

*Town of Dudley
Massachusetts
Annual Report
Of
The Town Officers
Fiscal Year 2019*



~ Dudley's New Fire Station - Dedicated October 19, 2019 ~

Photo Courtesy of Alan Brackett



Dedication of Dudley's Volunteer Fire Department 1960



Ribbon Cutting Ceremony- October 19, 2020

TOWN OF DUDLEY
ELECTED OFFICIALS

BOARD OF SELECTMEN

| | |
|-----------------------------|------------------|
| John Marsi, Chairman | 2021 |
| Steven Sullivan, Vice Chair | 2021 |
| Jonathan Ruda, Clerk | resigned 1/28/19 |
| Paul Joseph | 2022 |
| Kerry Cyganiewicz | 2020 |
| Jason Johnson | 2022 |

BOARD OF ASSESSORS

| | |
|------------------------|------|
| Conrad Allen, Chairman | 2020 |
| Thomas Brousseau | 2022 |
| Jo-Ann Szymczak | 2021 |

BOARD OF HEALTH

| | |
|------------------------------|------|
| Jennifer Cournoyer, Chairman | 2021 |
| Roberta Johnson | 2022 |
| Lori Ducharme | 2020 |

SWCRV SCHOOL DISTRICT

| | |
|---------------|------|
| Timothy Schur | 2022 |
| Al Reich | 2020 |

PEARLE L. CRAWFORD MEMORIAL
LIBRARY TRUSTEES

| | |
|--------------------------|------|
| Ben Craver | 2022 |
| Patricia Korch, Co-Chair | 2022 |
| Joyce Nierodzinski | 2021 |
| Stefani Ford | 2020 |
| Harrison Records | 2021 |
| Richard Clark | 2020 |

TOWN MODERATOR

| | |
|-------------------------|------|
| Christopher Starczewski | 2020 |
|-------------------------|------|

PLANNING BOARD

| | |
|-------------------------|------|
| Daniel Edmiston , Chair | 2021 |
| Lou Perrin | 2021 |
| Richard Clark | 2020 |
| Steve Watroba | 2022 |
| William Lepage | 2022 |
| Russell Giglio | 2023 |

TOWN CLERK

| | |
|---------------|----------------|
| Ora E. Finn | retired 6/2019 |
| Lori A. Smith | 2022 |

DCRSD – SCHOOL COMMITTEE

| | |
|---------------------|------|
| Pauline Aucoin | 2020 |
| Catherine Kabala | 2022 |
| Cathleen Carmignani | 2021 |

TOWN TREASURER/COLLECTOR

| | |
|----------------------------|------|
| Richard A. Carmignani, Jr. | 2021 |
|----------------------------|------|

DUDLEY HOUSING AUTHORITY

| | |
|-----------------------|-----------------|
| George Saad | 2023 |
| Pellegrino J. D'Auria | 2024 |
| Edward Mickelson | 2020 |
| Lynn Millette | state appointed |

WATER/SEWER COMMISSIONERS

| | |
|--------------------|------|
| Jay Spahl, Chair | 2021 |
| Robert Sullivan | 2022 |
| Thomas W. Fournier | 2022 |
| Scott Zajkowski | 2021 |
| Fred Bazinet | 2020 |

MUNICIPAL DEPARTMENTS, APPOINTED BOARDS AND COMMITTEES

TOWN ADMINISTRATOR

Jonathan Ruda

ANIMAL CONTROL/INSPECTOR OF ANIMALS

Jennifer FitzGerald – Animal Control Officer

Robert FitzGerald – Assistant Animal Control Officer

ACCOUNTING

Deborah Thibaudeau – Town Accountant

Jacqueline Phelps – Assistant to the Accountant

BOARD OF ASSESSORS

Lisa Berg – Principal Assessor

Mary Petro – Clerk

BOARD OF HEALTH

Ted Zajkowski, Clerk

Thomas Purcell, Health Agent

BUILDING DEPARTMENT

Nelson Burlingame, Building Commissioner, Fence Viewer, Zoning Official

Jennifer Cournoyer, Clerk (resigned June 2019)

Ted Zajkowski

BUILDING AND GROUNDS DEPARTMENT

Dennis Tremblay, Supervisor

Hector Chapa

BURIAL AGENT

Mark Bartel

Roberta Bartel, Assistant Burial Agent

CABLE ACCESS

Theodore Baron, Sr. – Cable Access Coordinator

Fred Sugar – Government Affairs Manager/Camera Operator

CAPITAL IMPROVEMENT PLANNING COMMITTEE

Michael Mayotte, Chairman

Richard Carmignani, Jr. Ex-Officio

Bob Edmonds
Paul Konieczny
Don Wilson
Mark Landry
Maggie Lavasseur
Michelle Jervis, Clerk

CENTRAL MASS REGIONAL PLANNING COMMITTEE

DUDLEY DELEGATES

William Trifone
Sara Darlagiannis

CONSERVATION COMMISSION

Richard J. Androlewicz., Chairman
George Slingo, Vice-Chairman
Nancy J. Vajcovec
James Koebke
Francis Mikolajczak
Samantha S. Costello
Frank Gardecki
Mathew Marro, Environmental Engineer
Caryl Savard, Clerk

CONSTABLES

Pellegrino J. D'Auria
David J. Konieczny
Michael Mayotte
Jason Johnson (resigned June 2019)

COUNCIL ON AGING

Josephine Bottieri
P. Jim D'Auria
Janice Brady
Donna Mendelenakis
Joyce Cordero
Kathy Cormier
Margaret Bussiere, COA Director
Caryl Savard, Clerk

CULTURAL COUNCIL

Denise Driscoll, Co-Chairman
Virginia DiDonato, Co-Chairman
Mary Kunkel, Secretary
Jo-Ann Brinker, Treasurer

Audrey Resener
Patricia Biron
Marilyn Kramarz

DUDLEY TRAIL AND GREENWAY NETWORK

Ken Butkiewicz

ECONOMIC DEVELOPMENT COMMITTEE

Brian LeBrec, Chairman
Pamela Boggio
Todd Donohoe
Jason Rousseau
Jo-Ann Szymczak
Ellen Laprise, Alternate
Barbara Zurawski, Alternate

ELECTRICAL INSPECTORS

Neil Piasta, Inspector
James Jones, Assistant Inspector

ELECTION WORKERS AND REGISTRARS

Carol Antos
Maryann Armstrong
Ann Atkins
Linda Bazinet
Debbie Bazydlo
Liz Beals
Josephine Bottieri
Linda Brink
Carol Cooke
Emma Cote
Cathy Desrosiers
Mary Devlin
Jim Dunne
Cynthia Iwanski
Kathryn Joseph
Lauri Joseph
Judy Joy
Jean Kondak
Alice Kujawski
Evelyn Kullas
Diana Kuzawa
Alice Langlois
Margaret Macuga

Diane Mrozinski
Nancy Roy
Jean Samples
Ann N. Stochaj
Marcia Wagner
Norma Waterhouse
Louise Williams
Donald Wilson
Lorraine Winslow
James Brinker, Registrar
Lizbeth Parent, Registrar
Pellegrino J. D'Auria, Registrar
Ora E. Finn, Registrar

EMERGENCY MANAGEMENT DIRECTOR

Fire Chief Dean Kochanowski, EMT-P, EMD , Fire Prevention

EMERGENCY MANAGEMENT DEPUTY

Assistant Chief Paul Konieczny EMT-B, EMD, Fire Education and SAFE, CERT Coordinator

FINANCE, APPROPRIATION AND ADVISORY COMMITTEE

Michael Mayotte, Vice Chairman
Ann Gaudreau
Don Wilson
Denis Collette
Maggie Levasseur
Michelle Jervis, Clerk

FIRE DEPARTMENT – CAREER DEPARTMENT STAFF

Chief Dean Kochanowski, EMT-P
Assistant Chief Paul Konieczny – EMT – P, CERT Coordinator, Fire Prevention
Lt. Chester Moroz – EMT – P, EMS Coordinator
Lt. Steven Chenard – EMT-P
Eric Spahl – EMT – P
Scott Benoit – EMT-P
Antonio Trifone – EMT-P, Fire Education and SAFE
Lyle McKay – EMT-P, EMS Training
John Bain EMT-P
Nicholas Daly – EMT-B
Deputy Chief John LaRochelle – EMT-P – Call Deputy Chief
Captain Brian Belhumeur, Call Captain, Training Division
Pastor David Majorowski, Department Chaplain
Lt. Bertram David, Training Division
Jay Giroux EMT-B, Fire Education and SAFE

Alan Brackett – Department Photographer/PIO/Safety Officer
Lt. George Patrinos, Maintenance Division

Company 1

Lt. Kenneth Sellers EMT-B

X- Adam Bernard

D/O Michael Buchanan

Pvt. Lucas Perzan

Pvt. Carlos Torres

Pvt. Patrick Normandin

Company 2

Lt. Travis McDonald EMT-B

X – Nicholas Shelburne EMT-P

D/O Joe Marcinkus

D/O Joshua Brackett

Pvt. Shane Nogler

Pvt. John Hollows

Trn. Jacob McDonald

Company 3

Lt. Chis Wilson EMT-A

X- Patrick Reynolds EMT-P

D/O Josh Ziegler

Pvt. Scott Konieczny

Pvt. William Connor

Pvt. Michael LaPrade

Company 4

X – Keith Nichols

D/O Charles McGowan EMT-P

Pvt. Jesse Caney

Pvt. Michael Bonnette

Pvt. Eric Roemer

FIRE STATION BUILDING COMMITTEE

Michael Spahl

Allan Marble

Anthony DiDonato, Jr.

Bert Davis

Dean Kochanowski

Greg Balukonis

Jonathan Ruda

FUEL/OIL/GAS/PLUMBING INSPECTOR

Jay Spahl

HIGHWAY DEPARTMENT

Vincent Polletta, Sr., Highway Superintendent

Stanley Golenski, Acting Foreman

David Baxter

Melvin Gatzke, Jr.

Dylan Demers

Jesse Russell

James Thibeault

Logan Miller

Allen Warrington

Richard Wetherbee

HISTORICAL COMMISSION

Edward Bazinet

Michael Branniff

Frederick Meyer

David Proulx

Patricia Biron

Charles Cierpich, II

PEARLE L. CRAWFORD MEMORIAL LIBRARY

Drusilla Carter, Library Director

Lida Carroll – Youth Services Librarian

Patricia Buzanoski

Lena Costen

Susan Gustafson

Anne Ethier

Heather Roberts

Tasha Mayen

MANAGEMENT INFORMATION SYSTEMS DIRECTOR

Deborah Thibaudeau

PERSONNEL BOARD

Lorna Wade, Co-Chair

Peter Fox, Co-Chair

Maribeth Marzeotti

Rose Smoolca

Joan Gardecki

James Dunne, Alternate

Caryl Savard, Clerk

PLANNING DEPARTMENT

Donald T. Johnson, AICP, Town Planner
Caryl Savard, Clerk

POLICE DEPARTMENT

Chief Steven Wojnar

Administrative Assistant – Lauren Milosh
Sergeant Paul Ceppetelli
Sergeant Marek Karlowicz
Sergeant Dean Poplawski

Officer James Annese
Officer Chandler Boyd II
Officer David Carpenter
Officer Arthur Ferrieira
Officer Luis Pacheco
Officer Philp Megas
Officer Keith Reimillard
Officer Ryan Daniels
Officer Tyler Smith
Officer James Mastrogiovanni

Reserve Officer John Glowacki
Reserve Officer Robbie L'heureux
Reserve Officer Eric Gulkin
Reserve Officer Kristin (Robinson) Megas
Reserve Officer Anthony DiDonato
Reserve Officer James Rivera
Reserve Officer Elizabeth Wojnar
Reserve Officer Paige Moroz
Reserve Officer Mariano Conte
Reserve Officer (Ret.) Shane DiDonato

QUINEBAUG RAIL TRAIL COMMISSION

Kenneth Butkiewicz

RECYCLING CENTER

Paul Siegmund, Coordinator
Paul Wieloch

SOUTH WORCESTER COUNTY COMMUNICATIONS CENTER

Board of Directors:

Doug Willardson, Chairman

Jonathan Ruda, Vice-Chairman

Randy Becker, Member

John Marsi, Member

Operations Board:

Dean Kochanowski, Chairman

Michael Shaw, Vice-Chairman

Steven Wojnar, Member

Brian Hickey, Member

Gary Milliard, Member

OFFICE OF THE TOWN CLERK

Jacqueline Phelps, Assistant Town Clerk

TOWN COUNSEL

KP Law, LLC

TOWN TREASURER/COLLECTOR

Richard A. Carmignani, Jr., Treasurer/Tax Collector, Insurance Administrator

Amanda Jacobson, Assistant Treasurer/Collector

Tatum Coraccio, Collector Clerk

VETERAN'S AGENT

Stephen P. Rogerson

Pam Young, Clerk

WATER/SEWER AND DEPARTMENT

George Patrinos, Superintendent

Timothy Galvin, Laborer, Sewer

Brian Dorval, Assistant Plant Operator – Water

Luke Asselin, Laborer - Water

Michael Krajcik, Assistant Operator, Sewer

Lori Smith, Administrative Assistant (resigned June 2019)

Jennifer Cournoyer, June 2019.

ZONING BOARD OF APPEALS

George Slingo, Chairman

John Glynn

John Julian

William LePage

Roberto Sinni

Gloria Harvey, Clerk

If you are interested on serving on a Board or Committee please contact the Board of Selectmen's Office at 508-949-8001 / selectmen@dudleyma.gov or the Town Clerk's Office at 508-949-8004 / townclerk@dudleyma.gov indicating the area of interest along with a brief background description.

FEDERAL, STATE & COUNTY OFFICIALS

PRESIDENT

Donald J. Trump
The White House
1600 Pennsylvania Avenue NW
Washington, DC 20500
202-456-1111
Visitor's Office: 202-456-2121

UNITED STATES SENATORS

Edward J. Markey
218 Russell Senate Office Building
Washington, DC 20510
202-224-2742

975 JFK Federal Building
15 New Sudbury Street
Boston, MA 02203
617-565-8519

Elizabeth Warren
317 Hart Senate Office Building
Washington, DC 20510
202-224-4543

2400 JFK Federal Building
15 New Sudbury Street
Boston, MA 02203
617-565-3710

REPRESENTATIVE IN CONGRESS 1st CONGRESSIONAL DISTRICT

Richard Neal
341 Cannon House Office Building
Washington, DC 20515
202-225-5601

300 State Street, Suite 200
Springfield, MA 01105
413-785-0325

GOVERNOR

Charlie Baker
State House, Room 280
Boston, MA 02133
617-725-4005
888-870-7770 (in state only)

DISTRICT ATTORNEY WORCESTER COUNTY

Joseph D. Early, Jr.
225 Main Street G-301
Worcester, MA 01608
508-755-8601

SECRETARY OF STATE

William Francis Galvin
One Ashburton Place
Boston, MA 02108
617-727-7030

SENATOR IN GENERAL COURT

Ryan Fattman
State House, Room 520
Boston, MA 02133
617-722-1420
ryan.fattman@masenate.gov

REPRESENTATIVE IN GENERAL COURT

Peter Durant
State House, Room 33
Boston, MA 02133
617-722-2060
peter.durant@mahouse.gov

REGISTER OF DEEDS

Kathryn A. Toomey
90 Front Street
Worcester, MA 01608
508-798-7717

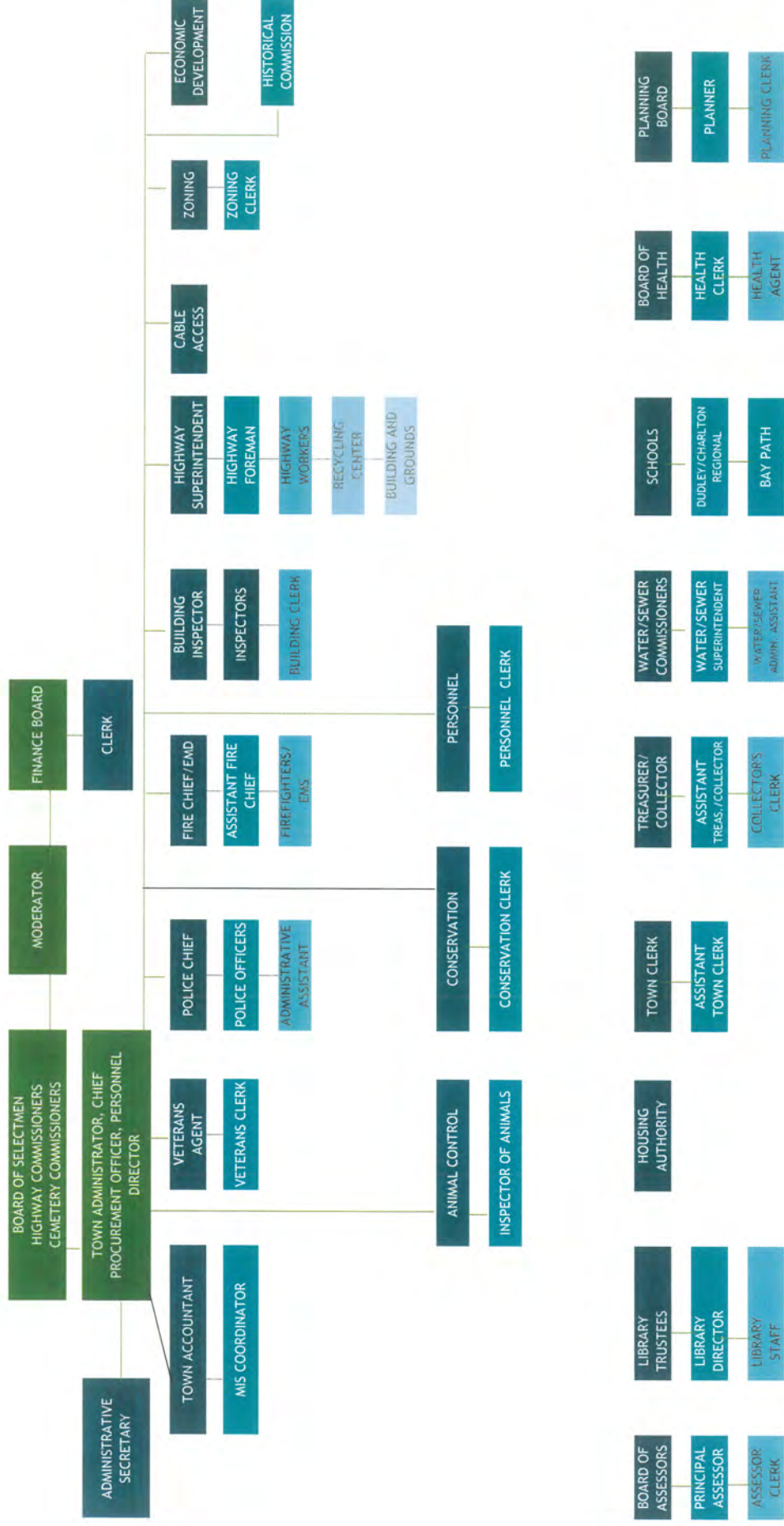
REGISTER OF PROBATE

Stephanie K. Fattman
225 Main Street
Worcester, MA 01608
508-831-2200

WORCESTER COUNTY SHERIFF

Lewis G. Evangelidis
5 Paul X Tivnan Drive
West Boylston, MA 01583
508-854-1800

TOWN OF DUDLEY ORGANIZATIONAL CHART



TOWN OF DUDLEY – AT A GLANCE

The Town of Dudley was incorporated in 1732. We are governed by the Dudley Town Bylaws with a five member Board of Selectmen and a Town Administrator. Our Annual Town Meeting is held on the last Monday in May and the second session for the consideration of financial articles and other business shall be held on the first Monday in November.

Dudley's population is 10,650 and we have 7144 registered voters. Out of the registered voters 1451 are registered as Democrats, 1049 as Republican, 55 as United Independent Party, 53 as Libertarian and 4,506 as Unenrolled and 30 as All Others.

Dudley consists of 22 square miles with 90.2 miles of roads. There are three scenic roads, Baker Pond Road, Hayden Pond Road and Marsh Road.

There were 49 marriages recorded, 101 births (with the most popular names: baby boy – Owen and baby girl – Charlotte and 84 deaths.

The Dudley Municipal Complex located at 71 West Main Street houses the majority of the town departments and the Police Department. The Highway Department and Recycling Center are located on Indian Road.

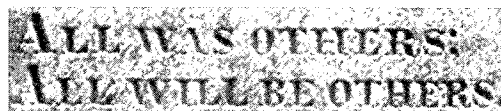
Dudley is part of the Dudley-Charlton Regional School District. We have Mason Road School located at 20 Mason Road that serves Kindergarten – grade 1; Dudley Elementary School at 16 School Street serves grades 2-4; Dudley Middle School located at 70 Dudley-Oxford Road serves grades 5-8 and Shepherd Hill Regional High School that serves Grades 9-12. Dudley is also part of the Southern Worcester County Regional Vocational School District with Bay Path Regional Vocational Technical High School in Charlton being our vocational school for students' grades 9-12.

Dudley has a wonderful library, Pearle L. Crawford Memorial Library located at 40 Schofield Ave. The library provides its residents with adult and children programs, literacy programs, public access to computers, downloadable e-books and audiobooks and a friendly, helpful staff.

Dudley has many Churches –to name a few... St. Andrew Bobola Roman Catholic Church on West Main Street, St. Anthony of Padua Roman Catholic Church on Dudley Hill Road, Dudley Congregational Church on Center Road and Calvary Assembly of God on Southbridge Road (Route 131).

We have several recreation areas – Merino Pond Town Beach, Crawford Memorial Field (Little League), Pine Street Park and Carmignani Memorial (Fun Zone) Playground.

Dudley has five town-owned cemeteries – Village Cemetery on Dudley-Oxford Road, Corbin Cemetery on Corbin Road, Waldron Cemetery on Ramshorn Road, Marsh Cemetery on Henry Marsh Road and Curtis Cemetery a/k/a Albee/Durfee Cemetery on Albee Road and historic Sayles Cemetery located on Intervale Rd.



*In Memory
of
Kenneth Butkiewicz*



Ken grew up in Brooklyn, NY and resided with his family in Dudley for the past 40 years. He was a Vietnam Veteran and proudly served in the US Army.

His love of the outdoors knew no bounds and gave him the opportunity to spearhead the Quinebaug Rail Trail Project for Dudley.

For over 14 years Ken was the Steward for the Quinebaug River Rail Trail where families can combine nature with walking, biking and jogging, or a simply stroll. It was not surprising for people to see Ken on the trail clearing bush, mowing the grass, procuring trees, benches and signs to beautify the trail system throughout the town. He worked with State and Local officials acquiring grants and funding to expand the trail, building bridges over waterways, always thinking of the historic nature of the projects. His love of canoeing and kayaking led many of his days gliding down the Quinebaug River Water Trail which is part of the National Recreation Water Trail System.

Ken was very active in volunteering, not only for the Town but served as a member of The Black Tavern, French River Connection, Dudley Conservation Land Trust and The Last Green Valley. His tireless energy, commitment and sense of humor served him well, always willing to help.

Rest in Peace Ken, you are dearly missed.

In Memorium



Russell Brusco – Russ was a long term resident of Dudley. He became active in town politics running and winning a seat on the Board of Selectmen, serving as Chairman. He also served on the school council for Bay Path Regional Vocational High School as well as a Constable for the town from 1992-1995.

Russ enjoyed hunting and being with family while living in Dudley. He retired with his wife Jeanne in 2005 to Florida where he made many new friends. A true public servant that will be sorely missed.



Paul Rock - Paul passed away at the age of 86. He served as a Water Commissioner for the town for 18 years as well as a Constable for 12 years. He was a Korean War veteran and served as an instructor in telecommunications at Fort Gordon, GA. He was a member of the American Legion Post 184 in Webster and a lifetime member of the Polish American Veterans. He loved traveling abroad as well as touring the country in his motor home. Paul loved watching the NE Patriots but was a longtime Green Bay Packer fan. A life well spent.

They loved to till the verdant soil, and watch their gardens grow but now they till another spot a beauty spot I know. They plow where fields are always green, with furrows straight and true, and where the day is always bright, and life begins anew. But we shall miss them here on earth, until our day is done, when we shall be with them again, when our rewards are won.

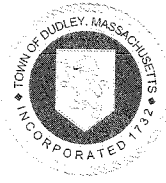


Chester Kulisa - Chet was born in Dudley in 1924 and was raised on a dairy farm operated by his brother, Benny through the 1990s. He served as the town's Board of Health Inspector after his retirement. As a farmer, his love for the land and preserving its integrity held deep in his roots and led him to become the founding father of the Dudley Conservation Land Trust. Along with the DCLT Chet was an active member of The Black Tavern. He enjoyed many Strawberry Festivals on Dudley Hill and always had a hand extended and a quick smile. His wealth of information and knowledge about the town is surely missed.



Elin Anderson -It is only fitting that the FY19 Annual Report memorializes our oldest town resident, Elin Anderson, who passed away at the age of 102. Elin lived in Dudley for most of her life where she raised her family. In 2000 she was nominated Citizen of the Year, a well-deserved tribute. Well into her 80s she taught Tai-Chi and was active in many organizations. She was a Registrar for the Town for several years as well as a member of The Black Tavern, First Congregational Church and the Baker Pond Association. Her sense of humor made others "feel good" and her laugh was infectious, always smiling and enjoying good company.

TOWN OF DUDLEY
MASSACHUSETTS
BOARD OF SELECTMEN



Steven Sullivan, Chairman
Kerry Cyganiewicz, Vice Chairman
Paul Joseph, Clerk
Jonathan Ruda (resigned 1/28/19)
John Marsi
Michelle Jervis, Admin. Secretary

Dudley Municipal Complex
71 West Main Street
Dudley, MA 01571
Phone: (508) 949-8001
Fax: (508) 949-8013

Greg Balukonis (retired 5/29/19)
Jonathan Ruda (6/1/2019)
Town Administrator

To the residents of Dudley:

It continues to be an honor for the members of the Board of Selectmen to serve the Dudley community. The Board continues to improve the way in which we communicate with residents and prioritize town funding commitments. The Board takes a business-like approach to all matters involving the town. Our top priorities remain public safety, promoting an environment that fosters economic development and improving the quality of life of our residents. We aim to provide the best services we can afford as a community.

We are proud to report that the Town of Dudley continues to move forward and make strong, sustainable progress, and there are many highlights of Fiscal Year 2019 that need to be mentioned in this report.

- In July 2018 the Board waived its “Right of First Refusal” on Chapter 61A land containing 25.5+ acres of land on the southerly side of West Main Street and Fabyan Road. In turn, the property was gifted to the Dudley Conservation Land Trust for passive recreation for our residents.
- In the late morning on August 4, 2018, a tornado touched down near the Dudley/Webster town line damaging several homes and business. Chief Dean Kochanowski, of the Dudley Fire Department, submitted and the Board approved the Tornado Storm Report which provided the Board with the overall Emergency Management at the time of the event.

- Employees of the town hall and library held their first successful “Spooktacular” in October. Parade and treats were provided for all that participated.
- There were several professional promotions in FY19 - Fire Captain Paul Konieczny was promoted to Assistant Fire Chief, FF/Paramedic Steven Chenard promoted to Lieutenant, Police Officer Marek Karlowicz was promoted to Sergeant beginning on July 1, 2019 and Reserve Police Officers James Mastrogiovanni and Luis Pacheco were promoted to Full time officers. We are grateful for having these individuals as part of our public safety staff.
- The annual town election brought a change to the Board of Selectmen as Jason Johnson won the absent seat and Paul Joseph was re-elected for three more years. Upon the annual reorganization the Board re-elected Steven Sullivan as Chairman, Kerry Cyganiewicz, Vice-President and Paul Joseph as Clerk.
- In May we said goodbye and wished a Happy Retirement to two of our town’s professional staff. Our Town Administrator, Greg Balukonis retired after 5 years of service and in June our Town Clerk, Ora Finn retired after 20 years of service. We thank both of them for their years of accomplishments and wish them well in their retirements.
- At our Annual Town Meeting voters approved the FY19 budget in the amount of \$20,830,323.00.
- In June we welcomed our new Town Administrator, Jonathan Ruda. The Board looks forward working with Mr. Ruda and succeeding in his future goals for the town.

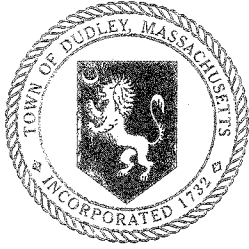
All of the many achievements in this list (and many others not listed here) were accomplished by the strong management team we have in place, with the help of the numerous boards and committees in town, as well as our state legislature.

Our residents can count on this Board’s commitment to continue to oppose unfunded local mandates, which threaten and jeopardize our ability to fund the services that impact our health, safety and quality of life. We continue to work with our state legislators to find solutions to this problem.

We are proud of our town and all that is accomplished here. We are looking forward to making Dudley an even better place to live now and into the future!

Respectfully Submitted on behalf of the Dudley Board of Selectmen,

Steven Sullivan
Chairman



TOWN OF DUDLEY
Massachusetts
Office of the Town Accountant
71 West Main Street
Dudley, MA 01571

Deborah A. Thibaudeau
Dudley Town Accountant
Tel. 508-949-8016
debit@dudleyma.gov

February 4, 2020

To the Honorable Board of Selectmen and the citizens of the Town of Dudley, I hereby submit the following report from the Office of the Town Accountant.

This report covers the period July 1, 2018 through June 30, 2019.

- Fiscal Year Budgeted Appropriations and Actual Expenditures 2019
General Fund / Sewer Fund / Water Fund)
- Actual Expenditure Summary Comparison (FY 2015 to FY 2019) and Budget 2020
 - Fiscal Year Budgeted Revenues and Actual Revenues 2019
General Fund / Sewer Fund / Water Fund
 - Fiscal Year Activity – Revolving Accounts 2019
- Independent Auditors' Report Highlights for Fiscal Year 2019

To the best of my knowledge, the figures in this report accurately represent the activities listed above for the Town of Dudley.

Deborah A. Thibaudeau

Deborah A. Thibaudeau
Town Accountant

Town of Dudley
Actual & Budgeted Expenses
GENERAL FUND
 Report Period: July 2018 thru June 2019

| Account Number | Account Description | Net Working Budget | Current Year Expenditure | Balance Remaining | Percent Left |
|---------------------|---------------------------|-----------------------|-----------------------------|----------------------|--------------|
| GENERAL FUND | | | | | |
| 0001-114-5111-01 | SALARY | 1.00 | 0.00 | 1.00 | 100.0% |
| 0001-122-5111-01 | SALARIES | 2,500.00 | 1,500.00 | 1,000.00 | 40.0% |
| 0001-122-5115-01 | FLOATER | 6,036.99 | 5,357.61 | 679.38 | 11.3% |
| 0001-122-5121-01 | CLERICAL SALARY | 41,671.79 | 41,513.73 | 158.06 | 0.4% |
| 0001-122-5255-02 | EMP. MERIT POOL-ART 17 | 0.00 | 0.00 | 0.00 | 0.0% |
| 0001-122-5300-02 | LEGAL NOTICES | 600.00 | 4,371.31 | (3,771.31) | -628.6% |
| 0001-122-5340-02 | TELEPHONE | 14,250.00 | 17,825.67 | (3,575.67) | -25.1% |
| 0001-122-5370-02 | LONGEVITY | 200.00 | 200.00 | 0.00 | 0.0% |
| 0001-122-5420-02 | COPY / FAX | 600.00 | 1,954.17 | (1,354.17) | -225.7% |
| 0001-122-5424-02 | PAPER | 2,000.00 | 1,908.09 | 91.91 | 4.6% |
| 0001-122-5425-02 | CENTRAL SUPP | 600.00 | 530.21 | 69.79 | 11.6% |
| 0001-122-5700-02 | EXPENSES | 4,902.00 | 3,145.06 | 1,756.94 | 35.8% |
| 0001-122-5705-02 | OP. EXPS | 89,900.00 | 57,087.68 | 32,812.32 | 36.5% |
| 0001-122-5730-02 | DUES | 1,500.00 | 65.00 | 1,435.00 | 95.7% |
| 0001-123-5111-01 | SALARY/BENEFITS | 134,157.30 | 131,967.08 | 2,190.22 | 1.6% |
| 0001-123-5115-01 | HWY/CONS/PLANNING CLERK | 0.00 | 0.00 | 0.00 | 0.0% |
| 0001-123-5116-01 | ZON/LICENSING/INSP CLERK | 0.00 | 0.00 | 0.00 | 0.0% |
| 0001-123-5121-01 | MUNICIPAL HEARING OFFICER | 2,500.00 | 2,490.28 | 9.72 | 0.4% |
| 0001-123-5700-02 | EXPENSES | 2,335.00 | 1,904.40 | 430.60 | 18.4% |
| 0001-123-5712-02 | AUTO | 4,800.00 | 4,400.00 | 400.00 | 8.3% |
| 0001-123-5730-02 | MTGS/DUES | 2,025.00 | 2,277.37 | (252.37) | -12.5% |
| 0001-123-5740-02 | DMC PUBLIC SAFETY | 0.00 | 0.00 | 0.00 | 0.0% |
| 0001-125-5700-02 | CAPITAL ITEMS | 0.00 | 0.00 | 0.00 | 0.0% |
| 0001-131-5121-01 | CLERICAL SALARY | 463.02 | 453.94 | 9.08 | 2.0% |
| 0001-131-5700-02 | EXPENSES | 250.00 | 28.00 | 222.00 | 88.8% |
| 0001-131-5780-02 | RESERVE FUND | 4,171.36 | 0.00 | 4,171.36 | 100.0% |
| 0001-135-5112-01 | SALARY | 58,530.11 | 58,530.11 | 0.00 | 0.0% |
| 0001-135-5113-01 | CLERK/HR CLERK | 6,000.00 | 4,222.45 | 1,777.55 | 29.6% |
| 0001-135-5370-02 | LONGEVITY BENEFIT | 400.00 | 400.00 | 0.00 | 0.0% |

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| 0001-135-5700-02 | EXPENSES | 150.00 | 107.20 | 42.80 | 28.5% |
| 0001-135-5710-02 | EDUCATION - ACCTG. | 600.00 | 600.00 | 0.00 | 0.0% |
| 0001-135-5780-02 | ACCTG SOFTWARE SUPPORT | 2,295.00 | 2,295.00 | 0.00 | 0.0% |
| 0001-136-5114-01 | MIS DIRECTOR SALARY | 7,966.90 | 7,966.90 | 0.00 | 0.0% |
| 0001-136-5780-02 | EXPENSES | 6,000.00 | 6,000.00 | 0.00 | 0.0% |
| 0001-136-5781-02 | COMM/MAINT. EXPENSES | 3,500.00 | 3,500.00 | 0.00 | 0.0% |
| 0001-136-5785-02 | BACKUP/RECOVERY EXP. | 4,620.00 | 4,620.00 | 0.00 | 0.0% |
| 0001-141-5112-01 | ASSISTANT SALARY | 59,940.90 | 59,940.90 | 0.00 | 0.0% |
| 0001-141-5113-01 | CLERK | 31,555.00 | 30,944.95 | 610.05 | 1.9% |
| 0001-141-5370-02 | LONGEVITY BENEFIT PAY | 400.00 | 400.00 | 0.00 | 0.0% |
| 0001-141-5380-02 | COMPUTER | 10,698.00 | 10,698.10 | (0.10) | 0.0% |
| 0001-141-5390-02 | MAPPING COMPANY-ASSRS | 3,575.00 | 3,575.00 | 0.00 | 0.0% |
| 0001-141-5700-02 | EXPENSES | 600.00 | 933.27 | (333.27) | -55.5% |
| 0001-141-5710-02 | EDUCATION | 1,500.00 | 1,643.26 | (143.26) | -9.6% |
| 0001-141-5715-02 | VISION CLOUD SYS. | 0.00 | 0.00 | 0.00 | 0.0% |
| 0001-141-5900-02 | ASSESSORS-INTERIM YR ADJ | 4,000.00 | 4,000.00 | 0.00 | 0.0% |
| 0001-145-5111-01 | TREAS/COLLECTOR SALARY | 88,559.37 | 88,559.37 | 0.00 | 0.0% |
| 0001-145-5112-01 | TREAS-CERTIFIED SALARY | 1,000.00 | 1,000.00 | 0.00 | 0.0% |
| 0001-145-5121-01 | ASST TREAS/CLTR SALARY | 41,551.03 | 41,411.50 | 139.53 | 0.3% |
| 0001-145-5123-01 | COLLECTOR CLERK | 28,480.22 | 34,147.09 | (5,666.87) | -19.9% |
| 0001-145-5124-01 | CLTR CLERK-PT | 8,293.29 | 2,846.60 | 5,446.69 | 65.7% |
| 0001-145-5303-02 | DATA PROCESSING | 13,739.25 | 13,708.91 | 30.34 | 0.2% |
| 0001-145-5341-02 | POSTAGE-TREAS. | 19,000.00 | 12,429.16 | 6,570.84 | 34.6% |
| 0001-145-5370-02 | LONGEVITY CLTR (WAS TREAS) | 600.00 | 400.00 | 200.00 | 33.3% |
| 0001-145-5600-02 | TAX TITLE | 16,254.00 | 19,069.01 | (2,815.01) | -17.3% |
| 0001-145-5700-02 | EXPENSES-treas+cltr | 12,500.00 | 14,684.96 | (2,184.96) | -17.5% |
| 0001-145-5740-02 | UNEMP SELF INS TRUST | 3,800.00 | 3,800.00 | 0.00 | 0.0% |
| 0001-145-5742-01 | COUNTY RETIREMENT | 719,439.00 | 719,439.00 | 0.00 | 0.0% |
| 0001-145-5745-01 | GROUP INSURANCE | 784,766.00 | 763,753.88 | 21,012.12 | 2.7% |
| 0001-145-5747-02 | MEDICARE TAX | 45,152.00 | 57,125.36 | (11,973.36) | -26.5% |
| 0001-145-5751-02 | INSURANCE GENERAL | 211,565.00 | 212,212.18 | (647.18) | -0.3% |
| 0001-145-5910-02 | MATURING DEBT | 787,671.43 | 828,300.00 | (40,628.57) | -5.2% |
| 0001-145-5915-02 | INTEREST-DEBT | 360,987.33 | 318,515.14 | 42,472.19 | 11.8% |
| 0001-145-5920-02 | W/D INTER MUNIC PRINCP. | 108,232.93 | 108,232.93 | 0.00 | 0.0% |
| 0001-145-5925-02 | W/D INTER MUNIC INTEREST | 31,218.78 | 31,133.43 | 85.35 | 0.3% |
| 0001-145-5940-02 | WBSTR DISPATCH ASSMNT | 189,917.59 | 189,917.59 | 0.00 | 0.0% |
| 0001-145-5942-02 | OPEB TRUST | 1,000.00 | 1,000.00 | 0.00 | 0.0% |
| 0001-152-5700-02 | EXPS | 200.00 | 0.00 | 200.00 | 100.0% |

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| 0001-152-5710-00 | SEMINARS/CONF | 200.00 | 0.00 | 200.00 | 100.0% |
| 0001-152-5715-02 | DUES&PUBLICATIONS | 250.00 | 250.00 | 0.00 | 0.0% |
| 0001-156-5100-01 | PKG CLERK | 53.04 | 53.04 | 0.00 | 0.0% |
| 0001-156-5200-02 | ST.LIGHTS | 27,000.00 | 0.00 | 27,000.00 | 100.0% |
| 0001-156-5225-02 | STORMWATER | 0.00 | 0.00 | 0.00 | 0.0% |
| 0001-156-5250-02 | ENERGY-MUNI EXPS | 75,000.00 | 71,249.96 | 3,750.04 | 5.0% |
| 0001-156-5255-02 | COMPENSATED BALANCE | 0.00 | 0.00 | 0.00 | 0.0% |
| 0001-156-5280-02 | GENL. USE VEHICLE | 500.00 | 0.00 | 500.00 | 100.0% |
| 0001-156-5290-02 | DAMS | 6,100.00 | 0.00 | 6,100.00 | 100.0% |
| 0001-156-5300-02 | AUDITOR | 16,000.00 | 16,000.00 | 0.00 | 0.0% |
| 0001-156-5310-02 | LEGAL | 35,075.00 | 45,405.05 | (10,330.05) | -29.5% |
| 0001-156-5405-02 | CENTRAL MA.STORMWTR COAL. | 4,500.00 | 14,000.00 | (9,500.00) | -211.1% |
| 0001-156-5415-02 | PARKING COLLECTIONS | 250.00 | 78.00 | 172.00 | 68.8% |
| 0001-156-5422-02 | TOWN REPORTS | 1,500.00 | 1,500.00 | 0.00 | 0.0% |
| 0001-156-5425-02 | COLA | 0.00 | 0.00 | 0.00 | 0.0% |
| 0001-156-5428-02 | EDUCATION-Outside District | 22,286.00 | 22,286.00 | 0.00 | 0.0% |
| 0001-156-5429-02 | EDCTN CH 74 TRANSPT | 13,800.00 | 13,800.00 | 0.00 | 0.0% |
| 0001-156-5430-02 | REVERSE 911 | 5,000.00 | 4,700.00 | 300.00 | 6.0% |
| 0001-156-5702-02 | CLEAR GOV SOFTWARE | 0.00 | 0.00 | 0.00 | 0.0% |
| 0001-156-5705-02 | COPIER MACHINE | 2,400.00 | 94.00 | 2,306.00 | 96.1% |
| 0001-161-5100-02 | ELECT REGS-WAGES | 14,196.00 | 14,164.55 | 31.45 | 0.2% |
| 0001-161-5111-01 | SALARY | 63,453.14 | 63,143.87 | 309.27 | 0.5% |
| 0001-161-5113-01 | ASST. SALARY | 25,081.52 | 25,035.15 | 46.37 | 0.2% |
| 0001-161-5114-01 | TOWN CLERK CERTIFICATION | 1,000.00 | 1,000.00 | 0.00 | 0.0% |
| 0001-161-5370-02 | LONGEVITY | 600.00 | 600.00 | 0.00 | 0.0% |
| 0001-161-5700-02 | EXPENSES | 900.00 | 944.00 | (44.00) | -4.9% |
| 0001-161-5712-02 | RECORD PRESERVATION | 500.00 | 500.00 | 0.00 | 0.0% |
| 0001-161-5715-02 | ELECTION-EXPS | 7,550.00 | 7,537.73 | 12.27 | 0.2% |
| 0001-161-5716-02 | REGIST-CHAPTER 440 | 5,000.00 | 5,000.00 | 0.00 | 0.0% |
| 0001-161-5718-02 | BYLAW CODIFICATION MAINT | 1,200.00 | 0.00 | 1,200.00 | 100.0% |
| 0001-161-5870-00 | PURCHASE DOG TAGS/LICENSES | 1,025.00 | 962.67 | 62.33 | 6.1% |
| 0001-161-5877-02 | VOTING EQUIP/MAINT FEE | 0.00 | 0.00 | 0.00 | 0.0% |
| 0001-171-5121-01 | CLERICAL SALARY | 9,894.93 | 9,894.93 | 0.00 | 0.0% |
| 0001-171-5700-02 | CONSVRTN EXPS | 1.00 | 0.00 | 1.00 | 100.0% |
| 0001-175-5112-01 | PLANNER SALARY | 39,763.26 | 39,763.26 | 0.00 | 0.0% |
| 0001-175-5115-01 | CLERICAL SALARY | 2,829.58 | 3,115.85 | (286.27) | -10.1% |
| 0001-175-5700-02 | EXPENSES | 2,216.00 | 2,092.00 | 124.00 | 5.6% |
| 0001-175-5710-00 | SEMINARS | 520.00 | 205.24 | 314.76 | 60.5% |

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| 0001-175-5730-02 | CENT. MA. REG. DUES | 3,182.25 | 3,272.25 | (90.00) | -2.8% |
| 0001-176-5115-01 | CLERICAL | 3,896.51 | 3,180.57 | 715.94 | 18.4% |
| 0001-176-5700-02 | EXPENSES | 300.00 | 226.98 | 73.02 | 24.3% |
| 0001-176-5712-02 | TRAVEL | 50.00 | 0.00 | 50.00 | 100.0% |
| 0001-196-5113-01 | BLDG/GRNDS ASST. | 38,493.37 | 38,347.53 | 145.84 | 0.4% |
| 0001-196-5114-01 | BLDG/GRNDS SUPERV. | 48,286.80 | 48,027.89 | 258.91 | 0.5% |
| 0001-196-5115-01 | LABORER-BLDG/GR | 5,500.00 | 1,120.00 | 4,380.00 | 79.6% |
| 0001-196-5131-01 | OVERTIME | 1,000.00 | 1,383.79 | (383.79) | -38.4% |
| 0001-196-5132-01 | SICK TIME BUY BACK | 900.00 | 0.00 | 900.00 | 100.0% |
| 0001-196-5190-02 | CLOTHG ALLOW | 1,050.00 | 468.41 | 581.59 | 55.4% |
| 0001-196-5370-02 | LONGEVITY BENEFIT | 200.00 | 200.00 | 0.00 | 0.0% |
| 0001-196-5400-02 | PARKS | 500.00 | 250.90 | 249.10 | 49.8% |
| 0001-196-5460-02 | CEMETERIES | 5,000.00 | 304.76 | 4,695.24 | 93.9% |
| 0001-196-5470-02 | EQUIPMENT | 3,500.00 | 2,501.27 | 998.73 | 28.5% |
| 0001-196-5480-02 | VEH MAINT | 2,500.00 | 2,884.56 | (384.56) | -15.4% |
| 0001-196-5702-02 | 1 Village Street | 0.00 | 0.00 | 0.00 | 0.0% |
| 0001-196-5703-02 | D.M.C.-WEST MAIN ST. | 21,000.00 | 16,786.70 | 4,213.30 | 20.1% |
| 0001-196-5710-02 | MEC INSP/SERVICE | 14,000.00 | 11,996.92 | 2,003.08 | 14.3% |
| 0001-196-5715-02 | MISC | 500.00 | 0.00 | 500.00 | 100.0% |
| 0001-210-5112-01 | CHIEF SALARY | 97,382.00 | 97,382.00 | 0.00 | 0.0% |
| 0001-210-5113-01 | CLERK SALARY | 34,394.40 | 28,306.90 | 6,087.50 | 17.7% |
| 0001-210-5116-01 | SERGEANT SALARIES | 214,668.00 | 200,085.40 | 14,582.60 | 6.8% |
| 0001-210-5117-01 | PATROLMEN SALARIES | 593,841.00 | 588,708.45 | 5,132.55 | 0.9% |
| 0001-210-5118-01 | SERGEANT ON-CALL | 5,475.00 | 5,445.00 | 30.00 | 0.5% |
| 0001-210-5131-01 | OVERTIME | 122,100.00 | 149,784.96 | (27,684.96) | -22.7% |
| 0001-210-5132-01 | VACA BUYBACK | 11,535.00 | 30,226.59 | (18,691.59) | -162.0% |
| 0001-210-5143-01 | PHYSICAL FIT INCENTIVE | 8,573.00 | 5,426.26 | 3,146.74 | 36.7% |
| 0001-210-5144-01 | HOLIDAY SALARIES | 38,233.00 | 37,170.72 | 1,062.28 | 2.8% |
| 0001-210-5145-01 | RESERVE OFFICR SALARY | 12,000.00 | 15,996.16 | (3,996.16) | -33.3% |
| 0001-210-5150-00 | QUINN BILL | 117,912.00 | 106,084.96 | 11,827.04 | 10.0% |
| 0001-210-5155-01 | SHIFT DIFFERENTIAL | 9,551.00 | 7,302.00 | 2,249.00 | 23.5% |
| 0001-210-5183-01 | LIEUTENANT SALARY | 25.00 | 0.00 | 25.00 | 100.0% |
| 0001-210-5320-02 | TRAINING | 15,375.00 | 8,399.28 | 6,975.72 | 45.4% |
| 0001-210-5580-02 | DISPATCH UNIFORM EXPENS | 14,000.00 | 13,429.48 | 570.52 | 4.1% |
| 0001-210-5700-02 | EXPENSES | 53,000.00 | 52,921.23 | 78.77 | 0.1% |
| 0001-210-5749-02 | GASOLINE (NEW FY2015 | 28,040.00 | 19,738.62 | 8,301.38 | 29.6% |
| 0001-210-5760-02 | COMP. SUPPLY EXPENSES | 20,000.00 | 21,176.02 | (1,176.02) | -5.9% |
| 0001-210-5788-02 | PHOTO & PRINTS | 2,400.00 | 2,400.00 | 0.00 | 0.0% |

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| 0001-210-5790-02 | DESK COVERAGE | 16,040.24 | 5,182.96 | 10,857.28 | 67.7% |
| 0001-220-5112-01 | FIRE CHIEF | 101,574.72 | 101,574.72 | 0.00 | 0.0% |
| 0001-220-5113-01 | CAPTAIN 1 | 52,640.00 | 51,903.87 | 736.13 | 1.4% |
| 0001-220-5114-01 | FF/PARAMEDIC/CLERK | 56,893.00 | 56,804.55 | 88.45 | 0.2% |
| 0001-220-5117-01 | FF #1 | 61,892.00 | 61,851.94 | 40.06 | 0.1% |
| 0001-220-5118-01 | ASST. FIRE CHIEF | 71,000.00 | 71,500.87 | (500.87) | -0.7% |
| 0001-220-5119-01 | FF #2 | 59,042.00 | 58,279.41 | 762.59 | 1.3% |
| 0001-220-5120-01 | FF #3 | 56,893.00 | 56,856.45 | 36.55 | 0.1% |
| 0001-220-5121-01 | FF #4 | 56,893.00 | 56,856.45 | 36.55 | 0.1% |
| 0001-220-5122-01 | SALARIES | 55,000.00 | 63,309.00 | (8,309.00) | -15.1% |
| 0001-220-5125-01 | EMS NIGHT COVERAGE | 201,701.00 | 227,831.86 | (26,130.86) | -13.0% |
| 0001-220-5128-01 | FF / P#3 | 31,187.00 | 25,842.85 | 5,344.15 | 17.1% |
| 0001-220-5131-01 | OVERTIME | 20,000.00 | 27,587.34 | (7,587.34) | -37.9% |
| 0001-220-5150-01 | FILL IN LABOR | 2,000.00 | 0.00 | 2,000.00 | 100.0% |
| 0001-220-5152-01 | BACK-UP AMBULANCE PAY | 8,000.00 | 4,861.32 | 3,138.68 | 39.2% |
| 0001-220-5218-02 | AMBULANCE BILLING SERV | 17,000.00 | 19,037.84 | (2,037.84) | -12.0% |
| 0001-220-5240-02 | PREVENTIVE MAINT. | 14,000.00 | 14,008.14 | (8.14) | -0.1% |
| 0001-220-5320-03 | EMS MISC LICENSES/FEEES | 1,300.00 | 1,300.00 | 0.00 | 0.0% |
| 0001-220-5420-02 | COPY/FAX | 700.00 | 649.14 | 50.86 | 7.3% |
| 0001-220-5700-02 | EXPENSE | 84,828.64 | 49,066.52 | 35,762.12 | 42.2% |
| 0001-220-5710-02 | CAREER EDUC INCENTIVE | 44,000.00 | 40,835.06 | 3,164.94 | 7.2% |
| 0001-220-5749-02 | GAS/DIESEL(NEW FY15) | 15,610.00 | 11,412.74 | 4,197.26 | 26.9% |
| 0001-220-5800-99 | AMB CALL/CAREER EXPS | 85,000.00 | 84,810.66 | 189.34 | 0.2% |
| 0001-220-5901-02 | EQUIPMENT | 2,000.00 | 1,500.00 | 500.00 | 25.0% |
| 0001-240-5113-01 | CLERK SALARY | 12,240.00 | 10,053.16 | 2,186.84 | 17.9% |
| 0001-240-5114-01 | LEGAL POSTINGS | 80.00 | 80.00 | 0.00 | 0.0% |
| 0001-240-5146-01 | AGENT SALARY | 20,000.00 | 20,000.00 | 0.00 | 0.0% |
| 0001-240-5190-01 | ANIMAL INSP-STIPEND | 3,000.00 | 3,000.00 | 0.00 | 0.0% |
| 0001-240-5700-02 | EXPENSES | 1,200.00 | 1,200.00 | 0.00 | 0.0% |
| 0001-240-5712-02 | TRAVEL | 100.00 | 97.98 | 2.02 | 2.0% |
| 0001-240-5713-02 | HAZMAT - BOH | 1.00 | 0.00 | 1.00 | 100.0% |
| 0001-242-5112-01 | SALARY | 25,202.82 | 25,105.62 | 97.20 | 0.4% |
| 0001-242-5113-01 | CLERICAL SALARY | 33,514.10 | 33,390.08 | 124.02 | 0.4% |
| 0001-242-5114-01 | ASSOC. INSPECTOR | 200.00 | 0.00 | 200.00 | 100.0% |
| 0001-242-5228-02 | PRINTING/SUPPLIES | 400.00 | 480.13 | (80.13) | -20.0% |
| 0001-242-5700-02 | EXPENSES | 700.00 | 609.83 | 90.17 | 12.9% |
| 0001-242-5712-02 | TRAVEL | 900.00 | 755.06 | 144.94 | 16.1% |
| 0001-244-5100-01 | SEALER OF WEIGHTS - SALARY | 2,500.00 | 2,500.00 | 0.00 | 0.0% |

