

STURBRIDGE
MASSACHUSETTS

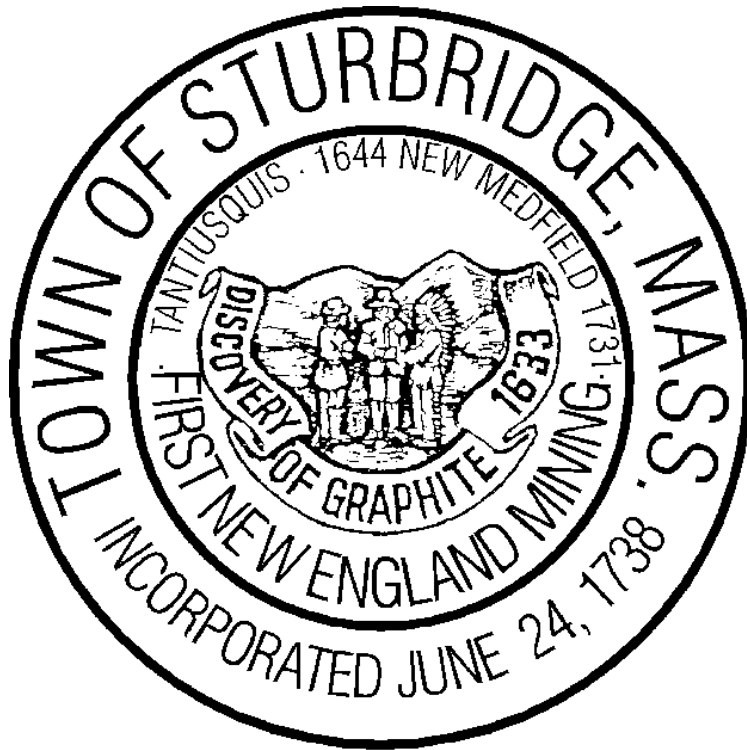


ANNUAL TOWN REPORT
2023

Front Cover Photo Information:

This was the Charles Allen Farm. More recently owned by Barrett, it was the last operating Dairy Farm in Sturbridge. Part of the house was built in late 1700 and later updated in the early 1800. The house has the original fire place in the old part. The barn blew down in the 1938 hurricane and was put back up. One of the few places that had a silo built into the barn.

**REPORT
OF THE
TOWN OFFICERS**



***FOR THE YEAR ENDING
DECEMBER 31, 2023***



Town of Sturbridge

Lynne Girouard
Town Clerk-Burial Agent -Notary

IN MEMORY OF THOSE WE HAVE LOST IN 2023

John F. Canavan – Former TRHS Principal and OSV Trustee

Patricia C. (Jowett) Wondolowski – 48 Years on the Cedar Lake Assn., Cedar Lake
Water Ski Club the “Aqua Nuts”

Edward Voloka – Actively involved in the Pan Mass Challenge

Patricia A. (Smith) Jeffries – Election Worker and ZBA member

We are grateful for their years of faithful service to the Town of Sturbridge

Table of Contents

Affordable Housing Trust.....	159
Annual and Special Town Meeting Warrants.....	217
Appointed/Hired Officials.....	3
Board of Assessors Annual Report.....	60
Board of Health Annual Report.....	164
Board of Selectmen Annual Report.....	19
Building Inspector Annual Report.....	162
Burgess Elementary School Annual Report.....	78
Burgess Elementary School Teachers In-Service.....	71
Charter - Town of Sturbridge.....	253
Charter Review Committee Recommendations.....	267
Community Preservation Act Committee Annual Report.....	185
Conservation Commission Annual Report.....	168
Council on Aging Annual Report.....	190
Counseling and Hotline Services.....	15
Cultural Council.....	202
Department of Public Works Annual Report.....	138
Design Review Committee Annual Report.....	171
Economic Development and Tourism Annual Report.....	174
Elected Town Officials.....	1
Facilities Department Annual Report.....	212
Finance Director Annual Report.....	23
Fire Department Annual Report.....	124
Governmental Agencies.....	16
Historical Commission.....	187
Information Technology.....	215
Joshua Hyde Library Director Annual Report.....	206
Joshua Hyde Public Library Board of Trustees.....	203
Municipal Salaries.....	29
Open Space Committee Annual Report.....	173
Planning Board Annual Report.....	149
Police Department Annual Report.....	83
Public Access.....	214
Recreation Committee Annual Report.....	192
School Department Annual Report.....	66
Senior Center Building Committee Annual Report.....	172
Special Events Committee Annual Report.....	178
Sturbridge Directory.....	13
Sturbridge Tourist Association.....	181
Superintendent of Schools Annual Report.....	80
Town Accountant Annual Report.....	42
Town Administrator Annual Report.....	20
Town Clerk Annual Report.....	61
Trails Committee Annual Report.....	206
Tree Warden Annual Report.....	184
Veolia Water North America Operating Services Annual Report.....	141
Veteran Services Director Annual Report.....	210
Zoning Board of Appeals Annual Report.....	155

ELECTED TOWN OFFICIALS

MODERATOR - 3 Year Term (One)

Michael Caplette 2024

TOWN CLERK - 3 Year Term (One)

Lynne Girouard 2025

BOARD OF REGISTRARS - 3 Year Term (3 Members)

Susan Murphy 2024

Janet Garon 2026

Cheryl Wood Creeden 2025

BOARD OF SELECTMEN - 3 Year Term (5 members)

Jamie Goodwin, Chair 2024

Chase Kaitbenski, Vice Chair 2024

Mary Dowling, Clerk 2025

Mary Blanchard 2026

MaryLou Volpe 2026

BOARD OF ASSESSORS - 3 Year Term (3 Members)

Paul Murphy, Chair 2024

Lorraine Herbert, Vice Chair 2025

Moira M.McGrath, Secretary 2026

STURBRIDGE SCHOOL COMMITTEE - 3 Year Term (5 Members)

Samantha L. Kaitbenski, Chair 2024

Jennah Ventetuolo, Vice Chair 2025

Jacqueline Chechile, Secretary 2024

Whitney Goodwin 2026

Mary Burns 2026

TANTASQUA REGIONAL SCHOOL COMMITTEE - 3 Year Term

William Haggerty, Vice Chair 2025

Michele Fitzgerald 2024

Edward Goodwin 2026

Mary Bellezza 2024

Megan Panek 2024

Karen Kowal 2026

Kristin Touhey 2026

CONSTABLES - 3 Year Term (3 Members)

Robert G. Cerny 2024

L. David Covino 2025

Ronald J. Komar 2026

ELECTED TOWN OFFICIALS

BOARD OF HEALTH - 3 Year Term (3 Members)

Linda Cocalis, Chair	2026
Richard Volpe, Vice Chair	2025
Louis W. Fazen, III	2024

RECREATION COMMITTEE - 3 Year Term (5 Members)

Kadion Phillips, Chair	2026
Josh Cottone	2025
Juliana R. Kuszewski	2024
Jeffrey Scott Shapiro	2026
James Rosseel	2024

ZONING BOARD OF APPEALS - 3 Year Term (5 Elected, 2 Appointed)

Diane Trapasso, Chair	2024 (Elected)
Fidelis Onwubueke, Vice Chair/Clerk	2025 (Elected)
Maryann Thorpe	2024 (Elected)
Thomas J. Welch	2025(Elected)
Elizabeth E. Banks	2026 (Elected)
Margaret Cooney	2025 (Appointed)
Joshua C. Cole	2026 (Appointed)

LIBRARY TRUSTEES - 3 Year Term (9 Members)

Joyce Sinnott, Chair	2025
Shin-Yi (Alice) Kao, Vice Chair	2025
Lily Dyer, Secretary/Clerk	2024
Gina-Marie Kajano	2024
Sandra Gibson-Quigley	2026
Jessica M. Colati	2026
Elisa Krochmalnyckyj	2026
Karen Blackwell Engell	2024
David A. Reed	2024

APPOINTED/HIRED TOWN OFFICIALS

TOWN ADMINISTRATOR

Robin A. Grimm, Ph.D.
Michelle M. Garman
Krystal Kowalski

Town Administrator
Constituent Liaison/Administrative Coordinator
COB Administrative Asst.

FINANCE DEPARTMENT

Barbara Barry
Meghan Boucher
Wendy MacGregor
Marjorie Vesovski
Christina Lussier (resigned)
Rhonda Tetreault (resigned)
Dale Meehan-McNeil
Xianhong "Shelly" Zheng
Jean Campbell

Finance Director, Treasurer/Collector
Finance Clerk
Asst. Treasurer/Collector
Payroll/Benefits Coordinator
Finance Clerk
Payroll/Benefits Coordinator
Ambulance Billing
Town Accountant
Accounting Clerk

OFFICE OF THE TOWN CLERK

Lynne Girouard
Sheila O'Connell

Town Clerk
Asst. Town Clerk

ASSESSORS DEPARTMENT

Ann Murphy
Liza Peters

Principal Assessor
Administrative Assistant

BUILDING DEPARTMENT

Nelson Burlingame
Cynthia Forgit
Robert Garon
Noel Lamothe
Clyde Gagnon (deceased)
William Gibson (retired)
Gil Provost
John Murray

Building Inspector/Zoning Enforcement Official
Administrative Assistant
Wire/Electrical Inspector
Asst. Wire/Electrical Inspector
Wire/Electrical Inspector
Asst. Wire/Electrical Inspector
Plumbing/Gas Inspector
Asst. Plumbing/Gas Inspector

CABLE ACCESS DEPARTMENT

Bruce Butcher
Stephen Sandberg
Jackie Blow

Production Coordinator
Scheduler Clerk
Camera Operator

CONSERVATION DEPARTMENT

Rebecca Gendreau
Erin Carson

Conservation Agent
Administrative Asst. /Asst. Conservation Agent

APPOINTED/HIRED TOWN OFFICIALS

COUNCIL ON AGING DEPARTMENT

Leslie Wong	Director
Marcia Wildgrube	Asst. Director/Outreach Coordinator
Jennifer Babcock (resigned)	Program Assistant
Jen Tetreault	Fitness Instructor
JoAnn Cass	Office Assistant
Ellen Thibodeau	Program Assistant

ECONOMIC DEVELOPMENT

Terrence Masterson	Economic Development & Tourism Coordinator
--------------------	--

FACILITIES DEPARTMENT

Robyn Chrabaszcz	Facilities Manager
Michael DeHaan	Custodian (part-time)
James Martell	Custodian (part-time)
Bryan Mero	Custodian (part-time)
Chase Walker	Custodian (part-time)
Constantine "Dino" Economos (resigned)	Custodian (part-time)

FIRE DEPARTMENT

John Grasso, Jr.	Fire Chief
David Martell	Deputy Fire Chief
Kristin Wilmarth	Administrative Assistant
Matthew Roderick	Lieutenant
Jennifer Ashe	Lieutenant
Sean Moynagh	Lieutenant
Jonathan Becker	Lieutenant
Stephan Joyce	Firefighter/Paramedic
Matthew Bonneau	Firefighter/Paramedic
James Towns	Firefighter/Paramedic
Douglas Cutler	Firefighter/Paramedic
Christopher Whynot	Firefighter/Paramedic
Robert Moynagh	Firefighter/EMT
Michael Ashe	Firefighter/EMT
Jay Marcoaldi	Firefighter/EMT
Luke Quattrocelli	Firefighter/EMT
Joseph Doldoorian	Firefighter/EMT
Michael Gelinas	Firefighter/EMT
Jeffrey Hastings	Firefighter/EMT
Jeffrey White	Firefighter/EMT
Ryan Mullen	Firefighter

APPOINTED/HIRED TOWN OFFICIALS

HEALTH DEPARTMENT

Ken Lacey, Jr.,	Health Agent
Molly Tuller	Inspector
Laura Sherris	Administrative Assistant
Cheryl Rawinski	Public Health Nurse
Lisa Meunier	Nurse (Covid)
Michelle Seremet	Nurse (Covid)
Ashely Chakkiath	Nurse (Covid)

INFORMATION TECHONOLOGY

Jeremy Jalbert	IT Specialists
----------------	----------------

PLANNING DEPARTMENT

Jean Bubon	Town Planner
Jeneé Lacy	Administrative Assistant

POLICE DEPARTMENT

Earl Dessert	Police Chief
Melissa Rozzen	Executive Assistant
Larry Bateman	Lieutenant
Joseph Lombardi	Lieutenant
David Fortier	Sergeant
Hillary DaDalt	Sergeant
Sean Paine	Sergeant
Paul Janson	Sergeant
Scott Crevier	Patrol
Garrett Danna	K-9 Officer
Jeffrey Forcier	Patrol
Thomas Giordano	Patrol
Zachary Marderosian	Patrol
Daniel Hemingway	Patrol
Benjamin Hoffman	Patrol
Nicholas Marderosian	School Resource Officer
Ronald Obuchowski	Detective
Nicole Patterson	Patrol
Colby Tytula	School Resource Officer
Marc Widing	Patrol
Steven Leitao	Patrol
Deven Kingman	Patrol
John Calcagni, Jr.,	Patrol
Jeffery Lavallee	P/T Patrol
Darren Cook	P/T Patrol
Thomas Hine	P/T Patrol
Barbara Boiteau	Dispatcher

APPOINTED/HIRED TOWN OFFICIALS

POLICE DEPARTMENT (cont.)

Toniah Maloney	Dispatcher
Patricia Lupacchino	Dispatcher
Trevor Bresse	Dispatcher
Kerri Leonard	Dispatcher
Benjamin Grasso	Dispatcher
Aaron Berry	Dispatcher
Leah Corriveau	Dispatcher
Matthew Cole	P/T Dispatcher
Ashley Griffin	P/T Dispatcher
Michele Rosano	P/T Dispatcher
Meghan Cassavant	P/T Dispatcher
Michelle Connors	Animal Control Officer/Road Kill Agent
Matthew Wyke	Emergency Management Coordinator

PUBLIC WORKS/HIGHWAY DEPARTMENT

Heather Blakeley	Director
April Denault	Administrative Assistant
Brian Curboy	Crew Leader
David Lamontagne	Crew Leader
Brian Larson	Head Mechanic
Kyle St. Marie	Senior Heavy Equipment Operator
Matthew Obrzut	Heavy Equipment Operator
Dave Mitchell	Heavy Equipment Operator
Jeremy Chenier	Laborer/Driver
Luke Maplebeck	Laborer
Gary Griswold	Seasonal
Mark Augello (resigned)	Operations Manager
Kimberly Welton-Pulsifer (resigned)	Crew Leader
Andrew McDermott (resigned)	Heavy Equipment Operator
David Bond (resigned)	Mechanic
Matt White (resigned)	Laborer/Driver
Thomas Boudreau (discharged)	Operations Manager

RECREATION DEPARTMENT

Annie Roscioli	Director
----------------	----------

TREE WARDEN

Anthony Crane	Tree Warden
Joe Kowalski	Asst. Tree Warden

VETERANS DIRECTOR/SERVICES DIRECTOR

Michael Struppa	Veterans Director
-----------------	-------------------

APPOINTED/HIRED TOWN OFFICIALS

BETTERMENT COMMITTEE

Robin A. Grimm, Ph.D.	Indefinite Term
Susan Waters	Indefinite Term
Mary Blanchard	Indefinite Term
Earl Dessert	Indefinite Term
Hotel/Motel Representative (vacant)	Indefinite Term

CABLE ADVISORY COMMITTEE

Alfred Menard, Chair	2025
Kadion Phillips	2025
Robin Lucchesi	2025
Jose Andrade	2025
Bailey Applegate	2026

CAPITAL PLANNING COMMITTEE

John A. Grasso, Jr.	Indefinite Term
Robin A. Grimm, Ph.D.	Indefinite Term
Jean Bubon	Indefinite Term
Heather Blakeley	Indefinite Term
Kevin Smith	Indefinite Term

COMMUNITY PRESERVATION COMMITTEE

Penny Dumas, Chair	2024
Edward Goodwin, Vice Chair	2024
Walter Hersee	2026
Kadion Phillips	2026
Lauren Vivier	2025
Barbara Search	2024
Kelly Emrich	2024

CONSERVATION COMMISSION

Edward Goodwin, Chair	2024
Erik Gaspar, Vice Chair	2025
Roy Bishop	2025
Ted Winglass	2024
Karsten Stueber	2024

APPOINTED/HIRED TOWN OFFICIALS

COUNCIL ON AGING

Rebecca Mimeault, Chair	2025
Annette Roberts, Vice Chair	2026
Elizabeth (Bonnie) Brandt	2026
Joan Chamberland	2026
Ann White	2025
Diane Clark	2025
Debbie Steinberg	2025
Margaret Darling	2024
Kenneth White	2020

CULTURAL COUNCIL

Kerry Carey, Co-Chair	2024
Jim Douglas, Co-Chair	2024
Patrick Bressette, Treasurer	2025
Joann Dupre, Secretary	2024
Ed Cornely	2025
Roxanne Smith	2025
Antonia Squier	2024
Reed Ide	2026
Joyce F. Sinnott	2026

DESIGN REVIEW

Richard Volpe, Chair	2024
Elaine Cook	2025
Chris Castendyk	2024
Chris Wilson	2025
Richard Volpe	2024

DISABILITIES COMMITTEE

Jayne Bowler	2026
Open Seat	
Open Seat	
Open Seat	
Open Seat	

APPOINTED/HIRED TOWN OFFICIALS

FINANCE COMMITTEE

Kevin Smith, Chair	2024
James H. Waddick, Vice Chair	2024
Sean Alex Wawrzekiewicz	2026
Leigh M. Darrin	2026
Michael Hager	2026
John M. McGlone	2025
Kathleen M. Neal	2025
Laurance Morrison	2025
Kenneth Talentino	2024

HISTORICAL COMMISSION

Richard Volpe, Chair	2024
Charles Blanchard, Co-Chair	2025
Walter Hersee	2024
Kathy L. Peterson	2025
Barbara Search	2024

MUNICIPAL AFFORDABLE HOUSING TRUST

Kathleen M. Neal, Chair	2024
Diane Trapasso, Vice Chair	2024
Margaret Darling	2025
Mary Dowling	2025
Maura O'Connor	2025
Walter Hersee	2025
Edward Goodwin	2025
Jamie Goodwin	2024

OPEN SPACE COMMITTEE

Carol A. Goodwin, Chair	2024
Dina Sexton	2025
Florencia Sangermano	2025
Lauren Vivier	2024
Lynne Sarty Petersen	2024

PERSONELL COMMITTEE

Joan Chamberland, Chair	2025
Mary Blanchard	2025
Reed Hillman	2025
Larry Morrison	2027
Sara Terwillinger	2025

APPOINTED/HIRED TOWN OFFICIALS

PLANNING BOARD

Charles Blanchard, Chair	2026
Walter Hersee	2024
Dane LaBonte	2027
Brad Goodwin	2024
Susan Waters	2027
Robin Grimm	2024
Taylor A. Stedman	2028
David L. Bourbeau	2028

SCHOOL ADMINISTRATION

Erin M. Nosek	Superintendent
Deborah Boyd	Assoc. Superintendent
Jodi Bourassa	Asst. Superintendent
Brenda Looney	Special Ed/Pupil Service Dir.
Kathleen Pelley	Principal Burgess
Mary Jaeger	Asst. Principal Burgess
Paul Guerin	Asst. Principal Burgess
Amanda Cassina	Administrative Assistant

SLAC – STURBRIDGE LAKES ASSOCIATION COMMITTEE

James Dinopoulos – Cedar Lake	2026
Sherry Kellaher - Leadmine Lake	2026
Patty Kritzman – Leadmine Lake Alt.	2024
Leigh M. Darrin – Cedar Lake	2025
Bruce H. Gran – Big Alum	2025
Marita M. Tasseo- South Pond	2025
Charles A. Roy, Jr. – Big Alum	2025
Marcia Riggsby – Walker Pond	2024
Mary Dowling – BOS Rep.	Indefinite Term
Erik Gaspar - Conservation Rep.	Indefinite Term

SPECIAL EVENTS COMMITTEE

Lisa Beaudin, Chair (resigned)	2023
Mary Dowling	2026
Kerry Carey	
Sandra Nasto	2023
Johnny Rice	2026

APPOINTED/HIRED TOWN OFFICIALS

STURBRIDGE TOURIST ASSOCIATION

Sandra Gibson Quigley, Chair	2024
Nick Salvadore	2024
Jasmine Bell	2024
Peter Champagne	2025
Alexandra J. McConnon	2025

TRAILS COMMITTEE

Brandon Goodwin, Chair	2024
Thomas Chamberland	2024
David Peterkin	2025
Richard E. Paradise	2026
David A. Vadenais	2024
Jennifer Scherer	2024
Fritz Reeve	2024
Michael S. Dobos	Associated Member
Nathan E. Lane	Associated Member
Eli Garrett	Associated Member

TRAFFIC SAFETY COMMITTEE

Anthony Celuzza	Indefinite Terms
Earl Dessert, Police Chief	Indefinite Terms
Marc French	Indefinite Terms
Heather Blakeley, DPW Director	Indefinite Terms
Robin A. Grimm, Ph.D., TA	Indefinite Terms

TOWN COUNSEL

Kopelman & Paige	2024
------------------	------

LOCAL EMERGENCY PLANNING COMMITTEE

Earl Dessert, Police Chief	Emergency Management Director
Matthew Wyke	Emergency Management Coordinator
Deborah Boyd	Tantasqua Regional School District
Barbara Barry	Finance Director
Heather Blakeley	DPW Director
Jean Bubon	Town Planner
Leslie Wong	Council on Aging Director
Ken Lacey	Health Agent
Nelson Burlingame	Building Inspector
John Degnan	Resident
Rebecca Gendreau	Conservation Agent
Paul Watson	OFS
Kristen Gerome	MEMA
John Grasso	Fire Chief

APPOINTED/HIRED TOWN OFFICIALS

LOCAL EMERGENCY PLANNING COMMITTEE (cont.)

John Marinelli	Fire Dept/EMS
Wendy McRoy	Transportation
Wanda O'Connor	Harrington Hospital
Carlton Rondeau-Harrington	Harrington Hospital

HAZARDOUS WASTE COORDINATOR

Mike Hoy

ADA COORDINATOR

Nelson Burlingame	2023
-------------------	------

PARKING CLERK

Barbara Barry	2027
---------------	------

MOTH INSPECTOR

Anthony Crane	2026
---------------	------

FENCE VIEWER

Heather Blakeley, DPW Director	2025
--------------------------------	------

STREET LIGHT COMMITTEE (3 Member)

Earl Dessert, Police Chief	2022
Heather Blakeley, DPW Director	2022
Open Seat	

STURBRIDGE DIRECTORY - www.sturbridge.gov

EMERGENCY NUMBERS

Police Emergency	911
Regular Business	347-2525
Fire Emergency	911
Regular Business	347-2525
Ambulance Emergency.....	911
State Police.....	347-3352
Poison Control.....	765-9101
Public Health	617-624-6000
Poison Emergency 24 Hour.....	1-800-222-1222
Suicide Prevention	1-800-273-8255
Suicide Prevention Veterans	1-800-273-8255
National Runaway Safeline	1-800-786-2929

TOWN HALL OFFICES

Accountant.....	347-2502
Administrator	347-2500
Ambulance Billing.....	347-2523
Assessors	347-2503
Board of Health	347-2504
Board of Registrars.....	347-2510
Building Inspector.....	347-2505
Conservation Commission	347-2506
DPW Director.....	347-2515
Dog Officer	774-334-2735
Electrical Inspector	347-2505
Gas Inspector.....	347-2505
Highway Department.....	347-2515
Local Cable Access TV: Bruce Butcher, Production Coordinator.....	347-7267
Notary Public: Lynne Girouard, Town Clerk.....	347-2510
Planning Board/Town Planner	347-2508
Plumbing Inspector.....	347-2505
Recreation Department	347-2041
Recycling Center	347-7608
Rubbish/Landfill	347-2504
Selectmen	347-2500
Senior Citizens Center	347-7575
Sewer Department	347-2514
Town Clerk.....	347-2510
Town Engineer	347-2515
Treasurer/Collector	347-2509
Tree Warden.....	774-200-3947
Veterans Department.....	347-2044
Water Department	347-2513
Zoning Board of Appeals	347-2508

LIBRARY

Joshua Hyde 347-2512

PERMITS & LICENSES

Birth Certificates..... 347-2510
Building Permits..... 347-2505
Burning Permits..... 347-2525
Common Victualler License..... 347-2500
Dog Licenses 347-2510
Driveway Permits..... 347-2515
Earth/Gravel Removal Permits 347-2500
Firearms I.D. Cards..... 347-2525
General Permits & Licenses 347-2500
Liquor Licenses 347-2500
Logging Permits 347-2500
Marriage Licenses 347-2510
Oil Burner Permits & Inspections 347-2525
Septic Permits..... 347-2504
Stove Permits..... 347-2525

SCHOOLS

Burgess Elementary 347-7041
Superintendent’s Office..... 347-3077
Tantasqua Regional Jr. High..... 347-7381
Tantasqua Regional Sr. High..... 347-9301
Tantasqua Regional Technical High 347-3045

PLACES OF WORSHIP

His Gathering Christian Center 347-9642
St. Anne’s (Catholic)..... 347-7338
Sturbridge Federated Church 774-304-1021
Bethlehem Lutheran Church..... 347-7297

CLUBS

American Legion..... 347-3248

AREA INFORMATION SERVICES

Tourist Information Center/Tri-Community Chamber of Commerce..... 347-2761

COUNSELING & HOTLINE SERVICES

AIDS Hot Line.....	1-800-235-2331
Adoption Resource Exchange	1-800-533-4346
Alcohol Referral	1-800-252-6465
Alcoholic Help Line - 24 Hour	1-800-331-2900
Cancer Information (Massachusetts).....	1-800-4-CANCER
Child Abuse Hot Line	1-800-792-5200
Child Find, Inc. (National)	1-800-I-AM-LOST
Citizen Information Service	1-800-392-6090
Consumer Product Safety Commission	1-800-638-2772
Elder Affairs	1-800-882-2003
Income Tax Assistance (Federal).....	1-800-424-1040
Income Tax Assistance (State)	1-800-392-6089
Lawyer Referral Service.....	1-800-392-6164
Lead Poisoning Prevention.....	1-800-532-9571
League of Women Voters (Voter Info).....	1-800-882-1649
MA Commission for the Blind	1-800-392-6450
MA Handicapped Affairs	1-800-322-2020
MA Medical Society	1-800-322-2303
Medicare	1-800-882-1228
National Missing & Exploited Children	1-800-843-5678
Nutrition Hot Line	1-800-322-7203
Parental Stress Hot Line	1-800-632-8188
Pollution/Hazardous Substances	1-800-424-8802
Runaway Hot Line - 24 Hour.....	1-800-621-4000
Smokers Quit Line	1-800-422-6237
Sudden Infant Death Syndrome (SIDS).....	1-617-424-5742
Venereal Disease Counseling	1-800-272-2577
Veterans Benefits (Massachusetts)	1-800-392-6015

IMPORTANT GOVERNMENTAL AGENCIES

PRESIDENT: Joseph R. Biden Jr. 202-456-1414

VICE PRESIDENT: Kamala D. Harris 202-456-1414

STATE OFFICES

Auditor 617-727-2075

Deputy Auditor for Administration 617-727-6200

General Information 617-727-6200

Audit Operations 617-727-0025

Division of Local Mandates 617-727-0980

Auditor's Hotline 1-800-462-COST

GENERAL AGENCIES AND OFFICES

Administration and Finance General Information 617-727-2050

Budget Bureau 617-727-1308

Alcoholic Beverage Control Commission 617-727-3040

Attorney General's Office: Information 617-727-8400

Campaign and Political Finance Office 617-727-8352

Civil Defense Director - Headquarters 617-237-0200

Community Antenna Television Commission 617-727-6925

DEP: General Information 617-727-2690

Education Department: General Information 617-770-7500

Elder Affairs Information 617-727-7750

Emergency Finance Board 617-727-2881

Exec. Office Communities and Develop. (EOCD) 1-800-392-6445

Ethics Commission 617-727-0060

Governor's Offices 617-727-3600

Inspector General 617-727-9140

Lt. Governor's Office 617-727-7200

Public Health: General Information 617-727-2700

Vital Statistics 617-727-0036

Retirement Board 1-800-392-6014

REVENUE DEPARTMENT 1-800-392-6089

Bureau of Accounts 617-727-4401

Liquor License Transfers 617-727-9744

Bureau of Local Assessment 617-727-4217

Division of Local Services 617-626-2300

SECRETARY OF STATE

Information.....617-727-2800
Elections.....617-727-2828
Rules and Regulations617-727-3831
State Treasurer.....617-367-6900
Veterans Services: Information617-727-3578

STATE HOUSE

Governor Maura Healey617-722-2000
Tour Desk617-727-3676
Bookstore617-727-2834
Documents Room617-722-2860
House Ways and Means.....617-722-2380
House General Information617-722-2000
Library.....617-722-2590
Senate Ways and Means.....617-722-1481
Local Affairs Committee617-722-2400

SENATORS & CONGRESSMEN

Senator Elizabeth Warren617-565-3170
Senator Edward J. Markey617-565-8519
Congressman Richard E. Neal413-785-0325

STATE SENATOR

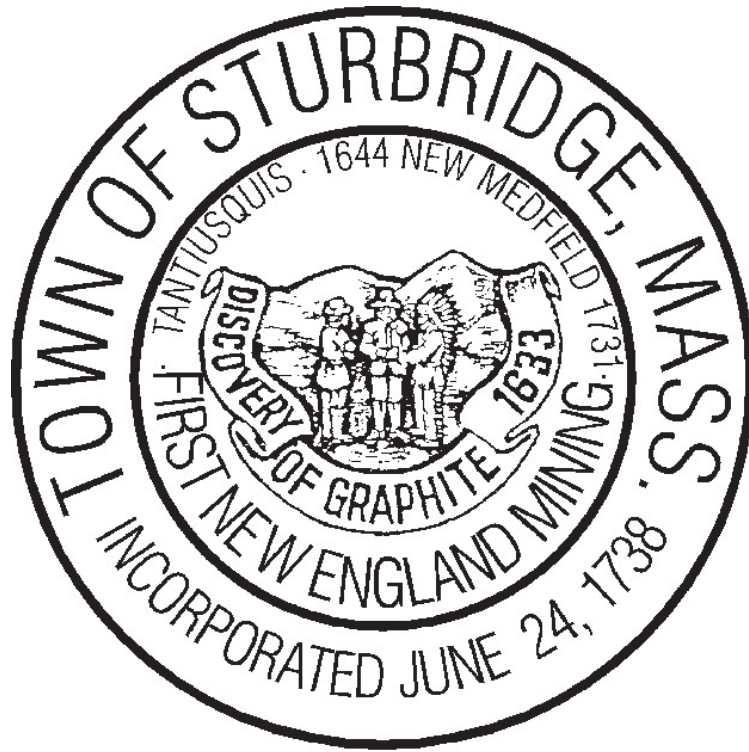
Ryan C. Fattman.....617-722-1420

STATE REPRESENTATIVE

Todd Smola617-722-2100

ADMINISTRATION AND FINANCE

2023



BOARD OF SELECTMEN

2023 ANNUAL REPORT

Throughout 2023, Sturbridge continued to return to pre-Covid life. Our hotel and meals receipts are as high as they have ever been, indicating that people are back to visiting our beautiful town and celebrating all things Sturbridge.

Sturbridge had many accomplishments during the year. The Town continued to use its remaining ARPA funding for a number of projects including recreational upgrades, a new HVAC system for the library, and some continued work on data storage and accessibility. The parking lot at 501 Main Street nears completion, and the nearby trails system continues to grow.

The Town officially has begun to utilize the Opioid settlement money received by many communities nationwide for educational and recovery programs – and we now have officially branded the efforts as SOS (Sturbridge Opioid Support). The staff assigned to work on this project is partnering with local agencies and our Schools to grow the efforts through bringing in speakers and implementing programs.

Sturbridge does face a few challenges. We continue to struggle with recruitment and retention as is the experience with many towns across the Commonwealth and the Nation. We are always looking for top quality candidates for all positions and will continue to use public outreach as much as we can to draw in strong applicant pools. Another significant challenge has been the extraordinarily wet weather. While last year, we were concerned with drought situations, this year has brought us dramatic amounts of rain. This has led to potholes, ditches, and, in some cases, roadway failures. Our DPW Director and her team work diligently to keep roads safe and passable. The rain also led to some challenges at our sewer pump stations, and our private contractor for Water/Sewer, Veolia, has ensured that there have been no service failures or environmental breaches.

Because of the Town's fiscal stability and strong staff, we have been able to work through our challenges and still move forward with some of our larger projects. Most notably, our Senior Center renovation is well under way and, at this point, is on schedule. We also are working toward ADA accessibility in our Recreation area, and continued improvements on our extremely well-utilized trails system.

As always, the Board of Selectmen would like to express our appreciation to all those who serve Sturbridge through employment, elected office, appointed boards, committees, commissions and especially the citizens of Sturbridge for their continued support.

Respectfully submitted,
Jamie Goodwin, Chair
Chase Kaitbenski, Vice Chair
Mary Dowling, Clerk
Mary Blanchard
MaryLou Volpe

TOWN ADMINISTRATOR

2023 ANNUAL REPORT

For Sturbridge, 2023 proved to be a year, like most of challenges and successes – all of which have been weathered - or achieved - through the efforts of my tremendous team comprised of directors, mid-level managers, and front-line workers.

Perhaps our most notable challenge, from well beyond our control as all who live in New England know, came in the form of weather. Unlike the summer of 2022 when we were dealing with drought and the risk of brush fires, 2023 brought massive amounts of precipitation. As a municipality, while we are always glad to have our wells full, the amount of water we have dealt with is logistically and financially demanding. We faced roadway collapses like that on Cooper Road, dealt with issues on State roads like Route 20 at New Boston, and had numerous roads compromised by heavy run-off. Some of the roads hardest hit were the unpaved private roads which we, by by-law, do not grade or pave, but do keep accessible for emergency vehicles and snow plows. That maintenance typically consists of pot-hole repair. With the massive rain events, those potholes were large and numerous. We appreciate the patience to residents as we move throughout the Town to fix these – restrained by continued rain (as we cannot fill them when water is present). Excessive rain also has an impact on pump stations, and one of our main ones in Town required significant attention to ensure that it remained functional.

Our Department of Public Works and our Water/Sewer team from Veolia deserve huge thanks for keeping us up and running no matter what mother nature did to challenge our Northeast heartiness! On a positive note, the Town moves forward on a number of projects – many of which were voted on at last year’s Annual Town Meeting. Of note, is our Senior Center renovation which is progressing well. Programming during construction is taking place at the Federated Church whose leadership has been very helpful in working with the Town to secure a short-term lease. The parking lot at 501 Main Street nears completion and in that same area, the engineering for a pedestrian bridge connecting that same area to our trails system moves forward. The Housing Trust continued its work with outside consultants to establish a plan to address housing in Sturbridge. The Trust is now moving forward with implementation.

On a more somber note, Sturbridge has continued to receive some funds from the nationwide opioid lawsuit. During the 2023 Annual Town Meeting, the Town voted to create an account from which those funds can be expended. A team of staff members meets monthly to review our best ways to do that. We hired a marketing consultant to design our logo and work with us on print materials that also provided links to our new opioid awareness web page. SOS (Sturbridge Opioid Support) now has a presence in our libraries, local motels, and various places of gathering. The materials provide discrete access to resources for those who may be unsure of where to start – or who still struggle with the stigma of seeking help for addiction. While the primary references are to opioids, addictions/ treatments in a variety of areas may find resources here. Future efforts include bringing in guest speakers and continued outreach.

I am particularly proud of the work Sturbridge has done regarding ADA accessibility. This year we have been able to move forward (with the support of CPC) on making our Recreation area at Cedar Lake ADA accessible so all residents of our Town can enjoy that great spot. Additionally, we now have a volunteer member from the community serving as our Disabilities Commissioner, and we are currently seating a Disabilities Commission as voted to accept by the Town at the 2023 ATM.

In the area of operations, during 2022, we made a decision to centralize the licensing process for all business to make it easier to “do business” in Sturbridge. While we had a few hiccups, the process went much more smoothly, and several businesses expressed that we eased the burden for them a bit.

The Town continues to be committed to encouraging people to utilize and grow its trails system. We were able to secure two easements from private residents and are in the process of acquiring an easement from Old Sturbridge Village.

I am excited to report that in 2023, the Recreation department took over the operations of the Farmers’ Market. Originally the brain-child of the Sturbridge Special Events Committee, the Market grew large enough to require full-time staff oversight. This year’s market was extraordinarily successful and current applications coming in indicate an even stronger year this summer!

The Town’s budget continues to reflect the normal ups and downs that go with economic swings. Things are mostly positive, but we are cautious. The restaurant and hotel receipt revenues have continued to grow post-Covid and are beating out number from prior years. Our growth continues to be stable, but expenses grow so we continue to budget with a prudent, but reasonable approach.

Our Capital costs, as they have been for several years, are great. Equipment is expensive, and often challenging to find so pricing is not always to our benefit. New England infrastructure is often old/antiquated and requires a lot of “TLC” which costs money. With the healthy free cash balance that has grown over the past few years, we will be able to make large-scale one-time purchases and repairs from free cash while still maintaining enough free cash to show great fiscal stability.

We continue to have solid labor relations – and had all three labor contracts on the municipal side settled. We have already opened negotiations with the Firefighters in an effort to have a collective bargaining agreement in place prior to the expiration of the current one. Despite the fact that it is unusual to be able to do that in negotiations in general, we were able to successfully do so with our Police union, and I am hopeful we can do the same with Fire. We continue to be appreciative of the respectful approach to negotiations all of our labor units have taken – and we are confident that such relationships will continue.

I continue to make every effort to keep my office open to the public – and am still hosting open hours (where I don’t schedule meetings or calls) on Mondays from 4:00 – 5:00. Of course, my door is open to all during regular Town Hall hours if I am not otherwise tied up in a meeting. I

have had the pleasure of a great many of you coming by my office – whether to share a concern or complaint, or simply to say, “Hello.”

As is the case in any good organization, none of the projects and successes would happen without the tremendous effort of a great team of people – and I certainly do have that here in Sturbridge.

I look forward to a bright 2024 with a continued emphasis on financial stability, infrastructure repair and upkeep, small-business support, and new recreation activities in addition to a continued support of our trails and conservation lands as well as historic landmarks. I am thankful to the 2023 Board of Selectmen for their continued trust in me and support of my efforts.

Respectfully Submitted,

Robin A. Grimm, Ph.D.
Town Administrator

REPORT OF THE FINANCE DIRECTOR – FISCAL YEAR 2023

I hereby submit my report for the fiscal year beginning July 1, 2022 and ending June 30, 2023.

Reconciliation of Treasurer’s Cash	
Cash Balance July 1, 2022	\$ 33,190,364.45
Receipts	\$ 62,315,422.25
Payments Per Warrants	\$ 56,693,906.40
TREASURER’S CASH BALANCE, JUNE 30, 2023	\$ 38,811,880.30

COMPOSITION OF BALANCE ON JUNE 30, 2023

Interest Bearing Checking Accounts:	
M & T (Vendor)	\$ 2,670.41
Unibank (Remote Deposit)	\$ 850.17
Unibank (Online Collections)	\$ 975.55
Unibank (Town Clerk)	\$ 65.04
Unibank (Deputy Collector)	\$ 1,524.76
Eastern Bank (Lockbox)	\$ 3,786.12
Total Interest Bearing Checking Accounts:	\$ 9,872.05

Liquid Investments:

Bartholomew & Company (Ambulance Stabilization Fund)	\$ 36,138.42
Bartholomew & Company (Community Preservation Funds)	\$ 4,975,357.93
Bartholomew & Company (Elderly & Disabled Fund)	\$ 23,519.00
Bartholomew & Company (Sewer Surplus Fund)	\$ 1,192,960.01
Bartholomew & Company (Stabilization Fund)	\$ 1,864,981.38
Bartholomew & Company (Fire Vehicle Stabilization Fund)	\$ 57,503.19
Bartholomew & Company (Capital Stabilization Fund)	\$ 1,058,597.25
Santander Bank (Investment)	\$ 839,724.54
M & T (Investment)	\$ 47,111.08
Unibank (Investment)	\$ 4,503,857.27
Unibank (Interest Allocation)	\$ 65,623.52
Massachusetts Municipal Depository Trust (Investment)	\$ 1,219,288.39
Monson Savings Bank (Investment)	\$ 191.79
TD Bank (Investment)	\$ 825,984.82
Bank Hometown (Investment)	\$ 323,447.09
Bank Hometown (Student Activity)	\$ 63,368.92
Bank Hometown (School Lunch)	\$ 451,361.25
Country Bank (Investment)	\$ 1,172,729.40
Eastern Bank (Investment)	\$ 2,163,566.31
Easthampton Savings Bank (Investment)	\$ 7,739,177.60
Easthampton Savings Bank (ARPA)	\$ 1,821,586.36
Peoples Bank (Investment)	\$ 1,547,902.99
The Cooperative Bank of Cape Cod (Investment)	\$ 1,449,356.23
Total Liquid Investments:	\$ 33,443,334.74

Term Investments:

UniBank (CD)	\$ 1,018,840.90
Monson Savings Bank (CD)	\$ 1,000,000.00
The Cooperative Bank of Cape Cod (CD)	\$ 1,011,573.64
	\$ 3,030,414.54

REPORT OF THE FINANCE DIRECTOR – FISCAL YEAR 2023

Trust Funds:	
Bartholomew & Company Trust Fund	\$ 832,242.80
Bartholomew & Company OPEB	\$ 1,484,494.29
Total Trust Funds:	\$ 2,316,737.09
TOTAL:	\$ 38,800,358.42

SCHEDULE OF TAX RECEIVABLES – YEAR ENDED JUNE 30, 2023

REAL ESTATE

Fiscal Year	Outstanding July 1, 2022 & Committed FY23	Collected/Liened to Treasurer	Abated	Refunded	Balance
2023	\$28,026,023.73	\$27,755,570.73	\$82,486.90	\$103,648.00	\$291,614.10
2022	\$132,679.83	\$155,944.89	\$0.00	\$52,586.22	\$29,321.16
TOTAL	\$28,158,703.56	\$27,911,515.62	\$82,486.90	\$156,234.22	\$320,935.26

PERSONAL PROPERTY

Fiscal Year	Outstanding July 1, 2022 & Committed FY23	COLLECTED	Abated	Refunded	Balance
2023	\$1,064,816.59	\$1,051,605.46	\$5,872.94	\$8,411.77	\$15,749.96
2022	\$21,359.72	\$15,036.99	\$4,490.86	\$2,472.10	\$4,303.97
2021	\$6,285.66	\$728.69	\$4,492.34	\$27.11	\$1,091.74
2020	\$5,139.17	\$272.52	\$4,229.86	\$0.00	\$636.79
2019	\$4,182.38	\$0.00	\$3,948.74	\$0.00	\$233.64
Previous Years	\$2,089.02	\$39.92	\$621.77	\$0.00	\$1,427.33
TOTAL	\$1,103,872.54	\$1,067,683.58	\$23,656.51	\$10,910.98	\$23,443.43

MOTOR VEHICLE EXCISE

Fiscal Year	Outstanding July 1, 2022 & Committed FY23	COLLECTED	Abated	Refunded	Balance
2023	\$1,480,208.80	\$1,365,089.84	\$36,869.56	\$13,352.80	\$91,602.20
2022	\$258,798.75	\$233,451.53	\$16,587.51	\$20,268.51	\$29,028.22
2021	\$28,043.08	\$15,457.22	\$1,839.97	\$790.16	\$11,536.05
2020	\$8,800.59	\$1,048.33	\$929.50	\$610.82	\$7,433.58
2019	\$6,565.30	\$1,120.58	\$31.15	\$0.00	\$5,413.57
TOTAL	\$1,782,416.52	\$1,616,167.50	\$56,257.69	\$35,022.29	\$145,013.62

SCHEDULE OF TAX RECEIVABLES – YEAR ENDED JUNE 30, 2023

BOAT EXCISE

Fiscal Year	Outstanding July 1, 2022 & Committed FY23	COLLECTED	Abated	Refunded	Balance
2023	\$7,288.00	\$6,876.30	\$136.00	\$0.00	\$275.70
2022	\$141.82	\$83.82	\$30.00	\$0.00	\$28.00
2021	\$139.00	\$0.00	\$0.00	\$0.00	\$139.00
2020	\$427.00	\$15.00	\$0.00	\$0.00	\$412.00
2019	\$95.00	\$0.00	\$0.00	\$0.00	\$95.00
TOTAL	\$8,090.82	\$6,975.12	\$166.00	\$0.00	\$949.70

WATER USER FEES

Fiscal Year	Outstanding July 1, 2022 & Committed FY23	COLLECTED	Abated	Refunded	Balance
2023	\$1,625,714.45	\$1,544,357.63	\$1,001.82	\$0.00	\$80,355.00

SEWER USER FEES

Fiscal Year	Outstanding July 1, 2022 & Committed FY23	COLLECTED	Abated	Refunded	Balance
2023	\$2,934,056.99	\$2,697,303.86	\$82,184.97	\$0.00	\$154,568.16

AMBULANCE RECEIVABLE

Fiscal Year	Outstanding July 1, 2022 & Committed FY23	COLLECTED	Abated	Refunded	Balance
2023	\$2,330,116.18	\$680,556.83	\$1,240,544.25	\$2,218.62	\$411,233.72

COMMUNITY PRESERVATION ACT SURCHARGE

Fiscal Year	Outstanding July 1, 2022 & Committed FY23	Collected/Liened to Treasurer	Abated	Refunded	Balance
2023	\$633,902.13	\$627,480.21	\$1,737.75	\$264.92	\$4,949.09
2022	\$4,074.82	\$3,565.36	\$0.00	\$17.62	\$527.08
TOTAL	\$637,976.95	\$631,045.57	\$1,737.75	\$282.54	\$5476.17

CARON ROAD VALLEY ROAD BETTERMENT ASSESSMENT

Fiscal Year	Outstanding July 1, 2022 & Committed FY23	COLLECTED	Abated	Refunded	Balance
2023	\$9,025.76	\$9,025.76	\$0.00	\$0.00	\$0.00

SCHEDULE OF TAX RECEIVABLES – YEAR ENDED JUNE 30, 2023

MOUNTAIN BROOK BETTERMENT ASSESSMENT

Fiscal Year	Outstanding July 1, 2022 & Committed FY23	COLLECTED	Abated	Refunded	Balance
2023	\$7,343.91	\$6,994.20	\$0.00	\$0.00	\$349.71

BIG ALUM BETTERMENT ASSESSMENT

Fiscal Year	Outstanding July 1, 2022 & Committed FY23	COLLECTED	Abated	Refunded	Balance
2023	\$32,661.09	\$31,105.80	\$0.00	\$0.00	\$1,555.29
2022	\$518.43	\$518.43	\$0.00	\$0.00	\$0.00
TOTAL	\$33,179.52	\$31,624.23	\$0.00	\$0.00	\$1,555.29

WOODSIDE CIRCLE BETTERMENT ASSESSMENT

Fiscal Year	Outstanding July 1, 2022 & Committed FY23	COLLECTED	Abated	Refunded	Balance
2023	\$17,136.60	\$17,136.60	\$0.00	\$0.00	\$0.00

WATER/SEWER LIENS

	Outstanding July 1, 2022 & Committed FY23	Collected/Liened to Treasurer	Abated	Refunded	Balance
WATER	\$34,695.02	\$29,703.84	\$0.00	\$0.00	\$4,991.18
SEWER	\$59,997.44	\$52,244.62	\$0.00	\$0.00	\$7,752.82

Respectfully submitted,

Barbara A. Barry
Finance Director

TRUST FUNDS – FISCAL YEAR 2023

<u>General Trust Funds:</u>	<u>Principal</u>	<u>Interest</u>
A.B. Chamberlain Common Fund	\$500.00	\$1,748.85
David B. Hicks Memorial Fund	\$586.24	\$1,428.62
Watering Fund	\$2,000.00	\$15,025.58
Forrester MacDonald Memorial Fund	\$3,777.69	\$1,230.42
Franklin F. & Flora Plimpton Memorial Fund	\$9,750.88	\$22,055.29
General Trust Account	\$4,000.00	\$14,785.71
GBT Special Account	\$33.93	\$125.37
Conservation Fund	\$1,137.23	\$4,203.76
Veterans Memorial Fund	\$1,500.00	\$1,367.81
<u>Cemetery Trust Funds:</u>	<u>Principal</u>	
Town of Sturbridge Perpetual Care Funds	\$5,826.23	\$3,509.53
Perpetual Care Fund	\$25,249.99	\$24,363.49
Perpetual Care - North Cemetery	\$77,636.12	\$41,478.02
H.A. Morse	\$500.00	\$1,754.02
Gardner Bates	\$500.00	\$1,754.45
C. Anna Benson	\$612.00	\$2,147.50
Booth – Lot	\$0.00	\$33.91
Booth - Perpetual Care	\$150.00	\$524.46
Joshua Hyde	\$1,000.00	\$3,464.44
Henry Fiske	\$1,078.00	\$3,770.61
A.B. Chamberlain Headstone	\$1,000.00	\$3,498.07
Abby Grey - Perpetual Care Daniel Holmes	\$918.89	\$3,128.35
Bertha L. Wallace	\$2,000.00	\$6,995.65
<u>Library Trust Funds:</u>	<u>Principal</u>	
E. Weldon Schamacher Fund	\$101,239.65	\$143,103.01
Haynes Fund	\$26,156.11	\$66,248.11
Joshua Hyde Library Fund	\$71,667.22	\$45,808.52
Sturbridge Hill Trust for Local History	\$1,000.00	\$1,550.38
Emily Haynes Fund	\$48,884.06	\$28,434.63
Total Trusts & Interest	\$832,242.80	

**2023
CALENDAR YEAR SALARIES**

		<u>Base Pay</u>	<u>*Add'l Pay</u>
Achi, Elaine	Substitute Teacher/Assistant	\$5,861.00	
Agonmoh, Chineye	ABA Behavioral Assistant	\$19,548.24	
Ahlstrand, Grace	Substitute Teacher	\$3,857.92	
Akinlosotu, Peggy	Bus Driver	\$5,197.62	
Allen, Trey	Lifeguard/Burgess Extended Day	\$3,500.75	
Ames, Derek	Police Officer	\$27,851.68	\$9,784.32
Andrade, Darci	Summer Program	\$550.00	
Arena, Abby	ABA Behavioral Assistant	\$8,593.31	
Arndt, Margaret	Integration Assistant	\$12,063.07	
Arruda, Lauren	Grade 3 Teacher	\$100,120.50	\$500.00
Ashe, Jennifer	Lieutenant	\$98,754.94	\$1,651.89
Ashe, Michael	Firefighter/EMT	\$67,926.72	\$7,492.88
Audette, Jessica	Substitute Teacher	\$7,867.17	
Augello, Mark	DPW Operations Manager	\$20,270.75	\$3,685.59
Babcock, Jennifer	Program Assistant for COA	\$4,614.92	
Bachand, Samuel	Park & Rec Lifeguard	\$1,770.00	
Bardsley, Timothy	Registrar	\$331.50	
Baril, Dalaine	Remedial Reading Teacher	\$104,124.86	\$1,173.07
Barry, Barbara	Finance Director	\$128,088.37	\$1,500.00
Bateman, Larry	Police Lieutenant	\$102,551.85	\$41,189.07
Bean, Carly	Bus Driver	\$22,553.97	
Beauchamp, Tiani	Cafeteria Specialist	\$25,643.67	
Beaudoin, Allison	Integration Assistant	\$21,720.22	\$2,250.00
Beaudoin, Lynn	Substitute Teacher	\$10,560.00	
Beaudoin, Zachary	Substitute Teacher	\$765.00	\$2,137.5
Becker, Jonathan	Lieutenant	\$97,164.84	\$17,773.92
Beckwith, Wayne	Recycling Center Assistant	\$15,418.70	
Bell, Heather	ELL Teacher	\$25,107.57	
Bell, Mitchell	Burgess Extended Day Staff	\$10,454.64	
Bergeron, Danielle	ABA Behavioral Assistant	\$20,773.76	
Bernier, Katie	Remedial Reading Teacher	\$88,544.94	
Berry, Aaron	Dispatcher	\$13,001.28	\$5,608.51
Berti, Elnora	Bus Driver	\$27,278.67	\$400.00
Bills, Hannah	Education Assistant	\$4,804.53	
Bishop, Cheyanne	ABA Behavioral Assistant	\$3,331.30	
Blair, Brenda Mary	Payroll	\$14,506.30	\$400.00
Blais, Erika	Special Education Teacher	\$71,732.17	

**2023
CALENDAR YEAR SALARIES**

		<u>Base Pay</u>	<u>*Add'l Pay</u>
Blake, Caroline	Adjustment Counselor/Teacher	\$23,782.86	
Blakeley, Heather	DPW Director	\$123,133.66	
Blow, Jacqueline	Camera Operator	\$1,590.00	
Bodish, Jessica	Special Education Teacher	\$55,717.49	\$860.00
Boiteau, Barbara	Lead Dispatcher	\$102,673.36	\$10,324.47
Bolduc, Karen	Administrative Assistant	\$48,723.84	\$606.79
Bond, David	Equip Operator/Mechanic	\$30,528.08	\$4,498.94
Bonneau, Matthew	Firefighter/Paramedic	\$79,253.64	\$13,299.41
Booth, John II	Recycling Manager	\$75,643.04	\$1,075.80
Boucher, Meghan	Finance Clerk	\$33,400.20	
Boudreau, Thomas	Operations Manager	\$30,807.72	\$1,711.54
Bourassa, Jared	Custodian	\$6,544.56	\$66.33
Bourque, Lesley	Union 61 Occupational Therapist	\$61,996.65	\$1,634.65
Breitenfeld, Phyllis	Senior Work Off Program	\$270.00	
Brennan, Fiona	ABA Behavioral Assistant	\$18,795.91	\$2512.50
Brennan, Liam	ABA Behavioral Assistant	\$18,054.71	\$2,212.50
Bresse, Trevor	Dispatcher	\$53,119.14	\$12,839.45
Bressette, Lena	Senior Work Off Program	\$500.00	
Briere, Susan	Library Assistant	\$4,630.99	
Brosnan, Elizabeth	Grade 6 Teacher	\$10,4124.86	\$1,000.00
Brown, Dominic	Substitute Play Leader	\$1,740.00	
Brown, Gina	Long Term Substitute Teacher	\$575.00	
Bubon, Jean	Town Planner	\$113,339.39	\$450.00
Buckley, Maegan	Integration Assistant	\$19,021.25	
Burlingame, Benjamin	Heavy Equip Operator	\$62,968.24	\$4,253.01
Burlingame, Nelson	Building Inspector	\$95,945.43	\$150.00
Burt, Dawn	Bus Driver Trainer	\$31,853.01	\$984.00
Butcher, Bruce	Cable Access Coordinator	\$68,137.72	\$300.00
Butts, Allen	Senior Work Off Program	\$500.00	
Calcagni, John	Police Officer	\$8,562.40	\$2,019.87
Callahan, Deanna	Library Page	\$8,554.50	
Campbell, Jean	Accounting Clerk	\$18,477.19	
Campiglio, Andrew	Physical Education Teacher	\$47,759.71	
Campiglio, Denise	Kindergarten Teacher	\$99,625.88	\$5,112.50
Cantwell, Amy	Remedial Reading Teacher	\$92,535.30	\$1,750.00
Cantwell, Madison	Summer Program	\$213.75	\$2,062.50
Capaldi, Michelle	Psychologist	\$96,478.86	\$500.00

**2023
CALENDAR YEAR SALARIES**

		<u>Base Pay</u>	<u>*Add'l Pay</u>
Carson, Erin	Assistant Conservation Agent	\$40,210.46	\$50.00
Carter, Dylan	BED Staff	\$266.25	
Carvill, Lynemarie	Cafeteria Worker	\$16,930.88	
Cassavant, Meghan	Dispatcher	\$7,052.54	
Cassina, Amanda	Administrative Assistant to Principal	\$56,449.60	\$850.00
Castendyk, A. Christian	Election Worker	\$105.00	
Castendyk, Nancy	Election Worker	\$105.00	
Cave, Lisa	Grade 4 Teacher	\$64,830.01	\$150.00
Chamberland, Joan	Election Worker	\$217.50	
Champagne, Alfred	Senior Work Off program	\$500.00	
Champagne, Grace	Grade 2 Teacher	\$20,096.19	
Chartier, Christopher	Custodian	\$13,361.92	\$770.04
Chase, Haileigh	After School/Extended Day Assistant	\$6,119.66	
Chrabascz, Robyn	Facilities Manager	\$77,434.70	
Clark, Beth	Enrichment Teacher	\$86,710.86	\$50.00
Clark, Frances	Senior Work Off Program	\$500.00	
Clark, Kristen	Bus Driver	\$26,336.26	\$200.00
Clark, Nicole	Grade 3 Teacher	\$60,294.64	\$1,720.00
Cloutier, Rebecca	Substitute Teacher/Assistant	\$11,700.25	
Cole, Laurie	Temporary Assistance	\$346.50	
Cole, Matthew	Dispatcher	\$13,400.17	\$160.80
Colwell, Lucy	Music Teacher	\$96,268.86	\$3,625.00
Comtois, Crystal	Dispatcher	\$33,196.84	\$5,809.91
Conceison, Lynne	Administrative Assistant	\$48,585.60	\$2,000.00
Connolly, Lisa	Special Education Teacher	\$96,268.86	\$500.00
Connors, Michelle	Animal Control Officer	\$29084.19	\$100.00
Cook, Darren	Police Officer	\$8,208.17	\$48,396.76
Cook, Elaine	Election Worker	\$318.38	
Cooper, Ashley	Substitute Teacher	\$435.00	
Corriveau, Leah	Dispatcher	\$934.40	\$8.10
Corriveau, Tatum	Park & Rec Tennis Instructor	\$7,288.75	
Corthell, Daniel	Grade 5 Teacher	\$88,594.94	
Coughlin, Jill	Burgess Extended Day Staff/Substitute Teacher	\$31,275.38	\$738.00
Cournoyer, Jessica	Substitute Nurse	\$87.50	
Crane, Anthony	Tree Warden	\$9,728.39	\$600.00
Creelman, Jennifer	Integration Assistant	\$36,271.50	
Crevier, Scott	Police Officer	\$74,751.60	\$44,147.81
Curboy, Brian	DPW Crew Leader	\$73,743.40	\$9,746.64

**2023
CALENDAR YEAR SALARIES**

		<u>Base Pay</u>	<u>*Add'l Pay</u>
Curboy, Dawn	Integration Assistant	\$29,396.61	\$637.50
Curboy, Kenneth	Custodian	\$628.88	
Curboy, Richard	Recycling Assistant	\$6,044.08	\$143.71
Curnow, Grace	Guidance Counselor	\$96,293.86	\$1,500.00
Cutler, Douglas	Firefighter/Paramedic	\$73,704.60	\$7,087.27
Czech, Lori	Preschool Teacher	\$100,120.50	\$500.00
Danna, Garrett	K-9 Officer	\$72,500.80	\$47,744.74
Davey, Sydney	Summer Program	\$1,787.50	
Davies, Kathlene	Cafeteria Manager	\$50,519.21	\$2,768.30
Davis, Leonard	Bus Driver	\$35,363.40	\$400.00
Davis, Melissa	Education Assist/Student Support	\$25,742.82	\$225.00
Davis, Sa'mon	Occupational Therapist	\$22,137.57	
Dawber, Karen Ann	Grade 4 Teacher	\$61,996.65	\$1,634.65
Dehann, Michael	Custodian	\$18,824.20	
Delman, Stanley	Senior Work Off Program	\$500.00	
Demers, Cheryl	Bus Driver	\$21,401.93	\$200.00
Denault, April	Administrative Assistant	\$46,896.80	
Derose, Carol	Substitute Teacher	\$450.00	
Derose, Sam	Lifeguard	\$2,077.00	
Desjardin, Jamie	Psychologist/Team Chair	\$87,945.78	\$7,400.00
Dessert, Earl	Police Chief	\$162,418.81	\$15,501.98
Dion, Beth ann	Substitute Teacher	\$4,245.00	
Dionne, Albert	Custodian	\$57,113.60	\$850.00
Doldoorian, Jospheh	Firefighter/EMT	\$54,436.80	\$17,508.61
Dono, Alicia	Grade 2 Teacher	\$91,056.01	\$150.00
Donovan, Sherrie	Physical Therapy Assistant	\$50,176.82	
Dougan, Nicholas	Bus Driver	\$27,833.40	\$1,198.69
Dougherty, Ana	Grade 5 Teacher	\$23,957.10	\$150.00
Dowling, Mary	Substitute Teacher	\$27,234.90	\$2,362.50
Dubrey, Marie	Election Worker	\$217.50	
Dufresne, Tamara	Library Assistant	\$4,381.70	
Dunlop, Lucette	Election Worker	\$112.50	
Duprey, Nathan	Custodian	\$41,775.51	\$1,649.70
Duvernay, Wynn	Senior Work Off Program	\$500.00	
Economos, Cheryl	Election Worker	\$217.50	
Economos, Constantine	Custodian	\$8,867.01	
Edmonds, Tammy	Grade 3 Teacher	\$91,192.44	\$1,975.06
Edmonds, R. Tyler	Grade 1 Teacher	\$62,018.43	\$1,150.00

