

2019 ANNUAL REPORT



**TOWN OF
WEBSTER**

In Memoriam

Regina S. Bugan

Leo E. DiDonato

Ernest E. Dumont Jr.

William E. Gendreau

James S. Jezierski

Joseph R. Kunkel Jr.

Thomas G. Morway Sr.

John T. Stefanik

Francis J Walkowiak

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TOWN OFFICERS

POSITION	NAME	TERM DATE	
BOARD OF SELECTMEN			
Chair	Randy V. Becker	Election Day	2021
Vice Chair	Don D. Bourque	Election Day	2020
Secretary	Andrew M. Jolda	Election Day	2020
Member	Lisa Kontoes	Election Day	2022
Member	Earl Gabor	Election Day	2022
TOWN CLERK			
Town Clerk	Robert Craver	Election Day	2021
SCHOOL COMMITTEE			
Chair	David Hurton	Election Day	2020
Member	Michael Makara	Election Day	2021
Member	Sheila Blythe	Election Day	2022
Member	Kathleen Napierata	Election Day	2021
Member	Kelly Seddiki	Election Day	2020
FINANCE COMMITTEE			
Chair	Nick Adamopoulos	Election Day	2021
Vice Chair	Sarah Sansom	Election Day	2020
Member	Michael Finamore	Election Day	2022
Member	Laura Backus	June 30,	2021
Member	Mat Fitton	June 30,	2020
Member	Vacant	June 30,	
Member	Jennifer Findlay	June 30,	2021
Member	Chris Markiewicz	June 30,	2022
Member	Vacant	June 30,	
TRUSTEES OF PUBLIC			
Chair	Rena Klebart	Election Day	2022

POSITION	NAME	TERM DATE	
Vice Chair	Richard Franas	Election Day	2021
Secretary	Mary Chabot	Election Day	2022
Treasurer	Nancy Laframboise	Election Day	2020
Member	Vacant	Election Day	2021
Member	Maragaret Lorenczykova	Election Day	2020
Member	Jean Travis	Election Day	2020
TOWN MODERATOR			
Moderator	Ted Avlas	Election Day	2022
Deputy Moderator	Michael Makara	May TM	2020
WEBSTER HOUSING			
Chair	David DuPont		2022
Vice Chair	Roland Napierata	Election Day	2023
Secretary	Douglas Babcock	Election Day	2024
Treasurer	James Avery	Election Day	2021
Member	Peter Luchina	Election Day	2020
BOARD OF HEALTH			
Chair	Dave Zalewski	Election Day	2021
Vice Chair	Iwona Miller	Election Day	2020
Member	James Avery	Election Day	2022
Member	Janet Stoica	June 30,	2021
Member	Matthew Wyke	June 30,	2020
REDEVELOPMENT			
Chair	Marc Becker	Election Day	2022
Vice Chair	Kenny Pizzetti	Election Day	2021
Member	Mary Ann McGeary	Election Day	2020
Member	Jim Chauvin	Election Day	2023
Member	Dan Fales		

POSITION	NAME	TERM DATE	
OCD Director	Carol Cyr		
Town Administrator	Doug Willardson	December 12,	2022
Town Accountant	Tim Bell	April 24,	2021
PLANNING BOARD			
Chairman	Paul LaFramboise	June 30,	2020
Vice Chair	Michael Dostoler	June 30,	2022
Member	Thomas Klebart	June 30,	2022
Member	Daniel Morin	June 30,	2021
Member	Cathy Cody	June 30,	2021
Associate Member	Christella Gonsorcik	June 30,	2022
Associate Member	Vacant	June 30,	
ZONING BOARD OF			
Chairman	Jason Piader	June 30,	2022
Vice Chairman	Daniel Cournoyer	June 30,	2020
Member	Mark Mason	June 30,	2021
Member	Christopher Daggett	June 30,	2021
Member	Dan Fales	June 30,	2022
Associate Member	Vacant	June 30,	
Associate Member	Vacant	June 30,	
CONSERVATION			
Chair	Joseph Wigglesworth	June 30,	2021
Vice Chair	Michelle Sherillo	June 30,	2020
Member	Fredrick Bock	June 30,	2022
Member	Daniel Duteau	June 30,	2022
Member	Klarissa Johnson	June 30,	2021
Member	Vacant	June 30,	2022

POSITION	NAME	TERM DATE	
Member	Vacant	June 30,	2021
Associate Member	Vacant	June 30,	2020
REGISTRARS OF VOTERS			
Registrar	Mike Costen	June 30,	2021
Registrar	Charlotte Costen	June 30,	2022
Registrar	Karen Saladino	June 30,	2020
WATER AND SEWER			
Chair	Earl Gabor	June 30,	2022
Vice Chair	Dan Duteau	June 30,	2021
Member	Rick Neeser	June 30,	2022
Member	Tom Andrade	June 30,	2021
Member	Vacant	June 30,	
HISTORICAL COMMISSION			
Member	Curtis Cleaves	June 30,	2021
Member	Ted Avlas	June 30,	2022
Member	Ron Heroux	June 30,	2021
Member	Elaine Davies	June 30,	2022
Member	Vacant	June 30,	
Member	Vacant	June 30,	
Member	Vacant	June 30,	
CABLE ADVISORY			
Chair	Ted Avlas	June 30,	2021
Vice Chair	Wayne Lawson	June 30,	2020
Member	Greg Roberts	June 30,	2021
CONSTABLES			
	William Keefe	June 30,	2020

POSITION	NAME	TERM DATE	
	Barry Sims	June 30,	2020
BYLAW COMMITTEE			
Chair	Ken Mandile	June 30,	2020
Vice Chair	Jennie Raymond	June 30,	2021
Member	Nathan Winder	June 30,	2022
Member	Robert Russo	June 30,	2020
Member	Julie Mathews	June 30,	2021
COUNCIL ON AGING			
Member	Joann Sadowski	June 30,	2020
Member	Elaine Gould	June 30,	2021
Member	Annah Mercier	June 30,	2022
Member	Anna Mae Mawhinney	June 30,	2020
Member	Phyllis Romano	June 30,	2021
Member	Rose Silvestri	June 30,	2022
Member	Barbara Steiger	June 30,	2020
Member	Edward Szymczak	June 30,	2021
Member	Stasia Leclair	June 30,	2022
Member	Jeanne Makara	June 30,	2020
PERSONNEL ADVISORY			
Member	Vacant	June 30,	
Member	Vacant	June 30,	
Member	Vacant	June 30,	
Member	Sarah Sansom	June 30,	2020
Member	Steve Raymond	June 30,	2021
Member	Elaine Davies	June 30,	2020
Town Administrator	Doug Willardson		
PUBLIC SAFETY			

POSITION	NAME	TERM DATE	
Chair	Kenny Pizzetti	June 30,	2020
Vice Chair	Paul Congdon	June 30,	2020
Police Chief	Mike Shaw	June 30,	2020
Member	Gordon Wentworth	June 30,	2020
Fire Chief	Brian Hickey	June 30,	2020
Member	Ted Avlas	June 30,	2020
YOUTH, PARKS, AND RECREATION COMMITTEE			
Member	Michelle Boulay	June 30,	2020
Member	Mark Konicki	June 30,	2021
Member	Vacant	June 30,	
Member	Vacant	June 30,	
Member	Vacant	June 30,	
Member	Vacant	June 30,	
Member	Vacant	June 30,	
TRUSTEES OF SOLDIERS MONUMENTS			
Chair	Victor Jankowski	June 30,	2020
Vice Chair	James Reed Morrison	June 30,	2021
Secretary	Lisa Wagner	June 30,	2022
Member	Joseph Laplante	June 30,	2021
Member	Vacant	June 30,	
ECONOMIC DEVELOPMENT COMMITTEE			
Chair	Angela Rowell	June 30,	2020
Vice Chair	Marc Becker	June 30,	2020
Member	Brian Kretchman	June 30,	2021
Member	Chris Charniak	June 30,	2021
Member	Donald D. Bourque	June 30,	2021
Member	Deb Horan or Nancy Healy	June 30,	2020
Member	John Milas or Dennis Lukko	June 30,	2020

POSITION	NAME	TERM DATE	
Town Administrator	Doug Willardson		n/a
Dir. Of Planning & Econ.	Ann Morgan		n/a
Dir. Of Redevelopment	Carol Cyr		n/a
ADA COMMITTEE			
Chair	Anne Marie Peperato	June 30,	2020
Member	Heather Richards	June 30,	2021
Member	Linda Cournoyer	June 30,	2022
Member	Michelle Boulay	June 30,	2020
Member	Angela Fleming	June 30,	2021
Member	Lori Charlonne	June 30,	2022
ADA Coordinator	Ted Tetreault	June 30,	2020
BOS Appointee	Andrew Jolda	June 30,	2020
CULTURAL COUNCIL			
Member	Angela Clair Fleming	June 30,	2020
Member	Michael Lengel	June 30,	2021
Member	Michelle Boulay	June 30,	2021
Member	Mark Konicki	June 30,	2020
Member	Carole Marchand	June 30,	2022
OTHER POST-EMPLOYMENT BENEFITS TRUST			
Trustee/Town Accountant	Tim Bell	N/A	N/A
Trustee/Treasurer	Tina Landry	N/A	N/A
Trustee/Town	Doug Willardson	June 6,	2021
WEBSTER CONTRIBUTORY RETIREMENT SYSTEM			
Chairman	Daniel J. Bonnette	December 31,	2020
Member	Robert Craver	June 30,	2020
Member	Eleanor P. Doros	June 30,	2021
Member	James Hoover	June 30,	2022

POSITION	NAME	TERM DATE	
Ex-Officio Member	Timothy S. Bell	N/A	N/A
SWCCC OPERATIONS			
Webster Police Chief	Mike Shaw	N/A	N/A
Webster Fire Chief	Brian Hickey	N/A	N/A
SWCCC BOARD OF			
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
REGIONAL VOCATIONAL SCHOOL COMMITTEE			
Member	Robert Tremblay	June 30,	2020
Member	Alfred Beland	June 30,	2022

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
Amanda Grenier, Library Director	Town Counsel, KP Law
Jean Travis, Senior Center Director	
Ken Pizzetti, Highway Superintendent	

Webster TOTALS Local Election 05/06/2019						Total Registered Voters: 10,647
Precinct	#1	#2	#3	#4	#5	Combined
Total Votes per Precinct	226	149	208	491	343	1417
Board of Selectmen						
(two seats - 3 year term)	#1	#2	#3	#4	#5	Total
Mark Dowgiewicz (re-election)	68	51	49	136	89	393
Robert Miller (re-election)	78	71	72	162	126	509
Earl Gabor	96	54	92	254	162	658
Lisa Kontoes	158	90	151	351	244	994
write-ins	0	0	0	1	1	2
School Committee						
(one seat- 3 year term)	#1	#2	#3	#4	#5	Total
Shiela Blythe (re-election)	147	115	157	359	249	1027
write-ins	1	1	1	3	4	10
Regional Vocational School Committee						
(one seat - three year term)	#1	#2	#3	#4	#5	Total
Alfred Beland (re-election)	152	111	149	336	255	1003
write-ins	2	1	1	0	4	8
Board of Health						
(one seat -three year term)	#1	#2	#3	#4	#5	Total
James Avery Jr. (re-election)	148	119	151	343	243	1004
write-ins	0	3	4	4	6	17
Finance Committee						
(one seat - three year term)	#1	#2	#3	#4	#5	Total

write-ins	13	17	23	42	20	115
Michael Finnimore	2	1	4	2	1	10
Matt Finton	0	0	1	1	0	2
Joseph Bersik	0	0	1	0	1	2
Dave Robbins	0	1	0	0	0	1
Bob Whitelaw	0	1	0	1	0	2
Lavalee	0	0	0	1	0	1
Hallows	1	0	0	0	0	1
Bobby Phillips	0	0	0	0	2	2
Town Moderator	#1	#2	#3	#4	#5	Total
<i>Thomas Ralph (re-election)</i>	84	61	80	145	122	492
Ted Avlas	130	82	121	326	211	870
write-ins	1	0	0	0	1	2
<i>Trustees of the Public Library</i>	#1	#2	#3	#4	#5	Total
<i>Mary Chabot (re-election)</i>	144	105	136	334	233	952
Rena Klebart (re-election)	149	106	141	343	235	974
write-ins	1	0	0	2	4	7
<i>Housing Authority</i>	#1	#2	#3	#4	#5	Total
<i>Douglas Babcock (re-election)</i>	103	72	100	293	194	762
Rhea Parker	100	63	94	155	124	536
write-ins	1	2	0	2	1	6

January 28, 2019 Special Town Meeting

This is to certify that the following articles were acted on at the Special Town Meeting held on January 28, 2019. The meeting started at 6:00 p.m..

At this point the Moderator announced there were technical problems in the posting of the warrant. The Moderator had correspondence with the Town Administrator and Town Counsel and the Moderator decided the prudent course of action was to ask for a motion to dissolve the meeting.

DECISION: A motion was made to dissolve the meeting. The motion received a second. The vote was a UNANIMOUS YES and the meeting was dissolved at approximately 6:10 p.m.

A copy of the Moderators correspondence is attached at the end of the minutes.

COMMONWEALTH OF MASSACHUSETTS
TOWN OF WEBSTER
SPECIAL TOWN MEETING WARRANT
January 28, 2019

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, January 28, 2019 at 6:00 PM then and there to act on the following Articles to wit:

ARTICLE 1. AMEND THE RECREATIONAL MARIJUANA RETAIL SALES OVERLAY DISTRICT

To see if the Town will vote to amend the Town of Webster Zoning By-Law, Article XIII – Recreational Marijuana Retail Sales, Section 650-93E.1 Eligible Locations for Marijuana Retailers – Recreational Marijuana Retail Sales Overlay District by deleting (strikethrough) and adding the following language (in bold):

The Recreational Marijuana Retail Sales Overlay District is herein established as an Overlay District as shown on the following plans: Recreational Marijuana Retail Sales

Overlay District Zone 70 Worcester Road — 2 Parcels, and Recreational Marijuana Retail Sales Overlay District Zone Goya Drive and Town Forest Road — 6 Parcels, **and Recreational Marijuana Retail Sales Overlay District, 0, 173 and 173R Thompson Road — 3 Parcels.** Included in said overlay district are those parcels identified as Assessors Map 88, Lots B-40-0, B-41-0, and B-42; on Assessors Map 96, Lots A-2-1, A-2-2; Assessors Map 97, Lots C-1-0; Assessors Map 98, Lots D-1, D-2-0, D-4-0, Assessors Map, Lot 99A-1-0, **and Assessors Map 56, Lots A-20-0, A-7-1, A-13-0;** or take any action thereon.

Sponsored by the Town Administrator

ARTICLE 2. ACQUIRE PROPERTY INTERESTS FOR THE WEBSTER RIVERWALK AND FRENCH RIVER PARK

To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain, or otherwise, and/or ratify the acquisition by donation, for recreational purposes, including, but not limited to, a riverwalk, the following property interests: (1) easements as shown on a plan entitled "Plan of Land Tracy Court, Main Street, Frederick Street, Peter Street, Davis Street – Phase II Webster, Massachusetts," dated September 11, 2018, prepared by A.S. Elliott Associates (Sheets 7 and 8), said plans on record with the Town Clerk; (2) a ground lease for a portion of that property described in a deed recorded with the Worcester South Registry of Deeds in Book 36895, Page 349, said portion shown on a plan entitled "Webster Riverwalk Construction Plans," dated February 26, 2015, said plan on record with the Town Clerk; and (3) a fee interest in a parcel of land shown as "Parcel 'D,'" containing 58,500 square feet, more or less, on a plan entitled "Plan of Land Transfers for the Town of Webster Main Street Webster, Massachusetts," dated December 27, 2004, recorded with the Registry of Deeds in Plan Book 826, Plan 80, said plan on record with the Town Clerk, upon such terms and conditions as the Board of Selectmen shall determine appropriate; or take any action thereon.

Sponsored by the Town Administrator

ARTICLE 3. APPROPRIATE FROM SEWER RETAINED EARNINGS

To see if the Town will vote to appropriate from Sewer Retained Earnings \$192,981.00 to fund an infiltration and inflow program as required by the Massachusetts Department of Environmental Protection; or take any action thereon.

Sponsored by the Town Administrator

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 January in the year of our Lord Two Thousand and Nineteen.

May 13, 2019 Special Town Meeting

This is to certify that the following articles were acted on at the Special Town Meeting held on May 13, 2019. The meeting started at 6:09 p.m. and there was a quorum of 122 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, 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 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 Town Administrator

Decision: A motion was made that the Town vote to transfer \$7,427.04 to the Town Administrator Unpaid Bills account for the payment of prior year bills as follows:

**\$92.31 FROM THE TREASURER/COLLECTOR OTHER EXPENSES ACCOUNT
\$7.42 FROM THE IT COMPUTER MAINTENANCE ACCOUNT
\$368.98 FROM THE CLERKS OFFICE SUPPLIES ACCOUNT**

**\$168.55 FROM THE HIGHWAY OFFICE SUPPLIES ACCOUNT
\$1,755 FROM THE POLICE VEHICLE MAINTENANCE ACCOUNT
\$4,949.00 FROM THE CODE ENFORCEMENT CLERK WAGES ACCOUNT
\$85.78 FROM THE BOARD OF HEALTH OFFICE SUPPLIES ACCOUNT**

This article required a 9/10ths vote. The article as presented received 97 YES vote and 10 NO Votes. The article was approved as presented.

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 Town Administrator

Decision: A motion was made that the Town vote to transfer \$48.15 to the Sewer Unpaid Bills account from the Sewer Office Supplies account for the payment of prior year bills. This article required a 9/10ths vote. The article as presented received 103 YES vote and 8 NO Votes. The article was approved as presented.

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 Town Administrator

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

Decision: A motion was made that the Town vote to pass over this article. The vote was a Unanimous YES vote 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 Town Administrator

Decision: A motion was made that the Town vote to transfer \$36,000 from DPW Building Improvements (0142058-582500) and appropriate \$100,000 from Free Cash to the Snow & Ice Removal budget as follows: \$16,389.62 to Snow Removal OT (0142351-513005); \$68,574.41 to Snow Removal Contracts (0142352-529002); and 51,035.97 to Snow and Ice Supplies (0142352-553002). The article as presented received 95 YES vote and 16 NO Votes. The article was approved as presented.

ARTICLE 5. RESCIND PREVIOUS BORROWING AUTHORIZATIONS

To see if the Town will vote to rescind the authorized, but unissued balances of various borrowing authorizations approved by the Town from time to time, which amounts are no longer needed to pay costs of completing the projects for which they were originally approved, or to take any other action relative thereto.

Article	Date of Authorization	Amount Originally Authorized	Purpose	Amount to Rescind
3	6/16/1997	2,100,000	Water	2,092,000
4	5/10/1999	1,000,000	Water	60,000
21	6/16/2003	349,000	Remodeling	349,000
7	5/12/2008	15,500,000	Wastewater Upgrade	2,670,685
9	5/10/2010	600,000	Feasibility Study	11,272
14	12/8/2014	12,000,000	Chester. C. Corbin Public Library EXEMPT	4,241,427
11	5/11/2015	234,946	Bartlett Jr Sr High School Technology Upgrades	3,417
18	5/11/2015	699,700	Webster Middle School Renovation	303,627
9	5/9/2016	244,508	Technology Devices	150,425

Sponsored by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 101 and NO 9 and the article was approved as presented.

ARTICLE 6. APPROPRIATE FROM VARIOUS ACCOUNT BALANCES TO FUND VARIOUS ACCOUNT DEFICITS

To see if the Town will vote to appropriate from the following surplus fund balances in the amount of \$52,303.04

FUND	DESCRIPTION	AVAILABLE
3602	SALE OF LAND RRA	52,303.04

to fund the following deficit balances, or take any action thereon.

FUND	DESCRIPTION	AVAILABLE
8201	CLARINDA WOOD PUB HLTH EXP	(28,139.12)
9001	SPORTING LICENSES	(223.25)
3734	MARTEL ROOM DONATIONS	(33.50)
3150	EMPG GRANT	(500.00)
9015	RESCUE EXTRA DETAIL	(2,160.00)
5030	STORMWATER MANAGEMENT	(10,385.31)
3144	EAT GRANT	(1,166.75)
3526	BOH TRAINING REVOLVING FUND	(4,889.72)
9017	SENIOR CENTER CUSTODIAL DETAIL	(4,696.18)
5020	ATHLETIC FIELD LIGHTS	(109.21)

Sponsored by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 89 and NO 13 and the article was approved as presented.

ARTICLE 7. APPROPRIATE FROM VARIOUS ACCOUNT BALANCES TO FUND RENOVATIONS AT TOWN HALL

To see if the Town will vote to appropriate from the following surplus fund balances in the amount of \$33,099.08

FUND	DESCRIPTION	AVAILABLE
3506	INSPECTIONS REVOLVING FUND	15,892.47
3502	PLANNING BOARD REVOLVING	11,517.13
3602	SALE OF LAND RRA	3,686.62
3737	NEW SENIOR CENTER	2,002.86

to fund the renovation of Town Hall from the Town Hall Capital Improvements Fund (Fund 5050), including all costs incidental and related thereto, or take any action thereon.

Sponsored by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 102 and NO 9 and the article was approved as presented.

ARTICLE 8. APPROPRIATE FROM INSPECTIONS REVOLVING FUND FOR SWCCC TRUE UP

To see if the Town will vote to appropriate from Inspections Revolving Fund (Fund 3506) \$4,512.17 to the SWCCC for a true up payment; or take any action thereon.

Sponsored by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 99 and NO 15 and the article was approved as presented.

ARTICLE 9. 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
Police	Cruiser Dash Cameras	\$ 29,317.00
Fire/Rescue	Rescue Air Bags	\$ 14,740.38
Highway	Highway Garage/Salt Shed Roof	\$ 4,342.50
Highway	Replacement F450 Pickup Truck	\$ 59,000.00
Highway	Replacement F450 Pickup Truck	\$ 59,000.00
Highway	Replacement F350 Pickup Truck	\$ 57,500.00

Sponsored by the Town Administrator

Decision: A motion was made that the Town vote to appropriate from Free Cash \$223,899.88 to fund the capital purchases presented. The article presented received 86 YES vote and 18 NO Votes. The article was approved as presented.

ARTICLE 10. APPROPRIATION FOR TOWN CAPITAL PROJECTS

To see if the Town will vote to transfer from Fund 3605 Bond RRA \$117,917.12 for the purpose of funding Highway replacement vehicles as listed in the table below, including all costs incidental and related thereto, or take any action thereon.

Department	Project	Amount
Highway	Highway Garage/Salt Shed Roof	\$ 75,657.50
Fire/Rescue	Rescue Air Bags	\$ 42,259.62

Sponsored by the Town Administrator

Decision: A motion was made that the Town vote to transfer from Fund 3605 Bond RRA \$117,917.12 for the purpose of funding the projects listed in the table below, including all costs incidental and related thereto.

Department	Project	Amount
Highway	Highway Garage/Salt Shed Roof	\$ 75,657.50
Fire/Rescue	Rescue Air Bags	\$ 42,259.62

This article required a 2/3rds vote. The article presented received 88 YES vote and 20 NO Votes. The article was approved as presented.

ARTICLE 11. APPROPRIATE FROM WATER FUND BALANCES FOR DEP GRANT DRINKING WATER PROJECT

To see if the Town will vote to appropriate from the following surplus fund balances \$34,790.00 to fund a deficit in the DEP Grant Drinking Water project (Fund 6327); or take any action thereon.

FUND	DESCRIPTION	AVAILABLE
6306	REPLACEMENT VEHICLES	26,312.04
6323	SCADA PHASE II	8,477.96

Sponsored by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 91 and NO 20 and the article was approved as presented.

ARTICLE 12. APPROPRIATE FROM WATER EXPENSES FOR WATER DETAIL DEFICIT

To see if the Town will vote to appropriate from Water Other Expenses (6245052-520000) \$1,270.42 to fund a deficit in the Water Extra Detail account (Fund 9011); or take any action thereon.

Sponsored by the Town Administrator

Decision: A motion was made to amend the article, to appropriate the funding from Water Purchase of Services Account instead of Water Other Expenses account. The motion received a Unanimous Yes vote. A motion was then made to approve the article as amended. The vote was YES 83 and NO 12 and the article was approved as amended.

ARTICLE 13. APPROPRIATE FROM WATER FUND BALANCES FOR WATER DISTRIBUTION IMPROVEMENTS

To see if the Town will vote to appropriate from the following surplus fund balances \$13,219.44 to fund Water Distribution Improvements (Fund 6328); including all costs incidental and related thereto or take any action thereon.

FUND	DESCRIPTION	AVAILABLE
3720	SUGARLOAF HILLS	933.44
6310	RICHARD/IRENE WATER	7,585.82
6317	CORROSION CONTROL II	4,313.41
6323	SCADA PHASE II	386.77

Sponsored by the Town Administrator

Decision: This article required a 2/3rds vote. The article as presented received 95 YES votes and 16 NO votes. The article was approved as presented.

ARTICLE 14. APPROPRIATE FROM SEWER RETAINED EARNINGS FOR I&I PROGRAM

To see if the Town will vote to appropriate from Sewer Retained Earnings \$192,981.00 to fund an infiltration and inflow program as required by the Massachusetts Department of Environmental Protection; including all costs incidental and related thereto, or take any action thereon.

Sponsored by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 93 and NO 16 and the article was approved as presented.

ARTICLE 15. APPROPRIATE FROM SEWER FUND BALANCES FOR WWTF PHASE II IMPROVEMENTS DEFICIT

To see if the Town will vote to appropriate from the following surplus fund balances \$24,818.74 to fund a deficit in the Waste Water Treatment Facility Phase II project (Fund 6128); including all costs incidental and related thereto, or take any action thereon.

FUND	DESCRIPTION	AVAILABLE
6116	AERATION REPAIR SEWER	1,233.85
6130	WWTF ROOFS	10,482.82
6133	WWTF CLARIFIERS	2,954.76
6138	SCADA PHASE II	10,147.31

Sponsored by the Town Administrator

Decision: This article required a 2/3rds vote. The article as presented received 96 YES vote and 16 NO votes. The article was approved as presented.

ARTICLE 16. APPROPRIATE FROM SEWER RETAINED EARNINGS FOR WWTF PHASE II IMPROVEMENTS DEFICIT

To see if the Town will vote to appropriate from Sewer Retained Earnings \$603,827.29 to fund a deficit in the Waste Water Treatment Facility Phase II project (Fund 6128); including all costs incidental and related thereto, or take any action thereon.

Sponsored by the Town Administrator

Decision: This article required a 2/3rds vote. The article as presented received 102 YES vote and 15 NO votes. The article was approved as presented.

ARTICLE 17. APPROPRIATION FOR CABLE CAPITAL PROJECTS

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

Project
Update PEG Digital Bulletin Board Hardware & Software
Add a Digital Display & Controls in Town Hall Rotunda
Upgrade Digital Display Capabilities in Selectmen Room

Sponsored by the Town Administrator

Decision: A motion was made that the Town vote to appropriate from PEG Access Fund (3702), \$106,334 for the purpose of funding the PEG Access capital purchases/projects as listed in the table below, including all costs incidental and related thereto.

Project	Amount
Update PEG Digital Bulletin Board Hardware & Software	\$11,847
Add a Digital Display & Controls in Town Hall Rotunda	\$14,647
Upgrade Digital Display Capabilities in Selectmen Room	\$79,840

Decision: A motion was made to approve the article as presented. The vote was YES 87 and NO 26 and the article was approved as presented.

ARTICLE 18. ACQUIRE PROPERTY INTERESTS FOR THE WEBSTER RIVERWALK AND FRENCH RIVER PARK

To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain, or otherwise, and ratify the acquisition by donation, for recreational purposes, including, but not limited to, a riverwalk, the following property interests: (1) easements as shown on a plan entitled "Plan of Land Tracy Court, Main Street, Frederick Street, Peter Street, Davis Street – Phase II Webster, Massachusetts," dated September 11, 2018, prepared by A.S. Elliott Associates (Sheets 7 and 8), said plans on record with the Town Clerk; (2) a ground lease for a portion of that property described in a deed recorded with the Worcester South Registry of Deeds in Book 36895, Page 349, said portion shown on a plan entitled "Webster Riverwalk Construction Plans," dated February 26, 2015, said plan on record with the Town Clerk; and (3) a fee interest in a parcel of land shown as "Parcel 'D'" containing 58,500 square feet, more or less, on a plan entitled "Plan of Land Transfers for the Town of Webster Main Street Webster, Massachusetts," dated December 27, 2004, recorded with the Registry of Deeds in Plan Book 826, Plan 80,

A motion was made to dissolve the meeting at 6:43 p.n. The motion received a Unanimous YES vote and the meeting was dissolved.

said plan on record with the Town Clerk, upon such terms and conditions as the Board of Selectmen shall determine is in the best interests of the Town; or take any action thereon.