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| 0001-244-5700-02 | SEALER OF WEIGHTS - EXPENSES | 1.00 | 0.00 | 1.00 | 100.0% |
| 0001-291-5700-02 | EMERGENCY MANAGEMENT | 2,000.00 | 1,839.63 | 160.37 | 8.0% |
| 0001-292-5112-01 | SALARIES | 11,479.00 | 11,478.96 | 0.04 | 0.0% |
| 0001-292-5113-01 | ASSISTANT | 1,148.00 | 1,148.04 | (0.04) | 0.0% |
| 0001-292-5380-02 | DEAD ANIMAL DISP | 50.00 | 0.00 | 50.00 | 100.0% |
| 0001-292-5430-02 | MAINT / REPAIRS | 400.00 | 0.00 | 400.00 | 100.0% |
| 0001-292-5700-02 | EXPENSE | 1,630.00 | 1,087.03 | 542.97 | 33.3% |
| 0001-292-5705-02 | SPAY/NEUTER EXP | 100.00 | 0.00 | 100.00 | 100.0% |
| 0001-293-5700-02 | ECONOMIC DEV. COMM EXPS | 100.00 | 64.94 | 35.06 | 35.1% |
| 0001-296-5111-01 | SALARY | 500.00 | 500.00 | 0.00 | 0.0% |
| 0001-296-5700-02 | EXPENSES | 750.00 | 750.00 | 0.00 | 0.0% |
| 0001-296-5870-01 | TREE REMOVAL | 10,000.00 | 10,000.00 | 0.00 | 0.0% |
| 0001-310-5650-02 | DUDLEY-CHARLTON SCHOOLS | 9,393,316.00 | 9,393,316.00 | 0.00 | 0.0% |
| 0001-320-5650-02 | BAY PATH SCHOOL | 811,592.30 | 809,225.00 | 2,367.30 | 0.3% |
| 0001-420-5112-01 | HWY - SUPERINTENDENT SALARY | 84,446.01 | 84,214.44 | 231.57 | 0.3% |
| 0001-420-5113-01 | HWY - FOREMAN SALARY | 64,173.00 | 63,507.01 | 665.99 | 1.0% |
| 0001-420-5114-01 | HWY - CONTRACTED WAGES | 335,527.00 | 313,624.24 | 21,902.76 | 6.5% |
| 0001-420-5118-01 | Salary Super-Plowing | 3,000.00 | 3,000.00 | 0.00 | 0.0% |
| 0001-420-5119-01 | Salary Foreman Plowing | 3,000.00 | 757.22 | 2,242.78 | 74.8% |
| 0001-420-5131-01 | HWY - OVERTIME | 3,500.00 | 3,847.55 | (347.55) | -9.9% |
| 0001-420-5132-01 | HWY - SICK-TIME BUY BACK | 6,500.00 | 6,603.24 | (103.24) | -1.6% |
| 0001-420-5240-02 | HWY-CONT. LABOR | 6,500.00 | 6,500.00 | 0.00 | 0.0% |
| 0001-420-5370-02 | HIGHWAY LONGEVITY PAY | 2,000.00 | 2,000.00 | 0.00 | 0.0% |
| 0001-420-5420-02 | HWY - COPY/FAX | 250.00 | 250.00 | 0.00 | 0.0% |
| 0001-420-5430-02 | HWY-MACH. MAINT. | 32,500.00 | 32,393.18 | 106.82 | 0.3% |
| 0001-420-5435-02 | BLDG/GROUNDS EQUIP+MAINT | 1,500.00 | 1,435.89 | 64.11 | 4.3% |
| 0001-420-5700-02 | HWY - GENERAL EXPENSES | 52,500.00 | 48,713.48 | 3,786.52 | 7.2% |
| 0001-420-5748-02 | GAS/DIESEL-BLDG/GROUNDS | 3,100.00 | 1,759.03 | 1,340.97 | 43.3% |
| 0001-420-5749-02 | GAS/DIESEL (NEW FY15) | 55,000.00 | 44,078.20 | 10,921.80 | 19.9% |
| 0001-420-5750-02 | SIGNS | 750.00 | 791.40 | (41.40) | -5.5% |
| 0001-420-5751-02 | TRAFFIC PAINT | 8,500.00 | 8,500.00 | 0.00 | 0.0% |
| 0001-423-5700-02 | HWY - SNOW REMOVAL | 165,401.29 | 165,401.29 | 0.00 | 0.0% |
| 0001-427-5700-02 | HWY - HARDTOP | 7,500.00 | 3,295.63 | 4,204.37 | 56.1% |
| 0001-429-5714-02 | ROAD MAINTENANCE | 91,100.00 | 91,100.00 | 0.00 | 0.0% |
| 0001-433-5100-01 | RECYCLING CTR - LABORER | 34,000.00 | 33,325.20 | 674.80 | 2.0% |
| 0001-433-5114-01 | RYCL CTR - P/T SALARY | 4,500.00 | 4,500.00 | 0.00 | 0.0% |
| 0001-433-5132-01 | RYCL CTR - SICK-TIME BUY BACK | 1,100.00 | 654.72 | 445.28 | 40.5% |
| 0001-433-5533-02 | RYCL CTR - RECYCLING | 95,000.00 | 97,824.62 | (2,824.62) | -3.0% |

| | | | | | |
|------------------|--------------------------------|---------------|---------------|------------|--------|
| 0001-433-5555-02 | RYCL CTR - BULK DISPOSAL | 8,200.00 | 8,200.00 | 0.00 | 0.0% |
| 0001-433-5700-02 | RYCL CTR - EXPENSES | 3,750.00 | 2,043.84 | 1,706.16 | 45.5% |
| 0001-491-5112-01 | CEMM COMM - CLERICAL | 204.00 | 204.00 | 0.00 | 0.0% |
| 0001-491-5700-02 | CEMETARY COMM - EXPENSES | 1,000.00 | 317.70 | 682.30 | 68.2% |
| 0001-541-5470-02 | COA-EQUIPMENT | 1.00 | 0.00 | 1.00 | 100.0% |
| 0001-541-5700-02 | COUNCIL ON AGING - EXPENSES | 100.00 | 0.00 | 100.00 | 100.0% |
| 0001-543-5100-01 | VETERANS SERV - SALARY | 24,221.20 | 24,221.20 | 0.00 | 0.0% |
| 0001-543-5114-01 | VETERANS' CLERK | 8,998.08 | 9,042.06 | (43.98) | -0.5% |
| 0001-543-5700-02 | VETERANS - EXPENSES | 500.00 | 233.99 | 266.01 | 53.2% |
| 0001-543-5770-02 | VETERANS - BENEFITS | 160,000.00 | 136,385.13 | 23,614.87 | 14.8% |
| 0001-610-5112-01 | LIBRARY - LIBRARIAN SALARY | 64,320.00 | 55,302.20 | 9,017.80 | 14.0% |
| 0001-610-5113-01 | LIBRARY - CHILD. LIBRARIAN SAL | 48,313.05 | 36,247.27 | 12,065.78 | 25.0% |
| 0001-610-5114-01 | LIBRARY - CUSTODIAL SERVICES | 11,049.00 | 9,373.00 | 1,676.00 | 15.2% |
| 0001-610-5115-01 | LIBRARY - AIDES SALARY | 83,750.97 | 81,540.54 | 2,210.43 | 2.6% |
| 0001-610-5340-02 | LIBRARY-TELEPHONE | 600.00 | 935.53 | (335.53) | -55.9% |
| 0001-610-5380-02 | LIB-COMP SOFTWARE | 11,000.00 | 11,834.18 | (834.18) | -7.6% |
| 0001-610-5410-02 | LIBRARY-UTILITIES | 20,000.00 | 11,370.67 | 8,629.33 | 43.1% |
| 0001-610-5420-02 | COPY/FAX | 400.00 | 371.68 | 28.32 | 7.1% |
| 0001-610-5429-02 | MAINT. CONTRACTS | 13,000.00 | 13,369.81 | (369.81) | -2.8% |
| 0001-610-5431-02 | EQUIPMENT | 200.00 | 279.86 | (79.86) | -39.9% |
| 0001-610-5510-02 | PROGRAM EXPENSES | 200.00 | 0.00 | 200.00 | 100.0% |
| 0001-610-5580-02 | MATERIALS | 54,000.00 | 52,351.86 | 1,648.14 | 3.1% |
| 0001-610-5700-02 | EXPENSES | 6,000.00 | 6,318.42 | (318.42) | -5.3% |
| 0001-610-5712-02 | TRAVEL/PROF DEV | 500.00 | 409.03 | 90.97 | 18.2% |
| 0001-610-5730-02 | CWMARS-IT/DATA | 16,000.00 | 15,257.00 | 743.00 | 4.6% |
| 0001-691-5200-02 | EXPENSES | 600.00 | 0.00 | 600.00 | 100.0% |
| 0001-691-5700-02 | HISTORICAL-LEGAL ADS/HEARINGS | 150.00 | 0.00 | 150.00 | 100.0% |
| 0001-800-5640-00 | CENTRAL MASS AIR POLLUTION | 2,929.00 | 2,929.00 | 0.00 | 0.0% |
| 0001-800-5643-00 | WORCESTER R.T.A. | 10,538.00 | 10,538.00 | 0.00 | 0.0% |
| 0001-800-5644-00 | RMV NON-RENEWAL CH 90 C6 | 12,340.00 | 12,340.00 | 0.00 | 0.0% |
| | GENERAL FUND TOTAL: | 18,998,239.81 | 18,764,392.17 | 233,847.64 | 1.2% |

ARTICLES/ENCUMBRANCES

| | | | | | |
|------------------|-----------------------|-----------|-----------|-----------|--------|
| 0001-964-5818-00 | RECERTIF 2018 | 16,050.00 | 0.00 | 16,050.00 | 100.0% |
| 0001-964-5819-00 | RECERTIF 2023 | 24,000.00 | 0.00 | 24,000.00 | 100.0% |
| 0001-964-5888-00 | ASSESRS-VISION SOFTWR | 26,000.00 | 26,000.00 | 0.00 | 0.0% |
| 0001-968-5808-00 | GASB 45 ART 8 (5/07) | 2,500.00 | 0.00 | 2,500.00 | 100.0% |

| | | | | | |
|------------------|---------------------------------|----------------------|----------------------|-------------------|-------------|
| 0001-969-5813-00 | ARCHIVAL REST ART 20 11/09 | 18,626.87 | 1,868.20 | 16,758.67 | 90.0% |
| 0001-969-5828-00 | DRESSER HILL ART 13 5/15 | 100.00 | 0.00 | 100.00 | 100.0% |
| 0001-969-5831-00 | CEMETERY-ART 19/MAY 15 | 600.05 | 0.00 | 600.05 | 100.0% |
| 0001-969-5899-99 | UNPAID BILLS | 2,292.52 | 2,292.52 | 0.00 | 0.0% |
| 0001-979-5802-00 | GRAVES RESTORE T.MTG | 1,000.00 | 1,000.00 | 0.00 | 0.0% |
| 0001-979-5804-00 | DMC U.P.S. - T. MTG | 10,001.12 | 0.00 | 10,001.12 | 100.0% |
| 0001-979-5806-00 | TOWN BEACH OP (T.M.) | 13,112.76 | 3,276.00 | 9,836.76 | 75.0% |
| 0001-979-5807-00 | DMC SIGN (T MTG) | 1,345.38 | 0.00 | 1,345.38 | 100.0% |
| 0001-979-5811-00 | MERIT POOL (T.MTG) | 9,878.79 | 312.78 | 9,566.01 | 96.8% |
| 0001-979-5823-00 | RECYC. IMPVT ART 15 | 8,669.83 | 7,561.17 | 1,108.66 | 12.8% |
| 0001-979-5829-00 | MIS PROJECT ART 13 | 8,459.53 | 1,041.48 | 7,418.05 | 87.7% |
| 0001-979-5831-00 | DAM ENG ART 21 | 10,000.00 | 10,000.00 | 0.00 | 0.0% |
| 0001-979-5839-00 | DAM BREACH ART.15 | 12,000.00 | 9,702.25 | 2,297.75 | 19.1% |
| 0001-979-5845-00 | HWY_DUMP_TRUCK | 75,300.00 | 72,318.94 | 2,981.06 | 4.0% |
| 0001-979-5880-00 | AFG GRANT_TOWN SUPPL. | 10,788.00 | 10,788.00 | 0.00 | 0.0% |
| 0001-979-5881-00 | FIRE GEAR_ART 17 | 19,990.00 | 19,990.00 | 0.00 | 0.0% |
| 0001-979-5888-00 | LYONS RD PROP. ART 11 | 1.00 | 0.00 | 1.00 | 100.0% |
| 0001-999-5780-34 | POLICE ENCMBR 2016 DISPTCH | 3,186.00 | 0.00 | 3,186.00 | 100.0% |
| 0001-999-5780-35 | WBSTR DISPTCH ENCMB | 172,686.26 | 172,686.26 | 0.00 | 0.0% |
| | GENERAL FUND ARTICLES/ENCUMBRAN | 446,588.11 | 338,837.60 | 107,750.51 | 24.1% |
| | | 19,444,827.92 | 19,103,229.77 | 341,598.15 | 1.8% |

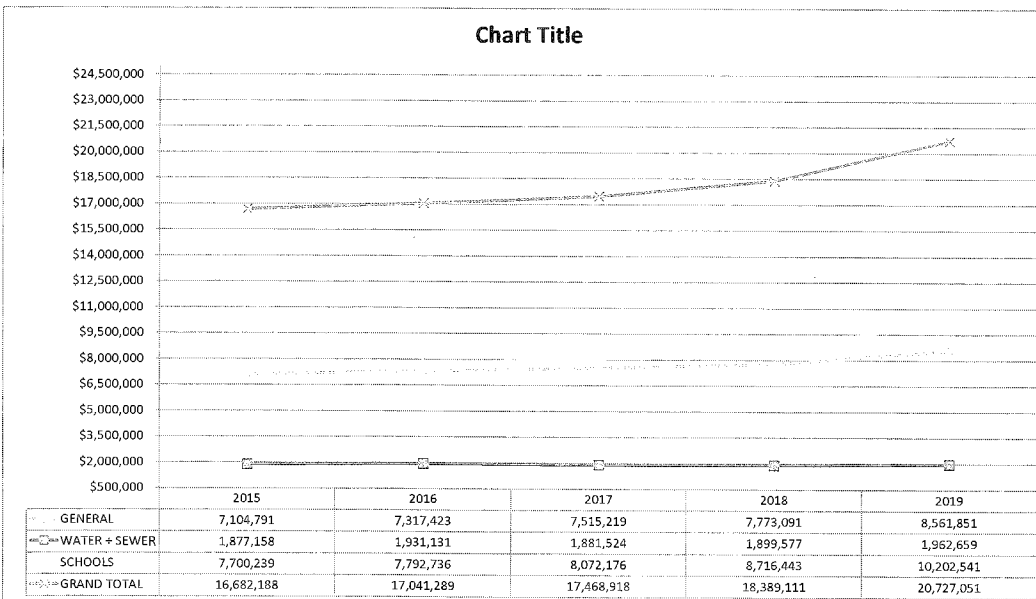
EXPENDITURE SUMMARY - FISCAL FY 2015 to FY 2019 Actual Expenses and FY 2020 Budget

| Department | ACTUAL 2015 | ACTUAL 2016 | ACTUAL 2017 | ACTUAL 2018 | ACTUAL 2019 | BUDGET 2020 |
|----------------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Accountant | 57,762 | 61,837 | 65,000 | 65,961 | 66,155 | 68,242 |
| Assessors | 87,943 | 89,754 | 99,615 | 100,791 | 112,135 | 120,662 |
| Building & Grounds | 118,063 | 132,262 | 135,064 | 136,951 | 124,273 | 151,644 |
| Building Inspector | 45,360 | 53,566 | 55,217 | 56,423 | 60,341 | 66,024 |
| Cemetery Commission | 107 | 106 | 200 | 836 | 522 | 1,200 |
| Town Clerk | 88,100 | 91,678 | 106,980 | 100,159 | 118,888 | 137,098 |
| Conservation | 6,977 | 7,542 | 7,885 | 8,008 | 9,894 | 10,094 |
| Council On Aging | 95 | 34 | 24 | - | - | 101 |
| Dog Officer/Animal Control | 12,570 | 15,110 | 15,039 | 14,509 | 13,714 | 14,805 |
| Economic Dev. Committee | 100 | 24 | - | - | 65 | 100 |
| Emergency Management | 1,000 | 1,000 | 2,000 | 1,840 | 1,840 | 2,000 |
| F.A.A. | 5,304 | 645 | 653 | 514 | 482 | 704 |
| Fire | 859,005 | 922,414 | 977,820 | 1,018,815 | 1,087,681 | 1,122,628 |
| Health | 38,136 | 37,038 | 32,107 | 32,582 | 34,431 | 40,115 |
| Highway | 817,472 | 835,908 | 858,119 | 906,235 | 881,772 | 941,696 |
| Historical Comm | 500 | 650 | 647 | 58 | - | 750 |
| Hist Dist Study Comm | 150 | - | - | - | - | - |
| Information Tech | 9,536 | 14,804 | 19,185 | 17,203 | 22,087 | 22,746 |
| Inspectors | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,501 |
| Library | 206,740 | 249,744 | 303,882 | 310,349 | 294,961 | 339,894 |
| Municipal Expenses | 159,490 | 313,297 | 278,370 | 249,000 | 189,166 | 274,204 |
| Moderator | - | - | - | - | - | 1 |
| Parks & Recreation | 683 | 703 | - | - | - | - |
| Personnel Board | 389 | 611 | 511 | 536 | 250 | 5,300 |
| Planning | 46,322 | 45,081 | 42,272 | 46,177 | 48,449 | 50,648 |
| Police | 1,229,594 | 1,229,625 | 1,281,003 | 1,329,151 | 1,395,167 | 1,420,989 |
| Recycling | 105,971 | 136,142 | 141,076 | 146,255 | 146,548 | 148,050 |
| Selectmen | 139,160 | 141,146 | 89,366 | 81,119 | 135,458 | 129,786 |
| Town Administrator | 110,725 | 119,931 | 128,431 | 137,769 | 143,039 | 125,460 |
| Treasurer/Collector | 2,818,904 | 2,660,299 | 2,702,485 | 2,773,033 | 3,461,686 | 3,958,637 |
| Tree Warden | 3,688 | 8,659 | 9,075 | 8,750 | 11,250 | 13,750 |
| Veterans Services | 99,313 | 113,046 | 133,113 | 199,973 | 169,882 | 195,083 |
| ZBA | 2,869 | 2,824 | 3,059 | 3,212 | 3,408 | 4,308 |
| State Assessments | 30,263 | 29,442 | 24,522 | 24,384 | 25,807 | 28,344 |
| Total General | 7,104,791 | 7,317,423 | 7,515,219 | 7,773,091 | 8,561,851 | 9,397,564 |

| | | | | | | |
|--------------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Enterprise | | | | | | |
| Sewer Department | 996,771 | 990,466 | 958,608 | 975,318 | 970,340 | 1,007,530 |
| Water Department | 880,387 | 940,665 | 922,916 | 924,260 | 992,319 | 1,093,556 |
| Total Water/Sewer | 1,877,158 | 1,931,131 | 1,881,524 | 1,899,577 | 1,962,659 | 2,101,086 |

| | | | | | | |
|-----------------------|------------------|------------------|------------------|------------------|-------------------|------------------|
| Schools | | | | | | |
| D/C | 6,977,817 | 6,982,715 | 7,259,790 | 7,848,983 | 9,393,316 | 8,780,840 |
| Bay Path | 722,422 | 810,021 | 812,386 | 867,460 | 809,225 | 944,906 |
| Total Schools: | 7,700,239 | 7,792,736 | 8,072,176 | 8,716,443 | 10,202,541 | 9,725,746 |

| | | | | | | |
|-------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| GRAND TOTALS | 16,682,188 | 17,041,289 | 17,468,918 | 18,389,111 | 20,727,051 | 21,224,396 |
| ANNUAL INCREASE: | 992,648 | 359,101 | 427,629 | 920,193 | 2,337,940 | 497,345 |



Town of Dudley

Actual & Budgeted Expenses

SEWER DEPARTMENT

Report Period: July 2018 thru June 2019

| Account Number | Account Description | Net Working | | Current Year | | Balance | Percent Left |
|-------------------|----------------------------|-------------|-------------|--------------|-------------|---------|--------------|
| | | Budget | Expenditure | Expenditure | Remaining | | |
| SEWER FUND (0060) | | | | | | | |
| 0060-440-5112-01 | SEWER - SUPERINTENDENT | 23,642.27 | | 8,513.91 | 15,128.36 | | 64.0% |
| 0060-440-5113-01 | SEWER - ASSISTANT SALARY | 53,722.39 | | 55,256.56 | (1,534.17) | | -2.9% |
| 0060-440-5114-01 | SEWER - MAINTENANCE | 52,362.52 | | 52,453.93 | (91.41) | | -0.2% |
| 0060-440-5115-01 | SEWER-ADMIN. ASST. | 12,709.53 | | 12,116.45 | 593.08 | | 4.7% |
| 0060-440-5118-01 | SEWER -Medicare Tax | 2,063.97 | | 1,490.07 | 573.90 | | 27.8% |
| 0060-440-5119-01 | SEWER - GROUP INSURANCE | 31,556.78 | | 44,260.33 | (12,703.55) | | -40.3% |
| 0060-440-5120-01 | UNION - OVERTIME | 21,637.75 | | 23,100.50 | (1,462.75) | | -6.8% |
| 0060-440-5132-01 | SEWER - SICK-TIME BUY BACK | 2,975.89 | | 2,187.15 | 788.74 | | 26.5% |
| 0060-440-5140-01 | STANDBY-SEWER | 5,000.00 | | 12,335.00 | (7,335.00) | | -146.7% |
| 0060-440-5145-01 | DIFFERENTIAL PAY | 5,000.00 | | 0.00 | 5,000.00 | | 100.0% |
| 0060-440-5200-02 | SEWER - WEBSTER PROCESSING | 462,000.00 | | 462,000.00 | 0.00 | | 0.0% |
| 0060-440-5210-02 | SEWER - LEGAL | 1,000.00 | | 0.00 | 1,000.00 | | 100.0% |
| 0060-440-5215-02 | SEWER-ELECTRIC | 18,000.00 | | 21,032.43 | (3,032.43) | | -16.8% |
| 0060-440-5340-02 | SEWER - TELEPHONE | 2,900.00 | | 2,181.25 | 718.75 | | 24.8% |
| 0060-440-5341-02 | SEWER - POSTAGE | 1,200.00 | | 1,497.70 | (297.70) | | -24.8% |
| 0060-440-5370-02 | LONGEVITY BENEFIT | 300.00 | | 0.00 | 300.00 | | 100.0% |
| 0060-440-5410-02 | SEWER - GASOLINE | 5,300.00 | | 4,214.65 | 1,085.35 | | 20.5% |
| 0060-440-5430-02 | SEWER-MAINTENANCE | 3,000.00 | | 1,316.86 | 1,683.14 | | 56.1% |

| | | | | | |
|-------------------------|----------------------------|-------------------|-------------------|-----------------|-------------|
| 0060-440-5510-02 | SEWER - FUEL | 3,150.00 | 2,418.84 | 731.16 | 23.2% |
| 0060-440-5691-02 | SEWER - OTHER INDIRECT | 75,279.08 | 75,279.08 | 0.00 | 0.0% |
| 0060-440-5692-02 | SWR-INDIRECT-RETIREMENT | 43,979.00 | 43,979.00 | 0.00 | 0.0% |
| 0060-440-5700-02 | SEWER - OPERATING EXPENSES | 37,553.93 | 43,129.31 | (5,575.38) | -14.8% |
| 0060-440-5702-02 | SEWER - ENGINEERING | 1,000.00 | 0.00 | 1,000.00 | 100.0% |
| 0060-440-5740-02 | SEWER - INSURANCE | 12,768.00 | 12,050.50 | 717.50 | 5.6% |
| 0060-440-5780-03 | CAPITAL IMPROVEMENTS-SEWER | 2,000.00 | 0.00 | 2,000.00 | 100.0% |
| 0060-440-5793-02 | SEWER - EMERGENCY | 3,500.00 | 1,230.00 | 2,270.00 | 64.9% |
| 0060-440-5810-02 | RADIO READERS-SWR | 19,900.00 | 19,814.53 | 85.47 | 0.4% |
| 0060-440-5870-02 | SEWER - CAPITAL | 6,000.00 | 1,011.58 | 4,988.42 | 83.1% |
| 0060-440-5900-02 | SEWER - DEBT SERVICE | 67,720.00 | 67,470.00 | 250.00 | 0.4% |
| | | 977,221.11 | 970,339.63 | 6,881.48 | 0.7% |
| SEWER FUND TOTAL | | 977,221.11 | 970,339.63 | 6,881.48 | 0.7% |

Town of Dudley

Actual & Budgeted Expenses

WATER DEPARTMENT

Report Period: July 2018 thru June 2019

| Account Number | Account Description | Net Working Budget | Current Year Expenditure | Balance Remaining | Percent Left |
|--------------------------|----------------------------|-----------------------|-----------------------------|----------------------|--------------|
| WATER FUND (0061) | | | | | |
| 0061-450-5112-01 | WATER-SUPERINTENDENT | 55,165.28 | 12,777.91 | 42,387.37 | 76.8% |
| 0061-450-5113-01 | WATER-ADMINISTRATIVE ASST. | 29,655.57 | 29,411.33 | 244.24 | 0.8% |
| 0061-450-5114-01 | WATER ASST. PLANT OP | 53,722.40 | 54,302.72 | (580.32) | -1.1% |
| 0061-450-5115-01 | WATER - MAINTENANCE WORKER | 52,339.35 | 57,946.80 | (5,607.45) | -10.7% |
| 0061-450-5116-01 | WATER - LABORER | 50,241.82 | 49,313.70 | 928.12 | 1.8% |
| 0061-450-5117-01 | WATER - STANDBY | 9,900.00 | 13,235.00 | (3,335.00) | -33.7% |
| 0061-450-5118-01 | WATER - OVERTIME | 28,500.00 | 51,918.19 | (23,418.19) | -82.2% |
| 0061-450-5120-01 | DIFFERENTIAL PAY | 5,000.00 | 2,786.35 | 2,213.65 | 44.3% |
| 0061-450-5132-01 | WATER - SICK-TIME BUY BACK | 4,194.39 | 522.20 | 3,672.19 | 87.6% |
| 0061-450-5200-02 | ELECTRIC-WATER DPT. | 68,000.00 | 83,123.20 | (15,123.20) | -22.2% |
| 0061-450-5340-02 | WATER - TELEPHONE | 242.00 | 1,114.36 | (872.36) | -360.5% |
| 0061-450-5341-02 | WATER - POSTAGE | 1,600.00 | 1,705.19 | (105.19) | -6.6% |
| 0061-450-5345-02 | WATER-RADIO READERS | 23,000.00 | 32,997.73 | (9,997.73) | -43.5% |
| 0061-450-5370-02 | LONGEVITY BENEFIT | 700.00 | 0.00 | 700.00 | 100.0% |
| 0061-450-5380-02 | WATER-REVERSE 911 | 2,500.00 | 2,500.00 | 0.00 | 0.0% |
| 0061-450-5400-02 | CHEMICALS | 109,000.00 | 113,866.05 | (4,866.05) | -4.5% |
| 0061-450-5420-02 | WATER - COPY/FAX | 650.00 | 848.17 | (198.17) | -30.5% |
| 0061-450-5691-02 | WATER - INDIRECT | 67,499.33 | 67,499.33 | 0.00 | 0.0% |

| | | | | | |
|------------------|----------------------------|-------------------|-------------------|-----------------|-------------|
| 0061-450-5691-03 | RETIREMENT | 39,516.00 | 39,516.00 | 0.00 | 0.0% |
| 0061-450-5700-02 | WATER - OPERATING EXPENSES | 75,789.00 | 84,234.27 | (8,445.27) | -11.1% |
| 0061-450-5740-02 | WATER - INSURANCE | 19,226.00 | 22,971.50 | (3,745.50) | -19.5% |
| 0061-450-5740-03 | WATER-GASOLINE ACCT | 8,345.00 | 6,020.72 | 2,324.28 | 27.9% |
| 0061-450-5741-02 | GROUP HEALTH INS. | 68,344.75 | 67,051.63 | 1,293.12 | 1.9% |
| 0061-450-5741-03 | MEDICARE TAX | 3,493.13 | 3,174.70 | 318.43 | 9.1% |
| 0061-450-5810-11 | LEAK DETECTION | 2,900.00 | 2,900.00 | 0.00 | 0.0% |
| 0061-450-5870-02 | WATER - CAPITAL | 24,057.00 | 15,310.00 | 8,747.00 | 36.4% |
| 0061-450-5900-02 | WATER - DEBT SERVICE | 190,468.75 | 175,272.41 | 15,196.34 | 8.0% |
| | | 994,049.77 | 992,319.46 | 1,730.31 | 0.2% |
| | WATER FUND TOTAL | 994,049.77 | 992,319.46 | 1,730.31 | 0.2% |

| TOWN OF DUDLEY - REVOLVING FUNDS ACTIVITY - FISCAL 2019 | | | | |
|---|--|--|----|-------------|
| ANIMAL CARE | | Account #0918 000 5780 00 | | |
| 7/1/2017 | | BALANCE | \$ | - |
| | | Cash In 0918 000 4800 00 | \$ | - |
| | | EXPENSES | \$ | - |
| | | | \$ | - |
| BOARD OF HEALTH EDUCATION PROGRAMS | | Account #0916-000-5780-00 (Began April 2008) | | |
| 7/1/2017 | | BALANCE | \$ | 170.00 |
| | | Cash In 0916 000 4800 00 | \$ | - |
| | | EXPENSES | \$ | - |
| | | | \$ | 170.00 |
| FIRE OUTSIDE DETAILS | | Account #0907-000-5780-00 (Began November 2004) | | |
| 7/1/2017 | | BALANCE | \$ | 316.02 |
| | | Cash in 0907 000 4800 00 | \$ | 17,209.00 |
| | | EXPENSES | \$ | (22,363.50) |
| | | | \$ | (4,838.48) |
| WEBSITE EXPENSES (Began 4/2004) | | Account #0904-000-5780-00 | | |
| 7/1/2017 | | BALANCE | \$ | 780.09 |
| | | Cash in 0904 000 4320 00 | \$ | 500.00 |
| | | Expenses: Webhosting/Domain Name | \$ | (534.39) |
| | | | \$ | 745.70 |
| VETERAN'S BRICKS /MEMORIAL (Began 5/2004) | | Account #0905-000-5780-00 | | |
| 7/1/2017 | | BALANCE | \$ | 1,689.48 |
| | | Cash in 0905 000 4320 00 | \$ | 300.00 |
| | | EXPENSES | \$ | (177.00) |
| | | | \$ | 1,812.48 |
| GIFT SHOP (Began May 2004) | | Account #0906-000-5780-00 | | |
| 7/1/2017 | | BALANCE | \$ | 732.65 |
| | | Sales In 0906 000 4320 00 | \$ | - |
| | | EXPENSES | \$ | - |
| | | | \$ | 732.65 |
| ARREST WARRANT SERVICES (Began 2/2006) | | Account #0909-000-5780-00 | | |
| 7/1/2017 | | BALANCE | \$ | 1,060.55 |

| | | |
|---|---|----------------|
| | Cash in 0909 000 4800 00 | \$ - |
| | EXPENSES | \$ (500.00) |
| | | \$ 560.55 |
| FIREARMS PERMIT SERVICES (Began 12/2005) | Account #0910-000-5780-00 | |
| 7/1/2017 | BALANCE | \$ 28,436.19 |
| | Cash in 0910 000 4800 00 | \$ 7,512.50 |
| | EXPENSES | \$ (6,600.00) |
| | | \$ 29,348.69 |
| GENEOLOGY SERVICE - TOWN CLERK | Account #0911-000-5780-00 | |
| 7/1/2017 | BALANCE | \$ 2,113.10 |
| (Began 9/2006) | Cash In 0911 000 4800 00 | \$ 1,384.65 |
| | EXPENSES | \$ (589.00) |
| | | \$ 2,908.75 |
| CRUISER USE @ POLICE DETAILS | Account #0912-000-5780-00 | |
| 7/1/2017 | BALANCE | \$ 6,937.52 |
| (Began 9/2006) | Cash In 0912 000 4800 00 | \$ 6,648.06 |
| | EXPENSES | \$ - |
| | | \$ 13,585.58 |
| FIRE PENALTIES/VIOLATIONS | Account #0913-000-5780-00 | |
| 7/1/2017 | BALANCE | \$ 189.20 |
| (Began 9/2006) | Cash In 0913 000 4800 00 | \$ - |
| | EXPENSES | \$ - |
| | | \$ 189.20 |
| INSPECTORS - FUEL, GAS, PLUMBING, WIRE | Account #0901-000-5780, 1,2,3-00 | |
| 7/1/2017 | BALANCE | \$ - |
| (Began 7/1/2007) | Cash In 0901 000 4410, 11, 12, 13 | \$ 25,207.00 |
| | EXPENSES | \$ (25,154.50) |
| | | \$ 52.50 |
| TAX TITLE FEES (Began 7/1/2016) | Account #0914 000 5780 00 | |
| 7/1/2016 | BALANCE | \$ 39,294.39 |
| | Cash in 0914 000 4800 00 | \$ 11,085.43 |
| | EXPENSES | \$ (13,054.06) |
| | | \$ 37,325.76 |
| PLANNING DOCUMENTS (Began 1/2011) | Account #0915-000-5780-00 | |

| | | | |
|--|----------------------------------|----|------------------|
| 7/1/2017 | BALANCE | \$ | 99.56 |
| | Cash In 0915 000 4800 00 | \$ | - |
| | EXPENSES | \$ | - |
| | | \$ | 99.56 |
| HAZARDOUS MATERIAL COLLECTION | | | |
| 7/1/2017 | Account #0916-000-5781-00 | | |
| (Began May 2010) | BALANCE | \$ | 170.00 |
| | Cash In 0916 000 4810 00 | \$ | - |
| | EXPENSES | \$ | - |
| | | \$ | 170.00 |
| COA MEALS (BEGAN 11/19/2012) | | | |
| 7/1/2017 | Account #0917-000-5780-00 | | |
| | BALANCE | \$ | 177.42 |
| | Cash In 0917 000 4800 00 | \$ | 852.00 |
| | EXPENSES | \$ | (345.66) |
| | | \$ | 683.76 |
| CEMETERY FEES-BOS (Began 11/6/2012) | | | |
| 7/1/2017 | Account #0405-000-5782-00 | | |
| | BALANCE | \$ | 7,650.00 |
| | Cash In 0405 000 4882 00 | \$ | 600.00 |
| | EXPENSES | \$ | (300.00) |
| | | \$ | 7,950.00 |
| LIBRARY LOST BOOKS (Began 4/2008) | | | |
| 7/1/2017 | Account #0203-000-5780-96 | | |
| | BALANCE | \$ | 805.47 |
| | Cash In 0203 000 4696 00 | \$ | 845.14 |
| | EXPENSES | \$ | (405.91) |
| | | \$ | 1,244.70 |
| MUNICIPAL HEARINGS-BOS (Began 9/2011) | | | |
| 7/1/2017 | Account #0405-000-5780-00 | | |
| | BALANCE | \$ | 100.00 |
| | Cash In 0405 000 4800 00 | \$ | 44.10 |
| | EXPENSES | \$ | (88.20) |
| | | \$ | 55.90 |
| Total Balance : | | \$ | 92,797.30 |

TOWN OF DUDLEY - REVOLVING FUNDS ACTIVITY - FISCAL 2019
(approved at 5/20/2019 Town Meeting)

ANNUAL SPENDING LIMITS

| | | | |
|---------------------------------|--|----------------|----------|
| ANIMAL CARE | Account #0918 000-5780-00 | | |
| 7/1/2017 | BALANCE | \$ - | |
| | Cash In 0918 000 4800 | \$ - | |
| | EXPENSES | \$ - | \$15,000 |
| | | \$ - | |
| BOARD OF HEALTH & EL | Account #0916-000-5780-00 (Began April 2008) | | |
| 7/1/2017 | BALANCE | \$ 170.00 | |
| | Cash In 0916 000 4800 | \$ - | |
| | EXPENSES | \$ - | \$1,000 |
| | | \$ 170.00 | |
| FIRE OUTSIDE DETAIL | Account #0907-000-5780-00 (Began November 2004) | | |
| 7/1/2017 | BALANCE | \$ 316.02 | |
| | Cash in 0907 000 4800 | \$ 17,209.00 | |
| | EXPENSES | \$ (22,363.50) | \$25,000 |
| | | \$ (4,838.48) | |
| WEBSITE EXPENSES | Account #0904-000-5780-00 | | |
| 7/1/2017 | BALANCE | \$ 780.09 | |
| | Cash in 0904 000 4320 | \$ 500.00 | |
| | Expenses: Webhosting/I | \$ (534.39) | \$3,000 |
| | | \$ 745.70 | |
| VETERAN'S BRICKS | Account #0905-000-5780-00 | | |
| 7/1/2017 | BALANCE | \$ 1,689.48 | |
| | Cash in 0905 000 4321 | \$ 300.00 | |
| | EXPENSES | \$ (177.00) | \$6,000 |
| | | \$ 1,812.48 | |
| GIFT SHOP | Account #0906-000-5780-00 | | |
| 7/1/2017 | BALANCE | \$ 732.65 | |
| | Sales In 0906 000 4320 | \$ - | |
| | EXPENSES | \$ - | \$2,000 |
| | | \$ 732.65 | |
| ARREST WARRANT SE | Account #0909-000-5780-00 | | |
| 7/1/2017 | BALANCE | \$ 1,060.55 | |
| | Cash in 0909 000 4800 | \$ - | |
| | EXPENSES | \$ (500.00) | \$10,000 |
| | | \$ 560.55 | |
| FIREARMS PERMIT SE | Account #0910-000-5780-00 | | |
| 7/1/2017 | BALANCE | \$ 28,436.19 | |
| | Cash in 0910 000 4800 | \$ 7,512.50 | |
| | EXPENSES | \$ (6,600.00) | \$15,000 |
| | | \$ 29,348.69 | |
| GENEOLOGY SERVICE | Account #0911-000-5780-00 | | |
| 7/1/2017 | BALANCE | \$ 2,113.10 | |
| (Began 9/2006) | Cash In 0911 000 4800 | \$ 1,384.65 | |
| | EXPENSES | \$ (589.00) | |

| | | | | |
|---|-------------------------|----|-------------|--------------------|
| CRUISER USE @ POLI Account #0912-000-5780-00 | | \$ | 2,908.75 | \$3,000 |
| 7/1/2017 | BALANCE | \$ | 6,937.52 | |
| (Began 9/2006) | Cash In 0912 000 4800 | \$ | 6,648.06 | |
| | EXPENSES | \$ | - | \$50,000 |
| | | \$ | 13,585.58 | |
| FIRE PENALTIES/VIO Account #0913-000-5780-00 | | | | |
| 7/1/2017 | BALANCE | \$ | 189.20 | |
| (Began 9/2006) | Cash In 0913 000 4800 | \$ | - | |
| | EXPENSES | \$ | - | \$7,500 |
| | | \$ | 189.20 | |
| INSPECTORS - FUEL, Account #0901-000-5780,1,2,3-00 | | | | |
| 7/1/2017 | BALANCE | \$ | - | Up TO \$20,000 |
| (Began 7/1/2007) | Cash In 0901 000 4410, | \$ | 25,207.00 | for each Inspector |
| | EXPENSES | \$ | (25,154.50) | \$80,000 |
| | | \$ | 52.50 | |
| TAX TITLE FEES (Bega Account #0914 000 5780 00 | | | | |
| 7/1/2016 | BALANCE | \$ | 39,294.39 | |
| | Cash In 0914 000 4800 (| \$ | 11,085.43 | |
| | EXPENSES | \$ | (13,054.06) | |
| | | \$ | 37,325.76 | \$75,000 |
| PLANNING DOCUMENT Account #0915-000-5780-00 | | | | |
| 7/1/2017 | BALANCE | \$ | 99.56 | |
| | Cash In 0915 000 4800 | \$ | - | |
| | EXPENSES | \$ | - | \$1,000 |
| | | \$ | 99.56 | |
| HAZARDOUS MATERIA Account #0916-000-5781-00 | | | | |
| 7/1/2017 | BALANCE | \$ | 170.00 | |
| (Began May 2010) | Cash In 0916 000 4810 | \$ | - | |
| | EXPENSES | \$ | - | \$9,000 |
| | | \$ | 170.00 | |
| COA MEALS (BEGAN 1 Account #0917-000-5780-00 | | | | |
| 7/1/2017 | BALANCE | \$ | 177.42 | |
| | Cash In 0917 000 4800 | \$ | 852.00 | |
| | EXPENSES | \$ | (345.66) | \$5,000 |
| | | \$ | 683.76 | |
| CEMETERY FEES-BOS Account #0405-000-5782-00 | | | | |
| 7/1/2017 | BALANCE | \$ | 7,650.00 | |
| | Cash In 0405 000 4882 | \$ | 600.00 | |
| | EXPENSES | \$ | (300.00) | \$2,000 |
| | | \$ | 7,950.00 | |
| LIBRARY LOST BOOK: Account #0203-000-5780-96 | | | | |
| 7/1/2017 | BALANCE | \$ | 805.47 | |
| | Cash In 0203 000 4696 | \$ | 845.14 | |
| | EXPENSES | \$ | (405.91) | \$5,000 |
| | | \$ | 1,244.70 | |

| | | | | |
|--|-----------------------|----|-----------|--------------------------------|
| MUNICIPAL HEARINGS Account #0405-000-5780-00 | | | | |
| 7/1/2017 | BALANCE | \$ | 100.00 | |
| | Cash In 0405 000 4800 | \$ | 44.10 | |
| | EXPENSES | \$ | (88.20) | |
| | | \$ | 55.90 | \$2,000 |
| Total Balance : | | \$ | 92,797.30 | TOTAL SPENDING LIMIT \$316,500 |

Management's Discussion and Analysis

As management of the Town of Dudley, we offer readers of these financial statements this narrative overview and analysis of the financial activities for the fiscal year ended June 30, 2019. The intent of this discussion and analysis is to look at the Town's financial performance as a whole. Readers should also review the notes to the basic financial statements and financial statements to enhance their understanding of the Town's financial performance.

Financial Highlights

- The Town's liabilities and deferred inflows of resources exceeded its assets and deferred outflows of resources by \$2,662,263 (net position) for the fiscal year reported. This compares to the previous year when liabilities and deferred inflows of resources exceeded its assets and deferred outflows of resources by \$1,873,186, or a decrease of \$789,077 (42%) over last fiscal year's total net position.
- At the close of the current fiscal year, the Town's governmental funds reported total ending fund balance of \$4,210,163, a decrease of \$5,390,161 (56%) in comparison with prior year (primarily due to the Fire Station building improvements of \$4,750,987).
- The General Fund's total fund balance decreased \$168,151 (13%) to \$1,104,023. The ending fund balance is 6% of revenues and transfers in and 6% of expenditures and transfers out.
- Total liabilities of the Town increased by \$1,412,171 (4%) to \$37,853,652 during the fiscal year. The major components of this increase are due to net increases in warrants payable of \$378,099, in notes payable of \$655,000 and in the pension liability of \$1,274,465 and a net decrease in bonds payable of \$943,738.
- The Town had free cash certified by the Department of Revenue in the amount of \$600,650. The key factors that attributed to the free cash amount for fiscal year 2019 were unexpended/unencumbered appropriations of \$233,800, excess over budget state and local receipts of \$180,600 and excess over budget other financing sources of \$142,900.

The Town's enterprise funds certified free cash is as follows:

| | |
|--------------|-------------|
| ➤ Sewer Fund | \$ 309,949. |
| ➤ Water Fund | \$ 543,494. |

Overview of the Financial Statements

This discussion and analysis is intended to serve as an introduction to the Town of Dudley's basic financial statements. These basic financial statements are comprised of three components: 1) government-wide financial statements, 2) fund financial statements, and 3) notes to the financial statements. This report also contains other supplementary information in addition to the basic financial statements themselves.

Government-wide financial statements. The *government-wide financial statements* are designed to provide readers with a broad overview of finances, in a manner similar to private-sector business.

The *statement of net position* presents information on all assets, deferred outflows of resources, liabilities and deferred inflows of resources with the difference between them reported as *net position*. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position is improving or deteriorating.

The *statement of activities* presents information showing how the government's net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, *regardless of the timing of related cash flows*. Thus, revenues and expenses are reported in this statement for some items that will only result in cash flows in future fiscal periods (e.g., uncollected taxes and earned but unused vacation leave).

Both of the government-wide financial statements distinguish functions that are principally supported by taxes and intergovernmental revenues (*governmental activities*) from other functions that are intended to recover all or a significant portion of their costs through user fees and charges (*business-type activities*). The governmental activities include general government, public safety, public works, education, health and human services, culture and recreation, employee benefits and insurance, state assessments and interest. The business-type activities include the sewer and water activities.

Fund financial statements. A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. Fund accounting is used to ensure and demonstrate compliance with finance-related legal requirements. All of the funds can be divided into three categories: governmental funds, proprietary funds, and fiduciary funds.

Governmental funds. *Governmental funds* are used to account for essentially the same functions reported as *governmental activities* in the government-wide financial statements. However, unlike the government-wide financial statements, governmental fund statements focus on *near-term inflows of spendable resources*, as well as on *balances of spendable resources* available at the end of the fiscal year. Such information may be useful in evaluating a government's near-term financial requirements.

Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for *governmental activities* in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the government's near-term financing decision. Both the governmental fund balance sheet and the governmental fund statement of revenues, expenditures, and changes in fund balances provide a reconciliation to facilitate this comparison between *governmental funds* and *governmental activities*.

The Town of Dudley adopts an annual appropriated budget for its general fund. A budgetary comparison statement has been provided for the general fund to demonstrate compliance with this budget.

Proprietary funds. The Town maintains one type of proprietary fund.

Enterprise funds are used to report the same functions presented as *business-type activities* in the government-wide financial statements. The Town uses enterprise funds to account for its sewer and water activities.

Fiduciary funds. Fiduciary funds are used to account for resources held for the benefit of parties outside the government. Fiduciary funds are *not* reflected in the government-wide financial statements because the resources of those funds are *not* available to support the Town's own programs. The accounting used for fiduciary funds is much like that used for proprietary funds.

Notes to the basic financial statements. The notes provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements.