2023
CALENDAR YEAR SALARIES

		<u>Base Pay</u>	<u>*Add'l Pay</u>
Ekstrom, Courtney	Library Assistant	\$5,165.87	
Elston, Deanna	Special Education Teacher	\$22,713.00	
Emrich, William	Substitute Teacher/Assistant	\$1,946.88	
Flynn, Karra	Substitute Teacher	\$9,021.75	
Forcier, Jeffrey	Court Officer	\$77,421.98	\$28,685.79
Ford Pelly, Kathleen	School Principal	\$126,096.74	\$2,799.95
Forgit, Cynthia	Permit Technician	\$46,534.25	\$150.00
Forni, Melissa	Grade 5 Teacher	\$73,411.50	
Fors, Nancy	Election Worker	\$180.00	
Forsey, Eric	Custodian	\$724.83	\$805.19
Fortier, David	Police Sergeant	\$83,762.72	\$42,611.05
Foskett, Susan	Senior Work Off Program	\$500.00	
Francolini, Erika	Burgess Extended Day Staff	\$8,114.03	
Freeland, Juliette	Senior Work Off Program	\$500.00	
Freeland, Susan	Substitute Nurse	\$43.75	
Fuhrmann-Bell, Caylie	After School/Substitute Teacher	\$4,004.38	
Furey, Tara	Assistant Nurse	\$60,939.79	
Gallant, Ashley	After School/Extended Day	\$4,162.41	
Gallien, Joseph	Summer Help	\$14,043.75	\$22.50
Garman, Michelle	Constituent Liaison/Administrative Coordinator	\$42,849.76	
Garon, Emily	Grade 3 Teacher	\$58,791.04	
Garon, Robert	Assistant Wire Inspector	\$14,350.00	
Gelinas, Michael	Firefighter/EMT	\$55,242.48	\$13,804.77
Gendreau, Rebecca	Conservation Agent	\$79,737.26	\$150.00
Gervasi, Daniel	Senior Equipment Operator	\$661.35	\$11.56
Ghantous, Christina	Burgess Extended Day Staff	\$8,127.53	
Gibson, William	Assistant Electrical Inspector	\$1,350.00	
Gibson-Quigley, Sandra	Election Worker	\$90.00	
Giguere, Corey	Police Officer	\$7,159.11	\$3,159.45
Gingras, Aidan	After School/Extended Day	\$9,525.22	
Gingras, Cassandra	ABA Behavioral Assistant	\$38,386.44	\$112.50
Giordano, Thomas	Police Officer	\$69,090.65	\$50,846.11
Girouard, Lynne A.	Town Clerk	\$82,129.58	\$2,000.00
Girouard, Lynne T.	Grade 2 Teacher/Team Lead	\$88,784.94	\$1,634.65
Girouard, Robert	Senior Work Off Program	\$500.00	
Girouard, Therese	Senior Work Off Program	\$500.00	
Glazebrook, Abigail	Kindergarten Teacher	\$48,494.37	\$200.00
Goncalves, Cassandra	Speech Pathologist Teacher	\$55,650.70	

**2023
CALENDAR YEAR SALARIES**

		<u>Base Pay</u>	<u>*Add'l Pay</u>
Gordon, Emily	Remedial Reading Teacher	\$104,124.86	\$500.00
Grasso, Benjamin	Dispatcher	\$14,313.84	\$2,413.68
Grasso, John Jr.	Fire Chief	\$130,767.38	
Grecia, Patricia	Senior Work Off Program	\$500.00	
Green, Shelby	Grade 3 Teacher	\$68,622.92	\$484.65
Gregory, Rebecca	Substitute Nurse	\$918.75	
Griffin, Ashley	Dispatcher	\$15,540.68	\$113.12
Grimm, Robin	Town Administrator	\$178,480.26	\$4,200.00
Griswold, Gary	Seasonal DPW Laborer	\$14,760.00	
Grout, Ashley	Grade 4 Teacher	\$96,268.86	\$500.00
Grover, Landon	Lifeguard	\$2,546.00	
Grudzien, Judith	Education Assist/Student Support	\$25,405.20	\$637.50
Guerin, Paul	Assistant Principal	\$94,976.23	
Hall, Laura	Education Assist/Student Support	\$26,897.56	\$225.00
Hastings, Jeffrey	Call Firefighter/EMT	\$578.35	\$4,167.24
Heasley, John	Senior Wok Off Program	\$1,000.00	
Hemingway, Daniel	K-9 Officer	\$73,136.10	\$30,838.64
Hiestand, Jessica	Library Assist	\$37,847.88	
Hine, Thomas	Police Officer	\$10,908.16	\$30,892.94
Hoffman, Benjamin	Police Officer	\$72,499.21	\$43,162.55
Hooker, Jennifer	ABA Behavioral Assistant	\$25,248.80	
Hooker, Megan	Substitute Teacher	\$562.50	
Hougaard, Kristine	Grade 1 Teacher	\$69,698.42	
Howe, Tammy	Grade 3 Teacher	\$97,679.58	\$1,415.35
Hoy, Pamela	Special Education Teacher	\$63,051.85	
Hoye, Michael	Chemist	\$1,575.00	
Huard, Bryan	School Bus Mechanic	\$66,697.86	
Jackson, Michelle	Integration Assistant	\$715.00	
Jaeger, Mary	Assistant Principal	\$104,244.04	\$1,787.50
Jalbert, Jeremy	IT Administrator	\$77,263.08	
Jalbert, Rachel	Educational Assistant	\$12,317.00	\$2,075.00
Janson, Paul	Police Sergeant	\$67,460.52	\$58,268.52
Jarvis, Rebecca	Lifeguard	\$3,031.75	
Johnson, Bruce	Bus Driver	\$22,172.18	\$200.00
Johnson, Claire	Preschool Teacher	\$88,544.94	
Johnson, Delaney	Integration Assistant	\$29,439.71	\$1,426.00
Jones, Michael	Grade 6 Teacher	\$69,794.22	
Joyce, Stephen	Firefighter/Paramedic	\$81,996.24	\$18,267.65

2023
CALENDAR YEAR SALARIES

		<u>Base Pay</u>	<u>*Add'l Pay</u>
Juozaitis Rodriguez, Erica	Kindergarten Teacher	\$88,544.94	\$150.00
Karamanakis, Fotini	Substitute Teacher	\$12,192.49	
Kass, Joann	Office Assistant	\$10,556.30	
Kay, Daniel R.	Grade 4 Teacher	\$96,268.86	\$1,000.00
Kenneway, Maureen	Kindergarten Teacher	\$91,813.43	\$2,650.00
Kenney, Laura	Integration Assistant	\$23,745.96	\$887.50
Keville, Nadine	Health Teacher	\$69,563.21	\$2,550.00
Khayat-Oneyssi, Lama	Substitute Teacher	\$2,966.25	
Kingman, Devin	Police Officer	\$20,305.12	\$4,929.44
Komssi, Grant	Substitute Custodian	\$1,768.50	
Konkel-Dery, Judith	Special Education Teacher	\$104,774.86	\$4,100.00
Kosbab, Kelli	Bus Driver/Office	\$4,663.77	
Kowalski, Krystal	Pool Receptionist/Admin	\$3,732.96	
Krilovich, Robert	Music Teacher	\$82,257.22	\$4,450.00
Krochmalnyckyj, Elisa	Substitute Teacher	\$1,196.38	
Kuszewski, Juliana	Substitute Teacher	\$666.00	
Kvaracein, Kimberly	Library Assistant	\$6,760.21	
Lacey, Kenneth	Board of Health Agent	\$87,091.78	
Lacy, Jeneé	Administrative Assistant	\$42,215.67	
Laflamme, Darlene	Integration Assistant	\$21,210.46	
Lafleche, Joanne	Bus Driver	\$24,456.22	
Lalashius, Emma	Substitute Teacher	\$630.00	
Lalli, Patricia	Children's Services Librarian	\$3,245.37	
Lamontagne, David	DPW Crew Leader	\$69,577.20	\$6,400.74
Lamothe, Noel	Building Inspector	\$8,050.00	
Landry, Diana	Bus Driver	\$23,918.25	\$200.00
Langevin, Monique	Special Education Teacher	\$15,471.00	\$375.00
Langille, Jessica	Bus Driver	\$29,748.77	\$200.00
Langille, Kyrrah	Park & Rec Substitute Staff	\$180.00	
LaPlante, Lori	Cafeteria Worker	\$15,487.46	\$69.99
Larson, Brian	Head Mechanic	\$74,898.56	\$8,574.62
Lavallee, Jeffrey	Police Officer	\$12,678.38	\$49,173.44
Lavergne, Frederick	Senior Work Off Program	\$500.00	
Leacock, Christina	Special Education Teacher	\$78,815.78	
Leitao, Steven	Police Officer	\$28,750.79	\$26,682.50
Lemieux, Tracey	Library Instructional Asst.	\$47,053.22	\$225.00
Lemovitz, Alexandra	Library Page	\$4,485.00	
Lenti, Sylvia	Library Assistant	\$9,546.80	

**2023
CALENDAR YEAR SALARIES**

		<u>Base Pay</u>	<u>*Add'l Pay</u>
Leonard, Keri	Dispatcher	\$19,397.92	\$9,959.33
Lombardi, Joseph	Police Lieutenant	\$105,628.26	\$54,882.64
Lucas, Lydia	Nurse Assistant	\$40,339.86	\$2,575.00
Lupacchino, Patricia	Dispatcher	\$59,799.04	\$41,768.72
Lussier, Christina	Finance Clerk	\$12,638.03	\$873.38
MacConnell, Marilyn	Senior Work Off Program	\$500.00	
MacDonald, Sharon	Election Worker	\$75.00	
MacGillivray, Carmen	COA Clerk	\$449.20	\$673.80
MacGregor, Wendy	Assistant Treasurer/Collector	\$50,608.26	
Maguire, Kimberly	ABA Behavioral Assistant	\$33,796.40	\$3,918.32
Malizia, Lynette	Integration Assistant	\$28,178.55	\$1,012.50
Mallard, Marjorie	ABA Behavioral Assistant	\$30,657.94	\$225.00
Mallard, Tanya	ABA Behavioral Assistant	\$26,396.38	
Malloy, Brooke	Occupational Therapist	\$55,609.66	
Maloney, Toniah	Dispatcher	\$59,223.53	\$16,191.29
Manners, Jamie	ABA Behavioral Assistant	\$15,372.39	\$2,500.00
Mapplebeck, Luke	DPW Laborer	\$47,590.07	\$4,349.24
Marcille, Brianna	Substitute Teacher	\$8,827.95	
Marcoaldi, Jay	Firefighter/EMT	\$57,521.76	\$6,097.52
Marderosian, Zachary	Police Officer	\$72,327.60	\$62,203.54
Mardirosian, Nicholas	School Resource Officer	\$64,453.75	\$40,632.40
Marinelli, Johnathan	Firefighter/EMT	\$266.89	
Martell, David	Deputy Fire Chief	\$94,282.78	\$5,000.00
Masterson, Terence	Economic Development	\$64,504.84	
Matheson, Lara	Library Page	\$1,792.50	
Matter, Ella	Substitute Teacher/Assistant	\$6,148.63	
May, Brittany	Occupational Therapy	\$42,030.02	
Mayen, Cayleigh	Library Page	\$2,467.50	
Mayen, Tasha	Library Admin and Circulation Assistant	\$37,459.26	
McCarthy, Joann	Bus Driver	\$21,332.48	\$400.00
McCormick, Sheila	Grade 2 Teacher	\$104,124.86	\$1,150.00
McDermott, Andrew	Heavy Equip Operator	\$9,960.48	\$1,620.71
McDermott, Kylie	After School/Extended Day	\$2,152.20	\$1,975.00
McDermott, Lorrie	Substitute Teacher	\$3,964.14	
McDonald, Judith	Library Assistant	\$8,323.31	
McGarry, Jessica	Grade 1 Teacher	\$104,124.86	\$150.00
McKenna, Gabrielle	Speech Pathologist	\$66,852.35	\$2,159.64
McKeon, Cheryl	Cafeteria Worker	\$19,233.65	\$637.50

2023
CALENDAR YEAR SALARIES

		<u>Base Pay</u>	<u>*Add'l Pay</u>
McKeon, Maureen	Grade 5 Teacher	\$96,268.86	\$2,050.00
McNeil, Dale	Ambulance Billing	\$32,742.03	\$100.00
McRoy, Brian	Bus Driver	\$24,569.82	\$400.00
McRoy, Wendy	Transportation Coordinator	\$52,212.75	\$1,400.00
Menard, Jade	ABA Behavioral Assistant	\$12,984.36	
Menard, Lynn Ann	Grade 1 Teacher	\$104,654.86	\$2,892.28
Merkel, Bradford	Police Officer	\$33,122.63	\$24,031.10
Mero, Bryan	Custodian	\$2,789.21	
Messina, Nancy	Bus Driver	\$205.02	
Meunier, Lisa	Substitute Nurse	\$3,252.09	
Meyer, Mary	Union 61 Occupational Therapist	\$85,632.87	\$1,525.00
Michalak, Sarah	Long Term Teacher/Substitute	\$22,638.83	
Miranda, Kristen	Substitute Teacher	\$2,212.50	
Mitchell, David	Heavy Equipment Operator	\$63,149.68	\$4,700.34
Mizikar, Erinn	Education Assistant	\$9,181.11	
Mojica, Michelle	Substitute Teacher	\$817.50	
Mongeon, Anne	Integration Assistant	\$27,263.66	\$637.50
Monico, Donna	Senior Work Off Program	\$500.00	
Moore, John	Custodian	\$15,627.96	
Moore, Kimberly	Grade 2 Teacher	\$104,124.86	
Moran, Meghan	Special Education Teacher	\$52,827.49	\$375.00
Moran, Michele	Election Worker	\$217.50	
Morrison, Joseph	Custodian	\$1,315.81	
Morse, Deborah	Election Worker	\$75.00	
Mortell, James	Custodian	\$19,417.09	
Moynagh, Robert	Firefighter/EMT	\$64,666.96	\$13,962.71
Moynagh, Sean	Firefighter	\$96,696.96	\$18,898.06
Mullen, Ryan	Call Firefighter/EMT	\$1,117.24	\$201.60
Mullin, Jennifer	ASE Instructor	\$92,775.21	
Murphy, Ann	Principal Assessor	\$98,344.07	\$150.00
Murphy, Jean Terrill	Physical Education Teacher	\$102,456.41	\$1,062.91
Murray, Hillary	Police Sergeant	\$85,108.64	\$55,665.33
Murray, John	Plumbing/Gas Inspector	\$1,900.00	
Myotte, Amber	Grade 6 Teacher	\$104,149.86	\$548.07
Nauman, Christine	Integration Assistant	\$29,300.39	\$2,625.00
Nelson, Erin	Substitute Play Leader	\$810.00	
Nichols, Lynn	Remedial Math Teacher	\$104,149.86	\$1,550.00
Nikolla, Patricia	Integration Assistant	\$23,309.13	

**2023
CALENDAR YEAR SALARIES**

		<u>Base Pay</u>	<u>*Add'l Pay</u>
Noel, Lisa	Integration Assistant	\$1,640.70	
Nollstadt, Carrie	Substitute Teacher	\$12,852.45	
Nollstadt, Lisa	Administrative Assistant	\$36,277.01	\$225.00
Norrgard, Kathleen	Senior Work Off Program	\$500.00	
O'Day-Kida, Shawna	ABA Behavioral Assistant	\$7,651.21	
O'Donnell, Olive	Senior Work Off Program	\$60.00	
Obuchowski, Ronald	Police Detective	\$77,890.20	\$32,590.30
O'Connell, Sheila	Assistant Town Clerk	\$43,603.49	\$150.00
Olander, Kaylee	Integration Assistant	\$171.00	
Olson, Bethany	Summer Program	\$2,362.50	
Olson, Kathleen	Integration Assistant	\$22,512.30	\$1,062.50
Olson, Olivia	Substitute Teacher/Assistant	\$2,700.00	\$837.50
Osberg, Grace	School Adjustment Counselor	\$75,915.63	\$500.00
Ouimet, Arthur Jr.	Senior Work Off Program	\$540.00	
Pacitti, Genevieve	Integration Assistant	\$39,473.00	\$637.50
Pafumi, Julia	Education Assistant	\$15,226.97	
Paine, Sean	Police Sergeant	\$84,776.32	\$55,981.91
Parchesky, Jaime	Behavioral Specialist	\$2,964.19	
Parent, Emilie	Grade 6 Teacher	\$92,841.46	\$1,650.00
Parenteau, Jo-Lyn	Grade 1 Teacher	\$104,124.86	\$6,595.13
Parker, Erin M.	Technology Teacher	\$100,991.75	\$5,484.65
Patterson, Nicole	Police Officer	\$43,743.24	\$37,717.05
Pecci, Behailu	Park & Rec Play Leader	\$2,310.00	
Peck, Alesia	Grade 4 Teacher	\$72,113.57	\$3,152.50
Pelletier, Meghan	Union 61 Physical Therapist	\$91,650.07	
Pepe, Alison	Psychologist	\$67,656.96	
Peters, Liza	Administrative Assistant	\$31,997.64	\$100.00
Petrillo, Kenneth	School Custodian	\$23,239.36	
Piantoni, Gina	ILL & Adult Services Assistant	\$44,773.59	
Placella, Laurie	Education Assistant/Student Support	\$19,225.67	
Plimpton, Rebecca	Library Director	\$102,199.65	\$300
Plumb, Bryan	Substitute Teacher	\$166.25	\$500.00
Portwood, Elizabeth	Substitute Teacher	\$6,280.00	
Portwood, Nicole	Substitute Teacher	\$1,851.25	
Powers, Heidi	After School/Extended Day	\$133.13	
Prackup-Desautels, Linda	Special Education Teacher	\$97,977.50	\$204.57
Provo, Barbara	Pathways Teacher	\$104,174.86	
Provost, Dorothy	Senior Work Off Program	\$500.00	

**2023
CALENDAR YEAR SALARIES**

		<u>Base Pay</u>	<u>*Add'l Pay</u>
Provost, Gil	Interim Plumbing/Gas Inspector	\$13,700.00	\$1,200.00
Provost, Rolland	Senior Work Off Program	\$500.00	
Quarles, Sarah	Substitute Teacher	\$6,617.50	
Quattrocelli, Luke	Firefighter/EMT	\$57,676.92	\$6,069.53
Quinn, Debra	Grade 4 Teacher	\$88,544.94	\$4,534.65
Quinn, Emma	Park & Rec Substitute Play Leader	\$2,805.00	
Quinn, Megan	Special Education Teacher	\$68,539.07	\$1,720.00
Rae-Sinanian, Janet	Senior Work Off Program	\$500.00	
Ramirez, Elizabeth	Grade 2 Teacher	\$72,388.57	\$2,550.00
Randall, Christine	ABA Behavioral Assistant	\$30,540.61	\$5,600.00
Reddy, Shenandoah	Recycling Center Assistant	\$5,919.69	
Reed, Tina	Cafeteria Worker	\$16,237.78	\$100.00
Reed, Troy	Substitute Teacher	\$948.00	\$1,975.00
Resener, Jessica	Grade 1 Teacher	\$95,067.92	
Rice, Lisa	Children's Services Librarian	\$48,218.71	
Riel, Nicole	Grade 4 Teacher	\$64,122.35	\$150.00
Ripley, Jessica	Grade 6 Teacher	\$51,578.78	
Roberts, Anna	Substitute Teacher	\$195.00	
Roderick, Matthew	Lieutenant	\$90,788.64	\$32,576.46
Rodriguez, Carlos	Custodian	\$57,005.28	\$2,750.35
Rodriguez, Kunta	Seasonal Snow Removal	\$405.47	
Rogers, Claire	Park & Rec Substitute Play Leader	\$360.00	
Rooker, Elizabeth	Library Assistant	\$13,520.84	
Ropiak, Judith A.	Educational Assistant	\$17,237.04	\$637.50
Rosano, Michele	Dispatcher	\$8,476.33	
Roscioli, Annie	Recreation Director	\$68,443.86	\$200.00
Rowley, Michele	Bus Driver/Trainer	\$28,859.96	\$400.00
Roy, Joshua	Bus Driver	\$7,081.46	
Roy, Patricia	Election Worker	\$285.00	
Rozzen, Melissa	Executive Assistant	\$56,013.20	\$1,600.00
Sabelis, Kristen	Substitute Teacher	\$5,099.25	
Sacco, Robert	After School/Extended Day	\$3,763.75	
Saladin-Devers, Elite	Integration Assistant	\$5,485.81	
Sandberg, Stephen	Cable Access Clerk	\$9,755.12	
Sanger, Andrew	Custodian	\$55,019.20	\$2,264.69
Savignac, Joanne	Administrative Assistant	\$8,310.00	
Schaff, Julia	Substitute Teacher	\$255.00	
Schwartz, Susan	Election Worker	\$285.00	

**2023
CALENDAR YEAR SALARIES**

		<u>Base Pay</u>	<u>*Add'l Pay</u>
Sciullo, Lisa	Education Assist	\$24,913.31	\$375.00
Sciullo, Nichola	Substitute Teacher	\$4,762.50	
Shepard, Doreen	Substitute Teacher	\$6,006.92	
Sherris, Laura	Administrative Assistant	\$32,222.44	
Soderberg, Zachary	Technologist	\$44,461.26	\$2,500.00
Solari, Jacquelyn	Remedial Math Teacher	\$51,849.43	
Sosik, Amy	Grade 5 Teacher	\$88,544.94	\$2,912.50
Soule, Carrie	Dispatcher	\$10,847.61	\$5,492.42
Spillane, Michael	Substitute Teacher	\$10,074.83	
Sprague, Rachel	Senior Work Off Program	\$500.00	
Spreeman, Beverly	Election Worker	\$307.50	
St. Germaine, Donna	Substitute Nurse	\$1,837.50	
St. Laurent, Debra	Education Assistant	\$26,182.80	\$112.50
St. Marie, Kyle	Senior Equipment Operator	\$34,959.33	\$2,180.86
Starr, Krista	Kindergarten Teacher	\$81,253.36	\$1,457.35
Steele-Hunter, Kaylee	Grade 2 Teacher	\$55,890.93	\$150.00
Stern, Catherine	Remedial Math Teacher	\$96,293.86	
Stevens, Lee	Bus Driver	\$4,343.26	\$160.30
Stoltze, Teresa	Education Assist/Student Support	\$3,285.04	
Strickland, Asha	Bus Driver/Trainee	\$920.00	
Struppa, Michael	Veteran's Agent	\$10,244.40	
Szumilas, Andrew	Equipment Operator	\$57,436.24	\$6,225.74
Tetreault, Jennifer	Fitness Instructor	\$8,230.00	
Thibodeau, Ellen	Program Assistant	\$7,028.56	
Thomas, Donna	Grade 6 Teacher	\$100,145.50	\$2,550.00
Thompson, Emma	Substitute Teacher	\$1,611.00	
Thompson, Kirstie	BCBA Behavioral Specialist	\$79,919.50	
Thompson, Lori	Health Teacher	\$100,120.50	\$500.00
Thompson, Theresa	Education Assist/Student Support	\$19,476.49	
Thurston, Sally	Grade 4 Teacher	\$97,619.58	\$250.00
Tibbetts, Roberta	Integration Assistant	\$27,048.24	\$3,163.75
Towns, James	Firefighter/Paramedic	\$85,438.44	\$27,226.80
Towns, Trisha	Dispatcher	\$40,767.86	\$10,085.97
Trapasso, Diane	Election Worker	\$307.50	
Tremblay, Scott	Recycling Center Assistant	\$27,608.99	\$100.00
Trent, Abigail	Education Assistant	\$16,979.15	\$2,312.50
Trent, Jessica	Special Ed. Consulting Teacher for Integration	\$67,675.64	
Trent, Olivia	Substitute Teacher	\$890.64	\$2,337.50

**2023
CALENDAR YEAR SALARIES**

		<u>Base Pay</u>	<u>*Add'l Pay</u>
Tuller, Marielise	Health Inspector	\$49,097.69	
Tytula, Colby	School Resource Officer	\$69,461.20	\$39,431.12
Valiton, Patricia	Health Inspector	\$1,240.00	
Vello, Shawn	Plow Driver	\$646.70	
Vesovski, Marjorie	Payroll/Benefits Coordinator	\$47,016.58	
Vezeau, Keith	Library Assistant	\$2,931.36	
Vinton, Julie	Art Teacher	\$97,619.58	\$748.07
Walker, Chase	Custodian	\$2,495.61	
Walker, Jeffrey	Head Custodian	\$74,513.87	\$300.00
Warner, James	Dispatcher	\$16,888.00	\$2,877.52
Warren, Kerry-Ann	Pool Receptionist/Admin	\$3,133.02	
Weeden, Erin	Substitute Teacher	\$2,035.38	
Welton-Pulsifer, Kimberly	DPW Crew Leader	\$37,738.48	\$9,330.54
West, Stephanie	ELL Teacher	\$13,149.68	
White, Jeffrey	Call Firefighter/EMT	\$241.80	\$3,448.74
White, Kimberly	Education Assistant	\$29,019.05	\$3,071.25
White, Matthew	Operator	\$31,158.88	\$1,807.28
White, Sherri	ABA Behavioral Assistant	\$37,219.76	\$375.00
Whynot, Christopher	Firefighter/Paramedic	\$67,932.72	\$20,615.72
Widing, Marc Jr.	Police Officer	\$63,678.64	\$20,145.59
Wildgrube, Marcia	Outreach Coordinator	\$31,613.88	
Wilmarth, Kristin	Administrative Assistant	\$41,034.71	\$150.00
Wilson, Christine	Election Worker	\$318.38	
Wong, Leslie	COA Director	\$77,414.71	\$450.00
Wright, Heather	Integration Assistant	\$26,992.86	
Wuelfing, Bethany	Grade 5 Teacher	\$88,876.19	\$15,000.10
Wyke, Matthew	Emergency Management Coordinator	\$16,840.08	
Yarter, Nicholas	Library Program Coordinator	\$1,068.93	
Yates, Darren	Burgess Extended Day Staff	\$17,728.40	
Yates, Heather	Special Education Teacher	\$69,710.51	\$2,237.07
Zelazo, Cheryl	Adult & YA Services Librarian	\$61,539.36	\$500.00
Zheng, Xianhong	Town Accountant	\$93,605.20	
Ziamba, Mary	Assistant Nurse	\$50,695.98	
Zikos, Lucine	Technology Instructional Assistant	\$44,378.15	\$375.00

Totals

*Add'l Pay includes all or some of the following: Quinn Bill, Overtime, Court Time, Extra Detail.

REPORT OF THE TOWN ACCOUNTANT
FISCAL YEAR 2023

I hereby submit my report for the fiscal year beginning July 1, 2022 and ending June 30, 2023

Account Name	Year-To-Date Revenue	Totals
Taxes:		
Personal Property Taxes	1,056,765.85	
Real Estate Taxes	27,753,861.88	
Rollback Taxes	12,500.00	
Supplemental Real Estate Taxes	3,809.09	
Tax Liens Redeemed	25,197.26	
Motor Vehicle Excise	1,583,107.91	
Boat Excise	3,488.79	
Trailer Excise	33,984.00	30,472,714.78
Betterment Revenue:		
Mountain Brook Betterment	6,994.20	
Maintain Brook Betterment Interest	1,818.51	
Caron & Valley Betterment	9,025.76	
Caron & Valley Betterment Interest	2,431.07	20,269.54
Penalties & Interest On Taxes:		
Real Estate & Personal Property	39,859.03	
Motor Vehicle Excise Taxes	37,482.48	
Tax Liens	143,483.28	
Boat Liens	300.87	221,125.66
Other Taxes:		
Payments in Lieu of Taxes	30,936.10	
Room Occupancy Tax -- Hotel/Motel	814,230.66	
Meals Tax	570,016.33	
Ambulance Service Fees	679,640.28	
Grave Openings & Sales	3,637.50	2,098,460.87
Fees & Other Charges:		
Library Fax /Copier Fees	1,411.85	
Town Hall Copy Receipts	1,077.00	
Town Clerk Misc	455.00	
Business Certifications	5,590.00	
Vital Records	11,982.00	
Flammable Storage	4,925.00	
Extended Polling Hours	7,374.83	
Emergency Cleanup Mass Pike	-	
Board of Health Charges, Fees & Income	10,600.00	

Account Name	Year-To-Date Revenue	Totals
Police Department - Records Requests	-	
COA Newsletter Postage	-	
Dog License Fees	-	
Collector's Fees	9,083.02	
Site Plan Review	4,513.30	
Zoning Board Fees	1,325.00	
Annual Cable Franchise	1,096.00	
Registry Markings	9,341.41	
Conservation Commission - Wetland Filing Fees	19,375.00	
Union 61 Reimbursement	194,076.64	
Fire Department - Insurance Requests	325.00	
10% Administrative Fee -- Extra Detail	23,741.43	
Cannibis Impact Fee	65,345.55	371,638.03
Licenses & Permits:		
Alcohol Beverages Licenses	59,440.00	
Other Licenses	6,793.44	
Transient Vendor Licenses	3,560.00	
Electrical Permits	49,537.67	
Building Permits	208,375.17	
Plumbing Permits	28,603.00	
Board of Health Permits	51,800.00	
Fire Permits	12,650.00	
Fire Inspections	9,310.00	
Police Permits	5,272.50	
Driveway Permits	700.00	
Dog License	13,742.00	449,783.78
State Revenue:		
Cannibus Tax	216,472.79	
Elderly Abatements	39,457.00	
Elderly Persons-CL.41	6,526.00	
School Aid Chapter 70	4,243,483.00	
Charter School Reimbursement	170,653.00	
Unrestricted Government Aid	897,470.00	
State Owned Land	214,461.00	
Veterans Benefits - Ch 115	35,168.00	
	-	
Thames River	11,109.12	
Court Fines	132,612.79	
Municipal Medicaid Reimbursement	97,411.63	6,064,824.33
Fines & Forfeitures:		
Library Fines	875.14	

Account Name	Year-To-Date Revenue	Totals
Dog Fines	1,342.00	
Parking Fines	3,015.00	
Non-Criminal Dispositions	550.00	
Police False Alarm Fine	1,375.00	
Abandoned Vehicles	500.00	
Cable Payroll Deductions	<u>32,440.75</u>	40,097.89
Miscellaneous Revenue:		
Sale of Foreclosed Property		
Earnings on Investments	345,768.87	
Miscellaneous Revenue	86,407.38	
Sale of Surplus Equipment	23,512.00	
I O D Reimbursement	4,285.71	
Settlement	-	
FEMA Reimbursement	-	
Reimbursement - Prior Year	23,840.65	
Land Court Fees Returned	114.43	
Workmens Comp Reimbursement	-	
Overage/Shortage	(55.24)	
Premium on Bond	-	
Homeless Transportation	-	
Reimbursable Payroll Deductions	-	
COVID PTO Reimbursement	-	
Annual Marijuana Benefit	25,000.00	
Restitution	-	
Café Benefits Reimbursement	45,234.34	
ARPA Revenue Replacement	18,410.91	
OPIOID SETTLEMENT	<u>54,639.10</u>	627,158.15
Transfers From Other Funds:		
Special Revenue Funds	-	
Capital Projects	-	
Stabilization	223,000.00	
Trust Funds	<u>-</u>	223,000.00
TOTAL GENERAL FUND REVENUES		<u><u>40,589,073.03</u></u>

**SPECIAL REVENUE FUNDS
FISCAL YEAR 2023**

Sewer Special Revenue Fund

Fund Balance as of June 30, 2022: \$3,125,973.12

Expenditures:

Department Head Salary	\$15,019.00
Electricity	\$184,368.14
Enc Electricity	\$0.00
Registry fee	\$11,235.00
Pipe Coatings	\$0.00
Wastewater Pump Station	\$0.00
Contract Operations	\$968,847.60
Billing Expense	\$3,003.87
Enc. Supplies	\$0.00
Chemical & Testing	\$0.00
Enc. Chemical & Testing	\$11,144.28
Miscellaneous	\$194,969.19
Enc. Misc. Equipment	\$0.00
Transfer to GF	\$0.00
Water & Sewer Rate Study	\$0.00
Capital Replacement	\$45,556.38
Enc. Capital Replacement	\$33,960.00
Inflow & Infiltration Study	\$114,348.85
7 main St. Land	\$70,000.00
Debt Service	\$831,180.47
Debt Service - Phase II	\$0.00
Debt Service - Big Alum	\$131,100.00
Debt Service - Woodside	\$47,300.00
Debt Service - Phase III	\$0.00
Southbridge Fees	\$205,659.61
Liquid Sludge Hauling	\$190,114.11
	\$3,057,806.50

Revenues:

Sewer User Charges	2,647,420.52
Sewer Interest Charges	9,428.88
Interest and Demand On Sewer	-
Sewer Liens	58,881.89
	-
Interest Income - Surplus	17,786.27
Septic Revenue	145,744.27

Miscellaneous Charges	1,800.00
Cross Connection Fees	170,447.25
Sewer Rate Relief	247.00
Sewer Privilege Fees	15,150.00
Demand on Sewer	834.13
Phase II Betterments	-
Phase II Interest	-
Cedar Lake Betterments	-
Cedar Lake Interest	-
Phase III Sewer Betterments	-
Phase III Sewer Interest	252.13
Big Alum Betterments	32,921.81
Big Alum Interest	4,394.14
Woodside Betterments	28,034.19
Woodside Interest	6,264.71
Cedar Lien Interest	-
Big Alum Lien Interest	-
Phase II Betterment Liens	-
Phase III Betterment Liens	5,008.66

Total Revenues	<u>3,144,615.85</u>
-----------------------	---------------------

Fund Balance as of June 30, 2023:	<u><u>\$3,212,782.47</u></u>
-----------------------------------	------------------------------

Water Special Revenue Fund

Fund Balance as of June 30, 2022: \$1,555,331.78

Expenditures:

Department Head Salary	\$15,019.00
Electricity	\$49,603.03
Public Safety Landscaping	\$0.00
Maple Street Waterline	\$0.00
Powerwash	\$5,630.00
Contract Operations	\$747,202.20
Billing Expense	\$5,886.90
Enc Supplies	\$0.00
Miscellaneous	\$40,569.77
Enc Misc. Equipment	\$27,956.44
Meter maintenance & Replacement	\$5,854.80
Transfer to GF	\$0.00
Water & Sewer Rate Study	\$0.00
Upgrade Fisk Hill Pump Station	\$3,933.78
Reserve Fund	\$9,133.96
Capital Replacement	\$26,621.18
Enc. Capital Replacement	\$9,500.25
Enc. Water meters	\$0.00
Perchlorate Testing	\$9,288.47
Debt Service	\$392,840.50

Total Expenditures

\$1,349,040.28

Revenues:

Water User Charges	1,494,622.54
Water Interest Charges	5,495.19
Demand On Water	834.12
Water Liens	33,935.04
Miscellaneous Water	19,800.21
Cross Connection	23,593.81
Transfer from SRF	6,000.00
Premium on Bond Refunding	
Total Revenues	<u>1,584,280.91</u>

Fund Balance as of June 30, 2022:

\$1,790,572.41

Town of Sturbridge
Fiscal Year 2023

Department:	Budget	Expended	Unexpended
Board of Selectmen			
Salaries/Wages			
Purchased Services	\$2,200.00	\$715.20	\$1,484.80
Other Charges/Expenses	\$1,400.00	\$0.00	\$1,400.00
Total Board of Selectmen	\$3,600.00	\$715.20	\$2,884.80
Town Administrator			
Department Head Salary	\$175,000.00	\$175,000.00	\$0.00
Clerical/Secretarial Salary	\$43,862.00	\$40,633.19	\$3,228.81
Merit Based Pay Incentive	\$3,605.00	\$0.00	\$3,605.00
Purchased Services	\$19,000.00	\$10,864.59	\$8,135.41
Encumbered Purchased Services	\$795.28	\$795.28	\$0.00
Supplies/Expenses	\$3,150.00	\$2,825.76	\$324.24
Other Charges/Expenses	\$10,700.00	\$5,967.00	\$4,733.00
Matching Grant Funds	\$5,000.00	\$0.00	\$5,000.00
Total Town Administrator	\$261,112.28	\$236,085.82	\$25,026.46
Finance Committee			
Salaries/Wages	\$4,108.00	\$826.07	\$3,281.93
Purchased Services	\$3,200.00	\$1,907.45	\$1,292.55
Other Charges/Expenses	\$200.00	\$184.00	\$16.00
Total Finance Committee	\$7,508.00	\$2,917.52	\$4,590.48
Town Accountant			
Department Head Salary	\$91,559.00	\$91,559.00	\$0.00
Salaries/Wages	\$17,688.00	\$17,688.00	\$0.00
Longevity	\$0.00	\$0.00	\$0.00
Purchased Services	\$400.00	\$368.38	\$31.62
Supplies/Expenses	\$750.96	\$750.96	\$0.00
Other Charges/Expenses	\$499.04	\$50.00	\$449.04
Total Town Accountant	\$110,897.00	\$110,416.34	\$480.66
Board of Assessors			
Department Head Salary	\$96,194.00	\$96,194.00	\$0.00
Salaries/Wages	\$34,424.00	\$32,117.40	\$2,306.60
Longevity	\$250.00	\$250.00	\$0.00
Purchased Services	\$29,531.00	\$27,801.65	\$1,729.35
Encumbered Purchased Services	\$0.00	\$0.00	\$0.00
Supplies/Expenses	\$1,700.00	\$804.72	\$895.28
Encumbered Supplies	\$0.00	\$0.00	\$0.00
Other Charges/Expenses	\$1,253.00	\$528.00	\$725.00
Total Board of Assessors	\$163,352.00	\$157,695.77	\$5,656.23
Finance Director			
Department Head Salary	\$127,687.00	\$127,687.00	\$0.00
Salaries/Wages	\$170,470.00	\$142,873.06	\$27,596.94

Longevity	\$1,100.00	\$1,100.00	\$0.00
Certificate Stipend	\$1,000.00	\$1,000.00	\$0.00
Purchased Services	\$27,750.00	\$25,597.70	\$2,152.30
Encumbered Purchase Service	\$0.00	\$0.00	\$0.00
Supplies/Expenses	\$4,100.00	\$3,981.04	\$118.96
Other Charges/Expenses	\$2,275.00	\$1,074.66	\$1,200.34
Total Finance Director	\$334,382.00	\$303,313.46	\$31,068.54

Town Counsel

Purchased Services	\$110,000.00	\$51,062.49	\$58,937.51
Total Town Counsel	\$110,000.00	\$51,062.49	\$58,937.51

Information Technology

Department Head Salary	\$75,574.00	\$75,574.00	\$0.00
Purchased Services	\$168,760.00	\$133,376.86	\$35,383.14
Supplies/Expenses	\$4,910.40	\$4,371.61	\$538.79
Other Charges/Expenses	\$89.60	\$85.85	\$3.75
Capital Outlay	\$51,007.79	\$22,319.69	\$28,688.10
Total Information Technology	\$300,341.79	\$235,728.01	\$64,613.78

Town Clerk

Department Head Salary	\$80,141.00	\$80,141.00	\$0.00
Salaries/Wages	\$42,880.00	\$42,310.56	\$569.44
Logevity	\$150.00	\$150.00	\$0.00
Certification Stipend	\$1,000.00	\$1,000.00	\$0.00
Purchased Services	\$1,680.00	\$1,285.00	\$395.00
Supplies/Expenses	\$2,650.00	\$2,140.70	\$509.30
Other Charges/Expenses	\$2,550.00	\$2,262.95	\$287.05
Total Town Clerk	\$131,051.00	\$129,290.21	\$1,760.79

Election & Registration

Board Members Salaries	\$500.00	\$500.00	\$0.00
Salaries/Wages	\$19,962.00	\$15,727.51	\$4,234.49
Purchased Services	\$12,725.00	\$11,517.24	\$1,207.76
Encumbered Purchased Services	\$100.00	\$100.00	\$0.00
Supplies/Expenses	\$3,725.00	\$3,575.65	\$149.35
Total Election & Registration	\$37,012.00	\$31,420.40	\$5,591.60

Conservation Commission

Department Head Salary	\$77,807.00	\$77,807.00	\$0.00
Salaries/Wages	\$31,261.00	\$30,695.34	\$565.66
Longevity	\$300.00	\$250.00	\$50.00
Purchased Services	\$7,600.00	\$6,568.96	\$1,031.04
Supplies/Expenses	\$3,600.00	\$3,239.49	\$360.51
Other Charges/Expenses	\$550.00	\$524.00	\$26.00
Total Conservation Commission	\$121,118.00	\$119,084.79	\$2,033.21

Planning Board

Department Head Salary	\$110,595.00	\$110,595.00	\$0.00
Salaries/Wages	\$41,327.00	\$41,236.26	\$90.74
Longevity	\$450.00	\$450.00	\$0.00
Purchased Services	\$47,567.30	\$36,651.96	\$10,915.34

Encumbered Purchased Services	\$9,431.00	\$9,185.40	\$245.60
Supplies/Expenses	\$5,169.00	\$4,320.62	\$848.38
Encumbered Supplies	\$0.00	\$0.00	\$0.00
Regional District Assessment	\$2,968.68	\$2,968.68	\$0.00
Other Charges/Expenses	\$2,683.02	\$2,566.02	\$117.00
Total Planning Board	\$220,191.00	\$207,973.94	\$12,217.06
Zoning Board of Appeals			
Purchased Services	\$500.00	\$0.00	\$500.00
Other Charges/Expenses	\$90.00	\$0.00	\$90.00
Total Zoning Board of Appeals	\$590.00	\$0.00	\$590.00
Economic Development			
Salaries/Wages	\$31,472.00	\$31,472.00	\$0.00
Purchased Services	\$1,500.00	\$0.00	\$1,500.00
Supplies/Expenses	\$2,700.00	\$108.86	\$2,591.14
Other Charges/Expenses	\$895.00	\$0.00	\$895.00
Total Economic Development	\$36,567.00	\$31,580.86	\$4,986.14
Facilities			
Department Head Salary	\$75,540.00	\$75,540.00	\$0.00
Salaries/Wages	\$60,795.00	\$51,573.30	\$9,221.70
Purchased Services	\$8,600.00	\$8,368.13	\$231.87
Supplies/Expenses	\$10,400.00	\$6,551.86	\$3,848.14
Other Charges/Expenses	\$990.00	\$982.94	\$7.06
Total Facilities	\$156,325.00	\$143,016.23	\$13,308.77
Town Hall			
Purchased Services	\$36,836.00	\$30,010.67	\$6,825.33
Supplies/Expenses	\$0.00	\$0.00	\$0.00
Total Town Hall	\$36,836.00	\$30,010.67	\$6,825.33
Center Office Building			
Purchased Services	\$33,446.00	\$27,667.59	\$5,778.41
Encumbered Purchased Services	\$2,153.03	\$2,153.03	\$0.00
Supplies/Expenses	\$0.00	\$0.00	\$0.00
Total Center School Office	\$35,599.03	\$29,820.62	\$5,778.41
Senior Center			
Purchased Services	\$30,296.00	\$18,201.04	\$12,094.96
Supplies/Expenses	\$0.00	\$0.00	\$0.00
Total Senior Center	\$30,296.00	\$18,201.04	\$12,094.96
Joshua Hyde Library			
Purchased Services	\$33,190.00	\$24,524.00	\$8,666.00
Supplies/Expenses	\$1,700.00	\$1,700.00	\$0.00
Encumbered Supplies	\$68.92	\$68.92	\$0.00
Total Joshua Hyde Library	\$34,958.92	\$26,292.92	\$8,666.00
Safety Complex			
Purchased Services	\$93,473.00	\$86,637.95	\$6,835.05
Encumbered Purchased Services	\$0.00	\$0.00	\$0.00

Supplies/Expenses	\$13,300.00	\$10,707.64	\$2,592.36
Total Safety Complex	\$106,773.00	\$97,345.59	\$9,427.41

Nursery School

Purchased Services	\$5,525.00	\$4,081.95	\$1,443.05
Total Nursery School	\$5,525.00	\$4,081.95	\$1,443.05

Police Department

Department Head Salary	\$159,072.00	\$159,072.00	\$0.00
Salaries/Wages	\$2,563,299.00	\$2,353,115.63	\$210,183.37
Longevity	\$7,700.00	\$7,700.00	\$0.00
Emergency Management Stipend	\$6,000.00	\$6,000.00	\$0.00
Overtime Wages	\$494,025.00	\$452,658.65	\$41,366.35
Retroactive Pay	\$0.00	\$0.00	\$0.00
Retroactive Overtime	\$0.00	\$0.00	\$0.00
Purchased Services	\$98,108.00	\$86,389.90	\$11,718.10
Supplies/Expenses	\$83,834.00	\$60,073.42	\$23,760.58
Other Charges/Expenses	\$10,047.00	\$8,900.94	\$1,146.06
Capital Outlay	\$132,000.00	\$123,532.89	\$8,467.11
Total Police Department	\$3,554,085.00	\$3,257,443.43	\$296,641.57

Fire Department

Department Head Salary	\$127,601.00	\$127,601.00	\$0.00
Salaries/Wages	\$1,336,862.00	\$1,259,393.18	\$77,468.82
Encumbered Salary	\$36,861.51	\$35,400.27	\$1,461.24
Longevity	\$1,900.00	\$1,400.00	\$500.00
Overtime	\$262,764.00	\$147,431.45	\$115,332.55
Encumbered Overtime	\$8,742.77	\$8,648.68	\$94.09
Purchased Services	\$239,616.00	\$166,811.40	\$72,804.60
Encumbered Purchase Services	\$2,787.12	\$117.12	\$2,670.00
Supplies/Expenses	\$88,700.00	\$75,138.90	\$13,561.10
Encumbered Supplies/Expenses	\$442.37	\$442.37	\$0.00
Other Charges/Expenses	\$4,280.00	\$3,331.25	\$948.75
Total Fire Department	\$2,110,556.77	\$1,825,715.62	\$284,841.15

Building Inspector

Department Head Salary	\$93,848.00	\$93,848.00	\$0.00
Salaries/Wages	\$45,742.00	\$45,417.60	\$324.40
Longevity	\$300.00	\$300.00	\$0.00
Purchased Services	\$3,880.95	\$3,880.95	\$0.00
Supplies/Expenses	\$2,528.05	\$1,387.24	\$1,140.81
Encumbered Supplies/Expenses	\$521.00	\$460.00	\$61.00
Other Charges/Expenses	\$700.00	\$0.00	\$700.00
Total Building Inspector	\$147,520.00	\$145,293.79	\$2,226.21

Sealer

Purchased Services	\$5,350.00	\$5,300.00	\$50.00
Total Sealer	\$5,350.00	\$5,300.00	\$50.00

Inspectors

Salaries/Wages	\$50,000.00	\$41,150.00	\$8,850.00
Purchased Services	\$593.00	\$0.00	\$593.00

Supplies/Expenses	\$220.00	\$0.00	\$220.00
Other Charges/Expenses	\$2,465.00	\$1,300.00	\$1,165.00
Total Inspectors	\$53,278.00	\$42,450.00	\$10,828.00

Tree Warden

Department Head Salary	\$9,232.00	\$9,232.00	\$0.00
Purchased Services	\$22,500.00	\$20,411.24	\$2,088.76
Supplies/Expenses	\$0.00	\$0.00	\$0.00
Other Charges/Expenses	\$960.00	\$830.00	\$130.00
Total Tree Warden	\$32,692.00	\$30,473.24	\$2,218.76

Education

Burgess Elementary	\$12,834,439.00	\$8,639,252.23	\$4,195,186.77
School Encumbrance	\$737,852.49	\$0.00	\$737,852.49
Summer Payroll	\$0.00	\$0.00	\$0.00
Tantasqua Town Share	\$7,845,210.00	\$7,845,210.00	\$0.00
Tantasqua Town Assessment	\$92,691.00	\$92,691.00	\$0.00
Charter School Transportation	\$5,000.00	\$0.00	\$5,000.00
Supplies	\$0.00	\$3,989,504.64	(\$3,989,504.64)
Encumbered Supplies	\$21,764.07	\$21,637.53	\$126.54
Total Education	\$21,536,956.56	\$20,588,295.40	\$948,661.16

Department of Public Works

Department Head Salary	\$90,114.00	\$90,114.00	\$0.00
Salaries/Wages	\$908,989.00	\$770,997.73	\$137,991.27
Longevity	\$1,050.00	\$1,050.00	\$0.00
Overtime	\$20,000.00	\$12,934.85	\$7,065.15
Purchased Services	\$120,817.00	\$105,723.18	\$15,093.82
Encumbered Purchased Services	\$545.00	\$545.00	\$0.00
Supplies/Expenses	\$98,000.00	\$95,815.99	\$2,184.01
Encumbered Supplies	\$69.90	\$69.90	\$0.00
Other Charges/Expenses	\$6,800.00	\$1,296.82	\$5,503.18
Total Department of Public Works	\$1,246,384.90	\$1,078,547.47	\$167,837.43

Town Roads

Private Road Maintenance	\$6,000.00	\$5,273.66	\$726.34
Total Town Roads	\$6,000.00	\$5,273.66	\$726.34

Snow & Ice Removal

Overtimes	\$46,474.35	\$46,474.35	\$0.00
Purchased Services	\$32,870.00	\$32,870.00	\$0.00
Supplies/Expenses	\$175,312.64	\$175,312.64	\$0.00
Total Snow & Ice Removal	\$254,656.99	\$254,656.99	\$0.00

Recycling Center

Salaries/Wages	\$128,204.02	\$128,204.02	\$0.00
Longevity	\$400.00	\$400.00	\$0.00
Overtime	\$1,137.98	\$0.00	\$1,137.98
Purchased Services	\$191,877.94	\$184,786.27	\$7,091.67
Encumbered Purchased Services	\$16,461.99	\$16,461.99	\$0.00
Supplies/Expenses	\$2,047.06	\$195.26	\$1,851.80
Total Landfill	\$340,128.99	\$330,047.54	\$10,081.45

Board of Health

Department Head Salary	\$84,982.00	\$84,982.00	\$0.00
Salaries/Wages	\$27,055.00	\$27,055.00	\$0.00
Purchased Services	\$8,450.00	\$908.06	\$7,541.94
Supplies/Expenses	\$2,350.00	\$1,509.50	\$840.50
Other Charges/Expenses	\$1,800.00	\$1,366.72	\$433.28
Total Board of Health	\$124,637.00	\$115,821.28	\$8,815.72

Health Care

Community Health Care	\$5,000.00	\$5,000.00	\$0.00
Total Health Care	\$5,000.00	\$5,000.00	\$0.00

Inspections & Testing

Public Inspections	\$54,153.00	\$34,427.00	\$19,726.00
Total Inspections & Testing	\$54,153.00	\$34,427.00	\$19,726.00

Council on Aging

Department Head Salary	\$75,540.00	\$75,540.00	\$0.00
Salaries/Wages	\$74,136.00	\$61,633.83	\$12,502.17
Longevity	\$700.00	\$700.00	\$0.00
Purchased Services	\$2,060.00	\$1,527.98	\$532.02
Supplies/Expenses	\$1,700.00	\$1,008.96	\$691.04
Other Charges/Expenses	\$725.00	\$718.61	\$6.39
Medical Transportation	\$2,000.00	\$0.00	\$2,000.00
Total Council on Aging	\$156,861.00	\$141,129.38	\$15,731.62

Veterans' Services

Department Head Salary	\$10,139.00	\$10,139.00	\$0.00
Purchased Services	\$0.00	\$0.00	\$0.00
Supplies/Expenses	\$575.00	\$555.24	\$19.76
American Legion Expenses	\$2,400.00	\$2,055.89	\$344.11
Memorial & Veterans Day	\$3,503.59	\$3,503.59	\$0.00
Other Charges/Expenses	\$446.41	\$0.00	\$446.41
Veterans' Benefits	\$58,300.00	\$36,747.70	\$21,552.30
Total Veterans' Services	\$75,364.00	\$53,001.42	\$22,362.58

Joshua Hyde Library

Department Head Salary	\$99,725.00	\$99,725.00	\$0.00
Salaries/Wages	\$332,616.00	\$319,197.59	\$13,418.41
Longevity	\$1,100.00	\$1,100.00	\$0.00
Purchased Services	\$20,045.00	\$19,863.74	\$181.26
Encumbered Purchased Services	\$4,060.00	\$4,057.88	\$2.12
Supplies/Expenses	\$196.52	\$196.52	\$0.00
Library Supplies/ Books & Media	\$113,000.00	\$113,000.00	\$0.00
Other Charges/Expenses	\$2,700.00	\$2,673.36	\$26.64
Total Joshua Hyde Library	\$573,442.52	\$559,814.09	\$13,628.43

Recreation Department

Department Head Salary	\$64,831.00	\$64,831.00	\$0.00
Salaries/Wages	\$34,722.00	\$34,040.72	\$681.28
Longevity	\$150.00	\$150.00	\$0.00

Purchased Services	\$24,181.00	\$24,181.00	\$0.00
Supplies/Expenses	\$3,319.00	\$2,871.60	\$447.40
Team Sports	\$10,290.00	\$8,127.00	\$2,163.00
Other Charges/Expenses	\$210.00	\$125.00	\$85.00
Total Recreation Department	\$137,703.00	\$134,326.32	\$3,376.68

Trails

Purchased Services	\$200.00	\$0.00	\$200.00
Other Charges/ Expenses	\$100.00	\$0.00	\$100.00
Total Historical Commission	\$300.00	\$0.00	\$300.00

Historical Commission

Purchased Services	\$1,750.00	\$119.99	\$1,630.01
Supplies/Expenses	\$100.00	\$0.00	\$100.00
Other Charges/Expenses	\$200.00	\$0.00	\$200.00
Total Historical Commission	\$2,050.00	\$119.99	\$1,930.01

Debt Service - Principal

Burgess Renovation	\$162,000.00	\$162,000.00	\$0.00
Town Hall/Center Office Building	\$914,000.00	\$914,000.00	\$0.00
Total Debt Service - Principal	\$1,076,000.00	\$1,076,000.00	\$0.00

Debt Service - Interest

Burgess Renovation	\$41,694.00	41,694.00	0.00
Town Hall/Center Office Building	\$247,124.00	247,124.00	0.00
Short Term Interest	\$10,000.00	0.00	10,000.00
Thall Debt Exclusion	\$0.00	4,318.00	(4,318.00)
Burgess Debt Exclusion	\$0.00	19,848.50	(19,848.50)
Total Debt Service - Interest	\$298,818.00	\$312,984.50	(\$14,166.50)

Comm of Mass - Assessment

MV Non-Renewal Surcharge	\$9,380.00	\$9,840.00	(\$460.00)
Air Pollution	\$3,083.00	\$3,083.00	\$0.00
Regional Transit	\$35,985.00	\$35,985.00	\$0.00
School Choice Assessment	\$66,427.00	\$58,909.00	\$7,518.00
PY Chater School adjtstment	\$0.00	\$18,828.00	(\$18,828.00)
Mosquito Control Project	\$111,547.00	\$111,547.00	\$0.00
Charter School Assessment	\$407,418.00	\$374,611.00	\$32,807.00
Total Comm of Mass - Assessment	\$633,840.00	\$612,803.00	\$21,037.00

Capital Projects

HVAC Study Replace	\$0.00	\$0.00	\$0.00
Painting Cupola & Trim	\$18,000.00	\$0.00	\$18,000.00
PSC Feasibility Study	\$45,000.00	\$0.00	\$45,000.00
Public Works Building Feasibility	\$45,000.00	\$7,050.00	\$37,950.00
Holmatro Rescue Tool	\$3,784.00	\$3,586.86	\$197.14
Copier COB	\$0.00	\$0.00	\$0.00
3/4 Ton Pickup W/Plow DPW	\$39,950.00	\$39,727.93	\$222.07
Copier Library	\$0.00	\$0.00	\$0.00
Ground Speed Spreader System	\$0.00	\$0.00	\$0.00
Animal Control Fencing & Sign	\$0.00	\$0.00	\$0.00
Lift Operators Replacement	\$0.00	\$0.00	\$0.00

Lightning Projection Town Building	\$0.00	\$0.00	\$0.00
3/4 ton Pickup W/Plow W&S	\$39,950.00	\$39,727.93	\$222.07
Ford Explorer	\$5,511.30	\$1,745.63	\$3,765.67
Six Rifles & Magazines	\$0.00	\$0.00	\$0.00
Interior Security Camera System	\$27,300.00	\$27,290.63	\$9.37
Apparatus Technology Update	\$76,527.00	\$0.00	\$76,527.00
Skid-Steer Loader W/Attachment	\$0.00	\$0.00	\$0.00
Basement Archival Storage COB	\$0.00	\$0.00	\$0.00
Rehabilitation of Building North Cemetery	\$0.00	\$0.00	\$0.00
Senor Center Feasibility	\$0.00	\$0.00	\$0.00
HVAC Study Replace	\$0.00	\$0.00	\$0.00
SCBA Voice Amplifier Device	\$26,900.00	\$3,261.52	\$23,638.48
Nursery School Fire Alarm	\$20,663.96	\$0.00	\$20,663.96
Apparatus Floor	\$0.00	\$0.00	\$0.00
PSC Entrance Trim	\$0.00	\$0.00	\$0.00
Ford Escape Fleet Vehicle	\$26,474.30	\$26,474.30	\$0.00
ART-33-FY10-ADA Access	\$12,526.00	\$0.00	\$12,526.00
Ambulance	\$375,000.00	\$2,041.00	\$372,959.00
Camery System TH &COB	\$6,213.00	\$6,213.00	\$0.00
Grinder Pump	\$8,638.34	\$0.00	\$8,638.34
Exterior Storage Containers	\$0.00	\$0.00	\$0.00
Station Alerting System	\$12,750.00	\$1,455.30	\$11,294.70
Fire Pumper FY21	\$99,793.55	\$0.00	\$99,793.55
Plotter	\$13,522.00	\$13,394.57	\$127.43
Cisco Switches	\$38,621.00	\$10,600.00	\$28,021.00
Fire Hose	\$74,000.00	\$28,275.00	\$45,725.00
Plymovent Exhaust Addition	\$19,580.00	\$17,800.00	\$1,780.00
Turnout Gear	\$11,005.00	\$9,696.17	\$1,308.83
Backhoe with attachment	\$200,000.00	\$199,990.00	\$10.00
Six Rifles and Magazines	\$6,150.00	\$6,144.00	\$6.00
Security Camera	\$8,024.00	\$8,024.00	\$0.00
Total Capital Projects	\$1,260,883.45	\$452,497.84	\$808,385.61
Unpaid Prior Year Bills			
Unpaid Prior Year Bills	\$0.00	\$0.00	\$0.00
Unpaid Prior Year Bills	\$0.00	\$0.00	\$0.00
Unclassified			
Group Insurance	\$2,082,547.08	\$1,957,508.91	\$125,038.17
Unemployment Insurance	\$30,230.95	\$19,480.37	\$10,750.58
Worcester Regional Retirement	\$1,825,683.00	\$1,825,683.00	\$0.00
Medicare Tax	\$268,000.00	\$258,293.40	\$9,706.60
Street Lights	\$67,152.04	\$64,588.15	\$2,563.89
Energy Consultant	\$4,000.00	\$0.00	\$4,000.00
Engineering/Professional Service	\$20,000.00	\$9,558.60	\$10,441.40
Town Audit	\$31,000.00	\$29,000.00	\$2,000.00
School Audit	\$0.00	\$0.00	\$0.00
OPEB Study	\$1,500.00	\$800.00	\$700.00
Legal Fees	\$10,000.00	\$3,262.00	\$6,738.00
Tax Title - Ch. 60 Sec. 50B	\$5,000.00	\$210.00	\$4,790.00
Town Report	\$3,262.60	\$3,262.60	\$0.00
Insurance Blanket	\$409,190.32	\$409,190.32	\$0.00

Reserve Fund	\$56,833.00	\$0.00	\$56,833.00
Insurance Deductable	\$5,000.00	\$5,000.00	\$0.00
Future Wage Obligation	\$0.00	\$0.00	\$0.00
Total Unclassified	\$4,819,398.99	\$4,585,837.35	\$233,561.64

Central Purchasing

Telephone	\$15,831.94	\$10,254.68	\$5,577.26
Enc. Telephone	\$0.00	\$0.00	\$0.00
Postage	\$21,000.00	\$20,874.24	\$125.76
Water/ Sewer	\$13,000.00	\$12,871.22	\$128.78
Slate Roof Maintenance Plan	\$0.00	\$0.00	\$0.00
Copier Supplies	\$6,100.00	\$4,711.72	\$1,388.28
Enc. Copies	\$0.00	\$0.00	\$0.00
Gasoline	\$213,668.06	\$211,844.06	\$1,824.00
COVID Expenses	\$0.00	\$0.00	\$0.00
Fleet Vehicles	\$0.00	\$0.00	\$0.00
EZ Pass	\$1,200.00	\$516.80	\$683.20
Electricity	\$80,000.00	\$62,279.95	\$17,720.05
Enc Electricity	\$0.00	\$0.00	\$0.00
Trash Removal	\$7,000.00	\$6,862.98	\$137.02
Fire Extinguishers	\$6,000.00	\$5,293.50	\$706.50
Total Central Purchasing	\$363,800.00	\$335,509.15	\$28,290.85

Recurring Articles

Road Construction and Repairs	\$248,340.30	\$86,683.56	\$161,656.74
Revaluation	\$92,617.50	\$13,460.00	\$79,157.50
MS4 Permitting	\$32,000.00	\$0.00	\$32,000.00
Public Highway Shade Tree	\$6,054.38	\$0.00	\$6,054.38
Total Recurring Articles	\$379,012.18	\$100,143.56	\$278,868.62

Nonrecurring Articles

Radio System Evaluation	\$99,958.94	\$3,783.75	\$96,175.19
South Pond Alum Treatment	\$55,000.00	\$0.00	\$55,000.00
Strategic Planting Plan	\$6,000.00	\$0.00	\$6,000.00
Southbridge Landfill	\$42,745.00	\$0.00	\$42,745.00
Opioid	\$54,639.00	\$0.00	\$54,639.00
Codification Services	\$0.00	\$0.00	\$0.00
Recreation Feasibility	\$18,703.52	\$9,842.50	\$8,861.02
Library HVAC Repair	\$1,100,000.00	\$43,952.50	\$1,056,047.50
Library HVAC	\$3,382.50	\$3,382.50	\$0.00
School Transportation	\$200,000.00	\$200,000.00	\$0.00
Abandoned Building	\$75,000.00	\$0.00	\$75,000.00
Parking Lot Main St	\$230,000.00	\$0.00	\$230,000.00
Cemetery Records	\$13,500.00	\$9,498.60	\$4,001.40
Landfill Drove	\$0.00	\$0.00	\$0.00
Total Nonrecurring Articles	\$1,898,928.96	\$270,459.85	\$1,628,469.11

Transfers

Transfer to Ambulance Stabilization	\$30,000.00	\$30,000.00	\$0.00
Transfer to Fire Vehicle Stabilization	\$50,000.00	\$50,000.00	\$0.00
Transfer to OPEB Trust	\$100,000.00	\$100,000.00	\$0.00
Transfer to CPF	\$188,000.00	\$188,000.00	\$0.00
Transfer to SRF	\$0.00	\$0.00	\$0.00

Total Transfers	\$368,000.00	\$368,000.00	\$0.00
Total General Fund	\$43,759,836.33	\$38,687,425.70	\$5,072,410.63
Sturbridge Tourist Association			
Salaries/ Wages	\$31,471.00	\$31,471.00	\$0.00
Employee Benefits	\$8,300.00	\$8,243.32	\$56.68
Marketing/ Advertising	\$116,978.00	\$101,700.04	\$15,277.96
Community Support	\$29,000.00	\$10,226.60	\$18,773.40
Total Sturbridge Area Tourist Association	\$185,749.00	\$151,640.96	\$34,108.04
Betterment Committee			
TownHall Landscaping	\$0.00	\$0.00	\$0.00
Flower Barrels	\$2,200.00	\$1,997.00	\$203.00
Wayfinding Street Scapes	\$90,396.90	\$11,604.26	\$78,792.64
Town Hall & COB Beautification	\$2,500.00	\$1,312.00	\$1,188.00
Recon Power Bike	\$0.00	\$0.00	\$0.00
Turner Field Rehab	\$11,440.00	\$11,440.00	\$0.00
Comm Tourist District Plan	\$21,823.22	\$0.00	\$21,823.22
Main Street & Park Tree Maint.	\$2,000.00	\$0.00	\$2,000.00
Bloom Committee	\$575.00	\$547.48	\$27.52
Concert on the Common	\$4,000.00	\$3,949.00	\$51.00
Tree Planting Arbor Day	\$1,500.00	\$1,498.50	\$1.50
Tree Maint. Common & Cemetary	\$5,000.00	\$1,275.00	\$3,725.00
Library Landscaping Service	\$4,300.00	\$4,300.00	\$0.00
Common Decorations	\$4,445.00	\$4,445.00	\$0.00
Trail Construction & Maint.	\$24.13	\$24.13	\$0.00
Shed Construction	\$1,900.00	\$1,900.00	\$0.00
Cedar Lake Treatment	\$3,590.00	\$0.00	\$3,590.00
SLAC	\$6,000.00	\$5,000.00	\$1,000.00
Tree Maintenance	\$10,000.00	\$10,000.00	\$0.00
Police Special Events	\$10,000.00	\$9,996.13	\$3.87
Town Office Decorations	\$4,000.00	\$4,000.00	\$0.00
Protective Fire Gear	\$67,500.00	\$18,123.60	\$49,376.40
Special Events	\$6,000.00	\$4,928.98	\$1,071.02
Lawn Care	\$5,000.00	\$0.00	\$5,000.00
Saltspread	\$3,500.00	\$0.00	\$3,500.00
ATV Trail	\$12,965.00	\$12,138.30	\$826.70
Bolowrap	\$3,338.00	\$3,074.00	\$264.00
Blitzfire	\$4,853.00	\$4,213.72	\$639.28
Rec. Shed	\$5,235.00	\$5,235.00	\$0.00
Beleachers	\$16,364.00	\$0.00	\$16,364.00
Pet Waste	\$2,500.00	\$2,047.99	\$452.01
Bonfire	\$2,000.00	\$2,000.00	\$0.00
Sidewalk Maint.	\$43,548.94	\$8,529.18	\$35,019.76
Fire Special Events	\$8,330.00	\$4,631.00	\$3,699.00
Trafx Counter	\$1,280.00	\$1,280.00	\$0.00
Total Betterment Committee	\$368,108.19	\$139,490.27	\$228,617.92

ANNUAL ACCOUNTING OF REVOLVING FUNDS

July 1, 2022- June 30, 2023

RECREATION REVOLVING FUND

Starting Balance	\$	25,137.91
Revenue	\$	45,014.00
Expenditures	\$	32,252.53
Ending Balance	\$	37,899.38

PLANNING DEPARTMENT REVOLVING FUND

Starting Balance	\$	815.00
Revenue	\$	-
Expenditures	\$	-
Ending Balance	\$	815.00

FIRE DEPARTMENT HAZMAT REVOLVING FUND

Starting Balance	\$	3,988.05
Revenue	\$	-
Expenditures	\$	750.00
Ending Balance	\$	3,238.05

CONSERVATION COMMISSION REVOLVING FUND (PUBLIC LANDS)

Starting Balance	\$	800.00
Revenue	\$	-
Expenditures	\$	-
Ending Balance	\$	800.00

SENIOR CENTER REVOLVING FUND

Starting Balance	\$	1,468.85
Revenue	\$	912.00
Expenditures	\$	1,147.66
Ending Balance	\$	1,233.19

STURBRIDGE TOURIST ASSOCIATION REVOLVING FUND

Starting Balance	\$	254.98
Revenues	\$	-
Expenditures	\$	-
Ending Balance	\$	254.98

BOARD OF HEALTH REVOLVING FUND

Starting Balance	\$	40,848.87
Revenues	\$	26,305.00
Expenditures	\$	11,829.12
Ending Balance	\$	55,324.75

PAY AS YOU THROW PROGRAM

Starting Balance	\$	164,124.26
Revenues	\$	31,900.00

Expenditures	\$	17,038.79
Ending Balance	\$	178,985.47

CPR

Starting Balance	\$	34.00
Revenues	\$	-
Expenditures	\$	6.00
Ending Balance	\$	28.00

HOUSE NUMBERING

Starting Balance	\$	532.63
Revenues	\$	318.00
Expenditures	\$	616.95
Ending Balance	\$	233.68

BOARD OF ASSESSORS 2023 ANNUAL REPORT

The Board of Assessors received approval of the Fiscal 2024 tax rate and the tax bills were mailed on October 1st, 2023. The total assessed value of the Town of Sturbridge is \$1,853,169,492.00. The total amount to be raised is \$52,478,156.81 and the total estimated receipts and other revenue sources are \$21,919,391.90. In accordance with Chapter 40 Section 56, the Board of Selectmen voted for a single tax rate. The tax rate for Residential, Commercial, Industrial and Personal Property is \$16.49

CLASSIFIED TAX LEVIES AND RATES:

Class	Levy Percentage	Levy by Class	Valuation	Tax Rate
Residential	84.9197	25,950,411.49	1,573,705,524	16.49
Open Space	0.0785	23,988.63	1,454,931	16.49
Commercial	9.4626	2,891,653.69	175,357,557	16.49
Industrial	2.1017	642,253.56	38,948,700	16.49
Personal	3.4375	1,050,457.54	63,702,780	16.49

In Fiscal 2023 there are 4466 Real Estate parcels, 594 Personal Property parcels, 7 supplemental tax bills, and the new growth is \$353,239. There were 11,789 motor vehicle bills issued in calendar year 2023.