Sponsored by the Town Administrator

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

This article required a 2/3rds vote. The article as presented received 98 YES vote and 15 NO votes. The article was approved as presented.

A motion was made to dissolve the meeting at 6:43 p.m... The motion received a Unanimous YES vote and the meeting was dissolved.

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

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

This is to certify that the following articles were acted on at the Annual Town Meeting held on May 13, 2019. The meeting started at 6:10 p.m. and there was a quorum 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 6:45 p.m. At the conclusion of the Special Town Meeting the Moderator reconvened the Annual Town Meeting.

May 13, 2019 May 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.

Submitted by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 88 and NO 16 and the article was approved as presented.

ARTICLE 2: FY2020 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, 2019 and ending June 30, 2020; or take any action thereon.

Submitted by the Town Administrator

Decision: A motion was made that the Town vote to raise and appropriate the sum of \$47,888,895 for fiscal year beginning July 1, 2019 and ending June 30, 2020, 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. 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
Title V Account	\$4,411
SWCCC Dudley Indirect Costs	\$75,086
Water Indirect Costs	\$361,383
Sewer Indirect Costs	\$647,018
Property tax and other revenues.....	\$46,490,997

A motion was made to add the term, for the annual omnibus budget, after the sum \$47,888,895 in the text so that the text would read, that the Town vote to raise and appropriate the sum of \$47,888,895 for the annual omnibus budget for fiscal year beginning July 1, 2019 and ending June 30, 2020, 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. Said sum to be raised as follows... The motion to add the term, for the annual omnibus budget received a Unanimous YES vote. The Moderator moved to vote the article as amended. The vote was YES 89 and NO 27 and the article was approved as amended.

A copy of the FY20 Budget Document is attached at the end of the minutes.

ARTICLE 3: FY2020 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, 2019 and ending June 30, 2020; or take any action thereon.

Submitted by the Town Administrator

Decision: A motion was made that the Town vote to raise and appropriate the sum of \$3,855,228, an amount sufficient to operate the Sewer Enterprise Fund for the fiscal year beginning July 1, 2019 and ending June 30, 2020. Said sum to be raised as follows:

User charges and other department receipts.....\$ 3,855,228

A motion was made to add the term, for the annual omnibus budget, in the text after, to operate the sewer enterprise fund, so that the text would read... the sum of \$3,855,228, an amount sufficient to operate the Sewer Enterprise Fund for the annual omnibus budget for the fiscal year beginning July 1, 2019 and ending June 30, 2020. Said sum to be raised as follows: The motion to add the term, for the annual omnibus budget received a Unanimous YES vote. The Moderator moved to vote the article as amended. The vote was YES 90 and NO 24 and the article was approved as amended.

ARTICLE 4: FY2020 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, 2019 and ending June 30, 2020; or take any action thereon.

Submitted by the Town Administrator

Decision: A motion was made that the Town vote to raise and appropriate the sum of \$2,225,732, an amount sufficient to operate the Water Enterprise Fund for the annual omnibus budget for the fiscal year beginning July 1, 2019 and ending June 30, 2020. Said sum to be raised as follows:

User charges and other department receipts.....\$ 2,225,732

The vote was YES 86 and NO 16 and the article was approved as presented.

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.

Submitted by the Town Administrator

Decision: A motion was made to approve the article as presented. This vote required a 2/3rds vote. The vote was YES 92 and NO 24 and 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.

Submitted by the Town Administrator

Decision: A motion was made that the Town vote appropriate the sum of \$350,000 from Free Cash to the Stabilization Fund. The vote was YES 102 and NO 19 and the article was approved as presented.

ARTICLE 7: DEPARTMENTAL REVOLVING FUNDS

To see if the Town will vote, pursuant to the provisions of G.L. c. 44, §53E ½, to set the annual spending limits for the following six (6) revolving accounts established in the General Bylaws for Fiscal Year 2020, or take any other action thereon.

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

Expenditures from each Revolving Fund set forth herein shall be subject to the limitation established annually by Town Meeting or any increase therein as may be authorized in accordance with G.L. c 44 §53E1/2,

And, further, to set FY 2020 spending limits for such Revolving Funds as follows:

FUND	REVOLVING FUND	FY 2020 SPENDING FUND
3508	Spay & Neuter	Expire
3531	Board of Health Inspections	\$7,000.00
3516	Senior Center	\$8,000.00
3530	Nuisance Properties	\$50,000.00
3534	Inspectional Services	\$35,000.00
3525	Composting Facility	\$10,000.00

; or take any action thereon.

Submitted by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 86 and NO 13 and the article was approved as presented.

ARTICLE 8. DECLARE POLICE BOATS SURPLUS

To see if the Town will vote to declare the below listed boats from the Police Department as surplus, or take any action thereon.

- 2007 Thundermist 17' Open hull fiberglass boat, HIN#: EQC17004L607 & single axle galvanized boat trailer; Motor: 70 HP Yamaha 4 stroke;
- 1996 Polarcraft 19' Open hull fiberglass boat, HIN#: MJ107812K596 & single axle galvanized boat trailer; Motor: 90 HP Yamaha 4 stroke;
- 1999 Parker 25' Open hull fiberglass boat, HIN#: PXMLS034E999 & 1999 dual axle Caulkins galvanized boat trailer Ser# 1CXB2523X590; Motor: 2- 2007 Evinrude 200 HP 2 stroke.

Submitted by the Town Administrator

Decision: a motion was made to see if the Town will vote to declare the below listed boats from the Police Department as surplus and appropriate the proceeds for the purchase of two replacement police boats and accessories.

- 2007 Thundermist 17' Open hull fiberglass boat, HIN#: EQC17004L607 & single axle galvanized boat trailer; Motor: 70 HP Yamaha 4 stroke;
- 1996 Polarcraft 19' Open hull fiberglass boat, HIN#: MJ107812K596 & single axle galvanized boat trailer; Motor: 90 HP Yamaha 4 stroke;
- 1999 Parker 25' Open hull fiberglass boat, HIN#: PXMLS034E999 & 1999 dual axle Caulkins galvanized boat trailer Ser# 1CXB2523X590; Motor: 2- 2007 Evinrude 200 HP 2 stroke.

A motion was made to approve the article as amended. The vote was YES 95 and NO 21 and the article was approved as amended.

ARTICLE 9. GRANT A PRESERVATION RESTRICTION FOR TOWN HALL

To see if the Town will vote to authorize and empower the Board of Selectmen to grant a preservation restriction to the Massachusetts Historical Commission in perpetuity on the structure generally known and referred to as the Webster Town Hall, located at 350 Main Street, Webster, Massachusetts, Assessor Parcel I0 1-L-1-0; or take any action thereon.

Submitted by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 103 and NO 16 and the article was approved as presented.

ARTICLE 10. IMPOSE A LOCAL EXCISE ON LODGINGS

To see if the Town will vote to accept the provisions of M.G.L. c. 64G, section 3A, and impose a local excise tax upon the transfer of occupancy of any room or rooms in a bed and breakfast establishment, hotel, lodging house, short term rental, or motel located within the Town at a rate of 6% said excise tax to take effect on the first day of the calendar quarter commencing at least thirty days after such vote of the Town Meeting, or take any action relative thereto.

Submitted by the Town Administrator

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

Decision: A motion was made to approve the article as presented. The vote was YES 90 and NO 38 and the article was approved as presented.

ARTICLE 11. IMPOSE A COMMUNITY IMPACT FEE ON PROFESSIONALLY MANAGED LODGINGS

To see if the Town will vote to accept the provisions of M.G.L. c. 64G, section 3D(a) and impose a local option community impact fee of 3% of rent to each transfer of occupancy of a professionally managed unit defined as one of two or more short term rental units in the same town not located within a single - or two - or three- family dwelling that includes the operator's primary residence. The fee applies to transfer of occupancies on or after July 1, 2019 for which a rental contract was entered into on or after January 1, 2019, or take any action relative thereto.

Submitted by the Town Administrator

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

Decision: A motion was made to approve the article as presented. The vote was YES 90 and NO 32 and the article was approved as presented.

ARTICLE 12. IMPOSE A LOCAL EXCISE ON SHORT-TERM RENTAL UNITS

To see if the Town will vote to adopt M.G.L. c. 64G, section 3D(b) and impose a local option community impact fee of 3% of the rent to each transfer of occupancy on short-term rental units located within a two - or three family dwelling that includes the operator's primary residence. The fee applies to transfers of occupancies on or after July 1, 2019 for which rental contract was entered into on or after January 1, 2019, or take any action relative thereto.

Submitted by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 93 and NO 38 and the article was approved as presented.

ARTICLE 13. 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 53F $\frac{3}{4}$; or take any action thereon.

Account	Description	Budget
3702-510000	Salaries	\$24,000
3702-570000	Other Charges	\$29,500

Submitted by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 97 and NO 32 and the article was approved as presented.

ARTICLE 14. AMEND VACANT AND FORECLOSING PROPERTY BYLAW

To see if the Town will vote to amend Part D of the Vacant and Foreclosing Property Bylaw by deleting the text shown with a ~~strikethrough~~, and inserting the text shown in *italics* as follows, or take any action relative thereto:

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

A failure to pay the registration fee in a timely manner shall *result in a \$300.00 fine per day for each failure to register. Said fines may be imposed by the Health Agent or his/her designee via non-criminal disposition under G.L. c. 40, s. 21D. Additionally, any unpaid registration fee and any associated unpaid fines will be a violation of this By-law and the full fee and fine may be assessed as shall be deemed an assessment resulting from that violation, resulting in a lien on the property, as may be permitted under G.L. c. 40, s. 58,* to be collected in accordance with chapter 59 of the Massachusetts General Laws. In addition, failure to pay said fee could result in the denial, revocation, or suspension of other licenses or permits pursuant to G.L. c. 40, s. 57, and the Town's "By-law Authorizing Denial or Revocation of Local License or Permit for Nonpayment of Local Taxes, Fees, or Other Charges in the Town of Webster" (adopted at the May 20, 2002, Webster Annual Town Meeting).

Submitted by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 95 and NO 27 and the article was approved as presented.

ARTICLE 15. ADOPT SEC. 58 of CH. 40 TO LIEN UNPAID FINES AND FEES

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

To see if the Town will vote accept the provisions of Section 58 of Chapter 40 of the General Laws to impose a "municipal charges lien" on real property for any unpaid registration fees or fines imposed under the Town's Vacant Property Bylaw, in the manner as prescribed under said G.L. c. 40, s.58, which such lien may include any related fees, penalties and interest as well as costs to record any said lien in the appropriate registry of deeds, as may be required, or take any other action related thereto.

Submitted by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 93 and NO 19 and the article was approved as presented.

ARTICLE 16. DISCONTINUE PINERIDGE ROAD A PRIVATE WAY

To see if the Town will vote to allow the Board of Selectmen to discontinue a portion of the private way Pineridge Road between Lakeside Avenue and Cooper Road per

MGL Ch 82 Sec 21 and release it to the four abutting property owners, or take any other action related thereto.

Submitted by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 116 and NO 19 and the article was approved as presented.

ARTICLE 17. AMEND THE RECREATIONAL MARIJUANA RETAIL SALES OVERLAY DISTRICT

To see if the Town will vote to amend the Town of Webster Zoning By-Law, Article XIII – Recreational Marijuana Retail Sales, Section 650-93E.1 Eligible Locations for Marijuana Retailers – Recreational Marijuana Retail Sales Overlay District by deleting (strikethrough) and adding the following language (in bold):

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

The Recreational Marijuana Retail Sales Overlay District is herein established as an Overlay District as shown on the following plans: Recreational Marijuana Retail Sales Overlay District Zone 70 Worcester Road — 2 Parcels, and Recreational Marijuana Retail Sales Overlay District Zone Goya Drive and Town Forest Road — 6 Parcels, **and Recreational Marijuana Retail Sales Overlay District, 0, 173 and 173R Thompson Road – 3 Parcels.** Included in said overlay district are those parcels identified as Assessors Map 88, Lots B-40-0, B-41-0, and B-42; on Assessors Map 96, Lots A-2-1, A-2-2; Assessors Map 97, Lots C-1-0; Assessors Map 98, Lots D-1, D-2-0, D-4-0, Assessors Map, Lot 99A-1-0, **and Assessors Map 56, Lots A-20-0, A-7-1, A-13-0;** or take any action thereon.

Citizen's Petition

Decision: A motion was made to approve the article as presented. This vote required a 2/3rds vote. The vote was YES 66 and NO 74 and the article was NOT approved as presented.

ARTICLE 18. AMEND WATER & SEWER COMMISSION BYLAW

To see if the Town will vote to amend Part I, Appointments by Board of Selectmen or Moderator, Article 14-2 by deleting the text shown with a ~~strikethrough~~, and inserting the text shown in *italics* as follows, or take any action relative thereto:

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

14.2 Water and Sewer Advisory Board-Commission

~~The Board of Selectmen shall appoint a committee consisting of six members, known as the Water and Sewer Advisory Board, pursuant to Section 5-5 of the Charter. The Board shall also oversee studies, initiatives and compliance requirements related to stormwater management.~~

1. Composition; appointment.

A Board of Water and Sewer Commissioners consisting of five members shall be appointed by the Board of Selectmen for three-year overlapping terms, as outlined in the Town Charter. See 5-4(a). The Town Administrator, Water Superintendent, and Sewer Superintendent shall be non-voting members. Members shall have relevant technical, legal or business knowledge that they might apply to the operation and conduct of the water and wastewater utilities. The Commission shall implement, on a consistent basis, sound technical, legal and business practices in the Water and Sewer Departments.

2. Vacancies.

Whenever a vacancy shall occur in said Water and Sewer Commission, it shall be filled in the same manner as provided for the regular appointment of members, except that the member so appointed shall be appointed to serve for the unexpired term only.

3. Meetings.

The Water and Sewer Commission shall meet as frequently and at such times and places as it may deem necessary for the proper exercise of its powers and discharge of its duties.

4. Organization.

The Water and Sewer Commission shall elect one of its members to be Chair and one of its members to be Secretary and one member to be Vice Chair, each for a term of one year.

5. Quorum.

A majority of the voting members of the Water and Sewer Commission shall constitute a quorum, and a quorum shall be necessary for the transaction of any acts by the Water and Sewer Commission.

6. Powers and duties.

- a. The Board of Water and Sewer Commissioners shall have all the powers, responsibilities and authority granted by M.G.L. Chapters 40 and 41 and relevant regulations contained in the Code of Massachusetts Regulations to Board of Selectmen acting as Water or Sewer Commissioners, or to elected Board of Water or Sewer Commissioners. The Board of Water and Sewer Commissioners shall have charge and control of all Webster municipal water and sewer systems subject to the lawful bylaws and requirements approved by affirmative vote of the Town Meeting.
- b. The Commissioners shall have the responsibility to study, investigate and implement, as necessary, any major capital improvements to the Town's water and wastewater infrastructure, including, but not limited to, treatment facilities, water distribution systems and wastewater collection systems. It shall oversee and facilitate the construction of such improvements and additions and shall enforce any and all requirements imposed upon the Town's water and wastewater systems by the United States or the Commonwealth of Massachusetts or any agency or instrumentality thereof.
- c. The Commissioners shall propose articles for approval at Town Meeting related to capital improvement projects or expenses that require use of Water or Sewer Retained Earnings. The Commission will coordinate with the Town Administrator and Town Accountant regarding the issuance of bonds.
- d. The Commissioners shall negotiate and execute all agreements and contracts with vendors, users of the water and wastewater facilities and for the sale of the goods and services or products that may be supplied by these departments. Such contracts may include but are not limited to: service agreements, inter-municipal agreements, and

sale of water or wastewater products and services to commercial and industrial users outside the Town of Webster.

- e. The Commissioners shall promulgate reasonable policies, rules and regulations for the use of the services of the water and wastewater systems and for the efficient management of the Commission and the water and wastewater systems that may be necessary to protect the Town's water and wastewater infrastructure, including, but not limited to, treatment facilities, water distribution systems and wastewater collection systems. Such rules and regulations shall include any rules and regulations as may be required by the United States, the Commonwealth of Massachusetts or any agency or instrumentality thereof.
- f. The Commissioners shall grant abatements on a quarterly basis as well as set annual water and sewer rates after a public hearing for which at least two weeks' notice is provided by posting on the Town website.
- g. The Commissioners shall review and recommend an annual budget to the Town and shall review revenue and expenditures of each department on a routine basis.
- h. The Commissioners shall review and make recommendations to the Town regarding staffing and levels of compensation to promote efficient and exceptional operation of the water and sewer departments.
- i. The Commissioners shall have, and may, exercise all of the authority, powers and privileges set forth in or any other applicable chapter or section of the Code or the statutes or regulations of the Commonwealth of Massachusetts applicable to water, water service or sewer or wastewater.

Decision: A motion was made to approve the article as presented. The vote was YES 100 and NO 16 and the article was approved as presented.

ARTICLE 19. AMEND TOWN BYLAW CH. 313 ANIMALS

To see if the Town will vote to amend Town Bylaw Ch. 313 by amending Sec 313-7 and adding Sections 313-1 and 313-9 through 313-13 and renumber sections by deleting the text shown with a ~~strikethrough~~, and inserting the text shown in *italics* as follows, or take any action relative thereto:

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

313-1: LICENSING

All dogs shall be duly licensed as required by law on or before April 30th of every calendar year.

313-7 (amended to 313-8) Impoundment costs/Release.

- A. ~~The owner or custodian of any animal(s) impounded in a Town owned or designated animal impound facility shall be liable to pay for the cost of impoundment at a minimum rate of five dollars (\$5) per day, plus the cost of food and care. These charges may be increased by the Board of Selectmen but in no event shall the total facility charges be greater than 10 calendar days, per incident, of charges for Webster residents.~~
- B. ~~A special rate may be set up by the Board of Selectmen for animals impounded whose owners or custodians are not residents of the Town of Webster.~~
- C. ~~Additional rates or charges for animal control services may be imposed by the Board of Selectmen and/or Town Administrator.~~

- A. *Any animal picked up by animal control is subject to a \$20.00 pick up fee. Pound fees will be incurred at a rate of \$10.00 per day. Owner may reclaim dog or cat by reimbursing the animal control officer for expenses, fines, fees, and charges per Massachusetts General Law Chapter 140 Section 151A (a) by money order or bank check in the full amount of expenses, fines, fees and charges incurred by animal control made payable to Town of Webster Animal Control. Proper documentation of current rabies vaccination and proof of current licensing are required prior to release of impounded animal. Any animal not vaccinated for rabies as required by Massachusetts General Laws Chapter 140/Section 140, 137, and 145B shall be vaccinated for rabies at the owner's expense by a licensed vet arranged for by the animal control officer/animal inspector and if not licensed, shall be licensed prior to release.*

- B. Any animal requested to be picked up by animal control by police department or other first responder for the animal's temporary safety and well being, will be held for seven days at the animal shelter. The owner/keeper shall be responsible for making arrangements to reclaim the animal within seven days of the animal's arrival at the shelter unless other arrangements are made with animal control.
- C. Any animal not reclaimed by an owner/keeper within seven (7) days of being taken into possession by animal control shall be deemed to be abandoned and subject to be vetted, spayed or neutered, and placed up for adoption. If the animal is deemed to be unadoptable due to behavioral issues, animal control reserves the right to euthanize the animal. The animal may be transferred to another shelter or rescue for adoption.

Section 313-9 Rabies

- A. All dogs and cats owned by a resident of the Town of Webster shall be properly vaccinated in accordance with Massachusetts General Laws Chapter 145B. Unvaccinated dogs and cats acquired or moved into the Town of Webster shall be vaccinated within 30 days or upon reaching the age of six (6) months, whichever comes first.
- B. Those dog owners found in violation of the rabies requirement of Massachusetts General Laws, Chapter 140, Section 145 (B), shall, at the owner's expense, have their dogs properly vaccinated by a licensed veterinarian within ten (10) days of said violations and will receive a fine of \$25.00 for first offense.
- C. Any animal that is quarantined and requires vaccination shall be vaccinated at the owner's expense. Notification of such vaccination shall be sent to the Animal Inspector within ten (10) days of said vaccination.
- D. Any dog or cat that is under quarantine for biting or scratching a person or another animal, shall be quarantined for the required period of time set forth by the Animal Inspector and/or Massachusetts Department of Agriculture at the owner's home unless the animal is deemed to be unvaccinated at which time the dog or cat would be required to be humanely euthanized and tested for rabies, or confined in an approved, adequate boarding facility for a period of not less than ten (10) days. An animal is deemed to be unvaccinated if the animal never received a vaccination for rabies.
- E. Any veterinarian bills incurred for vaccinating or preparing any animal for rabies testing shall be at the owner's expense.

- F. Any owner or keeper moving an animal subject to quarantine shall notify the Animal Inspector and Board of Health Director in writing prior to the animal being moved, subject to approval. The names, address, and phone number(s) as to where the animal is being moved to must be identified in the written notification.
- G. Any owner or keeper of any animal in The Town of Webster who has received a written notice of quarantine and does not comply with said order, or if the quarantined animal is found outside the approved enclosure of its owner or keeper and not under his/her immediate control and/or care, shall be subject to an immediate order to be euthanized or ordered to be housed at an approved boarding facility at the owner or keeper's expense.

Section 313-10 Animals Picked Up/Confiscated By Animal Control/Animal Inspector

- A. Dogs found to be roaming at large will be subjected to be picked up and transported to the animal control shelter for safe keeping till owner can be contacted or owner presents, if unknown.
- B. Any animal found injured with no immediate known owner will be brought for medical care as deemed necessary. If an owner becomes identified, any and all necessary vet care expenses will be reimbursed to the Town of Webster prior to release back to the owner along with any and all other fines, fees, and charges.
- C. Any animal showing evidence of being abused, neglected, or abandoned or an animal requiring vet care that is being denied by the owner/keeper of said animal will be brought for medical care as deemed necessary. If an owner becomes identified, any and all necessary vet care expenses will be reimbursed to the Town of Webster prior to release back to the owner along with any and all other fines, fees, and charges.
- D. Any dog found to be unvaccinated for rabies and/or unlicensed will be vaccinated and/or licensed. If an owner becomes identified, any and all expenses will be reimbursed to the Town of Webster prior to release back to the owner along with any and all other fines, fees, and charges.
- E. The Animal Control Officer will respond to any animal requested to be picked up by the police department or other first responders to ensure the temporary safety and well being of the animal due to circumstance and situation that poses a threat to the animal's safety and well being.

Section 313-11 Prohibitions

- A. Any dog found in a posted area restricting dogs from trespassing, will be subject to a fine. This includes, but is not limited to, Memorial Beach and surrounding area and town owned public parks and property.
- B. No person owning or keeping a dog shall chain or tether a dog to a stationary object, including but not limited to, a structure, dog house, pole, or tree for longer than twenty-four (24) consecutive hours. Owner/keeper must abide by all other requirements and prohibitions as to restraint, access to clean water, and appropriate shelter and other matters addressed in Massachusetts General Laws Chapter 140 Section 174 (E). As specified in Section 174 (E), any person who violates same shall, for first offense, be issued a written warning or punished by a fine of not more than fifty dollars (\$50.00). For a second offense, be punished by a fine of not more than one hundred dollars (\$100.00) and for a third or subsequent offense, to be punished by a fine of not more than three hundred dollars (\$300.00) and be subject to impoundment of the dog in a local shelter at the owner's or keeper's expense pending compliance with this section, or loss of ownership of the dog.

Section 313-12 Kennel Licensing

- A. Any owner or keeper of more than three dogs must acquire a residential kennel license and is subject to a yearly licensing fee of \$50.00.
- B. Commercial kennels must be fully licensed pursuant to the provisions of Massachusetts General Laws Chapter 140 and subject to Webster Zoning By-Laws at a yearly licensing fee of \$75.00
- C. Each residential kennel and commercial kennel shall be available by inspection by the Animal Control officer, Animal Inspector, Police Officer, Board of Health Director or Massachusetts Department of Agriculture

Section 313-13 Violations and Penalties

Any owner or keeper found in violation of these bylaws shall be subject to a fine according to the following schedule, unless the fine for a violation is otherwise established by state law.

- First offense \$ 25.00
- Second offense \$ 35.00
- Third offense \$ 50.00
- Fourth offense: \$ 75.00
- Fifth and each subsequent offense (within a calendar year) \$100.00
- Failure to vaccinate for rabies: \$50.00
- Failure to obtain dog license: \$50.00

Submitted by the Town Administrator

Decision: a motion was made to amend Section 313-1: Licensing, *All dogs shall be duly licensed as required by law on or before April 30th of every calendar year. The amendment would change the date from April 30th to August 1st.*

The second part of the motion to amend would add, except service or support dogs within the meaning of the General Laws of the Commonwealth of Massachusetts, to Section 313-11 Prohibitions so that the section would read:

Any dog, except service or support dogs within the meaning of the General Laws of the Commonwealth of Massachusetts, found in a posted area restricting dogs from trespassing, will be subject to a fine. This includes, but is not limited to, Memorial Beach and surrounding area and town owned public parks and property. The moderator moved the vote on the motion to amend. The vote was a Unanimous YES voice vote and the motion was added to the article. The vote was then taken on the article. The vote was Yes 102 and NO 13 and the article was approved as amended.

ARTICLE 20: RESCIND PERSONAL WATERCRAFT AT MEMORIAL BEACH LAUNCHING PROHIBITION

To see if the Town will vote to amend the Town of Webster Waterways and Boating: Lake Rules and Regulations By -Laws, Chapter 635 by rescinding section 635- 33. 5 as follows, or take any action thereon.

Submitted by Town Administrator

After a great deal of discussion a motion was made to move the question. This vote required a 2/3rds vote. The vote was a Unanimous YES vote and the Moderator called for the vote.

Decision: a motion was made to pass over for more information. The vote was YES 100 and NO 23 and the article was passed over for more information.

ARTICLE 21: TOWN MEETING VOTE RECONSIDERATION

Delete bylaw 253-13 in its entirety and replace with:

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

A Final Vote of the Town Meeting may be reconsidered under the following circumstances.

Any Town Meeting Member desiring reconsideration of a vote taken under an Article, at a Town Meeting session that has not adjourned must make a motion within 15 minutes of the final vote which is the subject or reconsideration. The motion must be accompanied by a statement outlining the reasons for requesting reconsideration, which shall be limited to the following:

- New information not available to the Town Meeting at the time the Article was considered; or
- Substantial evidence that Town Meeting Members were confused as to the basis or nature of the action that they took.

Said motion for Reconsideration shall require a 2/3 majority vote to suspend the rules. Or take any action thereon.

Citizen's Petition

Decision: A motion was made to approve the article as presented. The vote was YES 95 and NO 7 and the article was approved as presented.

ARTICLE 22: AMEND BYLAW 14-1 REDUCE BYLAW COMMITTEE TO FIVE MEMBERS

Reduce the number of Bylaw Committee members from 7 to 5 deleting the word "seven" in the first sentence and replacing it with the word "five;" or take any action thereon.

Citizen's Petition

Decision: A motion was made to approve the article as presented. The vote was YES 94 and NO 7 and the article was approved as presented.

ARTICLE 23: TOWN BYLAW AMENDMENTS AS RECOMMENDED BY THE BYLAW REVIEW COMMITTEE

To see if the Town will vote to amend the Town Bylaws by deleting the text shown with a ~~strikethrough~~, and inserting the text shown in *italics* in the 2019 Revised Town Bylaws as available on the Town's Website and handout at the Town Meeting held on May 13, 2019, or take any action relative thereto.

Submitted by the Bylaw Review Committee

Decision: A motion was made to approve the article as presented. The vote was YES 80 and NO 7 and the article was approved as presented.

A complete copy of the Bylaw Committee changes are attached at the end of the minutes.

ARTICLE 24: SPECIAL LEGISLATION FOR TOWN CHARTER

To see if the Town will vote to authorize the Board of Selectmen to seek special legislation to formalize and integrate amendments to the Town Charter approved under Articles 4 through 6 of the October 30, 2017 Special Town Meeting and by the voters at the 2018 Annual Town Election, and those amendments approved under Article 14 of the June 25, Special Town Meeting, provided, however, that the General Court may make clerical and editorial changes of form only to the bill unless the Board of Selectmen approves amendments to the bill prior to enactment by the General Court, and to authorize the Board of Selectmen to approve such amendments which shall be within the scope of the general public objectives of the petition, or take any other action relative thereto.

Submitted by the Town Administrator

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

Decision: A motion was made to approve the article as presented. The vote was YES 77 and NO 5 and the article was approved as presented.

A complete copy of the Charter is attached at the end of the minutes.