Financial Highlights
Statement of Net Position Highlights

| | Governmental Activities | | |
|---|-------------------------|-----------------------|---------------------|
| | 2019 | 2018 | Change |
| Assets: | | | |
| Current assets | \$ 7,146,236 | \$ 11,401,916 | \$ (4,255,680) |
| Capital assets | 20,529,755 | 15,514,748 | 5,015,007 |
| Total assets | 27,675,991 | 26,916,664 | 759,327 |
| Deferred Outflows of Resources | 1,943,734 | 1,081,637 | 862,097 |
| Liabilities: | | | |
| Current liabilities (excluding debt) | 955,536 | 523,243 | 432,293 |
| Current debt | 1,725,000 | 1,078,738 | 646,262 |
| Noncurrent liabilities (excluding debt) | 24,854,797 | 23,740,351 | 1,114,446 |
| Noncurrent debt | 6,900,000 | 7,600,000 | (700,000) |
| Total liabilities | 34,435,333 | 32,942,332 | 1,493,001 |
| Deferred Inflows of Resources | 1,962,767 | 1,262,726 | 700,041 |
| Net Position: | | | |
| Net investment in capital assets | 11,904,755 | 13,037,899 | (1,133,144) |
| Restricted | 4,278,625 | 2,660,803 | 1,617,822 |
| Unrestricted | (22,961,755) | (21,905,459) | (1,056,296) |
| Total net position | \$ (6,778,375) | \$ (6,206,757) | \$ (571,618) |

| | Business-Type Activities | | |
|--|--------------------------|---------------------|---------------------|
| | 2019 | 2018 | Change |
| Assets: | | | |
| Current assets | \$ 1,977,121 | \$ 2,129,498 | \$ (152,377) |
| Noncurrent assets (excluding capital assets) | - | 8,594 | (8,594) |
| Capital assets | 5,555,784 | 5,714,996 | (159,212) |
| Total assets | 7,532,905 | 7,853,088 | (320,183) |
| Deferred Outflows of Resources | 219,782 | 121,652 | 98,130 |
| Liabilities: | | | |
| Current liabilities (excluding debt) | 35,696 | 47,404 | (11,708) |
| Current debt | 235,000 | 235,000 | - |
| Noncurrent liabilities (excluding debt) | 2,757,623 | 2,591,745 | 165,878 |
| Noncurrent debt | 390,000 | 625,000 | (235,000) |
| Total liabilities | 3,418,319 | 3,499,149 | (80,830) |
| Deferred Inflows of Resources | 218,256 | 142,020 | 76,236 |
| Net Position: | | | |
| Net investment in capital assets | 4,930,784 | 4,854,996 | 75,788 |
| Restricted | 81,143 | 93,695 | (12,552) |
| Unrestricted | (895,815) | (615,120) | (280,695) |
| Total net position | \$ 4,116,112 | \$ 4,333,571 | \$ (217,459) |

Financial Highlights
Statement of Activities Highlights

| | Governmental Activities | | |
|---|-------------------------|-----------------------|---------------------|
| | 2019 | 2018 | Change |
| Program Revenues: | | | |
| Charges for services | \$ 1,634,995 | \$ 1,730,918 | \$ (95,923) |
| Operating grants and contributions | 537,369 | 720,365 | (182,996) |
| Capital grants and contributions | 784,773 | 564,539 | 220,234 |
| General Revenues: | | | |
| Property taxes | 13,724,500 | 11,368,781 | 2,355,719 |
| Motor vehicle and other excise taxes | 1,684,254 | 1,588,072 | 96,182 |
| Penalties and interest on taxes | 130,592 | 114,170 | 16,422 |
| Nonrestricted grants | 1,961,058 | 1,895,480 | 65,578 |
| Unrestricted investment income | 132,007 | 27,616 | 104,391 |
| Gain/(loss) on sale of capital assets | - | 53,990 | (53,990) |
| Miscellaneous | 5,951 | - | 5,951 |
| Total revenues | 20,595,499 | 18,063,931 | 2,531,568 |
| Expenses: | | | |
| General government | 1,964,260 | 1,664,178 | 300,082 |
| Public safety | 3,486,606 | 3,283,523 | 203,083 |
| Public works | 1,539,527 | 1,462,775 | 76,752 |
| Education | 10,238,627 | 8,716,443 | 1,522,184 |
| Health and human services | 249,329 | 281,604 | (32,275) |
| Culture and recreation | 626,057 | 662,474 | (36,417) |
| Employee benefits and insurance | 2,729,301 | 2,711,540 | 17,761 |
| State assessments | 25,807 | 24,384 | 1,423 |
| Interest | 315,103 | 132,820 | 182,283 |
| Total expenses | 21,174,617 | 18,939,741 | 2,234,876 |
| Contributions to Permanent Funds | 4,400 | 4,250 | 150 |
| Net Transfers | 3,100 | (1,067) | 4,167 |
| Change in net position | (571,618) | (872,627) | 301,009 |
| Net position - beginning of year | (6,206,757) | (5,334,130) | (872,627) |
| Net position - end of year | \$ (6,778,375) | \$ (6,206,757) | \$ (571,618) |

| | Business-Type Activities | | |
|---|--------------------------|---------------------|---------------------|
| | 2019 | 2018 | Change |
| Program Revenues: | | | |
| Charges for services | \$ 1,960,171 | \$ 2,045,562 | \$ (85,391) |
| Operating grants and contributions | 39,360 | 28,600 | 10,760 |
| Capital grants and contributions | - | 2,487 | (2,487) |
| Total revenues | 1,999,531 | 2,076,649 | (77,118) |
| Expenses: | | | |
| Sewer | 1,249,790 | 1,201,402 | 48,388 |
| Water | 964,100 | 803,830 | 160,270 |
| Total expenses | 2,213,890 | 2,005,232 | 208,658 |
| Transfers | (3,100) | 1,067 | (4,167) |
| Change in net position | (217,459) | 72,484 | (289,943) |
| Net position - beginning of year | 4,333,571 | 4,261,087 | 72,484 |
| Net position - end of year | \$ 4,116,112 | \$ 4,333,571 | \$ (217,459) |

GOVERNMENT-WIDE FINANCIAL ANALYSIS

As noted earlier, net position may serve over time as a useful indicator of a government's financial position. Liabilities and deferred inflows of resources exceeded assets and deferred outflows of resources by \$2,662,263 at the close of fiscal year 2019.

Net position of \$16,835,539 reflects its investment in capital assets (e.g., land, buildings, machinery, and equipment); less any related debt used to acquire those assets that are still outstanding. The Town uses these capital assets to provide services to citizens; consequently, these assets are *not* available for future spending. Although the investment in its capital assets is reported net of its related debt, it should be noted that the resources needed to repay this debt must be provided from other sources, since the capital assets themselves cannot be used to liquidate these liabilities.

An additional portion of the net position, \$4,359,768 represents resources that are subject to external restrictions on how they may be used. The remaining balance consists of *unrestricted net position* (\$23,857,570).

At the end of the current fiscal year, the Town is able to report positive balances in two categories of net position and a negative balance in the unrestricted category in the governmental activities, business-type activities and for the government as a whole. The unrestricted governmental activities, business-type activities and government as a whole resulted in a negative balance mainly due to the accrual of the OPEB obligation and net pension liabilities that are required under GASB to be recognized in the Town's financial statements. These liabilities are presented on the statement of net position.

The governmental activities net position decreased by \$571,618 (9%) during the current fiscal year. The key elements of the decrease in net position for fiscal year 2019 is attributed to the acquisition of \$6,269,862 in new capital assets exceeding the depreciation expense (cost spread out over the useful life of the asset) for the year of \$1,254,855 and increases in the repayment of debt \$708,738 and in the changes in deferred outflow/(inflow) of resources related to OPEB of \$997,193 and to pensions of \$627,569 and net decreases from the change in the Fire Station Building improvement fund of \$4,750,987, in recognizing the changes in this year's OPEB obligation of \$1,492,674 and in the pension liability of \$1,107,858.

There was a decrease of \$217,459 (5%) in net position reported in connection with the sewer and water business-type activities. Of this, there were decreases of \$176,972 attributed to the sewer department and of \$40,487 attributed to the water department.

Financial Analysis of the Government's Funds

As noted earlier, the Town uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements.

Governmental funds. The focus of *governmental funds* is to provide information on near-term inflows, outflows, and balances of *spendable* resources. Such information is useful in assessing financing requirements. In particular, unassigned fund balance may serve as a useful measure of a government's net resources available for spending at the end of the fiscal year.

As of the end of the current fiscal year, governmental funds reported combined ending fund balances of \$4,210,163, a decrease of \$5,390,161 (56%) in comparison with the prior year.

The breakdown of the governmental funds is as follows:

- Nonspendable fund balance – \$49,050 (1%).
- Restricted fund balance – \$3,767,615 (89%).
- Committed fund balance – \$49,625 (1%).
- Assigned fund balance – \$321,218 (8%).
- Unassigned fund balance – \$22,655 (1%).

At the end of the fiscal year, the General Fund reported a fund balance of \$1,104,023 decreasing \$168,151 (13%) from the prior year. Of the \$1,104,023, the unassigned amount is \$782,805 (71%) and the assigned amount is \$321,218 (29%). General fund revenues were \$2,513,158 (15%) more than the prior fiscal year and expenditures also increased by \$2,473,431 (15%). Other activities in the General fund are net transfers to other funds of \$30,189.

The main components of the increase in general fund revenues was related to the increase in property taxes in the amount of \$2,377,871 (21%) from the prior year.

The major changes with the general fund expenditures from the prior fiscal year were as follows:

- Increase in General government expenditures of \$333,874 (27%).
- Increase in Education expenditures of \$1,522,184 (17%).
- Increase in Principal and Interest on debt service expenditures of \$385,352 (51%).

The *Fire Station Building Improvements Fund* is used to account for the building and improvements of a new public safety facility. The fund has a balance of \$1,347,164 at the end of the fiscal year. This is a decrease of \$4,750,987. The activity of the fund consisted of an insurance settlement of \$25,000 and expenditures of \$4,775,987. The Town has a temporary bond anticipation note outstanding of \$225,000 for this project which is not reflected in the fund balance.

Proprietary funds. The proprietary funds statements share the same focus as the government-wide statements, reporting both short-term and long-term information about financial status.

The *Sewer Fund* is the financing and operations of the Town's sewer system. The sewer fund has accumulated a balance of \$1,591,101 and shows a decrease of \$176,972 (10%) in total operations. This change was mainly attributed to operating costs exceeding operating revenues by \$247,707, interest and special assessments income of \$13,464, interest expense of \$6,910 and net transfers from governmental funds of \$64,181. Operating revenues decreased by \$48,587 (5%) while operating expenses increased by \$53,873 (5%) from the prior year.

The *Water Fund* is the financing and operations of the Town's water system. The water fund has accumulated a balance of \$2,525,011 and shows a decrease of \$40,487 (2%) in total operations. This change resulted from operating revenues exceeding operating expenditures by \$13,318, interest and intergovernmental income of \$27,053, interest expense of \$13,577 and net transfers to governmental funds of \$67,281. Operating revenues decreased by \$37,961 (4%) while operating expenses increased by \$165,341 (21%) from the prior year.

General Fund Budgetary Highlights

The final general fund budget for fiscal year 2019 was \$19,301,263. This was an increase of \$2,450,030 (15%) over the previous year's budget.

There was an increase of \$401,800 between the original budget and the final amended budget. This change is attributed to votes at the special town meetings in July 2018 and October 2018 and the annual town meeting in May 2019 for various budget operating line items.

General fund expenditures were less than budgeted by \$341,513. Of the \$341,513 in under budget expenditures \$107,751 has been carried over to fiscal year 2020.

There were negative variances in property taxes of \$35,215 and in licenses, permits and fees of \$69,268 as expectations (budget) were higher than the receipts.

The variance with the final budget was a positive \$379,128 consisting of a revenue surplus of \$145,366 and an appropriation surplus of \$233,762.

Capital Asset and Debt Administration

Capital Assets. The Town's investment in capital assets for its governmental and business-type activities amounts to \$20,529,755 and \$5,555,784, respectively.

The investment in capital assets includes land, construction in progress, buildings and renovations, machinery, equipment and other and infrastructure.

Major capital events during the current fiscal year in the governmental type funds included the following:

- Foreclosure property for \$13,140.
- Town Hall roof for \$476,930.
- Police vehicle purchase for \$44,474.
- Fire Department building improvements for \$4,775,987.
- Fire Department vehicle and equipment purchases for \$224,115.
- Highway vehicle and equipment purchases for \$251,989.
- Highway LED street light system for \$160,150.
- Highway road improvements for \$277,495.
- Rail Trail improvements for \$45,582.

Major capital events during the current fiscal year in the business-type funds included the following:

In the sewer fund:

- Equipment purchase for \$70,976.
- Infrastructure projects for \$1,970.

Debt Administration. The Town's outstanding governmental long-term debt, as of June 30, 2019, totaled \$7,600,000, of which \$1,520,000 is for building renovation projects and \$6,080,000 is for the new fire station improvements.

The governmental activities currently have outstanding bond anticipation notes for \$1,025,000 for various vehicle, equipment and building projects.

The business-type funds have \$625,000 in long-term debt. Of this, \$60,000 is for sewer debt, \$45,000 is for water corrosion control systems and \$520,000 consists of water mains debt.

Please refer to notes 3D, 3F and 3G for further discussion of the major capital and debt activity.

Next Year's Annual Town Meeting

The Town of Dudley operates under the "Open Meeting" concept where each voter has an equal vote in adopting of Town budgets and appropriations. The financial statements for June 30, 2019 do not reflect the fiscal year 2020 Town Meeting action with the exception of the fund balance free cash and stabilization amounts. The Annual Town Meeting on May 20, 2019 authorized a fiscal year 2020 operating and capital budget as follows:

| | | | |
|------------------------------|----|---------|----------------------|
| From the tax levy | | \$ | 18,719,636 |
| From sewer receipts | \$ | 974,697 | |
| From sewer retained earnings | | 32,833 | 1,007,530 |
| From water receipts | | 926,232 | |
| From water retained earnings | | 167,324 | 1,093,556 |
| From Other Available Funds: | | | |
| General Fund: | | | |
| Unassigned fund balance: | | | |
| Free cash | | | 30,740 |
| Stabilization fund | | 137,127 | |
| Capital stabilization fund | | 45,600 | 182,727 |
| | | | <u>\$ 21,034,189</u> |

Requests for Information

This financial report is designed to provide a general overview of the Town of Dudley's finances for all those with an interest in the government's finances. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to the Town Accountant, 71 West Main Street, Dudley, Massachusetts 01571.

REPORT OF THE TOWN CLERK

To the Honorable Board of Selectmen and Citizens of the Town of Dudley, I hereby submit my report for the period of July 1, 2018 through June 30, 2019.

REGISTERED VOTERS AS OF JUNE 30, 2019

| | |
|--------------------------------|------|
| Democrat | 1451 |
| Republican..... | 1049 |
| Libertarian | 53 |
| United Independent Party | 55 |
| Unenrolled..... | 4506 |
| All Others | 30 |
| *Total | 7144 |

*Total includes Inactive Voters (1060)

TOWN ELECTIONS AND MEETINGS / MINUTES RECORDED:

Special Town Meeting Warrant/July 26, 2018
Special Town Meeting Action
State Primary Election Warrant/September 4, 2018
State Primary Election Action
Annual Fall Town Meeting Warrant/October 29, 2018
Annual Fall Town Meeting Action
State Election Warrant/November 6, 2018
State Election Action
Annual Spring Town Meeting Warrant/May 20, 2019
Annual Spring Town Meeting Action
Annual Town Election Action

TOTAL NUMBER OF RESIDENTS -

| | |
|------------------------------|---------|
| JANUARY 1, 2019 CENSUS | *10,650 |
| Under age 17..... | 1,577 |
| Over age 17..... | 9,073 |

*Total includes Inactive Voters who did not respond to the Census

** Massachusetts no longer collects gender information

VITAL STATISTICS RECORDED JULY 1, 2018 THROUGH JUNE 30, 2019

| | |
|-------------------------------------|-----|
| Marriages Recorded and Indexed..... | 49 |
| Births Recorded and Indexed | 101 |
| Deaths Recorded and Indexed..... | 84 |

MISCELLANEOUS LICENSES FILED JULY 1, 2018 THROUGH JUNE 30, 2019

| | |
|--|----|
| Auctioneers Permit | 0 |
| Raffle Permits..... | 7 |
| Gasoline and Storage of Inflammables..... | 12 |
| Business Certificates Issued | 57 |
| Board of Appeals – Filing of Variances & Special Permits | 11 |

DOG LICENSES ISSUED JULY 1, 2018- JUNE 30, 2019

| | |
|----------------------------|------|
| Tags issued | 1808 |
| Kennels: over 3 dogs | 17 |
| Commercial Kennel:..... | 2 |

Money collected July 1, 2018 - June 30, 2019 and forwarded to:

Town Treasurer (includes dog licenses/fines and Non-Criminal Dispositions) \$51,615.10
Town Treasurer (UniBank (on-line payments)..... \$7,151.50

INVENTORIES

In accordance with Article 15, Section 1 of the Town of Dudley By-Laws, the following departments filed inventories for the year ending 2019:

| | | |
|------------------------|----------------------------|-------------------|
| Accountant/MIS | Assessor | Board of Health |
| Board of Selectmen | Building Department | Cable Access |
| Cemetery Commission | Conservation Commission | Council on Aging |
| Fire Department | Highway Department | Library |
| Personnel Board | Planning Board | Police Department |
| Treasurer/Collector | Town Clerk | Veterans' Agent |
| Water/Sewer Commission | | |

Respectfully submitted: _____



Lori A. Smith, Dudley Town Clerk

TOWN OF DUDLEY
SPECIAL TOWN MEETING WARRANT
COMMONWEALTH OF MASSACHUSETTS

Worcester, ss

To either of the Constables in the Town of Dudley, in the County of Worcester, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Dudley, qualified to vote in elections and town affairs, to meet in at the Dudley Municipal Complex, 71 West Main Street, Dudley, MA in the Veteran's Memorial Hall, Room 321A on Thursday, July 26, 2018, and other such times as may be voted, if needed at 6:30PM, then and there to take action on the following articles:

ARTICLE 1 - (Planning Board) To see if the Town will vote to amend the Zoning Bylaws, and Zoning Bylaws Map relative to large-scale ground-mounted solar photovoltaic installations, by amending **SECTION III, SPECIAL USE REGULATIONS, 3.12.00 LARGE SCALE SOLAR PHOTOVOLTAIC, 3.12.02 Applicability**, second paragraph, by adding the following phrase immediately following the words with the Town Clerk at the existing end of said paragraph:

,and as shown on the map entitled "Zoning Map Amendment Proposed Solar Overlay District Parcels 215-019-000-000 and 215-019-001-0000, 99 Ramshorn Road, Dudley, MA", dated March 2018, which map is hereby made a part of the Zoning Bylaws and Official Zoning Map and is on file in the Office of the Planning Board and the Town Clerk.

And by adopting the above referenced zoning map amendment per the above referenced map, which is to be on file with the Town Clerk and the Planning Board, and by amending the existing Zoning Map to include said Solar Overlay District, or take any other action relative thereto.

You are hereby directed to serve this warrant by posting attested copies thereof, at the Dudley Municipal Complex and on the Town of Dudley website and posting notice of availability of the Warrant on one (1) Cable Access Channel.

Warrant to be posted at least seven (7) days before holding of said meeting. Hereof, fail not, and make due return of this warrant with your doing thereon, to the Town Clerk at the time of holding of said meeting.

Given under our hands this 2nd day of July in the year Two Thousand and Eighteen.

Steven Sullivan, Chairman

Kerry Cyganiewicz, Vice-Chairman

John Marsi

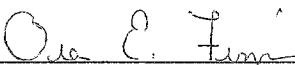
DUDLEY BOARD OF SELECTMEN

I have notified and warned the inhabitants of the Town of Dudley by posting up attested copies of the same at the Dudley Municipal Complex on the 18th day of July 2018. I also observed it posted on the Town's website and notice of availability on the Dudley Cable Access Channel on the 18th day of July 2018.

Thereby making my return to the Dudley Town Clerk on the 18th day of July 2018.

Pellegrino J. D'Auria
Constable, Town of Dudley

A True Copy.

Attest: 
Ora E. Finn, CMMC, Dudley Town Clerk

TOWN OF DUDLEY
SPECIAL TOWN MEETING

JULY 26, 2018

As instructed in the preceding warrant, legal voters of the Town of Dudley assembled in the Dudley Municipal Complex, Room 321A on Thursday, July 26, 2018. The meeting was brought to order at 6:38 p.m. After the Pledge of Allegiance to the Flag, the Moderator recognized the Town Clerk to read the service of the warrant. The Moderator made announcements regarding proper decorum at a town meeting.

ARTICLE 1 - (Planning Board) To see if the Town will vote to amend the Zoning Bylaws, and Zoning Bylaws Map relative to large-scale ground-mounted solar photovoltaic installations, by amending **SECTION III, SPECIAL USE REGULATIONS, 3.12.00 LARGE SCALE SOLAR PHOTOVOLTAIC, 3.12.02 Applicability**, second paragraph, by adding the following phrase immediately following the words with the Town Clerk at the existing end of said paragraph:

,and as shown on the map entitled "Zoning Map Amendment Proposed Solar Overlay District Parcels 215-019-000-000 and 215-019-001-0000, 99 Ramshorn Road, Dudley, MA", dated March 2018, which map is hereby made a part of the Zoning Bylaws and Official Zoning Map and is on file in the Office of the Planning Board and the Town Clerk.

And by adopting the above referenced zoning map amendment per the above referenced map, which is to be on file with the Town Clerk and the Planning Board, and by amending the existing Zoning Map to include said Solar Overlay District, or take any other action relative thereto.

The Moderator recognized Planning Board Vice-Chairman Guy Horne who stated that the Board had held the required public hearing on Article 1 and that the Board recommended that the article. Mr. Horne made a motion to accept Article 1 as written. The motion was seconded by Selectman Sullivan.

The article was discussed by the voters at length. Selectman Joseph moved the question which was seconded by Selectman Sullivan. The Moderator announced that he would be conducting a standing vote because zoning by-laws required a 2/3 majority vote.

The results were Yes/32 – No/19. The Moderator declared the article defeated.

Selectman Joseph moved to adjourn the meeting; the motion was seconded. The Moderator declared the meeting adjourned at 7:55 p.m.

Brought to order at 6:38 p.m.

Adjourned: 7:55 p.m.

Voters Present:

Action Taken on Article: 1

A True Copy.

Attest: Ora E. Finn

Ora E. Finn, CMMC, Dudley Town Clerk

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

STATE PRIMARY

WORCESTER SS.

To the Constables of the Town of Dudley

GREETINGS:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said city or town who are qualified to vote in Primaries to vote at

Precincts One, Two and Three

The Dudley Municipal Complex, 71 West Main Street, Dudley, MA

on **TUESDAY, THE FOURTH DAY OF SEPTEMBER, 2018**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Primaries for the candidates of political parties for the following offices:

SENATOR IN CONGRESS FOR THIS COMMONWEALTH
GOVERNOR..... FOR THIS COMMONWEALTH
LIEUTENANT GOVERNOR..... FOR THIS COMMONWEALTH
ATTORNEY GENERAL..... FOR THIS COMMONWEALTH
SECRETARY OF STATE..... FOR THIS COMMONWEALTH
TREASURER..... FOR THIS COMMONWEALTH
AUDITOR..... FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS FIRST DISTRICT
COUNCILLOR SEVENTH DISTRICT
SENATOR IN GENERAL COURT WORCESTER & NORFOLK DISTRICT
REPRESENTATIVE IN GENERAL COURT SIXTH WORCESTER DISTRICT
DISTRICT ATTORNEY MIDDLE DISTRICT
CLERK OF COURTS..... WORCESTER COUNTY
REGISTER OF DEEDS..... WORCESTER DISTRICT

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 30th day of July, 2018.

John J. Marsi Jr.
Paul M. Joseph

Jonathan J. Ruda
Kerry J. Cyganiewicz Sr.

Selectmen of Dudley

Warrant must be posted by August 28, 2018, (at least *seven days prior* to the **September 4, 2018** State Primary.

And you are hereby requested to serve this warrant by posting attested copies thereof, in the following two (2) places within the Town, to wit: Dudley Municipal Complex, the Town of Dudley Web Site and a notice of availability of the warrant on one Cable Access Channel.

Pellegrino J. D'Auria
Constable

Posted: August 6, 2018

A True Copy.

Attest: Ora E. Finn
Ora E. Finn, CMMC, Dudley Town Clerk

COMMONWEALTH OF MASSACHUSETTS
MASSACHUSETTS STATE PRIMARY

SEPTEMBER 4, 2018

As instructed in the preceding warrant the legal voters of the Town of Dudley assembled at the Dudley Municipal Complex, 71 West Main Street, on Tuesday, September 4, 2018. The Election Officers were sworn to the faithful performance of their duties and the election was called to order at 7:00 a.m. by the Town Clerk. Voting continued until 8:00 p.m. at which time the polls were announced closed and the counting began. Total votes cast were 1036.

DEMOCRAT

SENATOR IN CONGRESS

| | PREC I | PREC II | PREC III | TOTAL |
|---------------------|--------|---------|----------|-------|
| Blanks | 33 | 30 | 22 | 85 |
| Elizabeth A. Warren | 166 | 98 | 99 | 363 |
| All Others: | 1 | 5 | 2 | 8 |
| Total | 200 | 133 | 123 | 456 |

GOVERNOR

| | PREC I | PREC II | PREC III | TOTAL |
|-----------------|--------|---------|----------|-------|
| Blanks | 42 | 32 | 30 | 104 |
| Jay M. Gonzalez | 83 | 55 | 54 | 192 |
| Bob Massie | 72 | 39 | 36 | 147 |
| Write-Ins: | | | | |
| Charles Baker | 3 | 6 | 3 | 12 |
| All Others | 0 | 1 | 0 | 1 |
| Total | 200 | 133 | 123 | 456 |

LIEUTENANT GOVERNOR

| | PREC I | PREC II | PREC III | TOTAL |
|-----------------|--------|---------|----------|-------|
| Blanks | 38 | 36 | 31 | 105 |
| Quentin Palfrey | 85 | 59 | 52 | 196 |
| Jimmy Tingle | 77 | 34 | 40 | 151 |
| Write-Ins: | 0 | 0 | 0 | 0 |
| Karen Polito | 0 | 4 | 0 | 4 |
| Total | 200 | 133 | 123 | 456 |

ATTORNEY GENERAL

| | PREC I | PREC II | PREC III | TOTAL |
|--------------|--------|---------|----------|-------|
| Blanks | 23 | 23 | 18 | 64 |
| Maura Healey | 177 | 109 | 104 | 390 |
| All Others | 0 | 1 | 1 | 2 |
| Total | 200 | 133 | 123 | 456 |

SECRETARY OF STATE

| | PREC I | PREC II | PREC III | TOTAL |
|------------------------|--------|---------|----------|-------|
| Blanks | 5 | 6 | 9 | 20 |
| William Francis Galvin | 159 | 109 | 85 | 353 |
| Josh Zakim | 36 | 18 | 29 | 83 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 200 | 133 | 123 | 456 |

TREASURER

| | PREC I | PREC II | PREC III | TOTAL |
|---------------------|--------|---------|----------|-------|
| Blanks | 47 | 30 | 28 | 105 |
| Deborah B. Goldberg | 153 | 102 | 95 | 350 |
| All Others | 0 | 1 | 0 | 1 |
| Total | 200 | 133 | 123 | 456 |

AUDITOR

| | PREC I | PREC II | PREC III | TOTAL |
|-----------------|--------|---------|----------|-------|
| Blanks | 44 | 35 | 28 | 107 |
| Suzanne M. Bump | 156 | 98 | 95 | 349 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 200 | 133 | 123 | 456 |

REPRESENTATIVE IN CONGRESS
FIRST DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|----------------------|--------|---------|----------|-------|
| Blanks | 6 | 7 | 5 | 18 |
| Richard E. Neal | 165 | 101 | 97 | 363 |
| Tahirah Amatul-Wadud | 29 | 25 | 21 | 75 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 200 | 133 | 123 | 456 |

COUNCILLOR
SEVENTH DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|----------------|--------|---------|----------|-------|
| Blanks | 51 | 31 | 32 | 114 |
| Paul M. DePalo | 149 | 102 | 91 | 342 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 200 | 133 | 123 | 456 |

SENATOR IN GENERAL COURT
WORCESTER & NORFOLK DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|-------------------|--------|---------|----------|-------|
| Blanks | 53 | 31 | 28 | 112 |
| Thomas M. Merolli | 147 | 102 | 95 | 344 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 200 | 133 | 123 | 456 |

REPRESENTATIVE IN GENERAL COURT
SIXTH DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 198 | 128 | 121 | 447 |
| All Others | 2 | 5 | 2 | 9 |
| Total | 200 | 133 | 123 | 456 |

DISTRICT ATTORNEY
MIDDLE DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|----------------------|--------|---------|----------|-------|
| Blanks | 34 | 23 | 18 | 75 |
| Joseph D. Early, Jr. | 166 | 110 | 105 | 381 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 200 | 133 | 123 | 456 |

CLERK OF COURTS
WORCESTER COUNTY

| | PREC I | PREC II | PREC III | TOTAL |
|-------------------|--------|---------|----------|-------|
| Blanks | 47 | 28 | 25 | 100 |
| Dennis P. McManus | 153 | 105 | 98 | 356 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 200 | 133 | 123 | 456 |

REGISTER OF DEEDS
WORCESTER DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|-------------------|--------|---------|----------|-------|
| Blanks | 41 | 20 | 23 | 84 |
| Kathryn A. Toomey | 159 | 112 | 100 | 371 |
| Write-Ins: | | | | |
| Kate Campanale | 0 | 1 | 0 | 1 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 200 | 133 | 123 | 456 |

REPUBLICAN

SENATOR IN CONGRESS

| | PREC I | PREC II | PREC III | TOTAL |
|----------------------|--------|---------|----------|-------|
| Blanks | 11 | 9 | 15 | 35 |
| Geoff Diehl | 92 | 89 | 84 | 265 |
| John Kingston | 54 | 60 | 38 | 152 |
| Beth Joyce Lindstrom | 51 | 40 | 33 | 124 |
| All Others | 0 | 0 | 1 | 1 |
| Total | 208 | 198 | 171 | 577 |

GOVERNOR

| | PREC I | PREC II | PREC III | TOTAL |
|------------------|--------|---------|----------|-------|
| Blanks | 1 | 0 | 3 | 4 |
| Charles D. Baker | 152 | 118 | 99 | 369 |
| Scott D. Lively | 55 | 80 | 68 | 203 |
| All Others | 0 | 0 | 1 | 1 |
| Total | 208 | 198 | 171 | 577 |

LIEUTENANT GOVERNOR

| | PREC I | PREC II | PREC III | TOTAL |
|-----------------|--------|---------|----------|-------|
| Blanks | 39 | 35 | 38 | 112 |
| Karyn E. Polito | 169 | 163 | 132 | 464 |
| All Others | 0 | 0 | 1 | 1 |
| Total | 208 | 198 | 171 | 577 |

ATTORNEY GENERAL

| | PREC I | PREC II | PREC III | TOTAL |
|----------------------|--------|---------|----------|-------|
| Blanks | 33 | 34 | 37 | 104 |
| James R. McMahon III | 104 | 111 | 79 | 294 |
| Daniel L. Shores | 70 | 52 | 54 | 176 |
| All Others | 1 | 1 | 1 | 3 |
| Total | 208 | 198 | 171 | 577 |

SECRETARY OF STATE

| | PREC I | PREC II | PREC III | TOTAL |
|------------------|--------|---------|----------|-------|
| Blanks | 56 | 51 | 54 | 161 |
| Anthony M. Amore | 152 | 147 | 116 | 415 |
| All Others | 0 | 0 | 1 | 1 |
| Total | 208 | 198 | 171 | 577 |

TREASURER

| | PREC I | PREC II | PREC III | TOTAL |
|-----------------|--------|---------|----------|-------|
| Blanks | 60 | 52 | 52 | 164 |
| Keiko M. Orrall | 148 | 146 | 118 | 412 |
| All Others | 0 | 0 | 1 | 1 |
| Total | 208 | 198 | 171 | 577 |

AUDITOR

| | PREC I | PREC II | PREC III | TOTAL |
|-------------|--------|---------|----------|-------|
| Blanks | 64 | 57 | 55 | 176 |
| Helen Brady | 143 | 141 | 115 | 399 |
| All Others | 1 | 0 | 1 | 2 |
| Total | 208 | 198 | 171 | 577 |

REPRESENTATIVE IN CONGRESS
FIRST DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 207 | 188 | 165 | 560 |
| All Others | 1 | 10 | 6 | 17 |
| Total | 208 | 198 | 171 | 577 |

COUNCILLOR
SEVENTH DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|-------------------|--------|---------|----------|-------|
| Blanks | 37 | 33 | 34 | 104 |
| Jennie L. Caissie | 169 | 165 | 136 | 470 |
| All Others | 2 | 0 | 1 | 3 |
| Total | 208 | 198 | 171 | 577 |

SENATOR IN GENERAL COURT
WORCESTER & NORFOLK DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|-----------------|--------|---------|----------|-------|
| Blanks | 32 | 28 | 30 | 90 |
| Ryan C. Fattman | 176 | 170 | 140 | 486 |
| All Others | 0 | 0 | 1 | 1 |
| Total | 208 | 198 | 171 | 577 |

REPRESENTATIVE IN GENERAL COURT
SIXTH DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|-----------------|--------|---------|----------|-------|
| Blanks | 38 | 27 | 36 | 101 |
| Peter J. Durant | 170 | 170 | 135 | 475 |
| All Others | 0 | 1 | 0 | 1 |
| Total | 208 | 198 | 171 | 577 |

DISTRICT ATTORNEY
MIDDLE DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 204 | 194 | 167 | 565 |
| All Others | 4 | 4 | 4 | 12 |
| Total | 208 | 198 | 171 | 577 |

CLERK OF COURTS
WORCESTER COUNTY

| | PREC I | PREC II | PREC III | TOTAL |
|------------------|--------|---------|----------|-------|
| Blanks | 64 | 51 | 52 | 167 |
| Joanne E. Powell | 144 | 146 | 118 | 408 |
| All Others | 0 | 1 | 1 | 2 |
| Total | 208 | 198 | 171 | 577 |

REGISTER OF DEEDS
WORCESTER DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|-------------------|--------|---------|----------|-------|
| Blanks | 12 | 9 | 24 | 45 |
| Kate D. Campanale | 119 | 128 | 105 | 352 |
| Kevin J. Kuros | 77 | 61 | 41 | 179 |
| All Others | 0 | 0 | 1 | 1 |
| Total | 208 | 198 | 171 | 577 |

LIBERTARIAN

SENATOR IN CONGRESS

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 1 | 2 | 0 | 3 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 1 | 2 | 0 | 3 |

GOVERNOR

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 0 | 0 | 0 | 0 |
| All Others | 1 | 2 | 0 | 3 |
| Total | 1 | 2 | 0 | 3 |

LIEUTENANT GOVERNOR

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 1 | 2 | 0 | 3 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 1 | 2 | 0 | 3 |

ATTORNEY GENERAL

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 1 | 2 | 0 | 3 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 1 | 2 | 0 | 3 |

SECRETARY OF STATE

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 1 | 2 | 0 | 3 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 1 | 2 | 0 | 3 |

TREASURER

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 0 | 2 | 0 | 2 |
| All Others | 1 | 0 | 0 | 1 |
| Total | 1 | 2 | 0 | 3 |

AUDITOR

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 1 | 2 | 0 | 3 |
| All Others | 0 | 0 | 0 | 0 |
| Total | | | | |

REPRESENTATIVE IN CONGRESS
FIRST DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 1 | 2 | 0 | 3 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 1 | 2 | 0 | 3 |

COUNCILLOR
SEVENTH DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 1 | 2 | 0 | 3 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 1 | 2 | 0 | 3 |

SENATOR IN GENERAL COURT
WORCESTER & NORFOLK DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 1 | 2 | 0 | 3 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 1 | 2 | 0 | 3 |

REPRESENTATIVE IN GENERAL COURT
SIXTH DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 1 | 2 | 0 | 3 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 1 | 2 | 0 | 3 |

DISTRICT ATTORNEY
MIDDLE DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 1 | 2 | 0 | 3 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 1 | 2 | 0 | 3 |

CLERK OF COURTS
WORCESTER COUNTY

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 1 | 2 | 0 | 3 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 1 | 2 | 0 | 3 |

REGISTER OF DEEDS
WORCESTER DISTRICT

| | PREC I | PREC II | PREC III | TOTAL |
|------------|--------|---------|----------|-------|
| Blanks | 1 | 2 | 0 | 3 |
| All Others | 0 | 0 | 0 | 0 |
| Total | 1 | 2 | 0 | 3 |

A True Copy. Attest: Ora E. Finn
Ora E. Finn, CMMC, Dudley Town Clerk

TOWN OF DUDLEY
FALL TOWN MEETING WARRANT
COMMONWEALTH OF MASSACHUSETTS

Worcester, ss

To either of the Constables in the Town of Dudley, in the County of Worcester, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Dudley, qualified to vote in elections and town affairs, to meet in the Shepherd Hill Regional High School Auditorium in said Dudley **on Monday, October 29, 2018 and Tuesday, October 30, 2018**, if needed, and other such times as may be voted, if needed at 7:00 P.M. then and there to take action on the following articles:

ARTICLE 1: (Board of Selectmen)- Board and Committee Reports- Routine -To see if the Town will vote to receive the reports of the several Town Officers and all Committees, or take any other action relative thereto.

ARTICLE 2: (Board of Selectmen) - Warrant Article Recommendations- Routine: - To hear and act on the recommendations of the Board of Selectmen and the Finance & Appropriation Advisory Committee, or take any other action relative thereto.

ARTICLE 3: – (Town Administrator) - FY 2019 Supplemental Budget – To see if the Town will vote to determine the sums of money the Town will raise and appropriate, borrow or transfer from any available funds to defray the supplemental charges and expenses of the Town and including debt and interest for Fiscal Year 2019 voted under Article 4 of the May 21, 2018 Annual Town Meeting, or take any other action relative thereto:

See Appendix “A” attached hereto

ARTICLE 4: (Town Accountant) - Compensated Absence Trust –To see if the Town will vote to raise and appropriate, borrow or transfer from any available funds the sum of Thirty Six Thousand Dollars and Zero Cents (\$36,000.00) to add to the Compensated Absence Trust (Account #0800-000-5790-00) for end of career retirement costs associated with municipal employees, or take any other action relative thereto.

ARTICLE 5: (Planning Board) – Unpaid Bill of a Prior Year – To see if the Town will raise and appropriate, borrow or transfer from available funds the sum of One Hundred Eighty Dollars and Zero Cents (\$180.00) to pay an unpaid bill to the Worcester Telegram and Gazette from Fiscal Year 2018, or take any other action relative thereto.

ARTICLE 6: (Board of Selectmen) –Unpaid Bill of a Prior Year - To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of One Thousand Nine Hundred Ninety Eight Dollars and Zero Cents (\$1,998.00) to pay for an unpaid bill in May 2018 to Select Print Solutions for the Town Annual Report, or take any other action relative thereto.

ARTICLE 7: (Board of Selectmen) -REMEDY OF PUBLIC NUISANCE BYLAW- To see if the Town will vote to adopt a Public Nuisance Bylaw pursuant to Article 89 of the Amendments to the Massachusetts Constitution and Massachusetts General Laws, or take any other action relative thereto.

REMEDY OF PUBLIC NUISANCE

Section 1: Authority and Purpose

Pursuant to the general powers granted to cities and towns by Article 89 of the Amendments to the Massachusetts Constitution and the specific powers granted by the Massachusetts General Laws, this bylaw is adopted for the prevention of future nuisances and the removal of existing nuisances within the Town that constitute a hazard or blight, or adversely affect property values.

Section 2: Definitions:

In this Bylaw, the following words shall have the following meanings:

1. **Blight:** Any condition that seriously impairs the value, condition, strength, durability or appearance of real property, whether occupied or vacant.
2. **Building:** A combination of any materials, whether portable or fixed, with exterior walls or firewalls and a roof, built, erected or framed, to form a structure for the shelter of persons, animals or property. The word “building” shall be construed where the context requires as though followed by the words “or part or parts thereof”.
3. **Dilapidated:** A condition of decay or partial ruin by reason of neglect, misuse, or deterioration. The term includes, but is not limited to: property with deteriorated roofs, foundations or floors, including broken or inadequately secured windows or doors; and personal property that is broken, rusted worn, partially or wholly dismantled or otherwise due to deterioration is unsuitable for the purpose for which designed.
4. **Nuisance:** All substantial interference with the common interest of the general public in the maintaining decent, safe and sanitary structures that are not dilapidated, and neighborhoods, when such interference results from the hazardous or blighted condition of private property, land or buildings. Any substantial interference with any public place, street or private way to include the placement of snow, ice and any other debris that interferes with safe passage on any public roadway or sidewalk. The fact that particular structure or use may be permitted under the Zoning Bylaw does not create an exemption from the application of this bylaw. The term includes but is not limited to:

- (a) Burned structures not otherwise lawfully habitable or usable (will not limit the lawful right of the Fire Chief to order the demolition of a building or unsafe structure that he may deem an immediate public safety risk).
 - (b) Dilapidated structures of property.
 - (c) Dangerous or unsafe structures or personal property.
 - (d) Dead, decayed, diseased or hazardous trees, debris, junk or trash.
 - (e) Personal property that is exposed to the elements without protection against deterioration, ruse or dilapidation.
 - (f) Vehicles, machinery or mechanical equipment or parts thereof that is located on soil, grass, or other porous surfaces that may result in the destruction of vegetation or contamination of soil.
 - (g) Overgrown vegetation which may harbor rats and vermin, conceal pools of stagnant water or other nuisances, or which is otherwise detrimental to neighboring properties or property values.
5. **Owner:** Every person who alone or jointly or severally with others: (i) has legal title to any building, structure or property subject to this Bylaw; (ii) has care, charge, or control of any such Building Structure or property in any capacity including but not limited to agent, executor, executrix, administrator, administratrix, trustee or guardian of the estate of the holder of legal title; (iii) is a mortgagee in possession of such property; or (iv) is an agent, trustee or other person appointed by the courts and vested with control of such property; or (v) is an officer or trustee of the association of unit owners of a condominium.
6. **Occupant:** The person occupying or in control of such property.
7. **Structure:** A combination of materials assembled at a fixed location to give support or shelter such as a building, framework, retaining wall, reviewing stand, platform, bin, fence, sign, flagpole, recreational tramway, or mast for an antenna or the like. The word "structure" shall be construed, where the context allows, as though followed by the words "or part of parts thereof".

Section 3: Nuisance Prohibited:

All property in the Town of Dudley, whether occupied or vacant, shall be maintained in good repair and in a safe and sanitary condition. No Owner, or in the case of real property, Occupant, of property shall create, permit or maintain a condition or activity on their property that creates Blight or a Nuisance as those terms are defined herein.

Section 4: Administration and Enforcement:

1. **Enforcement Generally,** This Bylaw may be enforced in accordance with applicable law, including, without limitation, Article 13, Section 5 of the General Bylaws, and the election of one remedy shall not preclude enforcement through any other lawful means. If enforced through non-criminal disposition, the following fine schedule shall apply: First

violation - \$50.00; Second violation - \$100.00; Third and subsequent violations - \$300.00. This Bylaw shall be enforced by the Building Inspector or Code Enforcement Officer, or their designees, the Police Department, the Fire Department, or the Board of Health or its designees, as appropriate ("Enforcement Authority"). Nothing herein shall preclude the Enforcement Authority from providing a warning or seeking to resolve any violation informally.

2. **Notice to Owner and Occupant:** Except in the case of an emergency posing an immediate threat to the public health and safety or as otherwise provided herein, the Enforcement Authority shall seek to provide immediate notice in writing to the Owner and Occupant of a property being maintained in violation of this Bylaw, outlining such violation in general terms and providing a reasonable deadline for taking corrective action ("Enforcement Order"). The Enforcement Authority may, if the Owner or Occupant fails to comply with such Enforcement Order, seek to enforce as set forth herein.
3. **Removal or Remedy of Nuisance by Town:** If the Owner or Occupant fails to timely remedy the violation in accordance with an Enforcement Order, the Town may cause the nuisance to be removed or made safe in accordance with the provisions of G.L. Chapter 139, §§1-3A, G.L. c. 143, §§ 6-14 or otherwise in accordance with any other applicable provision of law or court order for such purposes.
4. **Complaints by Interested Parties:** Persons who own or occupy property directly or diagonally across the street, or who are abutters to abutters within 300 feet of the property line, of a property being maintained in violation of this Bylaw may submit a complaint to the Enforcement Authority, and, if so submitted, shall be provided with copies of any notices or written orders provided to the Owner or Occupant of such property and of any pleadings filed in court with respect thereto.
5. **Reports by Enforcement Authority:** The Building Inspector or other official specified by the Town Administrator shall file with the Town Administrator every six months, or at such other longer interval as the Town Administrator shall require, a report that shall include all complaints of Nuisance or enforcement actions initiated under this Bylaw during tax period, which report shall include the location of the premises at issue, summary of the nature of the complaint, the name(s) of the Owner and Occupant, and any action taken.

Section 5: Interaction with Other Laws:

This Bylaw is intended to further the objective of an to act in concert with any existing federal, state or local laws concerning the maintenance of property and the abatement of nuisances, and nothing herein shall be deemed to limit or restrict Town officials whatsoever from actin in accordance with such laws.

ARTICLE 8: (Board of Selectmen) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Five Thousand Dollars and Zero Cents

(\$5,000.00) to the Finance, Appropriation and Advisory Committee Reserve Account #0001-131-5780-02 to increase total from \$15,000 to \$20,000 for Fiscal Year 2019, or take any other action relative thereto.

ARTICLE 9: (Town Accountant) – To see if the Town will vote to create a new General Stabilization Fund for the purpose of depositing all solar lease funds from old landfill located on Indian Road, or take any other action relative thereto.

ARTICLE 10: (Capital Improvement Planning Committee) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Thirteen Thousand Three Hundred Three Dollars and Thirty-Three Cents (\$13,303.33) going to the Maturing Debt Interest Account (Account # 0001-145-5912-02), for the first payment of the interest on the Dudley Municipal Complex Roof and HVAC loan, or take any other action relative thereto.

ARTICLE 11: (Treasurer/Collector) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Two Thousand Five Hundred Fifty Two Dollars and Fifty-Five Cents (\$2,552.55) to the Assistant Treasurer/Collector Salary Account (Account # 0001-145-5121-01), or take any other action relative thereto.

ARTICLE 12: (Treasurer/Collector) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Two Thousand Six Hundred Fifty Three Dollars and Seventy-Three Cents (\$2,655.73) to the Treasurer/Collector Salary Account (Account #0001-145-5111-01), or take any other action relative thereto.

ARTICLE 13: (Library Trustees) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Two Thousand Three Hundred Eighty Dollars and Zero Cents (\$2,380.00) to the Library Custodial Services Account #0001-610-5114-01, or take any other action relative thereto.

ARTICLE 14: (Fire Station Building Committee/Fire Department/Capital Improvement Planning Committee)- To see if the Town will vote to appropriate the sum of Two Hundred Twenty Five Thousand Dollars and No Cents (\$225,000.00) to supplement the amounts approved under Article 11 at the October 24, 2016 Town Meeting, for the purposes authorized under said Article 11, to be expended under the control of the Fire Station Building Committee, , and to meet said appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow such sum under and consistent with M.G.L. c. 44, §7 or any other enabling authority, and to issue bonds and notes therefor; provided further that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. c.44, §20, thereby reducing by a like

amount the amount authorized to be borrowed to pay such costs. Said appropriation is contingent upon the determination by the Department of Revenue (DOR) that this additional borrowing is covered under the debt exclusion under M.G.L. c. 59, §21C(k) (so-called “Proposition 2 ½”) previously authorized by the voters at the November 8, 2016 election, or subject to a supplementary Proposition 2 ½ debt exclusion override ballot question, pursuant to M.G.L. c. 59, §21C(k), as may be necessary in the event DOR approval is not received; or take any other action relative thereto.

ARTICLE 15: (Town Administrator) – To see if the Town will vote to approve a deposit of funds in the amount of Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00) to the Fire Station Building Project Account (Account #0300 000 5780 71) resulting from a settlement with a sub-contractor on the New Fire Station Headquarters Project, said funds to be used for project costs, or take any other action relative thereto.

ARTICLE 16: (Fire Department) – To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds a sum of Ten Thousand Seven Hundred Eighty Eight Dollars and Zero Cents (\$10,788.00) to supplement an Assistance to Firefighter (AFG) Grant for air packs for firefighters, said amount represents five percent (5%) match required by the Town, or take any other action relative thereto.

ARTICLE 17: (Fire Department) Purchase Fire Gear – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Nineteen Thousand Nine Hundred Ninety Dollars and Zero Cents (\$19,990.00) for the purchasing of approximately ten (10) sets of fire gear, or take any other action relative thereto.

ARTICLE 18: (Fire Department) -FY 2019 Salary Adjustments – To see if the Town will vote to vote to raise and appropriate, borrow or transfer from available funds the sum of Five Thousand Nine Hundred Fifty Two Dollars and Zero Cents (\$5,952.00) to supplement salary increases for Assistant Fire Chief and new Lieutenant position, or take any other action relative thereto

ARTICLE 19: (Board of Assessors) - Fund Property Revaluation Services – To see if the town will vote to raise and appropriate, borrow, or transfer from available funds the sum of Twelve Thousand Dollars and Zero Cents (\$12,000.00) to fund one fifth (1/5) of the cost of quinquennial re-certification of real estate and personal property values for FY2023 as required by the Commonwealth’s Department of Revenue, or take any other action relative thereto.

ARTICLE 20: (Board of Assessors/Capital Improvement Planning Committee) – Upgrade Property Appraisal Software – To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds the sum of Thirty One Thousand Dollars and No Cents

(\$31,000.00) to upgrade property appraisal software, including the purchase new hardware as recommended by the Board of Assessors, or take any other action relative thereto.

ARTICLE 21 – (Board of Selectmen) – To see if the Town will vote to amend the Dudley General By-Laws, ARTICLE 6, SECTION 1 by striking “Two Thousand Dollars (\$2,000.00)” and changing it to “Twenty Thousand Dollars (\$20,000.00)”, as shown below with deleted language stricken through and added language in bold, or take any other action relative thereto.

ARTICLE 6 – DUTIES OF TOWN OFFICERS

Section 1. The Selectmen are authorized to prosecute and defend all suits or other actions to which the Town is party and may settle claims against the Town provided the amount to be paid shall not exceed ~~two thousand dollars (\$2,000.00)~~ **twenty thousand dollars (\$20,000.00)**, or as otherwise provided by Massachusetts General Laws.

ARTICLE 22: (Board of Selectmen) – To see if the Town will vote to amend the Dudley General Bylaws, ARTICLE 32 – PERSONNEL POLICIES AND PROCEDURES AUTHORIZED PURSUANT TO MGL CHAPTER 41, SECTIONS 108A AND 108C by amending Section 4 – Responsibilities and Section 5- Method, as shown below with deleted language stricken through and added language in bold, or take any other action relative thereto.

ARTICLE 23: Personnel Policies and Procedures Authorized Pursuant to M.G.L. Chapter 41, Sections 108A and 108C.

PERSONNEL POLICIES AND PROCEDURES

Section 4 – Responsibilities:

- a. ~~The Board shall be responsible for the establishment of personnel policies and procedures, including, but not limited to: Employment, Job Classification, Hours of Work and Overtime, Benefits, Leaves, Promotions, Reductions in Force, Performance Evaluation, Transfers, Corrective Action and or employment related practices and policies.~~
- b. ~~The Board shall classify all jobs and positions, and execute a wage and salary administration system.~~
- c. ~~The Board shall propose wage and salary rates each year for the purposes of administering Section 4b above.~~

The Personnel Board shall serve as the policy making authority of the Town in personnel matters and shall perform the following functions:

- a. Approve and recommend Classification and Pay Plan to Finance Advisory & Appropriations Committee and Board of Selectmen;
- b. Review and recommend employee benefit programs and conditions of employments;
- c. Review and analysis personnel procedures and administrative practices.
- d. The Board shall administer a final, binding problem solving system, by which Town employees may present and resolve disputes and grievances.
- e. In the event that a specific provision of this bylaw should conflict with a specific provision of a collective bargaining agreement, adopted in conformance with M.G.L. Chapter 150E, the provision of the particular collective bargaining agreement shall prevail.
- f. The Board shall recommend compensation for all presently compensated town positions elected and appointed not otherwise covered by the Town's wage and salary system.

Section 5 – Method

~~a. With respect to Section 4a above, the Board shall research and prepare proposed rules and regulations, or amendments on their own initiative, or as requested by Town Departments, Board or employees. The Board shall then notify any affected Boards and commission in writing, post notices in prominent locations, and schedule a public meeting with at least ten days' notice. The Board will consider all relevant information for the meeting then vote on the proposals. A majority vote (when a quorum of the Board is present) shall be considered sufficient for adoption.~~

- a. The Town Administrator or his or her designee shall serve as Personnel Director of the Town, and in this role makes recommendations to the Personnel Board on policy matters, and administers the day to day personnel practices, procedures and systems of the Town, including but not limited to:

- 1. Employee recruitment/testing/selection appraisal/evaluation;
- 2. Employee training and development;
- 3. Employee benefits and service programs, except that the Treasurer shall remain as Insurance Administrator and be responsible for group health insurance and worker's compensation;
- 4. Employee safety and health programs;
- 5. Employee discipline and grievance procedures.

- b. (no change)

~~e. Any section of the Board under Capital section 4a or 5a may be rescinded by majority vote of the Town Meeting.~~

ARTICLE 24: (Board of Selectmen) – New General Bylaw – Town Administrator – To see if the Town will vote to approve a new General Bylaw or petition the Legislature to enact special legislation substantially as follows, or take any other action relative thereto:

Town Administrator

Section 1 – Appointment, Review, Other Activities

- (a) Appointment, Term of Office – The Board of Selectmen shall appoint a Town Administrator to serve for a term of not more than three (3)
- (b) years, provided, however, that the first six months of any individual's first appointment to the office shall be considered a probationary period. The Town Administrator shall be appointed on the basis of his/her executive and administrative qualifications. He/she shall be a person especially fitted by education, training and previous experience in business or public administration to perform the duties of the office of Town Administrator.
- (c) Review of Performance – The Board of Selectmen shall annually provide for a review of the job performance of the Town Administrator which shall, at least be in summary form, be a public record.
- (d) Restriction on Other Activities – The Town Administrator shall devote his/her full time to the duties of his/her office and shall not hold any other public office, elective or appointive, nor shall he/she engage in any other business, occupation or profession during his/her term unless such action is approved, in advance, in writing, by the Board of Selectmen.