The Board of Assessors would like to take the opportunity to thank the Townspeople for their cooperation and continued support.

Respectfully submitted
Paul Murphy, Chairman (2024)
Lorraine Herbert, Vice Chairman (2025)
Moirra McGrath, Secretary (2026)

Board of Assessors

TOWN CLERK 2023 ANNUAL REPORT

While being quiet on the Election front in 2023, the Town Clerks office managed to remain quite busy and productive during the past year. We were able to secure a new Voting location for the Sturbridge residents at the Sturbridge Host Hotel at 366 Main Street, where all elections will be held in 2024.

We were able to acquire additional Poll Pad's with ARPA funding which will help to shorten check-in waiting times for our residents during Elections and Town Meetings.

At the same time, we reviewed our Election processes to keep up with rapidly changing voting regulations, and trained our election staff in December to adhere to these new procedures, which includes checking-in, end of night responsibilities and tallying of voting results.

We have been training through the State for 2024 new Operating systems for vital records and elections, while also updating our Vital Records handouts and procedures. The Town Clerk's office also worked with the Town Administrator's Office and Planning Director to mail out Charter revisions and Town survey's mailed.

We also devised a Good Neighbor Guide for frequently asked questions from residents and that is now up on our Web Site.

Lastly, we were successful in having our vault records professionally organized, stored and recorded by King Company. It was in all a calm and productive year for our office.

Vital Records for 2023

97 Marriages

98 Intentions

84 Births

85 Deaths

RESIGNATIONS IN 2023

Kerry-Ann Warren	Admin. Asst.
Kenneth B. Lacy	ARPA Committee
Margaret M. Neves	Design Review
James Warner	Dispatch
Trisha Towns	Dispatcher
Trevor Bresse	Dispatcher
Crystal Comptois	Dispatcher
Mark Augello	DPW
Andrew McDermott	DPW
Kim Welton	DPW
Constantine Economos	Facilities/Custodian
Christina Lussier	Finance
Bruce Bryson	Finance Committee
Carol Mitchell	Library Trustee
Melissa Earls	Library Trustee
Jane D. Downing	Open Space Committee
Carrie Soule	PD
Michael Chisholm	Planning Board
Jeff Adams	Planning Board
Mary Lou Volpe	Recreation Committee
Lisa M. Beaudin	Special Events Committee
Christine Tieri	Sturbridge Tourist Assn.
Kristen Mapplebeck	TRSC
David Zonia	ZBA

Annual Town Election Results Monday April 10, 2023

ANNUAL TOWN ELECTION	
Monday, April 10, 2023	
* indicates incumbent	
	TOTALS
BOARD OF SELECTMEN	For 3 years
Blank	225
Mary Blanchard*	403
Mary Lou Volpe	440
Write In	9
ASSESSOR	For 3 year
Blank	66
Moira M. McGrath*	471
Write in	24
Board of Health	For 3 year
Blank	79
Linda Cocalis*	454
Write In	4
Constable	For 3 Years
Blank	80
Ronald J. Komar	458
Write In	0
Library Trustees	For 3 years
Blank	259
Jessica M. Colati*	450
Sandra J. Gibson-Quigley*	457
Elisa J. Krochmalnyckyj*	449
Write In	0

Library Trustees		For 1 Year
Blank		198
Lily Dyer		450
Gina-Marie Kajano		430
Write In		0
RECREATION COMMITTEE		For 3 years
Blank		136
Kadion R. Phillips*		354
Jeffrey Scott Shapiro*		293
Deborah Anne Purvis		146
James F. Rosseel		148
Write In		0
STURBRIDGE SCHOOL COMMITTEE		For 3 years
Blank		202
Mary Bridget Burns		446
Whitney A. Goodwin		425
Write In		4
TANTASQUA SCHOOL COMMITTEE		For 3 years
Blank		120
Edward P. Goodwin*		372
Karen Kowal		351
Kristen L. Tuohey		228
Write In		3
ZONING BOARD OF APPEALS		For 3 years
Blank		82
Elizabeth E. Banks		455
Write In		1
TOTAL VOTES CAST		532
TOTAL # REG VOTERS		7200
% OF VOTER TURN OUT		7%

We are forever Grateful to our Election workers, for their commitment to our department and assisting our efforts in assuring that we all have a safe and efficiently run election process: Tim Bardsley, Chris Castendyke, Nancy Castendyke, Joan Chamberland, Elaine Cook, Marie Dubrey, Pat Howard, Patricia Roy, Susan Schwartz, Beverly Spreeman, Ron Stiezel, Diane Trapasso, Chris Wilson and our Constables: Robert Cerney, Ron Komar and David Covino along with our Board of Registrars: Janet Garon, Susan G, Murphy and Cheryl Wood-Creedon.

We are also blessed with some wonderful senior workers that help us out with many varied tasks: Terry and Robert Girouard, Arthur Ouimette and Julie Freeland.

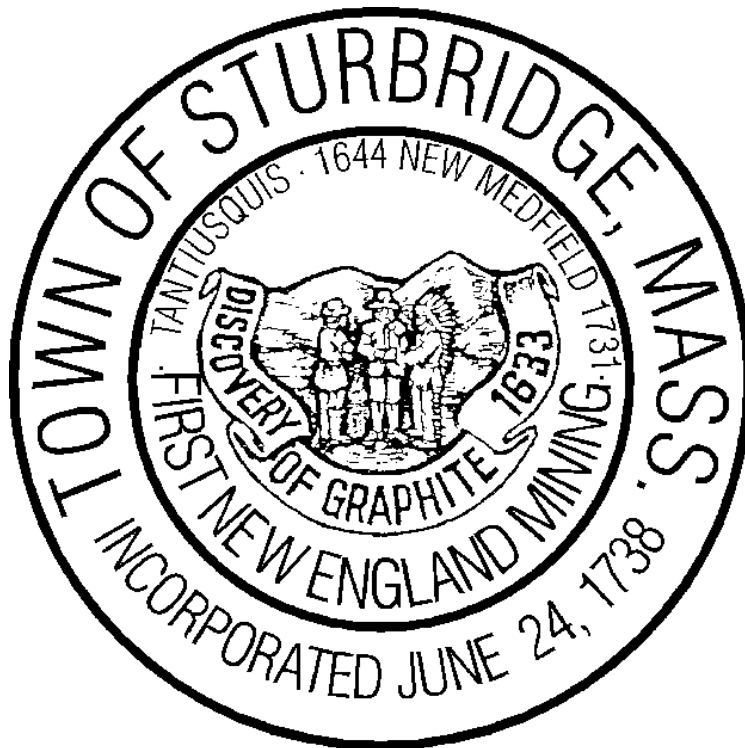
Thank you to all!

I would like to extend a special thank you to Assistant Town Clerk, Sheila O'Connell. We are looking forward to a busy and challenging 2024 election year.

Respectfully Submitted,
Lynne Girouard, Town Clerk, Burial Agent and Notary

EDUCATION

2023



SCHOOL DEPARTMENT 2023 ANNUAL REPORT

SCHOOL COMMITTEE

Samantha Kaitbenski, Chair	Term expires 2024
Jannah Ventetuolo, Vice Chair	Term expires 2025
Jacqueline Chechile, Secretary	Term expires 2024
Whitney Goodwin	Term expires 2026
Mary Burns	Term expires 2026

Administration Office – 320A Brookfield Road – Fiskdale – MA – 01518
Telephone – 508-347-3077

Deborah J. Boyd	Superintendent of Schools
Jodi Bourassa	Assistant Superintendent
Kristen Leo	Director of Business & Finance
Jessica Bolduc	Special Education/Pupil Services Director
Kathleen Pelley	Principal
Paul Guerin	Assistant Principal
Mary Jaeger	Assistant Principal
Amanda Cassina	Administrative Assistant

School Nurse

Tara Furey, R.N.	Sturbridge
------------------	------------

School Committee Meeting

The first Thursday of each month at 6:00 p.m. at Burgess Elementary School

SCHOOL ENROLLMENT AS OF OCTOBER 1, 2023

<u>Grade</u>	<u>Pre-S</u>	<u>K</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>Union 61</u>	<u>Total</u>
Elementary	67	120	116	123	110	137	109	121	5	908

<u>Grade</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>PG</u>	<u>Total</u>
Tantasqua Jr. High	134	124						258
Tantasqua Sr. High			74	85	80	78	4	321
Tantasqua Technical			55	50	38	37	0	180

TOTAL TRSD 759

TOTAL TRSD/U61 1667

FINANCIAL SHEET FOR JULY 1, 2022– JUNE 30, 2023

<u>GENERAL SCHOOL APPROPRIATIONS</u>				
		EXPENDITURES		
ADMINISTRATION		2020-2021	2021-2022	2022-2023
School Committee – Sal. & Exp.		3,706.31	1,808.14	3,144.33
Superintendent’s Office		384,541.28	368,003.07	410,512.20
INSTRUCTION				
Administrators’ Salaries		306,564.69	314,371.93	324,020.00
Principal’s Office Expenses		187,575.44	202,683.94	206,078.39
Teachers’ Salaries		4,779,753.46	5,001,599.99	5,285,368.51
Teacher Aides’ Salaries		170,835.39	180,693.15	196,420.96
Teaching Supplies & Materials		80,535.35	80,208.03	70,554.66
Personnel Training & Travel		14,740.04	31,830.22	36,733.08
Special Education Teachers’ Sal.		693,056.00	752,875.71	750,143.56
Special Education Teacher Aides’ Sal.		425,782.53	466,481.59	448,219.54
Moderate Needs Coord., Tutors, Speech Therapist & Special Tutors Sal.		242,121.00	250,788.00	173,698.45
Special Education Supplies & Mat.		7,909.15	11,816.09	4,108.45
Textbooks		51,448.14	55,827.96	29,353.60
Instructional Media Center/Salaries		0.00	83,166.46	91,899.00
Library Services/Aide Salary		39,097.67	42,835.40	42,356.61
Library Supplies, Material & Exp.		6,824.41	8,272.60	10,629.71
Audio Visual/Supplies & Mat.		0.00	0.00	0.00
Guidance Services		164,779.31	164,717.00	181,420.39
Psychological Services		228,203.00	236,692.52	252,353.60
Technology Salaries & Internet Supplies		327,255.40	338,295.95	388,218.05
OTHER SCHOOL SERVICES				
Health Services Salaries		179,444.02	187,207.46	143,335.69
Health Services – Expenses		3,212.16	2,243.58	7,954.01
Transportation		379,324.60	368,645.39	369,900.65
Special Education Transportation		572,670.08	846,364.10	686,596.75

Field Trips		0.00		
OPERATION & MAINTENANCE OF PLANT		2020-2021	2021-2022	2022-2023
Cafeteria Expense		0.00		
Custodial Services – Salaries		374,364.34	405,415.41	353,393.82
Custodial Services – Supplies & Mat.		21,426.42	33,185.60	32,700.20
Fuel Oil		101,563.96	72,921.18	80,885.18
Utility Services		131,467.25	147,673.38	188,687.47
Maintenance of Grounds		21,290.72	25,851.11	33,104.97
Maintenance of Buildings		29,675.69	22,362.66	34,451.46
Maintenance of Equip.		65,178.29	97,074.70	89,299.48
ACQUISITION OF FIXED ASSETS				
New Equipment		0.00	0.00	2,433.00
Replacement of Equip.		34,997.42	20,154.91	20,074.92
PROGRAMS WITH OTHER DISTRICTS, REGIONAL & PRIVATE SCHOOLS				
Special Education – Tuition		1,411,901.82	1,212,835.94	1,527,028.45
Vocational Schools – Tuition & Exp.				
TOTAL GENERAL APPROPRIATION EXPENDITURES		11,734,703.75	12,351,210.40	12,775,901.68
ESTIMATED STATE REIMBURSEMENTS				
Chapter 70		3,880,134.00	3,870,754.00	4,728,228.00
Chapter 71				
Chapter 76				
SFSF Grants				
Total Estimated Reimbursement		3,880,134.00	3,870,754.00	4,728,228.00
Total Expenditures		11,734,703.75	12,351,210.40	12,775,901.68
Less Total Estimated Reimbursements		3,880,134.00	3,870,754.00	4,728,228.00
		7,854,569.75	8,480,456.40	8,047,673.68

<u>2022-2023 Budget</u>				
		2021-2022	2022-2023	2023-2024
Administration		376,854.00	396,436.00	440,123.00
Instruction		8,544,705.00	8,746,197.95	8,977,408.00
Other School Services		1,344,963.00	1,338,851.05	1,403,983.00
Operation & Maintenance of Plant		793,294.00	802,345.00	852,868.00
Acquisition of Fixed Assets		23,551.00	20,000.00	20,000.00
Programs with Other Districts, Regional and Private Schools		1,296,200.00	1,330,609.00	1,812,083.00
Total Appropriations		12,379,567.00	12,634,439.00	13,506,465.00

**BURGESS ELEMENTARY SCHOOL
STAFF DEGREES 2023-2024**

NAME	DEGREE	DEPARTMENT
Kathleen Pelley	M.Ed. Leadership & Administration M.Ed. Elementary Education B.S. elementary Ed. & Natural Science Worcester State University Associate of Science Quinsigamond Community College	Principal
Mary Jaeger	B.A. College of the Holy Cross M.Ed. Lesley University Worcester State University Leadership Academy	Asst. Principal
Paul Guerin	M.Ed. School Leadership Boston College B.A. Philosophy St. Anselm College	Asst. Principal
Mary Ziemba	A.S. Nursing Quinsigamond Comm. College	School Nurse
Lori Czech	CAGS Early Childhood Ed. American Int'l Col M.Ed. Wheelock College B.A. Marymount University	Preschool
Claire Johnson	B.S. State University of New York-Utica/Rome Early Childhood E. Certification Worcester State University	Preschool
Denise Campiglio	M.A. Assumption College B.A. Assumption College	Kindergarten
Maureen Kenneway	M.A. Worcester State University B.A. Elementary State University	Kindergarten
Erica Blais	M.A. Education/Fitchburg State College B.A. Psychology / Worcester State College	Special Ed.
Abigail Glazebrook	B.A. of Education Studies Bay Path College	Kindergarten
Tyler Edmonds	B.A. Fairleigh Dickinson University	Grade 1
Kristine Hougaard	M.Ed. Springfield College B.A. Bay Path College	Grade 1

Jessica McGarry	M.Ed. American International College B.S. Seton Hall University	Grade 1
Jessica Resener	B.S. Becker College	Grade 1
Lynn Menard	M.Ed. Worcester State University B.S. Worcester State University	Grade 1
Jo-Lyn Parenteau	M.Ed. University of Maine B.S. University of Maine C.A.G.S. University of Maine	Grade 1
Kimberly Moore	M.A. UMass – Lowell B.A. UMass – Lowell	Grade 2
Sheila McCormick	M.A.T, Elms College B.A. Elms College	Grade 2
Lynne Girouard	B.S. Westfield State College	Grade 2
Alicia Dono	B.A. License Anna Maria College	Grade 2
Grace Champagne	BSE Westfield State University BA Westfield State University M.Ed. Early Childhood Education Worcester State University (in progress)	Grade 2
Kaylee Steele	M.Ed. Elementary Ed. – Salem State University B.S. Geography- Salem State University	Grade 2
Tammy Edmonds	B.S. Worcester State University Certification (Post Bac) Worcester State University	Grade 3
Tammy Howe	M.Ed. Framingham State University B.A. UMass – Amherst	Grade 3
Lauren Arruda	M.A.T. Clark University B.A. Clark University	Grade 3
Shelby Green	M.Ed. Bridgewater State University B.A. Bridgewater State University	Grade 3
Nicole Clark	M.Ed. Southern New Hampshire University B.A. Southern New Hampshire University	Grade 3
Emily Garon	B.S. Worcester State University	Grade 3

Lisa Cave	B.A. elementary Ed. Johnson State Vermont	Grade 3
Debra Quin	M.A. Full Sail University B.S. Worcester State University	Grade 4
Ashely Grout	M.Ed. Framingham State University A.A. Westfield State College	Grade 4
Nicole Riel	M.Ed. Merrimack College B.A. Bay Path University	Grade 4
Daniel Kay	M.Ed. Assumption College B.S. Bridgewater State College B.S. Worcester State University	Grade 4
Sally Thurston	M.S. Clarkson University B.S. Clarkson University	Grade 4
Melissa Forni	B.A. Bridgewater State University M.Ed. UMass-Amherst	Grade 5
Maureen McKeon	M.Ed. Lesley University B.A. Colgate University	Grade 5
Amy Sosik	M.Ed. American International College B.A. Boston College	Grade 5
Bethany Wuelfing	M.Ed. Westfield State College B.A. Westfield State College	Grade 5
Daniel Cortshell	M. Ed. Westfield State University B.A. Western New England University	Grade 5
Ana Dougherty	M.Ed. Western New England University B.A. Anna Maria College	Grade 5
Jessica Ripley	M.Ed. Lesley University B.A. Saint Anselm college	Grade 6
Donna Thomas	M.Ed. Worcester State University B.S. Eastern Connecticut State University	Grade 6
Michael Jones	M.Ed. American International College B.A. in History Framingham State College	Grade 6
Elizabeth Brosnan	M.Ed. Cambridge College B.S.E. Westfield State College	Grade 6

Emilie Parent	M.Ed. Lesley University B.S. UMass – Amherst	Grade 6
Amber Myotte	M.Ed. Framingham State University B.A. Emmanuel College	Grade 6
Jennifer Mullin	M.Ed. College of Saint Rose B.S. College of Saint Rose	Librarian
Julie Vinton	M.Ed. Anna Maria College B.F.A. UMass-Dartmouth	Art
Lori Thompson	M.A. Anna Maria College B.A. Endicott College	Health
Erin Parker	M.Ed. Framingham State University B.S. Bridgewater State College	Computer
Beth Clark	M.Ed. Indiana University of Pennsylvania	Enrichment
Robert Krilovich	B.A. Anna Maria College	Choral
Lucy Colwell	B.M. Shenandoah Conservatory M.A. Elm’s College Artists Graduate Diploma Hartt School of Music North Texas State University	Instrumental Music
Jean Terrill-Murphy	M.Ed. Framingham State College B.S. Westfield State College	Phys. Ed.
Andrew Campiglio	M.S. Southern New Hampshire University B.S. Fitchburg State University	Phys. Ed
Heather Bell	M.Ed. ESL, Worcester State University B.S. English Worcester State University Associates Human Services	EL Teacher
Stephanie West	M.S. TESOL Central CT State University B.A. French SUNY Albany	EL Teacher
Dam Nguyen	B.A. Mount Holyoke College M.A. Columbia University M.A. Worcester State University	EL Teacher
Katie Bernier	B.S. Keen State College	Reading Specialist

Emily Gordon	M.Ed. Boston College B.A. Boston College	Reading Specialist
Dalaine Baril	M.Ed. American International College B.S. Framingham State University	Reading Specialist
Amy Cantwell	M.Ed. Framingham State University B.A. Assumption College	Literacy Coach Reading Specialist
Lynn Nichols	M.Ed. Assumption College B.S. Salve Regina University	Math Coach
Jacquelyn Solari	M.Ed. University of Massachusetts Boston B.A. College of the Holy Cross	Rem. Math
Catherine Stern	M.A. St. Joseph's College B.S. UMass – Amherst	Rem. Math
Judith Konkell-Dery	M.Ed. Assumption College B.A. Worcester State University	Special Ed.
Lisa Connolly	M.A. Assumption College B.A. University of Rhode Island	Special Ed.
Linda Prackup-Desautels	M.Ed. Assumption College M.A. Counseling Psych. Assumption College B.A. Salve Regina College	Special Ed.
Barbara Provo	B.A. Assumption College M. Ed. Fitchburg State University	Special Ed.
Meghan Moran	B.A. Keene State College B.S. Keene State College M.Ed. Keene State College	Special Ed.
Deanna Elston	B.A. LaSalle University M.Ed. Cabrini College	Special Ed. Reading Specialist
Heather Yates	B.A. Fisher College	Special Ed.
Christina Leacock	M.S Ed. Simmons University B.S Ed. Westfield State College	Special Ed.
Megan Quinn	M.Ed. American International College B.A. Bay Path University	Special Ed.

Jessica Trent	B.A. Bay Path University	Special Ed.
Pam Hoy	B.A. Stonehill College	Special Ed.
Monique Langevin	B.A. Bay Path University	Special Ed.
Michelle Capaldi	M.Ed. Worcester State University B.S. Worcester State University C.A.G.S. Worcester State University	Psychologist
Jamie Desjardin	M.A. Professional Psychology B.A. Lasell College C.A.G.S. School Psychology Massachusetts School of Professional Psychology	Psychologist
Alison Pepe	M.Ed. Kent State University Ed.S. Kent State University B.A. College of the Holy Cross	Psychologist
Grace Curnow	M.S.W. Rhode Island College	Guidance
Gracie Osberg	M.Ed. Springfield College B.S. Springfield College	Guidance
Caroline Blake	MA Tufts University Ed.S Tufts University B.S. UMass Amherst	Guidance
Kristie Thompson	M.S. Kaplan University, BCBA	Behavior Analyst
Gabrielle McKenna	M.S. East Stroudsburg University of Pennsylvania B.S. Worcester State University	Speech
Jessica Bodish	M.A. University of Massachusetts Amherst B.S. University of Massachusetts Amherst	Speech
Cassandra Goncalves	M.S. Worcester State University B.S. Worcester State University	Speech
Brittany May	B.S. Worcester State University A.S. Quinsigamond community College	Occupational Therapist
Meghan Pelletier	DPT Springfield College B.S. Science Springfield College	Physical Therapy

Sherrie Donovan

B.S. University of New Hampshire
Associates of Science Physical
Therapist Assistant

Physical Therapy

Brooke Reilly

B.S. Keen State College
M.S. Salem State College

Kinesiology+Health
Occupational Therapy

ANNUAL REPORT OF THE PRINCIPAL STURBRIDGE / BURGESS ELEMENTARY SCHOOL

I am pleased to submit the Burgess Elementary School Annual Report. Burgess is a special place that provides students with a rich and rewarding elementary school experience. The Sturbridge community is sincerely dedicated to children and education. Our pre-kindergarten through grade six currently enrolls over 900 students.

Curriculum, Instruction, and Assessment

In the spring of 2023, Burgess Elementary School grades 3-6 participated in the MCAS (Massachusetts Curriculum Assessment System) in the areas of English Language Arts, Mathematics, and Science. The assessment is designed to focus on students' critical thinking abilities, application of knowledge, and ability to make connections between reading and writing. Due to the COVID-19 pandemic, the Department of Elementary and Secondary Education requested and received a waiver of certain federal accountability requirements for the past two years from the United States Department of Education. As a result, accountability targets are presented in this document for the first time since 2019, which places schools in a path forward where a scaled score is higher in 2022 than in 2019 or recovery path where a scaled score is higher in 2019 than in 2022. Burgess Elementary School's accountability percentile, an indication of the school's overall performance relative to other schools that serve similar grades, is **72**.

Professional Development

During the 2022-2023 school year a number of valuable professional development opportunities were provided to all Burgess staff.

- A menu of professional development opportunities was offered for the October 7th professional development day.
- A review of safety procedures was the focus for the October 26th early release professional development day. In preparation, Sergeant Paine from the Sturbridge Police Department provided an informational review of ALICE (Alert, Lockdown, Inform, Counter, Evacuate) at our faculty meeting on Monday, October 3rd.
- A menu of professional development opportunities was offered for the January 13th professional development day.

Technology

Technology continued to play a critical role in the success of our students and staff. A tremendous thank you to the entire technical staff for all their hard work and support of our teachers, students, and families.

School Safety

The safety of the children and adults at Burgess Elementary School continues to be a top priority. We consistently review our safety practices through close collaboration with the Sturbridge police and fire departments facilitated by our school resource officer.

Burgess Parent-Teacher Organization

The Burgess PTO continues to support the Burgess Community. The annual Jog-A-Thon fundraiser supported the purchase of mobile devices. Thank you to the PTO for their dedication.

Personnel

We bid farewell and offer our best wishes to Karen Dawber, Lesley Bourque, Nadine Keville, Alesia Peck, Elizabeth Ramirez, Teresa Thompson, Laurie Placella, Fotini Karamanakis, Carrie Nollstadt, Katherine Nicholas, Abby Arena, Jill Coughlin, Jamie Manners, Delaney Johnson, and Tara Furey.

We welcome — Grace Champagne, Ana Dougherty, Heather Bell, Caroline Blake, Margaret Arndt, Simone Davis, Erinn Mizikar, Jade Menard, Abigail Trent, Shawna Kida, Monique Langevin, Deana Elston, Elite Saladin-Devers, Stephanie West, and Jared Bourassa.

In closing, I would like to thank the entire Sturbridge community for their support and commitment to Burgess Elementary School.

Respectfully Submitted,
Kathleen Pelley
Principal

**ANNUAL REPORT OF THE
SUPERINTENDENT OF SCHOOLS**
Tantasqua Regional and Union 61 School Districts
Brimfield Brookfield Holland Sturbridge Wales

At the end of the last school year, we had a number of changes to our Leadership Team, as we said farewell to peers that have served our District for many years. Brenda Looney, Director of Special Education, retired after over 30 years of dedication to our students. Brenda's contributions to our district will be felt for years to come as many special education programs she implemented continue to allow our students to stay in-district and thrive. Brenda seamlessly passed the baton to Jessica Bolduc at the beginning of the year. Dr. Peter Dufresne took over as High School Principal, to replace long term teacher, administrator and community member, Leigh Joseph, who moved on to her next adventure. We wished her well as our students welcomed Dr. Dufresne and introduced him to the Warrior Way. Also joining our Leadership Team this year were Kristen Leo, Director of Business and Finance, and Coleen DeBari, Support Services, Compliance and Equity Coordinator. We are so fortunate to have such an energetic, experienced and committed team.

In addition to welcoming new staff at the beginning of the year, we recognized those that have been serving for many years....and continue to do so! We are so proud to have 46 staff members that have been serving in our District for 25 or more years and another 15 that have been with us for over 30 years. PLUS, a special recognition was given to Bob Collins, who has served as our high school custodian for 47 years and Judy Ropiak who has been a Burgess Education Assistant for **50** years!!

Following a year of "Back to Basics", all of our schools hit the ground running this year with rigorous educational programing, new initiatives and curriculum pilots.

The largest, district-wide, initiative was the implementation of Power School, our new Student Information System. Much of last year was spent training staff on the new scheduling, tracking and grading modules. Families were introduced to the parent portal over the summer and we went live at the start of the new year. This new system is much more robust and will allow for smoother communication between staff and families, as well as better interface with the Department of Elementary and Secondary Education. We also started the new school year with a new website. While tantasqua.org is still our address, the site now has a new look along with some translation options.

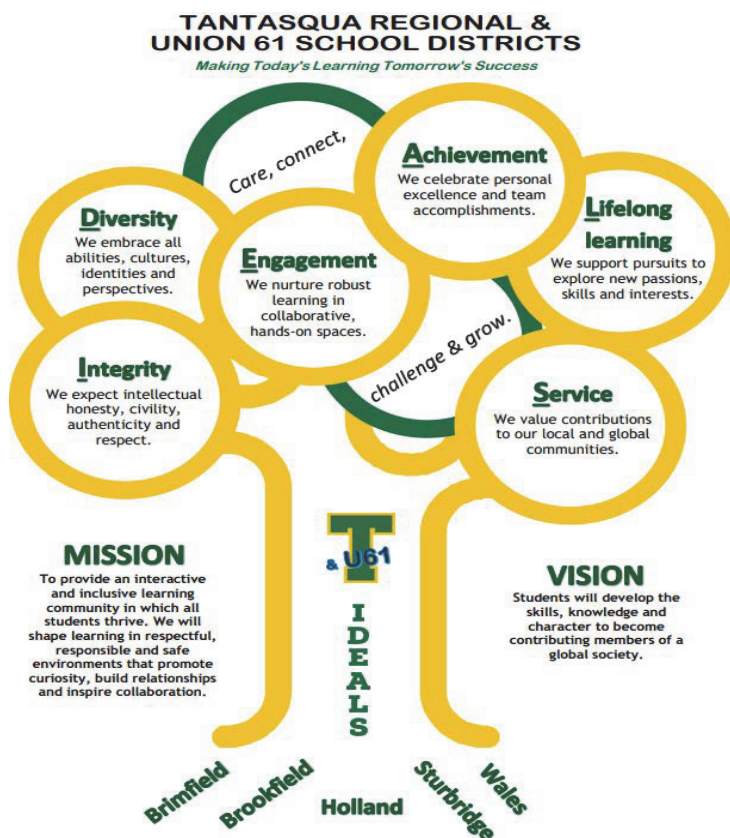
At the elementary level, our math instructors have been spending countless hours, both in and out of the classroom, piloting two math programs to identify which provides the best curriculum for all students, grades K through 5, going forward. Every elementary class in the district has been testing one program or the other, in order to provide rich feedback at year-end. Our staff input is critical and a decision will be made in time for uniform implementation for the 24-25 school year.

We spent much of last year working on a revision of our Mission and Vision Statements as well as core values. Building base activities were facilitated at the beginning of the year by each Principal, to engage staff and identify core values to then feed into a District-wide vision. Students and school committee members participated in activities at a retreat to add to the process and offer insight on the vision of a successful graduate. Our new document was presented in June and adopted by all school committees. The District will focus on these core values for years to come.

The support of our School Committees, families, and community members is invaluable to the administration and staff of the Tantasqua Regional and Union 61 School Districts. We are greatly appreciative of the efforts by all and the commitment we share as we continue to work collaboratively to achieve the ultimate goal of providing every student with opportunity for success.

Respectfully,

Deborah J Boyd
 Superintendent of Schools



PUBLIC SAFETY

2023



STURBRIDGE POLICE DEPARTMENT



2023

Message From Chief Earl Dessert

Greeting Sturbridge,

I am pleased to present to you the 2023 Annual Report for the Sturbridge Police Department.

First, I would like to say how proud of the immense work that was done by the men and women of the Sturbridge Police Department in 2023. It is truly an honor to work alongside such a dedicated group of public safety professionals, and I thank you all for your hard work and dedication.

As your Chief of Police, I am honored to serve this community. I deeply appreciate the support and confidence that has been extended to me by the Town Administrator, elected officials, the members of this agency and the residents.

I am pleased and honored to announce that 2023 marks my third year serving as your chief. In these three years we have strived and been successful at ensuring the men and women of this agency have the best training, equipment and technology available to help them serve and protect the town safely and effectively. We have also brought in new programs such as the Police Chaplain Program, Co-Response Police Clinician and a Community Care Canine. We resurrected the Detective Division in order to provide the community with an officers that has specialized training beyond a basic patrol officer. We added a second Lieutenant to the organization to keep up with the demands of police reform and accreditation. We also added a fourth sergeant for added active supervision to ensure quality control within the department.

As challenging as the past several years have been with police reform, the Sturbridge Police Department stayed on point with all the mandated changes required by law. We were able to update policies and procedures, provide all new required training to the members and still achieve accreditation status (The Gold Standard of Policing) through the Massachusetts Police Accreditation Commission in 2023!

Lastly, please know that in this report you will only find a small sampling of what our men and women, sworn, civilian, and volunteers, do every day, and I hope it reflects their spirit of service to you.

Yours In Safety,

Earl J. Dessert

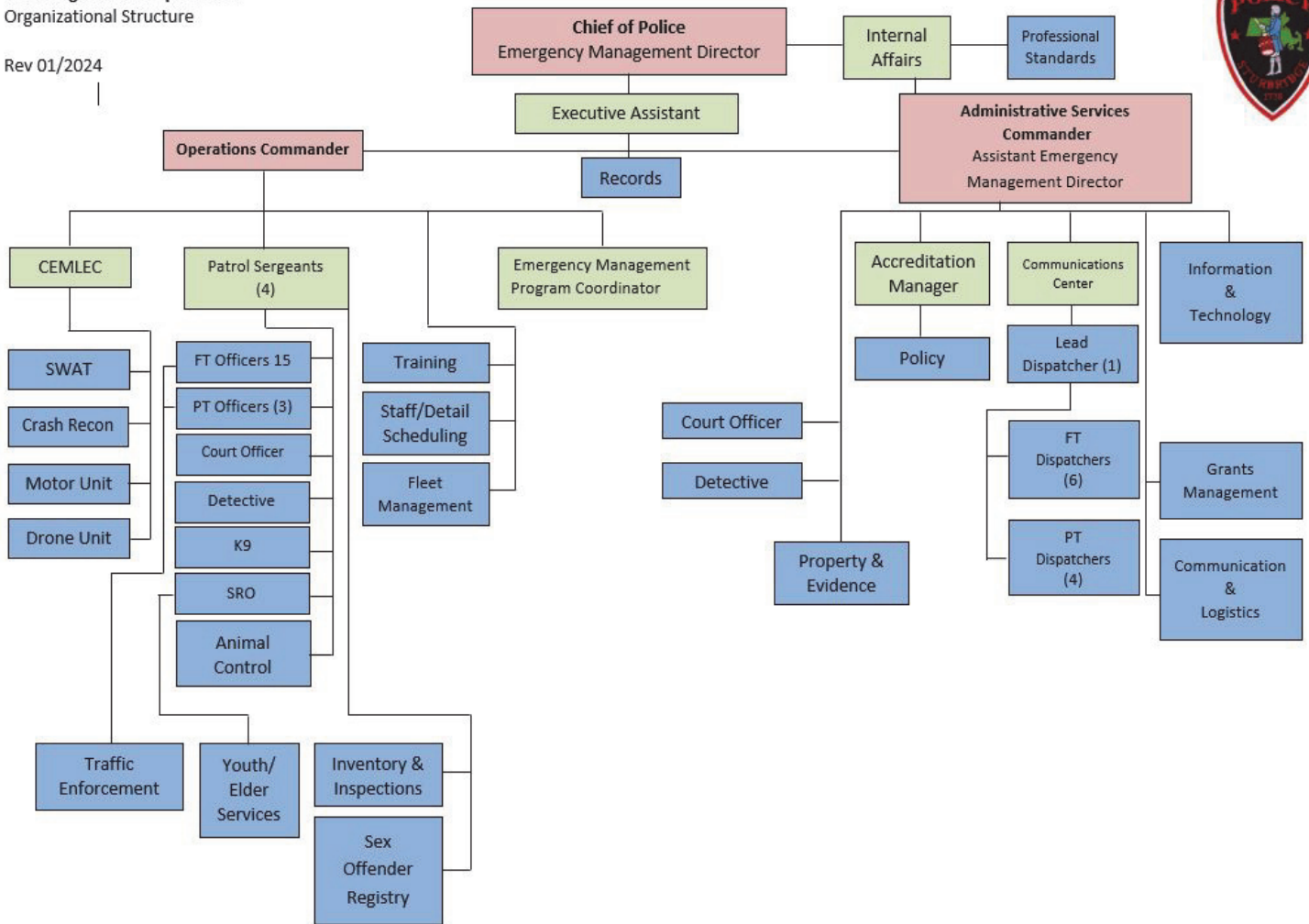
Earl J. Dessert
Chief of Police



ORGANIZATIONAL STRUCTURE CHART

Sturbridge Police Department
Organizational Structure

Rev 01/2024

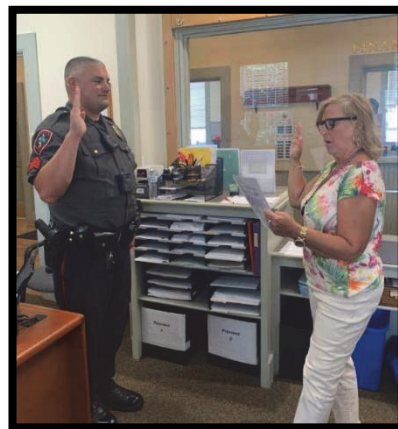


NEW ROLES

Sergeant Paul Janson

Sergeant Janson joined the Sturbridge Police Department in 2015 and has demonstrated his knowledge, integrity, and professionalism since day one. Coming in as the top candidate during the comprehensive and competitive promotional process, he was unanimously appointed by the Board of Selectmen to Sergeant on Monday August 21st, 2023.

Sergeant Janson not only serves this community, but also his country as a Captain in the Army National Guard. Sergeant Janson's commitment to duty is apparent through his dedication and leadership. It has been a smooth transition for Sergeant Janson into his new role.



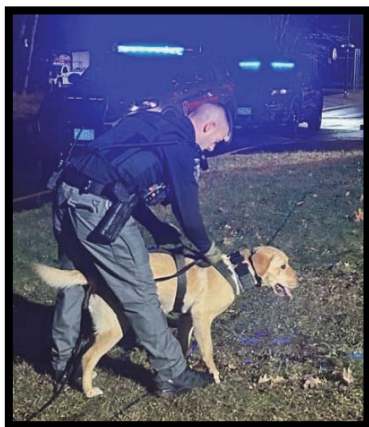
Sergeant Janson being sworn into his new role

K-9 Raya

K-9 Raya joined the Sturbridge Police Department in 2023 after attending the Massachusetts State Police Canine Academy with her handler, Officer Garrett Danna. K9 Raya has been trained in evidence recovery, along with search and rescue. She will also be trained in narcotic detection in 2024. Raya, a two-year-old yellow lab from Bulgaria, joins us to fill the K-9 role after the retirement of K-9 Vlasko in October of 2023.



Officer Danna and K9 Raya



Raya during extensive training to serve the Sturbridge Community

We are incredibly grateful for generous donations from Massachusetts Vest-a-Dog, Yankee Spirits and many other community members who selflessly keep the Sturbridge Police K-9 programs up and running!

EXECUTIVE TRAINING & LEADERSHIP

The Justice System Training and Research Institute at Roger Williams University in Bristol, R.I., in partnership with the New England Association of Chiefs of Police, recently recognized Lieutenant Larry Bateman for successful completion of the command Training Mid-Management Course.

Classroom and on-line coursework addressed contemporary concepts of management and leadership relevant to the responsibilities of the middle police manager in a modern criminal justice agency. Topics included exploring leadership capacity; data analysis, planning and project management, leadership in the 21st Century, organizational communications, and legal issues in employment.



Lieutenant Larry Bateman completes
Command Training: Mid-Management Course
at Roger Williams University

The Sturbridge Police Department recognizes that leadership is not something that comes naturally with the rank itself, it must be a continuous effort that is achieved through personal and professional development. This includes on-the-job experience along with formal training. We are thankful to have such a great partnership with Roger Williams University, which always provides top-notch leadership training.

Sergeant Paul Janson attended and completed the Command Training Series First Line Supervisor Course, a two-week comprehensive training program for police supervisory personnel. This course was also hosted by The Justice System Training and Research Institute at Roger Williams University in Bristol, R.I., in partnership with the New England Association of Chiefs of Police.

Coursework addressed contemporary concepts of management and leadership relevant to the responsibilities of first line supervisors in a modern criminal justice agency. The program, presented by experienced academics and law enforcement practitioners over a two-week period discussed topics including operational leadership and management principles, problem-solving, organizational and interpersonal communications, labor relations, disciplinary issues, and ethical decision-making. Graduates of the session represented police departments from throughout New England.



Sergeant Paul Janson receives completes
Command Training Series:
First Line Supervisor Course

PATROL DIVISION

Undoubtedly the backbone of any police agency, the patrol division is responsible for maintaining public safety by patrolling neighborhoods, responding to emergencies, and by conducting traffic stops. The patrol division performs a vital function in a variety of emergency situations.

While responding to the needs of residents and business owners is an essential element of the Sturbridge Police Department's patrol division, a community policing approach is what drives our agency. Citizen Academies, Car Seat Checkpoints, Kids Fairs, Road Races, National Night Out, Seniors and Law Enforcement Together (SALT) are just a few programs uniformed officers participate in to highlight our commitment to the approach and mindset of community policing.



Patrol Units shadow buses to ensure a safe return to school for Sturbridge students



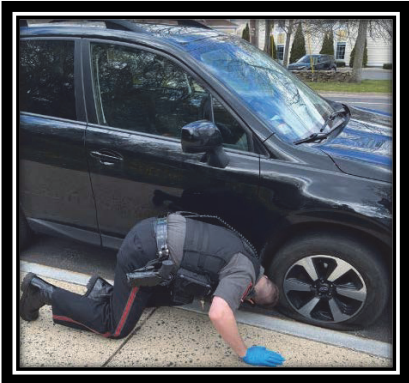
Sturbridge Police provide mutual aid for a missing child who was found safe



Patrol Officers respond to a motor vehicle crash



Patrols diverting traffic to keep public safe



Sturbridge Officer assists motorist with flat tire

TRAFFIC SAFETY



Sergeant Fortier conducting traffic enforcement

Effective traffic safety measures contribute to overall public safety by reducing the likelihood of traffic crashes involving serious injury or death. Focusing on traffic safety is essential in a town such as Sturbridge, with two major highways passing through as well as several tourist locations. The town draws thousands of visitors every year, in addition to our local residents and business owners.

Through grant funding from the Executive Office of Public Safety and Security, the Sturbridge Police Department has been able to further enhance the safety of our motoring public through programs such as Winter Impaired Driving; Occupant Protection (Click it or Ticket), Car Seat Safety, Pedestrian and Bicyclists Safety, Hands Free Operation (Distracted Driving) Education, Summer Speed Enforcement Operations, and Summer Impaired Driving (Drive Sober or Get Pulled Over). Officers work overtime to ensure these assignments are completed.

Mothers Against Drunk Driving (MADD) is a non-profit organization dedicated to raising awareness about the dangers of drunk driving. MADD works to support victims of drunk driving and prevent future occurrences through education and other activities to save lives on the road. Officer Garrett Danna and Officer Zachary Marderosian were recipients of the 2023 MADD award for their efforts in combating drunk and drugged driving.



Lieutenant Bateman and Sergeant Fortier pose with M.A.A.D award recipient Officer Marderosian

AAA TRAFFIC SAFETY HEROES

The Sturbridge Police Department is the proud recipient of the AAA National Gold Award for the agency's dedication to traffic safety within the community. This honor is awarded to agencies which undertake traffic safety initiatives aimed at protecting citizens while simultaneously promoting civic engagement. The Traffic Safety Hero Award is a recognition given to individuals who have demonstrated exceptional efforts in ensuring, promoting, and enhancing road safety. Recipients of such awards are those who have raised awareness, implemented increased safety measures, or taken action which has positively impacted traffic safety in their communities. The Sturbridge Police Department is proud to spotlight two staff members who received this award.



Lieutenant Lombardi poses with Traffic safety Hero Award Recipient, Officer Thomas Hine

Officer Thomas Hine helps to teach traffic safety through school and driver's education programs, bike safety events, and crosswalk stings. In addition, Officer Hine demonstrated exceptional efforts in speed and impaired driving enforcement and was recognized as a Traffic Safety Hero.

In recognition for her dedication to the safety of the Sturbridge community, Lead Dispatcher, Barbara Boiteau was presented with the prestigious AAA Traffic Safety Hero Award. Lead Dispatcher Boiteau spends countless hours installing car seats for our community members, and conducts car seat check points throughout the year to educate and ensure the safety of all.



Chief Dessert and Lieutenant Lombardi pose with Traffic Safety Hero Award Recipient, Lead Dispatcher Boiteau

COMMUNITY POLICING

Community Policing is a strategy which focuses on building strong relationships between law enforcement agencies and the communities they serve. It involves collaboration and active engagement between police and local residents to identify and solve issues effecting the community. The goal is to create a safer environment by fostering trust, mutual respect, and cooperation between law enforcement and the public. This approach often includes community outreach events and other programs which involve officers working closely with the community to address concerns and to prevent and deter crime.



Two legged and four legged Sturbridge Officers engage with residents during national night out

National Night Out is an annual community-building campaign which promotes community partnerships and neighborhood camaraderie. The event aims to create a sense of unity between the police and the community and to encourage residents to collaborate with local police to build safer neighborhoods.

Safe bicycle skills and education are important to keep riders rolling. During the Sturbridge Bike Rodeo, we covered just that, all while having fun of course!



Rocky supervises riders at the Sturbridge Bike Rodeo



Sturbridge Police Officers along with Surrounding community officers assist with school bus evacuations



Sgt. Fortier pictured with Daisy Troop 65340!



Officer Forcier high-fives Special Olympian, Matthew

Community policing goes beyond visual presence and surface engagement with those who work and live locally. The Sturbridge Police Department places great value on building individual relationships with community members. An excellent example of this is the connection between town resident Matthew Cosentino and Officer Forcier. Officer Forcier had the honor of presenting Matthew his silver medal at the Special Olympic Games on June 10th of this year.



Officer Forcier was not only able to cheer Matthew on during the games, but invited him to the Public Safety Complex later that month where he and Sergeant Paine gifted Matthew with photos from their day together.



The Sturbridge Police Department continues to show support for those members of the community who love someone with autism by redesigning the SPD shoulder patch in their honor.



Donate a coat for a veteran in need

Made possible through generous donations from Ocean State Job Lot Charitable Foundation, Coats4Vets provides services and goods to meet critical needs of veterans and their families. The Sturbridge Police Department provided assistance by collecting coats at Gillette Stadium and facilitating distribution to local veterans. Coats4Vets extends beyond the Town of Sturbridge across the Commonwealth of Massachusetts with the goal of reaching as many veterans in need as possible.

DISPATCHERS

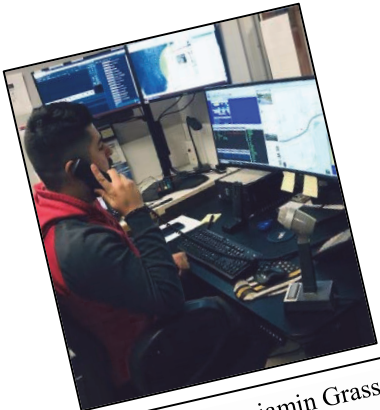
With over thirty thousand calls for service in 2023, it should not be a surprise that the communications center is the heart that keeps the Sturbridge Police Department operating effectively and efficiently. Being an Emergency Dispatcher requires the ability to multitask, strong communication skills, and quick decision-making. This vital expertise allows for the proper handling of both expected and unexpected situations. From assessing situations and allocating resources to relaying critical information and providing remote, real-time instruction to help those in need, a dispatcher's job is challenging to say the least. However, the Sturbridge Police Department currently has seven full-time dispatchers and four part-time dispatchers who make it look easy through their dedication, focus, and professionalism.

To highlight the vital need for professionalism and rapid, focused decision making in this role, below are details of a 911 call fielded by Dispatcher Patricia Lupacchino on June 4th, 2023. The caller stated an unresponsive child had been pulled from a swimming pool. After quickly dispatching necessary support, Dispatcher Lupacchino began providing life-saving instructions via Emergency Medical Dispatching protocols. She then dispatched Officer Nicole Patterson and Officer Garrett Danna who arrived on scene and took over CPR until EMS arrived. First responders were able to regain the child's pulse on scene before the young boy was taken to the hospital and treated for several days. No doubt in part to Dispatcher Lupacchino and the responding team's actions, the child made a full recovery. All involved members of the agency will be recognized with lifesaving awards at a later date.



Dispatcher Lupacchino poses with her well-deserved award for efforts of saving the life of a young child

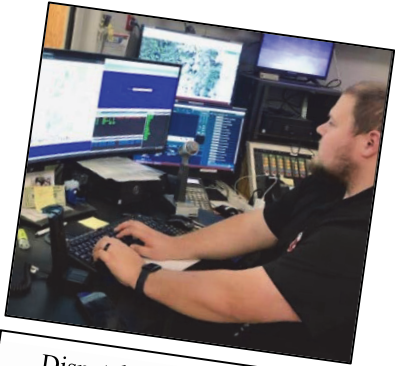
FULL TIME DISPATCHERS	PART TIME DISPATCHERS
Barbara Boiteau, Lead Dispatcher	Ashley Griffin
Toniah Maloney, CPR/First Responder Instructor	Matthew Cole
Patricia Lupacchino, CTO	Michele Rosano
Keri Leonard	Meghan Cassavant
Benjamin Grasso	
Aaron Berry	
Leah Corriveau	



Dispatcher Benjamin Grasso



Dispatcher Toniah Maloney



Dispatcher Aaron Berry



CAR SEAT INSTALLATION



School Resource Officer,
Nicholas Mardirosian
Inspects car seat

Child safety seats are the most important equipment used to protect children during car travel. Choosing the right type of car seat involves factoring in the child's age, weight and height. Infants and smaller children need rear facing seats due to their size and development where older, larger children can be in forward facing seats and eventually transition to booster seats. Many new and even experienced parents could be unaware that child seats should not be used second hand and must be replaced in even minor accidents.

CERTIFIED CHILD SAFETY SEAT INSTILLATORS

Barbara Boiteau, Lead Dispatcher

Nicholas Mardirosian,
School Resource Officer

Colby Tytula, School Resource Officer/
Comfort Resource K-9

Ashley Griffin, P/T Dispatcher

Proper installation and secure harnessing are crucial elements of car seat safety. Parents should also check manufacturer guidelines and be aware of recalls. Regular inspection and adjustment ensure the necessary protection of the child. These are some of the many reasons why the community benefits greatly from the numerous car seat check points hosted by Sturbridge Police Department's four certified members (listed above) which take place throughout the year.

The Sturbridge Police Department Car Seat Technicians inspected and assisted multiple parents/guardians in the correct installation of child safety seats throughout 2023. This agency, with the assistance of a grant funded by the Executive Office of Public Safety and Security (EOPSS), was able to provide families in need with the appropriate child seat. Our technicians inspected, installed, or corrected numerous child seats throughout the year. The Sturbridge Police Car Seat Technicians held 71 installations / inspections throughout the year. In addition, they conducted several check points throughout the year in various location in town.



Members of the Sturbridge Police
Department Conduct car seat check point

CEMLEC

The Sturbridge Police Department is a proud member of the Central Massachusetts Law Enforcement Council (CEMLEC). CEMLEC is an organization consisting of over 80 municipal law enforcement agencies and one county Sheriff's Office that assist each other through a mutual aid agreement. CEMLEC covers a land area of over 1,600 square miles and serves a population in excess of 750,000 citizens across four counties.

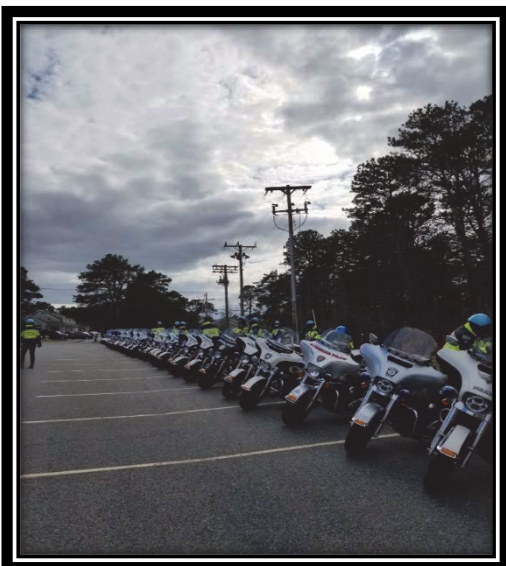
Member agencies are fully insured and authorized to operate throughout all areas CEMLEC covers. CEMLEC augments local departments by providing specialized services, equipment and personnel while ensuring that the requesting police chief maintains overall control of law enforcement activities. The Sturbridge Police Department has members on the CEMLEC SWAT Team, Crisis Negotiation Unit, K9 Unit, Drone Unit, and Motor Unit. Our Motor Unit officers have assisted with large events across the Commonwealth including the Pan-Mass Challenge here in Sturbridge as well as the Boston Marathon.



Officer Thomas Giordano, team member CEMLEC SWAT Team



Officer Garrett Danna, CEMLEC K-9 Team Member



CEMLEC Motor Unit participation at Boston Marathon
(Pictured Left)

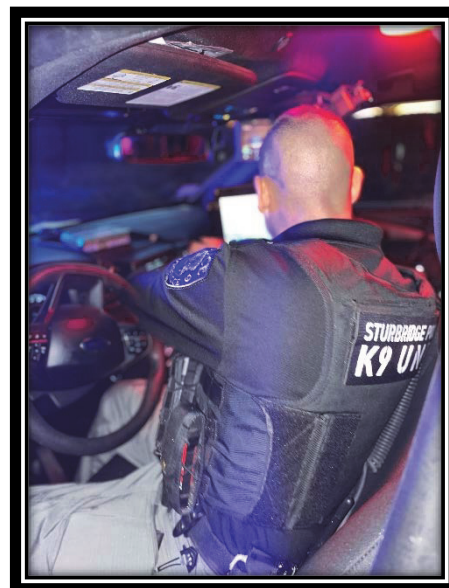
MANDATED AND SPECIALIZED TRAINING

The Sturbridge Police Department continuously strives to improve the training, knowledge, skills, and abilities of all of our employees. Each one of our officers is trained annually on implicit and explicit bias. Additionally, each officer receives in service training on subjects vital to their performance in the field such as officer wellness, courtroom testimony, report writing, legal updates, and OUI enforcement.

Sturbridge Police Officers also attended many advanced training classes over the past year such as Proactive Criminal Enforcement, K-9 Training, All Terrain Vehicle Safety, and Crisis Intervention Training.



Sturbridge Police Officers attended training with the new All Terrain Vehicle. The course was hosted by the Massachusetts Environmental Police.