A motion was made to dissolve the meeting at 8:08 p.m. The motion received a Unanimous YES vote and the meeting was dissolved.

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

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

October 21, 2019 Town Meeting

This is to certify that the following articles were acted on at the Annual Town Meeting held on October 21, 2019. The meeting started at 7:10 p.m. and there was a quorum present...

To either of the Constables in the County aforesaid:

In the name of the Commonwealth of Massachusetts you are hereby required and directed to notify and warn the inhabitants of the Town of Webster aforesaid who are qualified to vote in elections and Town affairs to meet in the Bartlett High School Auditorium, 52 Lake Parkway, in said Webster on **Monday, October 21, 2019 at 7:00 PM** then and there to act on the following Articles to wit:

A motion was made to dispense with the reading of the 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 Town Administrator

Decision: A motion was made to amend the article that the Town vote to transfer from the following funds \$10,510.46 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
\$5,827.05	Terraform G-1	0119252-521001	Public Buildings Electricity
\$3,521.82	Terraform G-2	0119252-521001	Public Buildings Electricity
\$822.50	CME	0142552-530006	Engineering Services
\$67.83	WB Mason	0154352-542000	Veterans Office Supplies
\$26.26	Verizon	0112352-534001	TA Telephone
\$245.00	Boston Document System	0112352-542000	TA Office Supplies
\$10,510.46			

The article required a 4/5ths vote. The vote to amend the article was YES 120 and NO 9. 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 Town Administrator

Decision: A motion was made to amend the article that the Town vote to transfer from the following funds \$17,895.42 to the Sewer Unpaid Bills (6046052-579000) account for the purpose of funding the payment of prior years' unpaid invoices.

Amount	Vendor	Account #	Account Description
\$13,914.74	Terraform	6046052-521001	Sewer Electricity
\$616.23	Terraform G-1	6046052-521001	Sewer Electricity
\$372.45	Terraform G-2	6046052-521001	Sewer Electricity
\$2,992.00	Woodard & Curran	6046052-530006	Sewer Engineering
\$17,895.42			

The article required a 4/5ths vote. The vote to amend the article was YES 116 and NO 6. 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 Town Administrator

Decision: A motion was made to amend the article that the Town vote to transfer from the following funds \$9,616.65 to the Water Unpaid Bills (6245052-579000) account for the purpose of funding the payment of prior years' unpaid invoices.

Amount	Vendor	Account #	Account Description
\$2,605.76	Terraform	6245052-521001	Water Electricity
\$3,081.15	Terraform G-1	6245052-521001	Water Electricity
\$1,862.24	Terraform G-2	6245052-521001	Water Electricity
\$2,067.50	CME Engineering	6245052-530006	Water Engineering
\$9,616.65			

The article required a 4/5ths vote. The vote to amend the article was YES 122 and NO 6. The article as amended was approved.

ARTICLE 4. ADJUST THE FY20 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 FY20 Operating Budget; or take any action thereon.

Sponsored by the Town Administrator

Decision: A motion was made to amend the article that the Town vote to appropriate \$365,743 from additional State Aid funding through the Cherry Sheet and \$35,000 through the tax levy to fund the following:

Amount	Account #	Account Description
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\$118,456	N/A	State Assessments
\$185,101	N/A	Education Appropriation
\$62,186	3001-104000	CH 90 Road Improvements
\$9,047	0191351-517002	Unemployment Compensation
\$21,317	0171052-592025	MS4 Stormwater Compliance Principal
\$4,636	0175152-592525	MS4 Stormwater Compliance Interest
TOTAL: \$400,743		

The vote to amend the article was YES 118 and No 12. The article as amended was approved.

ARTICLE 5.

APPROVE MOU FOR REIMBURSEMENT OF TITLE IV-E EXPENDITURES

To see if the Town will vote, pursuant to MGL c. 44, § 70, to authorize the Local Education Agency (Webster School District) to enter into a Memorandum of Understanding with the Department Head of the Executive Office of Health and Human Services, Department of Elementary and Secondary Education, and Department of Children and Families, with the approval of the Board of Selectmen, for the purposes of Title IV-E reimbursement; or take any action thereon.

Sponsored by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 112 and NO 10. The article was approved as presented.

ARTICLE 6. APPROPRIATION FOR HIGH SCHOOL BOILER REPLACEMENT

To see if the Town will vote to appropriate from Fund 5037 "Park Ave Elementary School" \$53,734 for the purpose of piping upgrades associated with replacing the boilers at Bartlett High School, including all costs incidental and related thereto, or take any action thereon.

Sponsored by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 125 and NO 11. The article was approved as presented.

ARTICLE 7. APPROPRIATION FOR A HIGHWAY DEPARTMENT WING PLOW

To see if the Town will vote to appropriate from Fund 3711 "Title V" \$41,800 for the purchase of a highway department wing plow, including all costs incidental and related thereto, or take any action thereon.

Sponsored by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 105 and NO 25. The article was approved as presented.

ARTICLE 8. AMEND THE RECREATION REVOLVING FUND

To see if the Town will vote to rescind the Recreation Revolving Fund (Fund 3521) authorized under MGL Ch. 44 Section 53 D and vote to create a Recreation Revolving Fund (Fund 3521) under MGL Ch. 44 Section 53E ½ and allow the current balance to remain in the Recreation Revolving Fund, or take any action thereon.

Sponsored by the Town Administrator

Decision: A motion was made to rescind the Recreation Revolving Fund (Fund 3521) authorized under MGL Ch. 44 Section 53 D and vote to create a Recreation Revolving Fund (Fund 3521) under MGL Ch. 44 Section 53E ½ and allow the current balance to remain in the Recreation Revolving Fund, and amend the General Bylaws to establish a new revolving fund. The vote was YES 117 and NO 9. The article was approved as amended.

ARTICLE 9. APPROPRIATE FROM VARIOUS ACCOUNT BALANCES TO FUND VARIOUS ACCOUNT DEFICITS

To see if the Town will vote to appropriate from the following surplus fund balances in the amount of \$63,360.89.

FUND	DESCRIPTION	AVAILABLE
3711	Title V	63,360.89

to fund the following deficit balances, or take any action thereon.

FUND	DESCRIPTION	AMOUNT
5036	Highway Replacement Vehicles	(52,600.00)
3525	Compost Facility	(10,000.00)
0002	Town Meeting Articles	(265.89)
3161	Open Space Plan	(495.00)

Sponsored by the Town Administrator

Decision: A motion was made to approve the article as presented. The vote was YES 98 and NO 26. The article was approved as presented.

ARTICLE 10. PILOT WITH HUBBARD HEALTH REAL ESTATE, INC

To see if the Town will vote to authorize the Select Board to negotiate and enter into a Tax Agreement for payments-in-lieu-of-taxes ("PILOT") pursuant to M.G. L. Chapter 59, Section 38H(b), and Chapter 164, Section 1, and any other enabling authority, between the Town and Hubbard Health Real Estate, Inc., its affiliate or assignee, for a term of up to 10 years, and upon such other terms and conditions as the Board shall deem in the best interest of the Town, for both real property and personal property associated with the Christopher Heights Housing Complex (Parcel ID 37-A-1-0); and, further, to authorize the Select Board to take all actions necessary to implement or amend such agreement; or take any action thereon.

Sponsored by the Town Administrator

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

Decision: A motion was made to pass over the article. The vote was YES 107 and NO 17 and the article was passed over.

ARTICLE 11. PARC GRANT APPLICATION AND APPROPRIATION

To see if the Town will vote to (a) raise and appropriate, raise and appropriate, transfer from available funds and/or borrow the sum of \$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 said sum for the purpose of planning, designing, improving, renovating the Veterans Memorial Beach, including, without limitation all costs incidental or related thereto; provided, however, that no funds shall be expended until the Town of Webster has received a grant commitment or allocation for a portion of such costs under so-called PARC Grant Program (301 CMR 5.00) and/or under any federal and/or other state program for the foregoing project, and (b) authorize the Board of Selectmen and/or its designee to apply for and accept on behalf of the Town funds granted under the PARC Grant Program and/or any other funds, gifts, grants, under any federal and/or other state program in any way connected with the scope of this Article, and enter into all agreements and execute any and all instruments as may be necessary or convenient to effectuate the said project on behalf of the Town of Webster; or take any action thereon.

Sponsored by the Town Administrator

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

Decision: A motion was made to amend the article that the Town vote to borrow the sum of \$588,235 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 said sum for the purpose of planning, designing, improving, renovating the Veterans Memorial Beach, 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; provided, however, that no funds shall be expended until the Town of Webster has received a grant commitment or allocation for a portion of such costs under so-called PARC Grant Program (301 CMR 5.00) and/or under any federal and/or other state program for the foregoing project, (b) transfer the care, custody and control of the portions of the Veterans Memorial Beach parcels 76-C-1-0 and 76-C-2-0 from the Board of Selectmen for the purposes for which it is currently held, to the Parks and Recreation Commission of the Town of Webster for park and active recreation purposes per MGL Chapter 45, Section 3, and (c) authorize the Board of Selectmen and/or its designee to apply for and accept on behalf of the Town funds granted under the PARC Grant Program and/or any other funds, gifts, grants, under any federal and/or other state program in any way connected with the scope of this Article, and enter into all agreements and execute any and all instruments as may be necessary or convenient to effectuate the said project on behalf of the Town of Webster.

The article required a 2/3rds vote. The vote to amend the article was YES 99 and NO 40. The article as amended was approved.

ARTICLE 12. ACCEPT DONATION OF PARCEL FOR CONSERVATION PURPOSES

To see if the Town will vote to accept the donation of 0 South Shore Road (59-E-4-0) under the control of the Conservation Commission and make the property expressly subject to the provisions of Article 97 of the Constitution of the Commonwealth of Massachusetts; or take any action thereon.

Sponsored by the Conservation Commission

Decision: A motion was made to approve the article as presented. The vote was YES 111 and NO 13. The article was approved as presented.

ARTICLE 13. ACCEPT PORTION OF DOMINIQUE DRIVE

To see if the Town will vote to accept Dominique Drive from STA 0+00 to STA 3+00.

Citizen's Petition

Decision: A motion was made to approve the article as presented. The vote was YES 109 and NO 14. The article was approved as presented.

ARTICLE 14.

SPECIAL ACT FOR ADDITIONAL ALL ALCOHOL LICENSE FOR THE ROSE ROOM

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 license for the sale of all alcoholic 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 a license for the sale of all alcoholic beverages to be drunk on the premises under section 12 of said chapter 138 to The Rose Room, at 4 East Main Street in Webster, Massachusetts. The license shall be subject to all of said chapter 138, except said section 17. The licensing authority shall not approve the transfer of the license to any other person, organization or location but it may grant the license to a new applicant at the same location if the applicant files a letter from the department of revenue indicating that the license is in good standing with the department and all applicable taxes have been paid. Upon the issuance of the license authorized in this act, The Rose Room, shall return to the licensing authority the license it currently holds for BYOB (Beer and Wine) to be drunk on the premises.

If the license 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 at the same location under the same terms and conditions as specified in this act.

Citizen's Petition

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

Decision: A motion was made to amend the article to read that the Town vote to authorize the Board of Selectmen to petition the General Court for a special act to provide for the issuance of alcoholic beverage licenses to Bench Date, Inc. d/b/a The Rose Room, 4 East Main Street in the form set forth below; however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before 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:

"An Act Authorizing the town of Webster to grant an additional license for the sale of all alcoholic 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 a license for the sale of all alcoholic beverages to be drunk on the premises under section 12 of said chapter 138 to The Rose Room, at 4 East Main Street in Webster, Massachusetts. The license shall be subject to all of said chapter 138, except said section 17. The licensing authority shall not approve the transfer of the license to any other person, organization or location but it may grant the license to a new applicant at the same location if the applicant files a letter from the department of revenue indicating that the license is in good standing with the department and all applicable taxes have been paid. Upon the issuance of the license authorized in this act, The Rose Room, shall return to the licensing authority the license it currently holds for BYOB (Beer and Wine) to be drunk on the premises.

If the license 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 at the same location under the same terms and conditions as specified in this act.

The vote to approve the article as amended was YES 109 and NO 25 and the article as amended was approved.

ARTICLE 15. ZONING CHANGE FROM LAKE RESIDENTIAL TO BUSINESS 5

To see if the Town will vote to allow a zoning change for lots 42, 43, 44, 45, 46 Map 60 Zoned Lake Residential to Business (5) to allow for nine residential condo units; or take any action thereon.

Citizen's Petition

The Moderator ruled this article OUT OF ORDER.

ARTICLE 16. PAVING OF A PORTION OF LOVELAND ROAD

To see if the Town will vote to allow the residents of Loveland Road to pave from number 23 through number 37. Said improvements would be paid for by the residents of the affected addresses either through a one-time payment or a betterment.

Citizen's Petition

Decision: A motion was made to pass over the article. The vote was YES 87 and NO 21 and the article was passed over.

ARTICLE 17. APPROPRIATE FUNDS FOR THE PAVEMENT OF LOVELAND ROAD

To see if the Town will vote to appropriate, and authorize the Treasurer with the approval of the Selectmen per M.G.L. Chapter 44, Section 7, and/or any other enabling authority, to borrow the sum of \$33,000 for the purpose of paving Loveland Road, a private road, said borrowing to be covered through the assessment of betterments to the abutting property owners; or take any action thereon.

Sponsored by the Town Administrator

Decision: A motion was made to pass over the article for more information. The vote was YES 79 and NO 20 and the article was passed over for more information.

A motion was made to dissolve the meeting at 8:06 p.m. and the vote was unanimous. The meeting was dissolved.

REPORT OF THE TOWN ADMINISTRATOR

2019 saw a lot of progress in the Town of Webster. We look forward to 2020 as we continue the momentum to make a community an even better place to live. We'd like to look back at the past year and point out some of the major news from the Town of Webster month-by-month.

January—Seasoned Police Chief Tim Bent retired and Deputy Chief Michael Shaw was promoted to fill his place. Chief Bent served 13 years as Police Chief and over 31 years in the Webster Police Department. While Chief Bent's leadership will be missed, Chief Shaw has done an admirable job replacing him. As part of the Webster PowerUp Program, local residents participating in the program received an almost three cent savings on their electricity rate. The Town received an additional \$119,657 grant from NGrid for streetlights. With the additional funds almost the entire \$330,000 cost of the streetlight LED replacement program was covered by grant or incentive monies. As part of the Massachusetts Complete Streets Program the Town received a grant of \$33,000 for a sidewalk, bicycle lane needs analysis. Based on this analysis the Town applied in the fall to construct sidewalks from Burger King to Walgreens on East Main. We expect to hear on the grant award in January 2020.

February—On Feb 4th Detective Trainor seized a kilo of cocaine and made an associated arrest. The Police Department continued to make major drug arrests over the next several months. The Town registered vacant properties as part of its nuisance property taskforce. The taskforce works year-round to address issues associated with unkempt and abandoned properties. An LED information sign was installed in front of Town Hall. The grant-funded message board now keeps residents informed about local events and notices. Sadly, Lieutenant Willie Gendreau of the Webster Fire Department passed away. The Department dedicated the new Engine 4 in his memory.

March—As part of the Town's beautification efforts, a new welcome sign was installed on Route 16. As the weather warmed, the Town continued these efforts with additional flowers and improved public spaces. As the Town installed new LED streetlights, the net metering credits received from local solar farms could be reallocated to the library saving approximately \$17,000 in energy costs annually.

April—The final phase of the LED streetlights installation project was completed. Not only do the new lights provide a cleaner, brighter light, but the town saves a

projected \$150,000 in energy and annual maintenance costs. Long-time Senior Center Director and advocate for the public library, Jean Travis, is named an “Unsung Heroine” by the State of Massachusetts for her dedicated efforts towards caring for the elderly and her work towards making the new Gladys E. Kelly Library a reality.

May—With the local elections, we received two new Selectmen—Lisa Kontoes and Earl Gabor. Their energy and outlook are great assets to our community. We also thank long-serving Selectmen Mark Dowgiewicz and Bob Miller for their many years of dedicated service to the Town. The Town received a \$30,000 grant for hiring a preservation architect for Town Hall. Their work will culminate in plans for \$600,000 in renovations to Town Hall which may be funded through the Massachusetts Preservation Fund. The State also contributed \$25,000 to the opioid taskforce. This taskforce has been very successful pairing those with destructive overdose habits to resources that can assist them on their road to recovery. The taskforce also routinely holds awareness meetings and Narcan administration trainings. The Board of Selectmen adopted new policies for more transparent government. These include the posting of meeting minutes in a timely fashion as well as holding regular office hours.

June—Through the Attorney General’s Office, the recreation department received grant funds to offer discounted swimming lessons at Memorial Beach for the second year in a row. The summer carnival sponsored by the local firefighters union kicked off another great summer. The Myrtle Avenue water main relining project made substantial progress. Water main relining is one of the many steps being taken to remove sediment from the water distribution system. It also provided additional structural integrity to the pipe system.

July—The annual fireworks display started off the Fourth of July with a bang. Additional summer events included the weekly concert series and farmer’s market. The Police Department, through some excellent detective work, make arrest in the kidnapping of a 12 year old girl earlier in the summer from a local park. On the Fourth of July, Sergeant Patrick Perry, with the assistance of others, heard a call for a distressed swimmer in the lake and promptly acquired a boat and was able to locate the distressed swimmer. Sergeant Perry jumped in the water and saved the man moments before he would have drowned. The Town saved \$340,000 July 1st when our local municipal regional partnership (named the Massachusetts Strategic Health Group) bid out and received reduced premium rates for active municipal employees.

The Town saved an additional \$50,000 in October, when this same group bid out our retiree health insurance plans.

August—National Night Out started us off with a month full of great activities. Our 2nd annual Shakespeare in the Park event was a smashing success with the Brown Box Theater producing Measure for Measure. Boston 25 News brought their Zip Trip to Memorial Beach for a great day on the lake. The news segments highlighted the rich cultural, historic and natural resources the Town of Webster has to offer. Also, August saw the Greek Market on Main Street demolished. Efforts are underway to revitalize this lot as well as the others that were hit by the tornado in 2018. This summer the Sewer Department did smoke testing throughout Town. Smoke was blown into the sewer system in an effort to see where the system had leaks or illegal tap ins.

September—Baypath High School started construction on the pavilion at Memorial Beach. As you may recall, the pavilion is being constructed through local donations from community members with a matching grant from MassDevelopment. We held our downtown walk-through and business meeting in an effort to bring energy and new businesses to our downtown. One of our new downtown tenants opened in September—You Inc. You Inc is a career pathways program designed to help town residents find better career alternatives. We are grateful for their commitment to our Town. Our senior citizens got grooving in September too as our first “Senior Prom” was held in the Town Hall auditorium.

October—In October, we were awarded \$207,772 for energy improvement initiatives for town buildings through the Massachusetts Green Communities program. Approximately \$15,000 in annual savings are expected from lighting upgrades to Town Hall and the Police Station. The Town also received a \$400,000 grant for improvements to the Memorial Beach. A landscape architect will be designing the upgrades over the next few months with construction scheduled to begin in July 2020. A beautiful mural was completed on the Dugan Building in downtown in October. Artist Dave Laabs captured the spirit of Webster with both the historical importance and natural resources of Webster prominently and stunningly displayed.

November—The Town completed the process with MassDOT for Lake Parkway/Klebart Ave reconstruction project to move forward. This project will fully reconstruct the roadway and add sidewalks to both sides of the street. The project is

currently out to bid and will begin construction in early spring 2020. Engine 4 was put into service for the Webster Fire Department. The new engine is part of the comprehensive apparatus replacement program to replacing aging fire vehicles and provide redundancy for the existing apparatus.

December—The Massachusetts Economic Assistance Coordinating Council approved the creation of the Town of Webster Vacant Storefront District in the Historic Downtown and South Main area. The program allows tenants moving into vacant storefronts in the district the ability to receive \$10,000 in tax incentives and a matching contribution from the Town of Webster. This is a fantastic tool now available and another great step in our efforts to revitalize Downtown. A small amount of water began flowing through the water treatment plant in December, with full implementation schedule for January. Over the next few weeks we'll continue to ramp up production and monitor the results. Come January, we'll share the progress of the filtration plant and the next steps in the process for improving the water distribution system. While there will still be plenty of work to do, we are excited about the nearing completion of the filtration plant. It is a major milestone in improving the distribution system.

I greatly appreciate the support of the citizens of Webster as well as the Board of Selectmen, the Finance Committee, Town Departments Heads and my assistant Courtney Friedland. Thank you to all who made this past year a great one in the Town of Webster. We look forward to more progress and cooperation in 2020!

Respectfully Submitted,

Doug Willardson
Town Administrator

REPORT OF THE TOWN CLERK

To the citizens, and taxpayers of the Town of Webster:

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	97
Neutered and Spayed.....	638
Kennels	0
Late Fees	12
Service Dogs	9
Void	4

Amount Paid to the Town Treasurer.....\$10,020
(\$125.00 was in late fees)

VITAL STATISTICS

Town Election.....	1
Special Election	0
Special Regional Election.....	0
Annual Town Meetings	2
Special Town Meetings	3
State Primary.....	0
State Election	0
Marriages Recorded and Indexed	109
Births Recorded and Indexed	169
Deaths Recorded and Indexed	260

2019 was a quiet election year with only the Webster Town Election. It gave the election staff time to work with our new voting equipment. They no longer produce the old voting equipment and finding parts for repairs was getting more and more difficult. The new election equipment is a little slower when you put your ballot in

the box. This allows the equipment to not only read the ballot but if when filling out the ballot an error occurs, the equipment will tell you what the error is. With the old equipment if there was an error the staff many times had to assist in locating the error. The new equipment offers a lot more privacy.

Along with the new voting equipment, we received new check in equipment, (Poll Pads). Eventually the pol pads will be used at elections, (the State has to approve the equipment first). We are already using the pol pads at town meetings and they are quicker and less staff is required, saving money.

With the certification of signatures on the many ballot questions which may end up on the 2020 November State Election ballot, and the 2020 Federal Census, town clerks thru out the State have been very busy working on 2020 issues.

With town meetings in January, May, and October, (so far), and elections in March, May, September, November, and the Federal Census, 2020 looks to be a very exciting and busy year.

And finally, I'd be remiss if I didn't take this opportunity to thank Linda Krupsky the Assistant Town Clerk. She is totally dedicated to the tasks in our office and a joy to work with.

Robert T. Craver
Webster Town clerk

REPORT OF THE TOWN ACCOUNTANT

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

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, reliability, and support continue to prove invaluable as we strive to update and improve the Town of Webster's financial systems.

I acknowledge the efforts of the other members of the Town's financial management team: Mr. Marc Becker, Assessor; Mr. Robert Craver, Town Clerk Mrs. Tina Landry and Mr. Doug Willardson, Town Administrator. I am exceptionally proud of the significant accomplishments realized by this group since its formal organization. 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.

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

In accordance with the provisions of Massachusetts General Laws Chapter 41 § 61, I hereby submit the annual report of the Town Accountant for the fiscal year ended June 30, 2019:

- Summary of Schedule A – Revenue, Expenditures and Fund Balance Changes
- Schedule of Appropriations and Expenditures – General, Sewer and Water Funds
- Calendar Year 2019 Wage Report

Respectfully submitted,
Timothy S. Bell, CPA
Town Accountant/Finance Director

TOWN OF WEBSTER, MASSACHUSETTS							
SCHEDULE A SUMMARY - REVENUE, EXPENDITURES AND FUND BALANCE CHANGES (UNAUDITED)							
FOR THE YEAR ENDED JUNE 30, 2019							
		SPECIAL REVENUE Funds	CAPITAL PROJECT FUNDS	WATER FUND	SEWER FUND	TRUST FUNDS	TOTAL
REVENUES:							
TAXES, NET OF REFUNDS	\$ 27,494,633	\$ 16,724	\$ -	\$ 2,473,750	\$ 3,931,814	\$ -	\$33,916,921
CHARGES FOR SERVICES / OTHER DEPT.	316,981	806,864	-	-	-	-	1,123,845
LICENSES, PERMITS AND FEES	794,462	-	-	-	-	-	794,462
FEDERAL REVENUE	36,668	3,267,533	-	-	-	-	3,304,201
STATE REVENUE	15,650,320	2,467,608	4,832,017	-	-	-	22,949,945
COURT FINES	46,075	-	-	-	-	-	46,075
FINES AND FORFEITURES	14,594	-	-	-	-	-	14,594
MISCELLANEOUS REVENUE	486,030	987,891	-	452,058	1,010,156	2,196,093	5,132,228
EARNINGS ON INVESTMENTS	88,511	4,209	2,766	-	-	538,951	634,437
BOND PROCEEDS	-	-	10,497,025	-	-	-	10,497,025
TRANSFERS IN FROM OTHER FUNDS	1,300,470	161,102	1,467,824	-	-	4,432,488	7,361,884
OTHER FINANCING SOURCES	-	156,577	6,859,605	-	-	-	7,016,182
TOTAL REVENUES AND OTHER SOURCES	46,228,744	7,868,508	23,659,237	2,925,808	4,941,970	7,167,532	92,791,799
EXPENDITURES:							
SALARY AND WAGES	22,510,011	3,387,931	-	539,263	847,608	30,212	27,315,025
EXPENDITURES	9,795,562	3,148,231	-	348,232	1,259,793	7,527,121	22,078,939
CONSTRUCTION	-	-	9,262,072	-	-	-	9,262,072
CAPITAL OUTLAY	618,706	396,544	579,000	36,301	94,004	-	1,724,555
DEBT SERVICE	2,871,594	-	-	710,482	1,467,765	-	5,049,841
UNCLASSIFIED	5,668,517	-	-	-	-	-	5,668,517
TRANSFERS OUT TO OTHER FUNDS	4,623,919	746,697	71,895	299,072	1,415,874	212,777	7,370,234
TOTAL EXPENDITURES AND OTHER USES	46,088,309	7,679,403	9,912,967	1,933,350	5,085,044	7,770,110	78,469,183
NET INCREASE (DECREASE)	140,435	189,105	13,746,270	992,458	(143,074)	(602,578)	14,322,616
FUND BALANCE - BEGINNING OF YEAR	3,096,116	3,668,429	(12,168,389)	73,002	2,047,968	7,158,777	3,875,903
FUND BALANCE - END OF YEAR	\$ 3,236,551	\$ 3,857,534	\$ 1,577,881	\$ 1,065,460	\$ 1,904,894	\$ 6,556,199	\$ 18,198,519