Section 2 – Powers and Duties

The Town Administrator shall be the Chief Administrative Officer of the Town and shall be responsible to the Board of Selectmen for the proper administration of all town affairs placed under his charge by the Board of Selectmen or under town bylaws. Acting by and for the Selectmen, the powers and duties of the Town Administrator shall include, but are not intended to be limited, the following:

- 1). He/she shall supervise, direct and be responsible for the efficient administration of all functions placed under his control by by-law, by town meeting vote, by vote of the Board of Selectmen, or otherwise, including all officers appointed by him/her.
- 2). He/she shall coordinate the activities of all town department under his/her control, with those under the control of officers and multiple member bodies who are elected directly by the voters of Dudley or appointed by the Board of Selectmen.

3). He/she shall recommend the appointment, and may recommend the removal, subject to the civil service law and any collective bargaining agreements as may be applicable, all department heads, all officers, subordinates and employees for whom no other method of selection is provided by by-laws, unless otherwise provided by State law. Appointments made by the Town Administrator shall become effective at his/her discretion, unless the Board of Selectmen shall within such period by majority vote of the Board vote to reject such appointment or has sooner voted to affirm it.

4). He/she shall, in conjunction with a Personnel Board established by by-law, be entrusted with the administration of a town personnel system, including but not limited to personnel policies and practices, rules and regulations, including provisions for an annual employee performance review, personnel by-law and all collective bargaining agreements entered into on behalf of the Town. He/she shall, in conjunction with the personnel board prepared, maintain and keep current a plan establishing the personnel staffing requirements of each town agency, except those under the jurisdiction of the school committee.

5). He/she shall attend all regular and special meetings of the board of selectmen, unless excused at his own request, and shall have a voice, but no vote, in all of its proceedings.

6) He/she shall attend all sessions of the town meeting and shall answer all questions addressed to him related to warrant articles and which are related to matters under his general supervision.

7) He/she shall assure that all provisions of state laws, the by-laws and other votes of the town meeting, votes of the board of selectmen and of other town agencies which require enforcement by him or by officers or employees subject to his general supervision and direction, are faithfully carried out, performed and enforced.

8) He/she shall prepare, propose and submit, the fiscal documents pertaining to the annual operating budget and proposed capital outlay program for the town.

9) He/she shall keep the board of selectmen fully informed as to the fiscal condition and needs of the town, and shall make such recommendations to the board of selectmen and to other elected and appointive officers as he may deem to be necessary or desirable.

10) He/she shall assure that full and complete records of the financial and administrative activities of the town are kept and shall render full reports to the board of selectmen at the end of each fiscal year and at such other periods as it may reasonably require.

11) He/she shall have full jurisdiction over the rental and use of all town facilities. He shall be responsible for the maintenance and repair of all town facilities.

12) He/she may at any time inquire into the conduct of office or performance of duty of any town officer, town employee or town agency under his general supervision. The Town

Administrator may impose progressive discipline for any infractions subject to disciplinary actions, including verbal warning, written warning, performance improvement plans, suspension or administrative leave and may recommend termination or any other action to the board of selectmen as may be necessary.

13) He/she shall assure that a full and complete inventory of all town-owned property, both real and personal, is kept consistent with Generally Accepted Accounting Principles.

14) Under the guidance of the Board of Selectmen, he/she shall be responsible for the negotiation of all contracts with town employees over wages, hours, and other conditions of employment. The Town Administrator shall serve as designee of the Board of Selectmen for the purposes of regional school district collective bargaining negotiations.

15) He/she shall be responsible for the purchase of all supplies, materials and equipment, and shall award all contracts for supplies, materials and equipment for all departments and activities of the town, except for the school department. He shall examine and inspect, or cause to be examined and inspected, the quality and the condition of all supplies, materials and equipment delivered to or received by any town department, except the Dudley Charlton Regional School District. He shall, in addition, be responsible for the disposal of all surplus supplies, materials and equipment for all departments and activities of the town, except for the Dudley Charlton Regional School District.

16) He/she shall be in charge of all machines and software other than machines and software used for educational or classroom purposes, and shall allocate the use thereof among the several town agencies.

17) He/she may authorize any subordinate officer or employee to exercise any power of duty which he is authorized to perform, however, that all acts which are performed under any such delegation shall be deemed to be his acts.

18) He/she shall be responsible to implement and maintain general security and public safety procedures in the Dudley Municipal Center (Town Hall) and extend and review policies and procedures to all buildings and properties controlled or owned by the town, with the exception of those properties under the control of the regional school committee. This includes, but is not limited to IT and Network security.

19) He/she shall perform such other duties as may be required by by-law, by town meeting vote, by vote of the board of selectmen, or otherwise.

Section 4-3 Acting Town Administrator

- (a) Temporary Absence - The town administrator shall, by letter filed with the board of selectmen and a copy filed with the town clerk, designate a qualified town officer or employee to exercise the powers and perform the duties of his office during his temporary absence. During the temporary absence of the town administrator, the board of selectmen may not revoke such designation until at least ten working days

have elapsed, whereupon it may designate another qualified town officer or employee to serve as acting town administrator until the town administrator shall return and assume his duties.

- (b) Vacancy - Any vacancy in the office of town administrator shall be filled as soon as possible by the board of selectmen but pending such appointment the board of selectmen shall designate a qualified town officer or employee or other qualified individual to perform the duties of the town administrator on an acting basis. The appointment of an acting town administrator shall be for a term not to exceed three months, provided, however, a renewal, not to exceed an additional three months may be provided.

(c) Powers and Duties - The powers of a temporary or acting town administrator, under (a) or (b) above, shall be limited to matters not admitting of delay and shall include authority to make appointments or designations to town office or employment to the same extent and the same conditions as the Town Administrator, except that, for positions reporting directly to the town administrator, only an acting appointment or designation may be made.

Section 4-4 Removal and Suspension

The Board of Selectmen, by a two-thirds vote taken with the full board present, may terminate the Town Administrator from his office in accordance with the following procedure:

- (a) During probationary period: notice in writing of termination.
- (b) After probationary period: The town administrator shall not be dismissed except for inefficiency, incapacity, conduct unbecoming the office, insubordination or other good cause, nor unless at least thirty days prior to the meeting at which the vote is to be taken, he shall have been notified of such intended vote; nor unless, if he so requests in writing, he shall have been furnished by the Board of Selectmen with a written statement of the charge or charges or the cause or causes for which his dismissal is proposed; nor unless, if he so requests in writing, he has been given a hearing before the board of selectmen which may be either public or private at the option of the town administrator, and at which he may be represented by counsel, present evidence, and call witnesses to testify in his behalf and examine them.
- (c) Anything contained in this provision to the contrary notwithstanding, the non-renewal of the term of appointment of the town administrator shall not be considered to be a dismissal and the provisions of this Section, 4-4 (a) and (b), shall not apply.
- (d) The Town Administrator may be suspended from office by a procedure following the same steps outlined above for a removal.
- (e) The Town Administrator shall continue to receive his full salary until thirty days following the date a final vote of removal has become effective.

ARTICLE 25: (Planning Board) – To see if the Town will vote to amend the Zoning Bylaws, and Zoning Bylaws Map relative to large-scale ground-mounted solar photovoltaic installations, by amending SECTION III, SPECIAL USE REGULATIONS, 3.12.00 LARGE SCALE SOLAR PHOTOVOLTAIC, 3.12.02 Applicability, second paragraph, by adding the following phrase immediately following the words with the Town Clerk at the existing end of said paragraph, with such additional language shown in bold below:

Large Ground-Mounted Solar Photovoltaic Installations are prohibited in Residential Districts (RES 10, RES 15, RES 30, RES 43, and RES 87), Commercial Districts (BUS 15), Light Industrial Districts (LI 43 and LI 87), Conservation District, and Floodplain District. Large Ground-Mounted Solar Photovoltaic Installations are allowed as of right in the Industrial Districts of IND 43 and IND 130 and the Town Refuse Disposal District. In the Solar Overlay District, on lots which contain an area of not less than four acres, the construction and use of Large Ground-Mounted Solar Photovoltaic Installations shall require a special permit issued by the Planning board in accordance with the procedures outlines in Section 5.01.04 of the Zoning Bylaws. Said Solar Overlay District is hereby superimposed on the underlying zoning districts, as shown on the map entitled “Zoning Map Amendment PROPOSED SOLAR OVERLAY DISTRICT Parcel 212 13 (Oxford Avenue)”, dated October 06, 2017, which map is hereby made a part of the Zoning Bylaws and Official Zoning Map and is on file in the Office of the Planning Board and the Town Clerk, and as shown on the map entitled “Zoning Map Amendment Proposed Solar Overlay District Parcels 215-019-000-000 and 215-019-001-000, 99 Ramshorn Road, Dudley, MA”, dated March 2018, which map is hereby made a part of the Zoning Bylaws and Official Zoning Map and is on file in the Office of the Planning Board and the Town Clerk.

And by adopting the above referenced zoning map amendment as indicated above, which is on file with the Town Clerk and the Planning Board, and by amending the existing Zoning Map to include said Solar Overlay District, or take any other action relative thereto.

ARTICLE 26: (Planning Board) – Adult-Use Marijuana Establishments – Zoning Bylaws Amendment – To see if the Town will amend the Dudley Zoning By-Laws, to add a new Medical Marijuana and Adult Use Marijuana Establishments component as follows:

1. Amend Section 2.03.01 Use Regulation Catalog by inserting the words shown below in bold:

2.03.01 Use Regulation Catalog

The following terms employed in the catalog shall be construed to represent the following meanings:

- | | | |
|--------|---|--|
| P | - | A permitted use as a matter of right. |
| SP | - | A permissible use requiring a Special Use Permit from the Zoning Board of Appeals. |
| NP | - | A prohibited use. |
| P-SPR | - | A permissible use contingent upon Site Plan review and approval by the Planning Board. |
| SP-SPR | - | A permissible use requiring a Special Use Permit from the Zoning Board of Appeals and Contingent upon Site Plan review and approval by the Planning Board. |

SPPB - A permissible use requiring a Special Use Permit from the Planning Board and contingent upon Site Plan review and approval by the Planning Board as a component of the Special Use Permit.

Any use not listed in the catalog as allowed by right or by special permit is expressly prohibited.

2. Amend Section 2.03.02 Use by District Chart, by adding the Activity or Use category entitled Medical and Adult Use Marijuana Establishments as follows:

| ACTIVITY OR USE | DISTRICT ⁹ | | | | | | | | | |
|---|-----------------------|-----------|-----------|-----------|-----------|-----------|-----------|------------|----------|----------|
| | RES 10 | RES 15 | RES 30 | RES 43 | RES 87 | BUS 15 | IND 43 | IND 130 | LI 43 | LI 87 |
| <u>MEDICAL AND ADULT USE MARIJUANA ESTABLISHMENTS</u> | | | | | | | | | | |
| Craft Marijuana | | | | | | | | | | |
| Cooperative | NP | NP | NP | SPPB | SPPB | NP | SPPB | SPPB | NP | NP |
| Marijuana Cultivator | NP | NP | NP | NP | NP | NP | SPPB | SPPB | NP | NP |
| Marijuana Product | | | | | | | | | | |
| Manufacturer | NP | NP | NP | NP | NP | NP | SPPB | SPPB | NP | NP |
| Marijuana Retailer | NP | NP | NP | NP | NP | SPPB | NP | NP | SPPB | SPPB |
| Marijuana | | | | | | | | | | |
| Independent | | | | | | | | | | |
| Testing Laboratory | NP | NP | NP | NP | NP | NP | SPPB | SPPB | SPPB | SPPB |
| Marijuana | | | | | | | | | | |
| Microbusiness | NP | NP | NP | SPPB | SPPB | NP | SPPB | SPPB | NP | NP |
| Marijuana Research | | | | | | | | | | |
| Facility | NP | NP | NP | NP | NP | NP | SPPB | SPPB | SPPB | SPPB |
| Marijuana Transporter | NP | NP | NP | NP | NP | SPPB | SPPB | SPPB | SPPB | SPPB |
| Adult On-Site | | | | | | | | | | |
| Marijuana Social | | | | | | | | | | |
| Consumption | | | | | | | | | | |
| Operator (Public | | | | | | | | | | |
| Facility or | | | | | | | | | | |
| Private Club) | NP | NP | NP | NP | NP | NP | NP | NP | NP | NP |
| Any other type of | | | | | | | | | | |
| Licensed Marijuana- | | | | | | | | | | |
| Related Business, | | | | | | | | | | |
| except a Medical | | | | | | | | | | |
| Marijuana | | | | | | | | | | |
| Treatment Center | NP | NP | NP | NP | NP | NP | SPPB | SPPB | NP | NP |
| Medical Marijuana | | | | | | | | | | |
| Treatment Center: | | | | | | | | | | |
| Retail Dispensing | NP | NP | NP | NP | NP | SPPB | NP | NP | SPPB | SPPB |
| Medical Marijuana | | | | | | | | | | |
| Treatment Center: | | | | | | | | | | |
| Cultivation | NP | NP | NP | NP | NP | NP | SPPB | SPPB | NP | NP |

3. Add the following Sections: 3.15 MEDICAL AND ADULT USE MARIJUANA ESTABLISHMENTS

3.15.00 MEDICAL AND ADULT USE MARIJUANA ESTABLISHMENTS

3.15.01 Purposes

The purpose of this section of the Zoning Bylaws is to regulate the time, place and manner of Adult Use Marijuana Establishments and Medical Marijuana Treatment Centers in accordance with the provisions of Massachusetts General Law Chapter 94G and 94I to ensure the health, safety, and general well-being of the public while also supporting the right of legally authorized adults to access marijuana for their own use. The specific and separate regulation of Marijuana Establishments is necessary to advance these purposes.

Subject to the provisions of the Zoning Bylaws, Chapter 40A of the Massachusetts General Laws, Chapters 94G and 94I of the Massachusetts General Laws, 935 CMR 500 and 935 CMR 501.00 Adult Use Marijuana Establishments and Medical Marijuana Treatment Centers will be permitted to provide the opportunity for the legal cultivation, product manufacturing and retail sale of marijuana for marijuana use in a manner that complies with state regulations.

3.15.02 Applicability

Nothing in this Section shall be construed to supersede federal and state laws governing the sale and distribution of marijuana. This section shall not be construed to prevent the conversion of a Medical Marijuana Treatment Center licensed or registered no later than July 1, 2017 engaged in the cultivation, manufacture or sale of medical use marijuana or marijuana products to an adult use Marijuana Establishment, provided, however, any such Medical Marijuana Treatment Center obtains a special permit pursuant to this Section for any such conversion to an Adult Use Marijuana Establishment.

This bylaw does not apply to the cultivation of industrial hemp as is regulated by the Massachusetts Department of Agricultural Resources pursuant to General Laws, Chapter 128, Sections 116-123.

1.15.03 Definitions

The terms used herein shall be interpreted as defined in the regulations governing Adult Use of Marijuana (935 CMR 500.02) and Medical Use Marijuana (935 CMR 501.00) and otherwise by their plain language.

- 1) Adult On-Site Marijuana Social Consumption Operator: A Marijuana Retailer licensed to purchase Marijuana and Marijuana Products from a Marijuana Establishment and to sell Marijuana and Marijuana Products on its premises and to allow customers to consume Marijuana and Marijuana products on its premises only.
- 2) Marijuana: All parts of any plant of the genus Cannabis, not excepted in 935 CMR 500.002: Cannabis or Marijuana or Marihuana (a) through (c) and whether growing or not; the seeds

thereof; and resin extracted from any part of the plant; clones of the plant; and every compound, manufacture, salt, derivative, mixture or preparation of the plant, its seeds or resin including tetrahydrocannabinol as defined in M.G.L. c. 94G, § 1; provided that cannabis shall not include:

- (a) the mature stalks of the plant, fiber produced from the stalks, oil, or cake made from the seeds of the plant, any other compound, manufacture, salt, derivative, mixture or preparation of the mature stalks, fiber, oil, or cake made from the seeds of the plant or the sterilized seed of the plant that is incapable of germination;
 - (b) Hemp; or
 - (c) the weight of any other ingredient combined with cannabis or marijuana to prepare topical or oral administrations, food, drink or other products.
- 3) Marijuana Products: Cannabis or marijuana and its products unless otherwise indicated. These include products have been manufactured and contain cannabis or marijuana or an extract from cannabis or marijuana, including concentrated forms of marijuana and products composed of marijuana and other ingredients that are intended for use or consumption, including edible products, beverages, topical products, ointments, oils and tinctures.
- 4) Canopy: An area to be calculated in square feet and measured using clearly identifiable boundaries of all areas(s) that will contain mature plants at any point in time, including all of the space(s) within the boundaries, canopy may be noncontiguous, but each unique area included in the total canopy calculations shall be separated by an identifiable boundary which include, but are not limited to: interior walls, shelves, greenhouse walls, hoop house walls, garden benches, hedge rows, fencing, garden beds, or garden plots. If mature plants are being cultivated using a shelving system, the surface area of each level shall be included in the total canopy calculation.
- 5) Ceases to Operate: Marijuana Establishment closes and does not transact business for period greater than 60 days with no substantial action taken to reopen.
- 6) Commission: The Massachusetts Cannabis Control Commission established by M.G.L. c. 10, § 76, or its designee.
- 7) Host Community Agreement: An agreement, pursuant to General Laws, Chapter 94G, Section 3(d), between a Marijuana Establishment and a municipality setting forth additional conditions for the operation of a Marijuana Establishment, including stipulations of responsibility between the parties. and up to 3% host agreement revenue sharing.
- 8) Craft Marijuana Cooperative: A Marijuana Cultivator comprised of residents of the Commonwealth and organized as a limited liability company, limited liability partnership, or cooperative corporation under the laws of the Commonwealth. A cooperative is licensed to cultivate, obtain, manufacture, process, package and brand cannabis or marijuana products to transport marijuana to Marijuana Establishments, but not to consumers.
- 9) Enclosed Area Cultivation: The business or operations of a Marijuana Cultivator located, in whole, inside a building, greenhouse or other man-made structure which would be subject to security provisions of 935 CMR 500.110 (5)(a).

- 10) Hemp: The plant of the genus Cannabis or any part of the plant, whether growing or not, with a delta-9-tetrahydrocannabinol concentration that does not exceed 0.3% on a dry weight basis of any part of the plant of the genus Cannabis, or per volume or weight of cannabis or marijuana product, or the combined percent of delta-9-tetrahydrocannabinol and tetrahydrocannabinol acid in any part of the plant of the genus Cannabis regardless of moisture content.
- 11) Hemp Cultivator: an agricultural establishment licensed by the Massachusetts Department of Agricultural Resources to cultivate hemp for commercial and industrial purposes. For the purposes of Section 3.15 of the Zoning Bylaws, the cultivation of hemp shall require a Site Plan Approval from the Planning Board and comply with all applicable sections herein, except that the use may be exempt from the licensing requirements of 935 CMR 500.
- 12) Host Community: A municipality in which a Marijuana Establishment is located or in which an Applicant has proposed locating an establishment.
- 13) Licensee: A person or entity licensed by the Commission to operate a Marijuana Establishment under 935 CMR 500.000.
- 14) Manufacture: To compound, blend, extract, infuse or otherwise make or prepare a cannabis or marijuana product.
- 15) Marijuana Cultivator: An entity licensed to cultivate, process and package marijuana, and to transfer marijuana to other Marijuana Establishments, but not to consumers. A Craft Marijuana Cooperative is a type of Marijuana Cultivator.
- 16) Marijuana Establishment: A Marijuana Cultivator, Craft Marijuana Cooperative, Marijuana Product Manufacturer, Marijuana Retailer, Independent Testing Laboratory, Marijuana Research Facility, Marijuana Transporter, or any other type of licensed marijuana-related business, except a Medical Marijuana Treatment Center. A Marijuana Establishment shall not be considered exempt from zoning as an agricultural use.
- 17) Independent Testing Laboratory: A laboratory that is licensed by the Commission to test Marijuana and Marijuana products, including certification for potency and the presence of contaminants.
- 18) Marijuana Membership Club: An organization, club, lodge or other private grounds (non-profit and private) allowing on-site consumption of marijuana or marijuana products, but not operating as a licensed marijuana social consumption operator or where no sales occur.
- 19) Microbusiness: A collocated Marijuana Establishment that can be either a Tier 1 Marijuana Cultivator or Product Manufacturer or both, in compliance with the operating procedures for each license. A Microbusiness that is a Marijuana Product Manufacturer may purchase no more than 2,000 pounds of marijuana per year from other Marijuana Establishments.

- 20) Marijuana Process or Processing: To harvest, dry, cure, trim and separate parts of the cannabis or marijuana plant by manual or mechanical means, except it shall not include manufacture as defined in 935 CMR 500.002.
- 21) Marijuana Product Manufacturer: An entity licensed to obtain, manufacture, process and package cannabis or marijuana products and to transfer these products to other Marijuana Establishments, but not to consumers.
- 22) Research Facility: An entity licensed to engage in research projects by the Commission.
- 23) Marijuana Retailer: An entity licensed to purchase and transport cannabis or marijuana product from Marijuana Establishments and to sell or otherwise transfer this product to Marijuana Establishments and to consumers. Retailers are prohibited from delivering cannabis or marijuana products to consumers; and from offering cannabis or marijuana products for the purposes of on-site social consumption on the premises of a Marijuana Establishment.
- 24) Marijuana Transporter: An entity, not otherwise licensed by the Commission, that is licensed to purchase, obtain, and possess cannabis or marijuana product solely for the purpose of transporting, temporary storage, sale and distribution to Marijuana Establishments, but not to consumers. Marijuana Transporters may be an Existing Licensee Transporter or Third-Party Transporter.
- 25) Medical Marijuana Treatment Center: an entity registered under 105 CMR 725.100, also known as a Registered Marijuana Dispensary (RMD), that acquires, cultivates, possesses, processes (including development of related products such as edible marijuana infused products, tinctures, aerosols, oils, or ointments), transfers, transports, sells, distributes, dispenses, or administers marijuana, products containing marijuana, related supplies, or educational materials to registered qualifying patients or their personal caregivers for medical use. Unless otherwise specified, RMD refers to the site(s) of dispensing, cultivation, and preparation of marijuana for medical use.
- 26) Open Area Cultivation The business or operations of a Marijuana Cultivator conducted wholly in the open air, and not located in any building, greenhouse or other enclosed area which would be subject to security provisions of 935 CMR 500.110 (5)(a).
- 27) Propagation: The reproduction of cannabis or marijuana plants by seeds, cuttings, or grafting.
- 28) Provisional Marijuana Establishment License: A certificate issued by the Commission confirming that a Marijuana Establishment has received approval of a provisional license.

3.15.04 Schedule of Uses

See Section 2.03.02 Use by District Chart MEDICAL AND ADULT USE MARIJUANA ESTABLISHMENTS for the uses regulated by this Section.

3.15.05 Additional Requirements/Conditions

- 1) Special Permit Granting Authority – for the purposes of this section, the Special Permit Granting Authority shall be the Planning Board
- 2) State Law - Marijuana Establishment and Medical Marijuana Treatment Center operations shall conform at all times to General Laws, Chapters 94G or 94I, as applicable, and regulations issued thereunder.
- 3) Place:
 - a. No Marijuana Establishment or Medical Marijuana Treatment Center shall be located on a parcel which is within five hundred (500) feet (to be measured in a straight line from the nearest point of the property line in question to the nearest point of the property line where the Marijuana Establishment or Medical Marijuana Treatment Center is or will be located) of a parcel occupied by a pre-existing public or private school (existing at the time the Applicant's license application was received by the Commission) providing education in kindergarten or any of grades 1-12.
 - b. Except as provided by Section 3.15.05.3).f. of this Bylaw, no aspects of any Marijuana Establishment or Medical Marijuana Treatment Center, except for the transportation of product or materials, relative to the acquisition, cultivation, possession, processing, sales, distribution, dispensing, or administration of marijuana, products containing marijuana, related supplies, or educational materials must take place at an enclosed, fixed location and may be permitted to be located in a trailer, storage freight container, motor vehicle or other similar type potentially movable platform or enclosure.
 - c. No Marijuana Establishment or Medical Marijuana Treatment Center shall be located inside a building containing residential units, including transient housing such as motels and dormitories.
 - d. No Marijuana Establishment or Medical Marijuana Treatment Center shall be permitted as a Home Occupation as defined by Section 3.03.00 of the Town of Dudley Zoning Bylaws.
 - e. No Marijuana Establishment or Medical Marijuana Treatment Center is permitted to utilize or provide a drive-through service.
 - f. Open Area Cultivation, as defined by this section, shall be allowed in all districts where Marijuana Cultivation establishments are allowed, provided that:
 - i. The Open Area Cultivation complies with all screening, security and other provisions of 935 CMR 500, as well as this Section of the Zoning Bylaws.
 - ii. The total Canopy does not exceed the allowable Canopy under a Tier 7 license as defined in 935 CMR 500.005, 1(d);
 - iii. No Open Area Cultivation shall take place within a distance less than or equal to one and one-half (1.5) linear miles from an established open area Hemp Cultivator, unless the Applicant is able to demonstrate sufficient provisions for the prevention of cross-pollination and contamination, acceptable to the Planning Board.
 - g. Enclosed Area Marijuana Cultivators, Marijuana Product Manufacturers, Retailers, and Independent Testing Laboratories and Medical Marijuana Treatment Centers are encouraged to utilize existing vacant buildings where possible.
- 4) Time and Manner:

- a. Any type of Marijuana Establishment or Medical Marijuana Treatment Center may only engage in the uses permitted by its definition and may not include other businesses or services.
- b. No marijuana shall be smoked, eaten or otherwise consumed or ingested on or within the premises of a Marijuana Establishment.
- c. The hours of operation shall be set by the Planning Board, but in no event shall a Marijuana Establishment or Medical Marijuana Treatment Center engaged in retail sales be open to the public, and no sale or other distribution of marijuana shall occur upon the premises or via delivery from the premises, between the hours of 8:00 p.m. and 8:00 a.m.
- d. No Marijuana Establishment or Medical Marijuana Treatment Center may commence operation or apply for a building permit prior to its receipt of all required permits and approvals including, but not limited, to its Provisional License from the Commission.
- e. The number of Marijuana Retailers permitted to be located within the Town shall be limited to twenty-percent (20%) of the number of licenses issued within the Town for the retail sale of alcoholic beverages not to be consumed on the premises where sold under chapter 138 of the General Laws. For the purposes of determining this number, any fraction shall be rounded up to the next highest whole number.
- f. Visual Impact - Marijuana plants, products, and paraphernalia shall not be visible from the outside of the building in which the Marijuana Establishment is located and shall comply with the requirements of 935 CMR 500. No outside storage of marijuana, related supplies, or promotional material is permitted. Any artificial screening device erected to eliminate the view from a public way shall also be subject to a vegetative screen and the Planning Board shall consider the surrounding landscape and views to determine if an artificial screen would be out of character with the neighborhood.
- g. Ventilation and odor – Marijuana Establishments and Medical Marijuana Treatment Centers shall, to the extent applicable, incorporate odor control technology and be ventilated in such a manner that no:
 - i. Pesticides, insecticides or other chemicals or products used in the cultivation or processing are dispersed into the outside atmosphere, and
 - ii. odor from marijuana or its processing can be detected by a person with an unimpaired and otherwise normal sense of smell at the exterior of the Marijuana Establishment or at any adjoining use or property.
- h. Signage – All signage shall comply with all other applicable signage regulations in the Zoning Bylaw and 935 CMR 500.
- i. Nuisance - Marijuana Establishment and Medical Marijuana Treatment Center operations shall not create nuisance conditions in parking areas, sidewalks, streets, and areas surrounding the premises and adjacent properties. “Nuisance” includes, but is not limited to, disturbances of the peace, open public consumption of marijuana, illegal drug activity under state or local law, harassment of passerby, littering, loitering, illegal parking, loud noises, citation for violations of State or local traffic laws and regulations, queuing of patrons (vehicular or pedestrian) or other obstructions in the public or private way (sidewalks and streets).

5) Reporting Requirements.

- a. Prior to the commencement of the operation or services, any Marijuana Establishment or Medical Marijuana Treatment Center approved under this Section shall provide the

Police Department, Fire Department, Building Commissioner/Inspector and the Planning Board with the names, phone numbers and email addresses of all management staff and key-holders, including a minimum of two (2) operators or managers of the facility identified as contact persons to whom one can provide notice if there are operating problems associated with the establishment. All such contact information shall be updated as needed to keep it current and accurate.

- b. The local Building Commissioner, Board of Health, Police Department, Fire Department and Planning Board shall be notified in writing by the Marijuana Establishment or Medical Marijuana Treatment Center facility owner/operator/ manager:
 - i. A minimum of 30 days prior to any change in ownership or management of that establishment.
 - ii. A minimum of 12 hours following a violation or potential violation of any law or any criminal or potential criminal activities or attempts of violation of any law at the establishment.
 - c. The Permitted Marijuana Establishments and Medical Marijuana Treatment Centers shall file an annual written report to, and appear before, the Planning Board no later than January 31st of each calendar year, providing a copy of all current applicable state licenses for the facility and/or its owners and demonstrate continued compliance with the conditions of the Special Permit.
 - d. The owner or manager of a Marijuana Establishment or Medical Marijuana Treatment Center is required to respond by phone or email within twenty-four hours of contact by a city official concerning their Marijuana Establishment at the phone number or email address provided to the City as the contact for the business.
- 6) Issuance/Transfer/Discontinuance of Use
- a. Special Permits/Site Plan Approvals shall be issued to the Marijuana Establishment or Medical Marijuana Treatment Center owner only.
 - b. Special Permits/Site Plan Approvals shall be issued for a specific type of Marijuana Establishment or Medical Marijuana Treatment Center on a specific site/parcel only.
 - c. Special Permits/Site Plan Approvals shall be non-transferable to either another Marijuana Establishment or Medical Marijuana Treatment Center owner or another site/parcel without approval of the Planning Board.
 - d. Special Permits/Site Plan Approvals shall have a term limited to the duration of the Applicant's ownership/control of the premises as a Marijuana Establishment or Medical Marijuana Treatment Center, and shall lapse/expire if:
 - i. Marijuana Establishment or Medical Marijuana Treatment Center Ceases to Operate, and/or
 - ii. The Marijuana Establishment's registration/license by the Commission expires or is terminated.
 - e. The Marijuana Establishment or Medical Marijuana Treatment Center shall notify the Zoning Enforcement Officer and Planning Board in writing within 48 hours of s cessation of operations, or expiration or revocation of its state license.
 - f. A Marijuana Establishment or Medical Marijuana Treatment Center shall be required to remove all material, plants equipment and other paraphernalia prior to surrendering its state registration/license or ceasing its operation.

3.15.06 Application Requirements

A Marijuana Establishment shall only be allowed by special permit from the Special Permit Granting Authority in accordance with M.G.L. Chapter 40A Section 9 and Sections 5.01.02 and 5.01.04 (Special Permits) of the Zoning Bylaws. All applications for a Marijuana Establishment Special Permit shall include the following:

A Marijuana Establishment and Medical Marijuana Treatment Centers shall only be allowed by: (1) special permit from the Planning Board in accordance with M.G.L. Chapter 40A Section 9 and Sections 5.01.02 and 5.01.04 (Special Permits) of this Bylaw and (2) Site Plan Approval in accordance with Section 5.04 of this Bylaw. In addition, all applications for a Marijuana Establishment or Medical Marijuana Treatment Center Special Permit shall include the following:

- a. Host Community Agreement - No Special Permit shall be granted without first having an executed Host Community Agreement with the Town.
- b. Community Outreach meeting - No Special Permit application shall be deemed complete by the Planning Board until a Community Outreach Meeting in accordance with 935 CMR 500 has occurred.
- c. Site Plan Approval - No Special Permit for any Marijuana Establishment or Medical Marijuana Treatment Center shall be issued without Site Plan approval by the Planning Board. In addition to the standards set forth in this Section the Site Plan must meet all applicable dimensional, parking, and other requirements set forth in the Bylaw.
- d. License requirements:
 - Marijuana Establishments shall submit proof that the application to the Commission has been deemed complete pursuant to 935 CMR 500.102. Medical Marijuana Treatment Centers shall submit proof that the applicant has complied with all application requirements of 935 CMR 501.100(2). Copies of the complete application, to the extent legally allowed, shall be provided as an integral component of the application to the Planning Board and no Special Permit application shall be deemed complete by the Planning Board until this information is provided.
 - No Special Permit shall be granted by the Planning Board to an applicant without the Marijuana Establishment first having been issued a Provisional License from the Commission pursuant to 935 CMR 500 or the Medical Marijuana Treatment Center first having been issued a Provisional Certificate of Registration from the Commission pursuant to 935 CMR 500.100(3).
 - No person shall operate a Marijuana Establishment or Medical Marijuana Treatment Center without having a Final License or Final Certificate of Registration, as applicable, in good standing from the Commission.
- e. Security Plan – All applications for a Special Permit shall include proposed security measures for the Marijuana Establishment or Medical Marijuana Treatment Center, including lighting, fencing, gates and alarms to ensure the safety of persona and to protect

eh premises from theft. A letter from the Police Chief, or designee, acknowledging review and approval of the security plan is required. To the extent allowed by law, all such security documents shall be confidential.

- f. Odor Control Plan - All applications for a Special Permit shall include an Odor Control Plan detailing the specific odor-emitting activities or processes to be conducted on-site, the source of those odors, the locations from which they are emitted from the facility, the frequency of such odor-emitting activities, the duration of such odor-emitting activities, and the administrative of odor control including maintenance of such controls.
- g. Management Plan – All applications for Special Permit shall include a management plan with a comprehensive description of all activities to occur on site, including all provisions for the delivery of marijuana and related products to Marijuana Establishment or off-site direct delivery to the extent such delivery is authorized by law.
- h. Energy Use Plan: All applications for a Special Permit shall include an energy use plan which shall demonstrate best practices for energy conservation, water usage, and waste disposal. The plan shall include an electrical system overview, proposed energy demand, ventilation system and air quality, proposed water system and utility demand. The Planning Board may waive this requirement upon a finding that submission of such a plan is not required for the use proposed.
- i. Decommissioning Plan - All applications for Special Permit shall include a plan providing for the decommissioning of the Marijuana Establishment or Medical Marijuana Treatment Center. Such decommission plans shall include a cost estimate provided by a qualified, third-party expert and shall detail dismantling, disposal of equipment and all other reasonably anticipated costs associated the decommissioning of the Marijuana Establishment. Planning Board reserves the right to request a comparison estimate provided by an independent, qualified professional estimator of the board's choosing, the cost of which shall be borne by the Applicant.
- j. Other Application Submission Requirements
 - The name and address of each owner and operator of the Marijuana Establishment facility/operation.
 - Proof of Liability Insurance Coverage or Maintenance of Escrow as required in 935 CMR 500.
 - Evidence that the Applicant has site control and right to use the site for a Marijuana Establishment or Medical Marijuana Treatment Center in the form of a deed or valid purchase and sales agreement or, in the case of a lease a notarized statement from the property owner and a copy of the lease agreement. A notarized statement signed by the Marijuana Establishment or Medical Marijuana Treatment Center's Chief Executive Officer and corporate attorney disclosing all of its designated representatives, including officers, directors, shareholders, partners, members, managers, or other similarly-situated individuals and entities and their addresses. If any of the above is entities rather than persons, the Applicant must disclose the identity of all such responsible individual persons.

- A detailed floor plan identifying the areas available and functional uses (including square footage).
- All signage being proposed for the facility.
- A pedestrian/vehicular traffic impact study to establish the Marijuana Establishment's impacts at peak demand times, including a line queue plan to ensure that the movement of pedestrian and/or vehicular traffic along access areas including, but not limited to the public right of ways, will not be unreasonably obstructed.

3.15.07 Findings

In addition to the standard Findings for a Special Permit or Site Plan Approval the Planning Board must also find all the following:

- 1) The Marijuana Establishment or Medical Marijuana Treatment Center is in harmony with and does not derogate from the purposes and intent of this Section and the Zoning Bylaw.
- 2) That the Marijuana Establishment or Medical Marijuana Treatment Center is designed to minimize any adverse visual or economic impacts on abutters and the general public;
- 3) That the Marijuana Establishment facility demonstrates that it meets or exceeds all the permitting requirements of all applicable agencies within the Commonwealth of Massachusetts and is in compliance with all applicable state laws and regulations; and
- 4) That the Applicant has satisfied all of the conditions and requirements of this Section and other applicable Sections of this Bylaw;
- 5) That the Marijuana Establishment or Medical Marijuana Treatment Center provides adequate security measures to ensure that no individual participant will pose a direct threat to the health or safety of other individuals, and that the storage and/or location of cultivation is adequately secured on-site or via delivery.
- 6) That the Marijuana Establishment or Medical Marijuana Treatment Center adequately addresses issues of traffic demand, circulation flow, parking and queuing, particularly during peak periods, and its impact on neighboring uses.

3.15.08 Severability

If any provision of this section is found to be invalid by a court of competent jurisdiction, the remainder of this section shall not be affected but shall remain in full force. The invalidity of any provision of this section shall not affect the validity of the remainder of this zoning bylaw.

4. Amend Section 6.01.01 Definitions Listing, by adding the following **bolded** wording in its place in alphabetical order within said Section:

MEDICAL AND ADULT USE MARIJUANA ESTABLISHMENTS – See Section 3.15.0.3 for definitions under this use category.

5. And amend Section 6.01.01 Definitions Listing, by adding the following bolded wording onto the existing end of the definition of Agriculture / Farm:

This definition does not include MEDICAL AND ADULT USE MARIJUANA ESTABLISHMENTS subject to Section 3.15 of the Zoning Bylaws.

Or to take any other action relative thereto.

ARTICLE 27: (Police Department/Capital Improvement Planning Committee) – To see if the Town will vote to raise or appropriate, borrow or transfer from available funds the amount of Fifty Thousand Six Hundred Eighty One Dollars and Zero Cents (\$50,681.00) for the purchase of a 2019 Ford F150 Pickup Truck, or similar vehicle for the Police Department, or take any other action relative thereto.

ARTICLE 28: (Town Administrator) Add to Stabilization Fund – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds a sum of money to be added to the Stabilization Fund, or take any other action relative thereto.

ARTICLE 29: (Board of Selectmen) – Funding Employee Merit Pool – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Forty Thousand Dollars and Zero Cents (\$40,000.00) to fund merit increases for department heads and non-union employees and increase in hours for the Veteran Office as recommended by the Personnel Board and the Board of Selectmen, or take any other action relative thereto.

ARTICLE 30: (Sewer Department) – To see if the Town will vote to transfer from the Sewer Retained Earning Account (Account #0060-000-3590-00) the sum of Forty Nine Thousand Five Hundred Sixty Dollars and Zero Cents (\$49,560.00) for Phase I of the DEP mandated Inflow an Infiltration Study, or take any other action relative thereto.

ARTICLE 31: (Sewer Department/Capital Improvement Planning Committee) – To see if the Town will vote to transfer from the Sewer Retained Earning Account (Account #0060-000-3590-00) the sum of Seventy One Thousand Three Hundred Ninety Eight Dollars and No Cents (\$78,398.00) to purchase a sewer line video camera for inspection of mains and laterals, or take any other action relative thereto

ARTICLE 32: (Economic Development Committee) – Establish an Agricultural Advisory Commission – To see if the Town will vote to create a new bylaw, by adding a section “Agricultural Advisory Commission” as recommended by the Economic Development Committee, or take any other action relative thereto.

ESTABLISHMENT OF A “NEW AGRICULTURAL ADVISORY COMMISSION”

a). Purpose:

To establish the Agricultural Advisory Commission in the Town of Dudley to serve as a forum for matters of interest to farmers in Dudley, and to advise the Board on how the Town can best support farming in Dudley. The Commission's five (5) members shall include three (3) Dudley residents who are engaged in farming and two (2) citizens at-large interested in promoting farming.

b). Duties and Responsibilities:

The Commission's duties shall include, but are not limited to: serving as facilitators for encouraging the pursuits of agriculture in Dudley; promoting agricultural-based economic opportunities in Town; acting as mediators, advocates, educators, and/or negotiators on farming issues; working for preservation of prime agricultural lands; advising the Board of Selectmen, Planning Board, Zoning Board of Appeals, Conservation Commission, Board of Health, Historical Commission, Board of Assessors, and the Open Space committee, or any other appropriate Town Boards, on issues involving agriculture; and pursuing all initiatives appropriate to creating a sustainable agricultural community. When designated by the Board of Selectmen this Advisory Commission will be the lead representative for the Town of Dudley and its interactions and communications with the Massachusetts Department of Agricultural Resources. However, the Advisory Commission shall not have the authority to bind the Town in any regard, unless otherwise authorized by the Board of Selectmen, by by-law, or by town meeting vote.

c). Appointment & Composition of the Commission:

The Commission shall be appointed by the Board of Selectmen.

ARTICLE 33: (Economic Development Committee) – Establish Recreation Commission –

To see if the Town will vote to abolish the existing Recreation Committee, and adopt a general by-law establishing in its place a new "Recreation Commission" which purpose shall be the development of recreational programs and the enhancement of recreational facilities and opportunities within the Town, as set forth below, or take any other action relative thereto.

"RECREATION COMMISSION"

1). Purpose:

There hereby established in the Town of Dudley a Recreation Commission, whose purpose is to seek the development of recreational programs and the enhancement of recreational facilities and opportunities within the Town.

2). Composition:

The Commission shall be comprised of five (5) members, all whom are residents of the Town. Commission members shall be appointed by the Board of Selectmen and shall serve at the pleasure of the Selectmen.

3). Duties and Responsibilities:

The Commission shall be vested with the full power, duties and obligations necessary to accomplish this purpose, and they shall be charged with full responsibility for the recreation programs designed by the Commission and approved by the Board of Selectmen.

They shall have the ability to set up sub committees for specific recreational purposes such as “Rail Trail Committee”, Town Beach Committee” or any other committee which will help it achieve its purpose.

They shall have their own financial budget which shall be separate from the general funds of the Town. These funds will be allowed to roll over from year to year so that an accumulation of funds is possible. The Commission will have the authority to make expenditures, not to exceed their budget, for the purpose of meeting their recreational goals.

They shall have the ability to propose “fees” which must be approved at Town Meeting. They will have the ability to raise private funds and go to town meeting for budgetary requests.

They shall take ownership of all recreational programs and events within the Town of Dudley.

Such programs will include:

Management of the beaches;

Management of all Town owned Open Space and Conservation Land;

Rail Trails;

Boating;

Fishing;

Hunting;

Hiking Trails;

Walking Trails;

Town owned land;

Water Recreational Opportunities

Partnering with public and private agencies for all sports and community activities within the Town of Dudley.

Partnering with other Dudley town departments and organizations to promote recreational, cultural and social opportunities within Dudley.

Special Events, Town Celebrations

In addition, the Commission will work closely with regional organizations such as The Last Green Valley, Dudley Conservation Land Trust and others, to have the Town of Dudley play a visible and active role in promoting the town as a recreational destination.

Or take any other action relative thereto.

ARTICLE 34: (Board of Selectmen/Cemetery Commissioners) – Article 26 – Cemetery By-Laws – To see if the Town will vote to add a new section to Article 26 – Cemetery Bylaws of the General By-laws, to be known as “Section 7– Veteran’s Lots”, the language of the new Section 7 as set forth below.

Section 7 – Veteran’s Lots:

This section in the cemetery called “veterans lots” may be used for the interment of any resident veteran, with a grave opening charge only, predicated on and subject to available space in said veteran’s lot and subject to the rules and regulations. Said space will be set aside for the burials of honorably discharged veterans residing in the Town of Dudley at the time of their enlistment into the service and/or at the time of their death, proof of having been established by the Veterans Agent and subject to the approval of the Cemetery Commissioners. Spouses shall be buried beside veteran and subject to fees within the rules and regulations. The lifting of the turf for flower beds is prohibited on any veteran’s grave.

Or take any other action relative thereto.

ARTICLE 35: (Highway Department/Capital Improvement Planning Committee) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Seventy Five Thousand Three Hundred Dollars and Zero Cents (\$75,300.00) for the purchase of a Heavy Duty Dump Truck (under 35,000 GVW) with angle plow, or similar vehicle and to sell or trade a 1998 One Ton Dump Truck, the proceeds of which to be used for said purchase, or take any other action relative thereto.

ARTICLE 36: (Highway Department) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Twelve Thousand Dollars and Zero Cents (\$12,000.00) for the purchase of various sized tires for the Highway Department’s trucks and heavy equipment, or take any other action relative thereto.

ARTICLE 37: (Highway Department) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Twelve Thousand Five Hundred Dollars and Zero Cents (\$12,500.00) for the purchase of a new 12’ power angle plow for the Highway Department and sell a 1974 snowplow for scrap and use the proceeds toward the purchase of the new plow, or take any other action relative thereto.

ARTICLE 38: (Building and Grounds/Capital Improvement Planning Committee) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Fifty Five Thousand Three Hundred Seventy Five Dollars and Zero Cents (\$55,375.00) for the purchase of a new Light Duty One Ton Dump Truck with plow or similar vehicle, or take any other action relative thereto.

ARTICLE 39: (Animal Control/Capital Improvement Planning Committee) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Thirty Three Thousand Eight Hundred Seventy Five Dollars (\$33,875.00) for the purchase and equipping of a vehicle for the Animal Control Officer and/or Assistant Animal Control Officer, or take any other action relative thereto.

ARTICLE 40: (Petition Article) Historic Records Preservation – To see if the Town will appropriate, borrow or transfer from available funds the sum of Ten Thousand Dollars and Zero Cents (\$10,000) for the purpose of archival preservation, or take any other action relative thereto.

You are hereby directed to serve this warrant by posting attested copies thereof, at the Dudley Municipal Center and on the Town of Dudley Web site and by posting notice of availability of the Warrant on one (1) Cable Access Channel.

Warrant to be posted at least seven (7) days before holding of said meeting. Hereof, fail not, and make due return of this warrant with your doing thereon, to the Town Clerk at the time of holding of said meeting.

Given under our hands this 18th day of October in the year Two Thousand and Eighteen.

Steven Sullivan, Chairman
Kerry Cyganiewicz, Sr., Vice-Chairman
Jonathan Ruda
John Marsi
Dudley Board of Selectmen

I have notified and warned the inhabitants of the Town of Dudley by posting up attested copies of the same at the Dudley Municipal Center on the 19th of October 2018. I also observed it posted on the Town's Website and notice of availability on the Dudley Cable Access Channel on the 19th of October 2018.

Thereby making my return to the Dudley Town Clerk on the 19th of October 2018.

Pellegrino J. D'Auria
Constable, Town of Dudley

APPENDIX A

Raise and appropriate or transfer from Free Cash a total of \$160,100.00 (One Hundred Sixty Thousand Two Hundred Dollars and Zero Cents to the below FY2019 accounts:

\$80,000.00 (Eighty Thousand Dollars and Zero Cents) to Veteran's Benefits
(Account 0001 543 5770 02)

\$7,000.00 (Seven Thousand Dollars and Zero Cents) to Highway Contracted Wages (Account 0001 420 5114 01)

\$5,000.00 (Five Thousand Dollars and Zero Cents) to Highway Snow Removal (Account 0001 423 5700 02)

\$18,500 - (Eighteen Thousand Five Hundred Dollars and Zero Cents) to Legal Services (Account 0001 156 5310 02)

\$10,700.00 (Ten Thousand Seven Hundred Dollars and Zero Cents) to Police Desk Coverage (Account 0001 210 5790 02)

\$4,000.00 (Four Thousand Dollars and Zero Cents) to Police General (Account 0001 210 5700 02)

\$10,000.00 (Ten Thousand Dollars and Zero Cents) to Police Overtime (Account 0001 210 5131 02)

\$5,000.00 (Five Thousand Dollars and Zero Cents) to Police Computer Supplies (Account 0001 210 5760 02)

\$19,900 (Nineteen Thousand Nine Hundred Dollars and Zero Cents) to Board of Selectmen Operational Expenses (Account 0001-122-5705-02)

A True Copy.

Attest:


Ora E. Finn, CMMC, Dudley Town Clerk

**TOWN OF DUDLEY
FALL SPRING TOWN MEETING
OCTOBER 29, 2018**

As instructed in the preceding warrant, legal voters of the Town of Dudley assembled in the Shepherd Hill High School Auditorium on Monday, October 29, 2018. The meeting was brought to order at 7:09 p.m. After the Pledge of Allegiance to the Flag, the Moderator recognized the Town Clerk to read the service of the warrant. The Moderator made several announcements in then introduced the Board of Selectmen, the Town Administrator and Town Counsel.

ARTICLE 1- Unanimously accepted to receive the reports of the several Town Officers and all Committees.

ARTICLE 2- Unanimously accepted to hear and act on the recommendations of the Board of Selectmen and the Finance & Appropriation Advisory Committee.

The FAA recommended that Article 3 be amended and accepted and that the sum of One Hundred Twenty Thousand One Hundred Dollars and Zero Cents (\$120,100.00) be raised and appropriated. The motion was made and seconded.

ARTICLE 3: – FY 2019 Supplemental Budget – Unanimoulsy accepted to raise and appropriate the sum of One Hundred Twenty Thousand One Hundred Dollars and Zero Cents (\$120,100.00) to defray the supplemental charges and expenses of the Town and including debt and interest for Fiscal Year 2019 voted under Article 4 of the May 21, 2018 Annual Town Meeting.

Raise and appropriate a total of \$120,100.00 (One Hundred Twenty Thousand One Hundred Dollars and Zero Cents to the below FY2019 accounts:

\$40,000.00 (Forty Thousand Dollars and Zero Cents) to Veteran's Benefits (Account 0001 543 5770 02)

\$7,000.00 (Seven Thousand Dollars and Zero Cents) to Highway Contracted Wages (Account 0001 420 5114 01)

\$5,000.00 (Five Thousand Dollars and Zero Cents) to Highway Snow Removal (Account 0001 423 5700 02)

\$18,500 - (Eighteen Thousand Five Hundred Dollars and Zero Cents) to Legal Services (Account 0001 156 5310 02)

\$10,700.00 (Ten Thousand Seven Hundred Dollars and Zero Cents) to Police Desk Coverage (Account 0001 210 5790 02)

\$4,000.00 (Four Thousand Dollars and Zero Cents) to Police General (Account 0001 210 5700 02)

\$10,000.00 (Ten Thousand Dollars and Zero Cents) to Police Overtime (Account 0001 210 5131 02)

\$5,000.00 (Five Thousand Dollars and Zero Cents) to Police Computer Supplies (Account 0001 210 5760 02)

\$19,900 (Nineteen Thousand Nine Hundred Dollars and Zero Cents) to Board of Selectmen Operational Expenses (Account 0001-122-5705-02)

The FAA recommended that Article 4 be accepted and that the sum of Thirty Six Thousand Dollars and Zero Cents (\$36,000.00) be transferred from Free Cash. The motion was made and seconded.