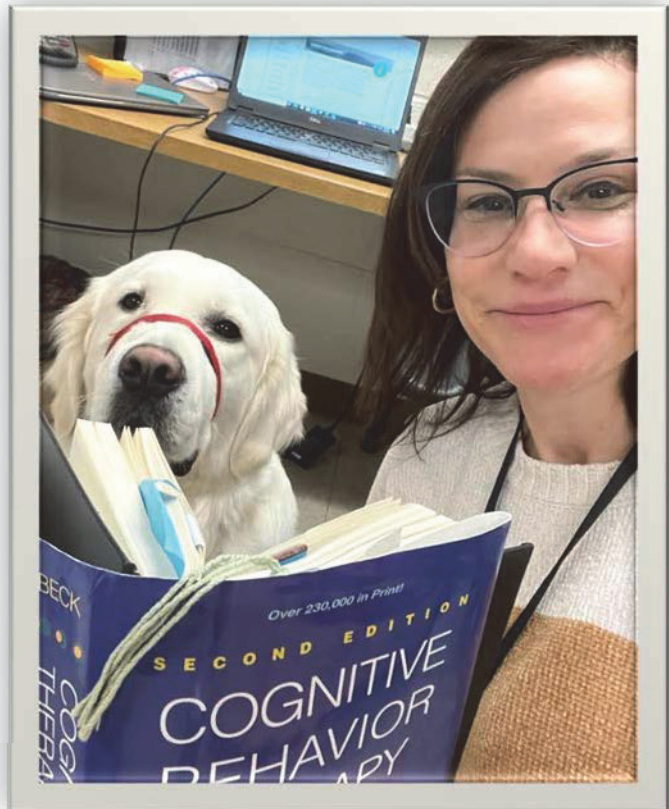
CLINICIAN PROGRAM

The Law Enforcement Clinician Support Program has been in full swing for over a year now with full-time Licensed Clinical Social Worker Lucy DelRossi assisting in 317 calls for service. Having a mental health professional co-respond to calls has helped officers provide the best, most comprehensive, therapeutic approach possible to those experiencing a mental health crisis. This includes alternatives to arrest as well as additional options for non-criminal and substance abuse calls.

Lucy comes to us through Riverside Community Care with this partnership funded through a grant from the Commonwealth of Massachusetts Department of Mental Health. Given the overall success and positive impact on the community, the Sturbridge Police Department applied for and received continued funding to sustain the program. We are grateful for our partnerships with the Department of Mental Health and Riverside Community Services and look forward to continuing to offer this considerable benefit to the Town of Sturbridge.



Clinician Lucy DelRossi helps out at SALT Picnic



Clinician Lucy DelRossi and Comfort Resource K-9 Rocky know the importance of continued education

INTERNSHIP PROGRAM

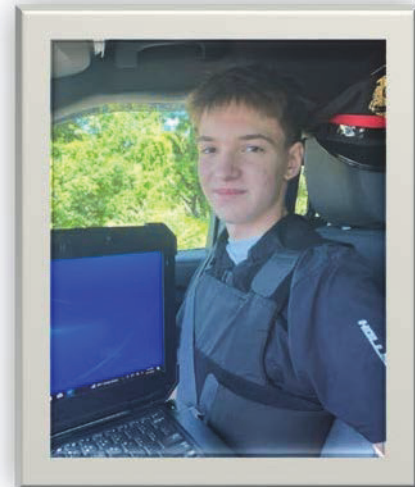
The Sturbridge Police Department Internship Program allows students to gain valuable workplace experience coupled with guidance and support of a staff member. This helps our interns develop strong professional skills which would be valuable in the Law Enforcement sector or any field they choose to pursue. Interns observe and assist leadership staff, ride along with patrols, observe dispatch, and assist the Court Officer in performing a variety of administrative tasks. Tantasqua Regional High School Students Lantana Meisl and Cole Jalbert were 2023 Sturbridge Police Department interns.



Sergeant Paine and Lieutenant Lombardi
pictured with SPD Intern Lantana Meisl

Intern Lantana Meisl and Sergeant Sean Paine were honored with the Student-Mentor Team Award at the River East School-to-Career breakfast for their collaboration during Lantana's internship with SPD. We are grateful for the recognition of the strong relationship the Sturbridge Police Department has worked to build with the staff and students of Tantasqua Regional High School. Please join us in congratulating Lantana on her admission to George Washington University!

Tantasqua Regional High School senior Cole Jalbert interned with the Sturbridge Police Department for two semesters, getting valuable learning experience in the field of Law Enforcement. Cole particularly enjoyed the ride-a-long experience. As you can see from his expression, there may have been a few nerves, but ultimately it was tough for him to contain his excitement!



Intern Cole Jalbert gears up for a ride-a-long

SCHOOL RESOURCE OFFICERS

Officer Tytula is now in his second year at Burgess Elementary School and he continues to have a close working relationship with school administration and staff to maintain a safe environment for the students. With the assistance of his K9 partner, Community Resource Dog Rocky, the team works very closely with school staff to assist students and staff members whether they are in crisis or just having a tough day. Officer Tytula and Rocky frequently visit classrooms and have participated in reading programs with the students such as Read Across America.

Since becoming a School Resource Officer, Officer Tytula has successfully completed the Basic SRO Course through the National Association of School Resource Officers (NASRO). In addition, Officer Tytula has completed NASRO's Adolescent Mental Health training as well as all required yearly in-service training. Officer Tytula is trained as a Sexual Assault Investigator, radKIDS Instructor, and ALICE Instructor.

Officer Tytula has also completed numerous specialized trainings such as Crisis Intervention Training (CIT), Autism and Law Enforcement Education Coalition (ALEC) training, and de-escalation techniques for police officers.

Officer Tytula keeps very busy in his role at Burgess Elementary School by providing safety lessons to students in topics such as Halloween Safety, How to Call 9-1-1, Bicycle Safety, and Internet Safety. He is available to respond to and investigate any threat that arises during the school day. He also investigates incidents occurring outside of school which make an impact on students during their school day.

Officer Mardirosian is now in his third year as being the School Resource Officer for the Tantasqua Regional Senior High and Junior High School. Officer Mardirosian continues to be in positive spirits as the students have now adapted to the post COVID culture. Officer Mardirosian has been working closely with the new school administrators as well as the students to try and create a positive perspective on police inside the school. Officer Mardirosian recognizes the importance of an officer being inside the school and loves the challenge to make every person feel safe inside the school.

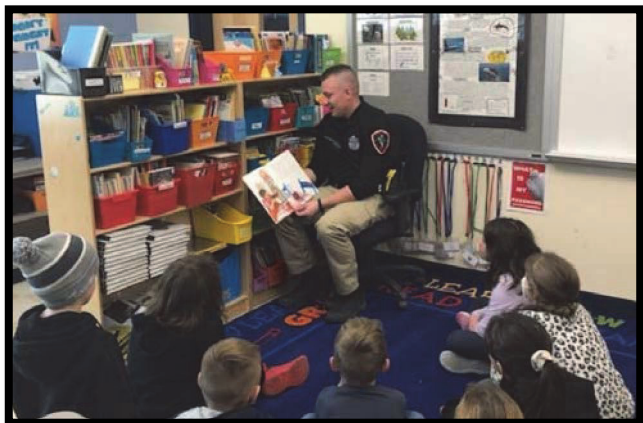
Since becoming the new School Resource Officer, Officer Mardirosian has successfully completed the National School Resource Officer (NASRO) schooling. He is a highly trained police officer in a variety of disciplines. Some of Officer Mardirosian's training includes, Sexual Assault Investigator, Cellphone and Social Media Investigator and advanced street level drug recognition for patrol officers.

Officer Mardirosian has received additional training during which includes, Crisis Intervention Training (CIT); Youth Advanced Critical Incident Training (YCIT); Autism and Law Enforcement Education Coalition (ALEC) training; Alert Lockdown, Inform, Counter, Escape (ALICE) instructor training; Rape, Aggression, Defense (RAD) instructor training; Resisting Aggression Defensively (RAD for Children) instructor training; Homeland Security Active Threat Intergraded Response Course (ATIRC) training; and yearly in-service training.

Officer Mardirosian continues to remain busy as the students are now fully adapted to being back to a normal school atmosphere. He will be working closely with the Senior High Health Department for the last semester of school where he plans on assisting with training female seniors in RAD. He continues to respond and

investigate any threat and crime that arises during the school day. He works closely with administration in trying to find alternative redirection as opposed to criminal charges.

Officer Mardirosian tries to leave a positive impact with the students and continues to teach many classes between the two schools. These classes include: Internet Safety, Consent, Bullying/Harassment, Domestic Violence, Vaping, and Substance Abuse. Officer Mardirosian also coordinates and plans the school's annual ALICE drill.



ANIMAL CONTROL OFFICER

An Animal Control Officer or ACO is responsible for enforcing state and local laws related to the welfare and safety of animals. For the last seven years ACO Michelle Connors has done just that for the Sturbridge Community. From investigating animal complaints involving suspected abuse or neglect to barn inspections, Animal Control Officer Connors does it all. In 2023 Officer Connors received 186 calls for service and helped several beloved pets find their way back home to their families, just a handful of which are highlighted below.



Potato



Animal Control Officer Connors loves and cares for ALL animals, including ones with scales!



Scooby



Mika



Jasmin

EXECUTIVE ASSISTANT

As a sixteen-year veteran of the department, Executive Assistant to the Chief of Police, Melissa Rozzen is a vital player of the Sturbridge Police team. The Executive Assistant role provides administrative support by managing and scheduling meetings, facilitating correspondence, handling confidential information, preparing reports, payroll, and other clerical duties. Melissa is involved in countless behind-the-scenes tasks which keep daily operations of the Sturbridge Police Department running smoothly.



SENIORS AND LAW ENFORCEMENT TOGETHER (SALT)

The Seniors and Law Enforcement Together program, also known as SALT, deeply values the relationship the Sturbridge Police Department has with its older adults. Offering monthly meetings that can be social, educational or both, allows us to stay connected with the older adults in the community. In addition to monthly trainings or social functions, we also host two larger and highly anticipated annual events, the senior cookout, and the spaghetti dinner. Both of these events, which are an enormous undertaking, are coordinated by Lead Dispatcher Barbara Boiteau and overseen by SALT Liaison Sergeant Paine. These programs are well attended by residents and Police Officers alike. Our SALT team works together to advocate for action to ensure that seniors live in a healthy, safe, enjoyable, and vibrant community. The team acts as a communication link between older adults and service providers, increasing awareness of services for older adults and supporting older adults in the community.



Chief of Police, Earl Dessert, addresses the seniors at this year's S.A.L.T. picnic



Lieutenant Lombardi chats with seniors at the S.A.L.T. picnic

This year's SALT picnic was once again a huge success with close to 30 older adults in attendance. Firefighter/Paramedic Steve Joyce grilled all of the hamburgers and hot dogs and members of both departments served lunch. Food was donated by Hearthstone Market, the Senior Center, and the family of Lead Dispatcher Barbara Boiteau. A good time was had by all.



FF Joyce and Sergeant Paine play corn hole with the older adults

The second marquee SALT event is the holiday dinner. A special thank you to the Hamilton Rod and Gun club for donating their function hall for the event. Thanks also to the Hearthstone Market and Village Pizza for the generous food donations and to the businesses in town for all the support and donations which made this event special. This event is cherished by the members of our department and older adults alike.



S.A.L.T. holiday dinner festive decorations



Seniors socializing at the holiday dinner

TOY DRIVES

In Partnership with Old Sturbridge Academy and the US Army National Guard 101st Field Artillery Regiment the Sturbridge Police Department helped facilitate 1,267 toys reaching families in need this holiday season through Operation Holiday Cheer!

Pictured to the right, Members of the Sturbridge Police Department work with Second Lieutenant John McNeil and First Sergeant Bruce Nicely work to bring toys to families this holiday season



Cops 'N' Kids is an annual collaboration between law enforcement, the Lions Club and local residents to collect and distribute toys to children in need during the holiday season. The program aims to foster positive relationships between police officers and citizens while bringing happiness to children who may face economic challenges.



Sergeant Janson and Officer Crevier receive generous toy donations



Sergeant Hillary Murray represents SPD at toy collection

STUFF A CRUISER



Sturbridge Officers at Stuff the Cruiser event earlier this year

Prior to the start of school this fall, the Sturbridge Police Department held a “Stuff the Cruiser” event to collect school supplies for local families in need. People were kind enough to donate backpacks, notebooks, folders, pens, pencils, crayons and more.

We are incredibly grateful for the generosity of our community who were so willing to contribute resources for students who may be experiencing economic hardship or other hurdles.



Officer Tytula and Officer Mardirosian buried in donated school supplies from the Stuff the cruiser event



Sturbridge Command Staff and School Resource Officers and Comfort K-9 pose next to a cruiser full of school supplies collected through the Stuff the Cruiser event

DOMESTIC VIOLENCE HIGH RISK TEAM



Clinician Lucy DelRossi, Sergeant Hillary Murray, and Sergeant Sean Paine during a DVHRT meeting.

The Domestic Violence High Risk Team (DVHRT) Model is a nationally recognized domestic violence homicide prevention framework with the goal of preventing intimate partner homicides and near-lethal assaults. Our local team is comprised of members of the Worcester District Attorney's Office including the Program Coordinator, Assistant District Attorneys from Dudley District Court, Victim Witness Advocates, Domestic Violence Advocates, the Department of Transitional Assistance, New Hope, and all the police departments from the southern Worcester County area.

The purpose of DVHRT is to make early identification of the most dangerous cases through evidence-based risk assessment. The team meets on a monthly basis to identify high risk offenders and monitor their progress through the criminal justice system. The team assists in providing support services for high-risk victims, and conducts a coordinated response to high-risk cases. With all members of the team working together and sharing information, we can make a greater impact. The goal of the DVHRT is to reduce intimate partner violence by both monitoring specific high-risk cases and closing gaps in the domestic violence response system.

Sgt. Hillary Murray and Clinician Lucy DelRossi are the two members of our department assigned to the team. They are both actively involved in the DVHRT. Besides monitoring offenders, they assist victims in accessing resources while they navigate life as a survivor of domestic violence. If you or someone you know is a survivor of domestic violence, please do not hesitate to contact our agency for assistance and resources.



The DVHRT during its December meeting.

EMERGENCY MANAGEMENT

In Sturbridge, the Office of Emergency Management operates under the direction of Emergency Management Director, Chief Earl Dessert and Assistant Emergency Management Director, Lieutenant Larry Bateman who support the tireless efforts of the Emergency Management Program Coordinator, Matthew Wyke. While considered a part time employee, Mr. Wyke dedicates countless hours toward disaster preparedness for the Town of Sturbridge and it shows thorough his exceptional communication, professionalism, and passion for the role. Mr. Wyke's drive and commitment do not go without notice.

Emergency Management is the process of strengthening a community against disasters and other hazards through the ever-evolving cycle of planning and preparing, building stronger (mitigation), responding to events, recovering, learning from those events, and planning anew. Improving communication and coordination are critical to this as well. We strive to accomplish this through grant acquisition, planning, coordination, event organization, utilization of our Community Emergency Response Team (CERT), management of our Emergency Operations Center (EOC), deployment/response as needed, and any other task presented to us.

2023 has proven to be as busy as previous years, but the Office of Emergency Management was finally able to pivot from predominately COVID-19 related activities into more general planning and operations. Through a lot hard work and coordination with both the Massachusetts Emergency Management Agency (MEMA) and the Federal Emergency Management Agency (FEMA), the Office of Emergency Management was able to recover \$297,295.31 in COVID-19 related emergency expenditures with the potential for more.

The office has been working diligently on the Town's Comprehensive Emergency Management Plan (CEMP). This is a massive compilation of various plans, protocols, and guidelines which provides critical information and governs how the Town operates in an emergency or planned event. Some examples of the plans found within the CEMP include 3 different emergency sheltering plans, crisis response plans for each school, a Continuity of Operations Plan (COOP), and Point of Distribution (POD). The POD allows the Town to coordinate with other agencies to get emergency supplies like food, water, or tarps to its citizens after a disaster. Greater planning and preparation often leads to improved outcomes so the Office of Emergency Management continues to work diligently in this field.

The Office of Emergency Management also strives to obtain grant money to improve the town. Much of the equipment utilized by our Emergency Operations Center and CERT members come from these grant funds. There are currently at least 5 concurrent grants managed by this office.

One such grant is called the Hazardous Materials Emergency Preparedness Grant (HMEP) and is used to train our Police Officers in basic hazardous materials response. The first part of the training was an event which included various town departments and private businesses. The event was geared towards how to handle a hazardous materials incident. We then held a training simulation designed around a hazardous material incident. Special thanks to OFS for their assistance in this exercise. We are looking to hold another hazardous materials training event in the coming months.

Emergency Management also continues to develop operational plans (EAPs), coordinate, and deploy to numerous public events. The annual Pan Mass Challenge continues to require a large commitment from public safety across the entire region. This year saw more than 28 volunteers from CERT and Medical Reserve Corps as well as the Department of Fire Services assisting Police, Sheriff, Fire, and Emergency Management personnel. This combined effort goes a long way in keeping race goers, and the people of Sturbridge, safe.

Emergency Management also assists with smaller road races and other public events to ensure safety of the public. These have all proven successful and hopefully continue to grow. Our planning and preparations for these events continue to grow as well, ensuring that all of Public Safety is ready, willing, and prepared to keep the public safe.

Public education and information is also incredibly important, so the Office maintains a cache of free safety and preparedness handouts; including children's preparedness games which are available to the public. If your group or organization would like to know more about emergency management or general preparedness, please reach out to Matthew.Wyke@sturbridgepd.com.

The Office of Emergency Management continues to build connections as well as improve our preparedness supplies, sheltering capabilities, Emergency Operations Center functionality, and general town wide coordination. We plan to continue this in the years to come, ever improving the Town's resilience and better protecting the residents of Sturbridge.

COMMUNITY EMERGENCY RESPONSE TEAM C.E.R.T.

The C.E.R.T. team is a group of almost 17 civilians who volunteer their time to train on preparedness and safety, first aid, fire safety, light search and rescue, and more. These invaluable volunteers then protect their community, support first responders during emergencies, and assist and protect the public during events. You may have seen them directing traffic during a road race, manning a cooling shelter, or handing out preparedness fliers during an event on the Common. CERT works in concert with Tri-EPIC Regional Emergency Planning Committee.

In 2023 our CERT members volunteered more than 337 hours in service to the public. That results in over \$13,000.00 in value to the town. They are an incredible asset which we are fortunate to have. We are so very grateful for all of our CERT volunteers for all they have done this year to protect the Town of Sturbridge and beyond.

Every year seems to get busier and busier for CERT. The Town of Sturbridge maintains one of the largest and most active teams in the area. Sturbridge CERT has also been coordinating with numerous other CERT entities across Worcester County. This year, our CERT has worked with other teams from Charlton, Brimfield, Southbridge, Dudley, Oxford, Douglas, Auburn, Warren, West Brookfield, Worcester, Shrewsbury, Paxton, Holden, West Boylston, Sterling, and Leominster.

The goal of this network is to share in training, coordinate in deployments, and generally support each other and our communities. This coordination has proven tremendously successful, with some of the highest participation that we have seen and more requests for assistance.

As a result of this coordination, Sturbridge CERT saw two emergency requests for assistance. The first occurred during a cold snap in February when the City of Worcester opened a warming shelter and needed assistance operating for additional days. CERT members from Sturbridge, Charlton, and Douglas deployed and kept that shelter running.

The other occurred during the severe storms in December when trees and telephone poles toppled all over town. You may have seen our C.E.R.T. members out in the rain, directing traffic and keeping vehicles off of dangerous roadways. These volunteers are truly something special.

Unfortunately, this year CERT also saw the retirement of two of our members, Donald Cummings and Michael Metras. Their dedication to the Town of Sturbridge over the years made a real impact to the community and they will be sorely missed. Thank you both for everything you've done.

Current list of our current CERT members:

Russ Berry	Andi Hengen	Debra Ryzewski	Peter Zeh
Jackie Brogna	Susan Irving	Michelle Scott	Raki Zwiebel
Deanna Callahan	Paul LePage	Daniel Soper	
Michael DeMauro	Claire Matlak	Dawn Toon	
Paul Girard	Jennifer Neely	Erin Weeden	

Congratulations to our two newest Sturbridge CERT members, Paul Girard and Russ Berry. Paul and Russ completed a rigorous 12-week training course which included instruction on disaster preparedness, disaster medical operations, fire safety, and light search and rescue. During the last portion of their training, Russ and Paul responded to a simulated mass casualty incident where they were responsible for tending to wounded role players and triaging multiple victims simultaneously. Our CERT is an incredible force multiplier and we count on them for a great number of assignments throughout the course of the year. They help us with Pan-Mass Challenge, the Burgess Bear 5k, and many other town events. If you are interested in joining Sturbridge CERT, please contact Jennifer Neely at CERT@sturbridgepd.com.



CERT Members in training



PROFESSIONAL STANDARDS REVIEW

The purpose of the Sturbridge Police Department’s Professional Standards Unit is to establish a system for the receipt, investigation, and resolution of complaints of misconduct received against sworn members of the Department. Our goal is to ensure that the integrity of this agency is maintained using a system of internal discipline where an impartial and objective investigation will make certain that fairness and justice will be served to both the Officer and the complainant. Complaint types are classified in two categories, Supervisory Inquiry and Internal Affairs Complaint. Complaint types are categorized by the seriousness of the complaint. Less serious offenses are classified as Supervisory Inquires which can be investigated by a patrol sergeant. Internal Affairs complaints are for serious offenses which may result in a letter of reprimand, suspension, demotion and/or termination. All complaints are normally investigated by an active member of the administrative staff, such as a Sergeant, Lieutenant or the Chief of Police. The outcomes are defined as follows:

Unfounded: The investigation conclusively proved that the act or acts complained of did not occur, or the member named in the allegation was not involved in the act or acts, which may have occurred.

Exonerated: The act or acts, which provided the basis for the allegation or complaint occurred, however, the investigation revealed they were justified, lawful, and proper.

Not Sustained: The investigation failed to disclose sufficient evidence to clearly prove or disprove the allegation made in the complaint.

No Finding: The complainant failed to disclose promised information needed to further the investigation.

Sustained: The investigation disclosed sufficient evidence to clearly prove the allegation made in the complaint. If a complaint is sustained disciplinary action will follow up to termination and or criminal charges depending on the incident.

Below is an annual review for 2023 of complaints generated both internally and externally:

	Total	Unfounded	Exonerated	Not Sustained	Sustained	No Finding
Supervisory Inquiry	8	1	0	4	3	0
Internal Affairs	3	1	0	0	2	0

ACCREDITATION

Police accreditation refers to the official recognition and certification that a law enforcement agency has met specific standards and criteria set by the professional accrediting body, the Massachusetts Police Accreditation Commission (MPAC). This “gold standard” of policies and practices for law enforcement agencies signifies that the organization adheres to high quality procedures, and ethical standards in our daily operations. Accreditation is often seen as a mark of credibility and commitment to excellence within the field of Law enforcement.

On May 19th, 2023 the Sturbridge Police Department was officially reaccredited. Pictured below is the re-accreditation award for the Sturbridge Police Department. The department has been part of the MPAC’s Program for over a decade and we continue to adhere to the law enforcement profession’s best practices and comply with the program requirements as a professional 21st century police department.

Under the leadership of the Accreditation Manager, Lt. Joseph Lombardi, the Sturbridge Police Department was assessed in March by a team of Commission-Appointed Assessors. The Assessment Team found the department to be in compliance with all applicable standards for accreditation.

The re-accreditation process takes three full years and going through the process requires intense self-scrutiny, team work and agency accountability. Ultimately, we conduct a quality assurance review of our agency to ensure we are meeting the highest standards in our profession.

To conduct the initial self-assessment, Lieutenant Lombardi established an Accreditation Team consisting of Sergeant Paine, Sergeant. Murray, Officer Tytula, Officer Widing Dispatcher Maloney, and Dispatcher Griffin. The group worked diligently together on policy review, policy updates and self-assessment to ensure that the department was in compliance.

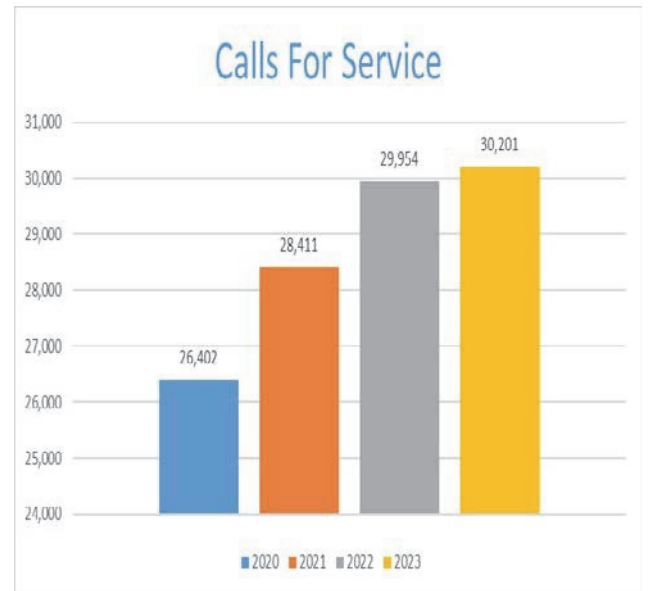
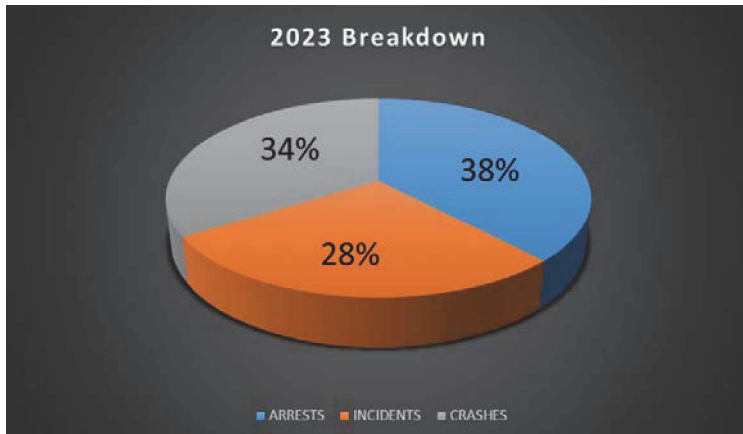
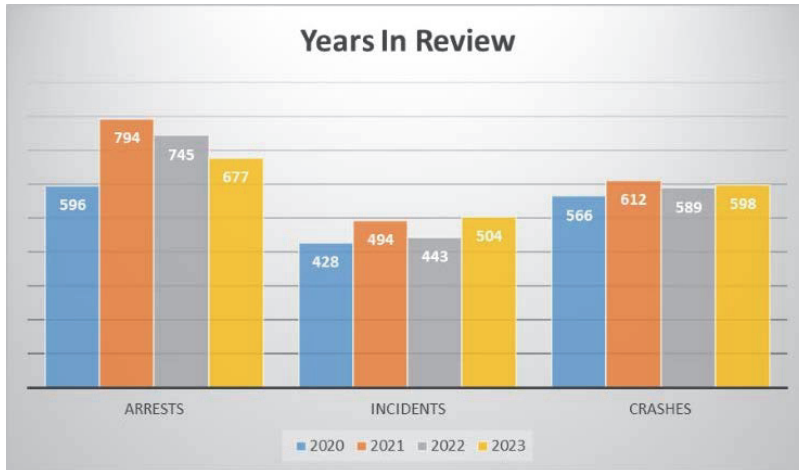
This achievement is truly a department-wide effort where each and every member of the Sturbridge Police Department helped us succeed in many ways throughout the long process. We remain proud and thankful of all of the men and women of the Sturbridge Police Department. Their commitment to the process underscores their dedication to operating under the best and latest police practices. Being an accredited agency really speaks volumes of their commitment to our agency and the community of Sturbridge.



STATISTICS

Total number of calls for service taken in 2023: 30,201

Total number of reports taken in 2023: 1,779



GRANTS AND DONATIONS

In 2023, the Sturbridge Police Department was awarded numerous grants that enabled the department to cover and/or defray costs on several operations, initiatives and events. Below are some of the notable awards:

GRANT	FUNDING AGENCY	PURPOSE	AMOUNT FUNDED
2022-2023 HMEP	Massachusetts Emergency Management Agency	Tabletop Exercise for Hazardous Materials	\$400.00
EMPG CCP	Massachusetts Emergency Management Agency	Equipment for CERT Members	\$5,000.00
Arrest Diversion Program-CIT Training	Department of Mental Health	Specialized mental health and crisis training for officers and dispatchers	\$9,550.00
Arrest Diversion Program-Clinician	Department of Mental Health	To reduce or eliminate the time people with mental health and substance abuse disorders spend incarcerated or with criminal charges	\$113,250.00
FY 2024 911 Training Grant	State 911	To assist with training and salaries for dispatchers	\$31,911.96
FY 2024 Support and Incentive	State 911	To assist with salaries, wages, and supplies for the communication center	\$61,506.00
FY 2024 Body Worn Camera	Executive Office of Public Safety and Security EOPSS	To enhance our video technology by purchasing Body Worn Cameras that work in conjunction with our car video system	\$12,933.00
FY 2024 Road Safety Grant	Executive Office of Public Safety and Security EOPSS	To enforce/educate the motor public on distracted driving, impaired driving, crosswalk enforcement, speed and more	\$19,406.45
FY 2024 JAG	Bureau of Justice Assistance	Purchase and Implementation of FLOCK System	\$18,250.00
2022-2023 HMEP	Massachusetts Emergency Management Agency	Hazardous Materials Emergency Preparedness	\$5,000.00
TOTAL AMOUNT			\$277,207.41

DONATIONS

A special thank you to the community members and stakeholders for the generous donations that the Sturbridge Police Department received throughout this past year. These funds support our youth and K-9 programs. The total amount received in donations is listed below

TOTAL AMOUNT RECEIVED	\$6,434.00
------------------------------	-------------------

LOCAL AND STATE PARTNERSHIPS

The Sturbridge Police Department wants to express immense gratitude to Senator Ryan Fattman and Representative Todd Smola for securing funding for the new SPD canine cruiser. The 2023 Ford Police Interceptor comes at a crucial time, as our current 2013 canine cruiser is out of service due to necessary repairs after surpassing 150,000 miles.

Senator Fattman and Representative Smola have not only facilitated the acquisition of the new canine cruiser, but also played a key role in our ability to purchase body worn cameras which were implemented earlier this year. We are grateful for their continued support, and their dedication to public safety. We feel extremely fortunate to have them representing the Sturbridge community. On behalf of the men and women of the Sturbridge Police Department, we thank them for their continued support of public safety.



Chief of Police Earl Dessert, Lieutenant Joseph Lombardi, Lieutenant Larry Bateman, Town Administrator Robin Grimm, Senator Ryan Fattman, and Representative Todd Smola pose in front of the brand new 2023 Ford Interceptor Canine Cruiser that Sen. Fattman and Rep. Smola helped secure funding for! THANK YOU!

PERSONNEL

Police	Dispatchers
Chief Earl Dessert	Lead Dispatcher Barbara Boiteau
Lieutenant Joseph Lombardi	Toniah Maloney (CPR/First Responder Trainer)
Lieutenant Larry Bateman	Patricia Lupacchino (CTO)
Sergeant Sean Paine	Keri Leonard
Sergeant Hillary Murray	Benjamin Grasso
Sergeant David Fortier	Aaron Berry
Sergeant Paul Janson	Leah Corriveau
Detective Ronald Obuchowski	Ashley Griffin (P/T)
Officer Daniel Hemingway	Matthew Cole (P/T)
Officer Jeffrey Forcier (Court Officer)	Michelle Rosano (P/T)
Officer Scott Crevier	Meghan Cassavant (P/T)
Officer Garrett Danna (K-9 Officer)	
Officer Thomas Giordano	
Officer Colby Tytula (School Resource Officer / Comfort Resource K-9)	
Officer Nicole Patterson	
Officer Nicholas Mardirosian (School Resource Officer)	
Officer Zachary Marderosian	
Officer Benjamin Hoffman	
Officer Marc Widing	
Officer Deven Kingman	
Officer John Calcagni	
Officer Jeffery Lavallee (P/T)	
Officer Thomas Hine (P/T)	
Officer Darren Cook (P/T)	
Michelle Connors (Animal Control Officer)	
Lucy DelRossi (Clinician)	
Melissa Rozzen (Executive Assistant)	

NEW HIRES

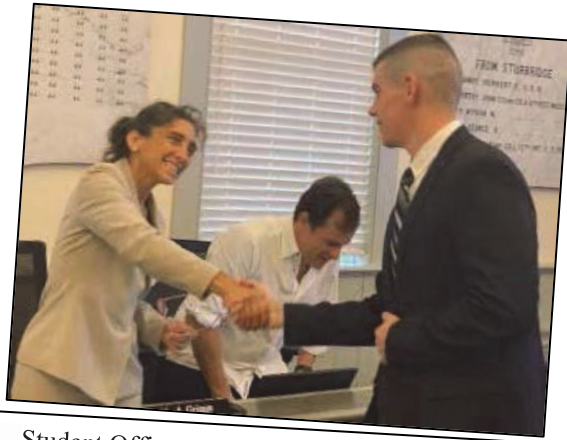
RESIGNATIONS

Dispatcher, James Warner 3/21/23	Dispatcher, Trevor Bresse 11/16/23
Dispatcher, Keri Leonard 8/28/23	Dispatcher, Trisha Towns 9/14/23
Dispatcher, Benjamin Grasso 9/6/23	Dispatcher, Carrie Soule 3/7/23
Dispatcher, Aaron Berry 10/3/23	Dispatcher, Crystal Comtois 9/13/23
Dispatcher, Leah Corriveau 12/19/23	Dispatcher, James Warner 7/24/23
Officer, Marc Widing 2/7/23	Officer, Steven Leitao 12/20/23
Officer, Bradford Merkel 4/19/23	Officer, Bradford Merkel 10/4/23
Officer, Steven Leitao 7/28/23	Officer, Derek Ames 5/30/23
Student Officer Deven Kingman 8/28/23	Officer, Corey Giguere 2/8/23
Officer, John Calcagni Jr. 11/7/23	

WELCOME NEW HIRES



Officer Marc Widing displaying his diploma while posing for a picture with Sturbridge Police command staff



Student Officer Deven Kingman shakes hands with Sturbridge Town Administrator, Robin Grimm after being unanimously appointed by the Select Board



Welcome Dispatcher Aaron Berry to the SPD family!



Officer John Calcagni Jr. takes oath of office Presented by Sturbridge Town Clerk, Lynne Girouard



Welcome Dispatcher Keri Leonard to the SPD family!



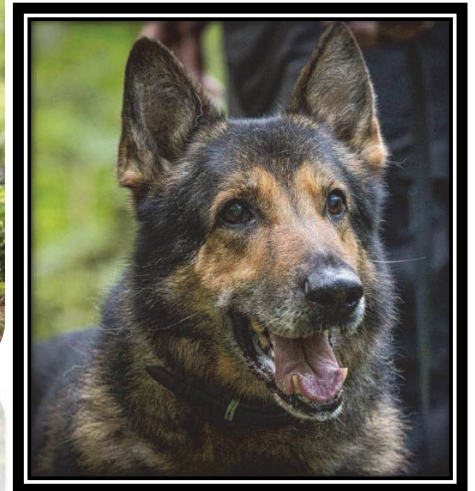
Welcome Dispatcher Leah Corriveau to the SPD family!



Dispatcher Benjamin Grasso pictured with his father and Sturbridge Fire Chief, John Grasso after completing Public Safety Communication Academy

RETIREMENT OF K-9 VLASKO

Please join us in wishing K-9 Vlasko a happy and healthy retirement as of October 2023! Vlasko served not just the Town of Sturbridge but assisted with searches throughout his ten years on the job in Hampden and Worcester Counties. We are grateful for Vlasko and his handler, Officer Daniel Hemingway's commitment to the Sturbridge community over the last decade. Upon retirement, Vlasko will get to live out his days residing with Officer Hemingway and family getting to rest and play as much as his heart desires!



PAW-SITIVE VIBES



After joining the Sturbridge Police Department in November of 2022, Resource comfort K-9 Rocky, with the help of his handler and School Resource Officer Colby Tytula, received his Good Citizen Certification. This allows the dynamic duo to provide emotional support to not just the students at Burgess Elementary School but throughout the community. Studies show the comfort provided by support animals is proven to reduce stress, and alleviate symptoms of anxiety, depression, and other mental health conditions particularly during challenging situations. Their presence often promotes a sense of security and emotional stability for those in need.

Rocky also celebrated his first Birthday while employed with the Sturbridge Police Department. He was spoiled with extra cuddles and treats from all his fans at Burgess Elementary School who got to see him on his special day.

Please keep an eye out for Rocky and Officer Tytula as they make appearances throughout town and be sure to stop and say hello!



SAVING ONE OF OUR OWN

Officer Jeffrey Lavallee retired from the Sturbridge Police Department in July of 2021 with over 30 years of service! Officer Lavallee began his career with the Sturbridge Police Department in September of 1996 where he was a valued member of the agency and committed to providing exceptional service to the community.

Although retired, Officer Lavallee continues to meet all law enforcement training requirements and certifications in order to remain a member with the agency as a part-time police officer. Do not be fooled by the term, “part-time” as Officer Lavallee plays an intricate role within the agency. In addition to filling patrol vacancies and traffic details, Officer Lavallee can be found patrolling our lakes in the summer time.

On Sunday, December 17th, 2023 Officer Lavallee’s wife found him on their bedroom floor, unconscious. Officer Lavallee was not breathing and did not have a pulse. Officer Lavallee’s family began CPR. Once CPR was in progress, Officer Lavallee’s wife contacted the Sturbridge Police and Fire Department requesting help.

Dispatcher’s Aaron Berry and Benjamin Grasso immediately proceeded to deploy the appropriate resources while providing medical attention over the phone. In the meantime, Officer’s Daniel Hemingway, Garrett Danna, and Nicole Patterson were dispatched to Officer Lavallee’s residence. Upon arrival, the officers rendered medical attention and continued to perform CPR while awaiting the arrival of the Sturbridge Fire Department/Paramedics. This team of professionals were able to get a pulse prior to Officer Lavallee being transported to Harrington Memorial Hospital. Officer Lavallee was not there long as he was transported to the University of Massachusetts Hospital where he had emergency surgery. Officer Lavallee spent the next four days in a medically induced coma, and on a ventilator. Officer Lavallee remained at UMass in the intensive care unit while recovering from a massive heart attack.

We are incredibly grateful and proud to announce that Officer Lavallee is back on his feet and has made a full recovery! It is without doubt that his wife and family as well as our department heroes, saved his life! We look forward to recognizing the efforts and professionalism of the dispatchers and police officers involved with lifesaving awards at a date still to be announced.



SOCIAL MEDIA

The Sturbridge Police Department benefits from being an active social media participant in a variety of ways. First, it is a powerful tool for community engagement and fostering transparency by allowing us to share information, updates and safety tips directly with the public and in real time. This has proven to strengthen our relationship with the community through enhanced communication with not only local residents and local business owners but all who pass through the Town of Sturbridge. Additionally, social media can aid in crime prevention and even help gather tips and identify suspects to encourage citizens to play a role in the safety of the Sturbridge community. Lastly, of course it is also fun to share regular updates and details on upcoming events, activities and more! Please follow, retweet or “like” us on the following platforms to stay connected:



SturbridgePD



sturbridge_pd



sturbridgepd



@sturbridgepd

Thank you for taking the time to review the Sturbridge Police Department’s 2023 report. We hope you found it informative, and we thank you for your continued unwavering support throughout the years! May you all have a happy, healthy 2024!

**In Safety,
Chief Dessert**

FIRE DEPARTMENT 2023 ANNUAL REPORT

Dear Residents of Sturbridge,

On behalf of the members of the Sturbridge Fire Department, thank you for taking the time to review our annual report. The Sturbridge Fire Department has provided fire protection, rescue, emergency medical services (EMS), and fire prevention/education to the Town for over 89 years. Founded in 1934 as a largely volunteer effort, the department continues to adapt and grow with the ever changing world of fire and emergency medical service delivery. Today, our staff of fifteen (15) full time firefighters, plus the Fire Chief, Deputy Fire Chief and three (3) part-time firefighters, strive to better themselves through continued and expansive training and education. We work diligently to maintain all of our equipment in order to deliver the highest quality emergency services to our community whenever duty calls. In addition, we attempt to inspect all publically accessible buildings, helping to ensure the safety of all their occupants and visitors. We do these things for you, our customers.

Personnel

The most valuable asset that any organization has is its people. The Sturbridge Fire Department staff is a dedicated group of firefighters always striving to provide the best customer service possible. During 2023, the Department sought candidates to fill vacancies within both its full time and part time staff. After several months of reviewing resumes and conducting interviews, we welcomed several new people to the Department including FF Joseph Doldoorian and FF Michael Gelinis to the full time roster. These two firefighters were hired as new additions to the full-time roster. Doldoorian and Gelinis attended the Massachusetts Firefighting Academy, Recruit Class #103. Doldoorian finished at the top of the class, with Gelinis a close second. Doldoorian was recognized with the Martin McNamara Award.

The Department also added two new part time firefighter/EMTs to the roster with FF/EMTB Jeffrey Hastings and FF/EMTB Jeffrey White. They are National and State certified Emergency Medical Technicians. FF Hastings has several years of firefighting experience with the Wales FD and FF White has several years of firefighting experience with The Brookfield FD.

Grants

In 2023 the Department was fortunate to receive a grant Massachusetts Department of Fire Services in the amount of \$10,070 to use toward the purchase of a personal protective equipment. Last, but not least, The Department received \$3,531 and \$2,002 respectively for our SAFE and Senior SAFE programs from The Department of Fire Services. On behalf of the Town and The Sturbridge Fire Department, thank you for your kindness and generosity.

Apparatus

2023 was a typical year for apparatus with one new addition to the fleet. Through an earmark from the Commonwealth of Massachusetts, we were awarded funds to purchase a new Command Vehicle for Car 1. This allowed for a designated vehicle to be passed down and assigned to the newly created Full-Time Fire Prevention Officer. In addition to Car 1 we are anxiously waiting the delivery of a new Ambulance to replace Ambulance 3 and a replacement for Car 10 which is the shift supervisor's response vehicle. Unfortunately, both vehicles have been delayed by the ongoing nationwide supply chain issues.

All apparatus continued with our routine maintenance program along with annual pump testing and certification, ground ladder testing and Aerial Ladder testing and certification. All structural firefighting hose is in the process of being replaced through Capitol funding, most of our current in service hose dates back to the 1980's and 90's and will be completely replaced within the next few months.

Another initiative in 2023 was the evaluation and replacement of apparatus tires, as always Firefighter safety is one of our highest priorities. National Fire Protection Association (NFPA) 1911, Standard for the Inspection, Maintenance, Testing, and Retirement of In-Service Emergency Vehicles, 8.3.6 states that tires must be replaced every seven years.

During our examination of apparatus tires we discovered that several vehicles in the fleet had tires in service far beyond that recommendation. All tires on front line Apparatus beyond the 7-year recommendation were replaced.

Fleet description

Engine 1 – 2010 E-One Typhoon Class A pumper, 6-person cab. 1500 gallon per minute, Hale single-stage pump. 1000-gallon water tank and a 30-gallon Class A foam tank. Engine 1 carries, fire attack and supply hose, 6 SCBA's with spare bottles, hand tools, saws, ground ladders and the reserve Jaws of life tools. The remaining life expectancy of Engine 1 is 8 to 10 years.

Engine 2 – 2021 Pierce Enforcer PUC Class A pumper, 5-person cab. 1500 gallon per minute Waterous single stage pump. 1000-gallon water tank and a 30-gallon Class A foam tank. Engine 2 carries, fire attack and supply hose, 5 SCBA's with spare bottles, hand tools, saws, ground ladders and a primary set of Holmatro Jaws of life tools. The remaining life expectancy of Engine 2 is 20 to 25 years.

Tower 1 – 2005 E-One Cyclone II, 95' Mid-Mount Tower Ladder. 2000 gallon per minute Hale single stage pump, 300-gallon water tank and an on-board hydraulic generator. Tower 1 also carries 4 SCBA's and spare bottles, hand tools, saws, ventilation fans and multiple different size ground ladders.

Tower 1 was purchased used in 2017 to replace Ladder 1 which was a 1976 Maxim. Unfortunately, we have had ongoing major maintenance issues with the vehicle during our ownership. Tower 1 was out of service for almost the entire year of 2023. On the return

trip from extensive repairs Tower 1's motor was blown and a complete new motor was installed at Alliance Truck Center in Hartford Connecticut.

Following its return all members went through extensive re-training which was kicked off by the local E-One Authorized dealer. During the year 2023 we relied solely on ground ladders and Mutual Aid for any incidents requiring Aerial Ladder device. Tower 1 was officially placed back in service during the final week of 2023.

The remaining life expectancy of Tower 1 is at best 5 to 7 years, replacement planning for Tower 1 should be in the works soon for two reasons:

1. The cost of a new Aerial device currently is 1.5 – 2 million dollars
2. The lead time for a new Aerial device can be as long as 4-5 years

Tanker 1 – 2010 E-One/Kenworth Tanker/Pumper. 2000-gallon tank and a 1250 gallon per minute Hale single stage pump. Tanker 1 is equipped with a 12" newton dump valve and a 2100-gallon portable tank. Tanker 1's primary purpose is water supply but can be used in fire attack as it also carries attack and supply hose, basic firefighting hand tools and 2 SCBA's with spare bottles. The remaining life expectancy of Tanker 1 is 10 to 12 years.

Rescue 1 - 1997 Freightliner FL 70/ EJ Murphy Rescue body. Rescue 1 carries a set of Holmatro vehicle extrication tools, stabilization rescue jacks, lifting air-bags, Hazardous materials equipment, water rescue equipment and a variety of extrication and firefighting hand tools. Rescue 1 also has a 250 gallon per minute PTO pump, 300-gallon water tank and an on-board 10000kw generator.

Rescue 1 has outlived its life expectancy and is on borrowed time. We have applied for Federal Grant funding to replace this vehicle, unfortunately the grants have not been approved. A Capitol Request has been submitted for the fy25' budget for replacement. If approved and ordered, we are still looking at 36-48 months before the vehicle will be delivered.

Brush 1 – 1979 AM General 5 ton 6x6 military surplus vehicle. Brush 1 has a 1000-gallon water tank and 2 high pressure forestry pumps along with forestry firefighting hose, hand tools and a chainsaw. Brush 1 was obtained at no cost from military surplus and most of the equipment has been repurposed from older apparatus. The remaining life expectancy of Brush 1 is 5 to 10 years

Brush 2 – 2015 Ford F-550 Firematic/BRAT (Brush Rapid Attack Truck) 350 gallon per minute pump, 300-gallon water tank and a 10-gallon Class A foam tank. Brush 2 carries forest fire fighting hose, hand tools, a floating pump and a chainsaw. Funding for Brush 2 was obtained in 2014 through a FEMA AFG Grant at very little cost to the town. The remaining life expectancy of this vehicle is 20 to 25 years

Ambulance 1 - 2019 Ford/ Horton E-350 Type III ALS Ambulance

Ambulance 2 – 2016 Ford/Lifeline F-550 Type I ALS Ambulance

Ambulance 3 – 2010 Ford/Specialty Vehicles E-450 Type III ALS Ambulance. A-3 is our back-up Ambulance, it's replacement has been ordered, unknown delivery date at this time.

DIVISION REPORTS

Fire Prevention

The Fire Prevention Division is the foundation for our efforts in community risk reduction. The Fire Prevention division is charged with the responsibility of conducting fire safety inspections for all residential properties, businesses, town buildings, and the enforcement of the rules and regulations of 527 CMR: The Massachusetts Comprehensive Fire Safety Code, and MGL c. 148: The Massachusetts Fire Prevention Regulations, and is overseen by Deputy Chief David Martell, our designated Fire Prevention Officer. Delegated responsibilities include the permitting and inspection of all propane installs, fuel oil burner and tank installs, plan review for all property undergoing a change of use as well as all new construction, sprinkler installations, fire alarm installations, and so much more. 2023 was another impactful year for Fire Prevention in the town of Sturbridge. The Lieutenant of Fire Prevention is designated primarily to Fire Prevention activities, and has been significantly impactful in increasing the safety of all town citizens, visitors, and employees. Lieutenant Ashe is the designated lieutenant of fire prevention, serving as the town fire inspector, and resource for all activities related to code enforcement, code review, plan review, permitting, and all other functions associated with fire prevention. She is credentialed as a Fire Prevention Officer Level 2, which is the highest available Fire Prevention Officer credential available through the Massachusetts Firefighting Academy. She regularly attends continuing education through the Fire Prevention Association of Massachusetts, educational offerings through the National Fire Protection Agency, and has taken several courses through the National Fire Academy, including Residential Sprinkler Plan Review. In addition, Lt. Ashe completed a Bachelor's Degree in Fire Science through Anna Maria College, this past spring. The coursework was essential in expanding her critical thinking capabilities and over-all knowledge as a firefighter in an administrative role. Since stepping into the position in April of 2022, Lieutenant Jennifer Ashe has been able to categorize all commercial occupancies according to risk, and set them onto a schedule for fire and life safety inspection compliance. Lt. Ashe has developed and solidified a good working relationship with the business owners throughout town, promoting cooperation and a shared approach for strategy toward safe practices and the maintenance of safe environments. Compliance to the Fire Code is approached from both a prescriptive and performance based stance. Lieutenant Ashe has striven to stay abreast of new products, solutions, and strategies developed in the protection industries, in order to present and strategize options for solutions to achieve compliance with the businesses and property owners throughout town. Fire Prevention has worked with multiple citizens to address various hazards throughout town. Of note, we have been able to increase the safety and likelihood of survival for some of our at-risk populations. Fire Prevention has partnered with the Building Department and Board of Health to address found unfit and unsafe conditions at various occupancies. In partnership with the other town officials and entities, the Fire Prevention Division has helped to ensure that all businesses and projects, both

existing and proposed, are designed and maintained to promote and maintain the requirements and intentions of all applicable safety codes.

It is important to point out that the Fire Prevention division is also responsible for all origin and cause fire investigations. Firefighter Matthew Bonneau is a fully certified Fire and Arson Investigator. He is the primary investigator for incidents that may occur in Sturbridge, but also serves as a team member for the District 7 Fire Investigation team. All Fire Investigations are approved by Chief John Grasso.

Training

I am proud to write that in 2023, Fire Department personnel engaged in a record setting 3058 hours of training. This training was focused on various topics including firefighting, emergency medical services (EMS), special operations rescues, inspections, fire investigations, and professional development. In order to accomplish such a feat, the department conducted a wide range of training through means such as demonstrations, class lectures, discussions, online learning, and practical training evolutions.

The majority of training is delivered by the department comes in one of three forms: department-wide, group, or individual. In years past, department members came together one weekend a month for a department-wide training sessions. In between, group trainings were conducted while on duty at the discretion of the shift commander. Over the past year, the training division has begun to shift from this model to focus on more group trainings. This is beneficial in that it allows personnel who consistently work together to consistently train together. These group trainings are designed to be short but in-depth as time is limited due to our call volume.

To facilitate this effort, the training division publishes a lesson plan each month which highlights the key talking points and provides practical training exercises to aid in understanding the topic. Groups are free to conduct the training during any shift they want. During other shifts, shift commanders often conduct training on topics they deem necessary to improve their group's skills. Major training topics which require an external person to teach, or those that require significant coordination, equipment, or personnel are still done as a department. As always, personnel are encouraged to, and frequently do, take advantage of individual classes too.

This year, the department had various personnel take classes offered through the Massachusetts Fire Academy, the National Fire Academy in Emmitsburg, Maryland, Fire District 7, and through private organizations. In addition to the voluntary training, department members completed all required annual refresher training on topics that fall under federal and state regulations, such as HAZMAT operations, bloodborne pathogens, rapid intervention, and updates to the Massachusetts statewide treatment protocols.

Because of their dedication to honing the craft of firefighting and EMS care, several of our members were able to complete specialized training and obtain certifications through the Massachusetts Fire Academy.

Deputy Chief David Martell – Fire Prevention Officer II
Lt. Matthew Roderick – Fire Officer III
Lt. Jennifer Ashe – Fire Officer II
FF Matthew Bonneau – Fire Instructor I, Fire Officer I, Fire Prevention Officer I
FF James Towns – Fire Instructor I
FF Michael Gelinias – Massachusetts Fire Academy Call Volunteer Recruit Program
FF Joseph Doldoorian – Massachusetts Fire Academy Call Volunteer Recruit Program

Finally, the training division expanded mid-year and added two assistant training coordinator positions. FF Matthew Bonneau and FF James Towns have taken on the additional responsibility which has allowed the training division to greatly enhance its capabilities. The training division now produces informational flyers regarding a tool related to the monthly fire training as well as producing a monthly training bulletin. In addition, we are now able to provide a minimum of 2 hours of EMS training per month. Thank you to these two members for stepping up and taking on these additional responsibilities.

In closing, the department has made great strides in terms of conducting training as well as documenting the training completed. I would like to thank all the personnel for putting in the effort to be the best firefighters and EMS providers that they can be.

Emergency Medical Services (EMS)

The Sturbridge Fire Department strives to supply the highest level of pre-hospital medical care to the residents of Sturbridge, surrounding communities, and visitors to our town.

The year 2023 included training our EMS personnel to comply with the Massachusetts Nero's Law. This Law requires EMS agencies to equip and train their EMS personnel to apply basic first aid to injured or sick Police K9s. This involves a 3-hour class that includes hands-on assessment and treatment of K9s. Such topics in that class are physical assessment, documentation, CPR, bandaging, and tourniquets.

Another new training that is required of EMS agencies is the Active Shooter Hostile Event Response class. This is a 1.5-hour class which is a new standard for an active shooter/hostile event response. It was developed to address aspects of the process, from identifying hazards and addressing vulnerability to planning, resource management, incident management, incident management at a command level, competencies for first responders and recovery. This class is a lecture format/classroom training to explain the standard to all within the emergency services and to see how Sturbridge Fire Department would want to proceed for the future.

These trainings assist personnel in obtaining the necessary continuing education requirements set by the Massachusetts Office of EMS and the National Registry of Emergency Technicians on a two-year recertification cycle.

In 2023 the Sturbridge Fire Department welcomed part-time FF Jeffery White. FF White is a new EMT but a seasoned fire fighter from the Brookfield Fire Department where he is a lieutenant. FF White has been completing his new EMT orientation program here at Sturbridge Fire Department.

We have also seen FF Joe Doldoorian and FF Michael Gelinas change their employment status from part-time firefighter to full-time firefighter. During 2023 FF Jay Marcoaldi and FF Luke Quattrocelli have both progressed through paramedic school.

Lt. Jennifer Ashe was able to successfully complete the cognitive and skills evaluations in accordance with the curriculum of the American Heart Association Advanced Cardiovascular Life Support (ACLS) Instructor Program. She now can teach required ALCS classes to department members who require them.

During 2023 there have been numerous ambulance replacement committee meetings to replace our Ambulance 3, a 2010 Ford E-450 ambulance. We anxiously await its replacement which is scheduled to be delivered in late summer / early fall 2024.

The Sturbridge Fire Department had 1624 EMS related requests for service in 2023. Group 2 was the busiest group with 548 EMS related calls for service. Ambulance 2 had the highest number of responses assigned to it with 801.

Public Education

The goal of the Public Education/SAFE division of the Sturbridge Fire Department is to educate the community on how to prevent harmful fires/other emergencies and to educate them on how to survive these incidents when they occur. Public education in public safety is a proactive method of reducing emergencies and the damage/harm caused by them. The programs we conduct follow a community risk reduction model in combination with all other areas of services provided by the Sturbridge Fire Department. It can never be quantified the number of incidents that are prevented due to proactive community education and outreach. When incidents are unavoidable, the efforts of this division of the Sturbridge Fire Department give our community the best chance at survival with multifaceted knowledge and strategies.



Community education plays a vital role in ensuring our message of fire and life safety reaches everyone. With a large diverse audience from children to older adults, the approaches/methodology vary from presentation to presentation however the important safety messages remain the same for all. The goal is to prevent property loss, injuries and deaths. Through the efforts of our SAFE/Senior SAFE Coordinator Firefighter/Paramedic Joyce along with many other assisting SFD personnel, this critical lifesaving information is shared with the entire community throughout each calendar year. We continue to apply for grants from Federal, State and Local sources to fund these community risk reduction initiatives. These grants enable the Sturbridge Fire Department to continue to bring safety education out into the community. Without them our outreach into the community would not be possible.



The Sturbridge Fire Department SAFE division continues to adapt the public education outreach mission as we continue into the future. We have an ongoing three-way collaboration between the Sturbridge Senior Center -Council on Aging, Sturbridge Police Department and Sturbridge Fire Department. We conduct regular public education events with our older adult community at the Senior Center. The topics covered range from fire safety tips to preventing falls and other medical emergencies. We continue to have educational programs at Burgess Elementary School and have also started outreach into Tantasqua Junior High School and Tantasqua High School. We visit with our many day care facilities located in Sturbridge as well. Many community events take place throughout the year with the SAFE program being present: Sturbridge Farmer's Market, National Night Out as two such examples. Social media also continues to be a great avenue of communication for public safety messages. The use of technological methods of communication has proven to be valuable in augmenting the in person programs.



The Public Education/SAFE division of the Sturbridge Fire Department will always remain an active, difference-making initiative in Sturbridge. We take pride in our community connections and collaborations with several town agencies. We enjoy delivering these safety messages out into the community we protect as well as allowing people to get to know our personnel, our apparatus, and our equipment in person before an emergency. The safety of all persons in Sturbridge is our mission.

Roster

Full-time Personnel

Chief John A. Grasso, Jr.
Deputy Chief David Martell
Lt. Matthew Roderick
Lt. Jennifer Ashe
Lt. Sean Moynagh
Lt. Jonathan Becker
FF Stephen Joyce
FF Matthew Bonneau
FF James Towns
FF Robert Moynagh
FF Douglas Cutler
FF Michael Ashe
FF Jay Marcoaldi
FF Luke Quattrocelli
FF Christopher Whynot
FF Joseph Doldoorian
FF Michael Gelinas

Part-time Personnel

FF Ryan Mullen
FF Jeffrey Hastings
FF Jeffrey White

I wish to remind our community members that we are here 24 hours a day, every day, to serve you. Feel free to call us anytime you have a question or a concern, or if you just wish to stop in and see your fire station, please do so. Our doors are always open to you!

John A. Grasso, Jr., JD, MBA, MSOL

Sturbridge Fire Department Response Statistics for 2023



INCIDENT TYPE	# INCIDENTS
Station: 1 - Headquarters	
Fire, other	2
Structure fire	13
Mobile property (vehicle) fire	11
Natural vegetation fire	21
Outside rubbish fire	2
Special outside fire	2
Overpressure rupture, explosion, overheat, other	1
Overpressure rupture from steam (no ensuing fire)	1
Overpressure rupture from air or gas (no fire)	1
Explosion (no fire)	3
Excessive heat, scorch burns with no ignition	11
Rescue emergency medical call (EMS), other	1
Medical assist	6
Emergency medical service (EMS) incident	1,602
Lock-In	2
Search for lost person	1
Extrication, rescue	5
Electrical rescue	1
Rescue or EMS standby	6
Flammable gas or liquid condition, other	2
Combustible/flammable spills & leaks	15
Chemical release, reaction, or toxic condition	8
Electrical wiring/equipment problem	18
Accident, potential accident	5
Attempted burning, illegal action	2
Service call, other	12
Person in distress	10
Water problem	10
Smoke, odor problem	3
Animal problem or rescue	3
Public service assistance	191
Unauthorized burning	3
Cover assignment, standby at fire station, move-up	6
Good intent call, other	18

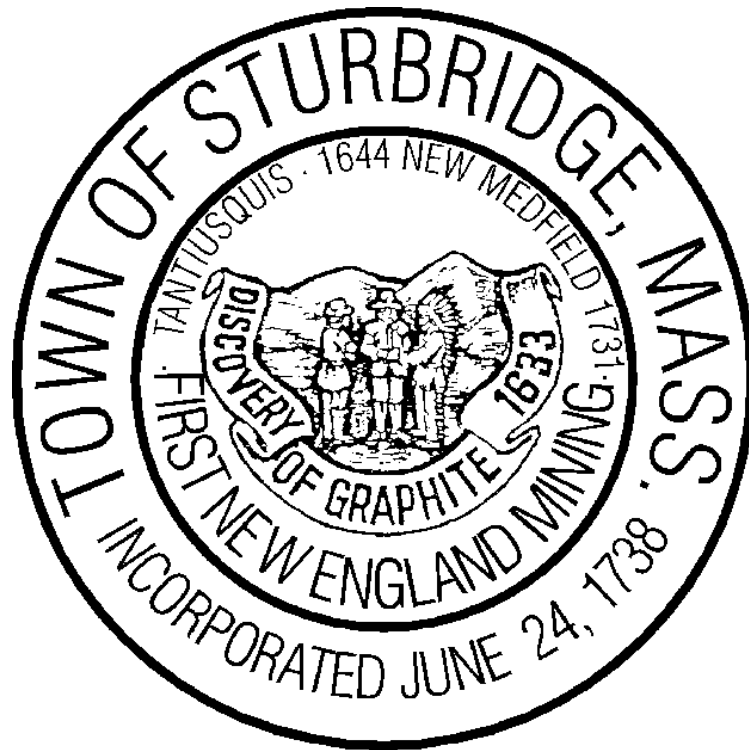
INCIDENT TYPE	# INCIDENTS
Dispatched and cancelled en route	60
Wrong location, no emergency found	18
Controlled burning	5
Steam, other gas mistaken for smoke	11
HazMat release investigation w/ no HazMat	8
False alarm and false call, other	5
Malicious, mischievous false alarm	1
System or detector malfunction	86
Unintentional system/detector operation (no fire)	183
Special type of incident, other	3
Citizen complaint	3
Other	4

Total Incidents 01/01/2023 to 12/31/2023

2,385

PUBLIC WORKS

2023



DEPARTMENT OF PUBLIC WORKS 2023 ANNUAL REPORT

The Department of Public Works consists of a Director, Heather Blakeley, twelve crewmembers, an administrator, and an operations manager when fully staffed. Heather Blakeley is the Director. The responsibilities of the Department include administration, supervision and operations of the Highway, Landfill, Water and Sewer Departments, Tree Warden and maintenance duties associated with Cemeteries and Recreational Department. The DPW conducts plan reviews for the Planning Zoning Boards and interacts with several other committees as needed.