TOWN OF WEBSTER, MASSACHUSETTS							
SCHEDULE OF APPROPRIATIONS AND EXPENDITURES - GENERAL, SEWER AND WATER FUNDS (UNAUDITED)							
FOR THE YEAR ENDED JUNE 30, 2019							
ACCOUNT DESCRIPTION	ORIGINAL APPROP	TRANSFERS/ADJUSTMENTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
GENERAL FUND							
0111452 MODERATOR EXPENSES	500	-	500	346	-	154	69.20
0112251 SELECTMEN SALARIES	145,104	(1,598)	143,506	143,506	-	0	100.00
0112252 SELECTMEN EXPENSES	66,491	2,000	68,491	65,351	136	3,004	95.60
0112351 TOWN ADMINISTRATOR SAL	202,065	760	202,825	202,824	-	1	100.00
0112352 TOWN ADMINISTRATOR EXP	55,400	9,292	64,692	62,490	-	2,201	96.60
0113151 FINANCE COMMITTEE SALA	3,400	-	3,400	2,500	-	900	73.50
0113152 FINANCE COMMITTEE EXP	435	-	435	245	-	190	56.30
0113259 RESERVE FUND TRANSFERS	50,000	(48,000)	2,000	-	-	2,000	-
0113551 TOWN ACCOUNTANT SALARI	200,198	14,419	214,617	212,495	-	2,122	99.00
0113552 TOWN ACCOUNTANT EXPENS	9,170	34,159	43,329	38,613	4,700	17	100.00
0114151 ASSESSOR SALARIES	136,963	(10,000)	126,963	126,021	-	942	99.30
0114152 ASSESSOR EXPENSES	5,700	1,400	7,100	5,815	-	1,285	81.90
0114157 ASSESSOR REVALUATION	62,000	-	62,000	62,000	-	-	100.00
0114551 TREASURER SALARIES	248,445	(6,400)	242,045	242,017	-	28	100.00
0114552 TREASURER EXPENSES	75,000	94,643	169,643	97,872	70,039	1,732	99.00
0114652 COLLECTOR EXPENSES	-	1,064	1,064	327	-	737	30.70
0115152 TOWN COUNSEL EXPENSES	90,000	26,000	116,000	111,566	-	4,434	96.20
0115252 PERSONNEL BOARD EXPENS	5,000	-	5,000	4,901	-	99	98.00
0115551 DATA PROCESSING SALARI	17,578	1,000	18,578	18,389	-	189	99.00
0115552 DATA PROCESSING EXPENS	144,931	(25,007)	119,924	117,918	-	2,005	98.30
0115558 DATA PROCESSING CAPITA	10,000	-	10,000	9,376	-	624	93.80
0116151 TOWN CLERK SALARIES	113,827	6,000	119,827	118,938	-	889	99.30
0116152 TOWN CLERK EXPENSES	11,420	(184)	11,236	6,657	4,457	122	98.90
0116158 TOWN CLERK CAPITAL OUT	-	40,000	40,000	39,540	-	460	98.90
0116251 ELECTIONS SALARIES	36,857	(1,600)	35,257	26,869	-	8,388	76.20
0116252 ELECTIONS EXPENSES	16,500	-	16,500	10,022	-	6,478	60.70
0117751 CODE ENFORCEMENT SALAR	128,738	(12,449)	116,289	113,887	-	2,402	97.90
0117752 CODE ENFORCEMENT EXPEN	15,485	2,981	18,466	18,138	16	313	98.30
0118252 COMMUNITY DEVELOPMENT	1,200	-	1,200	1,200	-	-	100.00
0119251 PUBLIC BUILDINGS SALAR	73,956	(14,000)	59,956	58,694	-	1,262	97.90
0119252 PUBLIC BUILDINGS EXPEN	250,300	(43,300)	207,000	191,733	3,500	11,767	94.30
0119551 TOWN REPORT SALARIES	2,500	-	2,500	1,677	-	823	67.10
0119552 TOWN REPORT EXPENSES	1,700	-	1,700	905	-	795	53.20
0121051 POLICE SALARIES	2,836,951	(6,348)	2,830,603	2,830,603	-	-	100.00
0121052 POLICE EXPENSES	281,396	(22,666)	258,730	257,021	1,050	659	99.70
0121058 POLICE CAPITAL OUTLAY	108,243	30,402	138,645	103,645	35,000	-	100.00
0121152 POLICE DISPATCHERS EXP	263,154	-	263,154	263,154	-	-	100.00
0122051 FIRE SALARIES	551,348	-	551,348	541,391	-	9,957	98.20
0122052 FIRE EXPENSES	121,014	1,210	122,224	107,616	450	14,158	88.40
0122058 FIRE CAPITAL OUTLAY	207,587	50,000	257,587	106,204	150,001	1,382	99.50
0124051 INSPECTORAL SERVICES	123,696	10,050	133,746	131,614	-	2,132	98.40
0124052 INSPECTORAL SERVICES	15,600	-	15,600	14,262	16	1,322	91.50
0124452 WEIGHTS & MEASURES EXP	4,500	-	4,500	4,500	-	-	100.00

0129251 DOG OFFICER SALARIES	18,021	-	18,021	18,021	-	-	100.00
0129252 DOG OFFICER EXPENSES	2,700	-	2,700	2,668	-	32	98.80
0129551 HARBORMASTER SALARIES	12,000	3,500	15,500	14,091	-	1,409	90.90
0129552 HARBORMASTER EXPENSES	2,000	-	2,000	1,950	-	50	97.50
01300 SCHOOL	1,569,446	(818,681)	750,765	750,765	-	-	100.00
0130024 SCHOOL - SPED	-	880,668	880,668	880,668	-	-	100.00
01301 REGIONAL ASSESSMENT EXPE	1,402,382	(20,323)	1,382,059	1,382,059	-	-	100.00
0142051 PUBLIC WORKS SALARIES	686,899	(76,919)	609,980	609,980	-	-	100.00
0142052 PUBLIC WORKS EXPENSES	362,070	48,526	410,596	410,596	-	-	100.00
0142058 PUBLIC WORKS CAPITAL O	-	179,974	179,974	127,374	-	52,600	70.80
0142351 SNOW & ICE SALARIES	-	74,390	74,390	74,390	-	-	100.00
0142352 SNOW & ICE EXPENSES	-	227,835	227,835	227,835	-	-	100.00
0142552 ENGINEERING EXPENSES	15,000	73,598	88,598	38,288	50,000	310	99.70
0151051 HEALTH SERVICES SALARI	83,797	(12,350)	71,447	71,176	-	271	99.60
0151052 HEALTH SERVICES EXPENS	13,500	(86)	13,414	9,127	16	4,272	68.20
0154151 SENIOR CENTER SALARIES	97,172	600	97,772	97,620	-	152	99.80
0154152 SENIOR CENTER EXPENSES	11,900	(67)	11,833	9,160	67	2,606	78.00
0154252 MARBLE HOUSE EXPENSES	500	-	500	-	-	500	-
0154351 VETERANS SALARIES	42,387	1,000	43,387	43,319	-	68	99.80
0154352 VETERANS EXPENSES	321,260	(76,004)	245,256	239,557	-	5,699	97.70
0161051 LIBRARY SALARIES	254,513	50	254,563	254,360	-	203	99.90
0161052 LIBRARY EXPENSES	73,014	37,570	110,584	110,584	-	-	100.00
0163051 RECREATION SALARIES	24,000	4,800	28,800	26,752	-	2,048	92.90
0163052 RECREATION EXPENSES	5,000	-	5,000	4,988	-	12	99.80
0169252 SPECIAL EVENTS EXPENSE	28,500	-	28,500	28,500	-	-	100.00
0171052 RETIREMENT OF DEBT	1,486,673	213,278	1,699,951	1,699,951	-	(0)	100.00
0175152 INTEREST ON LONG-TERM	1,203,013	(31,370)	1,171,643	1,171,643	-	-	100.00
0181052 INTERGOVERNMENTAL ASSE	-	1,250,415	1,250,415	1,367,435	-	(117,020)	109.40
0191151 RETIREMENT ASSESSMENT	3,354,536	-	3,354,536	3,354,536	-	-	100.00
0191351 UNEMPLOYMENT COMPENSA	15,000	-	15,000	15,000	-	-	100.00
0191451 HEALTH INSURANCE	4,385,650	(96,508)	4,289,142	4,203,614	-	85,528	98.00
0191651 MEDICARE	338,707	30,000	368,707	354,966	-	13,741	96.30
0191951 OTHER EMPLOYEE BENEFIT	125,000	90,302	215,302	215,302	-	-	100.00
0194552 LIABILITY INSURANCE	608,000	(181,045)	426,955	422,683	-	4,272	99.00
0199059 TRANSFERS OUT	-	426,805	426,805	426,805	-	-	100.00
0212308 FY 2008 TOWN ADMIN ART	1,000	-	1,000	1,000	-	-	100.00
0242018 FY 2018 DPW ARTICLES	150,105	(133,046)	17,059	17,059	-	-	100.00
031001 PARK AVE - ELEM ED	677,493	(12,144)	665,349	657,422	7,319	608	99.90
03100101 PARK AVE - 1ST GRADE	428,016	28,039	456,055	456,055	-	-	100.00
03100102 PARK AVE - 2ND GRADE	553,908	(38,939)	514,969	514,876	-	93	100.00
03100103 PAE - 3RD GRADE	452,784	18,957	471,741	470,553	1,188	-	100.00
03100104 PAE - 4TH GRADE	438,883	(12,085)	426,798	426,798	-	-	100.00
03100113 PARK AVE - KINDERGART	461,464	(4,518)	456,946	456,900	-	47	100.00
0310016 PARK AVE - ELEM ED - I	1,200	(1,200)	-	-	-	-	N/A
031012 PARK AVE - PRINCIPAL'S	388,574	10,078	398,652	398,652	-	-	100.00
031014 PARK AVE - I.T.	11,000	684	11,684	11,615	69	-	100.00
031015 PAE - ESL	193,656	(57,043)	136,613	136,613	-	-	100.00
031016 PARK AVE - GUIDANCE	216,642	694	217,336	216,842	494	-	100.00
031018 PARK AVE - NURSE'S OFFI	118,748	463	119,211	119,165	-	47	100.00
031020 PAE - LIBRARY	56,517	11,772	68,289	67,842	447	-	100.00
031024 PARK AVE - SPED	1,498,846	(242,701)	1,256,145	1,256,145	-	-	100.00

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031025 PARK AVE - PROF DEVELOP	23,550	(17,563)	5,987	5,272	715	-	100.00
031080 PARK AVE - CUST/GROUNDS	478,687	(2,326)	476,361	450,913	24,325	1,123	99.80
031090 PARK AVE - EQUIPMENT	26,250	5,664	31,914	31,513	-	401	98.70
032002 WMS - MIDDLE ED	55,365	11,044	66,409	54,505	11,186	718	98.90
03200205 WMS - 5TH GRADE	432,544	(31,850)	400,694	400,694	-	-	100.00
03200206 WMS - 6TH GRADE	439,036	16,346	455,382	455,382	-	-	100.00
0320026 WMS - INSURANCE	1,000	(1,000)	-	-	-	-	N/A
032012 WMS - PRINCIPAL'S OFFIC	306,236	63,205	369,441	369,441	-	-	100.00
032014 WMS - I.T.	6,000	(1,011)	4,989	4,745	250	(6)	100.10
032015 WMS - ESL	57,155	(283)	56,872	56,872	-	-	100.00
032016 WMS - GUIDANCE	134,645	(13,172)	121,473	121,473	-	-	100.00
032018 WMS - NURSE'S OFFICE	67,334	3,886	71,220	71,194	27	-	100.00
032020 WMS - LIBRARY	72,007	(1,486)	70,521	70,521	-	-	100.00
032024 WMS - SPED	930,379	(32,998)	897,381	897,381	-	-	100.00
032025 WMS - PROF DEVELOPMENT	13,115	2,959	16,074	14,658	900	516	96.80
032041 WMS - ENGLISH	203,698	1,767	205,465	205,108	-	357	99.80
032043 WMS - MATHEMATICS	189,246	(2,397)	186,849	186,849	-	-	100.00
032044 WMS - SCIENCE	367,509	2,556	370,065	369,989	-	75	100.00
032045 WMS - SOCIAL STUDIES	204,479	(2,045)	202,434	202,434	-	-	100.00
032046 WMS - FOREIGN LANGUAGE	28,509	(9,777)	18,732	18,732	-	-	100.00
032050 WMS - ART	84,491	(201)	84,290	84,235	55	-	100.00
032051 WMS - MUSIC	168,524	(1,244)	167,280	167,280	-	-	100.00
032052 WMS - PHYS ED / HEALTH	233,839	7,206	241,045	241,045	-	-	100.00
032070 WMS - EXTRA - ATHLETICS	80,097	(12,103)	67,994	61,374	6,620	-	100.00
032072 WMS - EXTRA - OTHER	9,391	(1,445)	7,946	7,946	-	-	100.00
032080 WMS - CUSTODIAL/GRNDS/M	431,013	39,963	470,976	438,013	31,736	1,227	99.70
032090 WMS - EQUIPMENT	21,250	2,305	23,555	23,555	-	-	100.00
033003 BHS - HS - REG DAY	38,414	11,289	49,703	41,776	7,319	608	98.80
0330036 BHS - HS ED - INSURANC	900	(900)	-	-	-	-	N/A
033012 BHS - PRINCIPAL'S OFFIC	450,114	(104,303)	345,811	345,811	-	-	100.00
033014 BHS - I.T.	31,937	(9,234)	22,703	22,703	-	-	100.00
033015 BHS - ESL	63,315	(37)	63,278	63,278	-	-	100.00
033016 BHS - GUIDANCE	407,182	(64,156)	343,026	343,010	-	17	100.00
033018 BHS - NURSE'S OFFICE	103,856	(3,523)	100,333	100,333	-	-	100.00
033020 BHS - LIBRARY	67,189	(5,653)	61,536	61,511	24	-	100.00
033024 BHS - SPED	846,994	(2,593)	844,401	844,401	-	-	100.00
033025 BHS - PROF DEVELOPMENT	18,000	(405)	17,595	12,386	2,565	2,645	85.00
033041 BHS - ENGLISH	409,235	6,338	415,573	415,573	-	-	100.00
033043 BHS - MATHEMATICS	362,301	34,903	397,204	392,568	4,636	-	100.00
033044 BHS - SCIENCE	340,827	(25,647)	315,180	314,842	49	288	99.90
033045 BHS - SOCIAL STUDIES	267,095	(3,629)	263,466	263,466	-	-	100.00
033046 BHS - FOREIGN LANGUAGE	234,957	(12,190)	222,767	220,800	1,968	-	100.00
033049 BHS - BUSINESS EDUCATIO	145,801	(32)	145,769	145,769	-	-	100.00
033050 BHS - ART EDUCATION	149,209	3,018	152,227	151,689	-	538	99.60
033051 BHS - MUSIC	164,994	(2,577)	162,417	161,102	1,315	-	100.00
033052 BHS - PHYSICAL EDUCATIO	247,082	(9,724)	237,358	237,358	-	-	100.00
033070 BHS - EXTRA CURR ATHLET	251,095	(3,875)	247,220	232,157	14,299	763	99.70
033072 BHS - EXTRA CURR - OTHE	32,109	3,384	35,493	34,853	640	-	100.00
033080 BHS - CUST/GRNDS/MAINT	697,054	(17,645)	679,409	640,951	35,724	2,734	99.60
033090 BHS - EQUIPMENT	22,700	2,824	25,524	25,524	-	-	100.00
037624 SPED - SPED	3,457,945	546,151	4,004,096	3,862,192	95,731	46,173	98.80
037690 SPED - EQUIPMENT	4,000	(640)	3,360	3,360	-	-	100.00
039910 DW - SUPERINTENDENT	298,846	651,458	274,063	272,702	1,361	-	100.00
039911 DW - BUSINESS OFFICE	379,013	3,029	382,042	375,842	7,850	(1,650)	100.40

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039913 DW - CURRICULUM DIRECTO	236,162	53,015	289,177	266,350	22,790	37	100.00
039914 DW - TECHNOLOGY DEPARTM	426,540	107,733	534,273	530,810	3,359	105	100.00
039925 DW - PROFESSIONAL DEVEL	26,500	(4,809)	21,691	19,141	2,550	-	100.00
039930 DW - LEGAL	20,000	26,568	46,568	46,568	-	-	100.00
039935 DW - SCHOOL SECURITY	40,000	-	40,000	40,000	-	-	100.00
039940 DW - ADULT EDUCATION	4,478	(4,478)	-	-	-	-	N/A
039950 DW - FAMILY SERVICES	2,500	(436)	2,064	2,064	-	-	100.00
039960 DW - PRIVATE TUITION	36,500	(25,052)	11,448	11,448	-	-	100.00
039970 DW - TRANSPORTATION	-	150,000	150,000	150,000	-	-	100.00
039980 DW - CUSTODIAL/MAINTENA	109,753	26,302	136,055	130,368	653	5,035	96.30
039990 DW - EQUIPMENT	12,000	6,188	18,188	18,188	-	-	100.00
GENERAL FUND TOTAL	44,357,774	2,613,215	46,970,989	46,158,152	607,612	205,226	99.60
SEWER FUND							
6046051 SEWER FUND SALARIES	965,757	10,222	975,979	971,984	-	3,995	99.60
6046052 SEWER FUND EXPENSES	1,541,280	113,488	1,654,768	1,259,793	212,815	182,159	89.00
6046056 SEWER FUND DEBT SERVIC	1,373,253	94,513	1,467,765	1,467,765	-	-	100.00
6046058 SEWER FUND CAPITAL	200,000	58,649	258,649	94,003	-	164,646	36.30
6046059 SEWER FUND TRANSFER OU	-	494,690	494,690	494,690	-	-	100.00
6099059 TRANSFERS OUT	-	796,808	796,808	796,808	-	-	100.00
SEWER FUND TOTAL	4,080,290	1,568,370	5,648,660	5,085,044	212,815	350,801	93.80
WATER FUND							
6245051 WATER FUND SALARIES	611,197	-	611,197	569,217	-	41,980	93.10
6245052 WATER FUND EXPENSES	662,634	48,688	711,322	348,232	-	363,090	49.00
6245056 WATER FUND DEBT SERVIC	767,007	-	767,007	710,482	-	56,525	92.60
6245058 WATER FUND CAPITAL	189,000	12,129	201,129	36,301	-	164,828	18.00
6245059 WATER FUND TRANSFER OU	-	267,848	267,848	267,848	-	-	100.00
6299059 TRANSFERS OUT	-	1,270	1,270	1,270	-	-	100.00
SEWER FUND TOTAL	2,229,838	329,935	2,559,773	1,933,351	-	626,422	75.50

REPORT OF THE BOARD OF ASSESSORS

2019 ANNUAL REPORT

To the citizens and taxpayers of the Town of Webster:
The Board of Assessors submits the following report for Fiscal Year 2019 ending
June 30, 2019.

FISCAL 2019

TOTAL AMOUNT TO BE RAISED

APPROPRIATIONS:.....	\$53,725,247.26
TOTAL OFFSETS	176,900.00
OTHER AMTS. TO BE RAISED	60,000.00
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	1,250,415.00
OVERLAY RESERVE	333,204.81
(ABATEMENTS, EXEMPTIONS)	
TOTAL AMOUNT TO BE RAISED.....	\$55,545,767.07

ESTIMATED RECEIPTS & REVENUE

ESTIMATED RECEIPTS STATE

1. CHERRY SHEET ESTIMATED RECEIPTS	15,810,072.00
2. CHERRY SHEET OVERESTIMATES	

ESTIMATED RECEIPTS LOCAL

1. ESTIMATED LOCAL RECEIPTS.....	4,753,088.00
2. ESTIMATED ENTERPRISE FUNDS	7,957,665.00
3. FREE CASH	1,255,913.89
4. OTHER AVAILABLE FUNDS.....	1,082,536.37

OTHER FUNDS USED TO REDUCE TAX RATE	0.00
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TOTAL ESTIMATED RECEIPTS AND OTHER	\$30,859,275.26
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REVENUE SOURCES

TAX RATE SUMMARY

TOTAL AMOUNT TO BE RAISED.....	\$55,545,767.07
TOTAL ESTIMATED RECEIPTS	30,859,275.26
NET AMT TO BE RAISED BY TAXATION.....	\$24,686,491.81

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

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Fiscal Year	Prop 2 1/2	New Growth	Debt Exclusions	Sewer	Levy	Valuation
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
2005	303,999	353,984	234,915	0	13,031,831	1,357,014,080
2004	288,988	311,452	0	0	12,148,206	1,085,778,890
2003	272,686	379,379	0	800,000	12,355,365	1,065,214,150

**TOWN OF WEBSTER
TAX CLASS & VALUATION- FISCAL 2019**

A	B	C	D
CLASS	LEVY%	LEVY BY CLASS	TAX RATE (PER \$1,000)
RESIDENTIAL	84.6702%	\$20,902,100.26	\$1,363,476,860
OPEN SPACE			\$15.33
COMMERCIAL	11.6624%	2,879,040.76	187,804,355
INDUSTRIAL	1.4522%	358,492.28	23,385,015
PERS. PROP.	2.2152%	546,858.61	35,672440
TOTAL	100.0000%	\$24,686,491.81	\$1,610,338,670

To keep the property values current with the real estate market, the Assessor continued to make essential adjustments, per Department of Revenue, during Fiscal 2019.

During the May Town Meeting, a Charter change was approved converting a three member elected board to one appointed assessor. I wish to thank Sharon Pelletier and Thomas Gorski Jr for their time and service to the town.

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

R E P O R T O F T H E T R E A S U R E R C O L L E C T O R

Fiscal 2020 Real Estate Tax	\$11,706,027.35
Fiscal 2019 Real Estate Tax	\$12,646,357.03
Fiscal 2018 Real Estate Tax	\$146,871.84
Fiscal 2020 Personal Property Tax	\$288,385.37
Fiscal 2019 Personal Property Tax	\$277,075.76
Fiscal 2018 Personal Property Tax	\$122.07
Fiscal 2019 Motor Vehicle Tax	\$2,004,933.69
Fiscal 2018 Motor Vehicle Tax	\$70,897.56
Fiscal 2017 Motor Vehicle Tax	\$18,000.55
Fiscal 2019 Boat Excise Tax	\$27,286.96
Fiscal 2018 Boat Excise Tax	\$3,466.71
Fiscal 2017 Boat Excise Tax	\$191.00
Fiscal 2020 Water Liens	\$896.20
Fiscal 2019 Water Liens	\$176,732.48
Fiscal 2018 Water Liens	\$2,905.01
Fiscal 2020 Sewer Liens	\$600.23
Fiscal 2019 Sewer Liens	\$285,493.48
Fiscal 2018 Sewer Liens	\$5,551.23
Fiscal 2020 Demand Liens	\$240.00
Fiscal 2019 Demand Liens	\$36,598.41
Fiscal 2018 Demand Liens	\$370.00
Fiscal 2020 Water Liens Com Int	\$114.61
Fiscal 2019 Water Liens Com Int	\$21,437.04
Fiscal 2018 Water Liens Com Int	\$293.30
Fiscal 2020 Sewer Liens Com Int	\$58.66

Fiscal 2019 Sewer Liens Com Int	\$33,616.97
Fiscal 2018 Sewer Liens Com Int	\$543.09
Fiscal 2019 Apportioned Water	
Betterment Assessments	\$57,841.55
Fiscal 2018 Apportioned Water	
Betterment Assessments	\$398.50
Fiscal 2020 Apportioned Sewer	
Betterment Assessments	\$281.00
Fiscal 2019 Apportioned Sewer	
Betterment Assessments	\$123,826.11
Fiscal 2018 Apportioned Sewer	
Betterment Assessments	\$683.65
Fiscal 2019 Apportioned Title V	
Betterment Assessments	\$852.00
Fiscal 2019 Apportioned Title V	
Comm Int Betterment Assessment	\$85.21
Fiscal 2019 Apportioned Water	
Betterment Assessments Comm Int	\$20,577.63
Fiscal 2018 Apportioned Water	
Betterment Assessments Comm Int	\$171.27
Fiscal 2019 Apportioned Sewer	
Betterment Assessments Comm Int	\$36,867.19
Fiscal 2018 Apportioned Sewer	
Betterment Assessments Comm Int	\$247.62
Unapportion Water Betterment	
Assessments	\$12,206.50
Penalties/Interest-Special	
Assessments	\$432.72
Unapportion Sewer Betterment	

Assessments	\$22,382.70
Penalties/Interest-Special	
Assessments	\$783.57
Fiscal 2020 Metered Water	\$1,163,246.59
Fiscal 2019 Metered Water	\$1,358,556.04
Fiscal 2020 Metered Sewer	\$1,780,231.58
Fiscal 2019 Metered Sewer	\$2,111,757.04
Delinquent Int added to Overdue	
Taxes RE-PP-MV-BT	\$116,529.77
Delinquent Int added to Overdue	
Water/Sewer Charges	\$43,917.75
Miscellaneous Revenues	
Demands/Warrants	\$274,705.27
Municipal Lien Certificates	\$32,050.00
Betterment Releases	\$192.00
Waterways Improvement Fines	\$2,721.00
RMV Marking Fees	\$27,820.00
Interest Earned from Bank Deposits	\$987.77
Return Check Fee	\$425.00
Parking Tickets	\$14,195.00
21 D Violations	\$325.00
Dept Fees/Electronic Files	\$3,500.00
Fees Copies	\$1,216.00

To the Citizens of Webster,

2019 was a year of change for the Treasurer Collector's Office. The last elected Treasurer Collector, James Chauvin, retired in May and I became the first appointed Treasurer Collector. We miss Jimmy every day. We have continued to actively pursue any outstanding taxes owed to the Town. We sent over more properties to Land Court to begin the foreclosure process and have met with numerous tax payers to set up payment plans. We sent over more properties to Land Court to begin the

foreclosure process and have met with numerous tax payers to set up payment plans. I would like to thank my two assistants, Dawn Portman and Kelly Laskowski, and Senior Clerk Katie Dunne, who do an outstanding job. They provide this office a great sense of knowledge and professionalism. I would also like to thank Doug Willardson and my fellow Department Heads for their support and guidance this past year.

Respectfully Submitted,
Tina M. Landry, CMMT
Town Treasurer Collector

REPORT OF THE INFORMATION TECHNOLOGY DEPARTMENT

In Fiscal 2019 we have relocated several offices within the Town Hall including the build out of new office space to support Building, Board of Health, Conservation, Zoning, Planning and Information Technology. Implemented a cloud storage service to be used as backup redundancy. Migrated all Users workstations from Windows 7 to 10 and now preparing to upgrade/decommission end of life server equipment in the Town Hall. Server Upgrades and decommissions should be complete by July of 2020.

In addition, The Technology Department has the daily tasks of monitoring and maintaining:

- 3 File/Database servers
- 1 E-Mail Server (Virtual)
- 2 Domain/DNS/DHCP and Antivirus Servers (1 Physical and 1 Virtual)
- 1 Hyper caster Server (Used to push digital media to channels 192 and 191)
- 2 PBX (*private branch exchange*) phone systems
- 1 Mitel/Shoretel Cloud Phone system (Library, Fire and Senior Center)
- 100 plus Computer Workstations and Mobile Devices
- Various Printers, Switches/Routers and Wireless Devices
- 1 Veeam Backup server
- iLand Cloud Backup services for offsite
- 3 Network Attached Devices (Backup Data)
- 3 IP Based Surveillance systems
- Administration of our Civic Plus Website
- Administration of the ViewPoint Cloud Permitting system.
- Administration of all social media Accounts
- Administration and support of the Munis Accounting, Billing system and Employee Self Service System.

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

Sincerely,
Greg M. Robert
Director of Information Services

REPORT OF THE SOUTH WORCESTER COUNTY COMMUNICATIONS CENTER

The South Worcester County Communications Center (SWCCC) completed its fifth full year of operation during the 2019 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 \$2,100,000 in Support and Incentive Grant funding and \$135,000 in Training Grant funding as part of its annual grant programs to offset operational costs.

In 2019, the SWCCC answered a total of 33,721 calls for service, which represents a 4.4% increase over 2018. Of these, 23,425 calls for service originated in the Town of Webster while 10,296 calls for service originated in the Town of Dudley. Requests for police services totaled 25,795, fire services totaled 904, and EMS services totaled 7,022.

A total of 6,760 wireless and wireline 911 calls were answered by the center. 99.5% of all 911 calls were answered within 10 seconds, far exceeding the industry standard of 90% of calls being answered within 10 seconds. 3,856 calls originated from cellular

devices with 30% of those coming to SWCCC directly without the need for a transfer from a relay center. Due to current reporting limitations, the number of 911 calls per community is unable to be determined. SWCCC also answered and processed 29 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 2019, the Dispatchers of the SWCCC handled many critical incidents where time and knowledge were critical to the safety of the responders. I'd like to commend the dispatchers for constantly handling these incidents in prompt, professional manners to ensure the safety of the residents and responders of the towns.

Also worthy of note, 2019 marked the first 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 2019, SWCCC dispatchers averaged a remarkable 91% rating for the 370 911 medical calls that were reviewed!

As part of this QA program, The Foundation issues Certificates of Excellence to dispatchers who received an overall average score of 96% or greater and no individual scores lower than 90% during a given month. Six dispatchers were recognized with a total of 11 Certificates of Excellence over the year to include one dispatcher, Supervisor Veronica Oleszewski who was recognized 4 times! The towns of Webster and Dudley should be proud of the achievement of all dispatchers at the SWCCC for their stellar performance when it comes to Emergency Medical Dispatching!

As we move into 2020, 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.

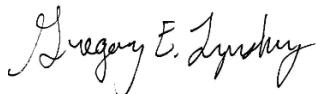
We also continue to seek out additional communities to join the Center. As of the time of this writing, the SWCCC has continued to have communications with local communities regarding joining the SWCCC however no formal agreements have been put in place.

I'd like to thank Dispatcher Victoria Longo who stepped down in May after 1.5 years to take a position as a Parole Officer with the Massachusetts Parole Board and wish her well in her new endeavor. Dispatcher Longo remains with the SWCCC in a per-diem capacity.

In 2019, SWCCC received one formal citizen complaint. Following review of the circumstances, the complaint was found to be unfounded and voluntarily withdrawn by the complainant.

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. I would also like to thank Dudley Town Administrator Greg Balukonis and Board Member Peter Fox for their many years of support of both the SWCCC and myself. I wish them the very best in their retirements.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Gregory E. Linsky".

Gregory Linsky

2019 Year-End Report Webster Fire-Rescue

As we started the New Year, we found ourselves trying to understand how one of our members was fighting for his own life. Cancer has become one of the leading causes of death among firefighters and Webster is not immune to this disease. Lieutenant William "Willie" Gendreau was diagnosed with kidney cancer about a year prior and had been progressing with his treatments. Unfortunately, things took a turn for the worse and Lieutenant Gendreau lost his battle on February 8th. We struggle to understand why there is not a cure for cancer, but in the interim, we are doing everything we can to prevent our members from this horrible disease. Willie will never be forgotten as we have taken the steps to start scanning our members for cancer and heart disease.