ARTICLE 4: Unanimously accepted to transfer from Free Cash the sum of Thirty Six Thousand Dollars and Zero Cents (\$36,000.00) to add to the Compensated Absence Trust (Account #0800-000-5790-00) for end of career retirement costs associated with municipal employees.

The FAA recommended that Article 5 be accepted and that the sum of One Hundred Eighty Dollars and Zero Cents (\$180.00) be transferred from Free Cash. The motion was made and seconded.

ARTICLE 5: Unanimously accepted to transfer from Free Cash the sum of One Hundred Eighty Dollars and Zero Cents (\$180.00) to pay an unpaid bill to the Worcester Telegram and Gazette from Fiscal Year 2018.

The FAA recommended that Article 6 be accepted and that the sum of One Thousand Nine Hundred Ninety Eight Dollars and Zero Cents (\$1,998.00) be transferred from Free Cash. The motion was made seconded.

ARTICLE 6: Unanimously accepted to transfer from Free Cash the sum of One Thousand Nine Hundred Ninety Eight Dollars and Zero Cents (\$1,998.00) to pay for an unpaid bill in May 2018 to Select Print Solutions for the Town Annual Report.

The Moderator asked for unanimous consent to dispense with the reading of Article 7. Hearing no objection, it was so moved. The FAA deferred Article to the Board of Selectmen.

Chairman Steven Sullivan made a motion to approve Article 7 as written; the motion was seconded. The Moderator called for a vote count. Article 7 failed: 43 in favor/47 opposed.

ARTICLE 7: Defeated by majority vote. - REMEDY OF PUBLIC NUISANCE BYLAW- To see if the Town will vote to adopt a Public Nuisance Bylaw pursuant to Article 89 of the Amendments to the Massachusetts Constitution and Massachusetts General Laws.

REMEDY OF PUBLIC NUISANCE

Section 1: Authority and Purpose

Pursuant to the general powers granted to cities and towns by Article 89 of the Amendments to the Massachusetts Constitution and the specific powers granted by the Massachusetts General Laws, this bylaw is adopted for the prevention of future nuisances and the removal of existing nuisances within the Town that constitute a hazard or blight, or adversely affect property values.

Section 2: Definitions:

In this Bylaw, the following words shall have the following meanings:

1. **Blight:** Any condition that seriously impairs the value, condition, strength, durability or appearance of real property, whether occupied or vacant.
2. **Building:** A combination of any materials, whether portable or fixed, with exterior walls or firewalls and a roof, built, erected or framed, to form a structure for the shelter of persons, animals or property. The word "building" shall be construed where the context requires as though followed by the words "or part or parts thereof".
3. **Dilapidated:** A condition of decay or partial ruin by reason of neglect, misuse, or deterioration. The term includes, but is not limited to: property with deteriorated roofs, foundations or floors, including broken or inadequately secured windows or doors; and personal property that is broken, rusted worn, partially or wholly dismantled or otherwise due to deterioration is unsuitable for the purpose for which designed.
4. **Nuisance:** All substantial interference with the common interest of the general public in the maintaining decent, safe and sanitary structures that are not dilapidated, and neighborhoods, when such interference results from the hazardous or blighted condition of private property, land or buildings. Any substantial interference with any public place, street or private way to include the placement of snow, ice and any other debris that interferes with safe passage on any public roadway or sidewalk. The fact that particular structure or use may be permitted under the Zoning Bylaw does not create an exemption from the application of this bylaw. The term includes but is not limited to:
 - (a) Burned structures not otherwise lawfully habitable or usable (will not limit the lawful right of the Fire Chief to order the demolition of a building or unsafe structure that he may deem an immediate public safety risk).
 - (b) Dilapidated structures of property.
 - (c) Dangerous or unsafe structures or personal property.
 - (d) Dead, decayed, diseased or hazardous trees, debris, junk or trash.
 - (e) Personal property that is exposed to the elements without protection against deterioration, ruse or dilapidation.
 - (f) Vehicles, machinery or mechanical equipment or parts thereof that is located on soil, grass, or other porous surfaces that may result in the destruction of vegetation or contamination of soil.
 - (g) Overgrown vegetation which may harbor rats and vermin, conceal pools of stagnant water or other nuisances, or which is otherwise detrimental to neighboring properties or property values.
5. **Owner:** Every person who alone or jointly or severally with others: (i) has legal title to any building, structure or property subject to this Bylaw; (ii) has care, charge, or control of any such Building Structure or property in any capacity including but not limited to agent, executor, executrix, administrator, administratrix, trustee or guardian of the estate of the holder of legal title; (iii) is a mortgagee in possession of such property; or (iv) is an agent, trustee or other person appointed by the

courts and vested with control of such property; or (v) is an officer or trustee of the association of unit owners of a condominium.

6. **Occupant:** The person occupying or in control of such property.
7. **Structure:** A combination of materials assembled at a fixed location to give support or shelter such as a building, framework, retaining wall, reviewing stand, platform, bin, fence, sign, flagpole, recreational tramway, or mast for an antenna or the like. The word "structure" shall be construed, where the context allows, as though followed by the words "or part of parts thereof".

Section 3: Nuisance Prohibited:

All property in the Town of Dudley, whether occupied or vacant, shall be maintained in good repair and in a safe and sanitary condition. No Owner, or in the case of real property, Occupant, of property shall create, permit or maintain a condition or activity on their property that creates Blight or a Nuisance as those terms are defined herein.

Section 4: Administration and Enforcement:

1. **Enforcement Generally,** This Bylaw may be enforced in accordance with applicable law, including, without limitation, Article 13, Section 5 of the General Bylaws, and the election of one remedy shall not preclude enforcement through any other lawful means. If enforced through non-criminal disposition, the following fine schedule shall apply: First violation - \$50.00; Second violation - \$100.00; Third and subsequent violations - \$300.00. This Bylaw shall be enforced by the Building Inspector or Code Enforcement Officer, or their designees, the Police Department, the Fire Department, or the Board of Health or its designees, as appropriate ("Enforcement Authority"). Nothing herein shall preclude the Enforcement Authority from providing a warning or seeking to resolve any violation informally.
2. **Notice to Owner and Occupant:** Except in the case of an emergency posing an immediate threat to the public health and safety or as otherwise provided herein, the Enforcement Authority shall seek to provide immediate notice in writing to the Owner and Occupant of a property being maintained in violation of this Bylaw, outlining such violation in general terms and providing a reasonable deadline for taking corrective action ("Enforcement Order"). The Enforcement Authority may, if the Owner or Occupant fails to comply with such Enforcement Order, seek to enforce as set forth herein.
3. **Removal or Remedy of Nuisance by Town:** If the Owner or Occupant fails to timely remedy the violation in accordance with an Enforcement Order, the Town may cause the nuisance to be removed or made safe in accordance with the provisions of G.L. Chapter 139, §§1-3A, G.L. c. 143, §§ 6-14 or otherwise in accordance with any other applicable provision of law or court order for such purposes.
4. **Complaints by Interested Parties:** Persons who own or occupy property directly or diagonally across the street, or who are abutters to abutters within 300 feet of the property line, of a property being maintained in violation of this Bylaw may submit a complaint to the Enforcement Authority, and, if so submitted, shall be provided with copies of any notices or written orders provided to the Owner or Occupant of such property and of any pleadings filed in court with respect thereto.
5. **Reports by Enforcement Authority:** The Building Inspector or other official specified by the Town Administrator shall file with the Town Administrator every six months, or at such other longer interval as the Town Administrator shall require, a report that shall include all complaints of Nuisance or enforcement actions initiated under this Bylaw during tax period, which report shall include the location

of the premises at issue, summary of the nature of the complaint, the name(s) of the Owner and Occupant, and any action taken.

Section 5: Interaction with Other Laws:

This Bylaw is intended to further the objective of an to act in concert with any existing federal, state or local laws concerning the maintenance of property and the abatement of nuisances, and nothing herein shall be deemed to limit or restrict Town officials whatsoever from actin in accordance with such laws.

The FAA recommended that Article 8 be accepted and that the sum of Five Thousand Dollars and Zero Cents (\$5,000.00) be raised and appropriated. The motion was made and seconded.

ARTICLE 8: Unanimously accepted to raise and appropriate the sum of Five Thousand Dollars and Zero Cents (\$5,000.00) to the Finance, Appropriation and Advisory Committee Reserve Account #0001-131-5780-02 to increase total from \$15,000 to \$20,000 for Fiscal Year 2019.

The FAA recommended that Article 9 be approved as printed in the warrant. The motion was made and seconded.

ARTICLE 9: Unanimously accepted to create a new General Stabilization Fund for the purpose of depositing all solar lease funds from old landfill located on Indian Road.

The FAA recommended that Article 10 be accepted as written and that the sum of Thirteen Thousand Three Hundred Three Dollars and Thirty-Three Cents (\$13,303.33) be transferred from Free Cash. The motion was made and seconded.

ARTICLE 10: Unanimously accepted to transfer from Free Cash the sum of Thirteen Thousand Three Hundred Three Dollars and Thirty-Three Cents (\$13,303.33) going to the Maturing Debt Interest Account (Account # 0001-145-5912-02), for the first payment of the interest on the Dudley Municipal Complex Roof and HVAC loan.

The FAA recommended that Article 11 be amended and that the sum of One Thousand Dollars and Zero Cents (\$1,000.00) be raised and appropriated. The motion was seconded and unanimously accepted.

ARTICLE 11: Unanimously accepted as amended to raise and appropriate the sum of One Thousand Dollars and Zero Cents (\$1,000.00) to the Assistant Treasurer/Collector Salary Account (Account # 0001-145-5121-01).

The FAA recommended that Article 12 be Passed Over. The motion was made and seconded.

ARTICLE 12: Passed Over by unanimous vote to raise and appropriate, borrow or transfer from available funds the sum of Two Thousand Six Hundred Fifty Three Dollars and Seventy-Three Cents (\$2,655.73) to the Treasurer/Collector Salary Account (Account #0001-145-5111-01).

The FAA recommended that Article 13 be accepted and that the sum of Two Thousand Three Hundred Eighty Dollars and Zero Cents (\$2,380.00) be transferred from Free Cash. The motion was made and seconded.

ARTICLE 13: Unanimously accepted to transfer from Free Cash the sum of Two Thousand Three Hundred Eighty Dollars and Zero Cents (\$2,380.00) to the Library Custodial Services Account #0001-610-5114-01.

The FAA recommended that Article 14 be amended and accepted and that the sum of Two Hundred Twenty Five Thousand Dollars and No Cents (\$225,000.00) be borrowed. The motion was made and seconded.

ARTICLE 14: Unanimously accepted to borrow the sum of Two Hundred Twenty Five Thousand Dollars and No Cents (\$225,000.00) in order to supplement the amounts approved under Article 11 at the October 24, 2016 Town Meeting, for the purposes authorized under said Article 11, to be expended under the control of the Fire Station Building Committee, , and to meet said appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow such sum under and consistent with M.G.L. c. 44, §7 or any other enabling authority, and to issue bonds and notes therefor; provided further that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. c.44, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs. Said appropriation is contingent upon the determination by the Department of Revenue (DOR) that this additional borrowing is covered under the debt exclusion under M.G.L. c. 59, §21C(k) (so-called "Proposition 2 ½") previously authorized by the voters at the November 8, 2016 election, or subject to a supplementary Proposition 2 ½ debt exclusion override ballot question, pursuant to M.G.L. c. 59, §21C(k), as may be necessary in the event DOR approval is not received.

The FAA recommended that Article 15 be accepted as written in the warrant. The motion was made and seconded.

ARTICLE 15: Unanimously accepted to approve a deposit of funds in the amount of Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00) to the Fire Station Building Project Account (Account #0300 000 5780 71) resulting from a settlement with a sub-contractor on the New Fire Station Headquarters Project, said funds to be used for project costs.

The FAA recommended that Article 16 be accepted as written and that the sum of Ten Thousand Seven Hundred Eighty Eight Dollars and Zero Cents (\$10,788.00) be transferred from Free Cash. The motion was made and seconded.

ARTICLE 16: Unanimously accepted to transfer from Free Cash a sum of Ten Thousand Seven Hundred Eighty Eight Dollars and Zero Cents (\$10,788.00) to supplement an Assistance to Firefighter (AFG) Grant for air packs for firefighters, said amount represents five percent (5%) match required by the Town.

The FAA recommended that Article 17 be accepted as written and that the sum of Nineteen Thousand Nine Hundred Ninety Dollars and Zero Cents (\$19,990.00) be transferred from Free Cash. The motion was made and seconded.

ARTICLE 17: Unanimously accepted to transfer from Free Cash the sum of Nineteen Thousand Nine Hundred Ninety Dollars and Zero Cents (\$19,990.00) for the purchasing of approximately ten (10) sets of fire gear.

The FAA recommended that Article 18 be accepted as written and that the sum of Five Thousand Nine Hundred Fifty Two Dollars and Zero Cents (\$5,952.00) be transferred from Free Cash. The motion was made and seconded.

ARTICLE 18: Approved by Majority Vote to transfer from Free Cash the sum of Five Thousand Nine Hundred Fifty Two Dollars and Zero Cents (\$5,952.00) to supplement salary increases for Assistant Fire Chief and new Lieutenant position.

The FAA recommended that Article 19 be accepted as written and that the sum of Twelve Thousand Dollars and Zero Cents (\$12,000.00) be transferred from Free Cash. The motion was made and seconded.

ARTICLE 19: Unanimously accepted to transfer from Free Cash the sum of Twelve Thousand Dollars and Zero Cents (\$12,000.00) to fund one fifth (1/5) of the cost of quinennial re-certification of real estate and personal property values for FY2023 as required by the Commonwealth's Department of Revenue.

The FAA recommended that Article 20 be amended and accepted and that the sum of Twenty Six Thousand Dollars and No Cents (\$26,000.00) be transferred from Free Cash. The motion was made and seconded.

ARTICLE 20: Unanimously accepted to transfer from Free Cash the sum of Twenty Six Thousand Dollars and No Cents (\$26,000.00) to upgrade property appraisal software, including the purchase new hardware as recommended by the Board of Assessors.

The FAA recommended to accept Article 21 as written. The motion was made and seconded.

ARTICLE 21 – As declared by the Moderator, it was accepted by Majority Vote to amend the Dudley General By-Laws, ARTICLE 6, SECTION 1 by striking “Two Thousand Dollars (\$2,000.00)” and changing it to “Twenty Thousand Dollars (\$20,000.00)”, as shown below with deleted language stricken through and added language in bold.

ARTICLE 6 – DUTIES OF TOWN OFFICERS

Section 1. The Selectmen are authorized to prosecute and defend all suits or other actions to which the Town is party and may settle claims against the Town provided the amount to be paid shall not exceed ~~two thousand dollars (\$2,000.00)~~ **twenty thousand dollars (\$20,000.00), or as otherwise provided by Massachusetts General Laws.**

The FAA deferred Article 22 to the Board of Selectmen. Selectman Jonathan Ruda made a motion to accept Article 22 as written. The motion was made and seconded.

ARTICLE 22: Unanimously accepted to amend the Dudley General Bylaws, ARTICLE 32 – PERSONNEL POLICIES AND PROCEDURES AUTHORIZED PURSUANT TO MGL CHAPTER 41, SECTIONS 108A AND 108C by amending Section 4 – Responsibilities and Section 5- Method, as shown below with deleted language stricken through and added language in bold.

Personnel Policies and Procedures Authorized Pursuant to M.G.L. Chapter 41, Sections 108A and 108C.

PERSONNEL POLICIES AND PROCEDURES

Section 4 – Responsibilities:

- ~~a. The Board shall be responsible for the establishment of personnel policies and procedures, including, but not limited to: Employment, Job Classification, Hours of Work and Overtime, Benefits, Leaves, Promotions, Reductions in Force, Performance Evaluation, Transfers, Corrective Action and or employment related practices and policies.~~
- ~~b. The Board shall classify all jobs and positions, and execute a wage and salary administration system.~~
- ~~c. The Board shall propose wage and salary rates each year for the purposes of administering Section 4b above.~~

The Personnel Board shall serve as the policy making authority of the Town in personnel matters and shall perform the following functions:

- a. Approve and recommend Classification and Pay Plan to Finance Advisory & Appropriations Committee and Board of Selectmen;**
- b. Review and recommend employee benefit programs and conditions of employments;**
- c. Review and analysis personnel procedures and administrative practices.**
- d. The Board shall administer a final, binding problem solving system, by which Town employees may present and resolve disputes and grievances.**
- e. In the event that a specific provision of this bylaw should conflict with a specific provision of a collective bargaining agreement, adopted in conformance with M.G.L. Chapter 150E, the provision of the particular collective bargaining agreement shall prevail.**
- f. The Board shall recommend compensation for all presently compensated town positions elected and appointed not otherwise covered by the Town's wage and salary system.**

Section 5 – Method

- ~~a. With respect to Section 4a above, the Board shall research and prepare proposed rules and regulations, or amendments on their own initiative, or as requested by Town Departments, Board or employees. The Board shall then notify any affected Boards and commission in writing, post notices in prominent locations, and schedule a public meeting with at least ten days' notice. The Board will consider all relevant information for the meeting then vote on the proposals. A majority vote (when a quorum of the Board is present) shall be considered sufficient for adoption.~~

- a. The Town Administrator or his or her designee shall serve as Personnel Director of the Town, and in this role makes recommendations to the Personnel Board on policy matters, and administers the day to day personnel practices, procedures and systems of the Town, including but not limited to:

- 1. Employee recruitment/testing/selection appraisal/evaluation;**
- 2. Employee training and development;**
- 3. Employee benefits and service programs, except that the Treasurer shall remain as Insurance Administrator and be responsible for group health insurance and worker's compensation;**

4. **Employee safety and health programs;**
5. **Employee discipline and grievance procedures.**

b. (no change)

c. ~~Any section of the Board under Capital section 4a or 5a may be recinded by majority vote of the Town Meeting.~~

ARTICLE 23: No action required. Formatting error on the posted warrant. The language in the posted warrant as Article 23 is included and part of Article 22.

The Moderator asked for unanimous consent to dispense with the reading of Article 24. Seeing no objection, it was so moved. The Moderator called for a five minute recess to allow voters time to review the article.

The FAA deferred Article 24 to the Board of Selectmen. Chairman Steven Sullivan recommended to amend Article 24 by combining Section 1(a) and 1(b) and the subparagraphs in Section 1 be re-lettered accordingly and that the new by-law be numbered as Article 50. Chairman Sullivan made a motion to to accept Article 24 as amended. The motion was seconded and unanimously accepted.

ARTICLE 24: Unanimously accepted as amended to approve a new General Bylaw or petition the Legislature to enact special legislation substantially as follows:

ARTICLE 50. Town Administrator

Section 1 – Appointment, Review, Other Activities

- (a) Appointment, Term of Office – The Board of Selectmen shall appoint a Town Administrator to serve for a term of not more than three (3) years, provided, however, that the first six months of any individual's first appointment to the office shall be considered a probationary period. The Town Administrator shall be appointed on the basis of his/her executive and administrative qualifications. He/she shall be a person especially fitted by education, training and previous experience in business or public administration to perform the duties of the office of Town Administrator.
- (b) Review of Performance – The Board of Selectmen shall annually provide for a review of the job performance of the Town Administrator which shall, at least be in summary form, be a public record.
- (c) Restriction on Other Activities – The Town Administrator shall devote his/her full time to the duties of his/her office and shall not hold any other public office, elective or appointive, nor shall he/she engage in any other business, occupation or profession during his/her term unless such action is approved, in advance, in writing, by the Board of Selectmen.

Section 2 – Powers and Duties

The Town Administrator shall be the Chief Administrative Officer of the Town and shall be responsible to the Board of Selectmen for the proper administration of all town affairs placed under his charge by the Board of Selectmen or under town bylaws. Acting by and for the Selectmen, the powers and duties of the Town Administrator shall include, but are not intended to be limited, the following:

- 1). He/she shall supervise, direct and be responsible for the efficient administration of all functions placed under his control by by-law, by town meeting vote, by vote of the Board of Selectmen, or otherwise, including all officers appointed by him/her.
- 2). He/she shall coordinate the activities of all town department under his/her control, with those under the control of officers and multiple member bodies who are elected directly by the voters of Dudley or appointed by the Board of Selectmen.
- 3). He/she shall recommend the appointment, and may recommend the removal, subject to the civil service law and any collective bargaining agreements as may be applicable, all department heads, all officers, subordinates and employees for whom no other method of selection is provided by by-laws, unless otherwise provided by State law. Appointments made by the Town Administrator shall become effective at his/her discretion, unless the Board of Selectmen shall within such period by majority vote of the Board vote to reject such appointment or has sooner voted to affirm it.
- 4). He/she shall, in conjunction with a Personnel Board established by by-law, be entrusted with the administration of a town personnel system, including but not limited to personnel policies and practices, rules and regulations, including provisions for an annual employee performance review, personnel by-law and all collective bargaining agreements entered into on behalf of the Town. He/she shall, in conjunction with the personnel board prepared, maintain and keep current a plan establishing the personnel staffing requirements of each town agency, except those under the jurisdiction of the school committee.
- 5). He/she shall attend all regular and special meetings of the board of selectmen, unless excused at his own request, and shall have a voice, but no vote, in all of its proceedings.
- 6) He/she shall attend all sessions of the town meeting and shall answer all questions addressed to him related to warrant articles and which are related to matters under his general supervision.
- 7) He/she shall assure that all provisions of state laws, the by-laws and other votes of the town meeting, votes of the board of selectmen and of other town agencies which require enforcement by him or by officers or employees subject to his general supervision and direction, are faithfully carried out, performed and enforced.
- 8) He/she shall prepare, propose and submit, the fiscal documents pertaining to the annual operating budget and proposed capital outlay program for the town.
- 9) He/she shall keep the board of selectmen fully informed as to the fiscal condition and needs of the town, and shall make such recommendations to the board of selectmen and to other elected and appointive officers as he may deem to be necessary or desirable.
- 10) He/she shall assure that full and complete records of the financial and administrative activities of the town are kept and shall render full reports to the board of selectmen at the end of each fiscal year and at such other periods as it may reasonably require.
- 11) He/she shall have full jurisdiction over the rental and use of all town facilities. He shall be responsible for the maintenance and repair of all town facilities.

12) He/she may at any time inquire into the conduct of office or performance of duty of any town officer, town employee or town agency under his general supervision. The Town Administrator may impose progressive discipline for any infractions subject to disciplinary actions, including verbal warning, written warning, performance improvement plans, suspension or administrative leave and may recommend termination or any other action to the board of selectmen as may be necessary.

13) He/she shall assure that a full and complete inventory of all town-owned property, both real and personal, is kept consistent with Generally Accepted Accounting Principles.

14) Under the guidance of the Board of Selectmen, he/she shall be responsible for the negotiation of all contracts with town employees over wages, hours, and other conditions of employment. The Town Administrator shall serve as designee of the Board of Selectmen for the purposes of regional school district collective bargaining negotiations.

15) He/she shall be responsible for the purchase of all supplies, materials and equipment, and shall award all contracts for supplies, materials and equipment for all departments and activities of the town, except for the school department. He shall examine and inspect, or cause to be examined and inspected, the quality and the condition of all supplies, materials and equipment delivered to or received by any town department, except the Dudley Charlton Regional School District. He shall, in addition, be responsible for the disposal of all surplus supplies, materials and equipment for all departments and activities of the town, except for the Dudley Charlton Regional School District.

16) He/she shall be in charge of all machines and software other than machines and software used for educational or classroom purposes, and shall allocate the use thereof among the several town agencies.

17) He/she may authorize any subordinate officer or employee to exercise any power of duty which he is authorized to perform, however, that all acts which are performed under any such delegation shall be deemed to be his acts.

18) He/she shall be responsible to implement and maintain general security and public safety procedures in the Dudley Municipal Center (Town Hall) and extend and review policies and procedures to all buildings and properties controlled or owned by the town, with the exception of those properties under the control of the regional school committee. This includes, but is not limited to IT and Network security.

19) He/she shall perform such other duties as may be required by by-law, by town meeting vote, by vote of the board of selectmen, or otherwise.

Section 4-3 Acting Town Administrator

(a) Temporary Absence - The town administrator shall, by letter filed with the board of selectmen and a copy filed with the town clerk, designate a qualified town officer or employee to exercise the powers and perform the duties of his office during his temporary absence. During the temporary absence of the town administrator, the board of selectmen may not revoke such designation until at least ten working days have elapsed, whereupon it may designate another qualified town officer or employee to serve as acting town administrator until the town administrator shall return and assume his duties.

(b) Vacancy - Any vacancy in the office of town administrator shall be filled as soon as possible by the board of selectmen but pending such appointment the board of selectmen shall designate a qualified town officer or employee or other qualified individual to perform the duties of the town administrator on an acting basis. The appointment of an acting town administrator shall be for a term not to exceed three months, provided, however, a renewal, not to exceed an additional three months may be provided.

(c) Powers and Duties - The powers of a temporary or acting town administrator, under (a) or (b) above, shall be limited to matters not admitting of delay and shall include authority to make appointments or designations to town office or employment to the same extent and the same conditions as the Town Administrator, except that, for positions reporting directly to the town administrator, only an acting appointment or designation may be made.

Section 4-4 Removal and Suspension

The Board of Selectmen, by a two-thirds vote taken with the full board present, may terminate the Town Administrator from his office in accordance with the following procedure:

- (a) During probationary period: notice in writing of termination.
- (b) After probationary period: The town administrator shall not be dismissed except for inefficiency, incapacity, conduct unbecoming the office, insubordination or other good cause, nor unless at least thirty days prior to the meeting at which the vote is to be taken, he shall have been notified of such intended vote; nor unless, if he so requests in writing, he shall have been furnished by the Board of Selectmen with a written statement of the charge or charges or the cause or causes for which his dismissal is proposed; nor unless, if he so requests in writing, he has been given a hearing before the board of selectmen which may be either public or private at the option of the town administrator, and at which he may be represented by counsel, present evidence, and call witnesses to testify in his behalf and examine them.
- (c) Anything contained in this provision to the contrary notwithstanding, the non-renewal of the term of appointment of the town administrator shall not be considered to be a dismissal and the provisions of this Section, 4-4 (a) and (b), shall not apply.
- (d) The Town Administrator may be suspended from office by a procedure following the same steps outlined above for a removal.
- (e) The Town Administrator shall continue to receive his full salary until thirty days following the date a final vote of removal has become effective.

The FAA deferred Article 25 to the Planning Board. Planning Board Vice Chairman Guy Horne stated that the Board had held a public hearing on this article and that all legal requirements were met. Vice Chairman Horne made a motion to accept Article 25 as written; the motion was made and seconded.

ARTICLE 25: As declared by the Moderator, the motion was Defeated by Majority Vote 47 Yes/40 No (2/3 required) to amend the Zoning Bylaws, and Zoning Bylaws Map relative to large-scale ground-mounted solar photovoltaic installations, by amending SECTION III, SPECIAL USE REGULATIONS, 3.12.00 LARGE SCALE SOLAR PHOTOVOLTAIC, 3.12.02 Applicability, second paragraph, by adding the following phrase immediately following the words with the Town Clerk at the existing end of said paragraph, with such additional language shown in bold below:

Large Ground-Mounted Solar Photovoltaic Installations are prohibited in Residential Districts (RES 10, RES 15, RES 30, RES 43, and RES 87), Commercial Districts (BUS 15), Light Industrial Districts (LI 43 and LI 87), Conservation District, and Floodplain District. Large Ground-Mounted Solar Photovoltaic Installations are allowed as of right in the Industrial Districts of IND 43 and IND 130 and the Town Refuse Disposal District. In the Solar Overlay District, on lots which contain an area of not less than four acres, the construction and use of Large Ground-Mounted Solar Photovoltaic Installations shall require a special permit issued by the Planning board in accordance with the procedures outlines in Section 5.01.04 of the Zoning Bylaws. Said Solar Overlay District is hereby superimposed on the underlying zoning districts, as shown on the map entitled "Zoning Map Amendment PROPOSED SOLAR OVERLAY DISTRICT Parcel 212 13 (Oxford Avenue)", dated October 06,

2017, which map is hereby made a part of the Zoning Bylaws and Official Zoning Map and is on file in the Office of the Planning Board and the Town Clerk, **and as shown on the map entitled “Zoning Map Amendment Proposed Solar Overlay District Parcels 215-019-000-000 and 215-019-001-000, 99 Ramshorn Road, Dudley, MA”, dated March 2018, which map is hereby made a part of the Zoning Bylaws and Official Zoning Map and is on file in the Office of the Planning Board and the Town Clerk.**

And by adopting the above referenced zoning map amendment as indicated above, which is on file with the Town Clerk and the Planning Board, and by amending the existing Zoning Map to include said Solar Overlay District.

The Moderator asked for unanimous consent to dispense with the reading Article 26. Seeing no objection, it was so moved.

The FAA deferred Article 26 to the Planning Board. Planning Board Vice Chairman Guy Horne stated that the Planning Board had held a public hearing on this article and that all legal requirements were met. Vice Chairman Horne made a motion to accept Article 26 with the following amendment:

2. Amend Section **2.03.02 Use by District Chart**, by adding the Activity or Use category entitled Medical and Adult Use Marijuana Establishments as follows:

DISTRICT⁹[illegible]

| | | | | | | | | | | |
|-------------------------------------|----|----|----|----|----|----|----|------|----|----|
| Marijuana Treatment Center | NP | NP | NP | NP | NP | NP | NP | SPPB | NP | NP |
| Medical Marijuana Treatment Center: | | | | | | | | | | |
| Retail Dispensing Medical Marijuana | NP | NP | NP | NP | NP | NP | NP | SPPB | NP | NP |
| Treatment Center: | | | | | | | | | | |
| Cultivation | NP | NP | NP | NP | NP | NP | NP | SPPB | NP | NP |

And by adding Footnote # 15 as follows:

15. Medical and Adult Use Marijuana Establishments allowed in the IND 130 District by SPPB, are allowed in the Mill Conversion Overlay District as put forth in Section 3.10 of the Zoning Bylaws on the properties further listed as comprising the Mill Conversion Overlay District in Section 3.10.03 of the Zoning Bylaws.

The motion was made and seconded.

ARTICLE 26: As declared by the Moderator, it was accepted by Majority Vote as amended to amend the Dudley Zoning By-Laws by adding a new Medical Marijuana and Adult Use Marijuana Establishments component as follows:

1. Amend Section 2.03.01 Use Regulation Catalog by inserting the words shown below in bold:

2.03.01 Use Regulation Catalog

The following terms employed in the catalog shall be construed to represent the following meanings:

- P - A permitted use as a matter of right.
- SP - A permissible use requiring a Special Use Permit from the Zoning Board of Appeals.
- NP - A prohibited use.
- P-SPR - A permissible use contingent upon Site Plan review and approval by the Planning Board.
- SP-SPR - A permissible use requiring a Special Use Permit from the Zoning Board of Appeals and Contingent upon Site Plan review and approval by the Planning Board.
- SPPB - A permissible use requiring a Special Use Permit from the Planning Board and contingent upon Site Plan review and approval by the Planning Board as a component of the Special Use Permit.**

Any use not listed in the catalog as allowed by right or by special permit is expressly prohibited.

2. Amend Section 2.03.02 Use by District Chart, by adding the Activity or Use category entitled Medical and Adult Use Marijuana Establishments as follows:

| | <u>DISTRICT⁹</u> | | | | | | | | | |
|-------------------------------------|-----------------------------|-----|-----|-----|-----|-----|-----|------|----|----|
| | RES | RES | RES | RES | RES | BUS | IND | IND | LI | LI |
| ACTIVITY OR USE | 10 | 15 | 30 | 43 | 87 | 15 | 43 | 130 | 43 | 87 |
| <u>MEDICAL AND</u> | | | | | | | | | | |
| <u>ADULT USE</u> | | | | | | | | | | |
| <u>MARIJUANA</u> | | | | | | | | | | |
| <u>ESTABLISHMENTS</u> ⁷⁵ | | | | | | | | | | |
| Craft Marijuana | | | | | | | | | | |
| Cooperative | NP | NP | NP | NP | NP | NP | NP | SPPB | NP | NP |

| | | | | | | | | | | |
|--|----|----|----|----|----|----|----|------|----|----|
| Marijuana Cultivator | NP | NP | NP | NP | NP | NP | NP | SPPB | NP | NP |
| Marijuana Product Manufacturer | NP | NP | NP | NP | NP | NP | NP | SPPB | NP | NP |
| Marijuana Retailer | NP | NP | NP | NP | NP | NP | NP | SPPB | NP | NP |
| Marijuana Independent Testing Laboratory | NP | NP | NP | NP | NP | NP | NP | SPPB | NP | NP |
| Marijuana Microbusiness | NP | NP | NP | NP | NP | NP | NP | SPPB | NP | NP |
| Marijuana Research Facility | NP | NP | NP | NP | NP | NP | NP | SPPB | NP | NP |
| Marijuana Transporter | NP | NP | NP | NP | NP | NP | NP | SPPB | NP | NP |
| Adult On-Site Marijuana Social Consumption Operator (Public Facility or Private Club) | NP | NP | NP | NP | NP | NP | NP | NP | NP | NP |
| Any other type of Licensed Marijuana-related Business, except a Medical Marijuana Treatment Center | NP | NP | NP | NP | NP | NP | NP | SPPB | NP | NP |
| Medical Marijuana Treatment Center: Retail Dispensing | NP | NP | NP | NP | NP | NP | NP | SPPB | NP | NP |
| Medical Marijuana Treatment Center: Cultivation | NP | NP | NP | NP | NP | NP | NP | SPPB | NP | NP |

And by adding Footnote # 15 as follows:

15. Medical and Adult Use Marijuana Establishments allowed in the IND 130 District by SPPB, are allowed in the Mill Conversion Overlay District as put forth in Section 3.10 of the Zoning Bylaws on the properties further listed as comprising the Mill Conversion Overlay District in Section 3.10.03 of the Zoning Bylaws.

3. Add the following Sections: 3.15 MEDICAL AND ADULT USE MARIJUANA ESTABLISHMENTS

3.15.00 MEDICAL AND ADULT USE MARIJUANA ESTABLISHMENTS

3.15.01 Purposes

The purpose of this section of the Zoning Bylaws is to regulate the time, place and manner of Adult Use Marijuana Establishments and Medical Marijuana Treatment Centers in accordance with the provisions of Massachusetts General Law Chapter 94G and 94I to ensure the health, safety, and general well-being of the public while also supporting the right of legally authorized adults to access marijuana for their own use. The specific and separate regulation of Marijuana Establishments is necessary to advance these purposes.

Subject to the provisions of the Zoning Bylaws, Chapter 40A of the Massachusetts General Laws, Chapters 94G and 94I of the Massachusetts General Laws, 935 CMR 500 and 935 CMR 501.00 Adult Use Marijuana Establishments and Medical Marijuana Treatment Centers will be permitted to provide the opportunity for the legal cultivation, product manufacturing and retail sale of marijuana for marijuana use in a manner that complies with state regulations.

3.15.02 Applicability

Nothing in this Section shall be construed to supersede federal and state laws governing the sale and distribution of marijuana. This section shall not be construed to prevent the conversion of a Medical Marijuana Treatment Center licensed or registered no later than July 1, 2017 engaged in the cultivation, manufacture or sale of medical use marijuana or marijuana products to an adult use Marijuana Establishment, provided, however, any such Medical Marijuana Treatment Center obtains a special permit pursuant to this Section for any such conversion to an Adult Use Marijuana Establishment.

This bylaw does not apply to the cultivation of industrial hemp as is regulated by the Massachusetts Department of Agricultural Resources pursuant to General Laws, Chapter 128, Sections 116-123.

1.15.03 Definitions

The terms used herein shall be interpreted as defined in the regulations governing Adult Use of Marijuana (935 CMR 500.02) and Medical Use Marijuana (935 CMR 501.00) and otherwise by their plain language.

- 1) Adult On-Site Marijuana Social Consumption Operator: A Marijuana Retailer licensed to purchase Marijuana and Marijuana Products from a Marijuana Establishment and to sell Marijuana and Marijuana Products on its premises and to allow customers to consume Marijuana and Marijuana products on its premises only.
- 2) Marijuana: All parts of any plant of the genus Cannabis, not excepted in 935 CMR 500.002: Cannabis or Marijuana or Marihuana (a) through (c) and whether growing or not; the seeds thereof; and resin extracted from any part of the plant; clones of the plant; and every compound, manufacture, salt, derivative, mixture or preparation of the plant, its seeds or resin including tetrahydrocannabinol as defined in M.G.L. c. 94G, § 1; provided that cannabis shall not include:
 - (a) the mature stalks of the plant, fiber produced from the stalks, oil, or cake made from the seeds of the plant, any other compound, manufacture, salt, derivative, mixture or preparation of the mature stalks, fiber, oil, or cake made from the seeds of the plant or the sterilized seed of the plant that is incapable of germination;
 - (b) Hemp; or
 - (c) the weight of any other ingredient combined with cannabis or marijuana to prepare topical or oral administrations, food, drink or other products.
- 3) Marijuana Products: Cannabis or marijuana and its products unless otherwise indicated. These include products have been manufactured and contain cannabis or marijuana or an extract from cannabis or marijuana, including concentrated forms of marijuana and products composed of marijuana and other ingredients that are intended for use or consumption, including edible products, beverages, topical products, ointments, oils and tinctures.
- 4) Canopy: An area to be calculated in square feet and measured using clearly identifiable boundaries of all areas(s) that will contain mature plants at any point in time, including all of the space(s) within the boundaries, canopy may be noncontiguous, but each unique area included in the total canopy calculations shall be separated by an identifiable boundary which include, but are not limited to: interior walls, shelves, greenhouse walls, hoop house walls, garden benches, hedge rows, fencing, garden beds, or garden plots. If mature plants are being cultivated using a shelving system, the surface area of each level shall be included in the total canopy calculation.
- 5) Ceases to Operate: Marijuana Establishment closes and does not transact business for period greater than 60 days with no substantial action taken to reopen.

- 6) Commission: The Massachusetts Cannabis Control Commission established by M.G.L. c. 10, § 76, or its designee.
- 7) Host Community Agreement: An agreement, pursuant to General Laws, Chapter 94G, Section 3(d), between a Marijuana Establishment and a municipality setting forth additional conditions for the operation of a Marijuana Establishment, including stipulations of responsibility between the parties. and up to 3% host agreement revenue sharing.
- 8) Craft Marijuana Cooperative: A Marijuana Cultivator comprised of residents of the Commonwealth and organized as a limited liability company, limited liability partnership, or cooperative corporation under the laws of the Commonwealth. A cooperative is licensed to cultivate, obtain, manufacture, process, package and brand cannabis or marijuana products to transport marijuana to Marijuana Establishments, but not to consumers.
- 9) Enclosed Area Cultivation: The business or operations of a Marijuana Cultivator located, in whole, inside a building, greenhouse or other man-made structure which would be subject to security provisions of 935 CMR 500.110 (5)(a).
- 10) Hemp: The plant of the genus Cannabis or any part of the plant, whether growing or not, with a delta-9-tetrahydrocannabinol concentration that does not exceed 0.3% on a dry weight basis of any part of the plant of the genus Cannabis, or per volume or weight of cannabis or marijuana product, or the combined percent of delta-9-tetrahydrocannabinol and tetrahydrocannabinol acid in any part of the plant of the genus Cannabis regardless of moisture content.
- 11) Hemp Cultivator: an agricultural establishment licensed by the Massachusetts Department of Agricultural Resources to cultivate hemp for commercial and industrial purposes. For the purposes of Section 3.15 of the Zoning Bylaws, the cultivation of hemp shall require a Site Plan Approval from the Planning Board and comply with all applicable sections herein, except that the use may be exempt from the licensing requirements of 935 CMR 500.
- 12) Host Community: A municipality in which a Marijuana Establishment is located or in which an Applicant has proposed locating an establishment.
- 13) Licensee: A person or entity licensed by the Commission to operate a Marijuana Establishment under 935 CMR 500.000.
- 14) Manufacture: To compound, blend, extract, infuse or otherwise make or prepare a cannabis or marijuana product.
- 15) Marijuana Cultivator: An entity licensed to cultivate, process and package marijuana, and to transfer marijuana to other Marijuana Establishments, but not to consumers. A Craft Marijuana Cooperative is a type of Marijuana Cultivator.
- 16) Marijuana Establishment: A Marijuana Cultivator, Craft Marijuana Cooperative, Marijuana Product Manufacturer, Marijuana Retailer, Independent Testing Laboratory, Marijuana Research Facility, Marijuana Transporter, or any other type of licensed marijuana-related business, except a Medical Marijuana Treatment Center. A Marijuana Establishment shall not be considered exempt from zoning as an agricultural use.
- 17) Independent Testing Laboratory: A laboratory that is licensed by the Commission to test Marijuana and Marijuana products, including certification for potency and the presence of contaminants.

- 18) Marijuana Membership Club: An organization, club, lodge or other private grounds (non-profit and private) allowing on-site consumption of marijuana or marijuana products, but not operating as a licensed marijuana social consumption operator or where no sales occur.
- 19) Microbusiness: A collocated Marijuana Establishment that can be either a Tier 1 Marijuana Cultivator or Product Manufacturer or both, in compliance with the operating procedures for each license. A Microbusiness that is a Marijuana Product Manufacturer may purchase no more than 2,000 pounds of marijuana per year from other Marijuana Establishments.
- 20) Marijuana Process or Processing: To harvest, dry, cure, trim and separate parts of the cannabis or marijuana plant by manual or mechanical means, except it shall not include manufacture as defined in 935 CMR 500.002.
- 21) Marijuana Product Manufacturer: An entity licensed to obtain, manufacture, process and package cannabis or marijuana products and to transfer these products to other Marijuana Establishments, but not to consumers.
- 22) Research Facility: An entity licensed to engage in research projects by the Commission.
- 23) Marijuana Retailer: An entity licensed to purchase and transport cannabis or marijuana product from Marijuana Establishments and to sell or otherwise transfer this product to Marijuana Establishments and to consumers. Retailers are prohibited from delivering cannabis or marijuana products to consumers; and from offering cannabis or marijuana products for the purposes of on-site social consumption on the premises of a Marijuana Establishment.
- 24) Marijuana Transporter: An entity, not otherwise licensed by the Commission, that is licensed to purchase, obtain, and possess cannabis or marijuana product solely for the purpose of transporting, temporary storage, sale and distribution to Marijuana Establishments, but not to consumers. Marijuana Transporters may be an Existing Licensee Transporter or Third-Party Transporter.
- 25) Medical Marijuana Treatment Center: an entity registered under 105 CMR 725.100, also known as a Registered Marijuana Dispensary (RMD), that acquires, cultivates, possesses, processes (including development of related products such as edible marijuana infused products, tinctures, aerosols, oils, or ointments), transfers, transports, sells, distributes, dispenses, or administers marijuana, products containing marijuana, related supplies, or educational materials to registered qualifying patients or their personal caregivers for medical use. Unless otherwise specified, RMD refers to the site(s) of dispensing, cultivation, and preparation of marijuana for medical use.
- 26) Open Area Cultivation The business or operations of a Marijuana Cultivator conducted wholly in the open air, and not located in any building, greenhouse or other enclosed area which would be subject to security provisions of 935 CMR 500.110 (5)(a).
- 27) Propagation: The reproduction of cannabis or marijuana plants by seeds, cuttings, or grafting.
- 28) Provisional Marijuana Establishment License: A certificate issued by the Commission confirming that a Marijuana Establishment has received approval of a provisional license.

3.15.04 Schedule of Uses

See Section 2.03.02 Use by District Chart MEDICAL AND ADULT USE MARIJUANA ESTABLISHMENTS for the uses regulated by this Section.

3.15.05 Additional Requirements/Conditions

- 1) Special Permit Granting Authority – for the purposes of this section, the Special Permit Granting Authority shall be the Planning Board
- 2) State Law - Marijuana Establishment and Medical Marijuana Treatment Center operations shall conform at all times to General Laws, Chapters 94G or 94I, as applicable, and regulations issued thereunder.
- 3) Place:
 - a. No Marijuana Establishment or Medical Marijuana Treatment Center shall be located on a parcel which is within five hundred (500) feet (to be measured in a straight line from the nearest point of the property line in question to the nearest point of the property line where the Marijuana Establishment or Medical Marijuana Treatment Center is or will be located) of a parcel occupied by a pre-existing public or private school (existing at the time the Applicant's license application was received by the Commission) providing education in kindergarten or any of grades 1-12.
 - b. Except as provided by Section 3.15.05.3).f. of this Bylaw, no aspects of any Marijuana Establishment or Medical Marijuana Treatment Center, except for the transportation of product or materials, relative to the acquisition, cultivation, possession, processing, sales, distribution, dispensing, or administration of marijuana, products containing marijuana, related supplies, or educational materials must take place at an enclosed, fixed location and may be permitted to be located in a trailer, storage freight container, motor vehicle or other similar type potentially movable platform or enclosure.
 - c. No Marijuana Establishment or Medical Marijuana Treatment Center shall be located inside a building containing residential units, including transient housing such as motels and dormitories.
 - d. No Marijuana Establishment or Medical Marijuana Treatment Center shall be permitted as a Home Occupation as defined by Section 3.03.00 of the Town of Dudley Zoning Bylaws.
 - e. No Marijuana Establishment or Medical Marijuana Treatment Center is permitted to utilize or provide a drive-through service.
 - f. Open Area Cultivation, as defined by this section, shall be allowed in all districts where Marijuana Cultivation establishments are allowed, provided that:
 - i. The Open Area Cultivation complies with all screening, security and other provisions of 935 CMR 500, as well as this Section of the Zoning Bylaws.
 - ii. The total Canopy does not exceed the allowable Canopy under a Tier 7 license as defined in 935 CMR 500.005, 1(d);
 - iii. No Open Area Cultivation shall take place within a distance less than or equal to one and one-half (1.5) linear miles from an established open area Hemp Cultivator, unless the Applicant is able to demonstrate sufficient provisions for the prevention of cross-pollination and contamination, acceptable to the Planning Board.
 - g. Enclosed Area Marijuana Cultivators, Marijuana Product Manufacturers, Retailers, and Independent Testing Laboratories and Medical Marijuana Treatment Centers are encouraged to utilize existing vacant buildings where possible.
- 4) Time and Manner:
 - a. Any type of Marijuana Establishment or Medical Marijuana Treatment Center may only engage in the uses permitted by its definition and may not include other businesses or services.
 - b. No marijuana shall be smoked, eaten or otherwise consumed or ingested on or within the premises of a Marijuana Establishment.
 - c. The hours of operation shall be set by the Planning Board, but in no event shall a Marijuana Establishment or Medical Marijuana Treatment Center engaged in retail sales be open to the public, and no sale or other distribution of marijuana shall occur upon the premises or via delivery from the premises, between the hours of 8:00 p.m. and 8:00 a.m.

- d. No Marijuana Establishment or Medical Marijuana Treatment Center may commence operation or apply for a building permit prior to its receipt of all required permits and approvals including, but not limited, to its Provisional License from the Commission.
- e. The number of Marijuana Retailers permitted to be located within the Town shall be limited to twenty-percent (20%) of the number of licenses issued within the Town for the retail sale of alcoholic beverages not to be consumed on the premises where sold under chapter 138 of the General Laws. For the purposes of determining this number, any fraction shall be rounded up to the next highest whole number.
- f. Visual Impact - Marijuana plants, products, and paraphernalia shall not be visible from the outside of the building in which the Marijuana Establishment is located and shall comply with the requirements of 935 CMR 500. No outside storage of marijuana, related supplies, or promotional material is permitted. Any artificial screening device erected to eliminate the view from a public way shall also be subject to a vegetative screen and the Planning Board shall consider the surrounding landscape and views to determine if an artificial screen would be out of character with the neighborhood.
- g. Ventilation and odor – Marijuana Establishments and Medical Marijuana Treatment Centers shall, to the extent applicable, incorporate odor control technology and be ventilated in such a manner that no:
 - i. Pesticides, insecticides or other chemicals or products used in the cultivation or processing are dispersed into the outside atmosphere, and
 - ii. odor from marijuana or its processing can be detected by a person with an unimpaired and otherwise normal sense of smell at the exterior of the Marijuana Establishment or at any adjoining use or property.
- h. Signage – All signage shall comply with all other applicable signage regulations in the Zoning Bylaw and 935 CMR 500.
- i. Nuisance - Marijuana Establishment and Medical Marijuana Treatment Center operations shall not create nuisance conditions in parking areas, sidewalks, streets, and areas surrounding the premises and adjacent properties. “Nuisance” includes, but is not limited to, disturbances of the peace, open public consumption of marijuana, illegal drug activity under state or local law, harassment of passerby, littering, loitering, illegal parking, loud noises, citation for violations of State or local traffic laws and regulations, queuing of patrons (vehicular or pedestrian) or other obstructions in the public or private way (sidewalks and streets).

5) Reporting Requirements.

- a. Prior to the commencement of the operation or services, any Marijuana Establishment or Medical Marijuana Treatment Center approved under this Section shall provide the Police Department, Fire Department, Building Commissioner/Inspector and the Planning Board with the names, phone numbers and email addresses of all management staff and key-holders, including a minimum of two (2) operators or managers of the facility identified as contact persons to whom one can provide notice if there are operating problems associated with the establishment. All such contact information shall be updated as needed to keep it current and accurate.
- b. The local Building Commissioner, Board of Health, Police Department, Fire Department and Planning Board shall be notified in writing by the Marijuana Establishment or Medical Marijuana Treatment Center facility owner/operator/ manager:
 - i. A minimum of 30 days prior to any change in ownership or management of that establishment.
 - ii. A minimum of 12 hours following a violation or potential violation of any law or any criminal or potential criminal activities or attempts of violation of any law at the establishment.
- c. The Permitted Marijuana Establishments and Medical Marijuana Treatment Centers shall file an annual written report to, and appear before, the Planning Board no later than January 31st of each calendar year, providing a copy of all current applicable state licenses for the facility and/or its owners and demonstrate continued compliance with the conditions of the Special Permit.
- d. The owner or manager of a Marijuana Establishment or Medical Marijuana Treatment Center is required to respond by phone or email within twenty-four hours of contact by a city official concerning their Marijuana Establishment at the phone number or email address provided to the City as the contact for the business.

6) Issuance/Transfer/Discontinuance of Use

- a. Special Permits/Site Plan Approvals shall be issued to the Marijuana Establishment or Medical Marijuana Treatment Center owner only.
- b. Special Permits/Site Plan Approvals shall be issued for a specific type of Marijuana Establishment or Medical Marijuana Treatment Center on a specific site/parcel only.
- c. Special Permits/Site Plan Approvals shall be non-transferable to either another Marijuana Establishment or Medical Marijuana Treatment Center owner or another site/parcel without approval of the Planning Board.
- d. Special Permits/Site Plan Approvals shall have a term limited to the duration of the Applicant's ownership/control of the premises as a Marijuana Establishment or Medical Marijuana Treatment Center, and shall lapse/expire if:
 - i. Marijuana Establishment or Medical Marijuana Treatment Center Ceases to Operate, and/or
 - ii. The Marijuana Establishment's registration/license by the Commission expires or is terminated.
- e. The Marijuana Establishment or Medical Marijuana Treatment Center shall notify the Zoning Enforcement Officer and Planning Board in writing within 48 hours of its cessation of operations, or expiration or revocation of its state license.
- f. A Marijuana Establishment or Medical Marijuana Treatment Center shall be required to remove all material, plants equipment and other paraphernalia prior to surrendering its state registration/license or ceasing its operation.

