27,640
POPLAWSKI	LINDA	SCHOOL	\$9,002
POPLAWSKI	ABBIGAIL	PARKS	\$5,012
PORTMAN	DAWN	TREAS/COLLECTOR	\$45,148
PORTRAIS	DENISE	SCHOOL	\$88,895
POWERS	MARIA	SCHOOL	\$58,781
PREFONTAINE	REBECCA	DISPATCH	\$71,554
PREISSLER	JOHN	SCHOOL	\$42,522
PRINCE	SABRINA	SCHOOL	\$18,133
PRUNIER	JOHN	SCHOOL	\$4,012
PUISHYS	DEBORAH	SCHOOL	\$90,381
PUTIS	SAMANTHA	DISPATCH	\$60,160
QUADRINO	GEORGE	SCHOOL	\$11,530

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
QUILTY	STACY	SCHOOL	\$76,974
RACHHOLZ	KAROLA	SENIOR CENTER	\$23,831
RADLO	CHRISTINA	SCHOOL	\$43,175
RALPH	THOMAS	POLICE	\$143,256
RALPH	JAMES	PARKS	\$2,555
RAMSDELL	DEBRA	SCHOOL	\$42,795
RAY	EMILY	SCHOOL	\$67,097
REARDON	SARA	SCHOOL	\$86,495
REARDON	MICHAEL	POLICE	\$43,709
REARDON	MARIA	SCHOOL	\$19,047
RECCHIA	JILL	SCHOOL	\$82,660
RECCHIA	BRIAN	SCHOOL	\$1,209
REED	JOSEPH	POLICE	\$91,883
REED	CARI	SCHOOL	\$38,401
REGO	MARCO	SCHOOL	\$23,966
REKOWSKI	KEVIN	HIGHWAY	\$62,499
RENAULD	RYAN	SCHOOL	\$89,490
RICARD	SUSAN	SCHOOL	\$82,130
RICHARD	PATRICIA	SCHOOL	\$8,755
RIDEOUT	RYANNE	SCHOOL	\$7,470
RILEY	DANIEL	SCHOOL	\$82,989

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
RIVERA	ZULEYKA	SCHOOL	\$4,812
RIVERA	JESSICA	SCHOOL	\$4,639
ROBERT	GREG	TECHNOLOGY	\$81,089
ROBERTS	CHRISTOPHER	HIGHWAY	\$56,770
ROBERTS	VALERIA	SCHOOL	\$23,928
ROBERTS	TODD	SCHOOL	\$13,762
ROBINSON	SAMANTHA	SCHOOL	\$17,669
ROCHE	JESSICA	SCHOOL	\$70,239
ROCKWOOD	ROBERT	POLICE	\$111,097
RODRIGUEZ	REYES	FIRE	\$16,873
RODRIGUEZ	ELIZABETH	SCHOOL	\$1,916
ROMANO	JANICE	SCHOOL	\$22,554
ROY	GARY	SEWER	\$83,980
ROY	MICHELLE	WATER	\$61,674
ROY	BARBARA	ELECTIONS	\$189
ROZENAS	ALLISON	SCHOOL	\$19,270
RYDER	STEPHANIE	SCHOOL	\$18,133
SAAD	JEFFREY	FIRE	\$14,593
SALADINO	KAREN	ELECTIONS	\$711
SANBORN	STEPHANIE	SCHOOL	\$72,534
SANTERRE	MARIA	SCHOOL	\$63,732



<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
SANTIAGO	ETHAN	FIRE	\$82
SCHADE	SUSAN	ELECTIONS	\$767
SCHNEIDER	RICHARD	CUSTODIAN	\$56,735
SCHREMSE	DALE	SCHOOL	\$546
SCOTT	MICHAEL	SCHOOL	\$49,588
SERAICHICK	MARY	SCHOOL	\$8,967
SHARMA	ROBERT	SCHOOL	\$74,853
SHAW	MICHAEL	POLICE	\$154,772
SHAW	ABIGAIL	PARKS	\$3,259
SHEN	CHRISTOPHER	SCHOOL	\$77,499
SHEPHERD	SAMUEL	SCHOOL	\$1,638
SHERIDAN	MARYLAND	SCHOOL	\$86,249
SIDEBOTTOM	JOY	SCHOOL	\$87,168
SIMONIS	LISA	SCHOOL	\$87,953
SIZER	ASHLEY	SCHOOL	\$250
SLOTA	JARED	SCHOOL	\$23,186
SMALARZ	BARBARA	SCHOOL	\$46,122
SMICK	CARA	SCHOOL	\$11,381
SMITH	SEAN	WATER	\$53,708
SMITH	DONNA	SCHOOL	\$35,573
SMITH	CHRISTINE	SCHOOL	\$3,057

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
SPINK	SHERYL	SCHOOL	\$69,592
SPITZ	GEORGE	SCHOOL	\$4,250
ST JOHN	SARAH	SCHOOL	\$19,850
STAND	BRANDON	SCHOOL	\$63,757
STARY	PAUL	SCHOOL	\$7,007
STAWIECKI	COURTNEY	SCHOOL	\$66,238
STAWIECKI	ARELIS	SCHOOL	\$2,530
STEARNS	FRANK	SCHOOL	\$36,074
STEPALAVICH	MARTIN	SCHOOL	\$3,832
STEPHENS	JOSEPH	POLICE	\$104,646
STERCZALA	MEGAN	SCHOOL	\$55,708
STERCZALA	EDWIN	FIRE	\$14,704
STICH	SUSANNE	SCHOOL	\$62,431
SULLIVAN	JENNIFER	HEALTH	\$93,585
SULLIVAN	SHANNON	SCHOOL	\$10,920
SULLIVAN	KYLE	PARKS	\$2,387
SULLIVAN	NANCY	ELECTIONS	\$364
SULLIVAN	JOSEPH	ELECTIONS	\$201
SUPRENANT	KERRI	SCHOOL	\$28,118
SURRETTE	CHERYL	SCHOOL	\$1,275
SUSS	AARON	POLICE	\$152,001