Physical fitness and nutrition are also part of our program to assist with the development of our safety programs. Most departments take a proactive approach to help their members keep in shape and enable them to do their job more efficiently. We have invested in gym equipment as well as training the members how to use them properly.

We had two members of the auxiliary department go through the basic training at the Massachusetts Fire Academy, Dylan Diroberto and Matthew Ferrara successfully graduated from the Call Recruit program in February and July. They both spent a little over four months nights and weekends on their own time while working a full time job. All new members must be trained to the level of firefighter one and two before becoming eligible as a paid member of the department. All new recruits go through this training at the academy and are not paid while they do the training.

The department took delivery of the new E-ONE pumper in late October, the truck is set up as a rescue pumper so it is able to respond first due to most calls we receive. Engine 5 was traded in and sent back to the dealer, we would like to thank the residents of Webster for supporting this important piece of equipment that will serve the town for a long time.

The department responded to seven hundred and thirty nine calls this year, there were thirty four structure fires, four car fires, five outside fires, one hundred forty two motor vehicle accidents, and twenty five hazmat calls. We went mutual aid to other communities nine times, responded to two hundred and ninety 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.

The department is staffed seven days a week from 7 am through midnight, from midnight until 7 am we have on duty companies who respond from home. We would like to fill that time frame with the needed staff and are constantly seeking grant money to do so. Having staff in house reduces our response times and gives us an advantage of early intervention on most calls.

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. We are extremely proud of our members and the dedication they have to keep this department on the cutting edge and provide the town with a professional service we can all be proud of.

Respectfully submitted

Brian C. Hickey
Fire Chief
Emergency Management Director

REPORT OF THE POLICE DEPARTMENT

In 2019, the Webster Police Department, for the first time in 13 years, saw a change in the Chief of Police. Chief Timothy Bent retired, officially on January 12, 2019. With his retirement, a brand new command staff was installed. In addition to myself, Tobby Wheeler was promoted from Lieutenant to Deputy Chief, and Gordon Wentworth was promoted from Sergeant to Lieutenant.

Our first priority was to bring our staffing to an appropriate level. Officer Francescka Cedeno was hired, and graduated the academy on November 8th. She is doing fantastic, and is expected to wrap up her Field Training in early February. She will be a tremendous asset to our department. We were also able to hire two lateral transfers from the city of Framingham, Officers Derek Mroczeck and Phillip Hurton. Both were seasoned veterans with great experience. Officer Michael O'Leary left us to take a position with the Millbury Police Department. We wish him the best in his future there. This allowed us to hire officer Joseph Stephens from the Hudson Police Department, who demonstrated a strong desire to come to work specifically for Webster. We have long prided ourselves on having high expectations of our officers, and our goal in hiring has always been to get the best officers available, and these recent hires have been exactly that. I have no doubt they will all live up the high standard we have placed on them.

We also saw the promotion of Officer Aaron Desantis, and Detective Christopher Trainor to Sergeant. Officer Joseph Reed was also brought into the Detective Bureau. The promotions to sergeant complete front line supervisor vacancies, and we are confident they will do a fine job. Detective Reed also backfills a vacancy in the Detective Bureau, which we will be hoping to supplement early in 2020.

We saw two long term members, Detective Sergeant James Hoover and Officer James Young Sr. retire this past October. Officer Young Sr. had over 32 years of service, which is something that I cannot recall in my 23 years here happening. Detective Sergeant Hoover had 26 years with the Police Department, and several more with the Webster Water Department, prior to becoming a police officer. On behalf of everyone in the Department, I would like to thank you both for your service, and working with you was an absolute pleasure. You will be missed, and please do not hesitate to stop in, you will always be welcome.

The Webster Police Department did some outstanding police work in 2019. In May, there was a random abduction from the May Street Park. Through some of the finest investigatory work I have ever been a part of, a suspect was potentially identified a few days later. With the cooperation of the FBI, Connecticut State Police, US Attorney General's Office, and Worcester County District Attorney's Office, an arrest was made. The case is currently winding its way through the Federal Court System, and we are hopeful it will be resolved later this year. Detective Chris Trainor seized two kilograms of cocaine with assistance from the US Postal Inspectors. Arrests were made in both cases. Sergeant Trainor was a long time member of the DEA High Intensity Drug Trafficking Area Task Force, which was critical in him developing his investigative skills in narcotic investigations. Those skills will certainly pay dividends down the road.

We were fortunate to receive a grant from the Executive Office of Public Safety and Security for traffic enforcement, which allowed us to have an increased presence on Fridays and Saturdays. This allowed for an increase in officer presence, which I have no doubt has an effect on deterring crime. Officers also participated in several proactive patrol functions, including a warrant sweep, motor vehicle enforcement, as well as narcotic investigations.

In 2019, we received our mobile surveillance camera, through funds that were appropriated at Town Meeting. This camera is able to be placed at various locations throughout town to enhance security. It was placed at Memorial Beach, sporting events, Lakeside Boat Ramp, and numerous other functions throughout the year.

We have auctioned two of our three police boats, and purchased a new one, a Carolina Skiff. It was decided to keep the 2007 Thundermist. Sergeant Trainor will take over Harbormaster duties. An increased presence was seen on the lake this past year, which was made possible from the additional training of several officers in the duties and responsibilities of the Marine Patrol.

Our Community Policing events were in full effect. We had our eleventh annual Junior Police Academy, headed by Officer Bruce Hamm. National Night Out was another success, as was our Hoops for Hope program, which we also ran during school vacations. We also had our second annual Duck Off, as well as Car Show. I would like to thank all of the officers and their families for their help during these, and all of the other events we have throughout the year. Their success would not be possible without you.

In July, State Representative Joseph McKenna secured a \$25,000 earmark for the Webster Opiate Task Force. This allowed us to hire Community Outreach Advocates Jen Comeau, Jen Genduso, and Shannon Dagget. They go out into the community with myself or other officers and offer individuals affected with Substance Use Disorder services that may assist them in overcoming their addiction.

The department saw an increase in calls for service, arrests, and citations compared to 2018. Calls for service were about by about 1,000 to 23,425. Arrests were down by about 20, however about 150 more summons for court were issued. Approximately 1500 more citations were issued compared to 2018 as well.

The Police Department logged 14 complaints against officers. 8 were unfounded, 3 were not sustained, and three were sustained. Citizen complaints regarding police department personnel may be directed to the shift supervisor. They will either investigate and handle the complaint, or forward it to the Chief's office for further investigation.

In closing, I would like to recognize retired Webster Police Chief Timothy Bent. My first full year as Police Chief has gone by very quickly, and I could not be happier with where the department is. I cannot thank Chief Bent enough for his guidance and wisdom throughout the years. I thank you and wish you and your family well in the next chapter of your life.

Respectfully submitted,

Michael D. Shaw
Chief of Police

ANNUAL CRIME REPORT

OFFENSE TYPE	2017	2018	2019
Murder and Manslaughter	0	1	0
Kidnapping/Abduction	5	9	5
Forcible Rape	9	14	16
Statutory Rape	13	4	5
Forcible Fondling	10	7	4
Robbery	11	12	4
Aggravated Assault	133	105	135
Simple Assault	299	325	292
Intimidation	65	83	59
Arson	6	1	0
Burglary/Breaking and Entering	61	63	60
Pocket-Picket	7	0	3
Purse-Snatching	3	1	1
Shoplifting	57	21	22
Theft from Building	77	51	45
Theft from Motor Vehicle	13	16	34
All Other Larceny	108	93	118
Motor Vehicle Theft	20	26	16
Counterfeiting/Forgery	12	13	10
FALSE pretenses	49	47	62
Credit Card/ATM	10	3	7
Impersonation	14	15	23
Embezzlement	6	3	0
Stolen Property Offenses	13	17	11
Destruction/Vandalism/Damage	175	123	140
Drug/Narcotic Violations	101	82	103
Pornography/Obscene Material	1	3	6
Prostitution/Assisting Promoting Prostitution	0	1	0
Weapons Laws Violations	12	11	32

OFFENSE TYPE	2017	2018	2019
Bad Checks	21	2	0
Disorderly Person	172	220	140
Driving Under the Influence	62	99	112
Drunkenness	97	67	82
Family Offenses, Non-violent	0	1	0
Runaway/Missing Person	0	0	0
Liquor law Violations	13	30	37
Trespass of Real Property	19	33	32
All Other Offences	223	263	244
Traffic, Town bylaw Offenses	859	1084	1248
Total number of Calls	22,154	22,317	23,425
Total Number of People Arrested	641	684	663
Total Number of People Summoned for Various Offenses	542	597	734
Total Number of Ciations Issues	1076	1288	2916
Total Number of Traffic Accidents	400	451	450

REPORT OF THE PLANNING, CONSERVATION AND ENGINEERING DEPARTMENTS

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 CME Associates, Inc. (see below) 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.

A change in the department structure occurred in November. The supervision of the Conservation Agent was transferred from the Town Administrator to the Director of Planning & Economic Development.

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: rezoning of 30 Worcester Road, resubmission of various amendments to the Zoning By-law for marijuana testing and cultivation and Recreational Marijuana Retail Sales. Major projects coordinated by staff and reviewed by the Planning Board included two large solar project applications, Upper Gore Road and Juniper Lane, both of which were denied; the construction of a new bank facility and site plan development for Webster First Federal Credit Union; a definitive subdivision plan for Upper Gore Road; numerous Approval Not Required (ANR) plans; various Special Permits for site signage; and a proposed recreational marijuana retail store on Worcester Road. Staff also developed public information and web content regarding Stormwater Management in accordance with the Town's MS4 permit issued by the State.

Department work included ongoing economic development initiatives including grant submissions, weekly meetings of the Economic Development working committee and meetings with the Economic Development Committee. The Committee along with Town Staff hosted a tour and meeting for people interested in the revitalization of downtown. In November, the Historical Commission, long dormant, was revitalized. Staff provided support including the development and launching of a new webpage and assistance in identifying projects. Staff continues to coordinate with other

departments on potential and ongoing projects including meeting with people interested in developing projects in town.

Planning Board – the Board consists of five full time members and two associate members appointed by the Board of Selectmen for three year terms. No changes in membership occurred in 2019/ As of December 2019, Board membership was as follows: Paul LaFramboise, Chairman; Michael Dostoler, Vice Chairman; and Members Dan Morin, Thomas Klebart, and Cathy Cody, and Associate Member Christella Gonsorcik. One associate member position remains vacant. Thomas Klebart and Cathy Cody continue to serve as the Board's and the Town's representatives to the Central Massachusetts Regional Planning Commission. Jason Piader and Earl Gabor were reappointed as delegates as well. All delegates, along with staff, attended several CMRPC meetings to learn more about initiatives and opportunities to the towns in Central Massachusetts. 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 on permit applications as follows:

Approval Not Require Plans - 8

Definitive Subdivision Plan - 1

Special Permit - 3

Special Permit & Site Plan Approval – 2

Modifications of Previously Approval Permits – 5

Preliminary Subdivision Plan - 1

Zoning By-law and Map Warrant Articles – 7

Chapter 91 Simplified Waterways License – 3

Wireless Communications Eligible Facilities Request – 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. Mike Fafard, longtime Associate Member, resigned from the Board. The Selectmen appointed Daniel Fales as a full member. As of December 2019, Board membership was as follows: Jason Piader, Chairman; Daniel Cournoyer, Vice Chairman; Members Christopher Daggett and Daniel Fales. 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 - 4

Special Permits – 1

Appeals - 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 2019, Commission membership was as follows: Joey Wigglesworth Vice -Chairman; Members, Frederick Bock, Dan Duteau, Robin Jewell, Klarissa Johnson and Michelle Sherillo. For most of 2019 Joe Kunkel served as Chairman. He suddenly passed away at the end of November. The Commission will miss his generous spirit, his faithful commitment to conservation, and his encyclopedic memory of all things conservation during the 19 years that he served on the Commission. Associate Commissioner Beau Saad stepped down this year. After the passing of Chairman Kunkel the Commission reorganized as follows. In January of 2020 Vice Chairman Wigglesworth was voted to be Chair and Commissioner Sherillo was voted Vice Chair. Presently there is one vacancy. Mary Overholt continues to serve as the Conservation Agent. The Commission took action the following number and types of permits:

Wetland Determinations – 37

Orders of Conditions – 28

Amended Orders of Conditions – 4

Order of Conditions Extension - 6

Certificates of Compliance – 9

Administrative Approvals - 40

Enforcement Orders – 3

The volume of permitting is similar to previous years, perhaps slightly less. The Administrative approval process has reduced the number of Determinations from previous years and freed up time for the Commission to focus on larger projects. In January the Commission approved a Wetland Setback Policy to give guidance to

developers on how projects will be reviewed. The Commission did issue two denials for projects. In both cases the applicant appealed to the State and a Superseding Order of Conditions was issued. The Commission approved two large scale solar projects this year. The permitting for both projects started in 2018. The Upper Gore Solar Project also went through Natural Heritage review and they submitted an ENF and went through MEPA review. These projects did not obtain all of their necessary permits from other boards so they may not be constructed. The Commission also informally resolved several minor violations of the Wetlands Protection Act.

Engineering Services

The firm of CME Associates, Inc. was contracted for engineering services for a third year. Multiple contracts were executed for various projects and general services. The lead contact, Chuck Eaton, continued to provide coordination between the Town and CME'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 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

Open Space and Recreation Plan Update, Dresser Street Reconstruction Project, DPW Garage Roof Replacement, Lake Parkway/Klebart Avenue Reconstruction Easement Acquisition, and revision of the Town's Stormwater Regulation per MS4 Requirements.

BUILDING DEPARTMENT ANNUAL REPORT

To the Board of Selectmen, Town Administrator and residents of Webster, I hereby submit the Building Department's report from July 1, 2018 to June 30, 2019.

There were a total of 644 Building Permits, 197 Plumbing Permits, 168 Gas Permits, 465 Electrical Permits and 25 Mechanical Permits that were issued to the residents of Webster. We are showing definite signs of extensive economic growth with the increase of permitting across the board.

This office has successfully worked in conjunction with Greg Robert, the Town of Webster Director of Information Technology and Danyel Guiou my Administrative Assistant. Together we have managed to make our online permitting system "View Point" very user friendly and the general public is finding the system easy to navigate and I believe it shows in the increase of the permits for this cycle.

The new office location, which combines the Building and Zoning Dept., Board of Health, Planning and Economic Development and Conservation creates a "one-stop-shop" making all combined processes for these departments easier for the public. This also allows the department heads to combine ideas and resolve questions as a team. The Building Dept., Board of Health, Fire Chief and Police Chief have been addressing the nuisance properties and continuing to improve various areas of the Town by addressing these issues which has been a positive move. Issues that have been brought to our attention have been resolved quickly and efficiently.

We have currently removed/demolished eighty-two nuisance properties, four of which were completed in the start of 2018. We have also been doing routine inspections and have boarded up 5 bank owned properties that had squatters living in them which posed a big problem for the Webster Police Dept. with disturbance calls and drug trafficking.

The Building Dept., Board of Health and the Fire Dept. and Police Chief are currently working with the Treasures Office on properties that the Town now owns and are going up for auction with an outside firm, which is working well.

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

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

ANNUAL REPORT OF THE BOARD OF HEALTH

Dave Zalewski – Chairman

Iwona Miller – Vice Chairwoman

James Avery – Member

Janet Stoica, Member

Matthew Wyke, Member

Jennifer Sullivan.....Public Health Director

Cheryl Rawinski, R.N.Public Health Nurse

Danyel Guiou.....Senior Clerk

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

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

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

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

Sharps Collection Program

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

2019 Gallons of Sharps collected – 529.4

Mosquito Control Project

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

Vacant Property By-law

The Bylaw is adopted pursuant to the Massachusetts general Laws Chapter 40 Section 21, and the powers granted to the Town by the State Home Rule Amendment as reasonable regulations designed to protect the health, safety, and welfare of the Town of Webster and the residents of Webster. As has been proceed by examples within the town of Webster and elsewhere, vacant and foreclosing properties are at greater risk of deterioration, pest infestation, fire, criminal trespass, and resulting public health violations therefore pose a significant danger to the health, safety and welfare of Webster citizens and require increased monitoring and inspection by Webster officials, With implementing this by-law including but not limited to the costs associated with monitoring, inspecting, and when necessary taking legal action and/or remediating such vacant and foreclosing properties.

2019 Vacant Properties – 79 properties

Nuisance Task Force and By-law

The Nuisance Task Force is made up of The Health Director, Building Commissioner, Fire Chief and Police Chief. The purpose and intent of this By-law is to eliminate nuisances in the Town of Webster. Nuisances, such as dilapidated buildings, overgrowth, debris, trash, stagnant pools of water, property having defective weather protection and vacant or abandoned buildings, cause and contribute to blight within neighborhoods and commercial areas of the town and adversely affect the property values for adjacent and surrounding property. Such nuisances on

property also impair public health and safety. This By-law is intended to further the objectives of and to act in concert with any existing federal, state or local laws.

2019 Active Nuisance properties – 47 properties/structures

Receivership Program

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

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

2019 Receivership program utilized - 5

The Health Department had a very active 2019.

Inspections and permits include:

Food, Tobacco, Funeral Director, Septage Hauler, Solid Waste Transporter, Disposal Works Installer, Drain layers, campground, and wells, Title V, Beavers, Certificate of Fitness, Body art, Tanning, weights and measures and Public pools.

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

Respectfully submitted,

Jennifer Sullivan
Health Director

ANIMAL CONTROL/ANIMAL INSPECTOR 2019 ANNUAL REPORT

Number of calls: 4,976

Wildlife calls: 82

Dead Animal Pickups: 31

- One fox
- One water rat
- Nine raccoons
- Two woodchucks
- One coyote
- Three skunks
- Two squirrels
- Four chickens
- Two possums
- Six cats

Quarantines: 20

Rabies testing: One cat (negative)

Transports:

Four Feline Leukemia positive cats to Merrimack Feline Rescue in Salisbury, MA

Tuft's Wildlife: 21

- One possum
- One raccoon
- One squirrel
- One fox
- One skunk
- One hawk
- One mouse
- One baby bird
- One Cardinal
- One fawn
- Two woodchucks
- Five goslings
- One Mallard duck

- Two Canada Geese
- One rabbit

Tuft's Small Animal Hospital: 5

- Two dogs
- One bearded dragon
- One cat
- One kitten

Live Pickups: 50

- 20 dogs
- 16 cats
- Two guinea pigs
- One exotic bird
- Five chickens
- Two Bearded dragons
- Four rabbits

TNR: 9

150 Lake Street: One pregnant cat and three kittens

Brookline Street: One adult and four kittens from Brookline Street

Adoptions: 2 (dogs)

Dogs remaining at shelter: Three

Cats at shelter: Four

Rabbits at shelter: Four

Fish tank: three fish and one frog

Barn Inspections: 12 locations. We have nine horses in Webster, one pot belly pig, and three llamas amongst a variety of chickens and ducks and some rabbits.

REPORT OF THE LAKE SANTARIAN 2019 ANNUAL REPORT

I hereby submit my report as Lake Sanitarian:

Lake water samples for the 2019 swim season (Memorial Day through Labor Day) were taken on a weekly basis at eight public and semi-public swimming areas. The areas include Beacon Park, Birch Island, Colonial Park, Killdeer Island, Lakeside Beach, Memorial Beach, Treasure Island and the Nipmuc Ski Cove.

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

Conditions that can contribute to elevated levels include 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.

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,



Marc D. Becker
Lake Sanitarian

WEBSTER REDEVELOPMENT AUTHORITY ANNUAL REPORT 2019

Board Members: Marc Becker, Chairman, Kenneth Pizzetti, Vice Chairman,

Maryann McGahey, James Chauvin, Daniel Fales, State Appointee

Staff: Carol J. Cyr – Director

Massachusetts CDBG Program grants have played an important role in helping Webster address its community development needs for more than two decades. 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 grants totaling more than \$23 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 four municipal recreational and two public 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 Webster Redevelopment Authority's Community Development Office currently has two active CDBG grants:

FY 2018 Mini-Entitlement Plan Grant

Grant Amount: \$825,000.

This grant funded a single project activity and is substantially complete.

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

Grant Amount: \$825,000.

There are three projects funded under this grant:

Eddy Street Reconstruction:

The project consist of full depth reconstruction of the street and reconstruction of the existing curbing and sidewalk on the east side of the street. There will also be minor drainage improvements. This project is expected to start in early spring and be completed by late summer.

Construction of Phase 3B of Downtown Streetscape/Riverwalk Improvements Project

Phase 3B consists of reconstruction of the municipal parking lot and Davis Street immediately abutting the newly created Riverwalk. The project will continue the pathway (via a sidewalk) that is part of the overall pedestrian access/Riverwalk initiative.

Slum/Blight Inventory

This activity will update the town's current Slum and Blight Inventory for Webster Center. The original inventory was completed in late 2009 and received approval in June of 2010 and will expire in mid-2020.

Maintaining this inventory with the Slum/Blight designation will allow the town to continue to invest grant funds in this area.

FY 2020 Mini-Entitlement Plan Grant

Grant Amount: \$825,000.

The FY 2020 application deadline date is March 6, 2020.

Riverwalk Pedestrian Access Project

This application will request funding for the continuation of the Riverwalk project. The plan is to continue the riverwalk construction moving along Davis Street in a westerly direction down Davis Street with sidewalk and road improvements.

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

Project consist of full depth reconstruction of the street, existing curbing and sidewalks as well as storm drainage improvements.

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

GLADYS E. KELLY PUBLIC LIBRARY 2019 ANNUAL REPORT

MISSION STATEMENT

The Library connects the community to a world of information, ideas, and imagination; offers a quality collection of resources that anticipates and responds to the diverse needs of the Town of Webster. Situated in the center of Webster, the Gladys E. Kelly Public Library plays a vital role in the life of this community.

SCOPE OF ACTIVITIES

- The library was an active leader in providing programming to the local community through funding received from the Webster Cultural Council, Friends of the Library and local contributions.
- The library provides children's programming and materials with special emphasis of beginning literacy, development of language skills and social interaction.
- The library provides creative and social skills activities, book discussion groups, and homework station with educational and MCAS electronic materials for our middle and high school students.
- The library provides programming and materials for young adults by placing a special emphasis on creativity, responsibility and collaborative effort. We provide information for college submission requirements, student aid and scholarship information.
- The library provides special programming and materials support for the seniors of our community with emphasis on learning new skills such as computer use, genealogical instruction, recreational interest, consumer health information services and veteran's interests.
- For adults in employment transition we provide computer training support, job resume, interview and cover letter workshops and training brochures. The library maintains a selection of websites and Workforce Central job opportunities for employment seekers.

ACCOMPLISHMENTS FOR 2019

- Of all the library programming, children's programming is one of our most popular and successful. The two pre-school literacy programs including Children's Story time programs and two school age literacy programs per week are well- attended and well-received. In addition, the Youth Services Librarian has expanded some of the programming to include: Raising a

Reader, Children's Story Time, Wiggles & Giggles. Nintendo Switch Game Nights, Saturday Crafts, and Children's Painting Program.

- The website has been newly revamped and is at www.gladyskellylibrary.org. The web site is constantly being expanded and updated.
- The library now offers Yoga on Saturday mornings with instructor Julie St. Francis.
- The library now offers Movie Night on the third Thursday of the Month in the Meeting Room.
- Literacy Volunteers of South Central Massachusetts are now able to offer office hours and training in Webster thanks to our new library.
- Chef Leslie Carter hosted a Quick and Easy Gluten Free recipe program where she prepared meals and shared samples with the audience.
- Craig Harris presented "Woodstock's 50th Anniversary" incorporating rare audio recording, professionally edited film, insightful and captivating storytelling, singing, and guided music-making to recreate and capture the soul of Woodstock.
- Magician Todd Migliacci performed a Halloween Spooktacular Magic Show for families.
- The "Book-a-Cruise" held in the summer in conjunction with the Webster Boys & Girls Club and the Webster Lake Association continues to be an enjoyable event for all.
- The library received two grants from the Webster Cultural Council. The funded programs were "Sail Away on the Craft of Pastel" a step-by-step pastel painting class led by Gregory Maichack and "Hummingbirds of the Americas" with John Root.

LIBRARY SERVICES PROVIDED

- The Youth Services Librarian held a total of 413 programs and had 3,636 participants in attendance.
- The Adult Services Librarian held a total of 118 programs, reporting 1,013 attendees.
- Library statistics revealed that approximately 12,852 reference questions were answered either in person, via the web site or by phone. These numbers do not include questions asked during regularly held instructional sessions or informational database use.
- During an average month, our computers serve 894 patrons.

CIRCULATION OF LIBRARY MATERIALS

Fiscal Year	Total Circulation
FY19	33,005
FY20	46,375

INTERLIBRARY LOAN

Webster Patrons received 5,524 items from other libraries and we fulfilled 5,206 item requests to local communities.

LIBRARY USER STATISTICS

LIBRARY STATISTICS	FY20
Number of Patron Accounts Created	1,017
Books Circulated	31,336
Media Circulated	15,039
Number of Programs Offered	531
Number of Program Attendees	4,649
Dollars Saved by Patrons on Books	\$267,114.20
Dollars Saved by Patrons on Media	\$301,003.40
Computer Sessions Used	10,726
Number of Study Rooms Reservations	1,494

LIBRARY BUILDING PROJECT

The new Gladys E. Kelly Public Library officially opened on September 4, 2018. The building includes a large lobby, 150 seat meeting room, comfortable seating, a Young Adult Room, 4 study rooms, a Children's Room along with a Children's Story Time Room, Local History Room, and a Flex space used for meetings and programs. At 20,000 square feet, the new building shifts the main entrance from its former location on Lake Street to the more public front facing the park, creating a more visible and completely accessible front entrance. The two storey covered porch, a nod to the civic scale of the neighboring Town Hall, and a projected glass corner bay housing the main reading rooms on both levels create a welcoming and highly transparent new image for the library. Inside, the program is distributed on

two levels and organized around a central double-height lobby, daylit from above by a large clerestory lantern. Visibility is optimized to allow visual supervision of all public spaces from strategic locations on each level by a relatively small staff. We would like to thank the architect Oudens Ello Architecture and Project Management team Daedalus. We would also like to thank all that who donated to make this dream a reality.

TECHNOLOGY

The new library now has 10 adult computers, 6 children's computers, and 6 young adult computers. The Youth Services computers are enabled with gaming software. The library now has two self-checkout stations, offers faxing/scanning, and colored printing/copying services. The 150 seat meeting room has a 4D projector along with a large screen for presentations. The room is also equipped with surround sound and wireless microphones.

BOARD OF SELECTMEN AND TOWN ADMINISTRATOR

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

BOARD OF LIBRARY TRUSTEES

A special thanks to the Board of Library Trustees who continue to give their time and effort to provide leadership and vision to benefit this community through the mission of the Gladys E. Kelly Public Library. The FY20 board members are: Rena Klebart, Chairperson, Richard Franas, Vice Chairperson, Mary Chabot, Secretary, Nancy LaFramboise, Treasurer, Jean Travis, and Margaret Lorenczykova, and Catherine Martin.

FRIENDS OF THE LIBRARY

We are also appreciative of all the hard work and effort put in by the Friends of the Chester C. Corbin Public Library under the direction of President Thomas Klebart. The Friends are focusing their efforts on fundraising for the new library and have done a tremendous job sponsoring the Spring and Fall Concert Series, Author Discussion Series, the first annual "Celebrate Webster" event, and "Cooking Matters," in collaboration with MAPFRE Insurance, a program to help families in need to shop for, cook, and enjoy healthy meals on a budget.

VOLUNTEERS

A special thank you to the library volunteers that have regularly assisted us with vital library tasks and a very special thank you to Charles and Judi Kosnowski, our volunteers who deliver library materials to the Webster Manor, Susan Buehler, Michael Knych, Nancy LaFramboise, Anne Violette, Barbara Steiger, Laura Wilson.

SPONSORS, CONTRIBUTORS and SUPPORTERS

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

LIBRARY STAFF

Last but not least the trustees and director of the library cannot thank the staff enough for their dedication, hard work and commitment to the library service mission during this year: Peter Arsenault, Adult Services Librarian / Assistant Director, Evan Hale, Head of Circulation Services, Andrew Tai, Youth Services Librarian, Library Assistants, Linda Anderson, Leah Brooks, Cynthia LaPan, and Custodian Louis Brezniak.

We thank our patrons for their continued patronage to the Gladys E. Kelly Public Library.