3.15.06 Application Requirements

A Marijuana Establishment shall only be allowed by special permit from the Special Permit Granting Authority in accordance with M.G.L. Chapter 40A Section 9 and Sections 5.01.02 and 5.01.04 (Special Permits) of the Zoning Bylaws. All applications for a Marijuana Establishment Special Permit shall include the following:

A Marijuana Establishment and Medical Marijuana Treatment Centers shall only be allowed by: (1) special permit from the Planning Board in accordance with M.G.L Chapter.40A Section 9 and Sections 5.01.02 and 5.01.04 (Special Permits) of this Bylaw and (2) Site Plan Approval in accordance with Section 5.04 of this Bylaw. In addition, all applications for a Marijuana Establishment or Medical Marijuana Treatment Center Special Permit shall include the following:

- a. Host Community Agreement - No Special Permit shall be granted without first having an executed Host Community Agreement with the Town.
- b. Community Outreach meeting - No Special Permit application shall be deemed complete by the Planning Board until a Community Outreach Meeting in accordance with 935 CMR 500 has occurred.
- c. Site Plan Approval - No Special Permit for any Marijuana Establishment or Medical Marijuana Treatment Center shall be issued without Site Plan approval by the Planning Board. In addition to the standards set forth in this Section the Site Plan must meet all applicable dimensional, parking, and other requirements set forth in the Bylaw.
- d. License requirements:
 - Marijuana Establishments shall submit proof that the application to the Commission has been deemed complete pursuant to 935 CMR 500.102. Medical Marijuana Treatment Centers shall submit proof that the applicant has complied with all application requirements of 935 CMR 501.100(2). Copies of the complete application, to the extent legally allowed, shall be provided as an integral component of the application to the Planning Board and no Special Permit application shall be deemed complete by the Planning Board until this information is provided.

- No Special Permit shall be granted by the Planning Board to an applicant without the Marijuana Establishment first having been issued a Provisional License from the Commission pursuant to 935 CMR 500 or the Medical Marijuana Treatment Center first having been issued a Provisional Certificate of Registration from the Commission pursuant to 935 CMR 500.100(3).
 - No person shall operate a Marijuana Establishment or Medical Marijuana Treatment Center without having a Final License or Final Certificate of Registration, as applicable, in good standing from the Commission.
- e. Security Plan – All applications for a Special Permit shall include proposed security measures for the Marijuana Establishment or Medical Marijuana Treatment Center, including lighting, fencing, gates and alarms to ensure the safety of persona and to protect eh premises from theft. A letter from the Police Chief, or designee, acknowledging review and approval of the security plan is required. To the extent allowed by law, all such security documents shall be confidential.
- f. Odor Control Plan - All applications for a Special Permit shall include an Odor Control Plan detailing the specific odor-emitting activities or processes to be conducted on-site, the source of those odors, the locations from which they are emitted from the facility, the frequency of such odor-emitting activities, the duration of such odor-emitting activities, and the administrative of odor control including maintenance of such controls.
- g. Management Plan – All applications for Special Permit shall include a management plan with a comprehensive description of all activities to occur on site, including all provisions for the delivery of marijuana and related products to Marijuana Establishment or off-site direct delivery to the extent such delivery is authorized by law.
- h. Energy Use Plan: All applications for a Special Permit shall include an energy use plan which shall demonstrate best practices for energy conservation, water usage, and waste disposal. The plan shall include an electrical system overview, proposed energy demand, ventilation system and air quality, proposed water system and utility demand. The Planning Board may waive this requirement upon a finding that submission of such a plan is not required for the use proposed.
- i. Decommissioning Plan - All applications for Special Permit shall include a plan providing for the decommissioning of the Marijuana Establishment or Medical Marijuana Treatment Center. Such decommission plans shall include a cost estimate provided by a qualified, third-party expert and shall detail dismantling, disposal of equipment and all other reasonably anticipated costs associated the decommissioning of the Marijuana Establishment. Planning Board reserves the right to request a comparison estimate provided by an independent, qualified professional estimator of the board's choosing, the cost of which shall be borne by the Applicant.
- j. Other Application Submission Requirements
- The name and address of each owner and operator of the Marijuana Establishment facility/operation.
 - Proof of Liability Insurance Coverage or Maintenance of Escrow as required in 935 CMR 500.
 - Evidence that the Applicant has site control and right to use the site for a Marijuana Establishment or Medical Marijuana Treatment Center in the form of a deed or valid purchase and sales agreement or, in the case of a lease a notarized statement from the property owner and a copy of the lease agreement.
 - A notarized statement signed by the Marijuana Establishment or Medical Marijuana Treatment Center's Chief Executive Officer and corporate attorney disclosing all of its designated representatives, including officers, directors, shareholders, partners, members, managers, or other similarly-situated individuals and entities and their addresses. If any of the above is entities rather than persons, the Applicant must disclose the identity of all such responsible individual persons.
 - A detailed floor plan identifying the areas available and functional uses (including square footage).

- All signage being proposed for the facility.
- A pedestrian/vehicular traffic impact study to establish the Marijuana Establishment's impacts at peak demand times, including a line queue plan to ensure that the movement of pedestrian and/or vehicular traffic along access areas including, but not limited to the public right of ways, will not be unreasonably obstructed.

3.15.07 Findings

In addition to the standard Findings for a Special Permit or Site Plan Approval the Planning Board must also find all the following:

- 1) The Marijuana Establishment or Medical Marijuana Treatment Center is in harmony with and does not derogate from the purposes and intent of this Section and the Zoning Bylaw.
- 2) That the Marijuana Establishment or Medical Marijuana Treatment Center is designed to minimize any adverse visual or economic impacts on abutters and the general public;
- 3) That the Marijuana Establishment facility demonstrates that it meets or exceeds all the permitting requirements of all applicable agencies within the Commonwealth of Massachusetts and is in compliance with all applicable state laws and regulations; and
- 4) That the Applicant has satisfied all of the conditions and requirements of this Section and other applicable Sections of this Bylaw;
- 5) That the Marijuana Establishment or Medical Marijuana Treatment Center provides adequate security measures to ensure that no individual participant will pose a direct threat to the health or safety of other individuals, and that the storage and/or location of cultivation is adequately secured on-site or via delivery.
- 6) That the Marijuana Establishment or Medical Marijuana Treatment Center adequately addresses issues of traffic demand, circulation flow, parking and queuing, particularly during peak periods, and its impact on neighboring uses.

3.15.08 Severability

If any provision of this section is found to be invalid by a court of competent jurisdiction, the remainder of this section shall not be affected but shall remain in full force. The invalidity of any provision of this section shall not affect the validity of the remainder of this zoning bylaw.

4. Amend Section 6.01.01 Definitions Listing, by adding the following **bolded** wording in its place in alphabetical order within said Section:

MEDICAL AND ADULT USE MARIJUANA ESTABLISHMENTS – See Section 3.15.0.3 for definitions under this use category.

5. And amend Section 6.01.01 Definitions Listing, by adding the following **bolded** wording onto the existing end of the definition of Agriculture / Farm:

This definition does not include MEDICAL AND ADULT USE MARIJUANA ESTABLISHMENTS subject to Section 3.15 of the Zoning Bylaws.

The FAA recommended that Article 27 be Passed Over. The motion was made and seconded.

ARTICLE 27: Passed Over by Majority Vote to raise or appropriate, borrow or transfer from available funds the amount of Fifty Thousand Six Hundred Eighty One Dollars and Zero Cents (\$50,681.00) for the purchase of a 2019 Ford F150 Pickup Truck, or similar vehicle for the Police Department.

The FAA recommended that Article 28 be accepted and the sum of Thirty Thousand Dollars and No Cents (\$30,000) be transferred from Free Cash. The motion was made and seconded.

ARTICLE 28: Unanimously accepted to transfer from Free cash the sum of Thirty Thousand Dollars and Zero Cents (\$30,000) to be added to the Stabilization Fund.

The FAA recommended that Article 29 be accepted and the sum of Forty Thousand Dollars and Zero Cents (\$40,000) be transferred from Free Cash. The motion was made and seconded.

ARTICLE 29: Unanimously accepted to transfer from Free Cash the sum of Forty Thousand Dollars and Zero Cents (\$40,000.00) to fund merit increases for department heads and non-union employees and increase in hours for the Veteran Office as recommended by the Personnel Board and the Board of Selectmen.

The FAA recommended that Article 30 be accepted as written. The motion was made and seconded.

ARTICLE 30: Unanimously accepted to transfer from the Sewer Retained Earning Account (Account #0060-000-3590-00) the sum of Forty Nine Thousand Five Hundred Sixty Dollars and Zero Cents (\$49,560.00) for Phase I of the DEP mandated Inflow an Infiltration Study.

The Moderator noted a scrivener's error in Article 31. The written sum was corrected to **Seventy Eight** Thousand Three Hundred Ninety Eight Dollars and Zero Cents.

The FAA recommended that Article 31 be accepted as written. The motion was made and seconded.

ARTICLE 31: Unanimously accepted to transfer from the Sewer Retained Earning Account (Account #0060-000-3590-00) the sum of Seventy Eight Thousand Three Hundred Ninety Eight Dollars and Zero Cents (\$78,398.00) to purchase a sewer line video camera for inspection of mains and laterals.

The Moderator asked for unanimous consent to dispense with the reading of Article 32. Hearing no objection, it was so moved.

The FAA deferred Article 32 to the Economic Development Committee. EDC Chairman John Briare made a motion to accept Article 32 as written. The motion was made and seconded. The Moderator recognized BOS Chairman Steven Sullivan who urged the voters to to defeat the motion and to pass over Article 32.

ARTICLE 32: As declared by the Moderator, it was accepted by Majority Vote to create a new bylaw, by adding a section "Agricultural Advisory Commission" as recommended by the Economic Development Committee.

ESTABLISHMENT OF A "NEW AGRICULTURAL ADVISORY COMMISSION"

a). Purpose:

To establish the Agricultural Advisosry Commission in the Town of Dudley to serve as a forum for matters of interest to farmers in Dudley, and to advise the Board on how the Town can best support farming in Dudley.

The Commission's five (5) members shall include three (3) Dudley residents who are engaged in farming and two (2) citizens at-large interested in promoting farming.

b). Duties and Responsibilities:

The Commission's duties shall include, but are not limited to: serving as facilitators for encouraging the pursuits of agriculture in Dudley; promoting agricultural-based economic opportunities in Town; acting as mediators, advocates, educators, and/or negotiators on farming issues; working for preservation of prime agricultural lands; advising the Board of Selectmen, Planning Board, Zoning Board of Appeals, Conservation Commission, Board of Health, Historical Commission, Board of Assessors, and the Open Space committee, or any other appropriate Town Boards, on issues involving agriculture; and pursuing all initiatives appropriate to creating a sustainable agricultural community. When designated by the Board of Selectmen this Advisory Commission will be the lead representative for the Town of Dudley and its interactions and communications with the Massachusetts Department of Agricultural Resources. However, the Advisory Commission shall not have the authority to bind the Town in any regard, unless otherwise authorized by the Board of Selectmen, by by-law, or by town meeting vote.

c). Appointment & Composition of the Commission:

The Commission shall be appointed by the Board of Selectmen.

The Moderator asked for unanimous consent to dispense with the reading of Article 33. Hearing no objection, it was so moved.

The Board of Selectmen recommended to Pass Over Article 33. A motion was made and seconded. EDC Chairman John Briare urged the voters not to pass over Article 33. The motion to Pass Over was defeated.

A motion to accept Article 33 as written was made and seconded.

ARTICLE 33: As declared by the Moderator, it was accepted by Majority Vote to abolish the existing Recreation Committee, and adopt a general by-law establishing in its place a new "Recreation Commission" which purpose shall be the development of recreational programs and the enhancement of recreational facilities and opportunities within the Town, as set forth below.

"RECREATION COMMISSION"

1). Purpose:

There hereby established in the Town of Dudley a Recreation Commission, whose purpose is to seek the development of recreational programs and the enhancement of recreational facilities and opportunities within the Town.

2). Composition:

The Commission shall be comprised of five (5) members, all whom are residents of the Town. Commission members shall be appointed by the Board of Selectmen and shall serve at the pleasure of the Selectmen.

3). Duties and Responsibilities:

The Commission shall be vested with the full power, duties and obligations necessary to accomplish this purpose, and they shall be charged with full responsibility for the recreation programs designed by the Commission and approved by the Board of Selectmen.

They shall have the ability to set up sub committees for specific recreational purposes such as "Rail Trail Committee", Town Beach Committee" or any other committee which will help it achieve its purpose.

They shall have their own financial budget which shall be separate from the general funds of the Town. These funds will be allowed to roll over from year to year so that an accumulation of funds is possible. The

Commission will have the authority to make expenditures, not to exceed their budget, for the purpose of meeting their recreational goals.

They shall have the ability to propose “fees” which must be approved at Town Meeting. They will have the ability to raise private funds and go to town meeting for budgetary requests.

They shall take ownership of all recreational programs and events within the Town of Dudley. Such programs will include:

Management of the beaches;

Management of all Town owned Open Space and Conservation Land;

Rail Trails;

Boating;

Fishing;

Hunting;

Hiking Trails;

Walking Trails;

Town owned land;

Water Recreational Opportunities

Partnering with public and private agencies for all sports and community activities within the Town of Dudley.

Partnering with other Dudley town departments and organizations to promote recreational, cultural and social opportunities within Dudley.

Special Events, Town Celebrations

In addition, the Commission will work closely with regional organizations such as The Last Green Valley, Dudley Conservation Land Trust and others, to have the Town of Dudley play a visible and active role in promoting the town as a recreational destination.

The FAA made a motion to accept Article 34 as written. The motion was seconded and unanimously accepted.

ARTICLE 34: Unanimously accepted to add a new section to Article 26 – Cemetery Bylaws of the General By-laws, to be known as “Section 7– Veteran’s Lots”, the language of the new Section 7 as set forth below.

Section 7 – Veteran’s Lots:

This section in the cemetery called “veterans lots” may be used for the interment of any resident veteran, with a grave opening charge only, predicated on and subject to available space in said veteran’s lot and subject to the rules and regulations. Said space will be set aside for the burials of honorably discharged veterans residing in the Town of Dudley at the time of their enlistment into the service and/or at the time of their death, proof of having been established by the Veterans Agent and subject to the approval of the Cemetery Commissioners. Spouses shall be buried beside veteran and subject to fees within the rules and regulations. The lifting of the turf for flower beds is prohibited on any veteran’s grave.

The FAA recommended that Article 35 be amended by deleting the phrase “a 1998 One Ton Dump Truck” and replacing it with “one Highway vehicle”. FAA Chairman Mike Mayotte made a motion to accept Article 35 as amended and that the sum of Seventy Five Thousand Three Hundred Dollars and Zero Cents (\$75,300.00) be transferred from Free Cash. The motion was made and seconded.

ARTICLE 35: Unanimously accepted as amended to transfer from Free Cash the sum of Seventy Five Thousand Three Hundred Dollars and Zero Cents (\$75,300.00) for the purchase of a Heavy Duty Dump Truck (under 35,000 GVW) with angle plow, or similar vehicle and to sell or trade one Highway vehicle, the proceeds of which to be used for said purchase.

The FAA recommended that Article 36 be Passed Over; the motion was made and seconded.

ARTICLE 36: Passed Over by majority vote to raise and appropriate, borrow or transfer from available funds the sum of Twelve Thousand Dollars and Zero Cents (\$12,000.00) for the purchase of various sized tires for the Highway Department's trucks and heavy equipment.

The FAA recommended that Article 37 be Passed Over; the motion was made and seconded.

ARTICLE 37: Passed Over by unanimous vote to raise and appropriate, borrow or transfer from available funds the sum of Twelve Thousand Five Hundred Dollars and Zero Cents (\$12,500.00) for the purchase of a new 12' power angle plow for the Highway Department and sell a 1974 snowplow for scrap and use the proceeds toward the purchase of the new plow.

The FAA recommended that Article 38 be Passed Over; the motion was seconded and unanimously accepted.

ARTICLE 38: Passed Over by unanimous vote to raise and appropriate, borrow or transfer from available funds the sum of Fifty Five Thousand Three Hundred Seventy Five Dollars and Zero Cents (\$55,375.00) for the purchase of a new Light Duty One Ton Dump Truck with plow or similar vehicle.

The FAA recommended that Article 39 be Passed Over; the motion was made and seconded.

ARTICLE 39: Passed Over by unanimous vote to raise and appropriate, borrow or transfer from available funds the sum of Thirty Three Thousand Eight Hundred Seventy Five Dollars (\$33,875.00) for the purchase and equipping of a vehicle for the Animal Control Officer and/or Assistant Animal Control Officer.

The FAA recommended that Article 40 be amended and that the sum of Five Thousand Dollars and Zero Cents (\$5,000) be transferred from Free Cash. The motion was made and seconded.

ARTICLE 40: Unanimously accepted to transfer from Free Cash the sum of Five Thousand Dollars and Zero Cents (\$5,000) for the purpose of archival preservation.

Selectman Jonathan Ruda made a motion to adjourn. The motion was seconded by Selectman John Marsi and was unanimously accepted.

Brought to order at 7:09 p.m.

Adjourned: 10:45 p.m.

Voters Present: 115

Action Taken on Articles: 1-40

A True Copy. Attest: Ora E. Finn
Ora E. Finn, CMMC, Dudley Town Clerk

COMMONWEALTH OF MASSACHUSETTS

**WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH**

WARRANT FOR THE STATE ELECTION

WORCESTER SS.

To the Constables of the Town of Dudley

GREETINGS:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said city or town who are qualified to vote in the State Election to vote at

PRECINCTS ONE, TWO AND THREE

DUDLEY MUNICIPAL COMPLEX, 71 WEST MAIN STREET

on **TUESDAY, THE SIXTH DAY OF NOVEMBER, 2018**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Election for the candidates for the following offices and questions:

| | |
|--|-----------------------------|
| SENATOR IN CONGRESS..... | FOR THIS COMMONWEALTH |
| GOVERNOR AND LIEUTENANT GOVERNOR | FOR THIS COMMONWEALTH |
| ATTORNEY GENERAL | FOR THIS COMMONWEALTH |
| SECRETARY OF STATE | FOR THIS COMMONWEALTH |
| TREASURER..... | FOR THIS COMMONWEALTH |
| AUDITOR | FOR THIS COMMONWEALTH |
| REPRESENTATIVE IN CONGRESS..... | FIRST DISTRICT |
| COUNCILLOR | SEVENTH DISTRICT |
| SENATOR IN GENERAL COURT | WORCESTER AND NORFOLK DIST. |
| REPRESENTATIVE IN GENERAL COURT | SIXTH WORCESTER DISTRICT |
| DISTRICT ATTORNEY..... | MIDDLE DISTRICT |
| CLERK OF COURTS | WORCESTER COUNTY |
| REGISTER OF DEEDS | WORCESTER DISTRICT |

QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 2, 2018?

SUMMARY

This proposed law would limit how many patients could be assigned to each registered nurse in Massachusetts hospitals and certain other health care facilities. The maximum number of patients per registered nurse would vary by type of unit and level of care, as follows:

- In units with step-down/intermediate care patients: 3 patients per nurse;
- In units with post-anesthesia care or operating room patients: 1 patient under anesthesia per nurse; 2 patients post-anesthesia per nurse;

- In the emergency services department: 1 critical or intensive care patient per nurse (or 2 if the nurse has assessed each patient's condition as stable); 2 urgent non-stable patients per nurse; 3 urgent stable patients per nurse; or 5 non-urgent stable patients per nurse;
- In units with maternity patients: (a) active labor patients: 1 patient per nurse; (b) during birth and for up to two hours immediately postpartum: 1 mother per nurse and 1 baby per nurse; (c) when the condition of the mother and baby are determined to be stable: 1 mother and her baby or babies per nurse; (d) postpartum: 6 patients per nurse; (e) intermediate care or continuing care babies: 2 babies per nurse; (f) well-babies: 6 babies per nurse;
- In units with pediatric, medical, surgical, telemetry, or observational/outpatient treatment patients, or any other unit: 4 patients per nurse; and
- In units with psychiatric or rehabilitation patients: 5 patients per nurse.

The proposed law would require a covered facility to comply with the patient assignment limits without reducing its level of nursing, service, maintenance, clerical, professional, and other staff.

The proposed law would also require every covered facility to develop a written patient acuity tool for each unit to evaluate the condition of each patient. This tool would be used by nurses in deciding whether patient limits should be lower than the limits of the proposed law at any given time.

The proposed law would not override any contract in effect on January 1, 2019 that set higher patient limits. The proposed law's limits would take effect after any such contract expired.

The state Health Policy Commission would be required to promulgate regulations to implement the proposed law. The Commission could conduct inspections to ensure compliance with the law. Any facility receiving written notice from the Commission of a complaint or a violation would be required to submit a written compliance plan to the Commission. The Commission could report violations to the state Attorney General, who could file suit to obtain a civil penalty of up to \$25,000 per violation as well as up to \$25,000 for each day a violation continued after the Commission notified the covered facility of the violation. The Health Policy Commission would be required to establish a toll-free telephone number for complaints and a website where complaints, compliance plans, and violations would appear.

The proposed law would prohibit discipline or retaliation against any employee for complying with the patient assignment limits of the law. The proposed law would require every covered facility to post within each unit, patient room, and waiting area a notice explaining the patient limits and how to report violations. Each day of a facility's non-compliance with the posting requirement would be punishable by a civil penalty between \$250 and \$2,500.

The proposed law's requirements would be suspended during a state or nationally declared public health emergency.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect. The proposed law would take effect on January 1, 2019.

A YES VOTE would limit the number of patients that could be assigned to one registered nurse in hospitals and certain other health care facilities.

A NO VOTE would make no change in current laws relative to patient-to-nurse limits.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 2, 2018?

SUMMARY

This proposed law would create a citizens commission to consider and recommend potential amendments to the United States Constitution to establish that corporations do not have the same Constitutional rights as human beings and that campaign contributions and expenditures may be regulated.

Any resident of Massachusetts who is a United States citizen would be able to apply for appointment to the 15-member commission, and members would serve without compensation. The Governor, the Secretary of the Commonwealth, the state Attorney General, the Speaker of the state House of Representatives, and the President of the state Senate would each appoint three members of the commission and, in making these appointments, would seek to ensure that the commission reflects a range of geographic, political, and demographic backgrounds.

The commission would be required to research and take testimony, and then issue a report regarding (1) the impact of political spending in Massachusetts; (2) any limitations on the state's ability to regulate corporations and other entities in light of Supreme Court decisions that allow corporations to assert certain constitutional rights; (3) recommendations for constitutional amendments; (4) an analysis of constitutional amendments introduced to Congress; and (5) recommendations for advancing proposed amendments to the United States Constitution.

The commission would be subject to the state Open Meeting Law and Public Records Law. The commission's first report would be due December 31, 2019, and the Secretary of the Commonwealth would be required to deliver the commission's report to the state Legislature, the United States Congress, and the President of the United States.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect. The proposed law would take effect on January 1, 2019.

A YES VOTE would create a citizens commission to advance an amendment to the United States Constitution to limit the influence of money in elections and establish that corporations do not have the same rights as human beings.

A NO VOTE would not create this commission.

QUESTION 3: REFERENDUM ON AN EXISTING LAW

Do you approve of a law summarized below, which was approved by the House of Representatives and the Senate on July 7, 2016?

SUMMARY

This law adds gender identity to the list of prohibited grounds for discrimination in places of public accommodation, resort, or amusement. Such grounds also include race, color, religious creed, national origin, sex, disability, and ancestry. A "place of public accommodation, resort or amusement" is defined in existing law as any place that is open to and accepts or solicits the patronage of the general public, such as hotels, stores, restaurants, theaters, sports facilities, and hospitals. "Gender identity" is defined as a person's sincerely held

gender-related identity, appearance, or behavior, whether or not it is different from that traditionally associated with the person's physiology or assigned sex at birth.

This law prohibits discrimination based on gender identity in a person's admission to or treatment in any place of public accommodation. The law requires any such place that has separate areas for males and females (such as restrooms) to allow access to and full use of those areas consistent with a person's gender identity. The law also prohibits the owner or manager of a place of public accommodation from using advertising or signage that discriminates on the basis of gender identity.

This law directs the state Commission Against Discrimination to adopt rules or policies and make recommendations to carry out this law. The law also directs the state Attorney General to issue regulations or guidance on referring for legal action any person who asserts gender identity for an improper purpose.

The provisions of this law governing access to places of public accommodation are effective as of October 1, 2016. The remaining provisions are effective as of July 8, 2016.

A YES VOTE would keep in place the current law, which prohibits discrimination on the basis of gender identity in places of public accommodation.

A NO VOTE would repeal this provision of the public accommodation law.

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 24th day of September, 2018.

Steven M. Sullivan
Jonathan J. Ruda

Paul M. Joseph
John J. Marsi, Jr.

Dudley Board of Selectmen

And you are hereby requested to serve this warrant by posting attested copies thereof, in the following two (2) places within the Town, to wit: Dudley Municipal Complex, the Town of Dudley Web Site and a notice of availability of the warrant on one Cable Access Channel.

Posted: September 27, 2018

Pellegrino J. D'Auria
Constable

A True Copy.

Attest: Ora E. Finn
Ora E. Finn, CMMC, Dudley Town Clerk

**STATE ELECTION
NOVEMBER 6, 2018**

As instructed in the preceding warrant, the legal voters of the Town of Dudley assembled at the Dudley Municipal Complex, 71 West Main Street, on Tuesday, November 6, 2018. The Election Officers were sworn to the faithful performance of their duties and the election was called to order at 7:00 a.m. by the Town Clerk. Voting continued until 8:00 p.m. at which time the polls were announced closed and the counting began. Total votes cast were 4314.

| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
|--|-------------------|-------------------|-------------------|---------------|
| <u>SENATOR IN CONGRESS</u> | | | | |
| Vote for ONE | | | | |
| Elizabeth A. Warren - Democrat | 679 | 492 | 460 | 1631 |
| Geoff Diehl - Republican | 925 | 766 | 718 | 2409 |
| Shiva Ayyadurai - Independent | 74 | 80 | 52 | 206 |
| Write in | 0 | 0 | 0 | 0 |
| Blank | 21 | 24 | 23 | 68 |
| Total | 1698 | 1362 | 1253 | 4314 |
| | | | | |
| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
| <u>GOVERNOR AND LIEUTENANT GOVERNOR</u> | | | | |
| Vote for ONE | | | | |
| Baker and Polito -Republican | 1351 | 1080 | 1012 | 3443 |
| Gonzalez and Palfrey - Democrat | 312 | 243 | 205 | 760 |
| Write In | 1 | 0 | 2 | 3 |
| Blanks | 35 | 39 | 34 | 108 |
| Total | 1699 | 1362 | 1253 | 4314 |
| | | | | |
| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
| <u>ATTORNEY GENERAL</u> | | | | |
| Vote for ONE | | | | |
| Maura Healey - Democrat | 896 | 662 | 615 | 2173 |
| James R. McMahon, III - Republican | 775 | 674 | 610 | 2059 |
| Write In | 0 | 1 | 1 | 2 |

| | | | | |
|-------------------------------------|-------------------|-------------------|-------------------|---------------|
| Blanks | 28 | 25 | 27 | 80 |
| Total | 1699 | 1362 | 1253 | 4314 |
| | | | | |
| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
| <u>SECRETARY OF STATE</u> | | | | |
| Vote for ONE | | | | |
| William Francis Galvin - Democrat | 964 | 686 | 651 | 2301 |
| Anthony M. Amore - Republican | 644 | 586 | 532 | 1762 |
| Juan G. Sanchez, Jr - Green-Rainbow | 50 | 48 | 32 | 130 |
| Write In | 0 | 0 | 1 | 1 |
| Blanks | 41 | 42 | 37 | 120 |
| Total | 1699 | 1362 | 1253 | 4314 |
| | | | | |
| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
| <u>TREASURER</u> | | | | |
| Vote for ONE | | | | |
| Deborah B. Goldberg - Democrat | 895 | 664 | 604 | 2163 |
| Keiko M. Orrall - Republican | 689 | 597 | 555 | 1841 |
| Jamie M. Guerin - Green-Rainbow | 56 | 52 | 36 | 144 |
| Write In | 0 | 0 | 0 | 0 |
| Blank | 59 | 49 | 58 | 166 |
| Total | 1699 | 1362 | 1253 | 4314 |
| | | | | |
| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
| <u>AUDITOR</u> | | | | |
| Vote for ONE | | | | |
| Suzanne M. Bump - Democrat | 784 | 561 | 521 | 1866 |
| Helen Brady - Republican | 744 | 652 | 599 | 1995 |
| Daniel Fishman - Libertarian | 71 | 70 | 50 | 191 |
| Edward Stamas - Green-Rainbow | 35 | 27 | 17 | 79 |
| Write In | 0 | 0 | 1 | 1 |

| | | | | |
|-----------------------------------|-------------------|-------------------|-------------------|---------------|
| Blank | 65 | 52 | 65 | 182 |
| Total | 1699 | 1362 | 1253 | 4314 |
| | | | | |
| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
| <u>REPRESENTATIVE IN CONGRESS</u> | | | | |
| Vote for ONE | | | | |
| Richard E. Neal - Democrat | 1207 | 923 | 862 | 2992 |
| Write In | 19 | 17 | 15 | 51 |
| Blank | 473 | 422 | 376 | 1271 |
| Total | 1699 | 1362 | 1253 | 4314 |
| | | | | |
| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
| <u>COUNCILLOR</u> | | | | |
| Vote for ONE | | | | |
| Jennie L. Cassie - Republican | 1123 | 899 | 810 | 2832 |
| Paul M. DePalo - Democrat | 535 | 427 | 395 | 1357 |
| Write In | 0 | 0 | 0 | 0 |
| Blank | 41 | 36 | 48 | 125 |
| Total | 1699 | 1362 | 1253 | 4314 |
| | | | | |
| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
| <u>SENATOR IN GENERAL COURT</u> | | | | |
| Vote for ONE | | | | |
| Ryan C. Fattman - Republican | 1028 | 837 | 815 | 2680 |
| Thomas M. Merolli - Democrat | 644 | 491 | 405 | 1540 |
| Write In | 0 | 0 | 0 | 0 |
| Blank | 27 | 34 | 33 | 94 |
| Total | 1699 | 1362 | 1253 | 4314 |
| | | | | |
| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
| Vote for ONE | | | | |

| | | | | |
|---------------------------------|-------------------|-------------------|-------------------|---------------|
| Peter J. Durant - Republican | 1322 | 1093 | 992 | 3407 |
| Write In | 6 | 9 | 23 | 38 |
| Blank | 371 | 260 | 238 | 869 |
| | 0 | 0 | 0 | 0 |
| Total | 1699 | 1362 | 1253 | 4314 |
| | | | | |
| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
| <u>DISTRICT ATTORNEY</u> | | | | |
| Vote for ONE | | | | |
| Joseph D. Early, Jr. - Democrat | 1013 | 747 | 696 | 2456 |
| Blake J. Rubin - Independent | 583 | 517 | 461 | 1561 |
| Write In | 2 | 1 | 3 | 6 |
| Blank | 101 | 97 | 93 | 291 |
| Total | 1699 | 1362 | 1253 | 4314 |
| | | | | |
| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
| <u>CLERK OF COURTS</u> | | | | |
| Vote for ONE | | | | |
| Dennis P. McManus - Democrat | 816 | 611 | 570 | 1997 |
| Joanne E. Powell - Republican | 826 | 709 | 637 | 2172 |
| Write In | 0 | 0 | 0 | 0 |
| Blank | 57 | 42 | 46 | 145 |
| Total | 1699 | 1362 | 1253 | 4314 |
| | | | | |
| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
| <u>REGISTER OF DEEDS</u> | | | | |
| Vote for ONE | | | | |
| Kate D. Campanale - Republican | 963 | 824 | 746 | 2533 |
| Kathryn A. Toomey - Democrat | 684 | 498 | 457 | 1639 |
| Write In | 0 | 0 | 0 | 0 |
| Blank | 52 | 40 | 50 | 142 |

| | | | | |
|--------------------------------|--------------------------|--------------------------|--------------------------|----------------------|
| Total | | 1362 | 1253 | 4314 |
| | | | | |
| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
| <u>BALLOT QUESTIONS</u> | | | | |
| | | | | |
| Question #1 - YES | 487 | 420 | 311 | 1218 |
| Question #1 - NO | 1172 | 907 | 920 | 2999 |
| Blanks | 40 | 35 | 22 | 97 |
| Total | 1699 | 1362 | 1253 | 4314 |
| | | | | |
| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
| Question #2 - YES | 1050 | 831 | 800 | 2681 |
| Question #2 - NO | 592 | 495 | 412 | 1499 |
| Blanks | 57 | 36 | 41 | 134 |
| Total | 1699 | 1362 | 1253 | 4314 |
| | | | | |
| | <u>PRECINCT 1</u> | <u>PRECINCT 2</u> | <u>PRECINCT 3</u> | <u>TOTALS</u> |
| Question #3 - YES | 981 | 710 | 669 | 2360 |
| Question#3 - NO | 676 | 626 | 557 | 1859 |
| Blanks | 42 | 26 | 27 | 95 |
| Total | 1699 | 1362 | 1253 | 4314 |
| | | | | |
| TOTAL VOTES CAST | 1699 | 1362 | 1253 | 4314 |
| TOTAL # REG VOTERS | 2755 | 2562 | 2096 | 7413 |
| % OF VOTER TURN OUT | 62% | 53% | 60% | 58% |
| | | | | |

A True Copy. Attest: Ora E. Finn
Ora E. Finn, CMMC, Dudley Town Clerk

TOWN OF DUDLEY
ANNUAL SPRING 2019 TOWN MEETING WARRANT
COMMONWEALTH OF MASSACHUSETTS

Worcester, ss

To either of the Constables in the Town of Dudley, in the County of Worcester, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Dudley, qualified to vote in elections and town affairs, to meet in the Shepherd Hill Regional High School Auditorium in said Dudley on **Monday, May 20, 2019 and Tuesday, May 21, 2019, if needed**, and other such times as may be voted, if needed at 7:00 P.M. then and there to take action on the following articles:

ARTICLE 1- (Board of Selectmen) Town Reports -To see if the Town will vote to receive the reports of the several Town Officers and all Committees, or take any other action relative thereto.

ARTICLE 2- (Board of Selectmen) Hear Committee Recommendations- To hear and act on the recommendations of the Board of Selectmen and the Finance & Appropriation Advisory Committee, or take any other action relative thereto.

ARTICLE 3- (Board of Selectmen) Unpaid Bills of a Prior Year – To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds and Stabilization Fund the sum of One Hundred Fourteen Dollars and Fifty Two Cents (\$114.52) to pay unpaid bills of a prior fiscal year, or take any other action relative thereto. *bills: Occupational Health Services- CompreCare for \$103.00 (FY18); WB Mason - \$ 11.52.*

ARTICLE 4 – (Town Administrator) FY 2019 Supplemental Budget Appropriations – To see if the Town will vote to determine the sums of money the Town will raise and appropriate, borrow or transfer from any available funds to defray the supplemental charges and expenses of the Town and including debt and interest for Fiscal Year 2019 voted under Article 6 of the May 21, 2018 Annual Town Meeting, or take any other action relative thereto (See Appendix A)

ARTICLE 5– (Agricultural Advisory Commission) – Approve Term Limits – To see if the Town will vote to establish term limits of three (3) years for members of the Agricultural Advisory Commission, comprising of three (3) town residents who own farms and two (2) at large interested town residents with staggered terms and appointed by the Board of Selectmen, or take any other action relative thereto.

ARTICLE 6– (Agricultural Advisory Commission) – Alternate Members – To see if the Town will vote to create up to five (5) Alternate positions on the Agricultural Advisory Commission, who would serve for a one (1) year terms, or take any other action relative thereto.

ARTICLE 7 - (Board of Selectmen) FY 2020 Budget - To see if the Town will vote to determine the sums of money the Town will raise and appropriate, borrow, or transfer from available funds to defray the charges and expenses of the Town and provide for a reserve fund (s), determining the compensation for elected offices and including debt and interest for the ensuing fiscal year beginning on July 1, 2019, or take any other action relative thereto.

(Note: Please See “Appendix B” for Fiscal Year 2020 Detail Departmental Expenditures.)

| GENERAL FUND | BUDGET FY 2020 |
|--|-----------------------|
| ACCOUNTANT | 68,242 |
| ANIMAL CONTROL | 14,806 |
| ASSESSORS | 120,357 |
| BUILDING & GROUNDS | 151,644 |
| BUILDING INSPECTOR | 66,024 |
| CEMETERY COMMISSION | 1,200 |
| CLERK (TOWN) – (Includes Town Clerk salary of \$58,380.00) | 137,098 |
| CONSERVATION | 8,451 |
| COUNCIL ON AGING | 101 |
| EMERGENCY MGT | 2,000 |
| ECONOMIC DEVELOPMENT COMM | 100 |
| F.A.A. | 15,704 |
| FIRE DEPARTMENT | 1,102,937 |
| HEALTH | 45,493 |
| HIGHWAY | 941,696 |
| HISTORICAL COMM. | 750 |
| INFORMATION Tech. | 22,746 |
| INSPECTORS –SEALER OF WEIGHTS | 2,501 |
| LIBRARY | 338,207 |
| MODERATOR | 1 |
| MUNICIPAL EXPENSES | 229,704 |
| PARKS | 0 |
| PERSONNEL BOARD | 5,300 |
| PLANNING BOARD | 50,648 |
| POLICE | 1,420,989 |
| RECYCLING | 148,050 |
| SELECTMEN | 129,786 |
| TOWN ADMINISTRATOR | 131,460 |
| TREASURER/COLLECTOR – (Include treasurer/Collector Salary of \$90,330.56) | 3,792,621 |
| TREE WARDEN | 13,750 |
| VETERANS SERVICES | 195,084 |
| ZONING BOARD OF APPEALS | 4,308 |
| TOTAL GENERAL FUND: | 9,161,757 |

| | |
|---|-------------------|
| SCHOOLS | |
| DUDLEY-CHARLTON REGIONAL | 8,780,840 |
| SO. WORCESTER COUNTY REG. VOC. | 944,906 |
| TOTAL EDUCATION: | 9,725,746 |
| State Assessments | 28,344 |
| ENTERPRISE FUNDS: | |
| Water Department | 1,093,556 |
| Sewer Department | 1,007,530 |
| TOTAL ENTERPRISE FUNDS: | 2,101,086 |
| TOTAL TOWN BUDGET (with State Assessments): | 21,012,122 |
| TOTAL TOWN BUDGET (Less State Assessments): | 20,983,778 |
| GENERAL FUND BUDGET REVENUE SOURCES: | |
| Taxation (Real property, personal property taxes) | 12,116,053 |
| New Growth | 125,000 |
| Debt Exclusions | 1,548,263 |
| State Aid & Reimbursements | 2,111,990 |
| Free Cash | 30,740 |
| Stabilization Fund | 137,127 |
| Local Receipts | 2,961,271 |
| *Water and Sewer Indirect Fees (from Water and Sewer User Fees/Charges) | 170,900 |
| Sub-Total Revenue Sources: | 19,201,344 |
| WATER & SEWER REVENUES: | |
| SEWER FUNDING: FROM SEWER FEES & CHARGES 889,297 SEWER FUNDING: FROM SEWER RETAINED EARNINGS 32,833 WATER FUNDING: FROM WATER FEES & CHARGES 840,732 WATER FUNDING: FROM WATER RETAINED EARNINGS 167,324 | 1,930,186 |
| *(Note: W/S Total Budget: \$1,930,186 + \$170,900 included above = \$2,101,086) | |
| GRAND TOTAL FUNDING SOURCES: | 21,131,530 |
| TOTAL BUDGET EXPENSES: | |
| Total Budget (including schools + Water and Sewer w/o Assessments) | 20,983,778 |
| State & County & Regional Assessments | 28,344 |
| State Assessment: Cherry Sheet Offset | 19,409 |
| Overlay – Assessors | 100,000 |
| GRAND TOTAL TOWN BUDGET: | 21,131,531 |

ARTICLE 8 – (Town Accountant)- Authorize Revolving Funds -To see if the Town will vote to establish and authorize for Fiscal Year 2020 and subsequent years, revolving funds established pursuant to the provisions of Chapter 44§53E1/2 of the Massachusetts General Laws. Said funds to be received by the Town Treasurer and credited to the said revolving fund and said funds to be dispersed by the Town Accountant to offset the costs for each fund. In no case shall disbursements exceed the lesser of the sums received during the year or the amount allowed under the provisions of the aforementioned General Law. Total expenses not to exceed the amount listed by each fund as noted below, or take any other action relative thereto.

| | |
|------------------------------------|-------------|
| Arrest Warrant Services: | \$10,000.00 |
| Animal Care | \$15,000.00 |
| Board of Health Education Programs | \$ 1,000.00 |
| Cemetery Fees: | \$ 2,000.00 |
| COA Meals: | \$ 5,000.00 |
| Cruiser Use: | \$50,000.00 |
| Fire Penalties/Violations: | \$ 7,500.00 |
| Fire Outside Details | \$25,000.00 |
| Firearms Permit Services: | \$15,000.00 |
| Genealogy Services: | \$ 3,000.00 |
| Town Gift Shop: | \$ 2,000.00 |
| Hazardous Materials Collection: | \$ 9,000.00 |
| Inspector Services: | \$80,000.00 |
| Library Lost Books: | \$ 5,000.00 |
| Municipal Hearings: | \$ 2,000.00 |
| Planning Documents: | \$ 1,000.00 |
| Tax Title Fees: | \$75,000.00 |
| Vet Bricks/Memorial: | \$ 6,000.00 |
| Website: | \$ 3,000.00 |

Note: Revolving Funds are accounts setup for a specific purpose, under Mass. General Law C44, Section 53E1/2. The revenues received into these funds are not considered a revenue source when calculating budgeted receipts, nor when computing the Town's tax levy,

ARTICLE 9 – (Town Administrator) -Transfer funds to FY 2018 South Worcester County Communications Center Assessment – To see if the Town will vote to transfer from available funds the sum of Eight Thousand Seven Hundred Seventy Three Dollars and Eighty Nine Cents (\$8,773.89) to pay the balance of the South Worcester County Communications Center assessment for Fiscal Year 2018, or take any other action relative thereto.

ARTICLE 10 – (Board of Selectmen) - Special Legislative Act, Department of Public Works -To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation to establish a Department of Public Works, to abolish the elected

Water and Sewer Commission and transfer its powers, duties and responsibilities to the Director of Public Works, as set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to said bill, unless the Board of Selectmen approves amendments thereto prior to enactment by the General Court; and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition; or take any other action relative thereto..

AN ACT AUTHORIZING THE TOWN OF DUDLEY TO ESTABLISH A DEPARTMENT OF PUBLIC WORKS.

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

SECTION 1. Notwithstanding any general or special law or by-law to the contrary, there is hereby established in the town of Dudley a department of public works, hereinafter called “the department”, which shall be under the supervision and control of the board of selectmen, hereinafter called “the board”, acting through the town administrator.

SECTION 2. Unless otherwise noted in this act, the board of selectmen shall have all the current powers and duties now or from time to time vested by general or special act or town by-law in the following boards, commissions, departments or officers: highway department, including the highway superintendent and the surveyors of highways; cemetery commissioners and the water and sewer department. The board shall also have the powers and duties of the board of water and sewer commissioners granted by all applicable law, including but not limited to chapter 323 of the acts of 2012, chapter 41 of the acts of 1948, chapter 252 of the acts of 1909, and chapter 40N of the General Laws, except those conferred upon the water and sewer advisory commission as set forth in Section 8. This Act is not intended to revoke or limit the town or its board of selectmen from exercising any powers or duties previously granted to the board of water and sewer commissioners. No existing contract or liability in force on the effective date of this act shall be affected.

SECTION 3. The department shall have all the functions now or from time to time vested by general or special law or town by-law in the following departments and offices: highway department, including the highway superintendent and the surveyor of highways, and the water and sewer department. The department shall assume the responsibility for the operations of the streets and parks related to management, care and maintenance of real property. All equipment, property, facilities, funds, assets and liabilities under the care, custody and control of the elected board of water and sewer commissioners as of the effective date of this act, shall be under the care, custody and control of the board of selectmen. The provisions of section 69B of chapter 41 of the General Laws and/or the provisions of section 53F1/2 of chapter 44 of the General Laws shall control water and sewer related funds, assets and liabilities.

SECTION 4. The department may have such additional powers with respect to collection and disposal of recyclables, and refuse, the maintenance and repair streets and street lights, parks, stormwater, cemeteries, dams, engineering and the maintenance and repair of town buildings and property, with the exception of buildings and property under control of the board of library trustees, unless said trustees consent in writing, and the performance of such duties of any other

boards, departments, and offices of the town as may be reasonably related to the duties of a department of public works, as the town may from time to time, by by-law provide, any other provisions of law notwithstanding.

SECTION 5. No later than ninety days prior to the beginning of each fiscal year, the board shall convene a public hearing to determine the ensuing fiscal year water and sewer budget and set equitable prices and rates for usage of the water and sewer system. The date, time and place of the hearing shall cause notice to be published in at least one newspaper of general circulation in the town of Dudley, and shall be posted at town hall and on the town's web site not less than fourteen days prior to the hearing. The board will take a recommendation from the water and sewer advisory commission established in Section 8, and testimony from any interested party and shall submit its recommendations to the town meeting, which shall act upon the budget in the same manner as all budgets.

SECTION 6. The town administrator shall recommend to the board who shall appoint by majority vote and fix the tenure and compensation of and enter into a contract with a director of public works, subject to sufficiency of appropriation and the provisions of town by-laws and personnel by-laws. The director shall exercise and perform, in conformity with the policies of the board, such powers, rights, and duties conferred upon the board under the provisions of Section 2 as said board may from time to time delegate. The director of public works shall have full charge and authority over the employees, equipment, and facilities within the department, subject to the requirements of law, by-laws, regulations, and such direction and such policies of the board. The director of public works shall have a minimum of five years of relevant professional experience in public works construction and management. During his or her tenure, the director of public works shall hold no other elective or appointive office, nor shall the director of public works engage in any other business or occupation without prior express written authorization of the board. The director of public works shall give the town a bond with a surety company authorized to transact business in the Commonwealth as surety for the faithful performance of his/her duties in such sum and upon such conditions as the board may require. The town will pay the premium for said bond. The director of public works may designate, by letter approved by a majority vote of the board and filed with the town clerk, a qualified officer of the town to perform the director's duties in the case of absence or disability. Pending the appointment of a director, the filling of any vacancy, the failure of the director to designate a temporary director, or during the suspension of the director, the board shall appoint a suitable person to perform the duties of the director's office.

SECTION 7. The director of public works shall appoint, remove and supervise employees of the department in accordance with the town's personnel by-law, applicable provisions of the town's general by-laws and any applicable collective bargaining agreements, subject to the approval of the town administrator, and subject to town meeting appropriation where applicable. The director of public works shall supervise, direct, and be responsible for the daily operation of the department and all of its functions. This shall include any relevant board or commission appointed by the director or the board of selectmen.

The director of public works shall keep full and complete records of the department and shall render to the town administrator, as often as may be required by said town administrator but at

least quarterly, a full report of all the operations under his/her control during the period reported upon, and annually shall render to the town administrator a report of all the operations under his or her control, including, but not limited to a financial report of all accounts, funds and grants, a work plan with related finance plan for the subsequent fiscal year, and a report on the accomplishments and progress made under the work plan from the preceding fiscal year. The director of public works shall have access to all town books, records and documents necessary for the proper performance of the assigned duties and responsibilities. The director of public works shall keep the town administrator advised as to the needs of the town within the scope of his duties, and shall annually, in conformity with the requirements established by the board and the town administrator, furnish to the town administrator a carefully prepared and detailed budget and work plan in writing, including estimates of the appropriations and revenue for department enterprise funds established under section 53F1/2 of chapter 44 of the General Laws required during the next fiscal year for the proper exercise and performance of all said rights and duties.

The director of public works shall be authorized to sign payrolls and bills for payment for the department, and shall perform such other duties consistent with the office as may be required by the by-laws of the town, by vote of town meeting, or by majority vote of the board.

SECTION 8. Notwithstanding any general or special law to the contrary, there shall be a three member water and sewer advisory commission, appointed by the board, for such terms as may be determined by the board, and whose powers and duties shall be limited to those expressly stated herein. The appointed water and sewer advisory commission shall be responsible for making an annual recommendation to the board on water and sewer rates and capital improvements as part of the town's capital improvement plan, and proposing to the board and the finance and appropriations committee the annual water and sewer operating budget, in conjunction with the director of public works. Nothing in this section shall permit the appointed water and sewer advisory commission to be involved in the daily operation of the department, including the hiring and supervision of employees, approval of expenditures and warrants for payment, and setting internal departmental policy.

SECTION 9. The board shall retain all powers, duties and responsibilities associated with incurring debt.

SECTION 10. Once established, the town of Dudley may modify the duties, powers and responsibilities of the department. Integration of agencies, departments, or districts not described in this act shall require approval by a majority vote at a town meeting. Public works functions, once integrated, may be constituted as independent organizations or departments by a majority vote at a town meeting.

SECTION 11. On the effective date of this Act, the elected water and sewer commission, and the appointed positions of Highway Superintendent and Water and Sewer Superintendents, shall be abolished and their powers and duties transferred to the director of public works.

SECTION 12. This Act shall take effect 60 days after its passage

Or take any other action relative thereto.

ARTICLE 11 – (Board of Selectmen) Acceptance of Easement– To see if the Town will vote to acquire, by purchase, gift, and/or eminent domain, permanent access and/or utility easements in, on and under a portion or portions of the parcels of land located off through property located on Lyons Road, which property is shown on Assessors Map 125 as Parcels 24 and 24.1, and described in deeds recorded with the Worcester South Registry of Deeds in Book 50712, Page 111 and Book 54771, Page 184, on such terms and conditions as the Board of Selectmen deems appropriate, or take any other action relative thereto.

ARTICLE 12 – (Treasurer/Collector) – Investment Policy Statement –To see if the Town will approve the updated Investment Policy Statement (IPS) for municipal employees voted by Board of Selectmen on 4/4/17 and known as Appendix C, or take any other action relative thereto.

ARTICLE 13 – (Police Department) – Transfer Funds to Police Overtime-To see if the Town will vote to transfer the sum of Five Hundred Dollars and Zero Cents (\$500.00) from the Arrest Warrant Services Account # 0909-000-5780-00 to the Police Overtime Account # 0001-210-5131-01 to cover costs incurred during the fiscal year, or take any other action relative thereto.

ARTICLE 14 – (Police Department) – Transfer Funds to Police Overtime-To see if the Town will vote to transfer from the Firearms Services Revolving Account #0910-000-5780-00 to the Police Overtime Account # 0001-210-5131-01 the sum of Six Thousand Six Hundred Dollars and Zero Cents (\$6,600.00) to offset costs incurred during the fiscal year, or to take any other action relative thereto.

ARTICLE 15 – (Police Department)– Police Cruiser Purchase- To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Fifty One Thousand Dollars and Zero Cents (\$51,000.00) to cover costs associated with the purchase of one police cruiser, as recommended by the Capital Improvement Planning Committee, or take any other action relative thereto.

ARTICLE 16 –(Highway Department) – Street Sweeper Purchase-To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Two Hundred Twenty Five Dollars and Zero Cents (\$225,000.00) for the purchase of a 2019 Elgin Pelican Street Sweeper with associated equipment, as recommended by the Capital Improvement Planning Committee, or take any other action relative thereto.