The Town's Water/Wastewater contract operator remains Veolia Water North America Operating Services, LLC. Shane Moody is presently Veolia's manager of operations. The Department of Public Works has been involved with several on-going projects during the year and we are pleased with their completion.

The Department of Public Works submits the following list of work completed during this year's construction season.

Road Construction and Paving Mileage

- Leadmine Road (full depth reclaim and paving) 1.64 Miles
- Repair of washed out roadway and culvert on Copper Road
- Maple Street Waterline replacement completed, to be paved in 2024.
- Repaved entrance of Acorn and Cedar St to address icing issue, installed underdrain and adjusted catch basin elevations.

General Road Maintenance

Grading all public gravel roads (1.67 miles), brush cutting (50+ miles) and street sweeping (80 + miles) completed during this construction season. Maintaining private roads.

Beaver activity continues to be an ongoing and frequent problem on McGilpin, Champeaux, and Ladd Rd. These areas are regularly checked and grates cleaned, however, areas can be flooded frequently during heavy rain events. A Beaver Deceiver was installed in the complex of Ladd Rd beaver pond but a beaver dam located on private property still in causing ongoing flooding.

Guardrail Repair

- Repaired Guardrail and cement guardrail post on Brookfield Road
- Repaired guardrail on Holland Road
- Repaired cement guardrail posts on Wallace Road

Sidewalk Maintenance:

A subcontractor was hired to repair a section of sidewalk that were trip hazards along Rte. 20.

Roadside Litter:

Several truckloads of debris removed from the Town Road Right-of-Ways and various properties. Over 100 bags of litter, 10 tires, other miscellaneous items such as toilets, deer stands, couches and a mattress collected and properly disposed of this year. Please report any illicit dumping activities to the DPW or Police Department to help reduce this increasing ongoing problem. To all residents and volunteers who are providing support, thank you for your assistance

Drainage Structure Repair and Cleaning:

As part of DPW's ongoing catch basin cleaning program, 393 structures cleaned and inspected. Approximately, 20 structures repaired, replaced, or new covers were installed. Multiple drainage pipes were flushed and unclogged.

Due to the frequent and heavy rain events, drainage swales and catch basin tops were cleaned and maintained on multiple times this year. In addition, there were many gravel road and road edge washout requiring frequent maintenance and repairs.

Repaired drainage culvert and sinkhole at the intersection of Arnold and Lake Road.

Please do not rake leaves into the drainage swales, this causes clogging of the drainage system, which adds to flooding. In addition, leaf litter leaches nutrients into storm water runoff and contributing to pollution, causing algal blooms and other water quality concerns in our lakes and rivers.

Trail System:

DPW assisted in the bidding and oversight of the construction of a new trails parking lot off of Fiske Hill. DPW has assisted at trails on various weekend work sessions with staff and heavy equipment.

Miscellaneous Improvements:

- Bidding completed and construction started of 501 Main St parking lot, completion will be in spring of 2024. Delay due to MassDOT access permitting process.
- Improved drainage swales on Hamilton Road.
- 64,091 feet of double yellow line stripped, 15,135 feet of single yellow line stripped and during this construction season. The department also painted 85-stop lines town wide.
- Buried trash weekly at landfill. Mowed landfill twice.
- Removed and replaced Skating Rink (seasonally).
- Installed and removed sunshades on ball fields.
- Bidding assisted for fence installation at Turner Field, trimmed trees back, cleaned drainage swale. Fence installation completed in December 2023.
- Prepared pad for additional storage shed for recreation at Town Barn Fields.
- Flushed force main sewer lines.
- The completed 11 burials during this calendar year.
- The Department maintains over 70 vehicles for Town Hall, Fire, Police, Water, Sewer and DPW staff.
- Cleaned the Sewer drying beds multiple times.

- Mowed and cleaned retention ponds in sub-divisions.
- Moved Sr Center items for building rehabilitations.
- Assisted Water Department with 4 Arnold Rd new water connection due to the Sr Center Construction in area of existing water service.

New Equipment Purchased:

The DPW received in May a 2023 John Deere Backhoe, a 2023 John Deere Loader in July that is shared with the Landfill, a 2022 Utility Trailer in August, a John Deere ride on mower in October, and a 2023 Ford Explorer in December. The two other purchases will not arrive until 2024, which are a street sweeper and a catch basin truck.



2023 John Deere Loader



2023 John Deere Backhoe



2023 Ford Explorer



2022 Utility Trailer

Staffing:

The Department of Public Works has had many staffing changes this year including five new hires, two promotions, and four resignations and one discharge. DPW is pleased to announce the new hires for this year are Kyle St. Marie as Heavy Equipment Operator, Jeremy Chenier as Laborer/Driver, Matthew Obzurt as Heavy Equipment Operator, Matthew White as Heavy Equipment and Thomas Boudreau as Operations Manager. David Lamontagne accepted promotion as Crew Chief and Kyle St. Marie accepted position to Senior Equipment Operator. Kimberly Welton, David Bond, Matthew White, and Mark Augello has resigned from their positions and Thomas Boudreau was discharged as Operation Manager. In addition, Andrew Corbine was hired as assistance mechanic and will be starting in January 2024. At the end of 2023, the DPW has two open positions, Operation Manger and Foremen.

Thank you for your continued support.

Respectfully submitted,
Department of Public Works

WASTEWATER OPERATIONS 2023 ANNUAL REPORT

Veolia is proud to have successfully completed thirty-four years and six months of operation of the Sturbridge Wastewater Department as of December 31st, 2023. Our relationship with the Town of Sturbridge grows stronger each year as we continue to work together. This report summarizes the activities that took place during calendar year 2023.



Veolia staffs the Sturbridge Water Pollution Control Facility (WPCF) seven days a week, 365 days a year. We have an Operations and Maintenance (O&M) staff of nine, which is responsible for providing daily department operations and 24 hour emergency coverage.

All Veolia employees in Sturbridge are cross-trained between the Water and Wastewater Departments. They are assessed on an annual basis with regard to their training progress, level of responsibility, reliability, and work efficiency. Employees are compensated according to their level of performance in those categories.

The table below profiles the O&M staff of the Wastewater Department, showing job titles, project roles, and certification levels at the project in 2023:

Wastewater Department O&M Staff		
Employee	Title/Project Role	Certification Level
Shane Moody	Project Manager/Facility Manager	Grade VII
Joshua Earnest	Assistant Project Manager	Grade VII
Thomas Potvin	Operator III	Grade VII
Hunter Kelley	Operator II	Grade VI
Jacob Putis	Operator III/Operations Supervisor	Grade VI
Wayne Johnson	Operator/Maintenance Mechanic II	Grade III
Steven Saletnik	Operator III/Project Operator	OIT
Rory Allard	Operator I/Project Operator	OIT
Kimberly Welton-Pulsifer	Operator I/Project Operator	OIT

Veolia understands the importance of having highly-qualified and certified personnel operating the Water Pollution Control Facility and the Collection System, and we provide our employees with extensive training in many areas. Employees are encouraged to upgrade skills and achieve higher levels of certification through our ongoing training, certification bonus, and tuition reimbursement programs.

In 2023, there were six new sewer customers connected to the Wastewater Collection System. By the end of 2023, the Collection System served roughly 2,103 customers. Approximately 8% of the Water Pollution Control Facility's flow originates from local industry, 37% originates from commercial connections, and 4% originates from non-classified connections. The remaining 51% is domestic sewage generated by residential and public sources. In addition, the Facility accepts and treats septage wastes from private septic systems as well as leachate taken from the Sturbridge Landfill.

In 2023, the Wastewater Department performed the following services:

- Wastewater Department/system emergency calls 157
- Wastewater Collection System main/services repairs 3
- Wastewater Collection System inspections 15
- Environment One grinder pumps replaced 92
- Environment One grinder pumps rebuilt 5
- Environment One system inspection/startups (new) 8
- Environment One system startups/shutoffs (seasonal) 33/33
- Preventive maintenance work orders completed 2216
- Corrective maintenance work orders completed 163

Facility Performance – 2023

The Sturbridge WPCF has an average daily design flow capacity of 1.3 million gallons a day. It is an extended aeration activated sludge process with BioMag technology. It also utilizes tertiary treatment in the form of CoMag technology for additional solids, metals, and nutrient removal. The Facility is designed to meet all present National Pollution Discharge Elimination System (NPDES) Permit requirements and limits.

In 2023, the Facility effectively treated an average of 512,909 gallons of wastewater daily. This amounted to a total of over 187 million gallons of wastewater treated and discharged to the Quinebaug River. The treatment process had an annual average of 98.3% removal of solids entering the Facility. This Facility’s high quality effluent continues to protect the river while improving the water quality downstream. This was achieved through strict adherence to Federal and State regulations, expert process control, preventive and corrective maintenance, and a high level of personnel training. Over the past 12 months, Veolia continued to improve upon pollutant removal and provided high quality effluent in the face of increasingly stringent regulations.

In an effort to conserve the Town of Sturbridge's drinking water, the Facility recycles a portion of the discharge water to be used upstream throughout the treatment process. In 2023, this saved over 43 million gallons of drinking water.

The Town continues to make great strides toward preserving and maintaining its Landfill for years to come by trucking sludge generated by the treatment facility out of town for disposal. In 2023, 100% of the 285 tons of sludge produced by the Facility was shipped and incinerated out of the state. Veolia will continue to dispose of all sludge produced by the Facility in this way. The screening system at the head of the Facility removed 56 tons of screenings, which were also shipped and disposed of out of town.

As a result of Veolia's services, environmental quality is preserved, community and employee health and safety are enhanced and public and private investments are protected. The Facility's performance is measured by compliance with its NPDES Permit. This Permit defines compliance limits for effluent quality to ensure that receiving waters are safe from pollution. In recent years, regulations have become increasingly stringent and have required greater process control to maintain compliance. All 2023 permit required procedures, samples, tests, and reports for the Sturbridge WPCF were conducted according to U.S. Environmental Protection Agency (EPA) and MA Department of Environmental Protection (MassDEP) rules and regulations.

Veolia maintained 99.9% compliance with our current NPDES Permit with no preventable violations for the year. The project also had no lost time accidents for the 21st year in a row and has only had one in the last 34 years. Veolia continued routine upgrades and additions to our Process Control System (PCS). All equipment is on a scheduled maintenance program. We continue to maintain and utilize our Tier II program for Emergency Management and Intelx software for Environmental, Health, and Safety Management.

Veolia is committed to providing prompt and courteous service at a reasonable and stable cost to the Town of Sturbridge. We at Veolia appreciate the support received during the past year by the Department of Public Works, the Board of Health, the Town Administrator, and the Selectmen, as well as all the other Departments, Boards, and Committees here in Sturbridge.

2024 is shaping up to be another busy year. We will continue to do our best and look forward to the challenges to come.

As always, if any residents have questions regarding Water or Wastewater issues, please do not hesitate to contact our office.

Respectfully submitted,
Shane Moody, Project Manager
WTP: (508) 347-2513
WPCF: (508) 347-2514
Fax: (508) 347-1241
E-Mail: shane.moody@veolia.com

WATER OPERATIONS 2023 ANNUAL REPORT

Veolia is proud to have successfully completed thirty-four years and six months of operation of the Sturbridge Water Department as of December 31st, 2023. Our relationship with the Town of Sturbridge grows stronger each year as we continue to work together. It has been our pleasure to serve the Town during the past thirty-four years. This report summarizes the activities that took place during calendar year 2023.

Veolia staffs the Sturbridge Water Treatment Plant (WTP) seven days a week, 365 days a year. We have an Operations and Maintenance (O&M) staff of nine, which is responsible for providing daily department operations and 24 hour emergency coverage.

All Veolia employees in Sturbridge are cross-trained between the Water and Wastewater Departments. They are assessed on an annual basis with regard to their training progress, level of responsibility, reliability, and work efficiency. Employees are compensated according to their level of performance in those categories.

The table below profiles the O&M staff of the Water Department, showing job titles, project roles, and certification levels at the project in 2023:



Water Department O&M Staff		
Employee	Title/Project Role	Certification Level
Shane Moody	Project Manager/Facility Manager	Grade 3T, 4D
Steven Saletnik	Operator III	Grade 2T, 2D
Jacob Putis	Operator III/Operations Supervisor	Grade 3T, 2D
Hunter Kelley	Operator II	Grade 2T, 3D
Thomas Potvin	Operator II	Grade 3T
Wayne Johnson	Operator/Maintenance Mechanic II	Grade 2T, 1D
Joshua Earnest	Assistant Project Manager	Grade 2T, 1D
Rory Allard	Operator I	Grade 2T
Kimberly Welton-Pulsifer	Operator I	Grade 1T, 1D

Veolia understands the importance of having highly-qualified and certified personnel operating the Water Treatment Plant and Distribution System, and we provide our employees with extensive training in many areas. Employees are encouraged to upgrade skills and achieve higher levels of certification through our ongoing training, certification bonus, and tuition reimbursement programs.

At the end of 2023, there were 1,765 active water service connections to the Water Distribution System with over 4,523 people served by the Town’s water supply. Approximately 15% of the facility’s flow originated from Well #1, 27% originated from Well #3, 41% originated from Well #4, and 17% originated from Well #5, resulting in a total of 184.8 million gallons of water treated.

In 2023, the Water Department performed the following services:

• Water Department/system service calls	176
• Water Department home leak tests	11
• Water Department/system emergency calls	5
• Dig-Safe mark-outs	142
• Water hydrants repaired or replaced	2
• Water distribution main repairs	0
• Water services repaired or replaced	3
• Water gate boxes and curb stops repaired or replaced	5
• Preventive maintenance work orders closed	420
• Corrective maintenance work orders closed	112

Plant Performance – 2023

The Sturbridge WTP has an average daily design flow capacity of 1.23 million gallons. The Well #4 Water Plant has an average daily design flow capacity of 0.46 million gallons. The Town’s water storage capacity is 2.3 million gallons, which equals three days of normal water usage.

The Sturbridge WTP effectively treated and supplied an average of 506,466 gallons of water daily. This amounted to a total of 184,160,000 gallons of finished water produced and pumped into the Town’s Distribution System. The entire Distribution System was flushed twice last year to ensure water quality.



To ensure the quality of the Town’s drinking water, the Water Plant must meet an array of state and federal drinking water quality requirements. These regulations require testing for everything from the aesthetic quality of the water, including color and clarity, to parameters not detectable by taste or vision, such as coliform, lead, and copper. All sampling and testing was performed according to all water quality standards set forth by the Federal Safe Drinking Water Act. The Town reported 100% compliance with these regulations.

In 2023, a round of lead and copper testing was completed. This sampled 20 locations throughout the Distribution System as well as all schools and daycare facilities within the Town. Testing results were found to be in compliance with EPA regulations. Veolia ensures that the quality of the Town of Sturbridge's drinking water is consistently high through operating efficiencies such as:

- Monitoring of water characteristics, chemical dosing, and treatment plant operations through daily influent and effluent water sampling and testing
- Inline pH, chlorine, and turbidity analysis for constant 24 hour per day monitoring
- SCADA notification and plant shutdown interlocks checked monthly for functionality
- Establishing an efficient filter backwash schedule that includes a bi-weekly high pressure air scrubbing cycle
- Maintaining a comprehensive corrosion control program through the addition of phosphate to sequester iron and manganese and to prevent the leaching of lead and copper from the Distribution System
- Sampling and testing weekly at multiple locations throughout the Town in order to monitor water quality in the Distribution System
- Sampling and testing monthly for total coliform and chlorine residual in the Distribution System
- Pressure logging at key points in the Distribution System
- Use of water hydrant bleeders at locations in town with dead-ends to keep water fresh and prevent water from becoming stagnant and stale
- Biannual water hydrant flushing to keep water Distribution System clean

We continue use of our Hach Wims Database and Job Plus maintenance program. We also continue to maintain and utilize our Tier II program for Emergency Management and Intellex software for Environmental, Health, and Safety Management.

In 2021, a system wide leak detection survey was conducted. This is a physical evaluation done to identify the locations of leaking pipes or fittings within the Town's Distribution System. Once located, the proper actions can take place to repair the leaks. There are several benefits of locating and repairing leaks, one of them being water conservation. During the year, four leaks were found and repaired accordingly.

Veolia and the staff of the Water Department continue to ensure the protection of the Town's water supply, water storage, and water Distribution System. We are committed to providing safe, high quality water to the customers of Sturbridge with courteous and prompt service.

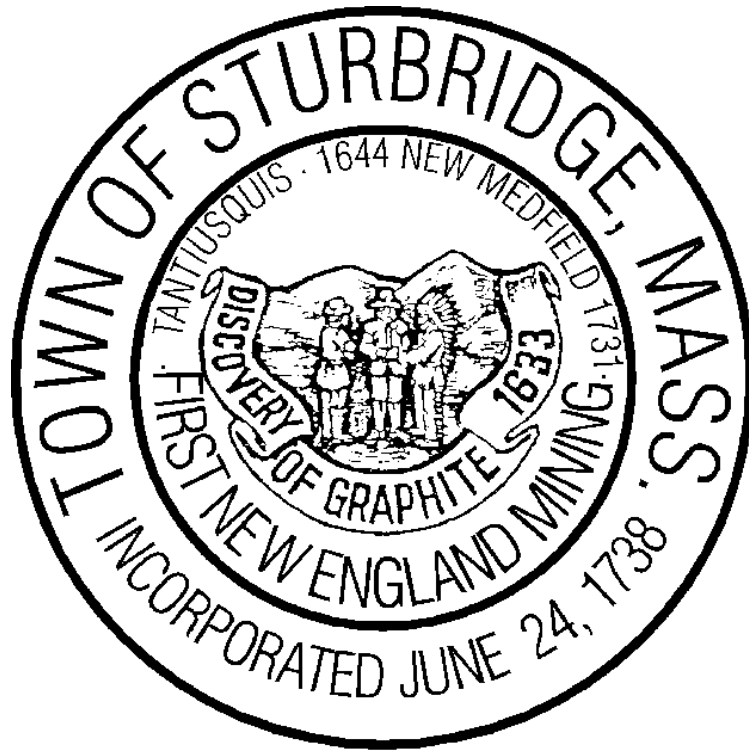
We at Veolia appreciate the support received during the past year by the Department of Public Works, the Board of Health, the Town Administrator, and the Selectmen, as well as all the other Departments, Boards, and Committees here in Sturbridge.

As always, if any residents have questions regarding Water or Wastewater issues, please do not hesitate to contact our office.

Respectfully submitted,
Shane M. Moody, Project Manager
WTP: (508) 347-2513
WPCF: (508) 347-2514
Fax: (508) 347-1241
E-Mail: shane.moody@veolia.com

PLANNING, DEVELOPMENT AND REGULATION

2023



PLANNING BOARD 2023 ANNUAL REPORT

The Sturbridge Planning Board, consisting of seven (7) appointed members, met regularly during 2023. It has always been the Board's policy to meet as often as necessary to conduct business deemed appropriate under Massachusetts General Laws and the Charter of the Town of Sturbridge.

The Board normally meets on the second and fourth Tuesdays of the month at 6:30 PM and this schedule has been maintained. All meetings are taped, and are subsequently broadcast via the local public access cable television and can be viewed online through the town website. The meetings and agendas are posted on the Town Calendar and on the Town Clerk's Bulletin Board.

The principal responsibilities of the Planning Board are to foster sound community growth and development while preserving community character, heritage, and natural resources. To do so the Board reviews and evaluates commercial site plans, subdivisions, subdivision "approval not required" plans (ANRs), proposed zoning bylaws, and map amendments. The Board also has the responsibility for the preparation and adoption of a Master Plan. Its authority and responsibilities are contained in the Massachusetts Zoning Act, Chapter 40A, and the Municipal Planning and Subdivision Legislation, Chapter 40A. Local authority and responsibilities are found in the Town's *Zoning Bylaws*, adopted and amended at Town Meetings, and the Board's *Subdivision Rules and Regulations*.

The Planning Board members and staff are as follows:

Planning Board

Chair	Charles Blanchard
Clerk	Susan Waters
Members	Taylor Stedman
	David Bourbeau
	Brad Goodwin
	Wally Hersee
	Dane LaBonte

Staff

Town Planner	Jean M. Bubon, AICP
Administrative Assistant	Jeneé Lacy

There has been some change on the Board this year with members Jeff Adams and Michael Chisholm choosing not to seek re-appointment in June of this year. The Board welcomed Taylor Stedman and David Bourbeau in July of this year to fill those positions. The Board would like to thank Mr. Adams and Mr. Chisholm for their time served on the Board.

During the calendar year 2023, the Planning Board held thirteen (13) regular meetings. In addition to our own meetings, we have also had meetings with other Boards and Committees and have attended seminars and workshops to help better prepare our members for the positions for which they have been appointed. Many members serve the community on other Committees as well, these include:

Susan Waters	Betterment Committee
Taylor Stedman	Representative to CMRPC
Wally Hersee	Community Preservation Committee Representative, Housing Trust designee

This past year has been a very busy one for the Board with the Board participating in a variety of projects in addition to the normal permitting reviews.

During those meetings, the following actions were taken:

The Planning Board:

The following is an overview of actions taken by the Board in 2023:

January 10, 2023

Continuation of Public Hearing – Blueberry Hill Estates – Site Plan & Special Permit – to allow the construction 55+ manufactured housing community – Voted to continue to February 14th 6-0-1

Waiver of Site Plan – 559 Main Street – Into the Grain Axe Throwing – to allow the operation of an axe throwing establishment – Approved w/conditions 7-0

Proposed Zoning Bylaw Amendment – Floodplain District – Voted to serve as Petitioner 7-0

February 14, 2023

Continuation of Public Hearing- Blueberry Hill Estates – Site Plan & Special Permit – to allow the construction of a 55+ manufactured housing community – Voted to continue to April 11th 5-0-1

March 14, 2023

Public Hearing – Proposed Zoning Amendments – Floodplain District – The proposed amendments would amend §300-3.4(C) to insert a new date to reference the new FIRM map panels and Flood Insurance Study that will become effective June 21, 2023, update §300-3.4 (D) in regards to base flood elevation data to be used, updates language in §300-3.4 G (3) (b) to insert more comprehensive language on encroachments, amends language in §300-3.4 G 912) to specify that base flood elevations must be shown for each developable parcel within a subdivision greater than 50 lots or five acres, and finally, deletes the address information shown in §300-3.4 I (3), (4) and J (1) and (2) – Voted to continue to March 28th 5-0

March 28, 2023

Public Hearing – Modification of Site Plan – 195-201 Charlton Road – Noble Energy Real Estate Holdings, LLC – request for modification of an approved Site Plan to remove conditions of approval related to the installation of a signalized intersection and to replace that with the following language: “All access to and from Route 20 and all traffic mitigation measures and pedestrian improvements on Route 20 shall be subject to approval by MassDOT. The applicant shall provide the final design plan and access permit to the Board for its records”.

Since the time of the approval, the applicant continued to work with MassDOT to secure the issuance of a State Highway Access Permit for access to Route 20 and for the installation of a traffic control signal at the main full-access driveway intersection as well as the construction of a left-turn lane on the Route 20 westbound approach and a sidewalk along the project frontage amongst other proposed improvements.

During this review process MassDOT has determined that the proposed traffic control signal previously approved by the Planning Board is no longer adequate based on their latest intersection control evaluation criteria, but instead is requiring the evaluation of a roundabout at this location as a safer and more efficient alternative to the traffic signal originally proposed. Therefore, the applicant has requested a modification of the original approval and has provided an application, narrative and plan which are contained in your packet. The request has been reviewed by staff and the comments are at the end of this report.

The Travel Plaza at that time was nearing completion and occupancy, however, as written, the applicant would not be able to open since MassDOT would not approve what was originally proposed. MassDOT required that the applicant work to design a roundabout for this location and the town has been involved in these discussions. MassDOT did eventually approve a temporary access permit.

(As a follow up to the above; MassDOT reversed their decision on the design of the roundabout when it was shown that it could not fit within the right of way and design work is underway for the signalized intersection again – more on this later in the report).

Continuation of Waiver of Site Plan – 215 Charlton Road – Drake Petroleum (XtraMart) – to install a new 10’x20’ shed to store dry goods for the convenience store – Approved 6-0

Continuation of Public Hearing – Proposed Zoning Amendments – Floodplain District - The proposed amendments would amend §300-3.4(C) to insert a new date to reference the new FIRM map panels and Flood Insurance Study that will become effective June 21, 2023, update §300-3.4 (D) in regards to base flood elevation data to be used, updates language in §300-3.4 G (3) (b) to insert more comprehensive language on encroachments, amends language in §300-3.4 G 912) to specify that base flood elevations must be shown for each developable parcel within a subdivision greater than 50 lots or five acres, and finally, deletes the address information shown in §300-3.4 I (3), (4) and J (1) and (2) – Supported 6-0

April 11, 2023

Continuation of Public Hearing- Blueberry Hill Estates – Site Plan & Special Permit – to allow the construction of a 55+ manufactured housing community – Voted to continue to May 9th 4-0

May 9, 2023

ANR – 235, 237 & 241 Podunk Road – AH & DB Custom Homes, Inc – A plan was submitted that would transfer a small portion of 241 Podunk Road to be combined with 237 Podunk Road and a small piece of 235 to be combined with 237 (once the wetlands were delineated it was determined that 237 did not meet the upland requirements). All the lots have the required frontage. Endorsed 7-0

Continuation of Public Hearing- Blueberry Hill Estates – Site Plan & Special Permit – to allow the construction of a 55+ manufactured housing community – Approved 6-0-1

Waiver of Site Plan – 29-31 Brookfield Road – Marlene Roufail – to establish new office space and showroom for Colonial Renovations – Approved 6-0

June 27, 2023

Public Hearing – Site Plan & Special Permit – 480 Main Street – Senior Center – to allow the renovation of and the construction of an addition to the Senior Center – Voted to continue to August 29th 7-0

Public Hearing – Site Plan Review – 150 Charlton Road – Michael Ciesla, Trustee – to allow the construction of an 8,000 square foot industrial building – Approved 7-0

August 29, 2023

Continuation of Public Hearing – Site Plan & Special Permit - 480 Main Street – Senior Center - to allow the renovation of and the construction of an addition to the Senior Center – Approved 7-0

Public Hearing – Dragonfly Ibis LLC (Pickleball) – 178 Main Street – Special Permit - to allow the change of proposed use for a vacant unit to be occupied by a pickleball facility and to modify a previously granted Special Permit for reduction of off-street parking requirement – Approved 7-0

Public Hearing – Ashley Steppic – 60 Main Street – Site Plan Review - to convert the property located at 60 Main Street from residential use into a salon including a new parking lot and site improvements – Voted to continue to September 26th 7-0

September 26, 2023

ANR – 32 Mashapaug Road – Marlene Lazo – A plan was submitted for a lot line adjustment for Marlene Lazo at 32 Mashapaug Road. The plan shows a lot line adjustment between 32 and 34 Mashapaug Road which creates Parcel A containing 9273 square feet. The Parcel is noted “Not a Building Lot” and it to be conveyed to and combined with land of Gould. Endorsed 7-0

Continuation of Public Hearing – Ashley Steppic – 60 Main Street – Site Plan Review – to convert the property located at 60 Main Street from residential use into a salon including a new parking lot and site improvements – Approved 7 - 0

Covenant Release – Fiske Hill East Realty Trust aka Berry Farms Road - requesting that Lot 3 be released from the Covenant recorded for the Berry Farms Road Subdivision – Approved 7 - 0

Blueberry Hill Estates – Phasing Plan and Surety - review of the phasing plan and approve Surety for Blueberry Hill Estates project – Voted to enter into the Covenant and sign documents for recording 7-0

October 10, 2023

Public Hearing – Site Plan Review - Sturbridge PV, LLC – 200 Haynes Street - for the construction of a 1.3 MW-DC solar array with a 1,280 kWh battery energy storage system on 13.92 acres of land and related site improvements - Voted to continue to November 21st 7-0

Waiver of Site Plan – Kathleen Schiffhauer (Owl Services) – 400 Haynes Street - for the installation of two pad mounted 350KW EV charging stations, a new pad mounted transformer, switchgear, power cabinets and a mini power zone – Approved 7-0

October 24, 2023

Public Hearing – Site Plan Review – Cornerstone Bank – 200 Charlton Road – to allow the demolition of the existing drive-through ATM & teller window facility to be replaced with ITMs and new canopy in the rear of the building – Approved 7-0

November 21, 2023

Continuation of Public Hearing – Site Plan Review – Sturbridge PV, LLC – 200 Haynes Street - 1 for the construction of a 1.3 MW-DC solar array with a 1,280 kWh battery energy storage system on 13.92 acres of land and related site improvements – Voted to continue to January 9, 2024 at 6:35 PM 6-0

December 19, 2023

Public Hearing – Pickleball U – 178 Main Street - to erect an 80 square foot sign on the front of the building for this new business – Approved 7-0

Public Hearing – STL 505, LLC – 505 Main Street - to allow the existing building to be razed and rebuilt to accommodate 3 apartments and 5 artist studios – Voted to continue to January 9, 2024 at 6:50 pm Vote 7-0

Public Hearing – Vertex Tower, LLC – 92 Stallion Hill Road - for the construction of a wireless communications facility consisting of a 130’ monopole style tower with antennas and related equipment and improvements as shown on the plans submitted – Voted to continue to January 23, 2023 at 6:35pm Vote 7-0

The Planning Board and Department will continue to work on a variety of projects in the coming year. These include continuing to work with Noble Energy on access suitable to MassDOT so Noble may construct and operate the proposed EV Discovery Center on Charlton Road.

Short Term Rentals will be getting a closer look as well. While short-term rentals have a purpose and can provide income to property owners, we have recently become aware that companies are purchasing multiple properties in town for the sole purpose of using them as short-term rentals. Not only can this affect the neighborhoods in which they are located, but this can also put an even greater strain on the housing market in the town.

The Board will also be working to complete a partial update of the Master Plan. This partial update comes on the heels of a Housing Production Plan, Historic Preservation Plan and two Economic Development Plans. The current Master Plan was adopted in 2011 and many goals of the Plan have been implemented. This update will provide consistency across Plans once again.

In closing, the Planning Board would like to thank the citizens of Sturbridge, elected and appointed officials, Town boards, and the Planning Department staff for assisting us in our planning endeavors.

Respectfully Submitted,
Charles Blanchard
Chair

ZONING BOARD OF APPEALS 2023 ANNUAL REPORT

The Zoning Board of Appeals is made of up five (5) elected officials and two (2) appointed officials. The purpose of the Sturbridge Zoning Bylaws is to promote the health, safety, convenience, morals and welfare of the town's present and future inhabitants, as well as the Town of Sturbridge. Further purposes are to lessen the congestion in the streets, to secure safety from fire, panic and other dangers, to provide adequate air and light, to prevent the overcrowding of land, to avoid undue concentration of population, to facilitate the adequate provision of transportation, water, sewerage, schools, parks, open space, and other public requirements, as to increase the amenities of the municipality. The use, construction, repair, alteration and height of buildings and structures and the use of land in the Town of Sturbridge are thus restricted and regulated as the Zoning Bylaws present.

The year 2023 was one of change for the Zoning Board of Appeals. After serving 9 years on the Board, Michael Young chose not to seek re-appointment. Additionally, David Zonia stepped down from the Board in April after four years. The Board would like to thank Mr. Young and Mr. Zonia for their service to the Town. The Board welcomed Josh Cole who was appointed to fill the seat vacated by Mr. Young and Maryann Thorpe who was appointed to fill the remainder of the unexpired term left by Mr. Zonia.

The year 2023 was busy for the Zoning Board of Appeals with Requests for Determinations and Special Permits.

The following are the cases and results seen by the Board in 2023. All projects were approved unless otherwise noted:

DETERMINATIONS:

February 15, 2023

Determination – 88 McGargle Road – James & Darlene Yiznitsky – to raise the existing roof by 4' and to add dormers to the front and rear of the roof, and install piers under the existing cottage – Approved 5-0

April 19, 2023

Determination – 221 Fiske Hill Road – Jerry Farinella – to build an addition to the existing home – Approved 5-0

May 17, 2023

Determination – 23 Whittemore Road – Robert & Melanie Doerr – to partially demolish and rebuild the upper portion of the attached garage to increase height and create a new living space – Approved 5-0

Determination – 145 Cedar Street – Charles Kady – to allow the construction of an upper story deck – Approved 5-0

Determination – 73 Paradise Lane –Paul & Suzanne Johnson – to raze the existing structure and replace with a single family home – Approved 5-0

May 31, 2023

Determination – 18 Tantasqua Shore Drive – Matthew Jette – for the construction of an upper dormer to the existing single-family home – Approved 6-0

June 21, 2023

Determination – 3 Douty Road – William Grudzien – to allow the construction of a 500 square foot addition to the existing home – Approved 7-0

July 19, 2023

Determination – 1 Pine Haven Road – Tinamarie & Luis Gonzalez – to allow for the installation of 15’ above ground pool at the rear of the existing house – Approved 4-0

Determination – 51 Bennett’s Road – Liam Ferguson – to raise the roof of the existing cottage from 22’ to 28’-35’ – Approved 4-0

September 20, 2023

Determination – 139 Walker Pond Road – Jason Duquette - to construct a 28’ x 40’ detached 2 story garage in front of the existing dwelling – Approved 5-0

Determination – 9 Cedar Pond Road – Doreen Grout - to construct a 25’x 26’ detached garage – Approved 5-0

October 18, 2023

Determination – 35 Wells Park Road – William McGee - to allow the construction of a roof over the existing patio and outdoor barbeque area – Approved 6-0

November 15, 2023

Determination – 82 Paradise Lane – Glenn & Kathleen Ellis - to raze the existing building and build a new house – Approved 6-0

SPECIAL PERMITS:

February 15, 2023

Public Hearing – Special Permit – 26 Farquhar Road – The Blanchard Family Trust – to re-build a garage on a portion of an existing concrete pad – Approved 5-0

Public Hearing – Special Permit 63 Beach Ave – Sean & Johnna Doyle – to construct an addition, raising of the structure 4’-3” within the existing foundation, and to relocate an existing carport and existing shed, as well as construct pervious paver walkways and patio – Approved 5-0

Public Hearing – Special Permit – 72/72A Paradise Lane – Robert & Lisa Muscaro – to raze and rebuild an existing single-family home with related site improvements – Approved 5-0

Public Hearing – Special Permit – 88 South Shore Drive – Stephen & Marcy Reed – to renovate the existing cottage and add an addition to allow for a one story home and an attached garage – Approved 5-0

April 19, 2023

Public Hearing – Special Permit – 11 Carey Road – Teresa Paquin – to allow for the construction of an accessory dwelling unit on the property owned by Stephen & Jamie Rudert – Approved 5-0

Public Hearing – Special Permit – 16 Mt. Dan Road – Mt. Dan Road LLC – to raze the existing house and rebuild a new 1,274 square foot home in the vicinity of the existing foundation – Approved 5-0

Public Hearing – Special Permit – 14 Cedar Lake Drive – Taylor Stedman – to build a 651 square foot two bay garage – Approved 5-0

Public Hearing – Special Permit 68 Paradise Lane – Jeff & Martha Buchanan – to raze and rebuild a single family home – Voted to continue to May 17th 5-0

May 17, 2023

Continuation of Public Hearing – Special Permit – 68 Paradise Lane – Jeff & Martha Buchanan – to raze and rebuild a single family home – Voted to continue to June 21st 5-0 to allow the applicant time to complete the Conservation Commission review process

May 31, 2023

Public Hearing – Special Permit – 480 Main Street – Senior Center – to expand the parking lot within the required rear setback to accommodate the proposed expansion of the Senior Center and additional parking – Approved 6-0

June 21, 2023

Continuation of Public Hearing – Special Permit – 68 Paradise Lane – Jeff & Martha Buchanan – to raze and rebuild a single-family home – Voted to continue to August 16th 7-0 to allow the applicant time to complete the Conservation Commission review process

August 16, 2023

Public Hearing – Special Permit – 68 Paradise Lane – Jeff & Martha Buchanan - to raze and rebuild a single family home – Approved 5-0

Public Hearing – Special Permit – 60 Main Street – Ashley Steppic - to convert existing structure from residential to commercial use for the purpose of a 2-chair salon and create a non-conforming parking lot at the rear of the building – Voted to continue to September 20th 5-0 to allow the applicant time to complete the Conservation Commission review process

September 20, 2023

Continuation of Public Hearing – Special Permit – 60 Main Street – Ashley Steppic - to convert the existing structure from residential to commercial use for the purpose of a 2-chair salon and create a non-conforming parking lot at the rear of the building – Approved 5-0

Public Hearing – Special Permit – 1 Pine Haven Road – Luis & TinaMarie Gonzalez - to allow a previously constructed 16’x12’ deck with a 28’ set back where 30’ is allowed – Approved 5-0

November 15, 2023

Public Hearing – Special Permit – 505 Main Street – STL505, LLC - to raze the existing building, remove the Southeast foundation and re-pour and rebuild in the same location and to expand the pre-existing nonconforming parking lot – Approved 5-0

ACTION ON COMPREHENSIVE PERMIT:

April 19, 2023

Request for Extension – Five Leaves Comprehensive Permit – NBM Realty, LLC – request for a 24 month extension to their comprehensive permit – Approved 5-0

ORGANIZATION OF THE BOARD

Diane Trapasso, Chair
Fidelis Onwubueke, Vice Chair/Clerk
Elizabeth Banks
Margaret Cooney
Tom Welch
Josh Cole
Maryann Thorpe

AFFORDABLE HOUSING TRUST 2023 ANNUAL REPORT

At Sturbridge Annual Town Meeting on June 3, 2019, the Town voted to appropriate \$22,500 from the Community Preservation Fund for the purpose of funding a comprehensive housing plan prepared by the Central Massachusetts Regional Planning Commission in conjunction with the Town Planner and the Housing Partnership. Following the approved funding allocation, CMRPC began meeting with the Sturbridge Housing Partnership and Town of Sturbridge Planning staff to kick off the year-long process.

The goal in developing a Housing Production Plan (HPP) for the Town of Sturbridge was to provide the town with a strong tool for implementing alternative and affordable housing options to meet Chapter 40B regulations. The Plan represents the culmination of baseline demographic and housing research, community outreach, zoning and regulatory review, plus an implementation plan for goals and objectives. The Plan was adopted by the Planning Board on October 27, 2020 and the Board of Selectmen on December 7, 2020. The Plan was then approved by the Department of Housing and Community Development on March 5, 2021. The Plan will expire on March 4, 2026.

A recommendation of the HPP was that the Partnership be dissolved and an Affordable Housing Trust be appointed. Therefore, at the Annual Town Meeting on June 3, 2019, at the request of the Housing Partnership and with the support of the Board of Selectmen, the Town voted to accept the provisions of M.G.L. Chapter 44, Section 55C (attached) to establish a Municipal Affordable Housing Trust Fund. The purpose of this is to provide for the creation and preservation of affordable housing in town for the benefit of low- to moderate-income households, and for the funding of community housing as defined in Chapter 44B. Currently, there are 123 communities in Massachusetts that have formed a Housing Trust.

There was delay in implementation of the Affordable Housing Trust (mainly due to Covid). However, the first Trust was appointed at the end of December 2022 and work began in earnest in 2023. The Affordable Housing Trust consists of (9) members consisting of a Representative from each the Finance Committee, Planning Board, Community Preservation Committee and Board of Selectmen. There are three at large members and the Town Administrator and Town Planner are ex-officio members.

This past year the Affordable Housing Trust hired Barrett Planning to develop a Strategic Plan for implementation of the Housing Production Plan and to prioritize the work of the Trust. During this process, the following Mission, Vision and Values Statements were also adopted:

Our Mission:

The Sturbridge Affordable Housing Trust (SAHT) works to create low-and moderate-income housing that supports current and future residents of Sturbridge, and which empowers and strengthens the entire community.

SAHT achieves this goal by:

- ✓ Embracing creative and innovative ways to create and preserve affordable housing in Sturbridge;
- ✓ Partnering with local and regional actors to amplify the trust's impacts and coordinate responses to regional housing challenges;
- ✓ Supporting current residents to stay in Sturbridge, and ensure there is housing available for residents of all incomes and ages;
- ✓ Educating the public and local leaders on housing policy and the state of housing in Sturbridge; and
- ✓ Advocating for programs and policies that support the creation of affordable and lower cost housing options in Sturbridge.

Our Vision:

The Sturbridge Affordable Housing Trust is helping to create a barn-raising mentality of neighbors helping neighbors to empower creative, collaborative, and effective way to create and preserve low-and moderate-income housing. SAHT is working to help stabilize the Sturbridge housing market and ensure that Sturbridge meets its affordable housing obligations by creating safe, supportive, and mixed-income housing. Through this work, SAHT seeks to make all residents feel welcome, and allow everyone in Sturbridge to live how and where they choose, regardless of age, race, national origin, religion, gender identity, sexual orientation, disability, marital status, or income.

Our Values:

The Sturbridge Affordable Housing Trust bases all of its decisions, plans, and processes upon a set of core values that guide SAHT and its Board of Trustees:

- ✓ Treat everyone with respect and dignity;
- ✓ Protect the town and its interests;
- ✓ Serve all residents of Sturbridge equally, regardless of age, race, national origin, religion, gender identity, sexual orientation, disability, marital status, or income;
- ✓ Remain connected and representative of the community; and
- ✓ Collaborate and build community partnerships

All activities of the Trust must also be approved by the Board of Selectmen. There are many tasks listed in the Strategic Plan to begin with including, but not limited to the following:

- ✓ Prepare an advocacy and education plan
- ✓ Prepare public resources guides for residents and developers
- ✓ Establish a low mod income housing rehab pilot program
- ✓ Establish a down payment/closing cost assistance program for low/moderate income buyers
- ✓ Work to find an appropriate location and developer for a friendly 40B
- ✓ Start to lay the framework for updating the HPP prior to its expiration March 4, 2026
- ✓ Hire a part-time Housing Coordinator

The Affordable Housing Trust will meet as often as necessary to accomplish the goals of the Plans in the coming year.

Respectfully Submitted,

Kathy Neal
Chair

Members:

Diane Trapasso, Vice Chair

Margaret Darling

Edward Goodwin

Jamie Goodwin

Wally Hersee

Maura O'Connor

Robin Grimm, Ex Officio

Jean Bubon, Ex Officio

BUILDING COMMISSIONER 2023 ANNUAL REPORT

To the honorable Board of Selectmen and the citizens of the town of Sturbridge:

The mission of the Department of Inspectional Services is to contribute to the protection of the public through the enforcement of all Massachusetts building, plumbing, and electrical codes using the Mass. General and Zoning Laws as well as the Town of Sturbridge's General and Zoning Bylaws. Our office issues and reviews building permits, inspects construction sites, and in conjunction with the Fire Department, conducts periodic inspections of restaurants and other places of assembly. We handle numerous zoning issues, such as complaints, buildable lot verification, business certificates, sign permits and address zoning questions and concerns.

We are committed to working and communicating with other departments to equitably enforce the town's rules and regulations to improve Sturbridge. Any suggestions for improvements are always welcome. It is our belief that public health and safety is a joint responsibility.

A total of **1477** permits were issued in 2023, totaling \$ **221,124.99** in fees collected. The department members and breakdown of permits are as follows:

<i>Plumbing Inspector:</i>	Gil Provost	162 Plumbing Permits
<i>Gas Inspector:</i>	Gil Provost	157 Gas Permits
<i>Alternate Plumbing, Gas Inspector:</i>	John Murray	
<i>Electrical Inspector:</i>	Clyde Gagnon (Deceased March 2023)	547 Electrical Permits
<i>Alternate Electrical Inspectors:</i>	Robert Garon, William Gibson Noel Lamothe	
<i>Building Commissioner:</i>	Nelson Burlingame	611 Building Permits 92 Safety Inspections

Inspectional Services Administrative Assistant: Cindy Forgit

Examples of the larger commercial projects in 2023 are as follows:

- 367 Main, Formerly Friendly's: Guido's Brick Oven Pizza and Ice Cream.
- 6 Berry Farm Road: Manufactured homes for 55+ individuals aka Blueberry Estates projecting 60 plus manufactured homes
- 40 Main St. Edward's Gas: Remodeled outside with new façade and remodeled inside to convenient store.
- 2 Brookfield Road: Formerly Rovezzi's converted to six unit apartment building plus new six unit apartment building in back.
- 178 Main Street: Condesa Mexican Cuisine restaurant
- 559 Main Street: Gain Axe Throwing next to Deep Roots Whisky Distillery
- Noble Energy: Gas Station and convenience store
- 178 Main Street: Auto zone

- All three Dunkins have completed interior remodels
- 150 Charlton Road: Interstate Towing
- 100 Charlton Road: Old Navy
- 178 Main Street: Pickle Ball Fit-Up

Sturbridge has experienced a remarkably busy year for new commercial construction projects. I would like to take this time to thank the many companies that have chosen to invest in the town of Sturbridge and help make it such a successful community.

I would be remiss if I did not take the time to acknowledge the passing of former electrical inspector, Clyde Gagnon. Clyde faithfully and proficiently served the Town of Sturbridge for over 40 years! He was well known and highly regarded, and his long term service was appreciated. In a society where personnel come and go with regular frequency, Clyde was steadfast and dependable, and Sturbridge was fortunate to be the recipient of his many years of dedicated service.

BOARD OF HEALTH 2023 ANNUAL REPORT

The Board of Health is a three-member elected board. Our term of office is three years each, with members elected on consecutive years. Our current members include: Linda Cocalis (2023-2026), Chair, Richard Volpe (2022-2025), Vice-Chair, and Louis Fazen (2021-2024).

The mission of the Board of Health and Health Department is to preserve and protect the public health in the community by preventing illness and promoting public health for residents and visitors in the Town of Sturbridge. This is accomplished in a variety of ways, including education, public outreach, oversight and inspections of food establishments, inspections of public accommodations (hotels/motels/inns), oversight and permitting of private septic systems, permitting of private wells, communicable disease investigations, investigation of nuisance and housing complaints, and solid waste management. The department also develops regulations and programs to address existing and future public health issues and to promote policies for preventative public health concerns. Through these efforts the Health Department is working to improve the quality of life for all residents in the community.

We would like to thank our diligent staff: Administrative Assistant Laura Sherris, Health Inspector Molly Tuller, Highway Embargo Agent Craig Moran, and Health Agent Kenneth B. Lacey, Jr.

INSPECTIONS AND MONITORING

Inspections are performed at food establishments, tanning and tattoo establishments, non-private swimming pools, camps, campgrounds, mobile home parks and hotels/motels/inns, and tobacco retailers. Housing inspections are also conducted in response to complaints. In addition, The Health Department monitors the state-mandated testing of semi-public/public beaches in town. These beaches currently include the Cedar Lake Recreation Area; Walker Pond, at the Main Beach and Oak Cove; Big Alum Lake, including the beaches on The Trail and the Italian Club; and the beach at Sturbridge RV Resort. Our monitoring includes reviewing the beach inspection and water quality testing reports for public safety.

The following information is provided as a statistical summary of permits/licenses issued by the Board of Health for the 2023 calendar year:

Food Service Permits	110	Body Art Permits	2
Temporary Food Permits	47	Temporary Body Art Permits	125
New Food Establishment Plan Review	6	Tanning Salon Permits	3
Septic Installer Permits	27	Tobacco Permits	14
Septic Permits	20	Hotel/Motel Licenses	14
Septage Haulers	13	Mobile Home Park Permits	3
Waste Hauling Permits	10	Campground Permits	2
Public/Semi-Public Pool/Spa Permits	11	Camp Permits	1
Public/Semi-Public Beaches	7	Wells	10

The Health Department, working with our Public Health Nurse, Cheryl Rawinski, RN, also oversees epidemiology follow-up on local cases. Cases that are reported to the State are distributed to local Boards and Health Departments through the Massachusetts Virtual Epidemiologic Network (MAVEN). MAVEN is a web-based disease surveillance and case management system that enables state and local health departments to capture and transfer appropriate public health, laboratory, and clinical data efficiently and securely over the Internet in real time. The system interfaces with Electronic Laboratory Reporting (ELR) efforts, has automatic (24/7/365) notification of state and local officials of any event requiring their attention and geographic information system (GIS) activities.

In January 2020, this grant program was renamed SAPHE after the passage of the SAPHE Act. The program was reimagined to be responsive to the Special Commission of Local and Regional Public Health (SCLRPH) recommendation outlined in the 2019 Blueprint for Public Health Excellence report to “increase cross-jurisdictional sharing of public health services to strengthen the service delivery capacities of local public health departments”. Since its infancy, this program has grown to offer 319 Massachusetts cities and towns more than \$50M of grant funding and relevant technical assistance to improve local public health effectiveness and efficiency. The SAPHE Grant Program strengthens local public health services and protections to residents in 91% of Massachusetts’ cities and towns through cross-jurisdictional sharing.

The Town of Sturbridge is partnered with 4 towns in the Charlton Coalition for Public Health (CCPH). The partnered towns are Charlton, Sturbridge, Sutton, Spencer and Wales. This regional coalition is funded through the State Action for Public Health Excellence (SAPHE) Grant Program. The Town receives shared services in the form of training, software, and personnel support.

EMERGENCY MANAGEMENT

The Sturbridge Health Department is a member of the Massachusetts Region 2 Public Health Emergency Preparedness (PHEP) Coalition. The Massachusetts Region 2 PHEP Coalition is comprised of representatives from the seventy-four local public health departments within the region. Established in 2004, the PHEP Coalition works on joint initiatives related to Public Health emergency planning and response, including fulfillment of the PHEP grant deliverables. The coalition is funded through a grant from the Centers for Disease Control and Prevention via the Massachusetts Department of Public Health Office of Preparedness and Emergency Management.

The PHEP Coalition currently funds some of our emergency management communications programs, helps with funding for emergency management education, and has provided grants over the years to help outfit the Health Department with supplies to prepare us for public health emergency preparedness. Our Health Agent, Kenneth B. Lacey, Jr., currently serves on the Executive Committee of the Region 2 PHEP Coalition.

The Board of Health would like to take a moment to encourage all residents to consider volunteering for the Medical Reserve Corps (MRC). The MRC is a group of medical and non-medical volunteers who are willing to help out in the event of a public health emergency. Any citizen interested in volunteering with the MRC should contact the Worcester Regional Medical Reserve Corps.

SOLID WASTE MANAGEMENT & RECYCLING CENTER

The Board of Health oversees the operation of the Recycling Center and Landfill, and licenses private waste haulers who offer curbside trash and recyclables collection to the residents and businesses of Sturbridge. The Board requires that the haulers provide recycling opportunities to their customers in adherence to the State DEP waste bans.

Management of the waste stream from the Recycling Center is increasingly difficult each year due to the constantly changing recycling markets. John Booth is the manager of the Sturbridge Recycling Center and the BOH would like to acknowledge his excellent efforts. Every year he manages disposal costs by comparing prices and working on the most advantageous disposal deals for the Town he can for the waste materials at the Recycling Center. We would also like to acknowledge his team of dedicated workers: Wayne Beckwith, Richard Curboy, Shenandoah Reddy, and Scott Tremblay.

The residents of the Town of Sturbridge who utilize the Recycling Center and Landfill should be proud that Sturbridge is continually recognized for excellent recycling rates. This rating comes from diligent recycling, active monitoring by our staff, and a commitment by all to keep recyclable products out of the landfill.

An operations and capacity study was recently completed and the Town is in the process of implementing the recommendations of this study. This year a new loader was purchased to replace the previous loader, a survey of the landfill was completed, and new management processes are in process for crushing, filling and covering trash in the landfill.

SOUTHBRIDGE LANDFILL CLOSURE UPDATE:

The Board of Health is continuously working to protect the citizens in Sturbridge from any potential water quality issues that could arise from the neighboring Southbridge Landfill. Board members spent an incredible amount of time and energy on educating themselves and continuously monitoring reports. The Southbridge Landfill is officially closed, but the Health Department continues to monitor the activity and impacts of the landfill for the residents of Sturbridge.

EMERGENCY ASSISTANCE FAMILY SHELTER PROGRAM

In August the State initiated two (2) Emergency Assistance Shelters (EAS) in Sturbridge. These shelters housed between 100-200 families in need. By October the two (2) shelters were combined into one (1) shelter and the Massachusetts Army National Guard was mobilized to help run the EAS. The BOH, through our staff and the regional CCPH staff, helped with this effort. As of December 31st, there is still one (1) EAS operating in the Town.

On Oct. 31, 2023, under 760 CMR 67.10, the Secretary of the Executive Office of Housing and Livable Communities declared that the EA emergency family shelter system is no longer able to meet all current and projected demand for shelter from families eligible for EA, considering the facts and circumstances existing in the Commonwealth. EOHLC has issued guidance that will be effective on November 1, 2023, to a prioritization system and waitlist for eligible families. The processes will be in place while the Secretary's October 31 Declaration is in effect. EOHLC invites comments on the EA Guidance on Waitlist and Prioritization Procedures at any time prior to 5:00 pm on December 15, 2023

Respectfully submitted,
Linda Cocalis, Chairwoman
Richard Volpe, Vice-Chair
Louis Fazen

CONSERVATION COMMISSION 2023 ANNUAL REPORT

The Conservation Commission is responsible for the protection and management of Sturbridge’s conservation land and the administration of the Massachusetts Wetlands Protection Act and the Sturbridge Wetland Bylaw.

Conservation Commission Members and Staff

The Sturbridge Conservation Commission (SCC) is comprised of 5 residents who volunteer to serve their community. These residents take pride in protecting our wetland resource areas and managing our open space. Members are appointed at the end of each three-year term by the Board of Selectmen. This year, the Commission consisted of the following members: Ed Goodwin (Chair), Erik Gaspar (Vice-Chair), Roy Bishop, Ted Winglass and Karsten Stueber.

Did You Know ...

- ◆ Wetlands reduce flooding, provide wildlife habitat, recharge aquifers, and cleanse water supplies. Wetlands function best in a natural state. Don’t “clean them up;” wildlife thrives in areas with brush piles, rotting logs and other “untidy” things.
- ◆ Wetlands can be wet, wooded and/or meadow-like.
- ◆ Wetlands on public & private property are regulated.
- ◆ Many activities in or near wetlands require a permit.
 - Cutting trees or shrubs
 - Dumping yard waste, dirt, etc.
 - Grading, excavating, filling, or redoing lawns
 - Building structures
 - Changing drainageOwners are responsible for all activities on their properties. Before hiring workers, call the Conservation Office to determine if a permit is needed.

The town employs two staff to assist with the Conservation Commission’s responsibilities. This year with the support of the Town Administer and Board of Selectmen, our office staffing has changed. With the addition of a new Administrative Assistant to the Center Office Building, the Conservation Department was able to convert the Administrative Assistant position to an Assistant Agent/Field Inspector. This will greatly assist the Department with more technical project reviews and compliance. Rebecca Gendreau has served as the Conservation Agent since October 2017 and the Assistant; Erin Carson has been with the department since October 2020.

Wetland Protection Act and Sturbridge Wetland Bylaw Administration

Persons contemplating any work in or within 200 feet of a wetland or stream, should seek information about the wetland laws at the Commission’s office in the Center Office Building. The SCC is responsible for many aspects related to the protection of our natural resources, most importantly is the protection of our wetland resource areas. This is mainly accomplished through the review of proposed projects for compliance under the MA Wetland Protection Act (WPA) and the Sturbridge Wetland Bylaw (SWB). Proposed projects or activities located within a jurisdictional resource area or their buffer zone require review pursuant to the WPA and the SWB. These laws set forth a public review process to ensure that the activities do not result in a significant impact to our wetland resource areas. The WPA and SWB state that resource areas serve important functions for the public. A few examples of these “interests” include: the protection of public and private water supply, the protection of ground water supply, flood control, storm damage prevention and the protection of wildlife habitat. The administration of these laws continues to take much of the time of the Conservation Commission.

Applications reviewed by the SCC include: Notice of Intents (NOIs), Requests for Determinations of Applicability (RDAs), Abbreviated Notices of Resource Area Delineations (ANRADs), Wetland Bylaw Letter Permit Applications and Tree Removal Permit Applications. Permit review and implementation continues. This past year we have continued to see this trend in our permitting numbers.

Please see the table for permitting during 2023. With this table, we have included other reviews/actions taken by the SCC which include Emergency Authorizations, Extension Requests, Amendment Requests and Certificates of Compliances. This past year, the SCC's permits were primarily for residential projects.

Orders Of Conditions	23
Determination Of Applicability	18
Order Of Resource Area Delineation	0
Sturbridge Wetland Bylaw Orders Of Conditions	7
Sturbridge Wetland Bylaw-Commission Approval	1
Sturbridge Wetland Bylaw-Agent Approval	68
Permit Amendments	0
Events/Special Permits	5
Certificate Of Compliance	40
Emergency Authorizations	6
	168

Central Massachusetts alike most of the state experienced elevated rainfall and flooding this year. The Conservation Commission is responsible to act in emergency situations and provide emergency approvals. Large storm events resulted in the failure of culverts along Cooper Road and a private driveway. Failed or undersized infrastructure is susceptible during significant runoff and increased stream flow. The SCC works to protect wetlands through project review. New or replacement culverts are required to meet Stream Crossing Standards to allow for increased flow and to accommodate wildlife passage. In addition, new commercial projects and redevelopments are required to meet proper stormwater standards for groundwater recharge and pollution protection which is critical to ensure wetlands can continue to function and protect the interests that they serve for the public. Such as flood control, the protection of private and public water supplies and pollution prevention. MA Department of Environmental Protection will be coming out with new stormwater standards to consider current rainfall data, increase groundwater recharge requirements and to add better measures to protect from pollution runoff.

Land Management and Stewardship

Another form of protection natural resource protection that is our responsibility is the care, custody and preservation of our conservation lands. The SCC has the care and custody of approx. 1,500 acres of conservation land, holds easements and restrictions on additional lands and assists with projects on other town owned lands and projects. Staff assist with trail related projects, management plans, assist with educational projects and address issues which may arise related to these properties. Unfortunately, we did not undertake any major conservation land projects this year but we did work on some ongoing items and developed plans for needed projects. This past year we continued to work to address two property boundary concerns which arose. Staff assisted with the development of a restoration plan to address and mitigate for land clearing activities on the Plimpton property. We also have continued to work on a property line dispute at the Long Pond

property. A surveyor was hired and hopefully that matter will be resolved soon. Staff assisted with trail mapping and planning as well as working with a local boy scout on upcoming project ideas on conservation lands.

Staff solicited Community Preservation Act funds for upcoming projects. This coming year, we will start to develop a master plan for the Plimpton property to incorporate forest stewardship, habitat management, trail plans and educational opportunities. We also received funds to start the process of developing the required Conservation Restriction for the newly acquired properties on Fiske Hill. These lands were purchased with CPA funds and require a Conservation Restriction. This project will require coordination with boards and town staff to establish uses and goals for the property in addition to land surveys, baseline reports and acquiring a conservation restriction holder. A property boundary survey has recently begun.

Sturbridge Lakes

Staff continue to work on lake related projects. This past year, staff oversaw the Town's South Pond Alum Treatment project. The goal of this project is to reduce the impact of phosphorus on Quacumquasit Pond (South Pond) and to restore it through alum application and education. The project will reduce internal phosphorus loading and protect the pond from further water quality degradation due to internal recycling of those nutrients. Staff were responsible for the implementation and reporting for the Town's DEP 319 grant, bid development, contracts, permitting and successful treatment. The lake was treated during the week of July 17th and it's been reported that improvements have already been noticed. Staff will be responsible to continue working on the project reporting requirements associated with the grant and will continue to administer the grant until it can be closed. Staff have also been working with residents to develop plans to improve stormwater runoff from private roads along the lakes.

The lakes monitoring program continued this year. Testing is critical to see how the lakes may be affected over time with increased development and changes in our weather patterns. Changes in PH or temperature can play a significant role in the health of the lake's ecosystem. Lake testing is made possible by volunteers and the Sturbridge Lakes Advisory Committee (SLAC). Funding is provided by the Town through the SCC. Sturbridge has six Great Ponds which include: Cedar Pond, South Pond, Walker Pond, Leadmine Pond, Long Pond, and Big Alum Pond.

Respectfully submitted,
Sturbridge Conservation Commission
Rebecca Gendreau (Agent)
Ed Goodwin (Chair)
Erik Gaspar (Vice-Chair)
Roy Bishop
Ted Winglass
Karsten Stueber

DESIGN REVIEW COMMITTEE 2023 ANNUAL REPORT

The year 2023 was a busy one for the Design Review Committee. There are several new businesses that opened in Sturbridge this year, as well as many existing businesses updating their brand identity either through signage updates, façade updates, or both. All of these changes required applications with the Design Review Committee. We have worked diligently to provide guidance to applicants and have processed many applications this past year. We granted twenty-three approvals for either sign permits or architectural permits during the eight meetings held during 2023. We would also like to thank Margaret Neves for her service to the Committee; unfortunately, Margaret had to step down to a change in work commitment.