Respectfully submitted,

Rena Klebart
Library Chair

Amanda Grenier
Library Director

RECREATION DEPARTMENT 2019 ANNUAL REPORT

The Recreation Department is responsible for managing the beach, scheduling usage of the parks, and planning events with the all-volunteer Recreation Committee. 2019 brought much growth to the Town of Webster through the Recreation Department. We organized and ran 2 shop local initiatives. One in the Spring and one during the Holiday season. The beach saw many events this year. We had jet ski races, an Easter egg hunt and the Town's first "Splash n Dash" to name a few. Fox 25 also put a spotlight on the beach and the Town when they hosted one of their Zip Trips at the beach. We also applied for and received a grant in the amount of \$400,000 for improvements at the beach. We look forward to making some changes in the next year.

We continue to hold our Summer Concert Series at French River Park, along with ending the summer season with a Shakespeare Play in the Park. Much of these events were also funded with grant money. As we reach the end of the year we held our 2nd annual Tree Lighting, 3rd annual Holiday Bazaar and our long standing Winter Wonderland. All events were well attended and fun was had by all.

I look forward to the upcoming year, adding different events for the residents of Webster and getting the most use out of our parks and fields.

Respectfully submitted
Carole Marchand
Recreation Director

WEBSTER SENIOR CENTER TOWN REPORT FOR 2019

The Webster Senior Center/Council on Aging submits the following report for the year 2019. 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.

Our volunteers continue to be the backbone of the various activities that we offer ie: Progressive Pitch, Bingo, and lunches, etc. To honor and thank our volunteers, we held our annual Volunteer Appreciation Brunch attended by Representative Joseph McKenna who personally presented Citations from the House of Representatives to all of our volunteers and Council on Aging members. They include: Stasia Beach, Anne Boulay, Ralph Celentano, Janet Cullen, Debbie Diaz, Elaine Gould, Cheryl Hakenson, Helen Kesner, Henry Konkel, Betty LeFort, Carol Pierce, Marilyn Remington, Jeanne Makara, Anna Mae Mawhinney, Phyllis Romano, JoAnn Sadowski, Rose Silvestri, Barbara Steiger, Kathy Stone, Sam and Sandy Walley.

The WCAC Fuel Assistance Program and the AARP Income Tax/Circuit Breaker preparation programs are continuing. Webster Manor Nursing Home sponsors our blood pressure clinic on the second Thursday of the month. This year our flu clinic was again sponsored by the Town of Webster. Also, Tri Valley supplies an Options/Shine Counselor to assist seniors where needed.

We were also fortunate to have an additional SHINE Counselor this year and hope this will continue in 2020. SHINE---(Serving Health Insurance Needs of Elders) This year we were also fortunate to have a representative with SNAP (Supplemental Nutrition Assistance Program) known as food stamps here at our center.

Senator Ryan Fattman helped us celebrate Valentine's Day with goodies. Fun was had by all!!!

St. Patrick's Day we celebrated with Mike & Beth Music & Comedy Show. They played music and told jokes. It was great fun!

Representative McKenna sponsored a July 4th Barbecue here at the Senior Center. We certainly appreciate and thank Representative McKenna and all his staff for this event.

Throughout the year, we have various “socials”. Webster Manor hosts the ice cream socials and Lanessa hosts the root beer floats; Brookside Rehabilitation and Health Care provides our monthly birthday cake; and Life Care Center of Auburn hosts the dessert social; Christopher Heights hosts soup social. These socials are very much a hit here at the center and we look forward to them continuing in 2020.

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

We celebrated our annual Christmas Party with a great buffet luncheon done by Chartwell's of Worcester and entertainment provided by Holly Jolly Christmas. We thank Brookside Rehabilitation and Health Care Center and Webster Manor and Lanessa for their raffle donations. We also want to thank for their help Eileen Brooks of Brookside, Amy Bonneau, of Webster Manor and Lanessa and Lori Joubert from Representative McKenna's Office.

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

The “Cookout at the Beach” sponsored by the Webster Lake Association continues to be a very popular event both with the seniors and volunteers. I do believe the volunteers have as much fun as the seniors. AJ from Point Breeze cooked hamburgers and hot dogs. Members of the Lake Association volunteered their time and boats to give all a tour of the lake and help serve our cookout. In addition to volunteers from the WLA, we had volunteers from Brookside Rehabilitation, Vibra Hospital of Western Massachusetts, Webster Manor and Lanessa,

Again, the Webster Police Department hosted a cookout for the seniors. We cooked in the parking lot and ate in the Senior Center. Members of the police department, Chief Michael Shaw, Deputy Chief Tobby Wheeler, and Lieutenant Gordon

Wentworth, and Detective Joseph Reed cooked and served hamburgers, hot dogs, supplied salads, etc. Fun was had by all. We do love our cookouts!!!

We offer exercise classes three days a week. These classes are led by Forty Arroyo. They are very much enjoyed.

Programs offered: bingo, pitch, Majongg, cribbage, knitting and crocheting, scrabble, craft classes, etc.

Trips offered: Breakfast at Cracker Barrel; Lunch at Dairy Queen and Shopping at Walmart; Lunch at Jasmine's and Shopping at the mall. These trips we use the Elder Bus and are very much enjoyed.

We also did an enjoyable trip to Lake Pearl in Wrentham to see "The Edward Twins".

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

We thank the Council on Aging board members for their willingness to serve: Joann Sadowski, Chairman; Elaine Gould, Vice Chairman; Anna Mercier, Secretary; Stasia Beach, Jeanne Makara, Anna Mae Mawhinney, Phyllis Romano, Rose Silvestri, and Barbara Steiger, Council Members.

And a big "Thank You" to the staff at the Senior Center that make it all come together, Vallarie Leslie, Kristen Zamis, Kendra Fal detta, and Kevin Giroux. Now for an update on our staff. Vallarie retired in May, Kristen left in September to move on to other things, but Kendra after interning with us is now here full-time and we will soon have another full-time staff member.

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: Patricia Tenant, Roger Forcier, and Gloria Kochinskas.

As I close out the Town Report for 2019, I would like to take this opportunity to thank Representative Joe McKenna for recommending me for the honor of "Unsung Heroine" for 2019. "This honor goes to incredible women who don't always make the news, but truly make a difference in their community."

This award was in acknowledgement of my work in making the Gladys E. Kelly Library a reality and also the work at our senior center. This award was extremely flattering and I cannot thank Representative McKenna enough.

Respectfully submitted,

Jean M. Travis, Director

JoAnn Sadowski, Chair
Council on Aging

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 18 snowstorms beginning on 11/15/18 and ending 3/3/2019. Ten of these storms required additional hired plows. Total snow accumulation was 45 1/2 inches. Approximately 1,356 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, 11 structures of catch basins and drop inlets have been repaired and replaced along with a new section of drainage 100 ft. of new pipe was 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 2,000 tons. Approximately 2 miles of road work under Pavement Management. The Highway Division along with A.F. Amorello had resurfaced various streets including another two sections of Lower Gore Rd., also along with 3 town parking lots that were also resurface Fire Department, Old Senior Center (School St.) and Main Street parking lot. These streets were done by using Chapter 90 money. Various Streets have been resurfaced. 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.

The Highway Department along with Mass D.O.T has secured funds to the resurfacing of Lake Parkway & Klebart Ave. This is a major accomplishment for the Town in which both these roads are one of our main routes.

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.

Revenues generated by the two Town Cemeteries in 2019 are as follows:

Opening of Graves	\$ 14,920.34
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Sale of Lots	\$ 10,025.00
Perpetual Care	\$ 10,025.00
Weekend Burials	\$ 1,704.06
Cremation Opening Perpetual Care	\$ 10,525.60
Flora Bigelow Fund Acct. Balance	\$ 24,149.70
Flora Bigelow Fund Acct. Interest	\$ 198.69
Perpetual Care-Interest Lakeside	\$ 17,739.88
Perpetual Care-Balance Lakeside	\$ 141.57
Mt. Zion Cem. Expendable Balance	\$164,118.45
Mt. Zion Cem. Expendable Interest	\$ 4,925.51
Mt. Zion Cem. Non-Expendable Acct. Balance	\$430,718.64
Mt. Zion Cem. Non-Expendable Interest	\$ 0.00
Total	\$689,189.44

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 2019

The Webster Water Department serves the Town's customers with a constant supply of clean, safe drinking water. In 2019 a total of 419.4 million gallons of water were provided to the Town. This results in an average demand of 1.15 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.

In the spring and fall of 2019 we conducted Unidirectional Hydrant Flushing Programs. This program is designed to flush/clean the entire distribution system beginning at the source and continuing to the furthest extent of the distribution system.

Rewards to the Town Charter in October 2017 created a Water Sewer Commission to oversee the fiscal and fiduciary responsibilities of the Water and Sewer Departments. The Commission began regularly-scheduled meetings in March, 2019. The Commission consists of five members appointed by the Board of Selectmen for three-year overlapping terms. The Commission currently has one vacancy available.

Construction of the Water Department's Memorial Beach Water Filtration Plant began in the spring of 2018 and concluded with water being treated and pumped into the distribution system in November 2019. 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. Along with the plant, a new 12-inch diameter water main was installed on Memorial Beach Drive and approximately 1,700 feet of new 16-inch diameter water main was installed on Thompson Road between Memorial Beach Drive and Park Road. These new pipes were installed to accommodate the increased amount of water entering the distribution system from the treatment plant.

Starting in May, approximately 1,900 feet of water main on Myrtle Avenue was cleaned in order to facilitate the installation of a new structural liner. As part of the project, four new fire hydrants were installed and a majority of the water gate valves were replaced. This liner will extend the useful life of the main an additional 60 years.

The Department is planning additional water main rehabilitation and improvement projects to be implemented in the next two years.

The Webster Water Department continues work to improve our water quality, upgrade our infrastructure and to protect our most valuable resource. 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. These gates were either inoperable or did not provide acceptable shut down when closed and, as a result limited our ability to control water flow directions and also to isolate specific areas in an emergency.

I wish to thank the Water Department staff: Michelle Roy, Administrative Assistant; Foreman Joe Patterson, and Water Technicians Dennis Bouchard, James Congdon, 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.

Respectfully submitted,
Gregory Woods
Water Superintendent

WEBSTER SEWER DEPARTMENT ANNUAL REPORT 2019

The Webster Sewer Department treated 1.108 billion gallons of wastewater containing pollutants measured as 865,198 pounds of Biochemical Oxygen Demand and 865,385 pounds of Suspended Solids from its 4,600 customers in Webster, Dudley and Oxford. Total precipitation for the year consisted of 54.69 inches with a maximum of 9.17 inches in April.

Rewards to the Town Charter in October 2017 created a Water Sewer Commission to oversee the fiscal and fiduciary responsibilities of the Water and Sewer Departments. The Commission began regularly-scheduled meetings in March, 2019. The Commission consists of five members appointed by the Board of Selectmen for three-year overlapping terms. The Commission currently has one vacancy available.

The pump station SCADA system project was completed in the spring, significantly increasing the Departments ability to monitor and track the performance of each of the 19 stations situated around town. The new system also allows for the remote monitoring, both at the treatment plant and via hand-held tablets, and increases the operator's ability to respond to alarm situations.

All three of the plants larger return activated sludge pumps were sent off-site to be rebuilt to original standards and outfitted with new replacement seals. National Grid and the MassDEP will be paying for almost 95% of the cost through an incentive program aimed at reducing electrical costs and increasing pump efficiency. The last of the three pumps will be re-installed in February 2020. The completion of this project was delayed due one of the large waste activated sludge pumps needed emergency repairs to return it to its original design standards.

As required by a MassDEP mandate the second part of a three year investigation and analysis into the collection system's inflow and infiltration problems was conducted in August and September. This phase of the project included smoke testing of the sanitary sewer system to identify sources of public and private inflow entering the pipes. These tests were conducted in seven areas of town that were previously identified as having high inflow. The nontoxic smoke was forced into a manhole and the surrounding area was inspected to see where the smoke appeared aboveground. These locations included a number of roof drains, catch basins and manholes. The last phase of the project will involve closed-circuit television inspections of approximately 11 miles of sewer pipe to assess infiltration and pipe condition.

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 department 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.

Respectfully submitted,
Gregory Woods
Sewer Superintendent

SUPERINTENDENT RUTHANN PETRUNO-GOGUEN ANNUAL REPORT 2019

Thank you to our students and staff, families and caregivers, community members, business partners, and local officials! 2019 was another successful and productive year for the Webster Public School Department because of each of you.

Our ongoing efforts of increasing the researched based curriculum resources and social emotional supports for our students are beginning to show positive results. This year, for the first time in many years, the District and Park Avenue Elementary MCAS Accountability Rating from the Department of Elementary and Secondary Education, moved to *Not Requiring Assistance or Intervention* and we are making *substantial progress towards targets*. These changes are the direct result of hard work by our teachers, staff, and students and their fidelity to using our new researched-based curriculum resources.

While the Webster Middle School and Bartlett High School continue to have MCAS Accountability Ratings of *Requiring Assistance or Intervention*, they have made gains in some areas. Both the middle and high school continue to receive additional supports from the Department of Elementary and Secondary Education to implement their *Turnaround Plans*. It is important to note that all three of our schools have *Turnaround Plans/School Improvement Plans* that focus on improving instructional practices, learning environments, and the type of supports we offer our students. All of our work prioritizes our students' academic growth and our students' social-emotional well-being. Our goals are to ensure all our students have equitable opportunities to reach their highest potential in each of our schools!

I continue to be very thankful for the ongoing supports from our community at large. In 2018, Bartlett High School was accepted into the *Eligibility Period*, by the Massachusetts School Building Authority, for a proposed renovation project. Recently, the Town approved funding for the next phase, a *Feasibility Study*. A potential renovation of Bartlett is a long- term project with many phases and opportunities for community input. If all goes well, this proposed project would enable us to develop new learning spaces aligned to 21st century skills and jobs and new educational pathways for our students to find success in and after high school.

Student enrollment – October 1, 2019 data:

Bartlett High School - 432 students

Webster Middle School - 591 students

Park Avenue Elementary – 818 students

We are proud to serve a diverse student population:

- First Language/ No English - 13.1%
- English Language - 9.65%
- Students with Disabilities - 21.3%
- High Needs - 62.3%
- Economically Disadvantage - 52.9%

Highlights for the Webster Public Schools in 2019:

Leadership

- Bartlett High School: Principal, Mr. Fran Thomas; Dean of Students, Ms. Gina Nieves; and Interim Assistant Principal, Ms. Karen Cousland.
- Webster Middle School: Assistant Principal, Ms. Heidi Peterson; and Interim Dean, Mr. Dan Kelly
- Park Avenue Elementary: Interim Dean, Ms. Deborah Zablocki

Curriculum & Instruction:

Instructional Teacher Leadership Teams at each school work with Administrators to support the implementation of our new curriculum resources and tools:

- PreK-5 *Wonders* (Yr. 3)
- *StudySync* Grades 6-12 (Yr. 1)
- *Ready Math* Grades K-8 (Yr. 2)
- *CPM Math* Grades 8-12 (Yr. 2)
- *STEMscopes* and Science Kits Grades 3-8 (Yr. 2)
- *i-Ready Diagnostic* Grades K-10 (Yr. 2)
- McGraw-Hill Social Studies Grades 5-8 (Pilot)
- *i-Ready Instruction* (Yr. 2) and *ST Math* Grades K-4 (Yr. 1)

Professional Development:

A strategic Professional Development Plan was developed. Our Professional Development Committee collects feedback and provides input on the plan. We continue to provide support to our teachers as they implement new curriculum resources and tools.

- Looney Math Consultants: BHS & WMS (Yr. 3), PAE (Yr. 2)
- *CPM Math* (Yr. 2)

- *Wonders* and *StudySync* ELA Grades K-12
- Social Emotional Learning (SEL)
- Safety Care Training
- A.L.I.C.E Training

Supports for Students and Families:

- *Breakfast in the Classroom* has been implemented at all three of our schools
- We continue to provide free lunch to all students
- We continue to provide the “Summer Eats” program
- We continue to provide after-school programming at Park Avenue through the 21st Century After School Grant
- We continue to provide a wide variety of extra-curricular activities: Athletics at Bartlett and Webster Middle, Show Choir, Art Club, DECA, Drama, Cheerleading, etc.
- We have an EL Parent Advisory Group
- We offer You Inc. Counseling in all three of our schools
- We have food pantries at Bartlett High School and Park Avenue Elementary School

Community Partnerships:

Our community partnerships flourished in 2019! We have a number of business partners and community members that are working with us to enhance the lives of our students. This is a short list of some of the wonderful partnerships we have developed:

- Webster Police, Fire & EMS - continues to participate in our District Safety meetings
- Head Start & Town Library - met with us to share professional development and early literacy strategies
- PTO & Booster Clubs & Grid Iron Club - continues to support our extra-curricular programming through their fundraising efforts
- Mapfre - Mapfre employee volunteers continue to participate in the United Way Caring Day, and donate clothes, coats, school supplies, and gifts during the holiday season
- It Starts at Home/ Jill St. Cyr & Many Volunteers - donated hundreds of holiday gifts to our students and families

- Boston Children's Hospital - continues to provide injury prevention training to our students at the elementary and middle schools through Mapfre Fundacion
- North Village - our Title 1, Above and Beyond Program is offered on site in their Community Room
- Webster-Dudley Food Share - continues to donate food to our food pantries
- Mr. and Mrs. Fels - generously donated funds to purchase new band uniforms for Bartlett High School
- Long Subaru - continues to donate school supplies and backpacks to the elementary school
- Saints Constantine and Helen Greek Orthodox Church & Life Church - continues to support our families during the holiday season with food and gifts
- Curaleaf - donated funds to purchase Vape Detectors and funds to support our Show Choirs

Recognitions:

In 2019, the following high school students were awarded the John and Abigail Adams Scholarships for college tuition based on their MCAS scores:

Anna Asamoah	Igor Napoli
Wilson Aybar	Gabrielle Nelson
Nikki Bolton	Corey Neulieb
Benjaminah Brodeur	Andy Nguyen
Miles Clement	Zachary Nicolella
Kelsey Connor	Clayton O'Connor
Kyle Daab	Hannah Picchioni
Camden DeSalvo	Madison Piehler
Catherine Finamore	Joseph Pierce
Nadia Gaber	Shaun Simons
Alyjah Gagnon	Elias Taborda
Sophia Gardner	Jacob Vosburg
Ford Jarmolowics	Breanna Ward
Dustin Laventure	Brittany Ward
Chaya Lipman Tessicini	Brooks Williams
Mia Lipman Tessicini	

In closing, I continue to be honored to serve as the Superintendent of Schools for the Webster Public Schools. Turnaround work is hard, but very rewarding. I am proud to stand with our teachers and administrators as we continue to implement our *Turnaround Plans/School Improvement Plans* to benefit our students and their futures.

I know for sure... In Webster, Kindness Matters!

Respectfully submitted,

Dr. Ruthann Petruno-Goguen
Superintendent of Schools

REPORT OF THE SCHOOL BUSINESS MANAGER FY2019 SCHOOL YEAR

Financial Statement for Period Ending June 30, 2019

		% Increase vs
	FY19	FY18
Funding:		
Foundation Budget	\$23,346,664.00	4.11%
Minimum Local Contribution	\$10,636,864.00	4.59%
Chapter 70 State Aid	\$12,709,800.00	3.71%
Required Net School Spending	\$23,346,664.00	4.11%
 School Funds for Town Services:		
Charter/School Choice Tuition	\$ 1,025,989.00	9.98%
Town Salaries	\$ 161,367.00	0.26%
Operating & Maintenance	\$ 6,018.00	-0.12%
Employee Insurances	\$ 3,303,129.00	1.73%
Employer Retirement Contributions	\$ 1,203,619.00	0.46%
Other Insurance	\$ 69,704.00	-17.79%
Total Town Services	\$ 5,769,826.00	2.49%
 Minimum Local Contribution	\$10,636,864.00	4.59%
Less Town Services	\$ (5,769,826.00)	2.49%
Required Local Contribution	\$ 4,867,038.00	7.19%
 Chapter 70 State Aid	\$12,709,800.00	3.58%
Final Local Contribution	\$ 8,259,877.00	5.21%
Approved Town Meeting Budget	\$20,969,677.00	4.40%
 Local Contribution over Minimum	\$ 3,392,839.00	2.79%

In Webster, the percent of Net School Spending over Foundation Budget is 14.53%. The State Average of Net School Spending over Foundation Budget is 26.8%.

Respectfully submitted,

Monique Pierangeli
Business Manager

FOOD SERVICES ANNUAL TOWN REPORT

SY18-19 the Food Service Department continues to improve our menus with the following approach: Replacing highly processed items with scratch-cooked items; Offering more choices at lunch in all schools prioritizing middle and high school; and improving the variety of produce we offer. By offering more choices to students including salad bars, expanded sandwich and grab and go meals and more options for vegetarian and other special-diet meals we hope to reduce plate waste in our cafeterias.

Salad bars continue to be popular with students at Webster Middle School and Bartlett High School. Thanks to a generous donation from the Webster Dudley Food Share we were able to purchase a new salad bar unit for Bartlett High School to replace a 40 year old unit.

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 third year with a new group of students.

As part of our Farm to School program we continue to grow our local purchasing program with the Worcester Regional Food Hub, an aggregator for local farms. We participated in a local foods audit with Massachusetts Farm to School which tracked our purchasing with local producers, which grew to over 20% of our annual food budget in SY18-19. Our participation was documented in a report titled The Benefits of Farm to School: Economic, Health and Educational Impacts in Three Massachusetts School Districts. You can read the full report here:

<https://www.massfarmtoschool.org/wp-content/uploads/2019/06/MFTS-Case-Studies.pdf>

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 and the Massachusetts School Breakfast Challenge. In August 2018 Breakfast in the Classroom launched at Webster Middle School under the guidance of Principal Michael Zajac. It was a smooth roll out due to our experience with the program at Park Avenue.

Summer Meals continues to be an important part of our summer enrichment programs. During 2019 Summer Meals we reached out to the community to add additional sites for summer meals. We partnered with the Webster Police Department's Hoops for Hope sports recreation program at Park Ave Elementary; the Gladys E. Kelly Public Library's Children and Youth Services; and North Village Apartments to provide summer meals for their programming.

In January 2019 we began providing meals for the new Webster Head Start facility located at 116 School Street. Head Start services approximately 70 students during the school year and 25 during summer, providing breakfast, lunch and snack Monday – Friday. Meals are prepared by the Bartlett High School kitchen staff along with meals for All Saints Academy, and delivered by a Food Service Department driver.

The district continues to demonstrate its commitment to our most vulnerable students by providing free meals for all students through the Community Eligibility Program (CEP), Breakfast in the Classroom (BIC), Afterschool Snack Programs and Summer Meals. My goal is to continue to increase our visibility, accessibility and responsiveness to the community by hosting family events such as the Student of the Month Breakfast at Park Ave and continuing to enhance programming with our community partners. We are committed to not only feeding but also educating our students to make healthy decisions so they can succeed inside and outside of the classroom.

Thank you for your support.

REPORT OF ADULT AND COMMUNITY EDUCATION 2019

In 2019, the Webster ABE Linkages program completed its 21st year of service educating adults from Webster and surrounding towns. Twenty-seven Webster ABE Linkages students received their high school equivalency credential (HiSET or GED) through June 2019.

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.

In May 2019, the Webster Public Schools district was awarded continuation funding for the program in Webster and Southbridge which features a focus on college and career readiness. 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 literature, policy, and law focus on the importance of educating low skilled and underemployed Americans so that they are better able to obtain life and family sustaining jobs and careers in the 21st century.

Ms. Leslie Baker is the Program Director. She is assisted by a Leadership Team comprised of Ms. Jenna Gouin, Lead Advisor; Ms. Bridget Hueston, Lead Teacher; Ms. Heather Dennis, Lead Technologist/ESOL Teacher and Ms. Terri Gillardi, Curriculum Coordinator and Project Coordinator for the Integrated Education and Manufacturing Program. The program employs twenty staff including nine residents of Southern Worcester County and one program graduate.

The support of the Webster Public Schools Superintendent Ms. Ruthann 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 because of this generosity and vision.

Respectfully submitted,
Leslie Baker
Director of Webster ABE Linkages

BARTLETT HIGH SCHOOL—HOME OF THE INDIANS

Bartlett continued to provide its students with a rigorous curriculum and a remarkable variety of co-curricular activities during the 2018-19 school year. BHS graduated one hundred and eleven students in June of 2019. Of these students, sixty were going on to attend a four-year college, and twenty-nine were attending a two-year college. Five BHS grads went on to serve in the military. Among the colleges BHS students departed for were WPI, University of Florida, University of Southern Maine, URI, Roger Williams, Keene State, UMass, Worcester State, Framingham State, Nichols and Quinsigamond Community College.

Bartlett High continued its partnership with nearby Nichols College. The Nichols Honors Academy accepted a new incoming cohort of eighteen students, while the graduating senior cohort numbered twenty students. Nichols also provided a Women in Business leadership Institute.

On the fields and courts, the Bartlett Indians enjoyed highly successful campaigns. Highlights included the Golf Team, which went 11-5 overall, and 8-3 in the SWCL conference. The Varsity Cheering Squad won the Marlboro Invitational, were Grand Champions of the SWCL and Regional Division 3 Champions. The Football team won the rivalry game against Southbridge in a bitter cold Ice Bowl, 42-0. The Boys Soccer Team had a long run in the District playoffs, after a stellar 10 win regular season. The Boys Cross Country team submitted a superb 9-2 season, while the Girls also had a winning record at 6-5. During the winter, the Boys Basketball team sprinted to a 15-7 record, going 8-3 in the SWCL. The Indians also competed well in Girls Volleyball, Girls Soccer, Indoor Track, Baseball, Softball and Outdoor Track, Boys and Girls Tennis, as well as eSports.

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

The Drama Club put on the play “Just in the Nick of Time” in December, and a dinner Theater production of “murder at the Banquet” in March at the Point Breeze. The Art Club raised \$4000 for the Webster Dudley Food Share through the Bartlett Empty Bowls event held in March.

The 2018-19 school year saw Bartlett continue to fulfill its mission of providing a quality education and a safe learning environment for all students, and empowering them to succeed as responsible, productive citizens in an ever-changing global society. In the words of then principal Peter J. Cushing “it’s a great day for Bartlett Pride!”

Fran Thomas, Jr. M.Ed.
Principal, Bartlett High School

ANNUAL REPORT WEBSTER MIDDLE SCHOOL

Webster Middle School opened with a level of excitement last year considering the number of changes that happened the previous school year. Due to the efforts of many, Webster Middle School is moving forward with developing a positive school climate founded on mutual respect with a focus on student achievement.

As a school we continue to examine our instructional practices to promote a challenging and engaging learning environment for all students. The district has initiated a number of new programs and resources intended to improve overall classroom instruction resulting in improved student achievement. Our faculty and students have benefited from these proven programs with improved student performance on statewide MCAS assessment. In addition to new programs and resources, much of the focus is on using instructional strategies that requires each student to be actively involved in their learning. One primary focus over the past two years focused on increasing student discourse. The district provides extensive professional development opportunities for staff to access like Looney Math Consultants, StemScopes, Wonders, StudySync, and Ready Math for example.

Our National Junior Honor Society continues to evolve under the strong leadership of Mrs. Foley and hard working middle school students. Webster Middle School's National Junior Honor Society Induction ceremony was held in October 2018 when 24 eighth graders were inducted into our chapter. Since the reinstatement of our NJHS Chapter in September 2017, 54 middle school students have been inducted so far. Our chapter will continue to grow over the next few years as more students achieve this national recognition.

Webster Middle School's athletic program is flourishing with a wide-range of offerings consisting of soccer, football, basketball, baseball, softball, and cross-country. In 2018 we added cheerleading along with track and field events. Student and faculty involvement has contributed positively to our school climate as more students get involved each year. It is also exciting to report that each sporting event is well attended by students, staff, and members of our community.

Webster Middle School's PBIS committee continues to implement our school-wide Positive Behavior Intervention and Supports (PBIS) program. PBIS is based upon clearly defining student expectations, consistently promoting these behaviors, and recognition of students that make positive choices. Each grade level utilizes an

incentive program to encourage and reward these students. The staff distributes a Wildcat ticket to a student that display appropriate and positive behaviors throughout the school day. The tickets are used by individual students to access grade level specific rewards.

Webster Middle School will continue to implement and support programs that meet the academic and social needs of our students. We will continuously evaluate our instructional practices and use student data to improve student achievement

Michael Zajac
Webster Middle School Principal

Annual Report

Park Avenue Elementary School

August of 2018 brought several changes to the Park Avenue School. These changes included staffing, review of current programming and the excitement of implementing a new math program entitled “Ready Math”. This nationally acclaimed program also included a digital component called “i-Ready” that customizes instructional pathways for each student; providing pertinent data for targeted instruction within the classrooms. With this newly implemented program, came coaching and teacher support at two Saturday Math Academies where teachers received modeling, consult and training around the data-driven digital aspects of the i-Ready program. In addition, Looney Math Consultants provided coaching, support and consult to grade level teams around math strategies with a priority focus on student-to-student academic discourse. Staff also received training on developing “Learning Targets” and “Success Criteria” to help students better understand their “learning destination” with designated “I can...” statements to display their understanding used to frame and assess learning in all subject areas.