ARTICLE 17 – (Water Department) – Well Site Funding-To see if the Town will vote to transfer the sum of Three Hundred Thousand Dollars and Zero Cents (\$300,00.00) from the Water Retained Earning Account #0061-000-3590-01 to Testing and Drilling Station #3 Account #0361-900-5840-00 for the purpose of testing and drilling of a new gravel packed well on the site of Water Pumping Station #3 on Schofield Avenue (emergency), as recommended by the Capital Improvement Planning Committee, or take any other action relative thereto.

ARTICLE 18 – (Water Department) – Water Pump Station Upgrade- To see if the Town will vote to repurpose the sum of Twelve Thousand Five Hundred Twenty Two Dollars and Fourteen Cents (\$12,522.14) from Article 12 of the May 2012 Annual Town Meeting- Dudley-Oxford Road Account # 0361-900-5825-00 and Forty Eight Thousand Two Hundred Fifteen Dollars and Ninety Three Cents (\$48,215.93) from Article 8 of the November 4, 2013 Town Meeting - Station 6 Pumps Account #0361-900-5832-00 for a total amount of Sixty Thousand Seven Hundred Thirty Eight Dollars and Seven Cents (\$60,738.07) to Pump Station Upkeep and Upgrades Account # 0361-900-5836-00, as recommended by the Capital Improvement Planning Committee, or take any other action relative thereto.

ARTICLE 19 – (Sewer Department) – Sewer Inflow & Infiltration-To see if the Town will vote to transfer the sum of Fifty Six Thousand Nine Hundred Dollars and Zero Cents (\$56,900.00) from the Sewer Retained Earnings Account #0060-000-3590-01 to the Infiltration Study Account # 0360-900-5780-19 for Phase II of the Department of Environmental Protection (DEP) mandated Inflow and Infiltration (I&I) Study, as recommended by the Capital Improvement Planning Committee, or take any other action relative thereto.

ARTICLE 20 – (Sewer Department) – Sewer Station Radio Upgrade- To see if the Town will vote to transfer the sum of Twenty Thousand Dollars and Zero Cents (\$19,900.00) from Retained Earnings Account #0060-000-3590-01 to the Radio Read Upgrade and Replace Account #0060-440-5810-02, or take any other action relative thereto.

ARTICLE 21 – (Water Department) – Transfer Funds to Water Overtime Account-To see if the Town will vote to transfer the sum of Sixteen Thousand Five Hundred Dollars and Zero Cents (\$16,500.00) from the Water Retained Earnings Account #0061-000-3590-01 to the Overtime Account #0061-450-5118-00 to cover the increase for weekend coverage due to union negotiations, which was not known at the time of the last budget, or take any other action relative thereto.

ARTICLE 22 – (Planning Board) – Zoning Map Amendment - To see if the Town will vote to amend the “TOWN OF DUDLEY OFFICIAL ZONING MAP “as follows: Rezone from BUS-15 to RES-10 the properties along the northerly and westerly sidelines of Marshall Terrace described as Assessors’ Map 119, Lots 65, 64, 63, 54, 53, and 52, or take any other action relative thereto. **See Appendix “D”.**

ARTICLE 23 – (Planning Board) – Amend Zoning Bylaw-To see if the Town will vote to amend the Zoning Bylaws, by enacting “Housekeeping” measures, such as correction of spelling and punctuation errors, correction of typographical errors, replacement of incorrect wording with correct working, inserting missing information and wording, updating wording, and correcting other scrivener’s errors, etc., as follows:

(Unless otherwise described, language within the items noted below ~~in strikethrough is proposed to be deleted~~ and *language shown in bold and italics is proposed to be added.*)

- 1) Section **1.05.00 SEPARABILITY**: delete the word **SEPARABILITY** and replace with the word **SEVERABILITY**

2) Section **2.01.00 ZONING DISTRICTS**: For the purpose of this bylaw the Town of Dudley is hereby divided into the ~~six (6)~~ ***seven (7)*** major zoning district categories which are subdivided into ~~thirteen (13)~~ ***seventeen (17)*** zoning classifications

3) Section **2.01.01 Establishment of Districts**:

a) In the first sentence: The following districts are illustrated, defined and bounded on the map entitled “~~Zoning Map, Dudley, Massachusetts~~ ***Town of Dudley Massachusetts Official Zoning Map***” on file with the Town Clerk.

b) Add to the existing text as follows (*additional text is in Bold typeface and Italics*):

Conservation District

CON-Conservation (*see Section 3.01.00*)

Floodplain District

FPD-Floodplain (*see Section 3.02.00*)

Town Refuse Disposal District

TRFD-Town Refuse Disposal (*see Section 3.07.00*)

Overlay Districts

BUS-15 Business or General Residential Overlay District (along portions of West Main Street – see Official Zoning Map)

Mill Overlay District (see Section 3.10.00)

Adult Entertainment Overlay District (see Section 2.03.02 and Footnote 12, Section 2.03.03, thereunder)

Solar Overlay District (see Section 3.12.00)

4) Section **2.01.02 District Delineation**: In the last paragraph delete ~~Review~~ and replace with ***Appeals***

5) Section **2.03.02 Use by District Chart**:

a) Add footnote number ***16*** to the use Large Ground-Mounted Solar Photovoltaic Installations (250kW and Greater) as follows:

- Large Ground-Mounted Solar Photovoltaic Installations (250kW and Greater)^{***16***}

6) Section **2.03.03 Footnotes**:

a) Add a new Footnote number ***16*** as follows:

- **16. Allowed by SPPB in the Solar Overlay District, as put forth in Section 3.12 of the Zoning Bylaws.**

7) Section **3.01.02 Use Regulation**: in the last sentence: delete the word ~~principals~~ and replace with the word ***principles***.

8) Section **3.05.06 Application Procedure**: In the first sentence of paragraph D.1.a.c.:
Definitive Subdivision Plan –If the Special Permit is granted, the applicant shall submit a definitive subdivision plan, in conformity with Section 3, Subsection C of the Town of Dudley Rules and Regulations Relating ***Governing*** to the Subdivision of Land.

9) Section **3.05.07 Decision of the Planning Board**: in the first paragraph, delete the phrase ~~submittal of the completed application~~ and replace with the phrase ***the close of the public hearing***.

10) Section **3.10.03 Overlay District**:

a) In the second sentence of the first paragraph, delete ~~supereede~~ and replace with ***supersede***

b) In the third sentence of the first paragraph, delete the following words/phrases:

~~The MCOD shall consist of the following properties (properties are identified by assessor's map block lot number):~~

~~Former Steven's Linen/Toltec Property: [Old map/block/lot numbering style]~~

~~212/A 1 27/2 008~~

~~212/B 1 37/6 008/ 2/~~

~~213/A 8 13/9 002~~

~~Former Steven's Linen Bleachery Property:~~

~~213/B 6 10/4 010~~

~~Former Ethan Allen Property:~~

~~261/C 2 13/1 007~~

And replace with the following:

The MCOD shall consist of the following properties (properties are identified by Assessor's map/lot number & address effective January 1, 2019):

Former Stevens Linen/Toltec Property:

117/120: 8 Mill Street

117/120.3: Mill Street

117/83: 9 Mill Street

Former Stevens Linen Bleachery Property:

117/76: Ardlock Place

Former Ethan Allen Property:

*118/37: 35-37 Chase Avenue
Former Perry Yarn Factory/Packard Mill Property:
236/2: 137 Schofield Avenue*

- 11) Amend Section **3.12.04 General Requirements for all Large-Scale Solar Power Generation Installations**: In the last sentence of paragraph C., delete the number 21 and replace with the number 20.
- 12) Amend Section **3.15.05 Additional Requirements/Conditions**: In paragraph 5)d.: Delete the word *city* and replace with the word *town* and delete the word *City* and replace with the word *Town*
- 13) Amend Section **5.01.02 Application Procedures**, seventh paragraph, to read as follows:

All meetings shall be public hearings and notice of such shall be given by publication in a newspaper of general circulation in the City once in each of two (2) successive weeks; the first publication to be not less than fourteen (14) days before the day of the hearing and by posting such notice in a conspicuous place in Town Hall for a period of not less than fourteen (14) days before the day of such hearing. In all cases where notice to individuals or specific boards or other agencies is required, notice shall be sent by ~~certified~~ mail, postage prepaid. "Parties in interest" as used in this section shall mean the petitioner or applicant, abutters, owners of land directly opposite on any public or private street or way, and ~~owners of land~~ ***abutters to the abutters*** within three hundred (300) feet of the property line ***of the petitioner or applicant*** all as they appear on the most recent applicable tax list, ~~notwithstanding~~ ***notwithstanding*** that the land of any such owners is located in another city or town, ***the Planning Board, and the planning board of every abutting city or town. The assessors maintaining any applicable tax list shall certify to the permit granting authority or special permit granting authority the names and addresses of parties in interest and such certification shall be conclusive for all purposes. The permit granting authority or special permit granting authority may accept a waiver of notice from, or an affidavit of actual notice to any party in interest or, in his stead, any successor owner of record who may not have received a notice by mail, and may order special notice to any such person, giving not less than five nor more than ten additional days to reply.*** The required publications and notices shall contain the name of the petitioner ***or applicant***, a description of the area or premises, street address, or other adequate identification ***of the location, or the area or premises which is the subject*** of the petition, the date and place of the public hearing, the subject matter of the hearing, and the nature of action or relief requested, in accordance with Massachusetts General Laws Chapter 40A, Section 11.

- 14) Amend Section **5.03.00 Planning Board Associate Member** as follows:
5.03.00 Planning Board Associate Member

A. Planning Board Associate Member

Pursuant to the provisions of M.G.L. C 40A, sec.9, the Planning Board ("Board"), may appoint an associate member to sit on the Board for the purpose of acting on a special permit application in the case of absence, inability to act or conflict of interest on the part of any member of the Board. Such associate member shall serve for a term of one (1) year.

B. Planning Board Acting as the Special Permit Granting Authority

When the Planning Board is designated in the zoning bylaws as the Special Permit Granting Authority (SPGA) for any use, the Planning Board shall follow the same procedures in acting on said special permit as those specified for the Zoning Board of Appeals in Sections 5.01.01.b, 5.01.02, 5.01.04, and 5.01.06 of this bylaw.

- 15) Amend Section **5.04.09 Enforcement of an Approved Site Plan**: In paragraph F. delete the phrase ~~Mass. Gen. L. ch. 40A, & 17~~ and replace with the phrase ***Massachusetts General Laws Chapter 40A Section 17***, and delete the word ~~By Law~~ and replace with the word ***Bylaws***, or take any other action relative thereto.

ARTICLE 24 – (Planning Board) Amend Zoning Bylaw - To see if the Town will vote to amend the Zoning Bylaws by adding provisions for Accessory Use Apartments and amending the definition of Two Family/Duplex Home, as follows:

(Unless otherwise indicated, language within the items noted below ***shown in bold and italics are proposed to be added.***)

- 1) Amend Section **2.03.02 Use by District Chart**, ACTIVITY OR USE, **ACCESSORY USES**, by inserting a new accessory use entitled ***Accessory Use Apartment***, as follows:

DISTRICT⁹

| | RES 10 | RES 15 | RES 30 | RES 43 | RES 87 | BUS 15 | IND 43 | IND 130 | LI 43 | LI 87 |
|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|----------|----------|
| ACTIVITY OR USE | | | | | | | | | | |

ACCESSORY USES

Accessory Use

Apartment: ***P^{18, 19} P^{18, 19} P^{18, 19} P^{18, 19} P^{18, 19} P^{18, 19} P^{17, 18, 19} P^{17, 18, 19} P^{17, 18, 19} P^{17, 18, 19}***

- 2) Amend Section **2.03.03 Footnotes** as follows:

Add a new Footnote number 17 as follows:

- ***17. Allowed only for lawfully preexisting nonconforming single-family homes in these districts; new single-family homes are a prohibited use in the IND 43, IND 130, LI 43, and LI 87 districts.***

Add a new Footnote number 18 as follows:

- ***18. Addition of an Accessory Use Apartment to an existing single-family home is allowed provided that evidence of multiple occupancy is not visible or apparent from the street front and that the gross habitable space (as gross habitable space is defined in the Massachusetts Building Code) of the Accessory Use Apartment is at least Four Hundred (400) square feet but not more than nine hundred (900) square feet.***

And add a new Footnote number 19 as follows:

- ***19. The principal single-family home and the accessory use apartment shall be held in the same ownership, and the owner of the single-family home must occupy one of the living areas.***

3) And amend **SECTION VI, DEFINITIONS, 6.01.00 PURPOSE, 6.01.01 Definitions Listing**, by:

Adding the following definition of the term **Accessory Use Apartment**:

- ***Accessory Use Apartment –A living area within a single-family home that typically has its own kitchen and bathroom facilities that are not shared with the principal home, but does have an entry way from one unit directly into***

And adding the following additional phrase to the existing definition of the term **Two-family / Duplex Home**:

- ***Two-family / Duplex Home – A free standing building exclusively for residential use by two families, but not more than two families. A Two-family / Duplex Home shall consist of two separate dwelling units, each with its own kitchen and bathroom facilities, and with each unit having its own two separate entrances and exits, with no interconnection of the two units, or to take any other action relative thereto.***

ARTICLE 25 – (Fire Department) Purchase Firefighter Gear – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Twenty Four Thousand Six Hundred and Zero Dollars (\$24,600.00) for twelve (12) sets of fire gear, the fourth year of a four year replacement plan, or take any other action relative thereto.

ARTICLE 26- (Board of Assessors) Property Valuation Servies– To see if the Town will vote to raise and appropriate, borrow or transfer from available funds a sum of Twelve Thousand Dollars (\$12,000.00) to fund one fifth (1/5) of the cost of triennial re-certification of real estate and personal property values for FY2023 as required by the Commonwealth, or take any other action relative thereto.

ARTICLE 27 – (Town Clerk) Fund Town Clerk Expenses – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Five Hundred Eighty-

Nine Dollars and Zero Cents (\$589.00) to the Town Clerk's Genealogy Expense Account #0900-000-5780-00, or take any other action relative thereto.

ARTICLE 28 – (Town Clerk) – Amend Animal Control By-Law – To see if the Town will vote to amend the Animal Control By-Law relative to Kennels, as follows:

(Unless otherwise described, language within the items noted below ~~in strikethrough is proposed to be deleted~~ and *language shown in bold and italics is proposed to be added*).

ARTICLE 27 ANIMAL CONTROL BY-LAWS

Section 1. DEFINITIONS

~~D "COMMERCIAL KENNEL" – "One pack or collection of dogs or cats maintained on a single premise, whether maintained for breeding, boarding, training, adoption or sale."~~

D. "COMMERCIAL BOARDING OR TRAINING KENNEL" - An establishment used for boarding, holding, day care, overnight stays or training of animals that are not the property of the owner of the establishment, at which such services are rendered in exchange for consideration and in the absence of the owner of any such animal; provided, however, that "commercial boarding or training kennel" shall not include an animal shelter or animal control facility, a pet shop licensed under section 39A of chapter 129, a grooming facility operated solely for the purpose of grooming and not for overnight boarding or an individual who temporarily, and not in the normal course of business, boards or cares for animals owned by others.

~~E "RESIDENTIAL KENNEL" – More than three (3) dogs or three (3) cats over the age of six (6) months of age kept for the sole purpose of being household pets in a single private residence.~~

E. "COMMERCIAL BREEDER KENNEL" - "An establishment, other than a personal kennel, engaged in the business of breeding animals for sale or exchange to wholesalers, brokers or pet shops in return for consideration."

F. "DOMESTIC CHARITABLE CORPORATION KENNEL" – A facility operated, owned or maintained by a domestic charitable corporation registered with the department or an animal welfare society or other nonprofit organization incorporated for the purpose of providing for and promoting the welfare, protection and humane treatment of animals, including a veterinary hospital or clinic operated by a licensed veterinarian, which operates consistent with such purposes while providing veterinary treatment and care.

G. "PERSONAL KENNEL - A pack or collection of more than three (3) dogs or three (3) cats over the age of six (6) months-owned or kept under single ownership, for private personal use; provided, however, that breeding of personally owned dogs may take place for the purpose of improving, exhibiting or showing the breed or for

use in legal sporting activity or for other personal reasons; provided further, that selling, trading, bartering or distributing such breeding from a personal kennel shall be to other breeders or individuals by private sale only and not to wholesalers, brokers or pet shops; provided further, that a personal kennel shall not sell, trade, barter or distribute a dog not bred from its personally-owned dog; and provided further, that dogs temporarily housed at a personal kennel, in conjunction with an animal shelter or rescue registered with the department, may be sold, traded, bartered or distributed if the transfer is not for profit. The number of litters permitted shall be limited to four (4) per licensing year regardless of the number of adult dogs approved for the Personal Kennel.

H. "KENNEL: - A pack or collection of dogs on a single premise, including a commercial boarding or training kennel, commercial breeder kennel, domestic charitable corporation kennel, personal kennel or veterinary kennel.

Re-letter sections below accordingly.

F. I. "LICENSE PERIOD" - The time between January 1 and December 31, both dates inclusive.

G. J. "ANIMAL CONTROL OFFICER" - Any officer appointed by the Board of Selectmen to enforce the laws relating to dogs or cats or other animals.

H. K. "K-9 LAW ENFORCEMENT DOG" – a certified dog trained specifically to assist law enforcement with their duties and responsibilities.

I. L. "SERVICE ANIMAL" - any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition.

Section 2. DOGS REQUIRED TO BE LEASHED

A. No owner or keeper of a dog shall permit such dog, whether licensed or unlicensed, to run-at-large within the Town of Dudley. No person shall permit a dog owned or kept by him beyond the confines of the property of the owner or keeper unless a leash, which shall not exceed ~~ten (10)~~ **six (6)** feet in length or up to ~~twenty-five (25)~~ feet if the leash is retractable, physically restrains the dog.

~~D. _____ This section was disapproved by the Attorney General and deleted in its entirety.~~

Re-letter sections below accordingly.

~~E.~~ **D.** This section shall not apply to property owned and/or controlled by the Commonwealth of Massachusetts where a separate set of rules and regulations apply.

~~F.~~ **E.** A dog may for the purpose of events such as working, hunting, field trials or training purposes be exempt from the restraining order during such period of time as the dog is actually engaged in the event or sport, provided the dog is under the direct supervision of a person to properly control its action.

Section 3. LICENSE REQUIREMENTS, VACCINATION, FEES, EXCEPTIONS

C. Veterinarian's Certification. The Town Clerk shall not issue any license including ~~residential~~ **personal** kennels unless the owner or keeper provides either a veterinarian's certification that such dog has been vaccinated against rabies by a licensed veterinarian, therein, provided, or a notarized letter from a veterinarian that a certification was issued.

D. Commercial & Residential Kennels: KENNEL:

1. Any owner or keeper of more than three (3) dogs or three (3) cats must acquire a ~~residential~~ **personal** kennel license and is subject to the Dudley Zoning by-Laws. **(~~Bold italics voted on 11/4/2013 and designated as Article 27, Sec. 3, paragraph C in error~~)**
2. ~~Commercial~~ **All** Kennels must be fully licensed pursuant to the provisions of M.G.L. Chapter 140 and subject to Dudley's Zoning By-laws.
3. ~~Each residential kennel and commercial~~ **All** kennels shall be available to inspection by the Animal Control Officer, a Natural Resource Officer, Fish and Game Warden, Police Officer or the Board of Health.

F. Fees. The annual fee for every animal license, ~~residential kennel and commercial~~ kennel license and all fines relevant to dog control shall be as follows:

2. Annual Dog Fee. The fee for all dogs (male, neutered, female, spayed) **and kennels** shall be as established by the Board of Selectmen.
3. ~~Residential Dog Kennel License: Fifty (\$ 50.00) Dollars~~
4. ~~Commercial Dog Kennel License: Seventy-Five (\$75.00) Dollars.~~
5. ~~Commercial or Residential Cat Kennel License: Fifty Dollars (\$50.00).~~

Renumber 6, 7 and 8 to read #'s 3, 4, and 5.

3. No fee shall be charged for a license for a K-9 Police Dog or a Service Animal as defined in Section 1 of this by-law. The individual who is responsible for a K-9 Police Dog must provide a written statement from the law enforcement unit stating that the dog

is actively working. The owner of a Service Animal must show written evidence that the animal is a service dog.

4. No license fee shall be refunded in whole or in part for any reason.

5. There shall be no license fee for the first or second dog owned by persons aged 70 and older as of January 1st of the licensing year. Each additional dog shall be licensed and pay the fee in accordance with this section. This section shall not apply to ~~residential or commercial~~ kennel licenses. ~~This by-law will be effective January 1, 2017.~~

H. Failure to License. Should any owner or keeper of an animal fail to license that animal as required under M.G.L. Chapter 140 before April, 1, the owner or keeper shall pay a late fee of ten (\$10.00) Dollars before obtaining said license, except a dog brought into the Town as provided by M.G.L. Chapter 140, Section 138. This late fee shall be applicable from the 61st day after the arrival of such dog. Any person maintaining a ~~commercial~~ kennel in the Town of Dudley who fails to license as prescribed by this section and the laws of the Commonwealth, shall pay a late fee of fifty (\$50.00) Dollars, commencing April 1. Any owner or keeper of a dog failing to license by June 15th in any year shall be subject to a fine of Twenty-Five (\$25.00) Dollars per dog. ~~in addition to the license fee upon the complaint of the dog officer or Town Clerk.~~ Any person maintaining a Commercial Kennel who fails to license by June 15th in any year shall be subject to a fine of Seventy-Five (\$75.00) Dollars upon the complaint of the dog officer or Town Clerk. ***All late fees and fines are in addition to the license fee upon the complaint of the dog officer or Town Clerk.***

Section 4. RABIES CONTROL

(Paragraph 2.)

Those dog owners found in violation of the rabies requirement of Massachusetts General Laws Chapter 140, Section 145B, shall, at the owner's expense, have their dogs properly vaccinated by a licensed veterinarian within ten (10) days of said violation and will receive a fine of ~~twenty-five dollars (\$25.00)~~ **fifty dollars (\$50.00).**

Section 11. ENFORCEMENT/PENALTIES (Paragraph C; Subsections 4 & 5)

C. Any owner or keeper who:

- (4) is the owner/keeper of an animal found to have bitten or injured any person, dog or other animal may be penalized by non-criminal disposition as provided in M.G.L. Chapter 40, section 21D, and shall be punished by the imposition of fines as follows:
- a) A fine of ~~\$25.00~~ **\$50.00** for the first offense.
 - b) A fine of ~~\$50.00~~ **\$75.00** for the second offense
 - c) A fine of \$100.00 for the third offense and each subsequent offense.
- (5) failure to obtain dog license will be subject to a \$50.00 fine per dog**

Fines not to exceed Five Hundred (\$500.00) Dollars *in a licensing year.*

Section 12. REDEMPTION OF DOGS AND ANIMALS

- A. Redemption of Impounded Dogs and Animals: The owner or keeper of any dog or animal impounded under the provisions of the by-law may redeem such dog or animal provided he first reimburse the Animal Control Officer for his/her expenses at the rate of ~~not more than Twenty Five (\$25.00)~~ **Thirty (\$30.00)** Dollars per handling of such dog or animal, plus Ten (\$10.00) Dollars for each day, or portion thereof that he/she has confined such dog or animal and procures from the Town Clerk's office a license and tag for any such dog or animal that is not licensed, if required.

Section 15. ~~The effective date of this by-law shall be Sept. 1, 2000.~~

Or take any other action relative thereto.

ARTICLE 29 – (Planning Board)– Amend Zoning Bylaw- To see if the Town will vote to amend the Zoning Bylaws relative to Kennels, as follows:

(Unless otherwise described, language within the items noted below ~~in strikethrough is proposed to be deleted~~ and **language shown in bold and italics is proposed to be added.**)

- 1) Amend Section **2.03.02 Use by District Chart**, ACTIVITY OR USE, RESIDENTIAL, Licensed Residential Animal Kennel, by deleting the words ~~Licensed~~, ~~Residential~~, and ~~Animal~~, and inserting in their place the word ***Personal***, as follows:

| <u>DISTRICT⁹</u> | | | | | | | | | | |
|---------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-----|-----|-----|--------------------|--------------------|
| | RES | RES | RES | RES | RES | BUS | IND | IND | LI | LI |
| ACTIVITY OR USE | 10 | 15 | 30 | 43 | 87 | 15 | 43 | 130 | 43 | 87 |
| <u>RESIDENTIAL</u> | | | | | | | | | | |
| Licensed Residential | | | | | | | | | | |
| <i>Personal</i> | | | | | | | | | | |
| Animal Kennel | P ^{13/14} | P ^{13/14} | P ^{13/14} | P ^{13/14} | P ^{13/14} | P | P | P | P ^{13/14} | P ^{13/14} |

2) Amend Section **2.03.02 Use by District Chart**, ACTIVITY OR USE, **COMMERCIAL**, Animal Kennel or Hospital, as follows, by:

- a. deleting the word ~~Kennel~~, and inserting in its place the words ***or Veterinary Clinic***, and
- b. modifying said Chart relative to this use within the respective zoning districts.

| | <u>DISTRICT⁹</u> | | | | | | | | | |
|--|-----------------------------|-----|-----|--------------------------------|--------------------------------|-------------------------------|-----|-----|--------------------------------|--------------------------------|
| | RES | RES | RES | RES | RES | BUS | IND | IND | LI | LI |
| ACTIVITY OR USE | 10 | 15 | 30 | 43 | 87 | 15 | 43 | 130 | 43 | 87 |
| <hr/> | | | | | | | | | | |
| <u>COMMERCIAL</u> | | | | | | | | | | |
| Animal Kennel <i>or Veterinary Clinic</i> or Hospital | NP | NP | NP | SP <i>NP</i> | SP <i>NP</i> | P <i>SP</i> | P | P | NP <i>SP</i> | NP <i>SP</i> |

3) Amend Section **2.03.02 Use by District Chart**, ACTIVITY OR USE, **COMMERCIAL**, as follows, by:

- a. adding the uses ***Commercial Boarding or Training Kennel, Commercial Breeder Kennel, Domestic Charitable Corporation Kennel***, and ***Veterinary Kennel***, and
- b. adding to said Chart relative to these uses within the respective zoning districts.

| | <u>DISTRICT⁹</u> | | | | | | | | | |
|--|-----------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| | RES | RES | RES | RES | RES | BUS | IND | IND | LI | LI |
| ACTIVITY OR USE | 10 | 15 | 30 | 43 | 87 | 15 | 43 | 130 | 43 | 87 |
| <hr/> | | | | | | | | | | |
| <u>COMMERCIAL</u> | | | | | | | | | | |
| <i>Commercial Boarding or Training Kennel</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>SP</i> | <i>P</i> | <i>P</i> | <i>SP</i> | <i>SP</i> |
| <i>Commercial Breeder Kennel</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> |
| <i>Domestic Charitable Corporation Kennel</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>SP</i> | <i>P</i> | <i>P</i> | <i>SP</i> | <i>SP</i> |
| <i>Veterinary Kennel</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>NP</i> | <i>SP</i> | <i>P</i> | <i>P</i> | <i>SP</i> | <i>SP</i> |

- 4) Amend Section **2.03.03 Footnotes**, footnote number 13 by deleting the words ~~residential animal~~, and inserting in their place the word ***personal***, as follows:
- 13 Limitations of ~~residential animal~~ ***personal*** kennels must be applied in a manner consistent with the protections accorded to agriculture under G.L. c. 40A, §3.
- 5) And amend **SECTION VI, DEFINITIONS, 6.01.00 PURPOSE, 6.01.01 Definitions Listing**, as follows, by:
- ~~a.~~ modifying the existing term Animal Kennel or Hospital by deleting the word ~~Kennel~~ and inserting in its place the phrase ***or veterinary clinic*** and modifying its definition by deleting the phrase ~~harboring~~, and inserting in its place the word ***medical*** and by removing the phrases ~~more than three~~ and ~~that are more than six months old~~
 - b. adding the terms **Animal Control Officer, Kennel, Commercial Boarding or Training Kennel, Commercial Breeder Kennel, Domestic Charitable Corporation Kennel, Personal Kennel, and Veterinary Kennel**, and their definitions, and
 - c. deleting the existing term Licensed Residential Animal Kennel and its definition in their entirety,

Animal Control Officer – Any officer appointed by the Board of Selectmen to enforce the laws relating to dogs or cats or other animals.

Animal Kennel or Veterinary Clinic or Hospital – A structure used for the ~~harboring~~, ***medical*** care and or hospitalization of ~~more than three~~ dogs, cats or other animals ~~that are more than six months old~~, operated for commercial purposes.

Kennel – A pack or collection of dogs on a single premise, including a commercial boarding or training kennel, commercial breeder kennel, domestic charitable corporation kennel, personal kennel or veterinary kennel. The following are types of kennels:

- ***Commercial Boarding or Training Kennel*** – An establishment used for boarding, holding, day care, overnight stays or training of animals that are not the property of the owner of the establishment, at which such services are rendered in exchange for consideration and in the absence of the owner of any such animal; provided, however, that “commercial boarding or training kennel” shall not include an animal shelter or animal control facility, a pet shop licensed under Section 39A of Chapter 129 of the General Laws, a grooming facility operated solely for the purpose of grooming and not for overnight boarding or an individual who temporarily, and not in the normal course of business, boards or cares for animals owned by others.

- **Commercial Breeder Kennel** – *An establishment, other than a personal kennel, engaged in the business of breeding animals for sale or exchange to wholesalers, brokers or pet shops in return for consideration.*
- **Domestic Charitable Corporation Kennel** – *A facility operated, owned or maintained by a domestic charitable corporation registered with the Massachusetts Department of Agricultural Resources or an animal welfare society or other nonprofit organization incorporated for the purpose of providing for and promoting the welfare, protection and humane treatment of animals, including a veterinary hospital or clinic operated by a licensed veterinarian, which operates consistent with such purposes while providing veterinary treatment and care.*
- **Personal Kennel** – *A pack or collection of more than three (3) dogs or over the age of six (6) months-owned or kept under single ownership, for private personal use; provided, however, that breeding of personally owned dogs may take place for the purpose of improving, exhibiting or showing the breed or for use in legal sporting activity or for other personal reasons; provided further, that selling, trading, bartering or distributing such breeding from a personal kennel shall be to other breeders or individuals by private sale only and not to wholesalers, brokers or pet shops; provided further, that a personal kennel shall not sell, trade, barter or distribute a dog not bred from its personally-owned dog; and provided further, that dogs temporarily housed at a personal kennel, in conjunction with an animal shelter or rescue registered with the department, may be sold, traded, bartered or distributed if the transfer is not for profit. The number of litters permitted shall be limited to four (4) per licensing year regardless of the number of adult dogs approved for the Personal Kennel.*
- **Veterinary Kennel** – *A veterinary hospital or clinic that boards dogs for reasons in addition to medical treatment or care; provided, however, that "veterinary kennel" shall not include a hospital or clinic used solely to house dogs that have undergone veterinary treatment or observation or do so only the period of time necessary to accomplish that veterinary care.*

~~**Licensed Residential Animal Kennel** – A structure used for the harboring of more than three dogs, cats or other animals that are more than six months old operated for pleasure purposes.~~

Or to take any other action relative thereto.

ARTICLE 30 – (Fire Department) – Adoption of Massachusetts General Laws Chapter 148

Section 26H – To see if the Town which accepts the provisions of this section, every lodging house or boarding house shall be protected throughout with an adequate system of automatic sprinklers in accordance with the provisions of the state building code. No such sprinkler system shall be required unless sufficient water and water pressure exists in such buildings or in certain areas of such buildings, where the discharge of water would be an actual danger in the event of a fire, the head of the fire department shall permit the installation of such other fire suppressant

systems as are prescribed by the state building code in lieu of automatic sprinklers. The head of the fire department shall enforce the provisions of this section.

For the purpose of this section “lodging house” or “boarding house” shall mean a house where lodgings are let to six (6) or more persons not within the second degree of kindred to the person conducting it, but shall not include fraternity houses or dormitories, rest homes or group residences licensed or regulated by agencies of the Commonwealth.

Any lodging or boarding house subject to the provisions of this section shall be equipped with automatic sprinklers within five (5) years after acceptance of this act by the Town.

Whoever is aggrieved by the head of the fire department’s interpretation, order, requirement or discretion under the provisions of this section, may within forty-five days after the service of notice thereof, appeal from such interpretation, order or requirement to the board of appeals of the fire safety commission as provided in section two hundred and one of chapter six, or take any other action relative thereto.

ARTICLE 31 – (Treasurer/Collector) – FY2019 Supplemental Budget transfer - To see if the Town will vote to transfer from the Capital Stabilization Account #0803-000-5785-00 the sum of Fifty Six Thousand Twenty Dollars and Forty Three Cents (\$56,020.43) to the Maturing Debt Account #0001-145-5910-02 for the purpose of paying debt and interest associated with the new Ambulance, or take any other action relative thereto.

ARTICLE 32 – (Treasurer/Collector) – FY 2020 Budget - To see if the Town will vote to transfer from the Capital Stabilization Account #0803-000-5785-00 to the Maturing Debt Account #0001-145-5910-02 the sum of Forty Five Thousand Six Hundred Dollars and Zero Cents (\$45,600.00) for the purpose of paying debt and interest associated with the new Ambulance, or take any other action relative thereto.

ARTICLE 33 – (Board of Selectmen) -Grant Easement from Town of Dudley on Property Adjacent to the Post Office- To see if the Town will vote to transfer the care, custody and control of a portion or portions of the Town-owned property located at 20 Mason Road and described in a deed recorded with the Worcester South Registry of Deeds in Book 1916, Page 62, from the board or officer having custody thereof for the purposes for which it is held, including water, sewer, and/or school purposes, to the same board or officer for the foregoing purposes and to the Board of Selectmen for the purpose of conveying a permanent easement or easements thereon, and, further, authorize the Board of Selectmen to grant access, utility and/or other easement on such terms and conditions and for such consideration, which may be nominal consideration, as the Board of Selectmen deems appropriate, or take any other action relative thereto.

ARTICLE 34 – (Petition Article) – Amend 3.12.00 – Large Scale Solar Photovoltaic By-Law - In accordance with the Massachusetts Department of Energy Resources Model for siting of Large Ground-Mounted Solar Photovoltaic Installations which discourages locations that result in significant loss of land, including farm, and forest land, the use of Solar Overlay Districts are prohibited in Residential Districts (RES10, RES15, RES 30, RES 43 and RES 87), Commercial Districts (BUS 15), Light Industrial (LI 43 and LI 87), Conservation Districts, Historical

Districts and Floodplain Districts. Large Ground-Mounted Solar Photovoltaic Installations are allowed as of right in the Industrial Districts and IND 43 and IND 130 and the Town Refuse Disposal District.

This bylaw is not intended to regulate systems of less than 250KW or roof mounted systems. It is not intended to regulate systems that are consumptive power systems where all power that is generated is utilized to power onsite operations, or to take any other action relative thereto.

You are hereby directed to serve this warrant by posting attested copies thereof, at the Dudley Municipal Center and on the Town of Dudley Web site and by posting notice of availability of the Warrant on one (1) Cable Access Channel.

Warrant to be posted at least seven (7) days before holding of said meeting. Hereof, fail not, and make due return of this warrant with your doing thereon, to the Town Clerk at the time of holding of said meeting.

Given under our hands this 6th of May in the year Two Thousand and Nineteen

Kerry Cyganiewicz, Vice-Chairman

Paul Joseph, Clerk

John Marsi

Board of Selectmen

I have notified and warned the inhabitants of the Town of Dudley by posting up attested copies of the same at the Dudley Municipal Center on the 8th of May 2019. I also observed it posted on the Town's Website and notice of availability on the Dudley Cable Access Channel on the 8th of May 2019.

Thereby making my return to the Dudley Town Clerk on the 8th of May 2019.

Michael Mayotte

Constable, Town of Dudley

A True Copy.

Attest: Ora E. Finn
Ora E. Finn, CMMC, Dudley Town Clerk

TOWN OF DUDLEY
ANNUAL SPRING 2019 TOWN MEETING
COMMONWEALTH OF MASSACHUSETTS

As instructed in the preceding warrant, legal voters of the Town of Dudley assembled in the Shepherd Hill High School Auditorium on Monday, May 20, 2019. The meeting was brought to order at 7:11 p.m. After the Pledge of Allegiance to the Flag, the Moderator recognized the Town Clerk to read the service of the warrant. The Moderator made announcements regarding proper decorum at a town meeting and community updates.

Moderator Christopher Starczewski informed the voters that both Town Clerk Ora Finn and Town Administrator Greg Balukonis would be retiring. He thanked them for their years of service to the Town of Dudley. The Moderator reminded the voters that there would be a Candidate's Night held at the Dudley Municipal Complex on May 23, 2019 and encouraged people to attend. He also announced the election date of June 10, 2019; the polling hours will be from 8 a.m. to 8 p.m.

Selectman Steven Sullivan was recognized by the Moderator and on behalf of the Board of Selectman thanked both Ora Finn and Greg Balukonis.

ARTICLE 1- Unanimously accepted to receive the reports of the several Town Officers and all Committees.

ARTICLE 2- Unanimously accepted to hear and act on the recommendations of the Board of Selectmen and the Finance & Appropriation Advisory Committee.

The FAA recommended that Article 3 be accepted and that the sum of One Hundred Fourteen Dollars and Fifty Two Cents (\$114.52) be transferred from FY 2019 appropriation for the Bay Path School, Account # 0001 320 5650 02. The motion was made and seconded.

ARTICLE 3- Unanimously accepted to transfer from the FY 2019 appropriation for the Bay Path School, Account # 0001 320 5650 02 the sum of One Hundred Fourteen Dollars and Fifty Two Cents (\$114.52) to pay unpaid bills of a prior fiscal year: *Occupational Health Services- CompreCare for \$103.00 (FY18); WB Mason - \$ 11.52.*

ARTICLE 4 – Passed Over by Unanimous vote to see if the Town will vote to determine the sums of money the Town will raise and appropriate, borrow or transfer from any available funds to defray the supplemental charges and expenses of the Town and including debt and interest for Fiscal Year 2019 voted under Article 6 of the May 21, 2018 Annual Town Meeting.

On behalf of the Agricultural Commission the Moderator made a motion to amend Article 5 as follows:

The General Bylaw adopted at the October 29, 2018 Fall Town Meeting, establishing the Agricultural Advisory Commission, is amended by adding the following two sentences shown in boldfaced and italic font below at the end of paragraph (a), or take any other action relative thereto:

a). Purpose:

To establish the Agricultural Advisory Commission in the Town of Dudley to serve as a forum for matters of interest to farmers in Dudley, and to advise the Board on how the Town can best support farming in Dudley. The Commission's five (5) members shall include three (3) Dudley residents who are engaged in farming and two (2) citizens at-large interested in promoting farming. ***Up to five (5) alternate members may also be appointed, at the discretion of the Board of Selectmen. Regular members shall have three year, staggered terms, and alternate members shall have one year terms.***

The motion was seconded and approved by unanimous vote.

ARTICLE 5 – Unanimously accepted as amended to amend the Agricultural Advisory Commission bylaw by adding the following sentences:

a). Purpose:

To establish the Agricultural Advisory Commission in the Town of Dudley to serve as a forum for matters of interest to farmers in Dudley, and to advise the Board on how the Town can best support farming in Dudley. The Commission's five (5) members shall include three (3) Dudley residents who are engaged in farming and two (2) citizens at-large interested in promoting farming. Up to five (5) alternate members may also be appointed, at the discretion of the Board of Selectmen. Regular members shall have three year, staggered terms, and alternate members shall have one year terms.

ARTICLE 6– Passed Over by Unanimous vote – To see if the Town will vote to create up to five (5) Alternate positions on the Agricultural Advisory Commission, who would serve for a one (1) year terms.

FAA Chairman made a motion to approve Article 7 as printed in the warrant including the sources and uses of funds totaling \$21,136,343.00 to defray the charges and expenses of the Town and provide for a reserve fund(s), determine the compensation for elected offices for the ensuing year beginning on July 1, 2019, and including payment of debt and interest.

ARTICLE 7 – Unanimously accepted as presented to defray the charges and expenses of the Town and provide for a reserve fund(s), determine the compensation for elected offices for the ensuing year beginning on July 1, 2019, and including payment of debt and interest.

| GENERAL FUND | BUDGET FY 2020 |
|--|-----------------------|
| ACCOUNTANT | 68,242 |
| ANIMAL CONTROL | 14,806 |
| ASSESSORS | 120,357 |
| BUILDING & GROUNDS | 151,644 |
| BUILDING INSPECTOR | 66,024 |
| CEMETERY COMMISSION | 1,200 |
| CLERK (TOWN) – (Includes Town Clerk salary of \$58,380.00) | 137,098 |
| CONSERVATION | 8,451 |
| COUNCIL ON AGING | 101 |
| EMERGENCY MGT | 2,000 |
| ECONOMIC DEVELOPMENT COMM | 100 |
| F.A.A. | 15,704 |
| FIRE DEPARTMENT | 1,102,937 |
| HEALTH | 45,493 |
| HIGHWAY | 941,696 |
| HISTORICAL COMM. | 750 |
| INFORMATION Tech. | 22,746 |
| INSPECTORS –SEALER OF WEIGHTS | 2,501 |
| LIBRARY | 338,207 |
| MODERATOR | 1 |
| MUNICIPAL EXPENSES | 229,704 |
| PARKS | 0 |
| PERSONNEL BOARD | 5,300 |
| PLANNING BOARD | 50,648 |
| POLICE | 1,420,989 |
| RECYCLING | 148,050 |
| SELECTMEN | 129,786 |
| TOWN ADMINISTRATOR | 131,460 |
| TREASURER/COLLECTOR – (Include treasurer/Collector Salary of \$90,330.56) | 3,792,621 |
| TREE WARDEN | 13,750 |
| VETERANS SERVICES | 195,084 |
| ZONING BOARD OF APPEALS | 4,308 |
| TOTAL GENERAL FUND: | 9,161,757 |
| <u>SCHOOLS</u> | |
| DUDLEY-CHARLTON REGIONAL | 8,780,840 |
| SO. WORCESTER COUNTY REG. VOC. | 944,906 |
| TOTAL EDUCATION: | 9,725,746 |
| State Assessments | 28,344 |
| <u>ENTERPRISE FUNDS:</u> | |
| Water Department | 1,093,556 |
| Sewer Department | 1,007,530 |
| TOTAL ENTERPRISE FUNDS: | 2,101,086 |
| TOTAL TOWN BUDGET (with State Assessments): | 21,012,122 |
| TOTAL TOWN BUDGET (Less State Assessments): | 20,983,778 |

| | |
|---|-------------------|
| GENERAL FUND BUDGET REVENUE SOURCES: | |
| Taxation (Real property, personal property taxes) | 12,116,053 |
| New Growth | 125,000 |
| Debt Exclusions | 1,548,263 |
| State Aid & Reimbursements | 2,111,990 |
| Free Cash | 30,740 |
| Stabilization Fund | 137,127 |
| Local Receipts | 2,961,271 |
| *Water and Sewer Indirect Fees (from Water and Sewer User Fees/Charges) | 170,900 |
| Sub-Total Revenue Sources: | 19,206,156 |
| WATER & SEWER REVENUES: | |
| SEWER FUNDING: FROM SEWER FEES & CHARGES 889,297 SEWER FUNDING: FROM SEWER RETAINED EARNINGS 32,833 | |
| WATER FUNDING: FROM WATER FEES & CHARGES 840,732 WATER FUNDING: FROM WATER RETAINED EARNINGS 167,324 | 1,930,186 |
| *(Note: W/S Total Budget: \$1,930,186 + \$170,900 included above = \$2,101,086) | |
| GRAND TOTAL FUNDING SOURCES: | 21,131,530 |
| TOTAL BUDGET EXPENSES: | |
| Total Budget (including schools + Water and Sewer w/o Assessments) | 20,983,778 |
| State & County & Regional Assessments | 28,344 |
| State Assessment: Cherry Sheet Offset | 19,409 |
| Overlay – Assessors | 100,000 |
| GRAND TOTAL TOWN BUDGET: | 21,131,531 |

ARTICLE 8 – Unanimously accepted to establish and authorize for Fiscal Year 2020 and subsequent years, revolving funds established pursuant to the provisions of Chapter 44§53E1/2 of the Massachusetts General Laws. Said funds to be received by the Town Treasurer and credited to the said revolving fund and said funds to be dispersed by the Town Accountant to offset the costs for each fund. In no case shall disbursements exceed the lesser of the sums received during the year or the amount allowed under the provisions of the aforementioned General Law. Total expenses not to exceed the amount listed by each fund as noted below.

| | |
|------------------------------------|-------------|
| Arrest Warrant Services: | \$10,000.00 |
| Animal Care | \$15,000.00 |
| Board of Health Education Programs | \$ 1,000.00 |
| Cemetery Fees: | \$ 2,000.00 |
| COA Meals: | \$ 5,000.00 |
| Cruiser Use: | \$50,000.00 |
| Fire Penalties/Violations: | \$ 7,500.00 |
| Fire Outside Details | \$25,000.00 |
| Firearms Permit Services: | \$15,000.00 |

| | |
|---------------------------------|-------------|
| Genealogy Services: | \$ 3,000.00 |
| Town Gift Shop: | \$ 2,000.00 |
| Hazardous Materials Collection: | \$ 9,000.00 |
| Inspector Services: | \$80,000.00 |
| Library Lost Books: | \$ 5,000.00 |
| Municipal Hearings: | \$ 2,000.00 |
| Planning Documents: | \$ 1,000.00 |
| Tax Title Fees: | \$75,000.00 |
| Vet Bricks/Memorial: | \$ 6,000.00 |
| Website: | \$ 3,000.00 |

FAA Chairman Michael Mayotte made a motion to accept Article 9 and to transfer funds in the amount of \$8,773.89 from the FY 2019 appropriation for the Bay Path School, Account #0001 320 5650 02; the motion was seconded.

ARTICLE 9 – Unanimously accepted to transfer from the FY 2019 appropriation for the Bay Path School, Account #0001 320 5650 02 the sum of Eight Thousand Seven Hundred Seventy Three Dollars and Eighty Nine Cents (\$8,773.89) to pay the balance of the South Worcester County Communications Center assessment for Fiscal Year 2018.

ARTICLE 10 – As declared by the Moderator, it was Defeated by Majority vote to authorize the Board of Selectmen to petition the General Court for special legislation to establish a Department of Public Works, to abolish the elected Water and Sewer Commission and transfer its powers, duties and responsibilities to the Director of Public Works, as set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to said bill, unless the Board of Selectmen approves amendments thereto prior to enactment by the General Court; and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

AN ACT AUTHORIZING THE TOWN OF DUDLEY TO ESTABLISH A DEPARTMENT OF PUBLIC WORKS.

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

SECTION 1. Notwithstanding any general or special law or by-law to the contrary, there is hereby established in the town of Dudley a department of public works, hereinafter called “the department”, which shall be under the supervision and control of the board of selectmen, hereinafter called “the board”, acting through the town administrator.

SECTION 2. Unless otherwise noted in this act, the board of selectmen shall have all the current powers and duties now or from time to time vested by general or special act or town by-law in the following boards, commissions, departments or officers: highway department, including the highway superintendent and the surveyors of highways; cemetery commissioners and the water and sewer department. The board shall also have the powers and duties of the board of water and sewer commissioners granted by all applicable law, including but not limited to chapter 323 of the acts of 2012, chapter 41 of the acts of 1948, chapter 252 of the acts of 1909, and chapter 40N

of the General Laws, except those conferred upon the water and sewer advisory commission as set forth in Section 8. This Act is not intended to revoke or limit the town or its board of selectmen from exercising any powers or duties previously granted to the board of water and sewer commissioners. No existing contract or liability in force on the effective date of this act shall be affected.

SECTION 3. The department shall have all the functions now or from time to time vested by general or special law or town by-law in the following departments and offices: highway department, including the highway superintendent and the surveyor of highways, and the water and sewer department. The department shall assume the responsibility for the operations of the streets and parks related to management, care and maintenance of real property. All equipment, property, facilities, funds, assets and liabilities under the care, custody and control of the elected board of water and sewer commissioners as of the effective date of this act, shall be under the care, custody and control of the board of selectmen. The provisions of section 69B of chapter 41 of the General Laws and/or the provisions of section 53F1/2 of chapter 44 of the General Laws shall control water and sewer related funds, assets and liabilities.

SECTION 4. The department may have such additional powers with respect to collection and disposal of recyclables, and refuse, the maintenance and repair streets and street lights, parks, stormwater, cemeteries, dams, engineering and the maintenance and repair of town buildings and property, with the exception of buildings and property under control of the board of library trustees, unless said trustees consent in writing, and the performance of such duties of any other boards, departments, and offices of the town as may be reasonably related to the duties of a department of public works, as the town may from time to time, by by-law provide, any other provisions of law notwithstanding.

SECTION 5. No later than ninety days prior to the beginning of each fiscal year, the board shall convene a public hearing to determine the ensuing fiscal year water and sewer budget and set equitable prices and rates for usage of the water and sewer system. The date, time and place of the hearing shall cause notice to be published in at least one newspaper of general circulation in the town of Dudley, and shall be posted at town hall and on the town's web site not less than fourteen days prior to the hearing. The board will take a recommendation from the water and sewer advisory commission established in Section 8, and testimony from any interested party and shall submit its recommendations to the town meeting, which shall act upon the budget in the same manner as all budgets.

SECTION 6. The town administrator shall recommend to the board who shall appoint by majority vote and fix the tenure and compensation of and enter into a contract with a director of public works, subject to sufficiency of appropriation and the provisions of town by-laws and personnel by-laws. The director shall exercise and perform, in conformity with the policies of the board, such powers, rights, and duties conferred upon the board under the provisions of Section 2 as said board may from time to time delegate. The director of public works shall have full charge and authority over the employees, equipment, and facilities within the department, subject to the requirements of law, by-laws, regulations, and such direction and such policies of the board. The director of public works shall have a minimum of five years of relevant professional experience in public works construction and management. During his or her tenure, the director of public works shall hold no other elective or appointive office, nor shall the director of public

works engage in any other business or occupation without prior express written authorization of the board. The director of public works shall give the town a bond with a surety company authorized to transact business in the Commonwealth as surety for the faithful performance of his/her duties in such sum and upon such conditions as the board may require. The town will pay the premium for said bond. The director of public works may designate, by letter approved by a majority vote of the board and filed with the town clerk, a qualified officer of the town to perform the director's duties in the case of absence or disability. Pending the appointment of a director, the filling of any vacancy, the failure of the director to designate a temporary director, or during the suspension of the director, the board shall appoint a suitable person to perform the duties of the director's office.

SECTION 7. The director of public works shall appoint, remove and supervise employees of the department in accordance with the town's personnel by-law, applicable provisions of the town's general by-laws and any applicable collective bargaining agreements, subject to the approval of the town administrator, and subject to town meeting appropriation where applicable. The director of public works shall supervise, direct, and be responsible for the daily operation of the department and all of its functions. This shall include any relevant board or commission appointed by the director or the board of selectmen.