DATE	BUSINESS NAME	PROPERTY ADDRESS	TYPE
January 17	Into the Grain Axe Throwing	559 Main Street	Sign
	Dunkin'	215 Charlton Road	Sign
	MyEyeDr.	135 Main Street	Sign
	Michael Ciesla (Industrial Building)	150 Charlton Road	Architecture
March 6	Noble Energy	195/201A Charlton Road	Sign
	Alltown Fresh Select	215 Charlton Road	Architecture & Sign
May 1	Sullivan Tire	649 Main Street	Sign
	Senior Center	480 Main Street	Architecture & Sign
June 21	Chamber of Commerce	1 River Road	Sign
	Senior Center	480 Main Street	Landscaping
	Sturbridge Retail Management, LLC	212, 216, 226 Charlton Rd	Architectural & Sign
September 11	Mane Collective Hair	60 Main Street	Sign
	XtraMart	215 Charlton Road	Sign
	Iglesia Pentecostal y Misionera	71 Main Street	Sign
October 2	Studio 20/20	420 Main Street	Sign
	The SalonNiki	392-398 Main Street	Sign
	Cornerstone Bank	200 Charlton Road	Architecture
November 6	Bonardi's Formalwear	448 Main Street	Architecture & Sign
	Ying Ying Body Work	504 Main Street	Sign
	Gol Supermarket	365 Main Street	Sign
	Mamma Italia Ristorante	139 Main Street	Sign
	Town of Sturbridge	Intersection Rt 20 & Rt 131	Sign
December 11	Pickleball U	178 Main Street	Sign

Design Review Committee would like to thank everyone for their help and cooperation this past year.

Respectfully submitted,

Design Review Committee:

Chris Castendyk

Elaine Cook

Chris Wilson

Richard Volpe (Chair)

SENIOR CENTER BUILDING COMMITTEE 2023 ANNUAL REPORT

The Building Committee met regularly with the Architect and the Owner's Project Manager during the year to develop the final design of the renovation and addition to the Sturbridge Senior Center.

The project went out to bid in May, but unfortunately the lowest General Contractor bid came in at \$11.45 million which exceeded the funds appropriated for the project.

The bids were rejected, and the Architect and Owner's Project Manager worked with the Building Committee over the summer to value engineer each component of the design to bring the project within the budget.

The project was re-bid in September and a contract for \$10.65 million was awarded to P&P General Contractors of Charlton, MA.

The site was turned over to the General Contractor on November 6th and work began on the project. The Contractor has made excellent progress, taking full advantage of the good weather and by the end of December site clearing, selective demolition and foundation work were done.

The project is expected to be completed in November, 2024.

Respectfully submitted,
Charlie Blanchard, Chair
William Chamberland
Rebecca Mimeault
Alan Steinberg
Mike Walker

OPEN SPACE COMMITTEE 2023 ANNUAL REPORT

The Open Space Committee continues to focus on the following goals:

- Resource protection
- Community and habitat preservation
- Recreation opportunities for residents and visitors
- Preservation of the Town's character

The Sturbridge Open Space Committee refers to our Open Space Plan, the Trails Master Plan, and the Sturbridge Master Plan for direction. Communication with the Town Administrator and the various boards help dictate what and how our committee can help procure special properties to enhance our residents' experiences and quality of life in Sturbridge.

Because of the importance of our planning tools, we have been working with the Town Planner on a survey to evaluate the opinions of the residents concerning Open Space and Recreation. The results will be presented this coming year to the public. We will then use this information to work on a new Open Space and Recreation Plan.

In 2022, Open Space participated in a meeting with the State to advocate for the preservation of land protecting the water resources in the southern portion of Town. On June 8, 2023, the Massachusetts Department of Fish and Wildlife acquired 80 acres in Sturbridge on the southern border to protect natural and water resources. This area of Town is part of the Last Green Valley and is listed as Core Habitat in the Natural Heritage and Endangered Species Program.

In 2023 we encouraged developers to include Open Space in their plans. Because of the Conservation Commission's and Open Space Committee's impact, we are confident that approximately 80 acres will be preserved on the back side of Fiske Hill with the help of Massachusetts Department of Fish and Wildlife. This land is adjacent to the McKinstry Brook Wildlife Management Area.

Looking ahead, the Open Space Committee anticipates working collaboratively with the Trails and Recreation Committees. Also, we want to encourage the reopening of Streeter Beach, the construction of the Route 20 and Riverlands bridge and the acquisition of the Belanger property for the Grand Trunk Trail.

The Open Space Committee meets monthly and welcomes Sturbridge residents to our meetings.

Respectfully submitted,

Carol Goodwin, Lynne Petersen, Lauren Vivier, Florencio Sangernano, and Dina Sexton

ECONOMIC DEVELOPMENT AND TOURISM 2023 ANNUAL REPORT

This memo is comprised of the following topics:

- Current Town Economic Conditions
- Positive Retail Relocations and Departures
- Vacancy and Occupancy Conditions
- Major New Construction Projects
- Sturbridge Tourism and Marketing Efforts

Current Economic Conditions in Sturbridge

A review of current hotel and meals spending with data going back to 2019 is listed below with these detailed tables.

Meals Spending - Sturbridge					
	Winter	Spring	Summer	Fall	Year End Total
2023	\$17.5M	\$17.6M	\$21.6M	\$21M	\$77.6M
2022	\$15.2M	\$16.4M	\$20M	\$21M	\$74M
2021	\$10.4M	\$12.5M	\$19.2M	\$23.2M	\$65.3M
2020	\$17M	\$7.3M	\$10M	\$12M	\$46.3M
2019	\$16M	\$14M	\$17M	\$19M	\$66M

+

Hotel Spending - Sturbridge					
	Winter	Spring	Summer	Fall	Year End Total
2023	\$3.2M	\$3.2M	\$7.4M	\$7.6M	\$21M
2022	\$2.5M	\$3.2M	\$6M	\$7.5M	\$19.2M
2021	\$1M	\$2M	\$5.3M	\$6.1M	\$14.4M
2020	\$3.8M	\$0.8M	\$3.2M	\$1M	\$8.8M
2019	\$2.6M	\$3.3M	\$5.6M	\$5.5M	\$17M

Meals Spending

- Meals spending for 2023 has risen nearly 20% above Pre-Covid years. Experts attribute this to higher food prices but also increased visitorship.
- Meals spending for 2017 to 2019 was consistent, averaging \$63M

Hotel Spending

- Hotel spending for 2023 has risen well above the normal averages from 2017 to 2019.
- Hotel spending was a consistent \$17M for 2017 to 2019
- Observers view these increased revenues as a sign of increased room rates but also increased visitors.

Retail Relocations and Departures

Current Retail Occupancy

On an observational level, the retail properties on Route 20 and Route 131 are well occupied with one major long term vacancy being the Cine Magic space.

JC Penney Space

The 50,000 square foot JC Penney space has been successfully re-occupied with a new Mexican restaurant, an affordable fitness chain and a pickleball facility. There was concern when the JC Penney space was vacated in 2022 but by the close of 2023 it appears this space is being re-occupied with a mix of attractive tenants.

Recent Relocations

In the last year there have been several positive retail relocations which include:

- Gidos occupying the former Friendly’s location on Route 20 which will establish a locally owned business onto a well trafficked retail corridor.
- The GOL Food Market has opened on Route 20 in the former D’Errico’s space.
- Wicked Licks opened in the summer of 2023 and from all appearances has done well. Its location adds a terrific complement to Route 20 and the entrance to OSV.
- Tutti Quanti opened in the summer of 2023 offering interesting Italian food and dessert items.
- Brush It Off has expanded its wine and painting business to include a pottery component.
- Deeps Roots Distillery has expanded and opened an axe throwing stable which will add an entertainment feature to their distillery.

Departures and Vacancies 2023 to 2024

The list below details 19 retail movements with 3 vacant properties and 11 re-occupancies, re-usage or expansion of the property identified. This is a very positive trendline.

Address	Prior Tenant	Sq.Ft.	Status YE 2023
178 Main Street	JC Penney	57,000	New Tenant: Planet Fitness
178 Main Street	Everybody’s Fitness	5,500	Vacant
178 Main Street	Walgreens	5,500	Vacant
178 Main Street	JC Penney	6,000	Auto Zone
178 Main Street	JC Penney	6,000	Condesa Mexican Restaurant
379 Main Street	Santander	4800	New Tenant: Learning Academy
500 Main Street	Bank America	10,000	Potential Tenant Emerging
2 School Street	Ravezzi’s	6,000	New Usage: Housing Development
413 Main Street	Jimmy D’s	1800	413 on Main
100 Charlton Rd	Cinemagic	29,000	Vacant
380 Main Street	Chamber Center	2500	New Tenant: Wicked Licks
139 Main Street	Rom’s	4,000	Mama Italia
57 Main Street	Wild Flour Kolaches	8,000	Meraki Hair Co.
365 Main Street	D’Errico’s	3,000	GOL Brazilian Food
559 Main Street	Stone Sparrow	5,000	Brush It Off expansion
559 Main Street	Brush It Off	5,000	Expansion into Stone Sparrow Space
538 Main Street	Stonewall Tavern	2,000	New Tenant: Tutti Quanti
3 Arnold Road	Homefield Brewing	4,000	New Tenant: Rapsallion Expanded

Home Based Businesses

It is very positive to note that there are 3 home based businesses selling pottery and sweets. There are probably more but they have participated recently at the Harvest Festival and at the opening of the RLS Cold Storage facility. They are Work of Art Cookies, Just A Nibble and Twiddle T’s Pottery. Whoopie Doo Cupcakes started as a home base business.

New Program: One Stop Business Service

Town Administrator Grimm has proposed that the position of Economic Development Coordinator serve as a “One Stop” point of contact for business assistance with dealings with town or state agencies, seeking business counseling or incentives. The important goal is not to just refer a business to a resource but to work with them and the agency or rules that are their concern.

Hobbs Brook: Occupancy and Vacancy

The Hobbs Brooks retail plaza currently has space for 19 tenants of various sizes with 1 space vacant. The total square footage of the plaza is 231,000 square feet (s/f) with 29,000 s/f vacant. The largest vacant space is the CineMagic space at 29,000 s/f. Contacts with the ownership broker has been responsive with their assurances that they are working to re-occupy these spaces.

Category	Figure
Total Square Footage	231,000
Vacant Square Footage	29,,000
Vacancy Percentage	17%
Total Store Spaces	19
Occupied	16
Vacant	3

Business of the Year Award Program

In 2022, the Town resumed its Business of the Year Award program, continued it into 2023 and has plans for a 2024 program in March. In 2022 over 200 votes were cast for Publick House, Bird Store ad More, Old Sturbridge Village and Whoopie Doo Cupcakes. Winners in 2023 were 1000 Trails RV Park, Tuttu Quanti, Old Sturbridge Village and Teddy G’s.

Tourism Grants 2022 to 2023

The Town was able in 2022/2023 to win a \$50,000 Massachusetts State Legislature Marketing Partnership Grant thanks to the sponsorship of State Representative Todd Smola. Much of this grant was expended into in 2023 with the results being a late summer 2023 advertising campaign using Yankee Magazine and Albany Times Union. The other balance of the grant supported the updating of the new tourism web site, creating pre-written advertising templates and a 7 minute tourism video.

Major New Projects

As we all know, there have been several major new construction projects within the Town that will offer significant value to the Town's tax base, annual revenues with some new job creation.

Company	Assessed Value	Sq. Ftge	Jobs
New England Cold	\$16.6M	83,000	20
Complete Cold	\$13M	125,000	20
Noble Energy Travel Center	\$9.8M	8,000	5
Noble Energy EV Center - Planned	\$4.5M	16,500	15
TOTALS:	\$44.8M	224,500	60

RV Parks

It is always worth noting that the new opening of the Pine Lake RV Resort offers over 300 RV pads and cottages adding to the over 125 RV pads at the Sturbridge RV Park. This is essentially over 440 hotel rooms hosting out of state visitors with disposable incomes. Conservatively estimated: this is a minimum of 108,000 visitors to Sturbridge.

Sturbridge Tourism and Marketing Efforts

Collectively, there has been and is a large amount of marketing efforts to promote the Town either by the Town STA or OSV. Some of these efforts involve participatory funding from the STA. Some of these are noted below:

Sturbridge Tourism Guide

The annual Tourism Guide was completed this spring with a circulation of 5,500 copies distributed throughout south central MA and northeastern CT. The Guide is posted on the Town Tourism web site page as well.

New Tourism Web Site

The STA has hired Sperling Interactive in Salem MA to create a new stand-alone web site. Sperling has previously created web sites for Concord, Plymouth and North of Boston. The site is up and running with listings for all tourism related businesses, a daily event calendar and seasonal travel itineraries.

New Offering: Perennial Calendar

A week to week calendar has been created to detail all of the regular, traditional and special events that go on in the Town so that hotels, businesses and event planners can see on a year long window what events are going on. This information can help with their promotions, marketing and discounts. Another example is that this calendar can help the Host book events or exhibit shows for times when there are entertaining events for their members or guests.

SPECIAL EVENTS COMMITTEE 2023 ANNUAL REPORT

Overview

In 2023, the Special Events Committee (SEC) sponsored two events that attracted hundreds of participants with the proceeds devoted to two charitable purposes. At the close of 2023, preparations were started for a new community engagement event in March of 2024.

SEC Mission and Vision

The SEC Vision and Mission Statements are detailed as follows:

Vision

The SEC endeavors to foster community pride and develop lasting partnerships with local organizations to create a more vibrant town for all of Sturbridge's many residents, visitors and businesses.

Mission

By creating local events, done either autonomously or in partnership with local organizations, the Special Events Committee draws residents and visitors alike to experience the true Sturbridge spirit. Demonstrating that Sturbridge can offer people unique and creative experiences beyond those normally associated with the community through these local events, the SEC fosters economic development, town pride and improves the town's overall standing in the region, the Commonwealth and beyond.

History of Community Event Creation

The SEC originated and managed various events in Sturbridge that have become annual traditions. The SEC has handed off the management of the Farmers Market and the Annual Bonfires.

Home of the Brave Race 5K

The SEC hosted the 5th Annual Home of the Brave 5k, a road race and walk to honor and support local veterans. This annual race brings out hundreds of runners and walkers. The event brings participants from dozens of towns and many states while raising thousands of dollars annually for local veterans.



Tree.1 Run for Fun

The SEC launched the first Tree.1 (“Tree Point One”) "Run for Fun" in collaboration with the Festival of Giving Trees, aiming to boost awareness and support for breast cancer research. This event supports the Festival of Giving Trees, the Cancer Center at Harrington Hospital, the Massachusetts Breast Cancer Coalition, and the Silent Spring Institute. The Festival of Giving Trees, is an annual event which takes place in Southbridge during December. Record participation occurred at that event in 2023, thanks in part to the town’s support of the Tree Point One. The July event drew over 200 participants and raised significant funds for research and support.

The name "Tree Point One" (Tree.1) is a creative play on words, combining "tree" with the format used to denote a 3.1-mile race, typically referred to as a "three point one" or 5K. The pun aims to

make the event memorable and to highlight its unique character, associated with the Festival of Giving Trees.

SEC Transitions

Lisa Beaudin concluded her tenure as a founding member and Chair of the SEC, having dedicated over five years of volunteer service. During this time Lisa helped with the emergence and expansion of the Sturbridge Farmers Market which is now a Sturbridge institution. The SEC thanks Lisa for her committed and enthusiastic service over her long period of volunteer work.

Looking Toward 2024

The Special Events Committee is delighted with the results of its contributions to Sturbridge in 2023 and extends heartfelt gratitude to all volunteers and town staff for their tireless efforts in organizing these events. The Committee is eagerly planning for both the return of previous events and the exploration of new possibilities in 2024. For the latest information on Sturbridge's events, please visit www.sturbridge.gov.

Lisa Beaudin, Chair
Mary Dowling
Kerry Carey
Sandra Nasto
John Rice

STURBRIDGE TOURIST ASSOCIATION 2023 ANNUAL REPORT

In 2023 the STA was able to work on several tourism fronts as noted below.

1. A Tourism Visitor Guidebook for 2024.
2. Introduction of a new tourism centered web site
3. Expending two tourism grants in 2022 and 2023 for a total of \$98,000.
4. Supporting 7 organizations sponsoring 7 tourism events in Sturbridge.
5. Continuing support for Old Sturbridge Village and their promotional efforts for Sturbridge.
6. Business of the Year Award program.

2023 Meals and Hotel Spending

In 2023, meals spending in Sturbridge rose to \$77.6 million which is 20% above average meals spending from 2017 to 2019. And this figure is 67% above meals spending in 2020 (\$46 Million) which was the Covid year. Hotel spending also rose to new highs reaching \$21 Million in 2023 which is 23% above the years of 2017 to 2019. During the Covid year of 2020 hotel revenues declined to \$8.8 Million so the 2023 revenues represent an increase of 133%. It should be noted that while these revenues reflect strong visitorship it is also felt that increased costs for food and lodging are also a causal factor.

2024 Sturbridge Visitor Guide

For several years, the STA has funded the issuance of an annual Visitor Guide. This Guide has been distributed free of charge throughout the region to help promote our community to visitors. Copies are distributed to local hotels, restaurants and tourism related businesses and is posted on the new tourism web site. The guide is sent to mail order requests as well. The STA has supported the funding of this informational guide annually. Planning is underway to compile a newly formatted 2024 Tour Guide which will include expanded listings, a perennial events calendar, travel itineraries and a new map.

Completion of a New Tourism Web Site

In late 2020, the STA started the process of recruiting a web development firm to design and construct a stand alone web site that will promote all of Sturbridge's tourism attractions such as its trails and Old Sturbridge Village along with its hotels, inns, restaurants and specialty shops. The web site "Experience Sturbridge.com" has been completed and was opened up in May of 2022. For 2023, the new web site and digital media efforts achieved 259,942 "Reaches", 13,424 page views and 5,145 page likes.

Tourism Grants

In 2022, the STA was able to secure two grants for a total of \$98,000. One grant for \$48,000 was from the Massachusetts Office of Travel and Tourism which was used to underwrite the costs of a Spring, Summer and Fall 2022 digital media campaign. The second grant which was for \$50,000 from the Massachusetts Marketing Partnership which is a part of the State Legislature's budget. The STA is very thankful to State Rep. Todd Smola for sponsoring this earmark and guiding it

through the budget process. These funds were used to retain a professional firm to manage a \$25,000 digital tourism marketing campaign in the Summer of 2023.

The remaining \$25,000 was to work on developing the tourism web site with new content, photos and other visual assets such as the creation of a 7 minute video promoting Sturbridge. Additionally, new advertising templates were created so ads will be positioned for placement when an ad request arrives.

STA Tourism Grants Promoting Sturbridge

Every year the STA provides grants to support efforts that promote Sturbridge as a local tourism events or projects that strengthen visitorship. project in Sturbridge to support their efforts to attract more visitors and commerce to Sturbridge. In 2023, the STA offered tourism grants to 7 organizations creating 7 events. These events or projects were:

- Herbfest Health Event
- Doll and Bear Miniature Show
- The Central Mass South Chamber's Harvest Festival
- New Sturbridge Visitor Information Center
- Dream World Concerts
- The New Year Antiques Collectible Show
- David Brockman Antique and Textile Show
- Sturbridge Trails Brochures

STA Supports A New Sturbridge Visitor Information Center

In the Summer of 2023 the STA was pleased to support the positive efforts of the South Central Chamber to build a new tourism visitor information center. The STA awarded nearly \$10,000 to support various physical improvements to the building below. The improvements were targeted to those renovations that helped with tourism promotion such as brochure racks.

Summer Marketing Campaign

In the Summer of 2023, the STA commissioned a \$25,000 digital media marketing campaign to promote Sturbridge throughout New England. . This campaign purchased digital advertising with several name brand sites which included Yankee Magazine, Albany Times Union, and Digital iQ. The results of this outreach were thousands of impressions across New England and the mid to upper Hudson Valley which is within car driving range of Sturbridge.



Support for Old Sturbridge Village

Since 2021, the STA has extended financial support to Old Sturbridge Village (OSV) to support various initiatives that promote OSV and Sturbridge. One was to share the costs of their 75th Anniversary promotional utility pole banners in 2022. Secondly, to share the costs of paying for a bus tour consultant to book bus tours to OSV. Thirdly, to pay for a share of a Summer and Early Fall promotional marketing campaign. In the Summer of 2023, the STA contributed towards the cost of digital highway signage on I-90. The overall goal is that in helping OSV with public promotions, this will increase or sustain visitorship and in turn, support local shopping.

Businesses of the Year (BOYA) Awards

In 2022, the STA resumed sponsoring its BOYA awards contest which allow residents and visitors to vote for their favorites places to stay, eat, play and shop. The STA received seventy-five nominations in 2019, 200 in 2022 and over 400 in 2023.

The winners were:

Shop: Tutti Quanti
Eat: Teddie G's
Stay: Sturbridge RV Park
Play: Old Sturbridge Village



Those four winners were awarded the title of Business of the Year and \$1,000 marketing grant.

Summary

In 2023 the STA shall continue to foster positive economic growth in Sturbridge through the support of tourism in our community.

Respectfully Submitted: Sandra Gibson Quigley, Chair. Members: Nick Salvadore, Jasmine Bell, Pete Champagne and Alex McConnon

TREE WARDEN 2023 ANNUAL REPORT

I am pleased to report on the tree management activities of the Tree Warden for 2023.

It is my responsibility to provide consultation to the Planning Board, Conservation Commission, Zoning Board of Appeals, Design review Committee and Town Planner in matters related to trees. I am also consulted on landscape and development plans involving town property. Most importantly however, it is my duty to meet with any resident that call my office with tree questions or concerns.

I am proud to be able to report that 1700 seedlings were delivered to Burgess Elementary for distribution to the school children in celebration of “Arbor Day”. Thanks to the teachers and staff that helped with this event.

This year National Grid scheduled the removal of approximately 179 trees on the 10 most traveled roads in town. In exchange for National Grid’s resources being used to cut down and chip these trees, I agreed to use town resources to remove the wood left behind. As the majority of these trees are oak and ash (great firewood) I have encouraged the abutting land owners to take advantage of the by product. I am happy to say that approximately 80% of this wood has been claimed! In those cases, where wood is left behind I will be scheduling pick up and disbursement soon. In addition, National Grid has begun a large pruning project on 32 roads throughout Sturbridge. I have also overseen the removal or trimming of approximately 40 trees using town budget money.

In closing I would like to share information that was reviewed in the 2-day tree conference I attended in early January as it relates to our Town of Sturbridge:

- The conditions needed to spread Gypsy Moths, as well as a major reduction and their preferred wood products have kept them at bay for the most part. Never the less the damage that has been left behind is still present and challenging.
- Emerald Ash Borer is present in almost every Ash tree on town property (last count showed 354 trees). The newest information states that the majority of Ash trees will be eliminated by this disease in the next few years. Please keep in mind that removal needs to be done quickly as the tree becomes brittle quickly making the removal more dangerous.

If homeowners have questions or concerns about these pests, as well as Beach Leaf Minor or Hemlock Adelgid on their private property please feel free to call me as I would be happy to meet and discuss options.

Respectfully submitted,
Tony Crane
Sturbridge Tree Warden

COMMUNITY PRESERVATION COMMITTEE 2023 ANNUAL REPORT

What is the Community Preservation Act (CPA) (M.G.L. Chapter 44B)?

- Dedicated funding for: Open Space, Historic, Affordable Housing, Recreation
- State revenue is collected from every real estate deed transfer in Massachusetts
- Local CPA funds, collected through a surcharge, are matched by state revenues.

How has the State contributed to Sturbridge's CPA fund?

- Since 2002, Sturbridge has received \$5,297,982.00 from the State
- For FY2023, Sturbridge received \$238,608.00 CPA Funds from the State (37.74% match)

The Community Preservation Coalition hosts the website www.communitypreservation.org, which offers valuable information regarding the CPA.

The Community Preservation Committee (CPC) presented the following articles to the voters at the **June 5, 2023 Annual Town Meeting**:

- Administrative Funds - \$20,000.00 — Undesignated Fund Balance (passed)
- FY23 Debt Payments — Undesignated Fund Balance (passed) as noted:
 - SIXTY THOUSAND FIVE HUNDRED AND 00/100 DOLLARS (\$60,500.00) for the purpose of paying the debt service for the OSV Land Acquisition;
 - THIRTY-EIGHT THOUSAND FIVE HUNDRED AND 00/100 DOLLARS (\$38,500.00) for the purpose of paying the debt service for the Heins Farm Acquisition;
 - NINETY-TWO THOUSAND SIX HUNDRED FIFTY AND 00/100 DOLLARS (\$92,650.00) for the purpose of paying the debt service for the Town Hall / Center Office renovation project;
 - TWENTY-SIX THOUSAND THREE HUNDRED FIFTY AND 00/100 DOLLARS (\$26,350.00) for the purpose of paying the debt service for the Recreation Court project;
- Gravestone Restoration — \$9,500.00 -- Historic Fund Balance (passed)
- Conservation restriction for the Fiske Hill CPA parcel - Open Space Fund Balance — \$60,000.00 (passed)
- Senior Center restoration component of the renovation at 480 Main Street - \$1,780,000.00 (passed)
- Creation of a master plan as well as signage, maps, forest rehabilitation and enhancement of public access for the CPA Plimpton property - Open Space Fund Balance \$25,000.00 (passed)
- Creation and improvements of trails and creating signage on CPA open space properties. - Community Preservation Fund Undesignated Fund Balance - \$45,000.00 (passed)
- Engineering, design, legal fees and permitting, as well as design of trails and a parking lot for the Grand Trunk Trail extension, on 1 River Road and 9 River Road - Community Preservation Fund Undesignated Fund Balance \$119,000.00 (passed)

- Engineering, design, and permitting for connecting the Riverlands trails to Main Street, including the design of pedestrian bridge. - Community Preservation Fund Undesignated Fund Balance -\$220,000.00 (passed)
- Continuing the use of a Housing Consultant as described in the Housing Production Plan. Community Housing Fund Balance \$25,000.00 - (passed)
- Restoration and rehabilitation of the Honor Roll and Civil War Memorials at the Town Library and Town Hall. - Historic Fund Balance - \$15,000.00 - (passed)
- Restoration and rehabilitation of the Gold Star Mother's Memorial and landscape at the Center Office Building. - Historic Fund Balance - \$15,000.00 - (passed)

CPA projects and proposals can come from interested citizens, land owners, various committees and Town boards. Any proposal submitted to the CPC is given full consideration and is studied carefully. Proposals approved by the CPC are brought forward to the Board of Selectmen, the Finance Committee and ultimately the Town Meeting voters. The CPC encourages all to attend our meetings, which are posted on the Town website.

Respectfully Submitted, Penny Dumas (Chair), Kadion Phillips (Vice Chair), Kelly Emrich, Edward Goodwin, Barbara Search, Walter Hersee, Lauren Vivier

HISTORICAL COMMISSION 2023 ANNUAL REPORT

The year 2023 was a busy one for the Historical Commission spending the majority of our time implementing the Preservation Grant the Town was awarded. For the year we had a 4 person board but happy to say - Bill Barnsley has joined our group - giving us a full board for the first time in years.

Massachusetts General Laws Chapter 40 Section 8D states a city or town may establish a local Historical Commission for the preservation, protection and development of the Historical or Archeological assets of city or town.

HISTORICAL PRESERVATION GRANT - as stated above the commission was able to obtain a grant from the state for \$15,000 plus matching funds from CPC to total \$35,000. With these funds we did the following:

- Contracted PAL consultants to prepare an action-oriented community-wide historical preservation plan. The purpose of preparing the plan was to provide a community vision for preservation and guidance regarding actions that should be taken to support Historic Preservation.
- We reviewed ongoing and anticipated issues and challenges
- Historic preservation issues and challenges
- Came up with recommendations for goals and polices
- New inventory surveys/ near term projects, 1-3 years/long term projects 3-5 years

As you can see from the above the commission will have many projects this year and hopefully growing the Towns awareness of just how much historic history is in Sturbridge.

THE LAFAYETTE TRAIL MAKER PROGRAM - This was a program that stated last and hopefully everyone has seen the sign on the common.

The official celebration of Lafayette's visit will be September 24, 2024. We will be working with OSV and other towns to make this a great day for our towns people.

During 2023 we continue to receive various requests for the state concerning projects that may impact Native American burial grounds in Sturbridge



The Sturbridge Historical Commission continues to strive to highlight historical assets in Sturbridge and to advocate to their preservation. Historical preservation contributes to our community's economy and to our sense of place. We appreciate all the help and input we have received from the town to help us complete our mission.

Respectfully submitted,

HISTORICAL COMMISSION

Richard L. Volpe - Chair

Charles Blanchard - Vice Chair

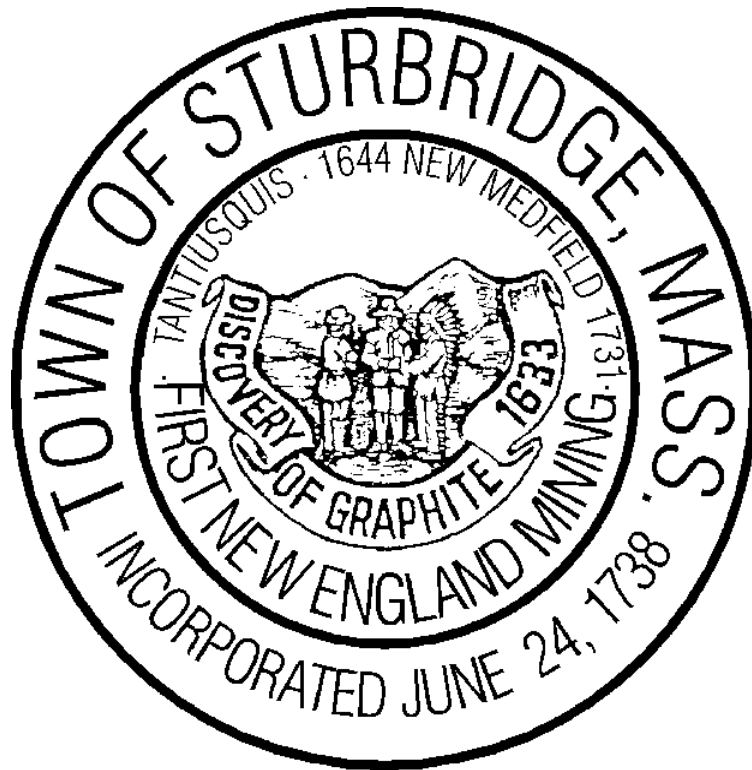
Barbara A. Search

Walter Hersee

Bill Barnsley

COMMUNITY SERVICES

2023



REPORT OF THE COUNCIL ON AGING 2023 ANNUAL REPORT

The mission of the Sturbridge Council on Aging (COA) / Senior Center is to enrich the lives of the community's older adults by providing services, education, and programs to promote wellbeing, independence and encourage community involvement.

The Center has been a welcoming and resourceful site for all residents 60 and over, their families, and their caregivers for years. Through offering a variety of services, the staff welcomed 816 participants, including 108 first-time visitors to the center this year.

I would like to extend my sincere appreciation to our Community Preservation, Finance Committee, and the Town residents through Town Meeting. We secured the needed increase of funds for the Senior Center renovation project to move forward because of your generosity and time donated.

Our move-out date was set for November 6, and with the assistance from our COA board, DPW crew, and COA staff the transition to our temporary home at The Federated Church, went smoothly. The construction began November 10, and it has been very exciting to watch the progress each week. We are grateful for the patience of our community and those around us who helped us.

The Outreach Coordinator's job description/title was reclassified to an Assistant Director/Outreach Coordinator. This provides support to the director when needed. We welcomed two new team members, JoAnn Kass, Office Assistant and Ellen Thibodeau, Program Coordinator. With two open seats on the COA Board, and three applicants, we welcomed Elizabeth Brandt, Joan Chamberland, and Joyce Bradley as our volunteer Secretary.

The Council of Aging offers a wide range of exercise/wellness programs. These programs offer the opportunity to advance healthy lifestyles by remaining active and socially engaged while removing barriers related to exercise programs. Our programs include Tai Chi, Arthritis Exercise, Chair Yoga, Floor Yoga and Cardio classes. We offered music and art programs, technology assistance, celebrations, trips, support groups, crafts and intergenerational programs. Along with assistance with fuel, housing, food insecurity, and application support. This year we have seen an increase of requests/needs for low-income housing, referrals for in-home care and, assisted living. This trend is expected to continue.

Tax Work Off Program

In 2023, the Council on Aging placed 23 seniors and 4 veterans in positions within the town departments and Elementary school for approximately \$13,575.00 in real estate abatements. The Tax Work-Off Program is available to adults age 60 or older who own and live in a residence for which they pay property tax. Applications are accepted annually beginning July 1st. Seniors can receive up to \$500.00 from their yearly tax bill.

A brief glimpse of 2023



The Center continues to be a thriving, viable organization served by a professional, caring team that I am fortunate to work with every day. We are thankful for all the continuous support throughout the community and the various Town Departments.

Respectfully Submitted,
Leslie Wong, Director

STURBRIDGE RECREATION COMMITTEE 2023 ANNUAL REPORT

The Sturbridge Recreation Committee is responsible for the beautification and maintenance of town property, the development of recreational facilities, and programs for all of Sturbridge. The Sturbridge Recreation Committee is an elected board that manages the Recreation Department, with one full time employee, the Recreation Director.

In 2023, program offerings through the Recreation Department had exceptionally high registration numbers and a variety of programs available. The Summer Recreation Program, Mini Program, and Adult Leagues saw the highest registration numbers in the Department's history!

The following programs were provided for the Sturbridge community:

- Sturbridge Winter Outing
- Letters from the Easter Bunny
- Museum of Science Bus Trip
- Free Fun Outdoor Series, Spring and Fall
- Town Employee Functional Workout Series by Flow Fitness
- Annual Spring Town Bonfire
- Spring/Summer/Fall Youth Sport Leagues
- 2nd Annual Kids Block Party
- Outdoor Competitive Basketball League, Ages 14-21
- Outdoor Competitive Basketball Leagues, ages 21+
- Outdoor Volleyball League
- Cedar Recreation Area, Public Swimming and Town Courts
- Pickleball at Cedar Lake Recreation Area
- Concerts on the Common Summer Concert Series
- Summer Recreation Program
- Summer Mini Recreation Program
- Sunrise Summer Fitness by Julie Gerrish Fitness
- Sturbridge Town Takeover with the Woosox
- Third Annual Town Wide Yard Sale
- Public CPR/First Aid/AED Training Classes
- Indoor Adult Recreation Leagues (Volleyball, Basketball)
- Annual Fall Town Bonfire
- Scarecrow Decorating Contest
- 2nd Annual Spooky Nights, Halloween Decorating Contest
- Annual Tree Lighting Ceremony
- Coloring Contest and Letters to Santa
- 4th Annual Light Up Sturbridge, Holiday Decorating Contest
- Holiday Bus Trip to New York City
- Town Common Ice Skating Rink

In 2023, Youth Sports Leagues returned to the fields without State restrictions in place for COVID-19. Soccer, Baseball, Softball, Lacrosse, Football and Cheer were able to participate in practices, games, and tournaments with record breaking registration numbers.

We thank the dedication of the league organizers, coaches and parent volunteers that were able to conduct games and practices. The Recreation Committee continued supporting the Youth Leagues through facility upgrades and providing the youth athlete reimbursement program.

We would like to thank these dedicated individuals who make these leagues possible;

- Charles Amaru - Sturbridge Little League Baseball
- Mike Lemovitz - Sturbridge Girls Softball League
- Jennifer Bailey - Sturbridge Recreation Soccer, TRY Soccer
- Joe Levesque - Tantasqua Youth Football and Cheer
- Tracy Rapose - Sturbridge Youth Basketball
- Christina Reidy- Tantasqua Youth LAX

Spring Town Bonfire

The Spring Town Bonfire was hosted on the Town Common on Sunday May 7, 2023 (scheduled rain date). This four-hour event featured live music from by Sunshine and Blue Skies Band, Face Painting by Christine Z and Rec Rascals Craft Table sponsored by Rec Committee. Featured vendors included Dog Father Food Truck, Roadside Delights, Greater Good Imperial Brewing, Sturbridge Coffee Roasters, and Melissa Flaherty Cakes. The bonfire was built and fed by Scouts Troop 163, with the assistance of Sturbridge Fire Department.

Thank You!



Spring Free Fun Fridays

A variety of free weekly programs to explore the outdoors on various Town properties. Thank you to our local business and organizations for their partnership to provide these opportunities!

The following offerings were available:

May 13- Functional Fitness with Flow Fitness, A workout full of foundational movements to help you move and function better throughout your daily life! Town Common, 9:00 AM

May 20- Guided Trail Walk with FroST. Riverlands: Grand Trunk and Cistern Trail. Approximately 3 miles; Riverlands Trails, 52 Stallion Hill Road, 9:00 AM

May 27- Intro to Pickleball with Sturbridge Pickleball, Cedar Rec Courts, 9:00 AM

June 3- Guided Trail Walk with FroST: Pinelands and Cow Stile Trails. Approximately 2+ mile, 197 Leadmine Road, 9:00 AM

June 10- Spin Class with GLOWcycle. GLOWcycle is your indoor cycling experience! A full body workout adaptable to all fitness levels, GLOWcycle, 10:00 AM

2nd Annual Kids Block Party

Our second year of this popular event, hosted in partnership with Sturbridge Fire Department and Sturbridge Police Department, was a huge success! The event took place Friday June 16, 3:30-7:30PM on the Town Common. The Block Party featured DJ Music Matters, Photo Booth, Face Painting, Bounce Houses, Foam Pit, Food Truck, Ice Cream Truck, Dunk Tank, and a Kissing Booth with Rocky our Community Resource Dog! **Thank You** to our sponsors, Southbridge Credit Union and Sturbridge Orthodontics for an awesome day out! **Thank You** to the Fire and Police Departments for their assistance in making this event happen.



Summer Recreation Program

The Summer Recreation Program had another fantastic year! The Recreation Director worked closely with summer staff to provide a fun outdoor experience for children ages 7-14. This year the program attracted 276 participants, welcoming both new and returning families to the program. The youth enjoyed tennis lessons, organized games, arts and crafts, and swim activities. Special themed days such as Tournament Tuesday, Wacky Water Wednesday, Pizza Friday, Halloween, and Christmas in July were popular. The children were able to participate in on-site programs including Out of the Ark Animal Shows, Talewise Science Programs, Music Bingo, and more!

The Recreation Department also offered the Summer Recreation Mini Program, for Sturbridge residents ages 3-6. This two-week, morning program is hosted at the Cedar Lake Recreation Area and provides adequate games, tennis lessons, arts and crafts, and other activities for participants who aren't quite ready to spend the day yet!

The Committee wishes to acknowledge the dedication of our Summer Recreation Staff:

- Genevieve Pacetti – Summer Program Coordinator
- Trey Allen - Lifeguard
- Sam DeRose - Lifeguard
- Rebecca Jarvis- Lifeguard
- Landon Grover - Lifeguard
- Tatum Corriveau -Tennis Instructor
- Tanya Mallard - Tennis Instructor
- Erika Francolini - Play Leader
- Behailu Pecci - Play Leader
- Emma Quinn - Arts and Crafts

Thank you to our Summer Substitutes:
Kyrh Langille, Claire Rogers, Erin Nelson,
Dominic Brow, Samuel Bachand.



Pickleball at Cedar Recreation Area

Pickleball continues to be a growing sport in the area. If you are interested in learning or looking for a group to play with, please email sturbridgepickleball@gmail.com to join the mailing list. **Thank you** to Brian Friedmann and Linda Simpson for their work in coordinating this group!



Summer Concerts On The Common Series

An 11-week Concert Series featured on our beautiful Town Common!

This series continues to be one of our most popular programs and attracts attendees of all ages. Through our local sponsors including Betterment Committee, Sturbridge Tourist Association, Lions Club, Rotary Club, Sturbridge Cultural Council, Savers Bank, G&F Precision Molding, Southbridge Credit Union and Cornerstone Bank for sponsoring the following performances;

- June 8- Music Matters Band (Top 40's) Sponsored by Southbridge Credit Union
- June 15- Southern Voice Band (Country) Sponsored by Sturbridge Tourist Association
- June 22- The Kenn Morr Band (Original Folk/Rock) Sponsored by Betterment Committee
- June 29- Looney Tunes (Party Rock & Dance) Sponsored by Cornerstone Bank
- July 6- Uncle Sam's Jazz Band (Patriotic Music) Sponsored by G & F Precision Molding
- July 13- The Deloreans (70s, 80s) Sponsored by Sturbridge Cultural Council
- July 20- Tequila Bonfire (Modern Country) Sponsored by Betterment Committee
- July 27- Dan Gabel and The Abletones (Tribute to Tommy Dorsey and Frank Sinatra) Sponsored by Lions and Rotary Clubs
- August 3- Island Castaways (Tropical Rock) Sponsored by Savers Bank
- August 10- Axis (Classic Rock) Sponsored by Sturbridge Cultural Council
- August 17- Holdin' Back; the 60's (60's Music) Sponsored by Sturbridge Cultural Council

Concerts take place on the Sturbridge Town Common, Thursdays from 6:00-8:00 PM. **Thank You** Greater Good Brewing, Roadside Delights, and Escape the Pike for attending weekly!



3rd Annual Town Wide Yard Sale

The Recreation Committee hosted the Third Annual Town Wide Yard Sale on the third weekend of September for Sturbridge residents. Interested parties registered in advance, while the Recreation Department provided an organized list and driving map of all 50 addresses! The Committee looks forward to continuing this town wide event in future years.

Fall Free Fun Series

Based on the continued success of the Free Fun Series, the Recreation Department provided a second fall series to connect residents and businesses in Town. **Thank you** to our local business and organizations for their partnership to provide these opportunities!

Sept 16- Basic All Levels Full Body Workout with Julie Gerrish Fitness. Cedar Rec, 9:00 AM

Sept 23- Functional Fitness with Flow Fitness, Town Common, 9:00 AM

Oct 7- Intro to Pickleball, Cedar Rec Courts, 1:00 PM

Oct 15- Guided Trail Walk with FroST; Pinelands, Leadmine Mt., and Cow Stile Trails, Approx 2.5 miles, 197 Leadmine Road, 10:00 AM

October 21- Yoga on the Trails with Jen Songer, Leadmine Mountain, 10:00 AM

Fall Town Bonfire

A community favorite, the Fall Town Bonfire was hosted on the Town Common on Saturday October 28, 2023. This four hour event featured live music from by Sunshine and Blue Skies Band, Face Painting by Maggie the Clown and Rec Rascals Craft Table sponsored by Rec Committee. Featured vendors included Dog Father Food Truck, Roadside Delights, BT's Smokehouse, Greater Good Imperial Brewing, Altruist Brewing, Sturbridge Coffee Roasters, Melissa Flaherty Cakes, Sawdust Coffee House, Uncle Joey's Cannolis, Escape the Pike, Thrifty Gypsy. The bonfire was built and fed by Scouts BSA Boy Unit 161, with the assistance of Sturbridge Fire Department. **Thank You!**



2nd Annual Sturbridge Spooky Nights

New this year, the Recreation Committee introduced Sturbridge Spooky Nights, a Halloween decorating contest for residents and businesses. This competition took place October 28th – 31st and the public voted online for their favorite displays by the 31 registered participants. Categories included the Pumpkin Award for Best Kid Friendly Display, the Harvest House Award for Best Fall Theme, the Horror House Award for Best Scary Display, and the Spooky Nights Award for Best of Sturbridge Businesses.

SPOOKY NIGHTS AWARD

1st Place- Altruist Brewing Company

2nd Place- Deep Roots Distillery

3rd Place- McCurdy Group

PUMPKIN AWARD

1st Place- 19 Clark Road

2nd Place Ties- 364 Leadmine

2nd Place Ties- 14 Plimpton Ave

HORROR HOUSE AWARD

1st Place- 76 Breakneck Road

2nd Place- 244 Cedar Street

3rd Place- 78 Fiske Hill Road

HARVEST HOUSE AWARD

1st Place- 48 McGregory Road

2nd Place- 34 Mashapaug Road

3rd Place- 62 Fiske Hill Road



Scarecrow Decorating Contest

New this year, the Recreation Committee partnered with The Publick House Historic Inn to host the Scarecrow Contest that has been on the Publick House front lawn for 30 years! The first place winners per category received a gift basket with donations from the following: The Publick House, Sadie Green's, Saw Dust Coffee House & Dessert Bar. Thank you to these businesses for their generosity! Thank you to our participants - a great job by all!

ADULTS

1st Place- The Garden of Good and Evil by the Collette and Skowyra Families

2nd Place- Owl by Simone Germain

3rd Place- Alien Abduction by Sarah and Paul Quarles



BUSINESSES

1st Place- Waltz of the Witches by Mass Motion Dancers

2nd Place- Headless Barista by Saw Dust Coffee House

3rd Place- Worked to Death by Michael's of Sturbridge

GROUPS

1st Place- It's Show Time! Venture Community

2nd Place- Zombie Ghoul Scout by Girl Scout Troop 64837

3rd Place- Ghoul Scouts by Girl Scout Troop 64510

YOUTH

1st Place- Wooded Girl by Arya Dateo

2nd Place- A Bad Haircut by Evelyn Quarles

**3rd Place- Miserable Minnie by Elizabeth and Katherine
Beaupre**



OVERALL BEST

1st Place- The Garden of Good and Evil by the Collette and Skowyra Families

2nd Place- Owl by Simone Germain

3rd Place- It's Show Time! By Venture Community Day Service

Annual Tree Lighting Ceremony

The Annual Tree Lighting Ceremony took place on Friday November 24, 2023. This year's event featured Santa Claus, Tantasqua Choraleers, Show Choir, DJ Music Matters, and Holly the Elf with balloon animals for entertainment. Local vendors included Northeast Novelty, Mondovi Dental, Wreaths by Boy Scouts Troop 161, and Wings of Freedom Animal Rescue. Hearthstone Market and The Publick House donated hot chocolate and cookies! The Sturbridge Fire Department escorted Santa by fire truck, while the crowd enjoyed the fire barrels. **Thank You** to our performers, vendors, and attendees!



4th Annual Light Up Sturbridge!

The 4th Annual Light Up Sturbridge returned to Town! This community wide decorating contest featured 34 registered addresses creating a magical holiday light drive for members of the community. The competition featured four decorating categories to choose from; Traditional/Classic, Holiday Spirit, Go Big or Go Home, and Best of Sturbridge Businesses. Lights were required to be on the first three weekends in December, and voting was done by the

public. Maps were available online as an interactive map and PDF format, as well as an organized list of participating addresses. **Thank You** to the Sturbridge Planning Department for their assistance in coordinating the list of participants with online mapping, providing accessibility to all.

BEST OF STURBRIDGE BUSINESSES:

- 1st Place- Saw Dust Coffee House
- 2nd place- Sturbridge Coffee House
- 3rd place- CHIC Salon

GO BIG OR GO HOME:

- 1st Place- 2 Apple Hill Road
- 2nd place- 244 Cedar St
- 3rd place- 80 McGilpin Road

TRADITIONAL/CLASSIC:

- 1st Place- 30 Draper Woods Road
- 2nd place- 78 Fiske Hill Road
- 3rd place- 81 Hall Road

HOLIDAY SPIRIT:

- 1st Place- 6 Lakewood Trail
- 2nd place- 76 Breakneck Road
- 3rd place- 40 Shepard Road



Town Common Skating Rink

Located on the Sturbridge Town Common, the skating rink is open for public use from dawn to dusk. The annual installation of this rink is highly anticipated by many! The rink is weather dependent, total days of usage is declining drastically in recent years due to warm winters.

Thank You to Sturbridge DPW for their assistance in assembling and maintaining the community rink.



The Recreation Committee can always use assistance with our programs. Our meetings are open to the public, and interested citizens are welcome to attend and get involved. Please feel free to call the Recreation Department at 508-347-2041 or visit the Recreation Department’s web site.

Respectfully Submitted,

Sturbridge Recreation Committee
Kadion Phillips, Chairman
Juliana Kuszewski
Jeff Shapiro
Josh Cottone
Jim Rosseel
Annie Roscioli, Recreation Director

STURBRIDGE CULTURAL COUNCIL 2023 ANNUAL REPORT

The Sturbridge Cultural Council (SCC) is a permanent committee of Sturbridge residents who volunteer and are appointed by the Town Administrator and is a part of a network of local and regional cultural councils which receive funding through a central state agency, the Massachusetts Cultural Council (MCC). Funds are re-granted to individuals and groups to promote excellence, access, education and diversity in the arts, humanities and interpretive sciences in Sturbridge.

Briefly, the Council supports projects that promote access, education, diversity and excellence in three areas: the Arts, including crafts, performing, visual, media, folk, design, literary, and interdisciplinary arts; the Humanities, including history, social studies, philosophy, criticism, and literature; and the Interpretive Sciences, engaging people in learning about nature, science, and technology in ways that connect to their lives. In the past, local grants have supported a wide range of activities: town concerts, exhibitions, radio and video productions, presentations for schoolchildren, lectures, and nature and science education programs for children and families.

Each year, the SCC conducts an online survey residents in order to update the Council's priorities to best reflect the current needs and interests of the townspeople. Every Fall, the SCC solicits applications for funding for projects for the following year. It then meets to review and vote on the applications submitted. For 2023, the SCC approved 12 projects, including programs at the Joshua Hyde Library, Sturbridge Recreation Camp, Summer Concerts on the Common, and the Sturbridge Farmers Market.

There are currently two openings on the council. If you are interested in becoming a member, please contact us at sturbridgeculturalcouncil@gmail.com.

More information about the Sturbridge Cultural Council is available at:

<https://massculturalcouncil.org/local-council/sturbridge/> and

<https://www.sturbridge.gov/cultural-council>

JOSHUA HYDE PUBLIC LIBRARY

2023 ANNUAL REPORT

Let's start at the end of the year when the biggest changes happened in the Joshua Hyde Library building. In October the long anticipated HVAC project began. The project was to upgrade the 32 year old heating and cooling system and to make the bathrooms and other areas within the library ADA compliant. In order to be ready for the start of the construction, thousands of books were moved by staff and volunteers. Staff conducted library business in a modified area in the front of the building with limited browsing until December when the heat was shut off entirely and operations moved to the Town Hall. As of the end of 2023 the library was still operating out of town hall and looking forward to the re-opening of the entire library in 2024.



The Friends of the JHPL held the annual Mini-Golf event in March. Holes were made by community groups and individuals, including the CAD class and the golf team from Tantasqua Regional High School. The Friends continue to raise money through book sales and membership drives to support the library's programs and events. This year they donated over \$13,000 to the library for virtual and in-person programs—including the Summer Reading Program for all ages that had over 800 adults and children participate. We thank all of the volunteers who made this possible.

And as a special thank you, this year the Friends of the JHPL held a Volunteer Appreciation Event in November that was held at Saw Dust Coffee House. Over 80 people who have recently volunteered for the Friends were invited to attend the event that included special guest speakers and delicious food.



Some of the Programs in 2023



The Bruins PJ Drive in February provides new pajamas to kids in foster care



Korean Lantern craft



Magic Fred



Thursday, February 2nd - 6pm-7pm
(In Person with Children's Librarian Lisa Rice -
Joshua Hyde Public Library, 306 Main Street, Sturbridge)

To register, call the library at 508-347-2512 or online
at sturbridgellibrary.org - Registration is required



A grant awarded to the library for a STEM programming series



Community Puzzle Swap



L to R: Trustee Gina-Marie Kajano, Massachusetts Board of Library Commissioners Debby Conrad and Vicky Biancolo, & Trustee Alice Kao at the Library Legislative Breakfast in Worcester



Stuffed Animal Sleepover



Virtual and In-Person Author Events

The library has 48,095 items on its shelves and over 209,400 downloadable ebooks, audio, and video available. There are 4501 Sturbridge resident cardholders. In 2023, staff circulated 75,084 of physical items at the Joshua Hyde Public Library.

Our dedicated staff this year: Susan Briere, Deanna Callahan, Tammy Dufresne, Courtney Ekstrom, Jessica Hiestand, Kim Kvaracein, Patricia Lalli, Alexandra Lemovitz, Sylvia Lenti, Jude McDonald, Lara Matheson, Cayleigh Mayen, Tasha Mayen, Gina Piantoni, Lisa Rice, Liz Rooker, Keith Vezeau, Nicholas Yarter, Cheryl Zelazo.

Respectfully submitted, Becky Plimpton - Library Director

JOSHUA HYDE PUBLIC LIBRARY BOARD OF TRUSTEES

2023 ANNUAL REPORT

The Board of Trustees consists of nine members who are elected by the community. They assume major responsibility in the overall supervision of the Library and its services. These include: establishing and implementing policies; overseeing the physical plant; and providing and monitoring fiscal and financial programs including the annual budget. The Trustees meet monthly, and participate in sub-committees as needed, as well as the various Library programs.

Throughout this year the Trustees conducted their regular review of Library policies with no major changes. Our policies reflect and support the mission of the Joshua Hyde Public Library to provide lifelong learning opportunities to the diverse members of our community. The JHPL is an essential and evolving centerpiece of the community, leading with innovative ideas that meet both individual and community needs. Our diverse physical and virtual resources, along with creative programming, provide opportunities for intellectual and personal growth, as well as social connections and entertainment. The Trustees wish to thank the community for their overwhelming support of our mission as shown at the 2023 Annual Town Meeting.

After many years of temporary repairs, the HVAC system for our 126-year old building and 34-year old addition has finally been replaced. Along with this work the bathrooms on the Children's Room floor have been updated to be brought up to ADA compliance. The Community Meeting Room has also been refurbished with new flooring, window shades, and furniture. This work necessitated a great deal of creative work on the part of the Library Director and staff to keep the Library functioning – in reduced area, and in other locations – during the construction period. We thank them for their “can-do” attitude and positive efforts.

The Trustees thank Library Assistants Sylvia Lenti and Kim Kvaracein for their service of 30 and 20 years, respectively. We also sincerely thank our outgoing Trustees Melissa Earls and Carol Mitchell, and we welcome new Trustees Karen Engell and David Reed.

We are grateful to the Friends of the Library for their continuing support, and for the excellence and dedication of the entire Library staff. We continue to work for all the residents of Sturbridge to make the Library a welcoming place to seek out information and literary recreation.

Respectfully submitted
Joshua Hyde Public Library Board of Trustees
Joyce Sinnott, Chair
Jessica Colati
Lily Dyer
Karen Engell
Sandra Gibson-Quigley
Elisa Krochmalnyckj
David Reed
Gina-Marie Kajano
Shin-Yi (Alice) Kao

TRAILS COMMITTEE 2023 ANNUAL REPORT

In 2023, the Sturbridge Trails Committee (STC) continued the work of building and maintaining sustainable town wide trail system, with a primary focus on improved usability of the Leadmine and Riverlands trails. Beyond trail building and maintenance, the three key areas of focus were again to accelerate the building of planned trails, improve the maps and marking of existing trails and expand our public outreach. We tracked 62,394 unique trail visits on the town owned properties in 2023, down 6% from 2022 which isn't a surprise given the intolerable weekend weather.

As in previous years, we continued to accomplish a significant amount of work at minimal cost via our dedicated volunteers, use of our trail building equipment and the amazing support of the Sturbridge DPW. We held 8 volunteer workdays on the 3rd Saturday of every month (April-Nov) in 2023. All volunteers are welcome to attend these workdays to help with lighter trail projects. The committee also continued the weekday work crews that focused on more complex ongoing projects from a very specific group of volunteers.

We were excited that we were able to hold our 3rd annual Ice Sculpture Contest and again support the Rotary clubs Halloween 5K that was on part of the Leadmine Mountain property. We continued to promote the trails via Facebook page keeping it current on all trail changes and publishing events on both the trails Facebook page and the Sturbridge community page. The latest versions of the trails guide can be downloaded from the trail's website, or a paper copy can be picked up at townhall.

Organization

The Trails Committee, operating at the direction of the Board of Selectmen as an appointed committee, provides for the development, maintenance, coordination, and promotion of the Sturbridge trail system. The committee also monitors and acts in an advisory capacity regarding public lands, for the respective entity, exercising care custody and control.

The committee is made up of five voting members and five non-voting associate members. At year end, the committee was made up of the members listed below.

Voting members:

Brandon Goodwin, Chairman
Treasurer
Fritz Reeve, Secretary
Jennifer Scherer,
Dave Peterkin
Richard Paradise

Associate members:

Tom Chamberland,

David Vadenais
Mike Dobos
Nate Lane
Eli Garrett

In addition to the above-named committee members, we would like to recognize the following individuals for their continued involvement and support:

Robin Grimm, Town Administrator
Heather Blakeley, DPW Director
Rebecca Gendreau, Conservation Agent
Jean Bubon, Planning Dept.
Phil Cambo – Northern Tree Service
Tim Ward, THS Carpentry Instructor
Keith Beecher, Park Manager, East Brimfield & Westville Lakes, U S Army Corps of Engineers

The support from Heather Blakeley and the Department of Public Works employees have helped the Trail Committee with many projects that we couldn't complete alone. Their expertise and time accelerated many projects, whether it was reviewing plans, moving material, mowing, or building small sections of trail, the DPW has been an invaluable resource.

We also want to thank and recognize the Sturbridge Tourist Association for their continued funding for printing brochures and related support. Through their support, we were able to spend the year distributing the second printing of the booklet which includes maps to all of the trails in Sturbridge and the Riverlands trail brochures.

Volunteers

Volunteers working on trail construction and maintenance related activities (not including normal meetings, administrative duties, or Frost events) generated 1,566 hrs. of labor valued at \$65,492. This was split into 761 hrs. (\$32,287) of trail construction and 806 hrs. (\$33,204) of trail maintenance. Most notable in trail maintenance was the removal of over 105 deadfall trees and numerous branches across our trails. Weekday volunteers were Bob Lauritsen, Bob Barnes, Ed Smith, Jack Poulin and Ray Richard, Kathy & Brian Petersen, along with trail committee members Dave P, Dave V, Eli G and Tom C. John Foley, Nick Sokol, and a large group of mountain bikers again committed many hours to refining the Riverlands Flow trails for easy riding. Boy Scouts, Girl Scouts and THS Honor society & first year carpentry students were also among the volunteers.

Northern Tree Service were huge advocates and generous supporters of the Sturbridge Trail system again in 2023. Their willingness to donate the unique pieces of equipment and technical tree removals when needed has been instrumental in supporting the volunteer efforts and completing projects that require heavy equipment beyond the means of the committee.

Old Sturbridge Village continues to be a great partner and neighbor at Leadmine Mountain and the Riverlands properties.

Regional Trails

The Sturbridge Committee stays active with the Regional Trails Committee, which is a coalition of members representing Sturbridge, Southbridge, Brimfield, Holland, US Army Corps of Engineers, Palmer, and the Friends of the Titanic Rail Trail (formerly the Grand Trunk Trail Blazers).

Funding

The development of trails within the town received funding from several sources depending upon availability and applicability to the land upon which the trail resides. The primary funding sources are federal, state (Mass trails) and private grants, Community Preservation Act, Betterment Fund Distributions, donations, FrOST, and volunteers. Two Mass Trails grants totaling \$235k were awarded to the town of Sturbridge for trail design & permitting to extend the Grand Trunk from the Farquhar Road out to Haynes Street and for design & permitting a bridge and trail that crosses the Quinebaug River and would connect the Riverlands Trail System to the Sturbridge Commercial District.

Sturbridge Trail Guide (Version 2): Available at the town hall or from the committee. It includes all open space properties in Sturbridge with existing trails. Download a copy at www.sturbridgetrails.org.

Property Accomplishments / Activities

Burgess Discovery Trail: Completed trail. Trail erosion occurred in 2023. The trail is targeted for repair in 2024.

Heins Farm: Completed trail network. Minimal maintenance completed.

Leadmine Mountain Conservation Land: Heavily used trail system. Active brush cutting and downed tree removal all year. Plan for 2024 is to continue refreshing the trail system making it easier to navigate and add water crossings.

Plimpton: All trails mowed, and many downed trees removed. The plan for 2024 is to add water crossings where appropriate.

Grand Trunk Trail: Plans to continue the Riverlands section out to Holland Road and extend the trail from Farquhar Road out to Haynes Street are underway.

Riverlands: Existing Flow Trails were heavily manicured to smooth out the berms. Plans for 2024 are to expand the flow trails and extend the Grand Trunk Trail out to Holland Road.

Long Pond: Plans for 2024 are to stabilize eroded sections of trail. Culverts in the eroded area were removed in 2023.

Fiske Hill: Parking lot on Fiske Hill Road was completed. Plan for 2024 is to complete construction of one mile of trail.

FrOST: In January, FrOST (Friends of the Sturbridge Trails) held its annual meeting at the Public House. The purpose of the friend's group is to help the Trail Committee maximize its volunteer effort and promote events on our open space lands. As part of the plans to revive FrOST post pandemic, new officers were appointed on January 23, 2024.

Sturbridge Trails Website: The committee continues to maintain the Sturbridge trails web site: <http://www.sturbridgetrails.org/index.html> and Facebook page:

www.facebook.com/pages/Friends-of-Sturbridge-Trails The Web site is maintained by volunteers and is now updated on a regular basis to include a current activity list and the latest trail maps where available. Our Facebook page also lists upcoming events as well as information on hiking safely, and area events related to the outdoors.