Teachers piloted a new Science program Stem Scopes which was well received. In addition, we began our 2nd year of the PreK-4 implementation of our reading series: Wonders by McGraw-Hill. All of these new programs implemented align directly with our Massachusetts State Standards and contain rigorous learning opportunities that encourage productive struggle, promotes academic discourse and builds academic stamina for all learners, including our “at risk” and ELL learners. These programs also provide the differentiation and scaffolding necessary to support our subgroups – creating an academic through line K-4 in which all students are exposed to the same concepts, genres and materials; customized to their instructional level.

The hard work invested by the incredible staff of Park Avenue School came with positive results for their continued dedication to improving instructional practices. This was evidenced by our 2018-2019 MCAS results. Our students performed so well that for the first time in several years, Park Avenue is no longer a ‘targeted-assisted’ school. This means the state recognizes the academic strides being made and is no longer directly involved with the instructional decisions made within our school. This is definite cause for celebration! I applaud the staff of PAE!

We continue to be dedicated to cultivating a positive learning community that is built on relationships and high expectations for both academics and behavior. In the fall of 2018, we implemented common expectations & language with voice volumes and a

school-wide “quiet signal.” We recognized 39-78 students per week as part of our newly implemented “Kids of Character” initiative that focuses on character education school-wide. Students recite a daily Park Avenue Character Pledge and teachers choose 1-2 students per week who are recognized for displaying the monthly character trait. Students then earn a special time with our UAs while receiving a “Kid of Character” certificate for their accomplishment. In addition, we have continued to recognize 39 students per month with a special monthly breakfast organized by our SACs and nurse - in collaboration with Ellen Nylen, our food service director. Parents, grandparents and family members are welcomed to attend this celebratory monthly recognition.

Students were also introduced to a new initiative called “Kid College” where building administration reviewed behavior expectations and modeled the monthly character trait; providing students with key strategies that encourage team building and empathy. During this designated time, grade level teams are meeting to review student work samples and analyze data that will directly drive instruction; assisting teachers in creating strategic, instructional groupings for successful, targeted learning.

In January of 2019, we implemented for the first time since being in this new building, a school-wide meeting titled, “The Polar Plunge”. During this time together, students participate in a “Morning Meeting” that includes all students and staff Pre-K - Grade 4. It is here that the entire PAE family comes together to connect and share a greeting, celebrate successes and share learning experiences. This has proven to be a dynamic and inspiring gathering!

In March of 2019, our Grade 3 & 4 teams, in addition to many other staff, came together to host our MCAS Family Night. This consisted of many families coming out to learn about the MCAS process while enjoying a delicious meal put on free of charge by our very own Webster Mexicali’s! This evening was well attended and the PAE staff did an amazing job facilitating this wonderful and informative event.

We had our very first MCAS Rally in spring of 2019, for our Grade 3 & 4 students! This was a wonderful collaboration between PAE, WMS and BHS. Athletes, Band Members, Cheerleaders and Drama Teams, all came together to encourage, motivate and cheer on our students as they prepared to take the MCAS. This was an incredible show of support and one our students will not soon forget.

In May of 2019, we decided to dedicate our 4th Grade spring concert to our veterans. We proudly honored them through poetry, song and sign language. We were so thrilled to have our honored guests join us for this very special event and look forward to continuing this tradition here at PAE.

For the academic 2018 – 2019 year, we established a strong Instructional Leadership Team made up of classroom teachers from each grade level along with our three administrators. This team worked diligently to ensure we are supporting high-quality instruction that is data-driven and reflective in each of our classrooms. This type of calibration and collaboration brings equity to all grade levels; addressing the key components of our Turn-Around Plan and our School Improvement Plan.

Do we have more to accomplish? Absolutely! We will always strive for an education of excellence wrapped in compassion. One that celebrates positive choices and treating one another with respect and empathy. Holding clear and high expectations for learning and behavior will continue to move the needle here at Park Avenue. “Kindness Matters” is an important district motto that we take seriously here in conjunction with providing academic experiences that engage our students; infusing them with motivation and a love for learning. The growth mindset is happening here – believing ALL students ***can and will*** achieve at high levels when given the tools to do so. We are thankful for our Town of Webster – this amazing community – for providing the resources needed to support our diverse learners in making the gains we need to make. Together, understanding that each day is a new opportunity to make a difference in the life of a child. We are determined and committed to giving the students of Webster the very best education possible, while speaking value into their lives every single day. It is an honor and a privilege!

Respectfully Submitted,
Mrs. Robin L. Parmley, ***PROUD*** Park Avenue School Principal

STUDENT SUPPORT SERVICES DEPARTMENT: 2019 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 Learning, Section 504, Home and Hospital Tutoring, 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. Currently, the Webster Public Schools serves 447 students with special needs who qualify for services due to disabilities in 13 different categories. Each student has an Individual Education Program, or IEP, that defines the services and supports that the student will receive. During the last school year, the Special Education Department evaluated 124 students by working with families and community entities to identify students who may be in need of services.

The Webster Public Schools strives to offer a broad continuum of specialized services in the least restrictive setting possible. The District continues to expanded 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 180 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.

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 268 students in June of 2019, and accepted a class of 315 freshmen in September of 2019. Our current enrollment has reached 1,145 students.

Of the 43 Webster seniors who graduated, 4 are now gainfully employed in an occupation related to their training and 35 are now attending College. Currently, 125 students from Webster are enrolled in one of our 22 vocational areas for the 2019-2020 school year.

Thirteen Webster students are receiving extra services from our Special Education Department.

Whenever possible, we have continued our practice of utilizing our occupational programs to provide requested services to municipalities, non-profit organizations and residents from any of our ten district towns. During the 2018-2019 school year, our 22 vocational programs completed 894 work orders, of which, 40 were for residents of the Town of Webster.

Our Hilltop Restaurant and Minuteman Shoppe are opened to the public Tuesday through Friday from 11:00am to 1:00pm. Our cosmetology program is also open to the general public. Appointments for cosmetology services must be made in advance by calling the school. Residents of the Bay Path district are encouraged to take advantage of the services provided by our students. These learning opportunities benefit not only the students but provide useful services at reasonable costs to in-district residents. We will continue this type of work whenever possible, keeping in mind that the projects must be of educational value for our students.

Our Evening School Program continues to serve the adult needs of our 10-town district, as well as an additional 20 surrounding towns. Our Spring and Fall programs had a combined enrollment of 1,858, in programs ranging from Business & Finance, Career/Licensing; Computers; Cooking; Entertainment; Health & Fitness; Hobbies & Crafts; Home & Job; Language & Art; and Sports & Leisure. The program also offered a wide variety of over 400 online courses, including career certificate programs and courses to satisfy professional development requirements for teachers.

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 Districts ten member towns and then subsequently moved out of the District before completing their high school education. It is important to note that the town where the students now reside must pay an out of district tuition for each student ranging in cost between \$16,393 and \$18,386. Those 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 that they share our feeling that all students must be given the right, the information, and the opportunity to make an informed school choice.

We, at Bay Path, will continue to serve Webster with the finest vocational education programs available for high school students and adults, and will, when at all possible, use our skills and facilities to further town projects as they add to our students' education.

Respectfully submitted,



John A. Lafleche
Superintendent-Director

TOWN OF WEBSTER, MASSACHUSETTS			
CALENDAR YEAR 2019 WAGE REPORT (UNAUDITED)			
<u>EMPLOYEE LAST NAME</u>	<u>EMPLOYEE FIRST NAME</u>	<u>LOCATION</u>	<u>GROSS PAY</u>
ADAMOPOULOS	DHIMITRA	SCHOOL	\$11,583.00
ADAMS	KEVIN	FIRE	\$58,809.45
ALCANTARA	RICHARD	SCHOOL	\$5,460.00
ALDER	MICHELLE	SCHOOL	\$72,793.26
ALESBROOK	ADAM	SCHOOL	\$1,498.00
ALLEN	JEFFREY	SCHOOL	\$81,350.52
AMATO	ANDREA	SCHOOL	\$64,133.60
ANACONE	LAURA	SCHOOL	\$64,973.52
ANDERSEN	AMANDA	SCHOOL	\$58,578.74
ANDERSON	EVAN	SCHOOL	\$3,417.00
ANDERSON	LINDA	LIBRARY	\$13,350.00
ANNESE	DAVID	SCHOOL	\$59,493.07
ANTOS	MELANIE	SCHOOL	\$85.00
APOSTOL	CHRISTINE	SCHOOL	\$76,882.74
APPLEBY	STEFANIE	SCHOOL	\$45,135.45
ARANGO FERNANDEZ	F JAVIER	SCHOOL	\$20,017.40
ARCARI	MARIJEAN	SCHOOL	\$62,182.16
ARGENTIERI	ELEANOR	SCHOOL	\$9,704.04
ARGENTIERI	SARAH	SCHOOL	\$79,913.30
ARPIN	MICHELLE	SCHOOL	\$4,375.00
ARSENault	MELISSA	SCHOOL	\$76,285.10
ARSENault	PETER	LIBRARY	\$50,625.21
ASARE-OKAI	JANET	SCHOOL	\$13,512.66
AUSTIN	CHAD	SEWER	\$55,657.21

BAGGETT	BARI LYNN	SCHOOL	\$84,270.32
BAGLEY	REID	FIRE	\$1,330.27
BAGROWSKI	IRENE	SCHOOL	\$5,635.75
BAKER	LESLIE	SCHOOL	\$76,050.00
BALDRACCHI	SCOTT	DISPATCHER	\$18,025.11
BALDYGA	ELIZABETH	SCHOOL	\$37,161.19
BALDYGA	LOUISE	SCHOOL	\$4,822.91
BARBER	CHAD	FIRE	\$19,107.63
BARDELLINI	JOSEPH	FIRE	\$7,200.60
BARIS	KATHLEEN	SCHOOL	\$138,703.16
BARRELL	PENNY	SCHOOL	\$83,159.14
BAUMLIN	KAYLA	SCHOOL	\$26,926.62
BEAUDETTE	SAMANTHA	SCHOOL	\$75,090.26
BEAUPRE	REBECCA	SCHOOL	\$28,550.23
BECKER	MARC	ASSESSOR	\$66,510.01
BELL	TIMOTHY	TOWN ACCOUNTANT	\$110,540.44
BEMIS	GREGORY	SCHOOL	\$23,720.56
BENGTON	DANIEL	SCHOOL	\$69,723.12
BENGTON	JENNIFER	SCHOOL	\$51,149.63
BENT	LYNN	SCHOOL	\$30,233.85
BENT	TIMOTHY	POLICE	\$85,207.48
BENTON	PAMELA	SCHOOL	\$84,584.14
BERGMAN	KELLY	SCHOOL	\$2,872.50
BERNIER	KIM	SCHOOL	\$41,542.90
BERRY	TARA	SCHOOL	\$15,416.59
BERTHIAUME	BARRY	SCHOOL	\$24,273.00
BERTI	KATE	SCHOOL	\$78,836.10
BIGELOW	MICHELE	SCHOOL	\$89,941.80
BLASH	RACHEL	SCHOOL	\$25,969.08

BLOMGREN	BRYAN	DISPATCHER	\$62,701.51
BLYTHE	NATHAN	PARKS	\$2,088.00
BOISSEAU	LINDA	SCHOOL	\$31,895.80
BOMBARDIER	SHANNON	PARKS	\$4,790.50
BONILLA	ANGIE	SCHOOL	\$822.36
BONNETTE	DANIEL	RETIREMENT	\$3,000.00
BORGMAN	CYNTHIA	SCHOOL	\$1,176.50
BOROWKO	JONATHAN	SCHOOL	\$3,315.00
BOUCHARD	DENNIS	WATER	\$67,670.60
BOULAY	BARBARA	SCHOOL	\$892.50
BOULAY	MICHELLE	SCHOOL	\$21,396.32
BOUNPHASAYSONH	ASHLEY	SCHOOL	\$55,005.28
	PATRICIA	SCHOOL	\$31,580.50
BOURQUE	DONALD	SELECTMEN	\$3,025.50
BRAYTON	TYLER	PARKS	\$3,668.64
BRENNAN	MONICA	SCHOOL	\$74,490.18
BREZNIAK	LOUIS	LIBRARY	\$54,125.10
BRODEUR	PAUL	VETERANS	\$36,426.01
BROOKS	JOSEPH	POLICE	\$107,225.67
BROOKS	JONATHAN	POLICE	\$74,150.75
BROOKS	LEAH	LIBRARY	\$14,557.50
BROWN	ANNE	SCHOOL	\$2,520.00
BROWN	CRYSTAL	POLICE	\$3,000.00
BRUTON	JULIA	SCHOOL	\$26,280.05
BUCHANAN	MICHAEL	FIRE	\$4,464.54
BUDNEY	MICHELLE	SCHOOL	\$57,678.75
BUGBEE	MARCELLA	SCHOOL	\$13,118.25
BURKE	WILLIAM	SEWER	\$54,470.67
BURNS	VANESSA	SCHOOL	\$59,882.48

BUTLER	TARA	SCHOOL	\$3,056.62
CACCIAPOUTI	STEVEN	POLICE	\$81,211.67
CALLAHAN	MALLORY	SCHOOL	\$1,017.00
CALNAN	DANIELLE	SCHOOL	\$67,693.06
CAMERANO	STEPHEN	SCHOOL	\$55,000.66
CANTY	MONIQUE	SCHOOL	\$32,618.71
CANTY	ERIN	SCHOOL	\$64,344.53
CARATTINI	MARIA	SCHOOL	\$25,166.37
CARNEY	PETER	SCHOOL	\$86,863.66
CARRIER	PATRICIA	SCHOOL	\$7,140.25
CARROLL	AMY	SCHOOL	\$72.50
CARROLL	REBECCA	SCHOOL	\$1,262.50
CASHMAN	CHRISTINE	SCHOOL	\$4,092.79
CASTELLANI	DEBORAH	SCHOOL	\$82,981.64
CASTILLO	DOREEN	SCHOOL	\$1,271.25
CASWELL	HANNAH	SCHOOL	\$2,863.75
CEDENO	FRANCESKA	POLICE	\$33,555.21
CEDERBERG	JENNIFER	SELECTMEN	\$15,853.71
CHABOT	MARY	ELECTIONS	\$250.00
CHAPDELAINE	JILL	SCHOOL	\$103,628.14
CHARRON	ADRIENNE	SCHOOL	\$12,501.75
CHARTIER	JENNIFER	SCHOOL	\$86,262.94
CHASE	INEZ	SCHOOL	\$6,564.38
CHAUVIN	JAMES	TREASURER /COLLECTOR	\$22,892.35
CHENARD	STEVEN	DISPATCHER	\$1,717.80
CHENEVERT	ALLISON	SCHOOL	\$28,674.21
CHIARAMONTE	SANDRA	SCHOOL	\$8,522.80
CHRISTENSEN	SHELLEY	ELECTIONS	\$424.00
CHRISTIAN	JENNA	SCHOOL	\$10,319.20

CHUMSAE	JASON	SEWER	\$70,591.64
CIASCHINI	STEPHANIE	SCHOOL	\$36,469.08
CLOUTIER	NICHOLE	SCHOOL	\$9,460.75
COFFEY	MELISSA	SCHOOL	\$14,676.76
COJOCARU	ELISABETA	SCHOOL	\$1,051.92
COLE	SARAH	SCHOOL	\$71,882.48
COLLETTE	RILEY	PARKS	\$4,080.99
COLLETTE	DANIELLE	PARKS	\$2,529.87
COLLINS	JOSHUA	POLICE	\$56,736.96
COMEAU	JENNIFER	POLICE	\$2,548.00
CONDOS	ANDREW	FIRE	\$21,027.59
CONERLY	ALKEIA	SCHOOL	\$42,250.11
CONGDON	JAMES	SEWER	\$69,434.33
CONNOR	SARAH	SCHOOL	\$90,412.60
CONOVER	DONNA	SCHOOL	\$62,381.46
CONSOLIE	NANCY	POLICE	\$71,229.51
CONSTANTINE	VAN	SCHOOL	\$85,159.14
COOMBS	SAMANTHA	PARKS	\$3,841.08
CORMIER	PATRICIA	SCHOOL	\$83,936.92
COSTEN	CHARLOTTE	ELECTIONS	\$700.67
COSTEN	MICHAEL	ELECTIONS	\$724.67
COTTER	LISA	SCHOOL	\$68,404.00
COULSON	MONIQUE	SCHOOL	\$84,400.34
COURNOYER	CATHY	SCHOOL	\$83,510.60
COUSLAND	KAREN	SCHOOL	\$32,354.54
CRAIG	ROBERTA	SCHOOL	\$58,595.30
CRAVER	ROBERT	TOWN CLERK	\$74,352.13
CRONAN	WILLIAM	PARKS	\$3,491.35
CUSHING	PETER	SCHOOL	\$67,557.77
CUTRESS	LYNN	SCHOOL	\$31,249.30

CZERNICKI	REBECCA	SCHOOL	\$68,170.66
DAGGETT	SHANNON	POLICE	\$126.00
DALY	CAROL	SCHOOL	\$87,554.14
DANIELS	JANICE	SCHOOL	\$127,493.54
DARNELL	ALLEN	SCHOOL	\$839.86
DAVIS	LISA	SCHOOL	\$28,123.71
DAVIS	GERALD	SCHOOL	\$6,516.75
DEARELLANO	KURT	SCHOOL	\$67,964.66
DEARY	KEITH	SEWER	\$11,851.38
DEMAKE	CAROLE	SCHOOL	\$89,199.14
DEMERS	JAMES	SCHOOL	\$3,834.27
DEMPSEY	DEBRA	SCHOOL	\$9,344.54
DENNIS	HEATHER	SCHOOL	\$26,365.25
DEPASQUALE	LISA	SCHOOL	\$22,120.74
DESGANTIS	AARON	POLICE	\$120,108.98
DESJARDIN	CHRISTINE	SCHOOL	\$66,976.22
DESJARDINS	LINDA	SCHOOL	\$8,631.85
DEVENO	CHAD	POLICE	\$800.00
DEVISH	TARA	SCHOOL	\$22,489.91
DIBUONO	KAITLYN	POLICE	\$94,011.51
DIGGINS	PATRICK	SCHOOL	\$16,357.52
DILIDDO	VICTORIA	SCHOOL	\$25,123.69
DOBRO	KIM	SCHOOL	\$10,346.96
DODD	SUSAN	SCHOOL	\$82,429.14
DODGE	LORELLE	SCHOOL	\$64,883.52
DOHERTY	MELINDA	SCHOOL	\$72,773.66
DONOVAN	SPENCER	POLICE	\$93,121.23
DOROS	ELEANOR	RETIREMENT	\$3,000.00
DOUGHERTY	MARGARET	SCHOOL	\$580.00
DOWGIEWICZ	MARK	SELECTMEN	\$1,260.65

DOYLE	KRISTIN	SEWER	\$56,076.80
DRISCO	JARED	PARKS	\$2,664.52
DUBEY	KYLIE	SCHOOL	\$21,322.84
DUFFY	ANGELA	SCHOOL	\$51,077.17
DUMAS	KERRY	SEWER	\$68,117.13
DUMONT	LISA	TOWN ACCOUNTANT	\$48,244.52
DUMONT	ERNEST	ELECTIONS	\$178.00
DUNDON-COUTU	FRANCES	SCHOOL	\$83,159.14
DUNNE	KATIE	TREASURER /COLLECTOR	\$40,435.40
DUPRE	PATRICIA	SCHOOL	\$4,972.50
DUPUIS	TORRI	SCHOOL	\$28,306.87
DUQUETTE	CATHERINE	SENIOR CENTER	\$1,395.00
DUQUETTE	KELLIE	PARKS	\$5,408.18
DUTEAU	MICHELLE	SCHOOL	\$3,588.00
DUVAL	JAMES	SEWER	\$81,818.68
DWYER	MEGHAN	SCHOOL	\$2,075.00
DYSON	JON	SCHOOL	\$62,219.28
EASTERLING	STACEY	SCHOOL	\$23,076.64
EATON	JENNIFER	SCHOOL	\$2,674.00
EBBELING	SEAN	POLICE	\$89,893.73
EDWARDS	THOMAS	FIRE	\$5,167.92
ELA	ROBERT	POLICE	\$117,431.84
ELDERKIN	JOSEPH	POLICE	\$61,512.84
EMILE	SUSANNAH	SCHOOL	\$20,466.45
ERRERA	STEPHANIE	SCHOOL	\$16,357.52
ESPOSITO	CHRISTINE	SCHOOL	\$23,808.33
ESTABROOKS	DEBORAH	SCHOOL	\$3,656.75
FAILS	JOSEPH	SCHOOL	\$1,052.00
FALCO-FOREMAN	LISA	SCHOOL	\$60,083.80

FALCON	YAMARIS	SCHOOL	\$543.75
FALDETTA	KENDRA	SENIOR CENTER	\$18,908.78
FALKE	JARRID	INSPECTIONAL SERVICES	\$13,825.00
FAULKNER	CAROLYN	SCHOOL	\$21,358.40
FAVULLI	LAUREN	SCHOOL	\$512.92
FERACO	DEBRA	SCHOOL	\$44,255.92
FERRARA	MATTHEW	WATER	\$70,652.10
FERSENHEIM	JAMES	DISPATCHER	\$1,000.00
FIFIELD	LISA	SCHOOL	\$62,123.29
FINNEY	SUSAN	SCHOOL	\$76,611.24
FISH	ELIZABETH	DISPATCHER	\$3,840.00
FITTON	ANDREA	SCHOOL	\$89,910.54
FITTON	NICHOLAS	SCHOOL	\$54,197.30
FLIBBERT	KATHLEEN	SCHOOL	\$34,676.61
FODASKI	DAVID	SCHOOL	\$8,516.76
FOLEY	LAURIE	SCHOOL	\$81,424.96
FONTAINE	HENRY	FIRE	\$23,412.48
FORD	KELLEY	ASSESSOR	\$49,324.57
FORGET	KIM	SCHOOL	\$82,981.92
FORRESTER	BARRY	SCHOOL	\$4,444.00
FOSTER	BRIDGET	SCHOOL	\$78,627.50
FRANEK	RONDA	SCHOOL	\$84,794.14
FRIEDLAND	COURTNEY	TOWN ADMINISTRATOR	\$82,440.83
GABOR	EARL	SELECTMEN	\$2,117.94
GALOTTI	LAUREN	SCHOOL	\$69,534.00
GARABEDIAN	DAVID	SCHOOL	\$52,435.84
GARCELON	BETTY	SCHOOL	\$1,477.72
GARDNER	KATHERINE	SCHOOL	\$84,735.94
GAULIN	MICHAEL	SEWER	\$68,848.80

GEBO	AMY	SCHOOL	\$85.00
GELINEAU	TARA	SCHOOL	\$94,360.54
GENDREAU	WILLIAM	FIRE	\$81.84
GENDREAU	JUSTINE	FIRE	\$1,582.14
GENDUSO	JENNIFER	POLICE	\$287.10
GERMANO	PETER	SCHOOL	\$12,833.08
GILBERT	KELSEY	SCHOOL	\$489.33
GILBERT	MYKAYLA	SCHOOL	\$3,718.07
GILBERT	YVONNE	SCHOOL	\$64,227.04
GILCHREST	DONALD	SEWER	\$66,206.75
GILLARDI	TERESA	SCHOOL	\$26,339.00
GILREIN	SEAN	SCHOOL	\$3,600.00
GINGRAS	LYNN	SCHOOL	\$84,798.54
GION	ELIZABETH	SCHOOL	\$3,391.25
GIROUX	KEVIN	CUSTODIAN	\$57,427.25
GOGOLINSKI	JANE	ELECTIONS	\$178.00
GOGOLINSKI	JOHN	ELECTIONS	\$178.00
GORDON	MANDY	SCHOOL	\$181.25
GORHAM	KELLY	CODE ENFORCEMENT	\$36,475.57
GORSKI	KAREN	SCHOOL	\$5,877.67
GOUIN	JENNA	SCHOOL	\$21,581.00
GRAMMATIKAKIS	LORRAINE	SCHOOL	\$82,845.52
GRANDE	ALEXANDRIA	SCHOOL	\$73,486.47
GRANGER	KIMBERLY	SCHOOL	\$89,992.94
GRANGER	REBECCA	SCHOOL	\$83,782.18
GRANT	JOCELYN	SCHOOL	\$34,111.07
GREEN	BRENNAN	SCHOOL	\$74,040.24
GREEN	ALISHA	SCHOOL	\$210.00
GRENIER	AMANDA	LIBRARY	\$64,056.83
GRIFFITHS	DANIEL	HIGHWAY	\$59,347.46

GRIJALVA	DENNIELL	SCHOOL	\$1,046.50
GRIMES	JAMIE	SCHOOL	\$38,576.84
GRYNCEWICZ	ROBERT A	FIRE	\$3,467.33
GRYNCEWICZ	ROBERT R	FIRE	\$10,534.12
GRZEMBSKI	EDWARD	SCHOOL	\$3,016.00
GRZEMBSKI	BEVERLY	SCHOOL	\$59,865.97
GRZYB	DENISE	SCHOOL	\$8,452.50
GRZYB	JOEL	FIRE	\$13,582.92
GUILLOTTE	BRITTNEY	SCHOOL	\$14,101.21
GUINEY	NANCY	SCHOOL	\$86,659.14
GUIOU	DANYEL	INSPECTIONAL SERVICES	\$43,214.73
GUIOU	ERIK	HIGHWAY	\$62,529.79
GUNSLUS	PAMELA	SCHOOL	\$10,568.46
GUTIERREZ	YOLANDA	SCHOOL	\$59,730.18
GYLLENHAMMER	BRITTANY	SCHOOL	\$64,404.16
HAIRE	SHARI	SCHOOL	\$76,693.53
HALE	EVAN	LIBRARY	\$43,881.40
HAMM	BRUCE	POLICE	\$89,713.26
HAMPTON	KASHAWN	SCHOOL	\$4,326.00
HANLON	LORI	SCHOOL	\$63,033.26
HANSEN	SEAN	SCHOOL	\$64,815.52
HARPIN	MICHAEL	SCHOOL	\$62,849.30
HARRINGTON	SEAN	SCHOOL	\$90,086.34
HARRINGTON FREEMAN	RENEE	SCHOOL	\$74,180.90
HASHEY	ALICIA	SCHOOL	\$72,057.48
HEALY	DONNA	SCHOOL	\$17,784.47
HEJWOSZ	BETTY	SCHOOL	\$24,594.73
HENDERSON	JASON	FIRE	\$6,096.27
HENSEL	TERI	SCHOOL	\$82,033.59

HERRERA	JOSE	ANIMAL CONTROL	\$4,077.00
HETHERMAN	SHAWN	SCHOOL	\$67,263.86
HICKEY	JILL	SCHOOL	\$49,156.38
HICKEY	BRIAN	FIRE	\$92,810.26
HICKEY	BRIAN T	FIRE	\$9,691.99
HOENIG	MARYANN	SCHOOL	\$85,407.54
HOLDEN	RUSSELL	SCHOOL	\$84,255.54
HOLEWA	RICHARD	VETERANS	\$7,752.16
HOLLOW	JOHN	FIRE	\$17,041.48
HOOVER	JAMES	POLICE	\$159,989.53
HOPKINS	HERBERT	SCHOOL	\$58,389.16
HORAN	MICHAEL	ELECTIONS	\$292.00
HORAN	ELIZABETH	ELECTIONS	\$178.00
HORNER	AMY	SCHOOL	\$21,521.20
HOULE	ROSALIA	SCHOOL	\$28,594.24
HOUSTON	CHRISTOPHER	SCHOOL	\$69,083.58
HOWES	VALERIE	SCHOOL	\$76,297.30
HUBERDAULT	MARYBETH	SCHOOL	\$58,330.17
HUBER-REGELE	CHRISTINA	SCHOOL	\$82,260.52
HUDON	ANTHONY	RECREATION	\$2,334.00
HUESTON	BRIDGET	SCHOOL	\$38,479.75
HURTON	DONNA	SCHOOL	\$93,135.98
HURTON	PHILIP	POLICE	\$47,277.65
IACUZIO	ERICA	SCHOOL	\$25,284.40
ISAAC	ELIZABETH	SCHOOL	\$8,106.89
ISRAELIAN	DONNA	SCHOOL	\$41,100.68
JACQUART	ANNE	SCHOOL	\$57,839.10
JALBERT	DANIELLE	SCHOOL	\$67,216.51
JALBERT	ANDREW	PARKS	\$4,043.14