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
SWANA	JOYCE	ELECTIONS	\$5,580
SWEENEY	MICHAEL	SCHOOL	\$55,639
TAI	ANDREW	LIBRARY	\$42,012
TAISTE	SUZANNE	SCHOOL	\$9,897
TAMALAVITCH	MEGAN	SCHOOL	\$36,509
TAYLOR	LOIS	SCHOOL	\$71,846
TAYLOR	RACHEL	SCHOOL	\$7,237
TETREAULT	THEODORE	INSPECTIONAL SVS	\$83,722
THERIAULT	KIMBERLY	SCHOOL	\$93,068
THOMAS	FRANCIS	SCHOOL	\$125,315
THOMAS	DENISE	SCHOOL	\$32,668
TONER	MICHAEL	PARKS	\$2,525
TOOLEY	DARIANE	PARKS	\$4,157
TORREZ	BRIAN	SCHOOL	\$5,980
TOWNLEY	JENNIFER	SCHOOL	\$10,052
TRAINOR	CHRISTOPHER	POLICE	\$111,017
TRAINOR	PATRICK	POLICE	\$104,496
TRAVIS	JEAN	SENIOR CENTER	\$32,296
TREMBLAY	LAUREN	SCHOOL	\$7,578
TSEGAYE	ATSEDE	SCHOOL	\$8,887
TUCKER	STACEY	SCHOOL	\$29,817

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
TVELIA	BRIAN	POLICE	\$248
TWIRAGA	PETER	SCHOOL	\$79,362
TYSON	VERNON	SCHOOL	\$44,544
UNOH	JOHN	SCHOOL	\$20,386
UPPSTROM	KELSEY	SCHOOL	\$63,649
URATO	NATALIE	SCHOOL	\$17,503
VALLEJO	JOSE	POLICE	\$2,784
VANGEL	TRACIE	SCHOOL	\$76,908
VAUDREUIL	JESSICA	SCHOOL	\$1,835
VERONIS	FAITH	SCHOOL	\$63,790
VERONIS	THEODORA	SCHOOL	\$78
VIERCK	JOANE	SCHOOL	\$88,797
VINCENT	JAYME	SCHOOL	\$26,207
WADE	BRANDON	SCHOOL	\$18,511
WALL	CASSANDRA	SCHOOL	\$6,324
WALSH	JANE	SCHOOL	\$29,915
WARD	PAMELA	SCHOOL	\$29,535
WARNER	KELLY	SCHOOL	\$76,575
WELSH	PAMELA	SEWER	\$92,779
WENTLAND	EDWARD	ELECTIONS	\$377
WENTLAND	JOAN	ELECTIONS	\$377

<b><u>EMPLOYEE LAST NAME</u></b>	<b><u>EMPLOYEE FIRST NAME</u></b>	<b><u>LOCATION</u></b>	<b><u>GROSS PAY</u></b>
WENTWORTH	GORDON	POLICE	\$130,515
WERME	NORA	SCHOOL	\$88,935
WHEELER	TOBBY	POLICE	\$139,693
WHITE	MICHELLE	SCHOOL	\$21,090
WHITE	DAVID	FIRE	\$14,064
WHITING	TIMOTHY	POLICE	\$110,695
WHITING	TARA	SCHOOL	\$1,020
WHITTED	ANNA	SCHOOL	\$4,855
WILBER	STEVEN	SEWER	\$66,686
WILBUR	KATHLEEN	SCHOOL	\$30,287
WILDER	KYRAH	SCHOOL	\$17,951
WILGA	KATHLEEN	SCHOOL	\$36,989
WILLARDSON	DOUG	TOWN ADMIN	\$146,855
WILLIAMS	KERRI	SCHOOL	\$62,736
WILLIAMS	SCOTT	SCHOOL	\$48,386
WILLIAMS	PETER	SCHOOL	\$27,604
WILMOT	LISA	SCHOOL	\$88,130
WILSON	CHRISTOPHER	FIRE	\$3,882
WISNOSKY	ALICJA	SCHOOL	\$84,237
WOJNAROWICZ	GINA	SCHOOL	\$87,924
WOODS	GREGORY	WATER	\$126,959

<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
WRIGHT	GLEN	SCHOOL	\$89,435
YACINO	SAMUEL	SEWER	\$71,196
YOUNG	JAMES JR	POLICE	\$128,919
YOUNG	ALLAN	SCHOOL	\$62,906
YOUNG	AMANDA	SCHOOL	\$21,508
YURKEVICIUS	MICHAEL	POLICE	\$130,773
ZABLOCKI	DEBORA	SCHOOL	\$100,976
ZAJAC	MICHAEL	SCHOOL	\$71,397
ZALEWSKI	RYAN	PARKS	\$4,944
ZIMMER	DANIEL	SCHOOL	\$91,557
			\$28,581,962