Respectfully submitted,
Brandon Goodwin
Chair

VETERANS' SERVICES DEPARTMENT 2023 ANNUAL REPORT

Veterans' Services continued to fulfill Requests for Information from Veterans, currently serving military members, surviving spouses and military families throughout the year. Services including assisting veterans apply for home health aides, respite care and death benefits. The department also continued to work with local LICSW around the area to provide veterans with the benefits they earned through their military service.

In November 2023 the 5th Annual Home of the Brave (HOTB) 5k was held on Sturbridge Town Common.

The Town of Sturbridge continued to provide over \$50,000 of Chapter 115 financial aid to Sturbridge's low-income Veterans and widows/widowers of Veterans. Assistance was provided to low income veterans for home repairs through the Chapter 115 program. Veterans Services continued to assist veterans/families making claims for benefits accrued through their military service

In 2023, Director Struppa also completed the Peer Crisis course offered through the International Association of Firefighters (IAFF) which provided training in recognition of mental health crisis, and the resources available to our veterans and first responders.

Respectfully submitted by
Michael Struppa, Director

Email: mstruppa@sturbridge.gov

URL: <https://www.town.sturbridge.ma.us/veterans-services>

Total Veterans/Military Families w/Services Rendered: 130

Requests for Chapter 115 benefits: 5 cases

Total hours spent on Chapter 115 assistance: 64

Total hours spent on funeral and burial assistance: 20

Requests for Federal VA Claims assistance: 98

Total hours spent on Federal VA Claims assistance: 120

Total hours spent on outreach and ceremonies: 30

Hours spent on Requests for Information, VSO training/update meetings: 200

FACILITIES DEPARTMENT 2023 ANNUAL REPORT

The Facilities Department consisted of two 18-hour part-time custodians, two 12-hour part-time custodians, and the full-time Facilities Manager. Facilities spends time on large projects as well as the small tasks. As Facilities Manager, the day can range from paperwork to cleaning to emergency response – across all buildings. It is our Facilities goal to make the buildings run smoothly so that other departments can focus on their department responsibilities and customer service. Thanks to DPW’s manpower and a lot of teamwork from all departments and vendors, every day the buildings are a cleaner, more organized, safer, and less cluttered space for all.

Facilities is primarily overseeing Town Hall (TH), Center Office Building (COB), Joshua Hyde Library (JHL), Public Safety Complex (Fire and Police Station) (PSC), DPW/Highway Garage, and Senior Center. This includes regular cleanings, and managing and directing the preventative maintenance and repairs of building systems, budgeting, and project management of capital and special projects.

We have also been monitoring and/or assisting other departments as necessary at 8 Brookfield Road, Animal Control Building, North Cemetery Building, Cooperative Nursery School, Burgess Elementary, and water and sewer properties, all of which are town-owned facilities.

Project Updates: Selected projects and operating tasks that were accomplished in 2023 include, but are not limited to:

- Accepted, picked up, and installed furniture donation of 14 workstations plus additional office supplies
- Held online Surplus Auction bringing in over \$20,000 to the General Fund
- Installed new alarm systems and security codes at TH, COB, JHL, DPW, and Recycling Center
- Replaced window shades at JHL and PSC
- Completed dormer repairs at 5 total locations at PSC
- Completed repairs to the elevator firefighter stop switches per MA code changes at SSC, TH, and COB
- Space setup for Pool Clerk and re-arranging in COB; Space re-arranging and organization for new positions in PSC
- Emergency repair of SSC elevator hydraulic repacking
- Emergency repair of broken toilets, sump pumps, and faucets in COB, PSC, and SSC
- Assisted DPW with the emergency placement of an above-ground diesel tank at DPW and removal of the fuel from the underground tank that went into alarm in August due to interstitial space leak (diesel fuel between the tank and the outer lining of the tank).
- Installed Town Hall Storm Windows (CPC funds)
- Replaced Town Hall VCT Floors (ARPA funds)
- Completed a Phase 2 Environmental Assessment for DPW building (ARPA funds)
- North Cemetery Shed interior safety improvements and new garage doors (ARPA funds)
- Replaced failing PD Garage Door (ARPA funds)
- Installed PSC HVAC system controls (Green Communities – net cost \$0)

- Burgess Phase 3 Lighting (Green Communities – net cost \$0)
- Nursery School Fire Alarm and other Safety Improvements (Capital/ARPA funds)
- PSC Exhaust Fans (Capital)
- Archiving and Records Organization (ARPA funds)

Library HVAC/Accessibility Project: This project will eliminate our need for fossil fuel (propane) and make the building all-electric, with upgraded heating, ventilating, and air conditioning since the existing units are on their way out. Along with this will be additional accessibility improvements as required by code, which include toilet room renovations. The project is substantially complete as of January 19, 2024.

Additionally, Facilities has partnered with the Tantasqua Drafting Department and several students to begin the planning and layout of a possible new DPW facility at the current site. As a Registered Architect who graduated from Tantasqua and took drafting courses, it is exciting to give back and provide additional real-world experiences to our local technical students while working to resolve the needs of a town facility that no longer meets the needs of the department.

As Facilities Manager, I would like to thank everyone for their contributions to the team and efforts to continually care for and improve the Town's facilities. I look forward to continuing to complete funded projects and plan for the future projects of the Town facilities in conjunction with the needs of each department and building, and look forward to next year's update.

Respectfully submitted by
Robyn Chrabaszcz

PUBLIC ACCESS DEPARTMENT 2023 ANNUAL REPORT

Sturbridge Community Public Access Television (**SCTV**) maintains local Government and Public television channels including the Public Access Bulletin Board.

Government channel 191 is for “cable-casting” live government meetings and for posting other town government information. Meetings are recorded and replayed on channel 191 and can also be viewed on Video On Demand and on YouTube.

Public Channel 192 is for public programming; various programs, movies, Public Access Bulletin Board that includes Sturbridge community information.

SCTV records Government meetings in both Town Hall and the Center Office Building. School Committee meetings are also recorded at Burgess Elementary School and at Tantasqua Regional High School. The meetings are programed to play back on government Channel 191.

SCTV maintains a Castus server system for its recording, programming, scheduling and playback including Video On Demand.

A five member Cable Advisory Committee has recently been formed.

Submitted by
Bruce C. Butcher
Production Coordinator

INFORMATION TECHNOLOGY DEPARTMENT 2023 ANNUAL REPORT

2023 was another exciting and progressive year for the IT Department as it was kept very busy in its support of the Police and Fire Departments, Library, Center Office Building, Senior Center, and Town Hall.

I can't say it enough how great it is to work with Noel Lamothe and the Tantasqua High School students. This year Noel and his students helped create a network for the Senior Center's temporary location at the Federated Church on Maple St. They do great work and save the taxpayers money on these projects. It is a great symbiotic relationship between school and town. Once again, the IT department handled hundreds of helpdesk requests and worked with many other departments to ensure they had the tools needed to get their work completed. These requests range from fixing/installing printer to planning what new software a department could implement to better serve the community.

IT purchased new firewalls for PSC and Town Hall. These firewalls will be another line of defense against cyber criminals.

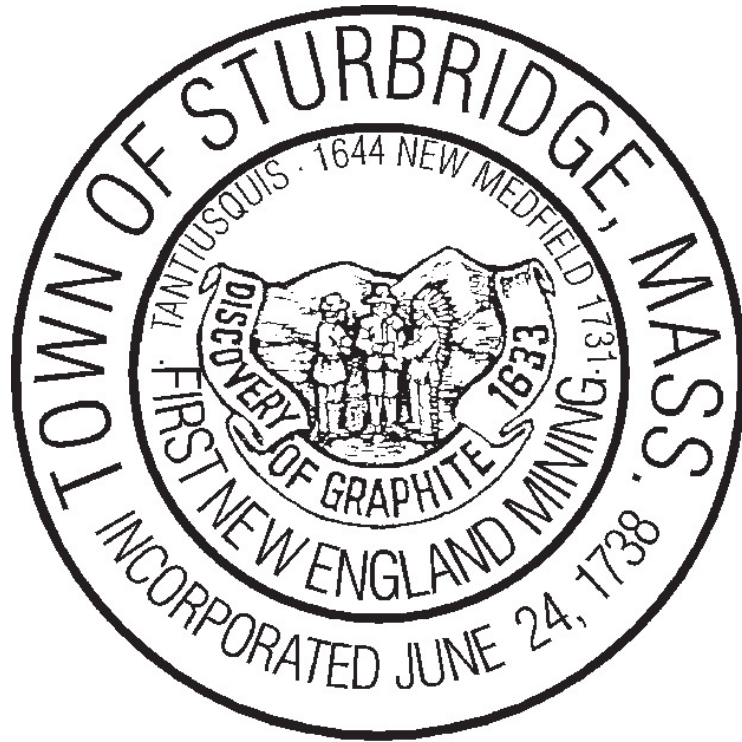
Another fun project for 2023 was the implementation of body cameras for the PD. Chief Dessert put a lot of effort in to receive grant money for this project. Lieutenant Bateman did an amazing job finding/researching quote. This all made the implementation process run seamlessly.

All in all, 2023 was a successful year for the IT Department, we handled all helpdesk requests with no issues and enjoyed working with the many other departments that keep this town running smoothly.

Respectfully submitted,
Jeremy Jalbert

ANNUAL & SPECIAL TOWN
MEETING WARRANTS

2023



**TOWN OF STURBRIDGE
ANNUAL TOWN MEETING WARRANT**



**TANTASQUA REGIONAL HIGH SCHOOL
June 5, 2023 @ 7:00 P.M.**

Town Moderator Michael Caplette welcomed the 427 residents to the annual town meeting, proceeding to the rules of the meeting, explanation of the clickers and then proceeding to the Test Questions on the screen.

Opening remarks were made by: Select board Chairman Jamie Goodwin, Town Administrator Robin Grimm and Finance Committee Chairperson Kevin Smith.

ARTICLE 1
TOWN REPORTS

Passed Yes 334 No 13

To hear the reports of the several Boards and Town Officials and any other Committee that may be ready; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 8 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: This article is the acceptance of all reports as included in the Annual Town Report. The Town Meeting usually waives the actual reading of the reports as they are provided in a printed format.

ARTICLE 2
COMMUNITY PRESERVATION COMMITTEE REPORT

Passed Yes 348 No 13

To see if the Town will vote to hear and act on the report of the Community Preservation Committee on the Fiscal Year 2024 Community Preservation budget and to appropriate from the Community

Preservation Fund a sum of money to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for Fiscal Year 2024; and further to reserve for future appropriation amounts as recommended by the Community Preservation Committee: a sum of money for the acquisition, creation and preservation of open space, a sum of money for acquisition and preservation of historic resources, and a sum of a money for the creation, preservation and support of community housing; or take any action relative thereto.

Sponsor: Community Preservation Committee

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: The Community Preservation Committee (CPC) is required to submit a report to Town Meeting on the proposed use of CPA Funds. The CPC Report is an appendix to the Finance Committee Report.

ARTICLE 3
COMMUNITY PRESERVATION ADMINISTRATION FUNDS
Passed Yes 337 No 23

To see if the Town will vote to appropriate from the Community Preservation Fund Undesignated Fund Balance the sum of TWENTY THOUSAND AND 00/100 DOLLARS (\$20,000.00) to be allocated for the purpose of operating and administrative expenses in FY2024 for the Community Preservation Committee (CPC); or take any action relative thereto.

Sponsor: Community Preservation Committee

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 9 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

RECOMMENDATION OF THE COMMUNITY PRESERVATION COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

Summary: These funds would be used to provide operating and administrative expenses for the Community Preservation Committee, including legal expenses, appraisal reports, general office supplies, CPA Coalition Dues, informational brochures and postage relating to locations, features and uses of CPA parcels. Any unused funds appropriated shall revert to the CPA Undesignated Fund Balance at the close of the fiscal year.

ARTICLE 4
COMMUNITY PRESERVATION DEBT SERVICE

Passed Yes 334 No 25

To see if the Town will vote to transfer from the Community Preservation Fund-Undesignated Fund Balance, the sum of:

- SIXTY THOUSAND FIVE HUNDRED AND 00/100 DOLLARS (\$60,500.00) for the purpose of paying the debt service for the OSV Land Acquisition;
- THIRTY-EIGHT THOUSAND FIVE HUNDRED AND 00/100 DOLLARS (\$38,500.00) for the purpose of paying the debt service for the Heins Farm Acquisition;
- NINETY-TWO THOUSAND SIX HUNDRED FIFTY AND 00/100 DOLLARS (\$92,650.00) for the purpose of paying the debt service for the Town Hall / Center Office renovation project;
- TWENTY-SIX THOUSAND THREE HUNDRED FIFTY AND 00/100 DOLLARS (\$26,350.00) for the purpose of paying the debt service for the Recreation Court project;

or take any action relative thereto.

Sponsor: Finance Director

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 9 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: This article provides the appropriation to pay the costs for previously approved debt issuances for the acquisition of open space known as the Heins Farm, Old Sturbridge Village parcels, the renovation of the Town Hall and Center Office Building and the Recreation Court Project.

ARTICLE 5
COMMUNITY PRESERVATION GRAVESTONE RESTORATION

Passed Yes 323 No 38

To see if the Town will vote to appropriate from the Community Preservation Fund Historic Fund Balance the sum of NINE THOUSAND FIVE HUNDRED AND 00/100 DOLLARS (\$9,500.00) for the purpose of North Cemetery and/ or Old Burial Ground historic preservation and restoration work; including all costs incidental and relative thereto.

Sponsor: Community Preservation Committee

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 8– 1 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

RECOMMENDATION OF THE COMMUNITY PRESERVATION COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

Summary: The purpose of this article is to fund the gravestone/monument conservation services for the North Cemetery and Old Burial Ground.

ARTICLE 6
COMMUNITY PRESERVATION FISKE HILL CONSERVATION RESTRICTION
Passed Yes 280 No 64

To see if the Town will vote to appropriate from the Community Preservation Fund Open Space Fund Balance the sum of SIXTY THOUSAND AND 00/100 DOLLARS (\$60,000.00) for the purpose of funding a conservation restriction for the Fiske Hill parcel including all costs incidental and related thereto; or take any action relative thereto.

Sponsor: Community Preservation Committee

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 6 – 0 – 1.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

RECOMMENDATION OF THE COMMUNITY PRESERVATION COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

Summary: As part of the purchase of properties through CPA funds, a Town is required to have a Conservation Restriction placed on that parcel.

ARTICLE 7
COMMUNITY PRESERVATION SENIOR CENTER RENOVATION
(2/3-VOTE REQUIRED)
Passed Yes 311 No 52

To see if the Town will vote to appropriate an additional sum of money to pay costs of designing, engineering, constructing, equipping, and furnishing a renovated and expanded Senior Center to be located at 480 Main Street, and for the payment of any and all incidental and related costs, including, but not limited to, demolition and site preparation; to determine whether this amount shall be raised by taxation, transfer from available funds, borrowing, or otherwise. The Board of Selectmen and any other appropriate officials of the Town are authorized to apply for federal, state, or private grants, enter into any agreements and execute all documents including contracts for a term in excess of three years as may be necessary to effectuate the purposes of this article, and to accept any gifts or grants provided to the Town for such purposes; or take any action relative thereto.

Sponsor: Board of Selectmen and CPC

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town appropriates the additional sum of ONE MILLION SEVEN HUNDRED EIGHTY THOUSAND AND 00/100 DOLLARS (\$1,780,000.00) to pay costs of designing, engineering, constructing, equipping, and furnishing a renovated and expanded Senior Center to be located at 480 Main Street, and for the payment of any and all incidental and related costs, including, but not limited to, demolition and site preparation, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to G.L. c. 44, §7(1), c. 44B, or any other enabling authority, and to issue bonds or notes of the Town therefor. The Board of Selectmen and any other appropriate officials of the Town are authorized to apply for federal, state, or private grants, enter into any agreements and execute all documents including contracts for a term in excess of three years as may be necessary to effectuate the purposes of this article, and to accept any gifts or grants provided to the Town for such purposes.

Voted: 9 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town appropriates the additional sum of One Million Seven Hundred Eighty Thousand Dollars (\$1,780,000) to pay costs of designing, engineering, constructing, equipping, and furnishing a renovated and expanded Senior Center to be located at 480 Main Street, and for the payment of any and all incidental and related costs, including, but not limited to, demolition and site preparation, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to G.L. c. 44, §7(1), c. 44B, or any other enabling authority, and to issue bonds or notes of the Town therefor. The Board of Selectmen and any other appropriate officials of the Town are authorized to apply for federal, state, or private grants, enter into any agreements and execute all documents including contracts for a term in excess of three years

as may be necessary to effectuate the purposes of this article, and to accept any gifts or grants provided to the Town for such purposes.

Voted: 3 – 0 – 0.

RECOMMENDATION OF THE COMMUNITY PRESERVATION COMMITTEE:

That the Town appropriates the additional sum of One Million Seven Hundred Eighty Thousand Dollars (\$1,780,000) to pay costs of designing, engineering, constructing, equipping, and furnishing a renovated and expanded Senior Center to be located at 480 Main Street, and for the payment of any and all incidental and related costs, including, but not limited to, demolition and site preparation, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to G.L. c. 44, §7(1), c. 44B, or any other enabling authority, and to issue bonds or notes of the Town therefor. The Board of Selectmen and any other appropriate officials of the Town are authorized to apply for federal, state, or private grants, enter into any agreements and execute all documents including contracts for a term in excess of three years as may be necessary to effectuate the purposes of this article, and to accept any gifts or grants provided to the Town for such purposes.

Voted: 6 – 0 – 0.

Summary: In Fall, 2021, Town Meeting voted to appropriate \$11,450,000.00 for a renovation of the Senior Center. The total cost of the project will be approximately \$12,780,000. The \$1,780,000 referenced in this article shall come from CPC funding and be directly related to applicable portions of the project.

ARTICLE 8
COMMUNITY PRESERVATION PLIMPTON PROPERTY MASTER PLAN AND
RELATED ENHANCEMENTS

Passed Yes 287 No 53

To see if the Town will vote to appropriate from the Community Preservation Fund Open Space Fund Balance the sum of TWENTY-FIVE THOUSAND AND 00/100 DOLLARS (\$25,000.00) to create a master plan and to work on signage, maps, forest rehabilitation and enhancement of public access for the Plimpton property including all costs incidental and related thereto; or take any action relative thereto.

Sponsor: Community Preservation Committee

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 8 – 1 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

RECOMMENDATION OF THE COMMUNITY PRESERVATION COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

Summary: This article provides funding to create a master plan for the Plimpton Property and enhancement of public access.

ARTICLE 9
COMMUNITY PRESERVATION TRAILS AND SIGNAGE

Passed Yes 306 No 45

To see if the Town will vote to appropriate from the Community Preservation Fund Undesignated Fund Balance the sum of FORTY-FIVE THOUSAND AND 00/100 DOLLARS (\$45,000.00) for the purpose of creating and improving trails and creating signage on CPA open space properties including all costs incidental and related thereto; or take any action relative thereto.

Sponsor: Community Preservation Committee

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 9 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

RECOMMENDATION OF THE COMMUNITY PRESERVATION COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

Summary: This article will provide funding for creating and improving trails and signage on CPA open space properties including the CPA properties of Leadmine, Long Pond, Fiske Hill, Plimpton, and Heins Farm.

ARTICLE 10
COMMUNITY PRESERVATION GRAND TRUNK TRAIL EXTENSION

Passed Yes 301 No 62

To see if the Town will vote to appropriate from the Community Preservation Fund Undesignated Fund Balance the sum of ONE HUNDRED NINETEEN THOUSAND AND 00/100 DOLLARS (\$119,000.00) for the purpose of engineering, design, legal fees and permitting, as well as design of trails and a parking lot for the Grand Trunk Trail extension, on 1 River Road and 9 River Road, from

the intersection of River/Farquhar Road to Haynes Street; including all costs incidental and related thereto; or take any action relative thereto.

Sponsor: Community Preservation Committee

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 8 – 1 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

RECOMMENDATION OF THE COMMUNITY PRESERVATION COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

Summary: The property owner has indicated a willingness to grant the Town an easement for the Grand Trunk Trail over the property identified in the recent Grand Trunk Trail Central Section segment I Feasibility Study. This will allow the Town to continue the trail construction as outlined in several Master Plans related to Town improvement.

ARTICLE 11
COMMUNITY PRESERVATION PEDESTRIAN BRIDGE
Passed Yes 250 No 94

To see if the Town will vote to appropriate from the Community Preservation Fund Undesignated Fund Balance the sum of TWO HUNDRED TWENTY THOUSAND AND 00/100 DOLLARS (\$220,000.00) for the purpose of engineering, design, and permitting for connecting the Riverlands trails to Main Street, including the design of pedestrian bridge, including all costs incidental and related thereto; or take any action relative thereto.

Sponsor: Community Preservation Committee

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 2 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

RECOMMENDATION OF THE COMMUNITY PRESERVATION COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

Summary: This article would fund services for an engineering firm to design and permit for the future construction of a trail and pedestrian (ADA accessible) bridge from 501 Main Street to the existing GTT section on the Riverlands a distance of approx. 2500 feet to include a 100 ft bridge over the Quinebaug river. This will allow the town to continue the trail construction as envisioned in the several Master Plans related to town improvements. Estimated cost for the construction of the bridge is between \$500,000 and \$600,000.

ARTICLE 12
COMMUNITY PRESERVATION HOUSING CONSULTANT
Passed Yes 281 No 62

To see if the Town will vote to appropriate from the Community Preservation Fund Community Housing Fund Balance the sum of TWENTY-FIVE THOUSAND AND 00/100 DOLLARS (\$25,000.00) for the purpose of continuing the use of a consultant as described in the Housing Production Plan; or take any action relative thereto.

Sponsor: Community Preservation Committee

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 8 – 0 – 1.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

RECOMMENDATION OF THE COMMUNITY PRESERVATION COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

Summary: This article provides for the Town to continue to fund a housing professional to assist with the goals outlined in the Affordable Housing Trust. This will be the second year of funding for a consultant.

ARTICLE 13
COMMUNITY PRESERVATION HONOR ROLL AND CIVIL WAR MEMORIAL
RESTORATION
Passed 308 No 23

To see if the Town will vote to appropriate from the Community Preservation Fund Historic Fund Balance the sum of FIFTEEN THOUSAND AND 00/100 DOLLARS (\$15,000.00) for the purpose of funding restoration and rehabilitation of the Honor Roll and Civil War Memorials at the Town

Library and Town Hall including all costs incidental and related thereto; or take any action relative thereto.

Sponsor: Community Preservation Committee

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 9 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

RECOMMENDATION OF THE COMMUNITY PRESERVATION COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

Summary: The Honor Roll and Civil War Monuments at Town Hall and the Library are in need of professional restoration and repair.

ARTICLE 14
COMMUNITY PRESERVATION GOLD STAR MOTHERS' MEMORIAL
RESTORATION
Passed Yes 299 No 29

To see if the Town will vote to appropriate from the Community Preservation Fund Historic Fund Balance the sum of FIFTEEN THOUSAND AND 00/100 DOLLARS (\$15,000.00) for the purpose of funding restoration and rehabilitation of the Gold Star Mother's Memorial and landscape at the Center Office Building including all costs incidental and related thereto; or take any action relative thereto.

Sponsor: Community Preservation Committee

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 9 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

RECOMMENDATION OF THE COMMUNITY PRESERVATION COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

Summary: The Gold Star Mothers' Memorial in front of the Center Office Building is in need of professional restoration and repair. Additionally, funding for this article would provide surrounding landscaping upgrades.

ARTICLE 15
TOWN BUDGET

The following Line items were placed on hold:
Finance Director #11451, BOH #15101 and Library #16101

All other Lines were voted on and Passed Yes 339 No 18
Finance: Hold Jennifer Houde needed an explanation on who is covered in the Salaries line?
Approved as written Passed Yes 318 No 24
BOH: Hold Linda Cocalis to Increase the budget for the Admin to \$8,000.00 Passed Yes 208 No
157
Library: Hold Michael Young

To see if the Town will vote to raise and appropriate a sum of money as may be necessary to pay the Town charges for the fiscal year beginning July 1, 2023 and vote to fix salary and compensation of all elected officials of the Town in accordance with the provisions of Massachusetts General Laws, Chapter 41, Section 108, effective July 1, 2023; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted 9 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: This article is for the approval of the Town and School operating budgets for Fiscal Year 2024.

ARTICLE 16
ROAD CONSTRUCTION, REPAIRS AND MAINTENANCE
Passed Yes 115 No 7

To see if the Town will vote to raise and appropriate ONE HUNDRED FIFTY THOUSAND AND 00/100 DOLLARS (\$150,000.00) to the Road Construction, Repairs and Maintenance Account in order to fund the road construction, repairs and maintenance of town roads as determined by the DPW Director; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 8 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: The Town funds road repair and maintenance through an annual warrant article which does not expire at the end of the Fiscal Year to provide the Department of Public Works with greater flexibility in meeting the needs of the community.

ARTICLE 17
PUBLIC ACCESS DEPARTMENT

Passed Yes 111 No 8

To see if the Town will vote to appropriate from the PEG Access and Cable Related Fund the sum of ONE HUNDRED FIFTY THOUSAND ONE HUNDRED SEVENTY-FOUR AND 00/100 DOLLARS; or take any action relative thereto.

Estimated budget for FY24 is:

Salaries/Wages	\$ 84,714.00
Longevity	\$ 300.00
Employee Benefits	\$ 28,410.00
Operating Expenses	\$ 24,750.00
Capital	\$ 12,000.00
Total	\$ 150,174.00

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 8 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: This proposed budget provides for the operations of the Town's cable access service for public, educational, and government (PEG) purposes. Funds for this article are provided via a surcharge on each cable bill.

ARTICLE 18
STURBRIDGE TOURIST ASSOCIATION

Passed Yes 112 No 7

To see if the Town will vote to transfer and appropriate from the Hotel/Motel Special Account to the Sturbridge Tourist Association Account the sum of ONE HUNDRED EIGHTY-SEVEN THOUSAND FOUR HUNDRED SEVENTY SIX AND 00/100 DOLLARS; or to take any action relative thereto.

Estimated budget for FY24 is:

Community Support	\$ 43,235.00
Marketing	\$ 101,115.00
Salaries/Wages	\$ 33,326.00
Employee Benefits	\$ 9,800.00
Total	\$ 187,476.00

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 8 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: The revenues come from a 6% hotel/motel tax which is split with 67.5% going to the General Fund, 16.25% used for funding the Sturbridge Tourist Association and 16.25% used for the Betterment Committee. This budget is available for marketing the community for tourism, as well as partial funding for the Economic Development/Tourism Coordinator position.

ARTICLE 19
BETTERMENT COMMITTEE
Passed Yes 112 No 7

To see if the Town will vote to transfer and appropriate from the Hotel/Motel Special Account to the Betterment Account the sum of ONE HUNDRED EIGHTY-TWO THOUSAND NINE HUNDRED SEVENTY-NINE AND 00/100 DOLLARS (\$182,979.00) for the following items:

Requested By	Item	Amount
Polly Currier	Flower Barrels	\$ 2,200.00
Recreation	Plantings (Bloom Committee)	\$ 575.00
Library	Beautification Joshua Hyde Library	\$ 4,300.00
Facilities	Benches near Town Hall Monument	\$ 3,800.00
Town Planner	Wayfinding Streetscape Improvements	\$ 20,000.00
DPW	Beautification at Town Hall and COB	\$ 5,000.00
Tree Warden	Tree Planting - Arbor Day Program	\$ 1,700.00
Recreation	Town Offices & Library Decorations	\$ 4,300.00
DPW	Stand-on Mower	\$ 10,000.00

Facilities	COB Display Case Enhancement	\$	3,500.00
TA	Gateway Signage	\$	35,000.00
DPW	Sidewalk Maintenance	\$	10,000.00
Tree Warden	Tree Maintenance (town-wide)	\$	10,000.00
Tree Warden	Town Common Tree Maintenance	\$	1,500.00
DPW	Sidewalk Plow for Bobcat	\$	3,400.00
Tree Warden	Main Street Tree Cemetery and Park Maint (Street Landscaping)	\$	5,500.00
Police Department	Special Events Overtime	\$	10,000.00
Police Department	iPad	\$	1,359.00
Police Department	Promotional/Educational Material	\$	1,000.00
Police Department	Solar Panel Equipment for Radar Signs	\$	1,233.00
Fire Department	Protective Firefighting Gear	\$	9,000.00
Fire Department	Special Events Overtime	\$	8,380.00
Fire Department	Cordless Batteries for Power Tools	\$	2,470.00
Fire Department	Hi-Lift Jack	\$	750.00
Fire Department	Cordless Tripod Lights	\$	850.00
Recreation	Cedar Lake (Town Beach) Water Treatment	\$	1,867.00
Recreation	Town Common Summer Concert Series	\$	4,000.00
Recreation	Decorations for Town Common	\$	4,445.00
Recreation	Town Bonfire	\$	3,000.00
SLAC	SLAC / Great Ponds Weed & Safety Program	\$	6,000.00
Special Event Comm	Funding for special events in the Community	\$	7,000.00
Trail Committee	Misc. Trail Maint and Improvement Items	\$	850.00
			\$ 182,979.00

or to take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 1.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0

Summary: The revenues come from a 6% hotel/motel tax which is split with 67.5% going to the General Fund, 16.25% used for funding the Sturbridge Tourist Association and 16.25% used for the Betterment Committee. Betterment Committee funds are utilized for public safety, recreation and the beautification of the community.

ARTICLE 20
CAPITAL IMPROVEMENT PLAN

After discussion from the Recreation Committee and Finance Committee concerning the Turners Field Fencing Line Item The Full amount of the fencing was approved Passed Yes 96 No 34

To see if the Town will vote to transfer from Free Cash and appropriate the sum of SIX HUNDRED NINETY-SEVEN THOUSAND FOUR HUNDRED SIXTY AND 00/100 DOLLARS (\$697,460.00) for the purpose of funding the following items, including the payment of all costs incidental and related thereto, from the Capital Improvement Plan to be undertaken for the Fiscal Year beginning July 1, 2023;

Department	Item	Amount
Recreation	Turner’s Field Fencing	\$ 35,840.00
Library	Meeting Room Tables and Chairs	\$ 16,291.00
Fire	Utility Response Vehicle	\$ 66,500.00
IT	Copier Town Hall	\$ 8,100.00
IT	Copier DPW	\$ 2,600.00
Police	Detective Vehicle	\$ 46,195.00
Police	Ballistic Shields/Helmets	\$ 43,406.00
Police	Portable VHF Radios	\$ 27,528.00
DPW	Catch Basin Cleaner	\$ 310,000.00
DPW	4WD Utility Vehicle	\$ 60,000.00
DPW	Utility Trailer	\$ 20,000.00
Facilities	Town Hall Front and Rear Door Access Modif.	\$ 20,000.00
Facilities	PSC – HVAC Exhaust Fan Repairs/Replacement	\$ 10,000.00
Facilities	Masonry Repointing –Front Steps, Town Hall	\$ 20,000.00
Facilities	PSC – Site Survey	\$ 11,000.00
Total		\$697,460.00

or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town amend the article by changing the amount of the Recreation Turner's Field Fencing to \$2,830.00 and to otherwise approve the article as written. Voted: 4 – 3 – 0.

The Finance Committee is recommending a lower amount than requested to address the fencing at Turner's Field. The amount of our recommendation will serve to repair the existing fencing while the Town develops a long-term maintenance plan for the field and fencing. Once the plan is adopted by the various Town Departments, the Finance Committee is willing to reconsider the request for replacing the existing fencing with newer, higher fencing as proposed in the initial request. If the Finance Committee's recommendation is accepted, the new total for the article will be \$664,450.00

RECOMMENDATION OF THE BOARD OF SELECTMEN:

Recommendation to be provided at Town Meeting.

Summary: This article funds a portion of the highest rated capital needs of the Town. Under the Comprehensive Fiscal Policies approved by the Board of Selectmen, the Town targets 1.5% of its budgeted annual expenditures - \$623,812.00 for FY2024, for its annual capital budget. Under this policy, capital expenditures rated as high priorities but costing under \$5,000.00 are included in department budgets while capital expenditures over \$5,000 are funded from either available revenues, such as free cash or borrowing. For FY2024, all items in this article are recommended to be funded from Free Cash.

ARTICLE 21
SEWER DEPARTMENT CRANE TRUCK

Passed Yes 106 No 12

To see if the Town will vote to appropriate from the Sewer Reserve Fund Balance the sum of ONE HUNDRED THIRTY THOUSAND AND 00/100 DOLLARS (\$130,000.00) for the purpose of purchasing a Crane Truck or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 8 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: The current crane truck (2005) needs replacement. It is a critical piece of equipment for maintenance of the pump station.

ARTICLE 22

ARTICLE 22
FRONT END LOADER PURCHASE
Passed Yes 103 No 16

To see if the Town will vote to appropriate from Free Cash the sum of TWO HUNDRED THIRTY THOUSAND AND 00/100 DOLLARS (\$230,000.00) for the purpose of purchasing a front end loader; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 8 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: The front end loader used for the landfill is no longer operational. The cost to repair this 2006 piece of equipment would be at least \$60,000.00.

ARTICLE 23
AMBULANCE STABILIZATION FUND
Passed Yes 112 No 5

To see if the Town will vote to raise and appropriate the sum of SIXTY THOUSAND AND 00/100 DOLLARS (\$60,000.00) to the Ambulance Stabilization Fund for the purpose of reserving funds for the future purchase of an ambulance including the payment of all costs incidental and related thereto; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 8 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: Each year, the Town sets aside a sum of money to assist the Town in replacing its ambulances on a seven-year schedule. If approved, the approximate balance in the Ambulance Stabilization Fund will be \$93,835.00. The next ambulance replacement is scheduled for FY25.

ARTICLE 24
CAPITAL STABILIZATION FUND
Passed Yes 108 No 10

To see if the Town will vote to raise and appropriate the sum of TWO HUNDRED TWO THOUSAND AND 00/100 DOLLARS (\$202,000.00) to the Capital Stabilization Fund, or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 8 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: The purpose of this fund is to maintain an equipment replacement and facilities maintenance schedule. The Town's Comprehensive Fiscal Management policies provide for annual funding of a minimum of 0.5% of the General Fund Operating Budget. If approved the approximate balance in this fund will be \$1,251,223.00.

ARTICLE 25
FIRE VEHICLE STABILIZATION FUND
Passed Yes 114 No 5

To see if the Town will vote to raise and appropriate EIGHTY THOUSAND DOLLARS (\$80,000.00) to the Fire Vehicle Stabilization Fund for the purpose of reserving funds for the future purpose of major fire apparatus including the payment of all costs incidental and related thereto, or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 8 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: Each year the Town sets aside a sum of money to assist the Town in replacing its expensive fire apparatus. These funds will be set aside until needed. If approved, the approximate balance in this fund will be \$137,460.00. The Town's five-year capital plan anticipates the need to purchase a

piece of apparatus to replace the current Rescue 1 apparatus at an estimated cost of \$750,000 in FY25.

ARTICLE 26
OPEB TRUST FUND
Passed Yes 114 No 4

To see if the Town will vote to raise and appropriate the sum of ONE HUNDRED THOUSAND 00/100 DOLLARS (\$100,000.00) to the Other Post-Employment Benefits Liability Trust Fund Account; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 8 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: The Government Accounting Standards Board (GASB) has determined that Other Post-Employment Benefits (OPEB) are part of the compensation that employees earn each year notwithstanding that such benefits are not tendered until after employment has ended. These benefits include health insurance, prescription or other related benefits provided to eligible retirees. GASB-45 mandates that municipalities account for and, eventually, fund these benefits. The fund was established and capitalized with \$100,000 at the 2011 Annual Meeting. In accordance with the Town's financial policies, an annual contribution of not less than \$50,000 should be allocated to the fund until such time as the actuarially calculated OPEB liability of \$13.9 million is realized. If approved Sturbridge will have approximately \$1,571,452.00 in the fund.

ARTICLE 27
REVALUATION/INTERIM ADJUSTMENTS
Passed Yes 102 No 13

To see if the Town will vote to raise and appropriate TWENTY THOUSAND AND 00/100 DOLLARS (\$20,000.00) to the Revaluation/Interim Adjustments Account; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 9 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: This article provides annual funding for property revaluations and interim adjustments that the town is required to perform in accordance with Massachusetts General Law.

ARTICLE 28
ESTABLISH STURBRIDGE FARMER’S MARKET REVOLVING FUND
Passed Yes 103 No 8

To see if the Town will vote to amend the General Bylaw Chapter 19 Finances, Article II Departmental Revolving Funds by amending Section 19-7 Authorized Revolving Funds and adding subparagraph K, as follows:

K. Farmer’s Market Revolving Fund

- (1) Fund Name. There shall be a separate fund called the Farmer’s Market Revolving Fund authorized for use by the Recreation Director.
- (2) Revenues. The Town Accountant shall establish the Farmer’s Market Revolving Fund as a separate account and credit to the fund all of the vendor fees, donations, gifts, private sponsorships and any other revenue directly related to the operation of the Farmer’s Market.
- (3) Purposes and Expenditures. During each fiscal year, the Recreation Director may incur liabilities against and spend monies from the Farmer’s Market Revolving Fund all of the costs associated with planning, promoting, offering various activities, entertainment, facility improvements, payment of staff support and other costs directly related to the Farmer’s Market.
- (4) Fiscal Years. The Farmer’s Market Revolving Fund shall operate for fiscal years that begin on or after July 1, 2023.

or take any other action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0

Summary: This article amends General Bylaws Chapter 19 Finances, Article II Section 19-7 by adding a new section to establish and authorize a Farmer’s Market Revolving Fund in accordance with M.G.L. Chapter 44, Section 53E1/2.

ARTICLE 29
REVOLVING FUNDS – SPENDING LIMITS FY24
Passed Yes 108 No 5

To see if the Town will vote establish and re-establish the following Revolving Funds as provided for in Massachusetts General Law Chapter 44, Section 53 E ½, to set the FY24 spending limits for certain revolving funds as follows:

<u>Revolving Fund:</u>	<u>Maximum Expenditure:</u>
Recreation	\$ 30,000.00
HazMat Cleanup	\$ 20,000.00
Board of Health	\$ 20,000.00
BOH: Pay-As-You-Throw Program	\$ 60,000.00
Senior Center	\$ 10,000.00
Planning Department	\$ 10,000.00
Public Lands	\$ 20,000.00
Sturbridge Tourist Association	\$ 20,000.00
CPR	\$ 5,000.00
House Numbering	\$ 5,000.00
Sturbridge Farmer’s Market	\$ 10,000.00

or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 - 0

Summary: The departmental revolving fund statute, G.L. c. 44, 53E 1/2, was amended by the Municipal Modernization Act in 2016 which eliminated the caps on the amount that could be spent from the revolving funds. At the Special Town Meeting in February 26, 2018, the revolving fund bylaw was adopted per the Municipal Modernization Act. However, Town Meeting must continue to vote annually on or before July 1 on the amount that may be spent from each fund during the upcoming fiscal year. This article establishes the spending limit for the new revolving fund that was established under Article 28 in the amount of \$10,000.00. It also increases the spending limit of the Pay-As-You-Throw Program from \$20,000.00 to \$60,000.00.

ARTICLE 30
WATER DEPARTMENT

Passed Yes 96 No 20

To see if the Town will vote to raise and appropriate, through the fixing and collection of just and equitable prices and rates set by the Board of Selectmen (acting as Water Commissioners), a sum of ONE MILLION FIVE HUNDRED SIXTY-ONE THOUSAND SEVEN HUNDRED FORTY-NINE AND 00/100 DOLLARS (\$1,561,749.00) for the expenses of the Water Department; or take any action relative thereto.

Estimated budget for FY24 is:

Contract Operations	\$ 804,737.00
Electricity	\$ 85,000.00
Chemicals, Testing	\$ 10,000.00
DPW Director	\$ 15,395.00
Meter Maintenance	\$ 10,000.00
Billing Expense	\$ 8,000.00
Debt Service	\$ 382,617.00
Miscellaneous	\$ 85,000.00
Capital Replacement	\$ 110,500.00
Reserve Account	<u>\$ 50,000.00</u>
Total:	<u>\$1,561,749.00</u>

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 6 – 1 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: This budget covers the operating expenses for providing public water in Sturbridge. This budget will increase the water rate to \$7.81 per 100 cubic feet. (8.7%)

ARTICLE 31
SEWER DEPARTMENT
Passed Yes 70 No 13

To see if the Town will vote to raise and appropriate, through fixing and collection of just and equitable prices and rates set by the Board of Selectmen (acting as Sewer Commissioners) a sum of TWO MILLION EIGHT HUNDRED SIXTY-TWO THOUSAND ONE HUNDRED TWENTY-EIGHT AND 00/100 DOLLARS (\$2,862,128.00) for the expenses of the Sewer Department; or take any action relative thereto.

Estimated budget for FY24 is:

Contract Operations	\$1,043,449.00
---------------------	----------------

Electricity	\$ 250,000.00
Chemicals, Testing	\$ 30,000.00
DPW Director	\$ 15,395.00
Billing Expense	\$ 6,000.00
Debt Service	\$ 845,000.00
Southbridge Fees	\$ 225,000.00
Liquid Sludge Handling	\$ 200,000.00
Miscellaneous	\$ 104,340.00
Capital Replacement	\$ 67,500.00
Reserve Account	\$ 75,000.00
Total:	\$2,862,128.00

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: This budget covers the operating expenses for providing public sewer in Sturbridge. This budget requires a rate increase in the sewer rate to \$12.59 per 100 cubic feet. (3.6%)

ARTICLE 32
SEWER PROJECT DEBT – BETTERMENTS
Passed Yes 70 No 13

To see if the Town will vote to transfer the sum of

- ONE HUNDRED TWENTY-SEVEN THOUSAND NINE HUNDRED FIFTY AND 00/100 DOLLARS (\$127,950.00) from the F/B Reserved for Sewer Betterments to the Big Alum Sewer Debt Account #28440-59220; and
- FORTY-SIX THOUSAND TWO HUNDRED FIFTY AND 00/100 DOLLARS (\$46,250.00) from the F/B Reserved for Sewer Betterments to the Woodside/Westwood Sewer Debt Account #28440-59230;

For the purpose of paying debt service due on these sewer projects for FY24; or take any action relative thereto.

Sponsor: Finance Director

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 9 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted 3 – 0 – 0.

Summary: This warrant article appropriates the funds necessary to pay debt service on the several sewer projects the Town of Sturbridge has undertaken over the past decade. These debt service payments are repaid through betterment assessments from the property owners within the specific sewer area and are not supported by either general property taxes or other sewer customers through the sewer rate.

ARTICLE 33
INFLOW AND INFILTRATION STUDY AND REPAIR
Passed Yes 105 No 4

To see if the Town will vote to transfer from the Sewer Reserve Fund Balance the sum of NINETY THOUSAND AND 00/100 DOLLARS (\$90,000.00) for an Inflow and Infiltration Study and necessary repairs identified from the study for the municipal sewer system; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 9 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: This study is a mandatory program of the Department of Environmental Protection (DEP) involving every wastewater collection system in Massachusetts. This program requires that all our collection systems be examined to identify necessary repairs. This is year four (4) of a recurring annual cost for the 10 years, and will keep the Town in compliance with the DEP regulations.

ARTICLE 34
STORMWATER MS4 COMPLIANCE
Passed Yes 100 No 6

To see if the Town will vote to transfer from Free Cash the sum of ONE HUNDRED THOUSAND AND 00/100 DOLLARS (\$100,000.00) to pay for all activities associated with and required by the State regarding compliance with the Environmental Protection Agency’s (EPA) Stormwater MS4 Permit, or take any other action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 9 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: This funding is a mandatory program of the Department of Environmental Protection (DEP) involving every stormwater collection system in Massachusetts. This is a recurring annual cost.

ARTICLE 35
TREE REMOVAL AND MAINTENANCE
Passed Yes 107 No 5

To see if the Town will vote to transfer from Free Cash the sum of ONE HUNDRED THOUSAND AND 00/100 DOLLARS (\$100,000.00) for the purpose of tree removal and tree maintenance as determined by the Tree Warden; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 9 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: The Tree Warden has indicated that there are many dead and/or damaged trees throughout the Town that need trimming or removal to ensure public safety along roadways, etc. This funding would be used for such removal and trimming.

ARTICLE 36
COOPER ROAD CULVERT REPLACEMENT
Passed Yes 88 No 28

To see if the Town will vote to transfer from Free Cash the sum of ONE MILLION AND 00/100 DOLLARS (\$1,000,000.00) to replace the Cooper Road Culvert including the payment of all costs incidental and related thereto; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to take no action on this article. Voted: 8 – 1 – 0.

The Finance Committee recommendation to “take no action” is not made in opposition to undertaking this project which the Committee, in fact, fully support. The Committee’s intent is to allow for Town Meeting to consider an alternative which the Committee feel provides a more appropriate source of funding, namely Chapter 90 funds. Chapter 90 funds may be used for road construction, and the Town currently has approximately \$3.6 million available. Using this source of funding, instead of free cash, would allow the Town to retain the \$1 million unrestricted in our free cash balance, allowing greater flexibility on future expenditures.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: This article will provide funding to replace the failing, undersized culvert on Cooper Road. The current grade on Cooper Road is below the water level of the adjacent beaver dam and pond. The culverts under the road are undersized and would plug and flood quickly if the dam failed or the culverts are plugged with debris. These funds provide for engineering, permitting, and construction.

ARTICLE 37
FALLS ROAD CULVERT REPLACEMENT
Passed Yes 98 No 18

To see if the Town will vote to transfer from Free Cash the sum of TWO HUNDRED FIFTY THOUSAND AND 00/100 DOLLARS (\$250,000.00) to replace the Falls Road Culvert including the payment of all costs incidental and related thereto; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 8 – 1 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0

Summary: This article will provide funding to replace the failing, undersized culvert on Falls Road. The current culvert is only 15”. This has caused it to clog and flood on a regular basis.

ARTICLE 38
ESTABLISHMENT OF A STURBRIDGE DISABILITIES COMMISSION

Passed Yes 103 No 10

To see if the Town will vote to accept the provisions of Massachusetts General Laws Chapter 40, Section 8J relative to the establishment of the municipal Commission on Disability; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 9 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: The commission shall be comprised of five members, 60% of whom must meet the Commonwealth definition of “disabled.” Members shall be appointed by the Town Administrator with approval from the Board of Selectmen. The Disabilities Commission shall be a liaison to the public in areas of accessibility and programming.

ARTICLE 39
AMENDMENT OF ZONING BYLAW AND MAP REGARDING FLOODPLAIN
(2/3 VOTE REQUIRED)
Passed Yes 97 No 9

To see if the Town will vote to amend the Zoning Bylaw § 300-3.4 Floodplain District in the following manner or take any other action relative thereto:

Amend § 300-3.4 Floodplain District C. by deleting the date of June 16, 2014 in the two places noted below and by inserting the new date of June 21, 2023 as follows:

The Floodplain District is herein established as an overlay district. The District includes all special flood hazard areas within the Town of Sturbridge designated as Zone A, AE, AH, AO or A99 on the Worcester County Flood Insurance Rate Map (FIRM) dated ~~July 16, 2014~~, June 21, 2023 issued by the Federal Emergency Management Agency (FEMA) for the administration of the National Flood Insurance Program. The exact boundaries of the District shall be defined by the one-percent-chance base flood elevations shown on the FIRM and further defined by the Worcester County Flood Insurance Study (FIS) report dated ~~July 16, 2014~~ June 21, 2023. The FIRM and FIS report are incorporated herein by reference and are on file with the Town Clerk, Planning Board and Director of Inspections, and the Conservation Commission.

Amend § 300-3.4 Floodplain District D. as follows:

Delete existing language shown with strikethrough and renumber remainder of bylaw as needed:

~~D. Within Zone A, where the 100-year flood elevation is not provided on the FIRM, the applicant shall obtain any existing flood elevation data, and it shall be reviewed by the Planning Board. If the~~

data is sufficiently detailed and accurate, it shall be relied upon to require compliance with this bylaw and the State Building Code.

Amend § 300-3.4 Floodplain District G (3) (b) as follows:

Delete existing language shown with strikethrough and insert new proposed language shown as underlined:

~~(b) In Zones A1-30 and AE, along watercourses that have a regulatory floodway designated on the Sturbridge FIRM, encroachments are prohibited in the regulatory floodway which would result in any increase in flood levels within the community during the occurrence of the base flood discharge.~~

(b) In Zones A1-30 and AE, along watercourses that have a regulatory floodway designated on the Town's FIRM encroachments are prohibited, including fill, new construction, substantial improvements, and other development within the adopted regulatory floodway unless it has been demonstrated through hydrologic and hydraulic analyses performed in accordance with standard engineering practice that the proposed encroachment would not result in any increase in flood levels within the community during the occurrence of the base flood discharge.

Amend § 300-3.4 Floodplain District G (12) as follows:

Delete existing language shown with strikethrough and insert new proposed language shown as underlined:

~~(12) Base flood elevation data is required for subdivision proposals or other developments greater than 50 lots or five acres, whichever is the lesser, within unnumbered A Zones.~~

(12) When proposing subdivisions or other developments greater than 50 lots or 5 acres (whichever is less), the proponent must provide technical data to determine base flood elevations for each developable parcel shown on the design plans.

Amend § 300-3.4 Floodplain District I (3), (4) as follows:

Delete existing language shown with strikethrough and insert the underlined text:

~~(3) FIP State Coordinator~~ Massachusetts NFIP State Coordinator.

Massachusetts Department of Conservation and Recreation

~~251 Causeway Street, Suite 800~~

~~Boston, MA 02114-2104~~

(4) NFIP Program Specialist

Federal Emergency Management Agency, Region 1

~~99 High Street, 6th Floor~~

~~Boston, MA 02110~~

Amend § 300-3.4 Floodplain District J (1), (2) as follows:

Delete existing language shown with strikethrough:

(1) Notification shall be submitted to:

FEMA Region I Risk Analysis Branch Chief
~~99 High Street, 6th Floor, Boston, MA 02110~~

(2) And copy of notification to:

Massachusetts NFIP State Coordinator
MA Department of Conservation and Recreation
~~251 Causeway Street, Boston, MA 02114~~

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 9 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

RECOMMENDATION OF THE PLANNING BOARD:

That the Town vote to approve as written. Voted: 5 – 0 – 0.

Summary: To be consistent with the latest State guidelines, the proposed amendment will make minor revisions to the Floodplain Bylaw as recommended by the Department of Conservation and Recreation Floodplain Administrator for the State of Massachusetts. Additionally, this will change the effective date for the Worcester County Flood Insurance Rate Maps (FIRMs) and Flood Insurance Study (FIS) to June 21, 2023, which will be the effective date of the maps recently updated by FEMA. Failure to adopt the change to reference the new maps will jeopardize participation in the Flood Insurance Rate Map Program in which the town currently participates.

ARTICLE 40
STURBRIDGE WATER/SEWER ASSET MANAGEMENT PLAN
Passed Yes 102 No 6

To see if the Town will vote to appropriate from Water and Sewer Reserve Funds equally the sum of TWO HUNDRED FIFTY THOUSAND AND 00/100 DOLLARS (\$250,000.00) with \$175,000.00 anticipated in grant reimbursement for the Sturbridge Water/Sewer Asset Management Plan Project which is on the Massachusetts 2023 Drinking Water State Revolving Fund Asset Management Planning Project List; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: To ensure that water/sewer infrastructure is maintained in a timely fashion and to assess future needs, the Town has received grand funding for all but \$100 K of that cost – half of which will come in-kind. The total project cost of \$250,000 is comprised of a \$150,000 grant (60% of the total project cost) which the Town will be reimbursed in two payments of approximately \$75,000 each at approximately the 50% and 100% project completion stage by MassDEP and the Massachusetts Clean Water Trust. The balance of the project will be comprised of in-kind services provided by Town valued at \$50,000 and a cash contribution valued at \$50,000.

ARTICLE 41
SEWER MAIN LINING AND MANHOLE REPAIR AND COATING – ROUTE 20
Passed Yes 102 No 9

To see if the Town will vote to transfer from the Sewer Reserve Fund Balance the sum of SEVEN HUNDRED FIFTY THOUSAND AND 00/100 DOLLARS (\$750,000.00) for the purpose of sewer-main lining and repairing and coating associated manholes on a stretch of Route 20; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: The sewer line at Route 20 East of the intersection of Rt. 131 is in need of repair. Preliminary investigation has shown that lining the pipe will sufficiently protect it.

ARTICLE 42
SEWER MAIN REPLACEMENT – ROUTE 131
Passed Yes 102 No 6

To see if the Town will vote to appropriate from the Sewer Reserve Fund Balance the sum of FOUR HUNDRED FIFTY THOUSAND AND 00/100 DOLLARS (\$450,000.00) for the purpose of replacing the sewer line on Route 131 from Route 20 to the Public Safety Complex; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: The sewer line under Rt 131 from Route 20 to the Public Safety Complex is in need of repair and requires replacement for proper flow as well as environmental protection.

ARTICLE 43
ST. ANNE, FISKE HILL, AND STALLION HILL’S WATER TANK
MAINTENANCE/REPAIR
Passed Yes 99 No 3

To see if the Town will vote to transfer from the Water Tank Maintenance Account #29520 the sum of ONE HUNDRED NINETY-FIVE THOUSAND AND 00/100 DOLLARS (\$195,000.00) for the purpose of engineering plans for potential Stallion Hill Water Tank Replacement; St Anne Tank engineering for repairs and valve pit upgrades; and Fiske Hill interior evaluation and specification for painting; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 6 – 0 – 1.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: This article provides funding for necessary engineering work related to upcoming maintenance and repairs as well as current maintenance/repairs for three water tanks.

ARTICLE 44
CONCRETE TANK REPAIR AT WASTEWATER TREATMENT PLANT
Passed Yes 100 No 3

To see if the Town will vote to appropriate from Sewer Reserve Fund Balance the sum of FIFTY THOUSAND AND 00/100 DOLLARS (\$50,000.00) for the purpose of repairing the concrete influent chamber and gravity thickener; or take any other action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0

Summary: The Wastewater Treatment Plant has two concrete tanks (Gravity Thicken No1 and Grit Chamber) that are showing cracking and surface defects on the concrete walls of the tanks. These cracks and defects require repairs to prevent further degradation of the concrete and that could lead to future tank failure. An engineered Scope of Work has been completed and the project is ready to be bid for construction.

ARTICLE 45
OLD STURBRIDGE VILLAGE WATER LINE DESIGN WORK
Passed Yes 101 No 7

To see if the Town will vote to appropriate from the Water Reserve Fund Balance the sum of FIFTY THOUSAND AND 00/100 DOLLARS (\$50,000.00) for the purpose of obtaining engineering plans for the replacement of the “OSV” water line; or take any other action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 7 – 0 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: This water line has shut-off valves located underneath a wetlands making access to it very challenging. In the event of an emergency, a shut-off much further up the line would be required rendering the school at OSV as well as other properties without water.

ARTICLE 46
AMENDMENTS TO THE STURBRIDGE CHARTER
(2/3 VOTE REQUIRED)

The Article was asked to be amended to read: keep the date of the ATM to the 1st Monday in June The amendment Failed Yes 47 No 43

To Keep the Article as written Passes Yes 74 No 33

To see if the Town will vote to amend the current Town Charter by substituting the recommended draft Charter as attached to this Warrant, on display at the Town Clerk's office and as posted on the Town of Sturbridge website; or take any action in relation thereto.

Sponsored by: The Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 4 – 2 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

That the Town vote to approve the article as written. Voted: 3 – 0 – 0.

Summary: The proposed Charter: Changes the name from Board of Selectmen to Select Board (throughout); Removes all gender references (throughout), assign's the moderator the sole authority to ensure diverse viewpoints and concerns are represented and heard at Town Meetings; assigns to the Moderator the sole discretion to determine the mans and methods by which votes are made, electronically or by any other form at Town Meetings; Moves the annual town meeting from the first Monday in June to the Fourth Monday in April; Requires the attendance of all department heads at all sessions of the Special Town Meeting as determined by the Town Administrator; requires Selectmen subject to recall to recuse themselves from the duties of the recall process; assigns duties required of Selectmen in the recall process to the Town Clerk in the event all Selectmen are subject to recall; excludes from the Town Administrator's jurisdiction the care, custody, and control over the rental and use of Town property that is under the jurisdiction of the Superintendent of Schools, Board of Library Trustees, and the Conservation Committee; requires the Town Administrator and Town Clerk to inventory, for accuracy and completeness, the list of all offices, committees, boards, and commissions every six (6) months; clarify those Town offices not subject to appointment by Town Administrator; forms the search committee for Police Chief, Fire Chief, and Director of Public Works, respectively with two voters who are not Town employees, except for special Town employees, and two members who may be residents or non-residents who are qualified due to their relevant career experience; requires the Town Administrator to recommend to the Selectmen, for their confirmation, with respect to the searches for Police Chief, Fire Chief, and Director of Public Works, the best qualified applicant for appointment; place solely within the authority of the Town Administrator and without confirmation of the Selectmen, the appointment of any candidate for employment to any position, which position does not hold the authority to 1) expend public funds; (2) hire or terminate; (3) review the work of others for the purposes of promotion/demotion; or (4) determine compensation with the exceptions noted; authorize the Town administrator the option to delegate any and all parts of any search process, except for the authority of the Town Administrator to recommend candidates for confirmation by the Selectmen; reduce from one (1) year to (90) days the deadline for the Selectmen to make public the Town Charter immediately after voter approval at an election.

Please see Appendix D starting on page 58 for details.

Meeting was adjourned per the Town Moderator at 10:51 PM and to resume on Tuesday Night June 6, 2023 at 7:00PM

The 2nd night of the annual town meeting open at 7:00 PM with the Town moderator with a quick review the procedures of the meeting and proceeded to the last Article of the Annual town meeting.

ARTICLE 47
STREET SWEEPER PURCHASE
Passed Yes 33 No 1

To see if the Town will vote to appropriate from Free Cash the sum of TWO HUNDRED EIGHTY THOUSAND AND 00/100 DOLLARS (\$280,000.00) for the purpose of purchasing a street sweeper; or take any action relative thereto.

Sponsor: Board of Selectmen

RECOMMENDATION OF THE FINANCE COMMITTEE:

That the Town vote to approve the article as written. Voted: 6 – 1 – 0.

RECOMMENDATION OF THE BOARD OF SELECTMEN:

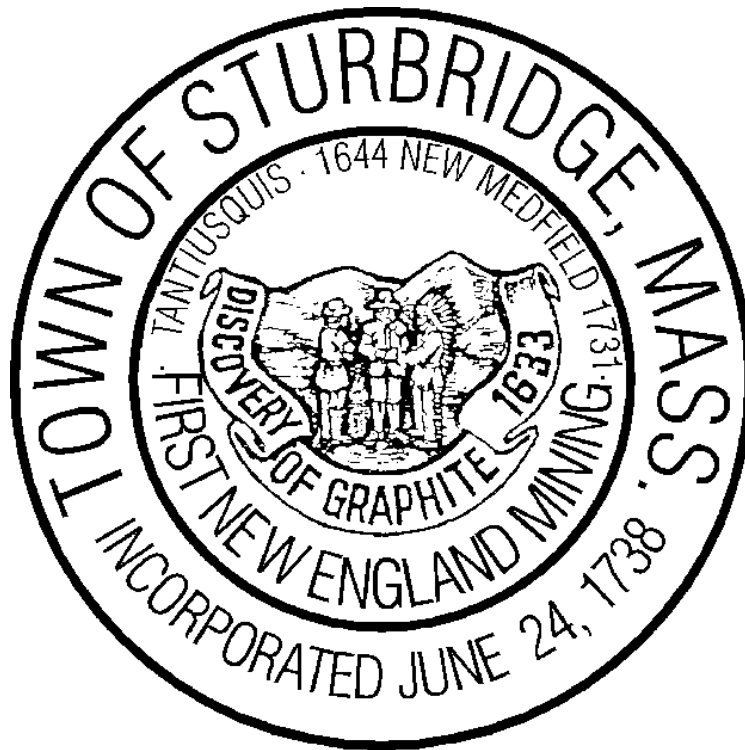
That the Town vote to approve the article as written. Voted: 4 – 0 – 0.

Summary: One of the two sweepers required for the street sweeping process is out of service and would require approximately 100K in repairs if the parts are even available. This will replace a 2004 street sweeper.

The Annual Town Meeting Adjourned at 7:04 PM

Town of Sturbridge

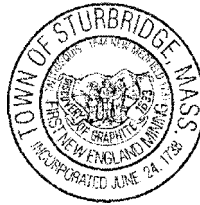
Charter



Town Hall

308 Main Street

Sturbridge, MA 01566



ARTICLE 1 DEFINITIONS

Unless another meaning is clearly apparent from the manner in which the word is used, the following words as used in the charter will have the following meanings:

- (A) Charter - The word "charter" shall mean this charter and amendments to it through any of the methods provided under the amendments to the state constitution.
- (B) Town - The word "town" shall mean the Town of Sturbridge.
- (C) Majority Vote - The words "majority vote" shall mean a majority of those present and voting.
- (D) Voters - The word "voters" shall mean registered voters of the Town of Sturbridge.
- (E) Gender - The reference to the generic pronoun "he" throughout the charter refers to both the male and female gender.
- (F) Days - When the period of time prescribed or allowed is seven days or fewer, Saturdays, Sundays and legal holidays shall be excluded in the computation. "Legal Holiday" includes those days specified in Massachusetts General Laws (M.G.L.) Chapter 4, Section 7 and any other day designated a holiday by the President and the Congress of the United States. If more than seven days, every day shall be counted.
- (G) Warrant – The "Warrant" is a document issued by the Board of Selectmen to call a Town Meeting. The Warrant states the time and place at which the Town Meeting is to convene, and, by separate articles, the subject matter to be acted upon, and further defined by Massachusetts General Laws, Chapter 39, Section 10.
- (H) Officer - All officers listed in Section 4-1(A) and any other person holding a position under Massachusetts General Laws (M.G.L.).
- (I) Appropriation – A vote on the disposition of funds at an Annual or Special Town Meeting.