JALBERT	REBECCA	PARKS	\$2,928.22
JALETTE	LIANE	SCHOOL	\$37,690.30
JAMES	MATTHEW	SCHOOL	\$9,940.00
JAMES	RONALD	SCHOOL	\$2,345.00
JAMES	KATHRYN	PARKS	\$1,914.00
JANI	ENDRI	SCHOOL	\$7,480.00
JARA	SIGIFREDO	SCHOOL	\$6,540.37
JARMOLOWICZ	LINDA	SCHOOL	\$6,875.65
JARMOLOWICZ	TIFFANIE	SCHOOL	\$20,668.08
JEFFERS	ANGELA	SCHOOL	\$4,893.00
JEFFERS	ELLEN	SCHOOL	\$83,595.52
JENNESS	BENJAMIN	SCHOOL	\$69,280.16
JOHNSON	KELLY	CUSTODIAN	\$28,077.66
JOINER	CHRISTINE	ELECTIONS	\$178.00
JOLDA	ANDREW	SELECTMEN	\$3,025.50
JOLDA	CHRIS	FIRE	\$66,718.23
JONES	ZACHARY	ELECTIONS	\$220.00
JONES	RUBY	HIGHWAY	\$62,049.24
JORDAN	AMY	SCHOOL	\$79,197.58
JORDANOGLOU	EVIS	SCHOOL	\$3,402.00
JORGE	PEDRO	DISPATCHER	\$57,523.35
JULIANO	BONNIE	SCHOOL	\$69,323.58
KAC	SARAH	FIRE	\$6,975.56
KACZYNSKI	ANTHONY	SCHOOL	\$115,639.53
KARAPANOS	CHLOE	PARKS	\$1,586.38
KELLEY	JENNIFER	SCHOOL	\$86,517.08
KELLY	rita	SCHOOL	\$38,950.51
KELLY	JOHN	SCHOOL	\$11,548.57
KELLY	DANIEL	SCHOOL	\$95,395.56
KELLY	RAMONA	TOWN ACCOUNTANT	\$53,215.76

KENT	SARAH	SCHOOL	\$16,647.04
KESNER	HELEN	ELECTIONS	\$856.00
KESNER	MARVIN	HIGHWAY	\$3,199.92
KICILINSKI	JOANNA	SCHOOL	\$57,131.96
KIERAS	JAMES	SCHOOL	\$11,484.90
KIMBALL	HALEY	SCHOOL	\$38,105.58
KIREJCZYK	SHELBY	SCHOOL	\$62,182.16
KLEBART	THOMAS	ELECTIONS	\$202.00
KNOTT	ANNE	SCHOOL	\$11,919.35
KOBI AMPEM	ABENAA	SCHOOL	\$6,786.15
KOLOSKI	KELSEY	SCHOOL	\$2,418.00
KONIECZNY	PATRICIA	SCHOOL	\$68,227.28
KONIECZNY	PAUL	FIRE	\$11,629.36
KOROSTEK	JOANN	ASSESSOR	\$28,489.07
KOSS	ELIZABETH	SCHOOL	\$74,180.90
KOZIAK	EDWARD	ELECTIONS	\$202.00
KRASNECKY	STACEY	SCHOOL	\$34,494.65
KRUPSKY	LINDA	TOWN CLERK	\$54,617.29
KUNKEL	ERIK	SCHOOL	\$85.25
KWASNIEWSKI	LESLIE	SCHOOL	\$84,160.52
LABBE	ELLEN	SCHOOL	\$25,706.06
LABOISSONNIERE	DANE	SCHOOL	\$79,336.08
LABONTE	JANET	SCHOOL	\$65,740.50
LAFLECHE	MICHELLE	ANIMAL CONTROL	\$13,162.01
LAFRAMBOISE	NANCY	ELECTIONS	\$250.00
LAMBERT	YVONNE	SCHOOL	\$60,196.77
LAMONTAGNE	RONALD	FIRE	\$22,505.67
LAMOTHE	CRYSTAL	SCHOOL	\$2,492.50
LANDRY	TINA	TREASURER/COLLECTOR	\$70,943.97

LANGO	PAUL	SCHOOL	\$7,543.00
LAPAN	CYNTHIA	LIBRARY	\$5,085.00
LAPLANTE	JOAN	DISPATCHER	\$70,674.79
LAPLANTE	KRISTIN	RETIREMENT	\$74,954.08
LARIVIERE	DESIREE	SCHOOL	\$11,244.75
LAROCHELLE	ROBERT	POLICE	\$84,053.55
LARSON	KIRSTEN	SCHOOL	\$22,446.81
LASKOWSKI	KELLY	TREASURER/COLLECTOR	\$52,869.97
LAVELLE	KERRI	SCHOOL	\$5,101.06
LAZAROSKI	MEGAN	SCHOOL	\$87,048.64
LEABMAN-COLO	RACHEL	SCHOOL	\$4,860.00
LEBLANC	PETER	SCHOOL	\$64,581.62
LEFORT	BETTY	ELECTIONS	\$178.00
LEGG-BAKER	SHEENA	SCHOOL	\$1,155.00
LENGENFELDER	JOSCILYN	ELECTIONS	\$304.00
LEPAGE	KELLY	SCHOOL	\$15,651.46
LESLIE	VALLARIE	SENIOR CENTER	\$15,124.46
LEWIS	SUSAN	SCHOOL	\$1,020.00
LEWIS	TYRA	SCHOOL	\$10,346.00
LEWIS	BENJAMIN	FIRE	\$8,335.05
LINDBERG	EMILY	SCHOOL	\$25,287.50
LIVERNOCHE	ANN MARIE	SCHOOL	\$5,940.15
LIVINGSTON	NICHOLAS	PARKS	\$3,087.02
LONG	EMILY	SCHOOL	\$62,900.67
LONGO	VICTORIA	DISPATCHER	\$31,602.73
LOPEZ-AVILA	SAMANTHA	SCHOOL	\$58,172.94
LORENCZYKOVA	MARGARET	ELECTIONS	\$178.00
LOZINSKI	BEATA	SCHOOL	\$39,336.84
LUCHINA	PETER	ELECTIONS	\$178.00

LUCHINA	ELIZABETH	ELECTIONS	\$178.00
LUDWIG	KATHLEEN	SCHOOL	\$10,501.00
LUKASEK	MARLENE	ELECTIONS	\$178.00
LUNDSTROM	RUTH	SCHOOL	\$250.00
LUNDSTROM	KRISTEN	SCHOOL	\$8,013.60
LYNSKEY	GREGORY	DISPATCHER	\$83,254.42
MACHARIA	FAITH	SCHOOL	\$5,586.00
MACKAY	MATTHEW	SCHOOL	\$42.50
MACKAY	PATRICIA	SCHOOL	\$107,987.13
MACLEAN	CHARLES	SCHOOL	\$6,458.00
MACMANUS	CHRISTINE	SCHOOL	\$19,956.32
MAHONEY	STEPHANIE	SCHOOL	\$22,645.13
MAILLOUX	COREY	HIGHWAY	\$76,825.09
MAISONET	KELLEIGH	SCHOOL	\$49,528.85
MAJERCIK	LEEANN	ELECTIONS	\$250.00
MAJEWSKI	MICHAEL	SCHOOL	\$57,976.05
MAKER	REBECCA	SCHOOL	\$13,869.82
MANYAK	MARYANN	SCHOOL	\$29,538.26
MARCHAND	CAROLE	RECREATION	\$36,298.53
MARQUEZ	YESENIA	SCHOOL	\$29,806.97
MARRAZZO	LORI	SCHOOL	\$77,816.47
MARTIN	CATHERINE	ELECTIONS	\$178.00
MASTERSON	RAPHELLE	SCHOOL	\$89,201.62
MATTHEWS	BRITTANY	SCHOOL	\$34,480.40
MAYES	JANICE	SCHOOL	\$5,994.20
MCCANN	MARISSA	SCHOOL	\$23,752.49
MCCARTHY	DAWN	SCHOOL	\$27,017.00
MCCARTHY	SHARI	SCHOOL	\$80,496.92
MCCLAY	THALIA	SCHOOL	\$22,294.00
MCFARLANE	SABRINA	SCHOOL	\$11,859.47

MCGOWAN	CHARLES	DISPATCHER	\$61,169.49
MCMEEKIN	JAIME	SCHOOL	\$7,098.14
MEADE	TARYNE	SCHOOL	\$47,477.12
MEECE	BRANDON	SCHOOL	\$19,468.36
MEHLHOUSE	DANIEL	POLICE	\$87,620.83
MEHLHOUSE	SHANE	PARKS	\$2,022.00
MEHLMANN	AMY	SCHOOL	\$49,322.30
MELLO	DEANA	SCHOOL	\$24,575.30
MENARD	STEVEN	SCHOOL	\$66,578.96
MENDES	VIANA	SCHOOL	\$45,450.67
MERRICK	KAYLA	SCHOOL	\$78.00
MICCICHE	SUSAN	SCHOOL	\$59,659.53
MILLER	KAREN	SCHOOL	\$28,819.82
MILLER	ROBERT	SELECTMEN	\$1,260.65
MILLET	LINDA	SCHOOL	\$57,140.84
MINARIK	PAMELA	SCHOOL	\$74,690.90
MINARIK	SHIRLEY	ELECTIONS	\$178.00
MITCHELL	DANIELLE	SCHOOL	\$34,809.29
MLAVSKY	KRISTINA	SCHOOL	\$21,574.85
MONIZ	DESIREE	SCHOOL	\$14,386.25
MONTVILLE	STEVEN	FIRE	\$21,227.37
MORAN	TIMOTHY	POLICE	\$106,278.83
MORAN	REILLY	PARKS	\$2,289.00
MORGAN	DANIEL	SCHOOL	\$552.50
MORGAN	ANN	CODE ENFORCEMENT	\$73,386.41
MORGAN	BRITTANY	DISPATCHER	\$2,836.48
MORISSETTE	PATRICIA	ELECTIONS	\$178.00
MOROZ	PAIGE	DISPATCHER	\$61,678.19
MORRIS	KIMBERLY	SCHOOL	\$21,396.32
MOTRUCINSKI	JOSEPH	FIRE	\$9,572.16

MROCZEK	DEREK	POLICE	\$61,802.79
MUNGER	KRISTIN	DISPATCHER	\$59,921.24
MURPHY	JACOB	PARKS	\$5,670.00
NAKO	DENIS	SCHOOL	\$370.00
NASIS	CHRISTOPHER	SCHOOL	\$83,507.36
NASIS	COLLEEN	SCHOOL	\$97,036.62
NASIS	REBECCA	SCHOOL	\$71,921.46
NASIS	AMY	SCHOOL	\$24,272.57
NEBELUNG	JAMES	SCHOOL	\$77,989.30
NEDOROSCIK	KATHY	SCHOOL	\$34,381.91
NELSON	NICHOLAS	SCHOOL	\$935.00
NELSON	CHRISTINE	SCHOOL	\$6,480.00
NEWTON	GEORGE	SCHOOL	\$70,844.01
NGUYEN	DAM	SCHOOL	\$5,770.00
NIEMIEC	SHERYL	SCHOOL	\$31,865.66
NIEVES	GINA	SCHOOL	\$100,095.93
NIEVES CARVAJAL	MARGARITA	SCHOOL	\$840.00
NIXON	KAREN	SCHOOL	\$9,854.50
NOLLE	ALDO	INSPECTATIONAL SERVICES	\$32,100.00
NOTE	ALYSSA	SCHOOL	\$5,538.00
NOTE	JOHN	FIRE	\$23,490.07
NYLEN	ELLEN	SCHOOL	\$61,059.02
O'BRIEN	MICHELE	SCHOOL	\$32,421.98
O'BRIEN	KATHRYN	SCHOOL	\$9,062.50
O'BRIEN-HARTNETT	KELLY	SCHOOL	\$86,140.54
OCHOCKI	JACEK	POLICE	\$97,174.54
O'CONNELL	ERICKA	SCHOOL	\$82,285.77
O'CONNOR	KATHLEEN	SCHOOL	\$887.50
O'CONNOR	JULIE	SCHOOL	\$76,302.70

O'CONNOR	KELLY	SCHOOL	\$69,929.14
O'CONNOR	PATRICK	SCHOOL	\$63,026.12
OCRAN	SYDNEY	SCHOOL	\$8,638.00
O'HALLORAN	GINA	SCHOOL	\$24,489.23
O'LEARY	MICHAEL	POLICE	\$60,455.79
O'LEARY	TYLER	HIGHWAY	\$51,299.34
OLESZEWSKI	VERONICA	DISPATCHER	\$67,028.42
OLSON	KORINNA	SCHOOL	\$59,669.72
O'NEILL	JONATHAN	SCHOOL	\$62,170.04
ORNE	SANDRA	SCHOOL	\$31,061.32
ORTIZ	DONNA	SCHOOL	\$7,183.36
OSOWSKI	CYNTHIA	SENIOR CENTER	\$1,000.00
OSTROKOLOWICZ	EDWARD	ELECTIONS	\$178.00
OVERHOLT	MARY	CODE ENFORCEMENT	\$17,911.40
PAINCHAUD	JAMES	SCHOOL	\$3,416.00
PALAI	AMY	SCHOOL	\$48,362.58
PALAZINI	SAMANTHA	SCHOOL	\$624.00
PARADISE	TIMOTHY	SCHOOL	\$85,784.60
PARANTO	ANTHONY	SCHOOL	\$51,947.05
PARKER	OLGA	SCHOOL	\$1,541.25
PARMLEY	GILFORD	SCHOOL	\$50,853.62
PARMLEY	ROBIN	SCHOOL	\$121,536.46
PATTERSON	RAYMOND	HIGHWAY	\$41,873.45
PATTERSON	JOSEPH	WATER	\$83,952.68
PATTERSON	JAMES	SEWER	\$35,733.59
PAUL	NORMA	ELECTIONS	\$178.00
PEARL	BONNIE	DISPATCHER	\$64,134.22
PEEK	EMILY	SCHOOL	\$321.25
PELLETIER	ERIN	SCHOOL	\$17,077.52
PEPIN	KATHLEEN	SCHOOL	\$89,397.59

PEPKA	JUSTIN	SCHOOL	\$2,742.00
PEPKA	BUFFIE	SCHOOL	\$40,896.12
PERRY	AMANDA	SCHOOL	\$9,188.76
PERRY	PATRICK	POLICE	\$121,956.15
PERZAN	LUKASZ	FIRE	\$7,903.95
PETERS	MATTHEW	FIRE	\$7,189.32
PETERSON	HEIDI	SCHOOL	\$3,834.74
PETRELL-DELUDE	LISA	SCHOOL	\$86,783.34
PETRUNO-GOGUEN	RUTHANN	SCHOOL	\$176,937.74
PFEIFFER	MARY	SCHOOL	\$6,970.07
PHELPS	JASON	SCHOOL	\$3,794.00
PHILLIPS	SARAH	SCHOOL	\$82,966.98
PHILLIPS	TERRY	SCHOOL	\$7,141.14
PHILLIPS	JACOB	LIBRARY	\$9,480.00
PIASTA	COLLEEN	SCHOOL	\$36,406.22
PICARD	SHERRY	SCHOOL	\$4,296.50
PIEKARCZYK	SHELBY	SCHOOL	\$22,139.03
PIERANGELI	MONIQUE	SCHOOL	\$117,497.76
PIETROWICZ	MICHAEL	INSPECTATIONAL SERVICES	\$375.00
PINIARSKI	LORI	SCHOOL	\$88,012.45
PINTO	AMY	SCHOOL	\$53,074.10
PINTO	MICHAEL	FIRE	\$14,603.93
PION	RAYMOND	SCHOOL	\$81,760.52
PIZZETTI	KENNETH	HIGHWAY	\$100,004.56
PLASSE	SUSAN	SCHOOL	\$58,760.84
PODELL	DAVID	POLICE	\$3,864.00
POITRAS	KIM	HIGHWAY	\$79,110.27
POKROPOWICZ	KIRSTEN	SCHOOL	\$38,321.32
POLETTA	STEFANIE	SCHOOL	\$50,966.00

POLLETTA	PAMELA	SCHOOL	\$30,257.14
POLLETTA	LOUIS	RETIREMENT	\$1,500.00
POPLAWSKI	LINDA	SCHOOL	\$14,807.48
POPLAWSKI	ABBIGAIL	PARKS	\$2,346.01
PORTER	RICHARD	SCHOOL	\$20,750.00
PORTMAN	DAWN	TREASURER/COLLECTOR	\$43,990.34
PORTRAIS	DENISE	SCHOOL	\$84,903.34
POWERS	MARIA	SCHOOL	\$6,190.00
PREFONTAINE	REBECCA	DISPATCHER	\$66,296.37
PREISSLER	JOHN	SCHOOL	\$40,198.84
PRICE	ROBERT	SCHOOL	\$4,444.00
PRICE	NIJOLA	SENIOR CENTER	\$237.00
PRINCE	MEAGHAN	SCHOOL	\$50,023.44
PRINCIPE	HEIDI	SCHOOL	\$11,287.29
PRUNIER	JOHN	SCHOOL	\$3,914.00
PUISHYS	DEBORAH	SCHOOL	\$86,001.89
PUKALO	ANTHONY	SCHOOL	\$6,084.00
PULS	LORRAINE	ELECTIONS	\$178.00
PUTIS	SAMANTHA	DISPATCHER	\$27,616.34
QUADRINO	GEORGE	SCHOOL	\$5,116.25
QUILTY	STACY	SCHOOL	\$73,394.86
RADLO	CHRISTINA	SCHOOL	\$41,009.09
RALPH	THOMAS	POLICE	\$130,027.62
RALPH	JAMES	PARKS	\$2,876.59
RAMSDELL	DEBRA	SCHOOL	\$44,290.28
RAY	EMILY	SCHOOL	\$60,284.12
REARDON	MARIA	SCHOOL	\$29,180.28
REARDON	SARA	SCHOOL	\$78,821.24
REARDON	MICHAEL	POLICE	\$95,157.85

RECCHIA	CARISSA	SCHOOL	\$978.75
RECCHIA	BRIAN	SCHOOL	\$499.50
RECCHIA	JILL	SCHOOL	\$84,153.74
REED	CARI	SCHOOL	\$26,597.88
REED	JOSEPH	POLICE	\$83,244.13
REGO	MARCO	SCHOOL	\$1,806.25
REKOWSKI	JAMES	SCHOOL	\$70,191.89
REKOWSKI	KEVIN	HIGHWAY	\$64,156.76
RENAULD	RYAN	SCHOOL	\$89,165.64
RICARD	SUSAN	SCHOOL	\$75,273.47
RICHARD	PATRICIA	SCHOOL	\$8,257.22
RIDEOUT	RYANNE	SCHOOL	\$11,178.00
RILEY	DANIEL	SCHOOL	\$74,218.40
RIVERA	ZULEYKA	SCHOOL	\$8,344.94
RIVERA	JESSICA	SCHOOL	\$1,613.87
ROBERT	GREG	TECHNOLOGY	\$69,690.65
ROBERTS	HEATHER	SCHOOL	\$5,175.00
ROBERTS	TODD	SCHOOL	\$23,831.22
ROBERTS	CHRISTOPHER	HIGHWAY	\$60,736.10
ROBINSON	SAMANTHA	SCHOOL	\$5,499.00
ROCHE	JESSICA	SCHOOL	\$61,403.32
ROCKWOOD	KIMBERLY	SCHOOL	\$290.00
ROCKWOOD	ROBERT	POLICE	\$94,179.61
RODRIGUES	JULIA	SCHOOL	\$595.00
RODRIGUEZ	ELIZABETH	SCHOOL	\$11,030.31
RODRIGUEZ	REYES	FIRE	\$11,889.75
ROMANO	JANICE	SCHOOL	\$24,213.77
ROY	BARBARA	ELECTIONS	\$178.00
ROY	MICHELLE	WATER	\$60,255.52

ROY	GARY	SEWER	\$79,302.27
SAAD	JEFFREY	FIRE	\$6,839.18
SALADINO	KAREN	ELECTIONS	\$724.67
SANBORN	STEPHANIE	SCHOOL	\$65,493.12
SANTERRE	MARIA	SCHOOL	\$61,631.47
SASSIN	ROLA	SCHOOL	\$852.00
SAURO	DONNA	SCHOOL	\$86.25
SCALLY	MELISSA	SCHOOL	\$6,622.00
SCHNEIDER	RICHARD	CUSTODIAN	\$15,872.74
SCOTT	MICHAEL	SCHOOL	\$21,905.52
SEBASTYANSKI	NICOLE	SCHOOL	\$2,375.00
SERAICHICK	MARY	SCHOOL	\$3,794.00
SHARMA	ROBERT	SCHOOL	\$65,117.96
SHAW	MICHAEL	POLICE	\$141,597.44
SHAW	ABIGAIL	PARKS	\$738.00
SHEN	CHRISTOPHER	SCHOOL	\$70,595.51
SHEPHERD	SAMUEL	SCHOOL	\$861.00
SHILINSKY	RITA	SENIOR CENTER	\$174.00
SIDEBOTTOM	JOY	SCHOOL	\$86,634.99
SIDEBOTTOM	MAURITHA	SCHOOL	\$40,646.16
SIMONIS	LISA	SCHOOL	\$81,241.10
SIZER	KAYLA	SCHOOL	\$20,788.93
SIZER	ASHLEY	SCHOOL	\$170.00
SLOTA	JARED	SCHOOL	\$26,158.71
SMALARZ	BARBARA	SCHOOL	\$13,381.84
SMITH	ALYSHA	SCHOOL	\$12,727.39
SMITH	DONNA	SCHOOL	\$9,475.57
SMITH	SEAN	WATER	\$56,768.18
SOBCZAK	ALEXANDRA	PARKS	\$2,395.35

SOTO	LUIS	SCHOOL	\$54,401.62
SPICER	MARYLAND	SCHOOL	\$83,461.30
SPINK	SHERYL	SCHOOL	\$66,504.90
SPITZ	GEORGE	SCHOOL	\$7,171.00
ST JOHN	SARAH	SCHOOL	\$16,357.52
STAGIAS	CASANDRA	SCHOOL	\$2,422.50
STAND	BRANDON	SCHOOL	\$57,792.14
STARY	PAUL	SCHOOL	\$8,029.63
STAWIECKI	ARELIS	SCHOOL	\$4,532.00
STAWIECKI	COURTNEY	SCHOOL	\$74,350.48
STEARNS	FRANK	SCHOOL	\$25,986.47
STEGALL	JABARI	SCHOOL	\$252.00
STEPHENS	JOSEPH	POLICE	\$33,795.14
STERCZALA	MEGAN	SCHOOL	\$15,763.36
STERCZALA	EDWIN	FIRE	\$20,928.62
STEWART	BRITTANY	SCHOOL	\$5,039.03
STICH	SUSANNE	SCHOOL	\$20,976.80
STOICA	JANET	SCHOOL	\$906.25
STRETCH	BRIAN	SCHOOL	\$214.25
STURGIS	HILARY	SCHOOL	\$36,514.71
SULLIVAN	SHANNON	SCHOOL	\$9,947.00
SULLIVAN	JENNIFER	INSPECTIONAL SERVICES	\$73,046.97
SUPRENANT	KERRI	SCHOOL	\$24,871.26
SUSS	AARON	POLICE	\$115,844.95
SWANA	JOYCE	INSPECTIONAL SERVICES	\$12,750.13
SWEENEY	MICHAEL	SCHOOL	\$8,828.69
TAI	ANDREW	LIBRARY	\$49,295.32
TAISTE	SUZANNE	SCHOOL	\$9,892.35
TAMALAVITCH	MEGAN	SCHOOL	\$35,006.84

TAYLOR	LOIS	SCHOOL	\$71,426.68
TAYLOR	DESTINY	SCHOOL	\$888.00
TETREAULT	THEODORE	INSPECTIONAL SERVICES	\$79,328.78
THERIAULT	KIMBERLY	SCHOOL	\$83,182.70
THOMAS	FRANCIS	SCHOOL	\$52,050.00
THOMAS	DENISE	SCHOOL	\$34,681.47
TOMKIEWICZ	WIKTOR	SCHOOL	\$1,557.50
TOOLEY	DARIANE	PARKS	\$2,490.00
TORRES	ROSA	SCHOOL	\$7,448.00
TOWNLEY	JENNIFER	SCHOOL	\$1,988.00
TOZZI	LINDA	SCHOOL	\$4,084.01
TRAINOR	CHRISTOPHER	POLICE	\$115,104.48
TRAINOR	PATRICK	POLICE	\$86,363.67
TRAVIS	JEAN	SENIOR CENTER	\$36,630.16
TREMBLAY	LAUREN	SCHOOL	\$21,461.27
TSEGAYE	ATSEDE	SCHOOL	\$14,448.02
TUCKER	STACEY	SCHOOL	\$31,632.25
TWIRAGA	PETER	SCHOOL	\$77,239.21
TYSON	VERNON	SCHOOL	\$53,364.22
UPPSTROM	KELSEY	SCHOOL	\$17,591.58
URATO	NATALIE	SCHOOL	\$4,937.97
VALLEJO	JOSE	POLICE	\$2,677.04
VANGEL	TRACIE	SCHOOL	\$75,170.98
VAUDREUIL	JESSICA	SCHOOL	\$288.75
VERONIS	THEODORA	SCHOOL	\$2,693.75
VERONIS	FAITH	SCHOOL	\$57,420.73
VIERCK	JOANE	SCHOOL	\$82,933.54
VINCENT	TEISHA	SCHOOL	\$702.50
VINCENT	JAYME	SCHOOL	\$27,926.47

WADE	BRANDON	SCHOOL	\$19,569.75
WALCEK	RICHARD	POLICE	\$2,944.00
WALKER-BOROWY	TAMMIE	SCHOOL	\$1,248.00
WALL	CASSANDRA	SCHOOL	\$8,292.00
WALSH	JANE	SCHOOL	\$17,418.02
WARD	PAMELA	SCHOOL	\$37,282.59
WARNER	KELLY	SCHOOL	\$73,802.92
WATERS	SUSAN	SCHOOL	\$3,960.00
WAY	JONATHAN	SCHOOL	\$51,160.93
WELSH	PAMELA	SEWER	\$80,401.85
WENTLAND	EDWARD	ELECTIONS	\$178.00
WENTLAND	JOAN	ELECTIONS	\$178.00
WENTWORTH	DOUGLAS	SCHOOL	\$297.50
WENTWORTH	GORDON	POLICE	\$122,457.70
WENTWORTH	GERMAINE	RETIREMENT	\$54,775.33
WERME	NORA	SCHOOL	\$83,794.14
WHEELER	TOBBY	POLICE	\$145,240.01
WHITE	MICHELLE	SCHOOL	\$1,603.56
WHITE	DAVID	FIRE	\$11,569.71
WHITHAM	AMANDA	SCHOOL	\$40,781.16
WHITING	TIMOTHY	POLICE	\$103,811.31
WHITTED	ANNA	SCHOOL	\$15,221.24
WILBER	STEVEN	SEWER	\$59,188.99
WILBUR	KATHLEEN	SCHOOL	\$30,533.95
WILDER	KYRAH	SCHOOL	\$19,866.04
WILGA	KATHLEEN	SCHOOL	\$38,141.54
WILLARDSON	DOUG	TOWN ADMINISTRATOR	\$138,292.08
WILLIAMS	KERRI	SCHOOL	\$56,679.64
WILLIAMS	KATHI	SCHOOL	\$4,246.11

WILLIAMS	PETER	SCHOOL	\$28,278.93
WILLIAMS	SCOTT	SCHOOL	\$2,727.27
WILMOT	LISA	SCHOOL	\$85,071.92
WISNOSKY	ALICJA	SCHOOL	\$89,897.98
WOJNAROWICZ	GINA	SCHOOL	\$85,865.54
WOODS	GREGORY	WATER	\$109,842.35
WRIGHT	GLEN	SCHOOL	\$83,159.14
YACINO	SAMUEL	WATER	\$72,599.23
YOUNG	AMANDA	SCHOOL	\$24,697.01
YOUNG	ALLAN	SCHOOL	\$63,568.28
YOUNG	JAMES	POLICE	\$118,516.85
YOUNG	JAMES JR	POLICE	\$96,962.66
YURKEVICIUS	MICHAEL	POLICE	\$112,627.25
ZABLOCKI	DEBORA	SCHOOL	\$80,206.73
ZAJAC	MICHAEL	SCHOOL	\$123,452.38
ZAKY	MARCO	SCHOOL	\$72.50
ZALEWSKI	RYAN	PARKS	\$2,649.08
ZAMIS	KRISTEN	SENIOR CENTER	\$22,534.10
ZIMMER	DANIEL	SCHOOL	\$86,783.34
			\$28,418,640.72