ARTICLE 2 INCORPORATION, POWERS

Section 2-1 Incorporation.

The inhabitants of the Town of Sturbridge, within the territorial limits as now or hereafter may be established in the manner provided by law, shall continue to be a body corporate and politic with perpetual succession under the name "Town of Sturbridge."

Section 2-2 Short Title.

This instrument shall be known and may be cited as the Sturbridge Home Rule Charter.

Section 2-3 Powers

The form of government provided by this Charter shall be known as the Sturbridge Selectmen -Open Town Meeting plan. Pursuant to the provisions of this Charter and subject only to such limitations as may be imposed by the Massachusetts Constitution and General Laws, the Town shall have all powers authorized to it under the Massachusetts Constitution and General Laws as fully and completely as though they were specifically enumerated in this Charter.

Section 2-4 Construction

The powers of the Town under this Charter shall be construed liberally in favor of the Town, and the specific mention of particular powers in this Charter shall not be construed as limiting in any way the general power stated in this article.

Section 2-5 Intergovernmental Relations

Subject to the applicable requirements or limitations of any provision of the Massachusetts Constitution or General Laws, the Town may exercise any of its powers or perform any of its functions and may participate in the financing thereof, jointly or in cooperation, by contract or otherwise, with any one or more states or civil divisions or agencies thereof, or the United States or any agency thereof.

ARTICLE 3 LEGISLATIVE BRANCH

Section 3-1 Town Meeting

The legislative powers of the Town shall be exercised by a town meeting open to all voters.

Section 3-2 The Moderator

The Moderator is the Presiding Officer at all Town Meetings. At the first Town Meeting under the Moderator's tenure of office, the Moderator shall appoint a Deputy Moderator to serve when the Moderator is absent. The appointment of a Deputy Moderator shall be subject to confirmation by the Town Meeting.

Subject to authorization by the Town Meeting or by the Charter or by Bylaw, the Moderator shall appoint member(s) to committees, including standing, special, and ad hoc committees. The Moderator shall perform such other duties as may from time to time be assigned to the Moderator, by the Moderator, by Bylaw, or other vote of the Town Meeting.

The Moderator holds sole authority to maintain good order, civil conduct, and discourse and to determine the relevance, nature, duration, and timing of all presentations, written or otherwise.

Section 3-3 Date of Annual Meeting

The Annual Town Meeting for the transaction of the Town's business shall be held on the first Monday of June or on such date as may from time to time be fixed by the Bylaws of the Town.

Section 3-4 Preparation of Warrant for Annual and Special Town Meetings.

The Selectmen shall prepare the Warrants for the Annual Town Meeting and for Special Town Meetings.

Section 3-5 Town Meeting Warrant Posting

The Town Clerk shall cause to be posted the Warrant for the Annual Town Meeting and all Special Town Meetings in the Town Hall, the post offices, the Town Library, and on the Town's official web site on the respective dates required by state statute or local by-law.

Section 3-6 Insertion of Warrant Article by Petition

Insertion of articles in the Warrant for Town Meetings by petition of the voters shall follow the procedures and stipulations of Chapter 39, Section 10 of the Massachusetts General Laws. Articles shall be inserted in the Warrant for any Annual Town Meeting by the Selectmen upon their receipt in writing of a petition signed by ten (10) or more registered voters. For a Special Town Meeting, articles shall be inserted by the Selectmen upon their receipt in writing of a petition signed by one hundred (100) or more voters, or ten (10) percent of the voters, whichever is less. All signatures on said petition are subject to certification by the Registrars.

Section 3-7 Call of Special Town Meeting by Petition

A Special Town Meeting shall be called by the Selectmen within forty-five (45) days after their receipt of a petition for that purpose signed by two hundred (200) or more voters, or twenty (20) percent of voters, whichever is less. All signatures on said petition are subject to certification by the Registrars.

Section 3-8 Availability of Town Officials at Town Meetings

- (A) Every Town officer, the head of each department, and the head of each division within the said department shall attend all sessions of the Annual Town Meeting for the purpose of providing pertinent information. In the event any Town officer, department head, or division head is to be absent due to illness or other reasonable cause, a deputy shall be designated by the Town officer, head of the department, or head of the division to attend the meeting.
- (B) The Town Administrator shall determine which Town officers, department heads, and division heads, if any, shall attend a Special Town Meeting. In the event any Town officer, department head, or division head is to be absent due to illness or other reasonable cause, a deputy shall be designated by the Town officer, department head, or division head with the approval of the Town Administrator.

ARTICLE 4 ELECTED OFFICIALS

Section 4-1 General Provisions

(A) Elective Offices - The offices to be filled by ballot of the whole town shall be:

<u>Board</u>	<u>No. of Members</u>	<u>Term</u>
Selectmen	5	3
Moderator	1	3
Town Clerk	1	3
Assessors	3	3
Constables	3	3
Library Trustees	9	3
Sturbridge School Committee (Elementary)	5	3
Board of Health	3	3
Zoning Board of Appeals	5 ⁽¹⁾	3
Tantasqua Regional School Committee	Variable	3
Recreation Committee	5	3

Members of regional authorities or districts as may be established by statute, inter-local agreement, or otherwise.

(B) Eligibility – Any voter shall be eligible to hold any elective Town office except that no full time employee of the Town reporting to the Selectmen, either directly or through the Town Administrator, may simultaneously hold the position of Selectman.

(C) Election - The regular elections for Town office shall be held annually on the second Monday of April or such a date as may from time to time be fixed in the Bylaws of the Town.

⁽¹⁾ Two (2) additional members appointed by the Town Administrator, for a total of seven (7) members

Section 4-2 Selectmen: Composition; Term of Office; Compensation; Powers and Duties; Appointment; and Restrictions

(A) Composition, Term of Office - There shall be five (5) Selectmen each elected by the voters for a term of three (3) years, so arranged that the term of office of at least one (1) member, but not more than two (2) members, shall expire each year.

(B) Compensation - The Selectmen shall receive such compensation as may annually be provided for that purpose by appropriation.

(C) Powers and Duties in General - The executive powers of the Town shall be vested in the Selectmen, and may be exercised by them jointly or through the Town agencies and offices under their general supervision and control. The Selectmen shall cause the laws and orders for the government of the Town to be enforced, and shall cause a record of all their official acts to be kept. To aid them in their official duties, they shall appoint a Town Administrator. The Selectmen shall act as the Water and Sewer Commissioners and have

the power and authority of Water and Sewer Commissioners as provided by Massachusetts General Laws and as Harbor Masters.

- (D) Appointment – The Selectmen shall appoint a Town Administrator and Registrars.
- (E) Restrictions - Selectmen shall not hold any other elected Town office, or any office appointed by the Town Administrator under Section 6-1 of the Charter that is subject to confirmation by the Selectmen.

Section 4-3 Moderator: Term of office; Compensation; Powers and Duties.

- (A) Term of Office - At each town election at which the term of office expires, a Moderator shall be elected by the voters for a term of three (3) years. In the event of a vacancy in that office prior to the expiration of the term, the Selectmen shall appoint a Moderator who shall serve until the next regular Town Election, when the voters shall elect a Moderator to serve for the balance of the term. The Moderator shall not hold any other Town office, elected or appointed.
- (B) Compensation - The Moderator shall receive such compensation as may annually be provided for that purpose by appropriation.
- (C) Powers and Duties - The Moderator shall have the powers and duties provided for that office by statute, by this Charter, by Bylaw, or by other vote of the Town Meeting.
- (D) Appointments - The Moderator shall appoint a nine (9) member Finance Committee consisting of voters. The term shall be for three (3) years so arranged that the term of office of three (3) members shall expire each year. The Finance Committee shall review all Town Meeting Warrants and advise the Town Meeting of recommended action. The Finance Committee shall have all the powers provided in the Massachusetts General Laws, granted by Town Meeting, or specified by this Charter. The Moderator shall make appointments to other committees where so authorized by Town Meeting in Section 3-2.

Section 4-4 Sturbridge School Committee (Elementary): Composition; Term of Office; Compensation; Powers and Duties.

- (A) Composition, Term of Office - There shall be a Sturbridge School Committee (Elementary) consisting of five (5) members each elected by voters for a term of three (3) years, such that the term of office of at least one (1) member, but not more than two (2) members, shall expire each year.
- (B) Compensation - School Committee members shall receive such compensation as may annually be provided for that purpose by appropriation.
- (C) Powers and Duties - The Sturbridge School Committee (Elementary) shall have all of the powers and duties school committees may have under the Massachusetts Constitution and General Laws, and shall have such additional powers and duties, including the use of land and buildings, as may be authorized by this Charter or Bylaw.

Section 4-5 Tantasqua Regional School Committee: Composition; Term of Office; Compensation; Powers and Duties.

- (A) Composition, Term of Office - There shall be elected representatives to the Tantasqua Regional School Committee, variable in number as provided in the Tantasqua Regional School Agreement, for a term of three (3) years, so arranged that the term of office of at least one (1) member shall expire each year. The Sturbridge School Committee (Elementary) shall elect one (1) of its members annually to serve on the Tantasqua Regional School Committee.
- (B) Compensation – Tantasqua Regional School Committee members shall receive such compensation as may annually be provided for that purpose by appropriation.
- (C) Powers and Duties - The Tantasqua Regional School Committee shall have all the powers and duties regional school committees have under the Massachusetts Constitution, General Laws, and the Tantasqua Regional School Agreement.

Section 4-6 Assessors: Composition; Term of Office; Compensation; Powers and Duties.

- (A) Composition, Term of Office - There shall be three (3) Assessors each elected by the voters for a term of three (3) years, such that the term of office of one (1) member shall expire each year.
- (B) Compensation - The Assessors shall receive such compensation as may annually be provided for that purpose by appropriation.
- (C) Powers and Duties - The Assessors shall annually make a fair cash valuation of all property, real and personal, subject to taxation within the Town. They shall have such other powers and duties as provided by Massachusetts General Laws.

Section 4-7 Town Clerk: Composition; Compensation; Term of Office; Powers and Duties.

- (A) Term of Office - There shall be a Town Clerk elected by the voters for a term of three (3) years.
- (B) The Town Clerk shall receive compensation as may annually be provided for that purpose by appropriation.
- (C) Powers and Duties - The Town Clerk shall have all of the powers and duties town clerks may have under the Massachusetts Constitution and General Laws. The Town Clerk may also exercise such additional powers and duties as may from time to time be assigned to that office by this Charter, by Bylaw, or by other vote of the Town Meeting.

Section 4-8 Board of Health: Composition; Term of Office; Compensation;

Powers and Duties.

- (A) Composition, Term of Office - There shall be a Board of Health consisting of three (3) members, each elected by the voters for a term of three (3) years, so arranged that the term of office of one (1) member shall expire each year.
- (B) Compensation - The members of the Board of Health shall receive such compensation as may annually be provided for that purpose by appropriation.
- (C) Powers and Duties - the Board of Health may make reasonable health regulations and shall enforce Massachusetts General Laws relating to public health, provisions of the federal and state sanitary codes, and all local health regulations.

Section 4-9 Zoning Board of Appeals: Composition; Term of Office; Powers and Duties.

- (A) Composition, Term of Office - There shall be a Zoning Board of Appeals consisting of seven (7) members. Five (5) members shall be elected by the voters, each for a term of three (3) years, such that the term of office of at least one (1) member, but not more than two (2) members, shall expire each year. Two (2) members shall be appointed by the Town Administrator for three (3) year terms so arranged that the terms of office will not expire in the same year.
- (B) Powers and Duties - The Zoning Board of Appeals shall have all powers that are conferred on Zoning boards of appeals by Massachusetts General Laws, and such additional powers and duties as may be provided in the Zoning Bylaws.

Section 4-10 Recreation Committee: Composition; Term of Office; Powers and Duties.

- (A) Composition, Term of Office - There shall be a Recreation Committee consisting of five (5) members each elected by the voters for a term of three (3) years, so arranged that the term of office of at least one (1) member, but not more than two (2) members, shall expire each year.
- (B) Powers and Duties - The Recreation Committee shall plan, organize, and implement programs in response to the recreational needs of the Town, and shall be responsible for scheduling and issuing permits for all public recreation spaces.

Section 4-11 Other Elected Officers: Powers and Duties.

All other elected officers shall have all the powers and duties conferred on their respective offices by Massachusetts General Laws, this Charter, and the Town Bylaws.

Section 4-12 Recall Petition.

- (A) Any holder of an elective office, as defined in Section 4-1(A), may be recalled by the voters as herein provided.
- (B) Recall Petition – Any voter may file with the Town Clerk a signed and dated affidavit containing the name of the officer sought to be recalled and a statement of the grounds for the recall. The Town Clerk shall issue the blank petition forms that demand such recall with the Town Clerk's signature and Town Seal, and shall keep printed copies of the petition forms available for the voters. The forms issued by the Town Clerk shall be dated, be addressed to the Selectmen and contain the name or names of all persons to whom they are issued, the name of the person whose recall is sought, the grounds of recall as stated in the affidavit and demand a recall election. A copy of the petition shall be entered in a record book to be kept in the office of the Town Clerk. The recall petition shall be returned and filed with the Town Clerk within thirty (30) days after the filing of the affidavit and shall have been signed by at least twenty (20) percent of the voters, who shall add to their signatures the street and number of their residences.

The Town Clerk shall within twenty-four (24) hours of receipt of the petition, submit the petition to the Registrars, who shall forthwith certify the number of valid signatures.

- (C) Selectmen's Action on Receiving Petition – Petitions certified by the Registrars shall be submitted with the Registrars' dated certificate to the Selectmen no later than the close of the next business day. The Selectmen shall give written notice of the receipt of the dated certificate

to the officer sought to be recalled in no fewer than seven (7) days. Further, if the officer does not resign within five (5) days thereafter, the Selectmen shall order an election, such election to occur no fewer than thirty-five (35) days nor more than forty-five (45) days after the date of the Registrars' certificate; however, if any other Town election is to occur within sixty (60) days after the date of the certificate, the Selectmen shall postpone the holding of the recall election to the date of such other election. After a recall election has been ordered, the election shall proceed as provided in this Section, the resignation of the incumbent notwithstanding.

- (D) Incumbent Holds Office Until Recall Election - The incumbent shall continue to perform the duties of the office until the recall election. If not recalled, the incumbent shall continue in office for the remainder of the unexpired term, subject to recall as before, except as provided in this Section. If recalled, the incumbent shall be deemed removed from office, and the vacant office filled until the next election by appointment by the Selectmen.
- (E) Proposition on Ballot - Ballots used in a recall election shall submit the following proposition in the order indicated:

For the recall of (name of officer):

Against the recall of (name of officer):

Title of office:
- (F) Repeat of Recall Petition - No recall petition shall be filed against an officer within three (3) months after election to office, nor, in the case of an officer subjected to a recall election and not recalled thereby, until at least three (3) months after the date of the recall election.
- (G) Appointment of Person Recalled - No person who has been recalled from an office, or who has resigned from office while recall proceedings were pending, shall be appointed to any Town office within two (2) years after such recall or such resignation.

ARTICLE 5 TOWN ADMINISTRATOR

Section 5-1 Appointment; Qualifications; Term.

The Selectmen shall appoint a Town Administrator for an indefinite term and fix compensation within the amount appropriated by the Town. The Town Administrator shall be appointed solely on the basis of executive and administrative qualifications. The appointee shall be a person especially fitted by education, training and/or experience in management or administration. The Town may, from time to time, establish by Bylaw such additional qualifications as seem necessary and appropriate.

In the event that the Town Administrator vacates that office, it shall be filled in accordance with Section 4-2 by the Selectmen. Meanwhile, they shall appoint a suitable person as temporary Town Administrator to perform the duties of the office. Such temporary appointment may not exceed six (6) months. but one (1) additional renewal, not to exceed three (3) months, may be voted by the Selectmen. The Selectmen shall set compensation for such person.

Section 5-2 Appointive Procedure.

The Selectmen shall appoint a five (5) member Town Administrator Search Committee consisting of the following:

One (1) member of the Selectmen,

One (1) Town department head,

Three (3) voters not employed by the Town.

The Search Committee shall advertise the available position, screen all applicants and present no fewer than two (2) nor more than four (4) candidates to the Selectmen. The Search Committee shall follow the affirmative action guidelines as established by Federal Law. The Selectmen shall interview the candidates presented by the Search Committee at a regular meeting of the Selectmen. The Selectmen, by majority vote, shall choose a Town Administrator.

In the event of any vacancy in the office of the Town Administrator, the Selectmen will initiate the appointive procedure within ten (10) days

Section 5-3 Powers and Duties.

The Town Administrator shall be the Chief Administrative Officer of the Town, and be directly responsible to the Selectmen for the administration of all Town affairs by or under this Charter.

The powers and duties shall be to:

- (A) Supervise and direct the administration of all departments, agencies, and offices for whose function the Town Administrator is responsible.
- (B) Appoint, subject to confirmation by the Selectmen, all appointive Town officers, utilizing procedures described in Section 6.
- (C) Make notification of all unfilled positions within the Town by posting a notice on the bulletin boards at the Town Hall, on the Town's official website, and on cable television for a period of no fewer than five (5) days, and by notification in writing to the local news media.
- (D) Fix the compensation of all Town officers and employees appointed by the Town Administrator within the limits established by existing appropriations and Bylaws.
- (E) Attend all meetings of the Selectmen, unless excused, and have a voice but no vote in all of its deliberations.
- (F) Keep full and complete records of the office and render as often as may be required by the Selectmen, and at least annually, a report of all operations within the Town Administrator's jurisdiction during the period reported on, which report shall be made available to the public.
- (G) Advise the Selectmen as to the needs of the Town and recommend to them for adoption such measures requiring action by them or by the Town Meeting.
- (H) Hold full jurisdiction, exercise care, custody, and control over the rental and use of all Town property, except school property and property under the control of the Conservation Commission, and for the maintenance and repair of all Town buildings and facilities.
- (I) Present to the Selectmen a draft annual budget of the Town and be responsible for the development and annual updating of the Capital Improvement Program.
- (J) Maintain a complete inventory of all property of the Town, both real and personal.
- (K) Negotiate contracts involving any subject within the jurisdiction of the Town Administrator. These proposed contracts shall be subject to final approval and execution by the Selectmen.

Copies of all proposed contracts, including personnel, shall be provided to the Finance Committee by the Selectmen within ten (10) days of approval for record purposes.

- (L) Be responsible, as Chief Procurement Officer, for purchasing all supplies, material, and equipment for all departments under the Town Administrator's jurisdiction.
- (M) Ensure that all provisions of Massachusetts General Laws, the Charter, the votes of the Town Meetings, and votes of the Selectmen are faithfully carried out.
- (N) Prepare and revise, as necessary, a plan establishing personnel requirements. It shall include job descriptions, together with wage and salary schedules, for all departments established by this Charter, or Town Bylaw, except school department employees, and it shall become effective within thirty (30) days of submission to the Selectmen, unless rejected by them.
- (O) Inquire into the official conduct of any officer, employee, department, board, or commission under Town Administrator jurisdiction.
- (P) Attend all sessions of the Town Meetings and respond to all questions that arise in relation to the office of the Town Administrator.
- (Q) Perform any other duties required by the Bylaws, the votes of the Town Meeting, or the votes of the Selectmen.

Section 5-4 Termination and Removal, or Suspension

The Selectmen may, by a majority vote of all Selectmen then in office, provided there are at least three (3) qualified Selectmen, terminate and remove, or suspend, the Town Administrator from office. The Selectmen shall provide the Town Administrator a written statement containing the reason(s) for the vote to approve termination and removal, or suspension, within seven (7) days. The Town Administrator, upon receipt of said statement, shall notify the Selectmen in writing, within seven (7) days, of the exercise of the right to a public hearing. Such public hearing shall be conducted at the next regularly scheduled meeting of the Selectmen following the Selectmen's receipt of the Town Administrator's written request for a public hearing.

The Selectmen may, by a majority vote of all Selectmen then in office, provided there are at least three (3) qualified Selectmen voting, affirm the vote of termination and removal, or suspension, of the Town Administrator from office following the public hearing. Alternatively, the Selectmen may reverse the initial vote of termination and removal, or suspension, of the Town Administrator from office, or take any action the Selectmen deem suitable.

The Selectmen may suspend the Town Administrator from office pending and during the public hearing. Actions of the Selectmen that are in accordance with this procedure are final. Authority and responsibility for termination and removal, or suspension, of the Town Administrator reside solely in the jurisdiction of the Selectmen. The Town Administrator's salary will continue to be paid until the Selectmen's vote to terminate and remove, or suspend, the Town Administrator becomes final.

Section 5-5 Acting Town Administrator

The Town Administrator shall appoint a qualified Town employee as Acting Town Administrator, by a letter filed with the Town Clerk, to exercise the powers and perform the duties of Town Administrator in the event of a temporary absence that will make the Town Administrator unavailable to perform the

required duties of the office for three (3) consecutive business days or more. The Selectmen may not revoke any such designation of an Acting Town Administrator until at least ten (10) days have elapsed whereupon the Selectmen may appoint another qualified Town employee to serve as Acting Town Administrator. The Selectmen may determine a designated Acting Town Administrator is incapable, unable, or unwilling, to perform the assigned duties; in such circumstance, the Selectmen can appoint another qualified Town employee to serve as Acting Town Administrator.

In the event the Town Administrator is incapacitated without a determined date of return, the Selectmen shall immediately appoint a qualified person as Acting Town Administrator.

ARTICLE 6 APPOINTED OFFICIALS, BOARDS, COMMISSIONS, AND EMPLOYEES

Section 6-1

- (A) Appointments to all boards, commissions and committees consisting of more than one (1) member and where terms are greater than one (1) year shall be made in a manner that all terms of all incumbents do not expire in the same year. To the extent possible, an equal number of members of each board, commission and committee shall come to the end of their terms of office in each year.
- (B) The Town Clerk shall maintain, electronically, a list of the offices, boards, commissions, and committees of the Town, including the name of each office, board, commission, or committee; purpose or objective as determined by the Selectmen, Town Administrator, or other appointing authority; number of members, respective term of office, and the appointing authority. The Town Clerk shall update the list of offices, boards, commissions, and committees, as they are formed or dissolved, and shall maintain by name a current list of members of each office, board, commission, and committee, post a copy on the official website of the Town, and cause it to be included in the Annual Town Report.
- (C) Annual appointments to all boards, commissions and committees shall be made by July 1 of each year. Upon the occurrence of a vacancy, the responsible appointing authority shall appoint a replacement within forty-five (45) days.
- (D) The Town Administrator shall have the power to appoint such other town officers and members of boards, commissions and committees as are authorized by the Massachusetts General Laws, this Charter, or Bylaws, for which the method of appointment is not otherwise herein provided.

Section 6-2 Appointments

The Town Administrator shall make all appointments to offices, boards, commissions, and committees, including town employees, subject to the confirmation by a majority vote of the Selectmen at a regularly scheduled meeting and administration of the oath of office by the Town Clerk, except herein otherwise provided.

Section 6-3 Power to Rescind Appointments.

The Town Administrator shall, subject to confirmation by majority vote of the Selectmen, have the power to rescind for cause any appointment made to any board, commission, committee, or individual office, including Town employees, provided that the appointee shall first have been served with a written notice of the Town Administrator's intention, specifying the reasons for the proposed removal, and informing the appointee of the right to be heard, if requested in writing by the appointee, at a public meeting of the Selectmen.

Section 6-4 Merit Principle.

All appointments and promotions of Town officers and other employees shall be made solely on the basis of merit and fitness demonstrated by examination or other evidence of competence and suitability.

Section 6-5 Appointments by the Town Administrator

A. Appointment of Fire Chief, Director of Department of Public Works, Police Chief

The Town Administrator shall appoint a five (5) member Search Committee, subject to confirmation by the Selectmen, when a vacancy occurs, consisting of the following:

- (1) Town Administrator
- (2) Two (2) voters not currently employed by the Town, appointed by the Town Administrator
- (3) Two (2) members, who may be residents or non-residents, qualified to participate in the search process and appointed by the Town Administrator.

The Search Committee shall screen all applicants, interview the top applicants at a legally advertised public meeting, and the Town Administrator shall select the best qualified applicant for appointment, subject to confirmation by the Selectmen.

B. Appointment of Town Employees.

The Town Administrator shall advertise all available positions, screen all applicants, and select the best qualified applicant for appointment in accordance with Section 4, subject to confirmation by the Selectmen.

ARTICLE 7 GENERAL PROVISIONS.

Section 7-1 Relation of Charter to Town Bylaws, Rules, Regulations, Orders, and Special Laws.

All conflicts between this Charter and Town Bylaws, rules, regulations, orders and special laws, shall be resolved in favor of this Charter. All provisions of Town Bylaws, rules, regulations, orders, and special laws not superseded by this Charter shall remain in force.

Section 7-2 Severability.

If any provisions of this Charter are held invalid by a court of competent jurisdiction, no other provisions of this Charter shall be affected thereby. If the application of this Charter or any of its provisions to any person or circumstance is held invalid, the application of this Charter and its provisions to other persons and circumstances shall not be affected thereby.

Section 7-3 Specific Provisions Shall Prevail.

To the extent that any specific provision of this Charter shall conflict with any provision expressed herein in general terms, the specific provision shall prevail.

Section 7-4 Publication of Charter and Bylaws.

The Selectmen shall, within one (1) year of the adoption of this Charter and subsequent revisions thereafter, cause to be prepared copies of said Charter and Town Bylaws to be available to the public in a suitable format in the office of the Town Clerk, and posted on the Town's official website.

Section 7-5 Charter Revision.

Amendments to this charter relating in any way to the composition of the town meeting or the composition or mode of election or terms of office of the Board of Selectmen may be proposed only by a charter commission elected under the General Laws of the Commonwealth.

Amendments to this charter relating to other matters may be proposed at a duly called town meeting. Proposed amendments approved by a two-thirds majority town meeting vote shall be acted upon by ballot of the whole town at a regular election of town officers held in accordance with the General Laws. The effective date of revisions will be the date the town clerk certifies that the proposed amendment was approved by a majority of valid ballots cast.

The Board of Selectmen shall every five years, form a committee to study the working of town government. The committee shall recommend procedures to revise the charter, if that is deemed advisable.

Section 7-6 Resignations.

Resignation from any appointive or elective office shall be done by filing a letter of resignation with the Town Clerk. The effective date of resignation shall be upon receipt by the Town Clerk unless a time certain is specified therein when it shall take effect. The Town Clerk shall notify the Town Administrator and Selectmen within twenty-four (24) hours of receipt of a letter of resignation by forwarding a copy of the letter with date received. The Town Clerk shall resign the office by submitting a letter so stating to the Selectmen.

Section 7-7 Numbering of Charter Provisions

The numbering of sections, subsections, paragraphs, and subparagraphs in this Charter is deemed non-substantive and ministerial in nature, and the Town Clerk, after consultation with Town Counsel, may make appropriate revisions to the same solely for the purpose of ensuring consistent and appropriate sequencing of such numbering; provided, however, that the Town Clerk shall keep a record of all such revisions, which shall include the date and substance of all such revisions.

ARTICLE 8 TRANSITIONAL PROVISIONS.

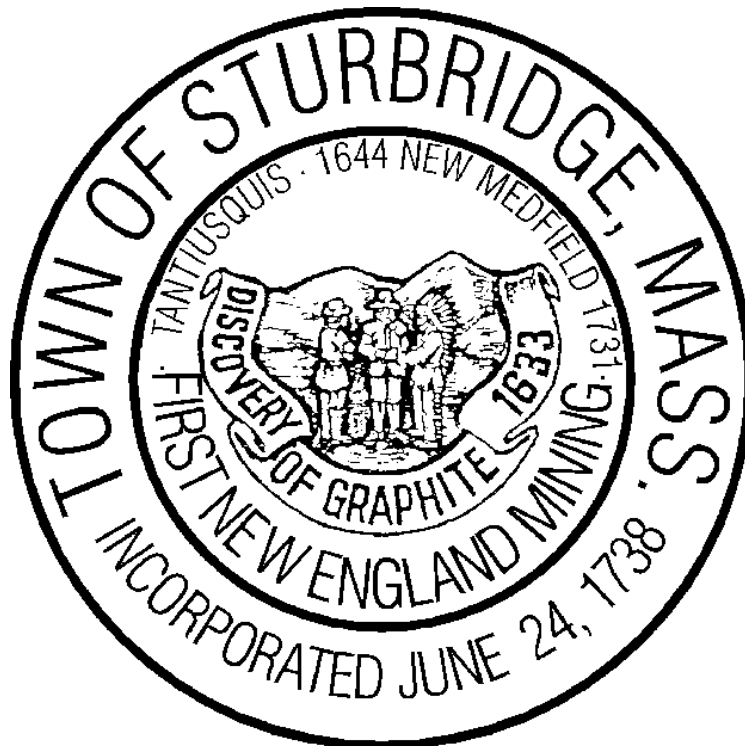
Section 8-1 Continuation of Existing Laws.

All general laws, special laws, Town Bylaws, votes, rules, and regulations of or pertaining to the Town which are in force when the Charter or revision thereto takes effect and which are not repealed directly or indirectly thereby, shall continue in full force and effect until amended or rescinded by operation of law or expire by their own limitation.

Section 8-2 Effective Date

This revised Charter shall take effect upon its adoption by the voters.

2022-2023 Charter Review Committee
Recommendations Approved by the
Charter Review Committee on February 7, 2023



Town Hall
308 Main Street
Sturbridge, MA 01566

2022-2023 CHARTER REVIEW COMMITTEE RECOMMENDATIONS

Approved February 7, 2023



ARTICLE 1 DEFINITIONS

Unless another meaning is clearly apparent from the manner in which the word is used, the following words as used in the eCharter will have the following meanings:

- (A) Charter - The word "eCharter" shall mean this eCharter and amendments to it through any of the methods provided under the amendments to the state constitution.
- (B) Town - The word "Town" shall mean the Town of Sturbridge.
- (C) Majority Vote - The words "majority vote" shall mean a majority of those present and voting.
- (D) Voters - The word "voters" shall mean registered voters of the Town of Sturbridge.
- (E) ~~Gender - The reference to the generic pronoun "he" throughout the charter refers to both the male and female gender.~~
- (F) (E) Days - When the period of time prescribed or allowed is seven (7) days or fewer, Saturdays, Sundays and legal holidays shall be excluded in the computation. "Legal Holiday" includes those days specified in Massachusetts General Laws (M.G.L.) Chapter 4, Section 7 and any other day designated a holiday by the President and the Congress of the United States. If more than seven (7) days, every day shall be counted.
- (G) (F) Warrant - The "Warrant" is a document issued by the ~~Board of Selectmen~~ Select Board to call a Town Meeting. The Warrant states the time and place at which the Town Meeting is to convene, and, by separate articles, the subject matter to be acted upon, and further defined by Massachusetts General Laws, Chapter 39, Section 10.
- (H) (G) Officer - All officers listed in Section 4-1 (A) and any other person holding a position under Massachusetts General Laws (M.G.L.).
- (I) (H) Appropriation - A vote on the disposition of funds at an Annual or Special Town Meeting.

ARTICLE 2 INCORPORATION⁷ POWERS

Section 2-1 Incorporation.

The inhabitants of the Town of Sturbridge, within the territorial limits as now or hereafter may be established in the manner provided by law, shall continue to be a body corporate and politic with perpetual succession under the name "Town of Sturbridge."

Section 2-2 Short Title.

This instrument shall be known and may be cited as the Sturbridge Home Rule Charter.

Section 2-3 Powers.

The form of government provided by this Charter shall be known as the Sturbridge **Select Board** - Open Town Meeting plan. Pursuant to the provisions of this Charter and subject only to such limitations as may be imposed by the Massachusetts Constitution and General Laws, the Town shall have all powers authorized to it under the Massachusetts Constitution and General Laws as fully and completely as though they were specifically enumerated in this Charter.

Section 2-4 Construction

The powers of the Town under this Charter shall be construed liberally in favor of the Town, and the specific mention of particular powers in this Charter shall not be construed as limiting in any way the general power stated in this article.

Section 2-5 Intergovernmental Relations

Subject to the applicable requirements or limitations of any provision of the Massachusetts Constitution or General Laws, the Town may exercise any of its powers or perform any of its functions and may participate in the financing thereof, jointly or in cooperation, by contract or otherwise, with any one or more states or civil divisions or agencies thereof, or the United States or any agency thereof.

ARTICLE 3 LEGISLATIVE BRANCH

Section 3-1 Town Meeting

The legislative powers of the Town shall be exercised by a Town Meeting open to all voters.

Section 3-2 **The** Moderator

The Moderator is the Presiding Officer at all Town Meetings. At the first Town Meeting under the Moderator's tenure of office, the Moderator shall appoint a Deputy Moderator to serve when the Moderator is absent. The appointment of a Deputy Moderator shall be subject to confirmation by the Town Meeting.

Subject to authorization by the Town Meeting or by the Charter or by Bylaw, the Moderator shall appoint member(s) to committees, including standing, special, and ad hoc committees. The Moderator shall perform such other duties as may from time to time be assigned to the Moderator, by the Moderator, by Bylaw, or other vote of the Town Meeting.

The Moderator holds sole authority to maintain good order, civil conduct, and discourse and to determine the relevance, nature, duration, and timing of all presentations, written or otherwise, **in order to ensure that diverse viewpoints and concerns are represented and heard.**

Section 3-3 Voting at Town Meetings

Voting at Town Meetings will be by electronic devices or any other form determined appropriate by the Moderator.

Section 3-4 Date of Annual Meeting

The Annual Town Meeting for the transaction of the Town's business shall be held on the fourth Monday of April first Monday of June or on such date as may from time to time be fixed by the Bylaws of the Town.

Section 3-5 Preparation of Warrant for Annual and Special Town Meetings.

The Select Board shall prepare the Warrants for the Annual Town Meeting and for Special Town Meetings.

Section 3-6 Town Meeting Warrant Posting

The Town Clerk shall cause to be posted the Warrant for the Annual Town Meeting and all Special Town Meetings in the Town Hall, the post offices, the Town Library, and on the Town's official web site website on the respective dates required by state statute or local by lawBylaw.

Section 3-7 Insertion of Warrant Article by Petition

Insertion of articles in the Warrant for Town Meetings by petition of the voters shall follow the procedures and stipulations of Chapter 39, Section 10 of the Massachusetts General Laws. Articles shall be inserted in the Warrant for any Annual Town Meeting by the Select Board upon their receipt in writing of a petition signed by ten (10) or more registered voters. For a Special Town Meeting, articles shall be inserted by the Select Board upon their receipt in writing of a petition signed by one hundred (100) or more voters, or ten (10) percent of the voters, whichever is less fewer. All signatures on said petition are subject to certification by the Registrars.

Section 3-78 Call of Special Town Meeting by Petition

A Special Town Meeting shall be called by the Select Board within forty-five (45) days after their receipt of a petition for that purpose signed by two hundred (200) or more voters, or twenty (20) percent of voters, whichever is less fewer. All signatures on said petition are subject to certification by the Registrars.

Section 3-89 Availability of Town Officials at Town Meetings

Every Town officer, the head of each department, and the head of each division within the said department shall attend all sessions of the Annual Town Meeting for the purpose of providing pertinent information. In the event any Town officer, department head, or division head is to be absent due to illness or other reasonable cause, a deputy shall be designated by the Town officer, head of the department, or head of the division to attend the meeting. The Town Administrator shall determine which Town officers, department heads, and division heads, if any, shall attend all sessions of a the Special Town Meeting. In the event any Town officer, department head, or division head is to be absent due to illness or other reasonable cause, a deputy shall be designated by the Town officer, department head, or division head with the approval of the Town Administrator.

ARTICLE 4 ELECTED OFFICIALS

Section 4-1 General Provisions

(A) Elective Offices - The offices to be filled by ballot of the whole town shall be:

<u>Board</u>	<u>No of Members</u>	<u>Term</u>
Select Board	5	3
Moderator	1	3
Town Clerk	1	3
Assessor	3	3

Constable		3		3
Library Trustee	9		3	
Sturbridge School Committee (Elementary)	5			3
Board of Health	3			3
Zoning Board of Appeals	5(1)			3
Tantasqua Regional School Committee	Variable (2)			3
Recreation Committee	5			3

Members of regional authorities or districts as may be established by statute, inter-local agreement, or otherwise.

(B) Eligibility - Any voter shall be eligible to hold any elective Town office except that no full-time employee of the Town reporting to the **Select Board**, either directly or through the Town Administrator, may simultaneously hold the position of **Selectman** **Select Board**.

(C) Election - The regular elections for Town office shall be held annually on the second Monday of April or such date as may from time to time be fixed in the Bylaws of the Town.

(1) Two (2) additional members appointed by the Town Administrator, for a total of seven (7) members

(2) Subject to the provisions of the Tantasqua Regional School District Agreement

Section 4-2 **Select Board**: Composition; Term of Office; Compensation; Powers and Duties; Appointment; and Restrictions

(A) Composition, Term of Office - There shall be five (5) **Select Board members** each elected by the voters for a term of three (3) years, so arranged that the term of office of at least one (1) member, but not more than two (2) members, shall expire each year.

(B) Compensation - The **Select Board members** shall receive such compensation as may annually be provided for that purpose by appropriation.

(C) Powers and Duties **in General** - The executive powers of the Town shall be vested in the **Select Board**, and may be exercised by them jointly or through the Town agencies and offices under their general supervision and control. The **Select Board** shall cause the laws and orders for the government of the Town to be enforced, and shall cause a record of all their official acts to be kept. To aid them in their official duties, they shall appoint a Town Administrator. The **Select Board** shall act as the Water and Sewer Commissioners and have the power and authority of Water and Sewer Commissioners as provided by Massachusetts General Laws, and as Harbor Masters.

(D) Appointment - The **Select Board** shall appoint a Town Administrator and Registrars.

(E) Restrictions – **No Select Board** members shall ~~not~~ hold any other elected Town office, or any office appointed by the Town Administrator under Section 6-1 of the Charter that is subject to confirmation by the **Select Board**.

Section 4-3 Moderator: Term of office; Compensation; Powers and Duties

(A) Term of Office - At each ~~T~~ Town election at which the term of office expires, a Moderator shall be elected by the voters for a term of three (3) years. In the event of a vacancy in that office prior to the expiration of the term, the **Select Board** shall appoint a Moderator who shall serve until the next regular Town Election, when the voters shall elect a Moderator to serve for the balance of the term. The Moderator shall not hold any other Town office, elected or appointed.

(B) Compensation - The Moderator shall receive such compensation as may annually be provided for that purpose by appropriation.

- (C) Powers and Duties - The Moderator shall have the powers and duties provided for that office by statute, by this Charter, by Bylaw, or by other vote of the Town Meeting.
- (D) Appointments - The Moderator shall appoint a nine (9) member Finance Committee consisting of voters. The term shall be for three (3) years so arranged that the term of office of three (3) members shall expire each year. The Finance Committee shall review all Town Meeting Warrants and advise the Town Meeting of recommended action. The Finance Committee shall have all the powers provided in the Massachusetts General Laws, granted by Town Meeting, or specified by this Charter. The Moderator shall make appointments to other committees where so authorized by Town Meeting in Section 3-2.

Section 4-4 Sturbridge School Committee (Elementary): Composition; Term of Office; Compensation; Powers and Duties.

- (A) Composition, Term of Office - There shall be a Sturbridge School Committee (Elementary) consisting of five (5) members each elected by voters for a term of three (3) years, such that the term of office of at least one (1) member, but not more than two (2) members, shall expire each year.
- (B) Compensation - School Committee members shall receive such compensation as may annually be provided for that purpose by appropriation.
- (C) Powers and Duties - The Sturbridge School Committee (Elementary) shall have all of the powers and duties school committees may have under the Massachusetts Constitution and General Laws, and shall have such additional powers and duties, including the use of land and buildings, as may be authorized by this Charter or Bylaw.

Section 4-5 Tantasqua Regional School Committee: Composition; Term of Office; Compensation; Powers and Duties.

- (A) Composition, Term of Office - There shall be elected representatives to the Tantasqua Regional School Committee, variable in number as provided in the Tantasqua Regional School Agreement, for a term of three (3) years, so arranged that the term of office of at least one (1) member shall expire each year. The Sturbridge School Committee (Elementary) shall elect one (1) of its members annually to serve on the Tantasqua Regional School Committee.
- (B) Compensation - Tantasqua Regional School Committee members shall receive such compensation as may annually be provided for that purpose by appropriation.
- (C) Powers and Duties - The Tantasqua Regional School Committee shall have all the powers and duties regional school committees have under the Massachusetts Constitution, General Laws, and the Tantasqua Regional School Agreement.

Section 4-6 Assessors: Composition; Term of Office; Compensation; Powers and Duties

- (A) Composition, Term of Office - There shall be three (3) Assessors each elected by the voters for a term of three (3) years, such that the term of office of one (1) member shall expire each year.
- (B) Compensation - The Assessors shall receive such compensation as may annually be provided for that purpose by appropriation.
- (C) Powers and Duties - The Assessors shall annually make a fair cash valuation of all property, real and personal, subject to taxation within the Town. They shall have such other powers and duties as provided by Massachusetts General Laws.

Section 4-7 Town Clerk: Composition; Compensation; Term of Office; Powers and Duties

- (A) **Composition**, Term of Office - There shall be a Town Clerk elected by the voters for a term of three (3) years.
- (B) **Compensation** - The Town Clerk shall receive compensation as may annually be provided for that purpose by appropriation.
- (C) Powers and Duties - The Town Clerk shall have all of the powers and duties town clerks may have under the Massachusetts Constitution and General Laws. The Town Clerk may also exercise such additional powers and duties as may from time to time be assigned to that office by this Charter, by Bylaw, or by other vote of the Town Meeting.

Section 4-8 Board of Health: Composition; Term of Office; Compensation; Powers and Duties.

- (A) Composition, Term of Office - There shall be a Board of Health consisting of three (3) members, each elected by the voters for a term of three (3) years, so arranged that the term of office of one (1) member shall expire each year.
- (B) Compensation - The members of the Board of Health shall receive such compensation as may annually be provided for that purpose by appropriation.
- (C) Powers and Duties - the Board of Health may make reasonable health regulations and shall enforce Massachusetts General Laws relating to public health, provisions of the federal and state sanitary codes, and all local health regulations.

Section 4-9 Zoning Board of Appeals: Composition; Term of Office; Powers and Duties.

- (A) Composition, Term of Office - There shall be a Zoning Board of Appeals consisting of seven (7) members. Five (5) members shall be elected by the voters, each for a term of three (3) years, such that the term of office of at least one (1) member, but not more than two (2) members, shall expire each year. Two (2) members shall be appointed by the Town Administrator for three (3) year terms so arranged that the terms of office will not expire in the same year.
- (B) Powers and Duties - The Zoning Board of Appeals shall have all powers that are conferred on Zoning Boards of Appeals by Massachusetts General Laws, and such additional powers and duties as may be provided in the Zoning Bylaws.

Section 4-10 Recreation Committee: Composition; Term of Office; Powers and Duties.

- (A) Composition, Term of Office - There shall be a Recreation Committee consisting of five (5) members each elected by the voters for a term of three (3) years, so arranged that the term of office of at least one (1) member, but not more than two (2) members, shall expire each year.
- (B) Powers and Duties - The Recreation Committee shall plan, organize, and implement programs in response to the recreational needs of the Town, and shall be responsible for scheduling and issuing permits for all public recreation spaces.

Section 4-11 Other Elected Officers: Powers and Duties.

All other elected officers shall have all the powers and duties conferred on their respective offices by Massachusetts General Laws, this Charter, and the Town Bylaws.

Section 4-12 Recall Petition.

- (A) Any holder of an elective office, as defined in Section 4-1 (A), may be recalled by the voters as herein provided.
- (B) Recall Petition - Any voter may file with the Town Clerk a signed and dated affidavit containing the name of the officer sought to be recalled and a statement of the grounds for the recall. The Town Clerk shall issue the blank petition forms that demand such recall, and which bear the Town Clerk's signature and Town Seal, and shall keep printed copies of the petition forms available for the voters. The forms issued by the Town Clerk shall be dated, be addressed to the **Select Board** and contain the name or names of all persons to whom they are issued, the name of the person whose recall is sought, the grounds of recall as stated in the affidavit and demand a recall election. A copy of the petition shall be entered in a record book to be kept in the office of the Town Clerk. The recall petition shall be returned and filed with the Town Clerk within thirty (30) days after the filing of the affidavit and shall have been signed by at least twenty (20) percent of the voters, who shall add to their signatures the street and number of their respective residences. The Town Clerk shall, within twenty-four (24) hours of receipt of the petition, submit the petition to the Registrars, who shall forthwith certify the number of valid signatures.

In the event that members of the Select Board are the subject of a recall, the members who are being subjected to recall will recuse themselves from the duties delineated in the recall process.

If all members of the Select Board are subject to recall, then all duties required of the Select Board members in the recall process shall be performed by the Town Clerk.

- (C) **Select Board's** Action on Receiving Petition - Petitions certified by the Registrars shall be submitted with the Registrars' dated certificate to the **Select Board** no later than the close of the next business day. The **Select Board** shall give written notice of the receipt of the dated certificate to the officer sought to be recalled in no fewer than seven (7) days. Further, if the officer does not resign within five (5) days thereafter, the **Select Board** shall order an election, such election to occur no fewer than thirty-five (35) days nor more than forty-five (45) days after the date of the Registrars' certificate; however, if any other Town election is to occur within sixty (60) days after the date of the certificate, the **Select Board** shall postpone the holding of the recall election to the date of such other election. After a recall election has been ordered, the election shall proceed as provided in this Section, the resignation of the incumbent notwithstanding.
- (D) Incumbent Holds Office Until Recall Election - The incumbent shall continue to perform the duties of the office until the recall election. If not recalled, the incumbent shall continue in office for the remainder of the unexpired term, subject to recall as before, except as provided in this Section. If recalled, the incumbent shall be deemed removed from office, and the vacant office filled until the next election by appointment by the **Select Board**.
- (E) Proposition on Ballot - Ballots used in a recall election shall submit the following proposition in the order indicated:

~~For the recall of (name of officer): Title of office~~
For the recall of (name of Officer), Title of Office:

~~Against the recall of (name of officer): Title of office:~~
Against the recall of (name of Officer), Title of Office

- (F) Repeat of Recall Petition - No recall petition shall be filed against an officer within three (3) months after election to office, nor, in the case of an officer subjected to a recall election and not recalled thereby, until at least three (3) months after the date of the recall election.

- (G) Appointment of Person Recalled - No person who has been recalled from an office, or who has resigned from office while recall proceedings were pending, shall be appointed to any Town office within two (2) years after such recall or such resignation.

ARTICLE 5 TOWN ADMINISTRATOR

Section 5-1 Appointment; Qualifications; Term

The **Select Board** shall appoint a Town Administrator for an indefinite term and fix compensation within the amount appropriated by the Town. The Town Administrator shall be appointed solely on the basis of executive and administrative qualifications. The appointee shall be a person especially fitted by education, training and/or experience in **public** management or administration. The Town may, from time to time, establish by Bylaw such additional qualifications as seem necessary and appropriate.

In the event that the Town Administrator vacates that office, it shall be filled in accordance with Section 4-2 and **Section 5-2** by the **Select Board**. Meanwhile, they shall appoint a **suitable suitably experienced** person as temporary Town Administrator to perform the duties of the office. Such temporary appointment may not exceed six (6) months, but one (1) additional renewal, not to exceed three (3) months, may be voted by the **Select Board**. The **Select Board** shall set compensation for such person.

Section 5-2 Appointive Procedure.

The **Select Board** shall appoint a five (5) member Town Administrator Search Committee consisting of the following:

One (1) member of the **Select Board**,

One (1) Town department head,

Three (3) voters **who, except for special employees, are not employees of not employed by** the Town.

The Search Committee shall advertise the available position, screen all applicants and present no fewer than two (2) nor more than **three (3)** candidates to the **Select Board**. The Search Committee shall **follow comply with** the affirmative action guidelines as established by Federal Law. The **Select Board** shall interview the candidates presented by the Search Committee at a regular meeting of the **Select Board**. The **Select Board**, by majority vote, shall choose a Town Administrator.

In the event of any vacancy in the office of the Town Administrator, the **Select Board** will initiate the appointive procedure within ten (10) days

Section 5-3 Powers and Duties.

The Town Administrator shall be the Chief Administrative Officer of the Town, and be directly responsible to the **Select Board** for the administration of all Town affairs by or under this Charter.

The powers and duties shall be to:

- (A) Supervise and direct the administration of all departments, agencies, and offices for whose function the Town Administrator is responsible.
- (B) Appoint, subject to confirmation by the **Select Board**, all appointive Town officers, utilizing procedures described in **Article Section 6, unless otherwise stated in this Charter**.
- (C) Make notification of all unfilled positions within the Town by posting a notice on the bulletin boards at the Town Hall, on the Town's official website, and **on other electronic platforms consistent with the Town**

Clerk's policies, ~~cable television~~ for a period of no fewer than five (5) days, and by notification in writing to the local news media.

- (D) Fix the compensation of all Town officers and employees appointed by the Town Administrator within the limits established by existing appropriations and Bylaws.
- (E) Attend all meetings of the **Select Board**, unless excused, and have a voice but no vote in all of its deliberations.
- (F) Keep full and complete records of the office and render as often as may be required by the **Select Board**, ~~and but~~ at least annually, a report of all operations within the Town Administrator's jurisdiction during the period reported on, which report shall be made available to the public.
- (G) Advise the **Select Board** as to the needs of the Town and recommend to them for adoption such measures requiring action by them or by the Town Meeting.
- (H) Hold full jurisdiction, exercise care, custody, and control over the rental and use of all Town property, except school property, **the Joshua Hyde Library** and property under the control of the Conservation Commission, and for the maintenance and repair of all Town buildings and facilities.
- (I) Present to the **Select Board** a draft annual budget of the Town and be responsible for the development and annual updating of the Capital Improvement Program.
- (J) Maintain a complete inventory of all property of the Town, both real and personal.
- (K) Negotiate contracts involving any subject within the jurisdiction of the Town Administrator. These proposed contracts shall be subject to final approval and execution by the **Select Board**. Copies of all proposed contracts, including personnel, shall be provided to the Finance Committee by the **Select Board** within ten (10) days of approval for record purposes.
- (L) Be responsible, as Chief Procurement Officer, for purchasing all supplies, material, and equipment for all departments under the Town Administrator's jurisdiction.
- (M) Ensure that all provisions of Massachusetts General Laws, the Charter, the votes of the Town Meetings, and votes of the **Select Board** are faithfully carried out.
- (N) Prepare and revise, as necessary, a plan establishing personnel requirements. It shall include job descriptions, together with wage and salary schedules, for all departments established by this Charter, or Town Bylaw, except school department employees, and it shall become effective within thirty (30) days of submission to the **Select Board**, unless rejected by them.
- (O) Inquire into the official conduct of any officer, employee, department, board, or commission under Town Administrator jurisdiction.
- (P) Attend all sessions of the Town Meetings and respond to all questions that arise in relation to the office of the Town Administrator.
- (Q) Perform any other duties required by the Bylaws, the votes of the Town Meeting, or the votes of the **Select Board**.

Section 5-4 Termination and Removal, or Suspension.

The **Select Board** may, by a majority vote of all **members of the Select Board** then in office, provided there are at least three (3) qualified **Select Board members**, terminate and remove, or suspend, the Town Administrator from office. The **Select Board** shall provide the Town Administrator a written statement containing the reason(s) for the

vote to approve termination and removal, or suspension, within seven (7) days. The Town Administrator, upon receipt of said statement, shall notify the **Select Board** in writing, within seven (7) days, of the exercise of the right to a public hearing. Such public hearing shall be conducted at the next regularly scheduled meeting of the **Select Board** following the **Select Board's** receipt of the Town Administrator's written request for a public hearing.

The **Select Board** may, by a majority vote of all **Select Board members** then in office, provided there are at least three (3) qualified **Select Board members** voting, affirm the vote of termination and removal, or suspension, of the Town Administrator from office **immediately upon the affirmation of the vote** in the public hearing. Alternatively, the **Select Board** may reverse the initial vote of termination and removal, or suspension, of the Town Administrator from office, or take any action the **Select Board** deems suitable.

The **Select Board** may suspend the Town Administrator from office pending and during the public hearing. Actions of the **Select Board** that are in accordance with this procedure are final. Authority and responsibility for termination and removal, or suspension, of the Town Administrator reside solely in the jurisdiction of the **Select Board**. The Town Administrator's salary will continue to be paid until the **Select Board's** vote to terminate and remove, or suspend, the Town Administrator becomes final.

Section 5-5 Acting Town Administrator

The Town Administrator shall appoint a qualified Town employee as Acting Town Administrator, by a letter filed with the Town Clerk, to exercise the powers and perform the duties of Town Administrator in the event of a temporary absence that will make the Town Administrator unavailable to perform the required duties of the office for three (3) consecutive business days or more. The **Select Board** may not revoke any such designation of an Acting Town Administrator until at least ten (10) days have elapsed, whereupon the **Select Board** may appoint another qualified Town employee to serve as Acting Town Administrator. The **Select Board** may determine a designated Acting Town Administrator is incapable, unable, or unwilling, to perform the assigned duties; in such circumstance, the **Select Board** can appoint another qualified Town employee to serve as Acting Town Administrator.

In the event the Town Administrator is incapacitated without a determined date of return, the **Select Board** shall immediately appoint a qualified person as Acting Town Administrator.

ARTICLE 6 APPOINTED OFFICIALS, BOARDS, COMMISSIONS, AND EMPLOYEES

Section 6-1

- (A) Appointments to all boards, commissions, and committees consisting of more than one (1) member and where terms are greater than one (1) year shall be made in a manner that all terms of all incumbents do not expire in the same year. To the extent possible, an equal number of members of each board, commission and committee shall come to the end of their respective terms of office in each year.
- (B) The Town Clerk shall maintain, electronically, a list of the offices, boards, commissions, and committees of the Town, including the name of each office, board, commission, and committee; purpose or objective as determined by the **Select Board**, Town Administrator, or other appointing authority; number of members, respective term of office, and the appointing authority. The Town Clerk shall update the list of offices, boards, commissions, and committees, as they are formed or dissolved, and shall maintain by name a current list of members of each office, board, commission, and committee, post a copy on the official website of the Town, and cause it to be included in the Annual Town Report. **The Town Clerk and Town Administrator shall inventory the list every six (6) months to ensure that the lists are accurate and complete.**
- (C) Annual appointments to all **offices**, boards, commissions and committees shall be made by July 1 of each year. Upon the occurrence of a vacancy, the responsible appointing authority shall appoint a replacement within forty-five (45) days.

(D) The Town Administrator shall have the power to appoint such other town officers and members of boards, commissions and committees as are authorized by the Massachusetts General Laws, this Charter, or Bylaws, for which the method of appointment is not otherwise herein provided.

Section 6-2 Appointments

Except for the appointing authority of the Superintendent of Schools, the Board of Library Trustees, Town Clerk and Moderator, the Town Administrator shall make all appointments to offices, boards, commissions, committees, and town employees, subject to the confirmation by a majority vote of the Select Board at a regularly scheduled meeting and administration of the oath of office by the Town Clerk, except herein otherwise provided.

Section 6-3 Power to Rescind Appointments.

The Town Administrator shall, subject to confirmation by majority vote of the Select Board, have the power to rescind for cause any appointment made to any board, commission, committee, or individual office, including Town employees, provided that the appointee shall first have been served with a written notice of the Town Administrator's intention, specifying the reasons for the proposed removal, and informing the appointee of the right to be heard, if requested in writing by the appointee, at a public meeting of the Select Board.

Section 6-4 Merit Principle.

All appointments and promotions of Town officers and other employees shall be made solely on the basis of merit and fitness demonstrated by examination or other evidence of competence and suitability.

Section 6-5 Appointments by the Town Administrator

(A) Appointment of Police Chief, Fire Chief, and Director of Public Works

The Town Administrator shall appoint a five (5) member Search Committee, subject to confirmation by the Select Board, when a vacancy occurs, consisting of the following:

~~(1) Town Administrator~~

- (1) Two (2) voters not currently employed by the Town, (though special Town employees may be appointed).
- (2) Three (3) members, who may be residents or non-residents, qualified by relevant career experience, to participate in the search process.

The Search Committee shall screen all applicants, interview the top applicants at a legally advertised public meeting, and recommend to the Town Administrator no fewer than two (2) nor more than three (3) candidates for the consideration of the Town Administrator. The Town Administrator shall select the best qualified applicant for appointment, subject to confirmation by the Select Board.

(B) Appointment of Town Employees

The Town Administrator shall advertise all available positions, screen all applicants, and select the best qualified applicant for appointment in accordance with Section 6-4, subject to confirmation by the Select Board.

Except for the authority of the Town Administrator to recommend candidates for confirmation by the Select Board, the Town Administrator may delegate any and all parts of the search process.

Except for appointments of sworn peace officers, emergency medical technicians, and fire fighters to the police and fire departments, as applicable, no Select Board confirmation shall be required for the Town Administrator to appoint a candidate to any position that does not hold the authority (1) to expend public funds; (2) hire or terminate; (3) review the work of others for purposes of promotion/demotion; or (4) determine compensation.

ARTICLE 7 GENERAL PROVISIONS

Section 7-1 Relation of Charter to Town Bylaws, Rules, Regulations, Orders, and Special Laws.

All conflicts between this Charter and Town Bylaws, rules, regulations, orders and special laws, shall be resolved in favor of this Charter. All provisions of Town Bylaws, rules, regulations, orders, and special laws not superseded by this Charter shall remain in force.

Section 7-2 Severability.

If any provisions of this Charter are held invalid by a court of competent jurisdiction, no other provisions of this Charter shall be affected thereby. If the application of this Charter or any of its provisions to any person or circumstance is held invalid, the application of this Charter and its provisions to other persons and circumstances shall not be affected thereby.

Section 7-3 Specific Provisions Shall Prevail.

To the extent that any specific provision of this Charter shall conflict with any provision expressed herein in general terms, the specific provision shall prevail.

Section 7-4 Publication of Charter and Bylaws.

The **Select Board** shall, within **ninety (90) days one (1) year** of the adoption of this Charter and subsequent revisions thereafter, cause to be prepared copies of said Charter and Town Bylaws, to be available to the public in a suitable format in the office of the Town Clerk, and posted on the Town's official website.

Section 7-5 Charter Revision.

Amendments to this **e**Charter relating in any way to the composition of the **t**Town **m**Meeting or the composition or mode of election or terms of office of the **Select Board** may be proposed only by a **e**Charter **e**Commission elected under the General Laws of the Commonwealth.

Amendments to this **e**Charter relating to other matters may be proposed at a duly called **t**Town **m**Meeting. Proposed amendments approved by a two-thirds **(2/3)** majority **t**Town **m**Meeting vote shall be acted upon by ballot of the whole **t**Town at a regular election of **t**Town officers held in accordance with the General Laws of the **Commonwealth**. The effective date of revisions will be the date the **t**Town **e**Clerk certifies that the proposed amendment was approved by a majority of valid ballots cast. The **Select Board** shall, every five **(5)** years, form a committee to study the workings of **t**Town government. The committee **shall may** recommend procedures to revise the **e**Charter, **if that is deemed advisable**.

Section 7-6 Resignations.

Resignation from any appointive or elective office shall be done by filing a letter of resignation with the Town Clerk. The effective date of resignation shall be upon receipt by the Town Clerk unless a time certain is specified therein when it shall take effect. The Town Clerk shall notify the Town Administrator and **Select Board** within twenty-four (24) hours of receipt of a letter of resignation by forwarding a copy of the letter with date received. The Town Clerk shall resign the office by submitting a letter so stating to the **Select Board**.

Section 7-7 Numbering of Charter Provisions.

The numbering of sections, subsections, paragraphs, and subparagraphs in this Charter is deemed non-substantive and ministerial in nature, and the Town Clerk, after consultation with Town Counsel, may make appropriate revisions to the same solely for the purpose of ensuring consistent and appropriate sequencing of such numbering; provided, however, that the Town Clerk shall keep a record of all such revisions, which shall include the date and substance of all such revisions.

ARTICLE 8 TRANSITIONAL PROVISIONS

Section 8-1 Continuation of Existing Laws.

All general laws, special laws, Town Bylaws, votes, rules, and regulations of or pertaining to the Town, which are in force when the Charter or revision thereto take effect, and which are not repealed directly or indirectly thereby, shall continue in full force and effect until amended or rescinded by operation of law or expire by their own limitation.

Section 8-2 Effective Date.

This revised Charter shall take effect upon its adoption by the voters, at which time Section 7-4 shall take effect.



1904-1905 Sturbridge Town Hall
Current Day Sturbridge Town Hall