The director of public works shall keep full and complete records of the department and shall render to the town administrator, as often as may be required by said town administrator but at least quarterly, a full report of all the operations under his/her control during the period reported upon, and annually shall render to the town administrator a report of all the operations under his or her control, including, but not limited to a financial report of all accounts, funds and grants, a work plan with related finance plan for the subsequent fiscal year, and a report on the accomplishments and progress made under the work plan from the preceding fiscal year. The director of public works shall have access to all town books, records and documents necessary for the proper performance of the assigned duties and responsibilities. The director of public works shall keep the town administrator advised as to the needs of the town within the scope of his duties, and shall annually, in conformity with the requirements established by the board and the town administrator, furnish to the town administrator a carefully prepared and detailed budget and work plan in writing, including estimates of the appropriations and revenue for department enterprise funds established under section 53F1/2 of chapter 44 of the General Laws required during the next fiscal year for the proper exercise and performance of all said rights and duties.

The director of public works shall be authorized to sign payrolls and bills for payment for the department, and shall perform such other duties consistent with the office as may be required by the by-laws of the town, by vote of town meeting, or by majority vote of the board.

SECTION 8. Notwithstanding any general or special law to the contrary, there shall be a three member water and sewer advisory commission, appointed by the board, for such terms as may be determined by the board, and whose powers and duties shall be limited to those expressly stated herein. The appointed water and sewer advisory commission shall be responsible for making an annual recommendation to the board on water and sewer rates and capital improvements as part of the town's capital improvement plan, and proposing to the board and the finance and

appropriations committee the annual water and sewer operating budget, in conjunction with the director of public works. Nothing in this section shall permit the appointed water and sewer advisory commission to be involved in the daily operation of the department, including the hiring and supervision of employees, approval of expenditures and warrants for payment, and setting internal departmental policy.

SECTION 9. The board shall retain all powers, duties and responsibilities associated with incurring debt.

SECTION 10. Once established, the town of Dudley may modify the duties, powers and responsibilities of the department. Integration of agencies, departments, or districts not described in this act shall require approval by a majority vote at a town meeting. Public works functions, once integrated, may be constituted as independent organizations or departments by a majority vote at a town meeting.

SECTION 11. On the effective date of this Act, the elected water and sewer commission, and the appointed positions of Highway Superintendent and Water and Sewer Superintendents, shall be abolished and their powers and duties transferred to the director of public works.

SECTION 12. This Act shall take effect 60 days after its passage

The FAA made a motion to approve Article 11 and that the sum of \$1.00 be transferred from the Stabilization Fund for the purposes of Article 11; the motion was seconded.

ARTICLE 11 – As declared by the Moderator, it was accepted by Majority vote to transfer the sum of \$1.00 from the Stabilization Fund to acquire, by purchase, gift, and/or eminent domain, permanent access and/or utility easements in, on and under a portion or portions of the parcels of land located off through property located on Lyons Road, which property is shown on Assessors Map 125 as Parcels 24 and 24.1, and described in deeds recorded with the Worcester South Registry of Deeds in Book 50712, Page 111 and Book 54771, Page 184, on such terms and conditions as the Board of Selectmen deems appropriate.

ARTICLE 12 – Unanimously accepted to approve the updated Investment Policy Statement (IPS) for municipal employees voted by Board of Selectmen on 4/4/17 and known as Appendix C.

ARTICLE 13 – Unanimously accepted to transfer the sum of Five Hundred Dollars and Zero Cents (\$500.00) from the Arrest Warrant Services Account # 0909-000-5780-00 to the Police Overtime Account # 0001-210-5131-01 to cover costs incurred during the fiscal year..

ARTICLE 14 –Unanimously accepted to transfer from the Firearms Services Revolving Account #0910-000-5780-00 to the Police Overtime Account # 0001-210-5131-01 the sum of Six Thousand Six Hundred Dollars and Zero Cents (\$6,600.00) to offset costs incurred during the fiscal year.

ARTICLE 15 – Passed Over for Further Information by Unanimous vote to raise and appropriate, borrow or transfer from available funds the sum of Fifty One Thousand Dollars and Zero Cents (\$51,000.00) to cover costs associated with the purchase of one police cruiser, as recommended by the Capital Improvement Planning Committee.

ARTICLE 16 – Passed Over for further Information by Unanimous vote to raise and appropriate, borrow or transfer from available funds the sum of Two Hundred Twenty Five Dollars and Zero Cents (\$225,000.00) for the purchase of a 2019 Elgin Pelican Street Sweeper with associated equipment, as recommended by the Capital Improvement Planning Committee.

ARTICLE 17 – Unanimously accepted to transfer the sum of Three Hundred Thousand Dollars and Zero Cents (\$300,00.00) from the Water Retained Earning Account #0061-000-3590-01 to Testing and Drilling Station #3 Account #0361-900-5840-00 for the purpose of testing and drilling of a new gravel packed well on the site of Water Pumping Station #3 on Schofield Avenue (emergency), as recommended by the Capital Improvement Planning Committee.

ARTICLE 18 – Unanimously accepted to repurpose the sum of Twelve Thousand Five Hundred Twenty Two Dollars and Fourteen Cents (\$12,522.14) from Article 12 of the May 2012 Annual Town Meeting- Dudley-Oxford Road Account # 0361-900-5825-00 and Forty Eight Thousand Two Hundred Fifteen Dollars and Ninety Three Cents (\$48,215.93) from Article 8 of the November 4, 2013 Town Meeting - Station 6 Pumps Account #0361-900-5832-00 for a total amount of Sixty Thousand Seven Hundred Thirty Eight Dollars and Seven Cents (\$60,738.07) to Pump Station Upkeep and Upgrades Account # 0361-900-5836-00, as recommended by the Capital Improvement Planning Committee.

ARTICLE 19 – Unanimously accepted to transfer the sum of Fifty Six Thousand Nine Hundred Dollars and Zero Cents (\$56,900.00) from the Sewer Retained Earnings Account #0060-000-3590-01 to the Infiltration Study Account # 0360-900-5780-19 for Phase II of the Department of Environmental Protection (DEP) mandated Inflow and Infiltration (I&I) Study, as recommended by the Capital Improvement Planning Committee.

ARTICLE 20 – Unanimously accepted to transfer the sum of Twenty Thousand Dollars and Zero Cents (\$19,900.00) from Retained Earnings Account #0060-000-3590-01 to the Radio Read Upgrade and Replace Account #0060-440-5810-02.

ARTICLE 21 – Unanimously accepted to transfer the sum of Sixteen Thousand Five Hundred Dollars and Zero Cents (\$16,500.00) from the Water Retained Earnings Account #0061-000-3590-01 to the Overtime Account #0061-450-5118-00 to cover the increase for weekend coverage due to union negotiations, which was not known at the time of the last budget.

The FAA deferred Article 22 to the Planning Board. Planning Board member Guy Horne stated that the Board had held a public hearing on this article and that all legal requirements were met. Mr. Horne made a motion to accept Article 22 as written; the motion was seconded and was approved by unanimous vote.

ARTICLE 22 – Unanimously accepted to amend the “TOWN OF DUDLEY OFFICIAL ZONING MAP “as follows: Rezone from BUS-15 to RES-10 the properties along the northerly and westerly sidelines of Marshall Terrace described as Assessors’ Map 119, Lots 65, 64, 63, 54, 53, and 52.

The FAA deferred Article 23 to the Planning Board. Planning Board member Guy Horne stated that the Board had held a public hearing on this article and that all legal requirements were met. Mr. Horne made a motion to accept Article 23 as written; the motion was seconded and was approved by unanimous vote.

A scrivener’s error was corrected in Article 23; the word “wording” was changed to “working” in the first paragraph.

ARTICLE 23 – Unanimously accepted to amend the Zoning Bylaws, by enacting “Housekeeping” measures, such as correction of spelling and punctuation errors, correction of typographical errors, replacement of incorrect wording with correct wording, inserting missing information and wording, updating wording, and correcting other scrivener’s errors, etc., as follows:

(Unless otherwise described, language within the items noted below ~~in strikethrough is proposed to be deleted~~ and ***language shown in bold and italics is proposed to be added.***)

- 1) Section **1.05.00 SEPARABILITY**: delete the word **SEPARABILITY** and replace with the word **SEVERABILITY**
- 2) Section **2.01.00 ZONING DISTRICTS**: For the purpose of this bylaw the Town of Dudley is hereby divided into the ~~six (6)~~ ***seven (7)*** major zoning district categories which are subdivided into ~~thirteen (13)~~ ***seventeen (17)*** zoning classifications
- 3) Section **2.01.01 Establishment of Districts**:
 - a) In the first sentence: The following districts are illustrated, defined and bounded on the map entitled “~~Zoning Map, Dudley, Massachusetts~~ ***Town of Dudley Massachusetts Official Zoning Map***” on file with the Town Clerk.
 - b) Add to the existing text as follows (***additional text is in Bold typeface and Italics***):

Conservation District

CON-Conservation (***see Section 3.01.00***)

Floodplain District

FPD-Floodplain (***see Section 3.02.00***)

Town Refuse Disposal District

TRFD-Town Refuse Disposal (***see Section 3.07.00***)

Overlay Districts

BUS-15 Business or General Residential Overlay District (along portions of West Main Street – see Official Zoning Map)

Mill Overlay District (see Section 3.10.00)

Adult Entertainment Overlay District (see Section 2.03.02 and Footnote 12, Section 2.03.03, thereunder)

Solar Overlay District (see Section 3.12.00)

- 4) Section **2.01.02 District Delineation**: In the last paragraph delete ~~Review~~ and replace with ***Appeals***
- 5) Section **2.03.02 Use by District Chart**:
 - a) Add footnote number ***16*** to the use Large Ground-Mounted Solar Photovoltaic Installations (250kW and Greater) as follows:
 - Large Ground-Mounted Solar Photovoltaic Installations (250kW and Greater)^{***16***}
- 6) Section **2.03.03 Footnotes**:
 - a) Add a new Footnote number 16 as follows:
 - ***16. Allowed by SPPB in the Solar Overlay District, as put forth in Section 3.12 of the Zoning Bylaws.***
- 7) Section **3.01.02 Use Regulation**: in the last sentence: delete the word ~~principals~~ and replace with the word ***principles***.
- 8) Section **3.05.06 Application Procedure**: In the first sentence of paragraph D.1.a.c.:
Definitive Subdivision Plan –If the Special Permit is granted, the applicant shall submit a definitive subdivision plan, in conformity with Section 3, Subsection C of the Town of Dudley Rules and Regulations ~~Relating~~ ***Governing*** ~~to~~ the Subdivision of Land.
- 9) Section **3.05.07 Decision of the Planning Board**: in the first paragraph, delete the phrase ~~submittal of the completed application~~ and replace with the phrase ***the close of the public hearing***.
- 10) Section **3.10.03 Overlay District**:
 - a) In the second sentence of the first paragraph, delete ~~supereede~~ and replace with ***supersede***
 - b) In the third sentence of the first paragraph, delete the following words/phrases:

~~The MCOD shall consist of the following properties (properties are identified by assessor's map –block –lot number):~~

~~Former Steven's Linen/Toltec Property: [Old map/block/lot numbering style]~~

~~212/A 1 27/2-008~~

~~212/B 1 37/6-008/ 2/~~

~~213/A 8 13/9-002~~

~~Former Steven's Linen Bleachery Property:~~

~~213/B 6 10/4-010~~

~~Former Ethan Allen Property:~~

~~261/C 2 13/1-007~~

And replace with the following:

The MCOD shall consist of the following properties (properties are identified by Assessor's map/lot number & address effective January 1, 2019):

Former Stevens Linen/Toltec Property:

117/120: 8 Mill Street

117/120.3: Mill Street

117/83: 9 Mill Street

Former Stevens Linen Bleachery Property:

117/76: Ardlock Place

Former Ethan Allen Property:

118/37: 35-37 Chase Avenue

Former Perry Yarn Factory/Packard Mill Property:

236/2: 137 Schofield Avenue

- 11) Amend Section **3.12.04 General Requirements for all Large-Scale Solar Power Generation Installations**: In the last sentence of paragraph C., delete the number 21 and replace with the number 20.
- 12) Amend Section **3.15.05 Additional Requirements/Conditions**: In paragraph 5)d.: Delete the word *city* and replace with the word *town* and delete the word *City* and replace with the word *Town*
- 13) Amend Section **5.01.02 Application Procedures**, seventh paragraph, to read as follows:

All meetings shall be public hearings and notice of such shall be given by publication in a newspaper of general circulation in the City once in each of two (2) successive weeks; the first publication to be not less than fourteen (14) days before the day of the hearing and by posting such notice in a conspicuous place in Town Hall for a period of not less than fourteen (14) days before the day of such hearing. In all cases where notice to individuals or specific boards or other agencies is required, notice shall be sent by ~~certified~~ mail, postage prepaid. "Parties in interest" as used in this section shall mean the petitioner or applicant, abutters, owners of land directly opposite on any public or private street or way, and ~~owners of land~~ *abutters to the abutters* within three hundred (300) feet of the property line *of the petitioner*

or applicant all as they appear on the most recent applicable tax list, ~~notwithstanding~~ *notwithstanding* that the land of any such owners is located in another city or town, *the Planning Board, and* the planning board of every abutting city or town. *The assessors maintaining any applicable tax list shall certify to the permit granting authority or special permit granting authority the names and addresses of parties in interest and such certification shall be conclusive for all purposes. The permit granting authority or special permit granting authority may accept a waiver of notice from, or an affidavit of actual notice to any party in interest or, in his stead, any successor owner of record who may not have received a notice by mail, and may order special notice to any such person, giving not less than five nor more than ten additional days to reply.* The required publications and notices shall contain the name of the petitioner *or applicant*, a description of the area or premises, street address, or other adequate identification *of the location, or the area or premises which is the subject* of the petition, the date and place of the public hearing, the subject matter of the hearing, and the nature of action or relief requested, in accordance with Massachusetts General Laws Chapter 40A, Section 11.

- 14) Amend Section **5.03.00 Planning Board Associate Member** as follows:
5.03.00 Planning Board Associate Member

A. Planning Board Associate Member

Pursuant to the provisions of M.G.L. C 40A, sec.9, the Planning Board ("Board"), may appoint an associate member to sit on the Board for the purpose of acting on a special permit application in the case of absence, inability to act or conflict of interest on the part of any member of the Board. Such associate member shall serve for a term of one (1) year.

B. Planning Board Acting as the Special Permit Granting Authority

When the Planning Board is designated in the zoning bylaws as the Special Permit Granting Authority (SPGA) for any use, the Planning Board shall follow the same procedures in acting on said special permit as those specified for the Zoning Board of Appeals in Sections 5.01.01.b, 5.01.02, 5.01.04, and 5.01.06 of this bylaw.

- 15) Amend Section **5.04.09 Enforcement of an Approved Site Plan**: In paragraph F. delete the phrase ~~Mass. Gen. L. ch. 40A, & 17~~ and replace with the phrase *Massachusetts General Laws Chapter 40A Section 17*, and delete the word ~~By Law~~ and replace with the word *Bylaws*.

The Moderator began to read Article 24 into the record including a proposed amendment regarding the definition of Accessory Use Apartment by adding the phrase *the other unit*. following the words *directly into* at the end of the definition of the term Assessor Use Apartment.

Selectman Paul Joseph called for a point of order and asked if it were possible to ask for unanimous consent to dispense with the reading of Article 24. The Moderator agreed and asked for unanimous consent to dispense with reading the remainder of Article 24; seeing no objection, it was so moved.

The Moderator recognized the Planning Board member Guy Horne who stated that the Board had held a public hearing on this article and that all legal requirements were met. Mr. Horne made a motion to accept Article 24 as printed in the warrant, with the amendment as read by the Town Moderator. The motion was seconded and was approved by unanimous vote.

ARTICLE 24 – Unanimously accepted to amend the Zoning Bylaws by adding provisions for Accessory Use Apartments and amending the definition of Two Family/Duplex Home, as follows:

(Unless otherwise indicated, language within the items noted below *shown in bold and italics are proposed to be added.*)

- 1) Amend Section **2.03.02 Use by District Chart**, ACTIVITY OR USE, **ACCESSORY USES**, by inserting a new accessory use entitled *Accessory Use Apartment*, as follows:

| | <u>DISTRICT⁹</u> | | | | | | | | | |
|-----------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| | RES | RES | RES | RES | RES | BUS | IND | IND | LI | LI |
| ACTIVITY OR USE | 10 | 15 | 30 | 43 | 87 | 15 | 43 | 130 | 43 | 87 |
| <u>ACCESSORY USES</u> | | | | | | | | | | |
| <i>Accessory Use</i> | | | | | | | | | | |
| <i>Apartment:</i> | <i>P^{18, 19}</i> | <i>P^{18, 19}</i> | <i>P^{18, 19}</i> | <i>P^{18, 19}</i> | <i>P^{18, 19}</i> | <i>P^{18, 19}</i> | <i>P^{17, 18, 19}</i> | <i>P^{17, 18, 19}</i> | <i>P^{17, 18, 19}</i> | <i>P^{17, 18, 19}</i> |

- 2) Amend Section **2.03.03 Footnotes** as follows:

Add a new Footnote number 17 as follows:

- ***17. Allowed only for lawfully preexisting nonconforming single-family homes in these districts; new single-family homes are a prohibited use in the IND 43, IND 130, LI 43, and LI 87 districts.***

Add a new Footnote number 18 as follows:

- ***18. Addition of an Accessory Use Apartment to an existing single-family home is allowed provided that evidence of multiple occupancy is not visible or apparent from the street front and that the gross habitable space (as gross habitable space is defined in the Massachusetts Building Code) of the Accessory Use Apartment is at least Four Hundred (400) square feet but not more than nine hundred (900) square feet.***

And add a new Footnote number 19 as follows:

- ***19. The principal single-family home and the accessory use apartment shall be held in the same ownership, and the owner of the single-family home must occupy one of the living areas.***

3) And amend **SECTION VI, DEFINITIONS, 6.01.00 PURPOSE, 6.01.01 Definitions Listing**, by:

Adding the following definition of the term **Accessory Use Apartment**:

- **Accessory Use Apartment** – *A living area within a single-family home that typically has its own kitchen and bathroom facilities that are not shared with the principal home, but does have an entry way from one unit directly into the other unit.*

And adding the following additional phrase to the existing definition of the term **Two-family / Duplex Home**:

- **Two-family / Duplex Home** – A free standing building exclusively for residential use by two families, but not more than two families. ***A Two-family / Duplex Home shall consist of two separate dwelling units, each with its own kitchen and bathroom facilities, and with each unit having its own two separate entrances and exits, with no interconnection of the two units.***

ARTICLE 25 – As declared by the Moderator, it was Passed Over For Further

Information by Majority Vote to raise and appropriate, borrow or transfer from available funds the sum of Twenty Four Thousand Six Hundred and Zero Dollars (\$24,600.00) for twelve (12) sets of fire gear, the fourth year of a four year replacement plan.

ARTICLE 26- Passed Over For Further Information by Unanimous vote to raise and appropriate, borrow or transfer from available funds a sum of Twelve Thousand Dollars (\$12,000.00) to fund one fifth (1/5) of the cost of triennial re-certification of real estate and personal property values for FY2023 as required by the Commonwealth.

The FAA made a motion to accept Article 27 and that the sum of \$589.00 from the Stabilization Fund to the Town Clerk's Genealogy Expense Account #0911-000-5780-00 (Scriveners error in warrant/account number corrected). The motion was seconded and accepted by unanimous vote.

ARTICLE 27 – Unanimously accepted to transfer from the Stabilization Fund the sum of Five Hundred Eighty-Nine Dollars and Zero Cents (\$589.00) to the Town Clerk's Genealogy Expense Account #0911-000-5780-00.

The Moderator asked for unanimous consent to dispense with the reading of Article 28. Seeing no objection, it was so moved.

The FAA deferred Article 28 to the Town Clerk. The Town Clerk made a motion to amend Section 1, paragraph G and further amend Section 3, paragraph D, subsection 1 by deleting the phrase “more than three (3) dogs or three (3) cats” and replacing it with “more than four (4) dogs or four (4) cats”; the motion was seconded and approved.

ARTICLE 28 – Unanimously accepted as amended to amend the Animal Control By-Law relative to Kennels, as follows:

(Unless otherwise described, language within the items noted below ~~in strikethrough is proposed to be deleted~~ and *language shown in bold and italics is proposed to be added*).

ARTICLE 27 ANIMAL CONTROL BY-LAWS

Section 1. DEFINITIONS

~~D "COMMERCIAL KENNEL" - "One pack or collection of dogs or cats maintained on a single premise, whether maintained for breeding, boarding, training, adoption or sale."~~

D. "COMMERCIAL BOARDING OR TRAINING KENNEL" - An establishment used for boarding, holding, day care, overnight stays or training of animals that are not the property of the owner of the establishment, at which such services are rendered in exchange for consideration and in the absence of the owner of any such animal; provided, however, that "commercial boarding or training kennel" shall not include an animal shelter or animal control facility, a pet shop licensed under section 39A of chapter 129, a grooming facility operated solely for the purpose of grooming and not for overnight boarding or an individual who temporarily, and not in the normal course of business, boards or cares for animals owned by others.

~~E "RESIDENTIAL KENNEL" - More than three (3) dogs or three (3) cats over the age of six (6) months of age kept for the sole purpose of being household pets in a single private residence.~~

E. "COMMERCIAL BREEDER KENNEL" - "An establishment, other than a personal kennel, engaged in the business of breeding animals for sale or exchange to wholesalers, brokers or pet shops in return for consideration."

F. "DOMESTIC CHARITABLE CORPORATION KENNEL" – A facility operated, owned or maintained by a domestic charitable corporation registered with the department or an animal welfare society or other nonprofit organization incorporated for the purpose of providing for and promoting the welfare, protection and humane treatment of animals, including a veterinary hospital or clinic operated by a licensed veterinarian, which operates consistent with such purposes while providing veterinary treatment and care.

G. "PERSONAL KENNEL - A pack or collection of more than four (4) dogs or four (4) cats over the age of six (6) months-owned or kept under single ownership, for

private personal use; provided, however, that breeding of personally owned dogs may take place for the purpose of improving, exhibiting or showing the breed or for use in legal sporting activity or for other personal reasons; provided further, that selling, trading, bartering or distributing such breeding from a personal kennel shall be to other breeders or individuals by private sale only and not to wholesalers, brokers or pet shops; provided further, that a personal kennel shall not sell, trade, barter or distribute a dog not bred from its personally-owned dog; and provided further, that dogs temporarily housed at a personal kennel, in conjunction with an animal shelter or rescue registered with the department, may be sold, traded, bartered or distributed if the transfer is not for profit. The number of litters permitted shall be limited to four (4) per licensing year regardless of the number of adult dogs approved for the Personal Kennel.

H. "KENNEL: - A pack or collection of dogs on a single premise, including a commercial boarding or training kennel, commercial breeder kennel, domestic charitable corporation kennel, personal kennel or veterinary kennel.

Re-letter sections below accordingly.

~~F~~ **I. "LICENSE PERIOD"** - The time between January 1 and December 31, both dates inclusive.

~~G~~ **J. "ANIMAL CONTROL OFFICER"** - Any officer appointed by the Board of Selectmen to enforce the laws relating to dogs or cats or other animals.

~~H~~ **K. "K-9 LAW ENFORCEMENT DOG"** – a certified dog trained specifically to assist law enforcement with their duties and responsibilities.

~~I~~ **L. "SERVICE ANIMAL"** - any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition.

Section 2. DOGS REQUIRED TO BE LEASHED

A. No owner or keeper of a dog shall permit such dog, whether licensed or unlicensed, to run-at-large within the Town of Dudley. No person shall permit a dog owned or kept by him beyond the confines of the property of the owner or keeper unless a leash, which shall not exceed ten (10) ~~six (6)~~ feet in length or up to twenty-five (25) feet if the leash is retractable, physically restrains the dog.

~~D, ——— This section was disapproved by the Attorney General and deleted in its entirety.~~

Re-letter sections below accordingly.

~~E.~~ **D.** This section shall not apply to property owned and/or controlled by the Commonwealth of Massachusetts where a separate set of rules and regulations apply.

~~F.~~ **E.** A dog may for the purpose of events such as working, hunting, field trails or training purposes be exempt from the restraining order during such period of time as the dog is actually engaged in the event or sport, provided the dog is under the direct supervision of a person to properly control its action.

Section 3. LICENSE REQUIREMENTS, VACCINATION, FEES, EXCEPTIONS

C. Veterinarian's Certification. The Town Clerk shall not issue any license including ~~residential~~ **personal** kennels unless the owner or keeper provides either a veterinarian's certification that such dog has been vaccinated against rabies by a licensed veterinarian, therein, provided, or a notarized letter from a veterinarian that a certification was issued.

D. Commercial & Residential Kennels: ~~KENNEL:~~

1. Any owner or keeper of more than four (4) dogs or four (4) cats must acquire a ~~residential~~ **personal** kennel license and is subject to the Dudley Zoning by-Laws. ~~(Bold italics voted on 11/4/2013 and designated as Article 27, Sec. 3, paragraph C in error)~~
2. ~~Commercial~~ **All** Kennels must be fully licensed pursuant to the provisions of M.G.L. Chapter 140 and subject to Dudley's Zoning By-laws.
3. ~~Each residential kennel and commercial~~ **All** kennels shall be available to inspection by the Animal Control Officer, a Natural Resource Officer, Fish and Game Warden, Police Officer or the Board of Health.

F. Fees. The annual fee for every animal license, ~~residential kennel and commercial~~ kennel license and all fines relevant to dog control shall be as follows:

2. Annual Dog Fee. The fee for all dogs (male, neutered, female, spayed) **and kennels** shall be as established by the Board of Selectmen.
3. ~~Residential Dog Kennel License: Fifty (\$ 50.00) Dollars~~
4. ~~Commercial Dog Kennel License: Seventy Five (\$75.00) Dollars.~~
5. ~~Commercial or Residential Cat Kennel License: Fifty Dollars (\$50.00).~~

Renumber 6, 7 and 8 to read #'s 3, 4, and 5.

3. No fee shall be charged for a license for a K-9 Police Dog or a Service Animal as defined in Section 1 of this by-law. The individual who is responsible for a K-9 Police

Dog must provide a written statement from the law enforcement unit stating that the dog is actively working. The owner of a Service Animal must show written evidence that the animal is a service dog.

4. No license fee shall be refunded in whole or in part for any reason.

5. There shall be no license fee for the first or second dog owned by persons aged 70 and older as of January 1st of the licensing year. Each additional dog shall be licensed and pay the fee in accordance with this section. This section shall not apply to ~~residential or commercial~~ kennel licenses. ~~This by-law will be effective January 1, 2017.~~

H. Failure to License. Should any owner or keeper of an animal fail to license that animal as required under M.G.L. Chapter 140 before April, 1, the owner or keeper shall pay a late fee of ten (\$10.00) Dollars before obtaining said license, except a dog brought into the Town as provided by M.G.L. Chapter 140, Section 138. This late fee shall be applicable from the 61st day after the arrival of such dog. Any person maintaining a ~~commercial~~ kennel in the Town of Dudley who fails to license as prescribed by this section and the laws of the Commonwealth, shall pay a late fee of fifty (\$50.00) Dollars, commencing April 1. Any owner or keeper of a dog failing to license by June 15th in any year shall be subject to a fine of Twenty-Five (\$25.00) Dollars per dog. ~~in addition to the license fee upon the complaint of the dog officer or Town Clerk.~~ Any person maintaining a Commercial Kennel who fails to license by June 15th in any year shall be subject to a fine of Seventy-Five (\$75.00) Dollars upon the complaint of the dog officer or Town Clerk. ***All late fees and fines are in addition to the license fee upon the complaint of the dog officer or Town Clerk.***

Section 4. RABIES CONTROL

(Paragraph 2.)

Those dog owners found in violation of the rabies requirement of Massachusetts General Laws Chapter 140, Section 145B, shall, at the owner's expense, have their dogs properly vaccinated by a licensed veterinarian within ten (10) days of said violation and will receive a fine of ~~twenty five dollars (\$25.00)~~ **fifty dollars (\$50.00).**

Section 11. ENFORCEMENT/PENALTIES (Paragraph C; Subsections 4 & 5)

C. Any owner or keeper who:

- (4) is the owner/keeper of an animal found to have bitten or injured any person, dog or other animal may be penalized by non-criminal disposition as provided in M.G.L. Chapter 40, section 21D, and shall be punished by the imposition of fines as follows:
- a) A fine of ~~\$25.00~~ **\$50.00** for the first offense.
 - b) A fine of ~~\$50.00~~ **\$75.00** for the second offense
 - c) A fine of \$100.00 for the third offense and each subsequent offense.
- (5) failure to obtain dog license will be subject to a \$50.00 fine per dog**

Fines not to exceed Five Hundred (\$500.00) Dollars *in a licensing year.*

Section 12. REDEMPTION OF DOGS AND ANIMALS

- A. Redemption of Impounded Dogs and Animals: The owner or keeper of any dog or animal impounded under the provisions of the by-law may redeem such dog or animal provided he first reimburse the Animal Control Officer for his/her expenses at the rate of ~~not more than Twenty Five (\$25.00)~~ **Thirty (\$30.00)** Dollars per handling of such dog or animal, plus Ten (\$10.00) Dollars for each day, or portion thereof that he/she has confined such dog or animal and procures from the Town Clerk's office a license and tag for any such dog or animal that is not licensed, if required.

~~Section 15. The effective date of this by-law shall be Sept. 1, 2000.~~

The FAA deferred Article 29 to the Planning Board. Planning Board member Guy Horne stated that the Board had held a public hearing on this article and that all legal requirements were met. Mr. Horne made a motion to amend the first sentence in the definition of Personal Kennel : the words "three (3)" will be changed to "four (4)" and the words " four (4) be inserted after the word or and before the word over; the motion to amend was seconded and was approved by unanimous vote.

The Moderator recognized Selectman Steven Sullivan who questioned why Commercial Breeder Kennel was not a permitted use in any zone. Planning Board member Guy Horne stated that Article 24 was drafted along with the Town Clerk and the Animal Control Officer whose recommendation it was not to permit this particular use in any zone.

After some discussion, the Moderator recognized John Briare who made a motion to amend Section 2.03.02 District Chart, Activity or Use under Commercial Breeder Kennel changing the use from NP to SP under the following zones: BUS 15; IND 43; IND 130; LI 43; LI 87. The motion to amend was seconded and approved by unanimous vote.

ARTICLE 29 – Unanimously approved as amended to amend the Zoning Bylaws relative to Kennels, as follows:

(Unless otherwise described, language within the items noted below ~~in strikethrough is proposed to be deleted~~ and **language shown in bold and italics is proposed to be added.**)

- 1) Amend Section **2.03.02 Use by District Chart**, ACTIVITY OR USE, RESIDENTIAL, Licensed Residential Animal Kennel, by deleting the words ~~Licensed~~, ~~Residential~~, and ~~Animal~~, and inserting in their place the word **Personal**, as follows:

| | <u>DISTRICT⁹</u> | | | | | | | | | |
|-----------------|-----------------------------|-----|-----|-----|-----|-----|-----|-----|----|----|
| | RES | RES | RES | RES | RES | BUS | IND | IND | LI | LI |
| ACTIVITY OR USE | 10 | 15 | 30 | 43 | 87 | 15 | 43 | 130 | 43 | 87 |

RESIDENTIAL

~~Licensed Residential~~

Personal

~~Animal Kennel~~ ^{p13/14} ^{p13/14} ^{p13/14} ^{p13/14} ^{p13/14} ^p ^p ^p ^{p13/14} ^{p13/14}

- 2) Amend Section **2.03.02 Use by District Chart**, ACTIVITY OR USE, COMMERCIAL, Animal Kennel or Hospital, as follows, by:

- a. deleting the word ~~Kennel~~, and inserting in its place the words **or Veterinary Clinic**, and
- b. modifying said Chart relative to this use within the respective zoning districts.

| | <u>DISTRICT⁹</u> | | | | | | | | | |
|-----------------|-----------------------------|-----|-----|-----|-----|-----|-----|-----|----|----|
| | RES | RES | RES | RES | RES | BUS | IND | IND | LI | LI |
| ACTIVITY OR USE | 10 | 15 | 30 | 43 | 87 | 15 | 43 | 130 | 43 | 87 |

COMMERCIAL

~~Animal Kennel or~~ NP NP NP ~~SP NP SP NP P SP~~ P P ~~NP SP NP SP~~
Veterinary Clinic
or Hospital

- 3) Amend Section **2.03.02 Use by District Chart**, ACTIVITY OR USE, COMMERCIAL, as follows, by:

- a. adding the uses **Commercial Boarding or Training Kennel, Commercial Breeder Kennel, Domestic Charitable Corporation Kennel**, and **Veterinary Kennel**, and
- b. adding to said Chart relative to these uses within the respective zoning districts.

| | <u>DISTRICT⁹</u> | | | | | | | | | |
|-----------------|-----------------------------|-----|-----|-----|-----|-----|-----|-----|----|----|
| | RES | RES | RES | RES | RES | BUS | IND | IND | LI | LI |
| ACTIVITY OR USE | 10 | 15 | 30 | 43 | 87 | 15 | 43 | 130 | 43 | 87 |

COMMERCIAL

Commercial Boarding or Training Kennel NP NP NP NP NP SP P P SP SP

Commercial Breeder Kennel *NP NP NP NP NP NP SP SP SP SP SP*

Domestic Charitable Corporation Kennel *NP NP NP NP NP NP SP P P SP SP*

Veterinary Kennel *NP NP NP NP NP NP SP P P SP SP*

4) Amend Section **2.03.03 Footnotes**, footnote number 13 by deleting the words ~~residential animal~~, and inserting in their place the word **personal**, as follows:

- 13 Limitations of ~~residential animal~~ **personal** kennels must be applied in a manner consistent with the protections accorded to agriculture under G.L. c. 40A, §3.

5) And amend **SECTION VI, DEFINITIONS, 6.01.00 PURPOSE, 6.01.01 Definitions Listing**, as follows, by:

- a. modifying the existing term Animal Kennel or Hospital by deleting the word ~~Kennel~~ and inserting in its place the phrase **or veterinary clinic** and modifying its definition by deleting the phrase ~~harboring~~, and inserting in its place the word **medical** and by removing the phrases ~~more than three~~ and ~~that are more than six months old~~
- b. adding the terms **Animal Control Officer**, **Kennel**, **Commercial Boarding or Training Kennel**, **Commercial Breeder Kennel**, **Domestic Charitable Corporation Kennel**, **Personal Kennel**, and **Veterinary Kennel**, and their definitions, and
- c. deleting the existing term ~~Licensed Residential Animal Kennel~~ and its definition in their entirety,

Animal Control Officer – *Any officer appointed by the Board of Selectmen to enforce the laws relating to dogs or cats or other animals.*

Animal Kennel or Veterinary Clinic or Hospital – A structure used for the ~~harboring~~, **medical** care and or hospitalization of ~~more than three~~ dogs, cats or other animals ~~that are more than six months old~~, operated for commercial purposes.

Kennel – *A pack or collection of dogs on a single premise, including a commercial boarding or training kennel, commercial breeder kennel, domestic charitable corporation kennel, personal kennel or veterinary kennel. The following are types of kennels:*

- **Commercial Boarding or Training Kennel** – *An establishment used for boarding, holding, day care, overnight stays or training of animals that are not the property of the owner of the establishment, at which such services are rendered in exchange for consideration and in the absence of the owner of any such animal; provided, however, that “commercial boarding or training kennel” shall not include an animal shelter or animal control facility, a pet shop licensed under Section 39A of Chapter 129 of the General Laws, a grooming facility operated solely for the purpose of grooming and not for overnight boarding or an individual who temporarily, and not in the normal course of business, boards or cares for animals owned by others.*
- **Commercial Breeder Kennel** – *An establishment, other than a personal kennel, engaged in the business of breeding animals for sale or exchange to wholesalers, brokers or pet shops in return for consideration.*
- **Domestic Charitable Corporation Kennel** – *A facility operated, owned or maintained by a domestic charitable corporation registered with the Massachusetts Department of Agricultural Resources or an animal welfare society or other nonprofit organization incorporated for the purpose of providing for and promoting the welfare, protection and humane treatment of animals, including a veterinary hospital or clinic operated by a licensed veterinarian, which operates consistent with such purposes while providing veterinary treatment and care.*
- **Personal Kennel** – *A pack or collection of more than four (4) dogs or four (4) cats over the age of six (6) months-owned or kept under single ownership, for private personal use; provided, however, that breeding of personally owned dogs may take place for the purpose of improving, exhibiting or showing the breed or for use in legal sporting activity or for other personal reasons; provided further, that selling, trading, bartering or distributing such breeding from a personal kennel shall be to other breeders or individuals by private sale only and not to wholesalers, brokers or pet shops; provided further, that a personal kennel shall not sell, trade, barter or distribute a dog not bred from its personally-owned dog; and provided further, that dogs temporarily housed at a personal kennel, in conjunction with an animal shelter or rescue registered with the department, may be sold, traded, bartered or distributed if the transfer is not for profit. The number of litters permitted shall be limited to four (4) per licensing year regardless of the number of adult dogs approved for the Personal Kennel.*
- **Veterinary Kennel** – *A veterinary hospital or clinic that boards dogs for reasons in addition to medical treatment or care; provided, however, that "veterinary kennel" shall not include a hospital or clinic used solely to house dogs that have undergone veterinary treatment or observation or do so only the period of time necessary to accomplish that veterinary care.*

~~**Licensed Residential Animal Kennel** – A structure used for the harboring of more than three dogs, cats or other animals that are more than six months old operated for pleasure purposes.~~

ARTICLE 30 – As declared by the Moderator, it was accepted by Majority vote to adopt Massachusetts General Laws Chapter 148 Section 26H – every lodging house or boarding house shall be protected throughout with an adequate system of automatic sprinklers in accordance with the provisions of the state building code. No such sprinkler system shall be required unless sufficient water and water pressure exists in such buildings or in certain areas of such buildings, where the discharge of water would be an actual danger in the event of a fire, the head of the fire department shall permit the installation of such other fire suppressant systems as are prescribed by the state building code in lieu of automatic sprinklers. The head of the fire department shall enforce the provisions of this section.

For the purpose of this section “lodging house” or “boarding house” shall mean a house where lodgings are let to six (6) or more persons not within the second degree of kindred to the person conducting it, but shall not include fraternity houses or dormitories, rest homes or group residences licensed or regulated by agencies of the Commonwealth.

Any lodging or boarding house subject to the provisions of this section shall be equipped with automatic sprinklers within five (5) years after acceptance of this act by the Town.

Whoever is aggrieved by the head of the fire department’s interpretation, order, requirement or discretion under the provisions of this section, may within forty-five days after the service of notice thereof, appeal from such interpretation, order or requirement to the board of appeals of the fire safety commission as provided in section two hundred and one of chapter six.

ARTICLE 31 – Unanimously accepted to supplement the FY 2019 budget and to transfer from the Capital Stabilization Account #0803-000-5785-00 the sum of Fifty Six Thousand Twenty Dollars and Forty Three Cents (\$56,020.43) to the Maturing Debt Account #0001-145-5910-02 for the purpose of paying debt and interest associated with the new Ambulance.

ARTICLE 32 – Unanimously accepted to supplement the FY 2020 budget and to transfer from the Capital Stabilization Account #0803-000-5785-00 to the Maturing Debt Account #0001-145-5910-02 the sum of Forty Five Thousand Six Hundred Dollars and Zero Cents (\$45,600.00) for the purpose of paying debt and interest associated with the new Ambulance.

ARTICLE 33 – Unanimously accepted to transfer the care, custody and control of a portion or portions of the Town-owned property located at 20 Mason Road and described in a deed recorded with the Worcester South Registry of Deeds in Book 1916, Page 62, from the board or officer having custody thereof for the purposes for which it is held, including water, sewer, and/or school purposes, to the same board or officer for the foregoing purposes and to the Board of Selectmen for the purpose of conveying a permanent easement or easements thereon, and, further, authorize the Board of Selectmen to grant access, utility and/or other easement on such terms and conditions and for such consideration, which may be nominal consideration, as the Board of Selectmen deems appropriate.

The FAA deferred Article 34 to the Petitioner. Planning Board member Guy Horne approached the microphone and stated that because it was a zoning article, the Board had held a public hearing on this article and that all legal requirements were met. Mr. Horne directed the voting body’s attention

to the handout titled "Planning Board Report and Recommendations to the May 20, 2019 Annual Town Meeting" which read as follows: Approve Article 34 as modified as set forth below, language in strikethrough is recommended to be deleted from the Citizens' Petition/Warrant Article and language shown in bold and italics is recommended to be added to the language of the Citizens' Petition/Warrant Article

The purpose of this article is to amend 3.12.00 Large Scale Solar Photovoltaic by-law:

3.12.02 Applicability

This bylaw applies to large-scale ground-mounted solar photovoltaic installations, as defined herein, proposed to be constructed after the effective date of this bylaw. This bylaw also pertains to physical modifications that materially alter the type, configuration, or size of these installations or related equipment as determined by the Building Inspector or their designee.

In accordance with the Massachusetts Department of Energy Resources Model for siting of Large Ground-Mounted Solar Photovoltaic Installations which discourages locations that result in significant loss of land, including farm and forest land, the use of Solar Overlay Districts are prohibited in Residential Districts (RES 10, RES 15, RES 30, RES 43, and RES 87), Commercial Districts (BUS 15), Light Industrial (LI 43 and LI 87), Conservation Districts, ~~Historical Districts~~ and Floodplain District. Large Ground-Mounted Solar Photovoltaic Installations are allowed as of right in the Industrial Districts and IND 43 and IND 130 and the Town Refuse Disposal District.

This by-law is not intended to regulate systems of less than 250KW or roof-mounted systems. It is not intended to regulate systems that are consumptive power systems where all power that is generated is utilized to power onsite operations.

Mr. Horne stated further that the above amendment was recommended by Town Counsel and made a motion to approve Article 34 with the amendments; the motion was seconded.

Selectman Steven Sullivan was recognized; he questioned if the proposed amendments would change the intent of the article. Secondly he stated that the Selectmen had voted 4-0 in their meeting not to support this article and asked that the motion be defeated. If that is not successful, the Selectmen ask that the article be passed over for further information.

Selectman Paul Joseph was recognized and stated that the FAA did not make a recommendation and a motion but yielded to the Petitioner. Planning Board member Guy Horne then got up. Selectman Paul Joseph asked if the Planning Board was the petitioner for Article 34. After the Moderator replied that the Planning Board was not the petitioner, Selectman Paul Joseph for a ruling from Town Counsel to determine whether that was appropriate. After a brief consultation with Town Counsel, the Moderator stated that the Planning Board held the public hearing and is representing the information from that public hearing that the petitioner brought forth. The petitioner could approach the microphone and make a statement such as "I agree with the motion by the Planning Board. Selectman Joseph stated is objection for the record.

Petitioner Mary Sansoucy was recognized by the Moderator. Ms. Sansoucy made a motion to approve Article 34 as presented by the Planning Board; the motion was seconded. Discussion on the article ensued; many people spoke for and against the acceptance of Article 34. The Moderator was asked to move the question. The Moderator closed discussion and the motion to amend was brought to a vote.

ARTICLE 34 – As declared by the Moderator, it was accepted by 2/3 Majority Vote to amend 3.12.00 – Large Scale Solar Photovoltaic By-Law –

3.12.02 Applicability

This bylaw applies to large-scale ground-mounted solar photovoltaic installations, as defined herein, proposed to be constructed after the effective date of this bylaw. This bylaw also pertains to physical modifications that materially alter the type, configuration, or size of these installations or related equipment as determined by the Building Inspector or their designee.

In accordance with the Massachusetts Department of Energy Resources Model for siting of Large Ground-Mounted Solar Photovoltaic Installations which discourages locations that result in significant loss of land, including farm and forest land, the use of Solar Overlay Districts are prohibited in Residential Districts (RES 10, RES 15, RES 30, RES 43, and RES 87), Commercial Districts (BUS 15), Light Industrial (LI 43 and LI 87), Conservation Districts, ~~Historical Districts~~ and Floodplain District. Large Ground-Mounted Solar Photovoltaic Installations are allowed as of right in the Industrial Districts and IND 43 and IND 130 and the Town Refuse Disposal District.

This by-law is not intended to regulate systems of less than 250KW or roof-mounted systems. It is not intended to regulate systems that are consumptive power systems where all power that is generated is utilized to power onsite operations.

Selectman Sullivan made a motion to adjourn. The motion was seconded and unanimously accepted.

Brought to order at 7:11 p.m.
Adjourned: 9:34 p.m.
Voters Present: 84
Action Taken on Articles: 1-34

A True Copy.

Attest: Ora E. Finn
Ora E. Finn, CMMC, Dudley Town Clerk

JUNE 10, 2019 ANNUAL TOWN ELECTION RESULTS

SELECTMAN

Vote for TWO- 3 Years
PAUL M. JOSEPH
GERALD J. DIDONATO
JASON M. JOHNSON

Write In:

Chris Budro
David Durgin
All Others

Blank
Total

PRECINCT 1

PRECINCT 2

PRECINCT 3

TOTALS

| | | | |
|------|-----|-----|------|
| 294 | 211 | 180 | 685 |
| 230 | 139 | 140 | 509 |
| 267 | 181 | 192 | 640 |
| | | | 0 |
| 0 | 5 | 0 | 5 |
| 2 | 12 | 0 | 14 |
| 0 | 2 | 1 | 3 |
| 245 | 192 | 173 | 610 |
| 1038 | 742 | 686 | 2466 |

TOWN CLERK

Vote for ONE-3 Years
HEATHER B. BOWES
MARY C. DEVLIN
LORI A. SMITH

Write In:

All Others
Blanks

Total

PRECINCT 1

PRECINCT 2

PRECINCT 3

TOTALS

| | | | |
|-----|-----|-----|------|
| 139 | 155 | 122 | 416 |
| 90 | 85 | 84 | 259 |
| 284 | 125 | 136 | 545 |
| | | | |
| 0 | 0 | 0 | 0 |
| 6 | 6 | 1 | 13 |
| 519 | 371 | 343 | 1233 |

ASSESSOR

Vote for ONE-3 Years

Write In:

Thomas Brousseau
All Others

Blanks
Total

PRECINCT 1

PRECINCT 2

PRECINCT 3

TOTALS

| | | | |
|-----|-----|-----|------|
| | | | |
| 4 | 2 | 6 | 12 |
| 8 | 12 | 7 | 27 |
| 507 | 357 | 330 | 1194 |
| 519 | 371 | 343 | 1233 |

DUDLEY-CHARLTON REG SCHOOL

Vote for ONE-3 Years

CATHERINE MAHONEY KABALA

Write In:

All Others
Blanks

Total

PRECINCT 1

PRECINCT 2

PRECINCT 3

TOTALS

| | | | |
|-----|-----|-----|------|
| 406 | 297 | 264 | 967 |
| | | | |
| 2 | 1 | 0 | 3 |
| 113 | 73 | 79 | 265 |
| 521 | 371 | 343 | 1235 |

SWCRV SCHOOL DISTRICT

Vote for ONE-3 Years

TIMOTHY M. SCHUR

Write In:

All Others
Blank

Total

PRECINCT 1

PRECINCT 2

PRECINCT 3

TOTALS

| | | | |
|-----|-----|-----|------|
| 402 | 298 | 256 | 956 |
| | | | |
| 1 | 0 | 1 | 2 |
| 116 | 73 | 86 | 275 |
| 519 | 371 | 343 | 1233 |

BOARD OF HEALTH

Vote for ONE-3 Years

ROBERTA JOHNSON

Write In:

All Others
Blank

Total

PRECINCT 1

PRECINCT 2

PRECINCT 3

TOTALS

| | | | |
|-----|-----|-----|------|
| 384 | 279 | 253 | 916 |
| | | | |
| 0 | 2 | 0 | 2 |
| 135 | 90 | 90 | 315 |
| 519 | 371 | 343 | 1233 |

BOARD OF HEALTH

Vote for ONE-1 YEAR UNEXP.

LORRI A. DUCHARME

Write In:

All Others

Blank
Total

PRECINCT 1

PRECINCT 2

PRECINCT 3

TOTALS

| | | | |
|-----|-----|-----|------|
| 390 | 284 | 250 | 924 |
| | | | |
| 0 | 2 | 0 | 2 |
| 129 | 85 | 93 | 307 |
| 519 | 371 | 343 | 1233 |

WATER/SEWER COMMISSIONER

Vote for TWO-3 YEARS

THOMAS W. FOURNIER

Write In:

Sheryl Barnardo

Richard Carmignani

Col. William Conley

William Conley Sr.

Robert Sullivan

All Others

Blank

Total

PRECINCT 1**PRECINCT 2****PRECINCT 3****TOTALS**

| | | | |
|------|-----|-----|------|
| 374 | 268 | 238 | 880 |
| 0 | 3 | 0 | 3 |
| 0 | 3 | 2 | 5 |
| 2 | 0 | 0 | 2 |
| 2 | 0 | 0 | 2 |
| 7 | 3 | 2 | 12 |
| 5 | 6 | 1 | 12 |
| 648 | 459 | 443 | 1550 |
| 1038 | 742 | 686 | 2466 |

LIBRARY TRUSTEE

Vote for TWO-3 YEARS

PATRICIA B. KORCH

BENJAMIN ALDRICH CRAVER

Write In:

Blank

Total

PRECINCT 1**PRECINCT 2****PRECINCT 3****TOTALS**

| | | | |
|------|-----|-----|------|
| 333 | 245 | 230 | 808 |
| 306 | 221 | 208 | 735 |
| 0 | 3 | 1 | 4 |
| 399 | 273 | 247 | 919 |
| 1038 | 742 | 686 | 2466 |

LIBRARY TRUSTEE

Vote for ONE-1 YEAR UNEXP.

STEFANI M. FORD

Write In:

All Others

Blank

Total

PRECINCT 1**PRECINCT 2****PRECINCT 3****TOTALS**

| | | | |
|-----|-----|-----|------|
| 381 | 277 | 240 | 898 |
| 1 | 0 | 0 | 1 |
| 137 | 94 | 103 | 334 |
| 519 | 371 | 343 | 1233 |

DUDLEY HOUSING AUTHORITY

Vote for ONE- 5 YEARS

PELLEGRINO J. D'AURIA

Write In:

George Saad

Blank

Total

PRECINCT 1**PRECINCT 2****PRECINCT 3****TOTALS**

| | | | |
|-----|-----|-----|------|
| 364 | 267 | 232 | 863 |
| 3 | 1 | 0 | 4 |
| 4 | 3 | 3 | |
| 148 | 100 | 108 | 356 |
| 519 | 371 | 343 | 1223 |

DUDLEY HOUSING AUTHORITY

Vote for ONE - 4 YEARS UNEXP.

Write In:

George Saad

All Others

Blank

Total

PRECINCT 1**PRECINCT 2****PRECINCT 3****TOTALS**

| | | | |
|-----|-----|-----|------|
| 10 | 5 | 6 | 21 |
| 29 | 12 | 7 | 48 |
| 480 | 354 | 330 | 1164 |
| 519 | 371 | 343 | 1233 |

PLANNING BOARD

Vote for TWO-3 YEARS

Write In:

Scott Brayton

Thomas Chojnacki

Russell Giglio

William LePage

Lou Perrin

Steve Watroba

All Others

Blank

Total

PRECINCT 1**PRECINCT 2****PRECINCT 3****TOTALS**

| | | | |
|------|-----|-----|------|
| 3 | 2 | 5 | 10 |
| 2 | 8 | 0 | 10 |
| 6 | 0 | 2 | 8 |
| 8 | 9 | 14 | 31 |
| 0 | 5 | 2 | 7 |
| 13 | 9 | 12 | 34 |
| 15 | 12 | 6 | 33 |
| 991 | 697 | 645 | 2333 |
| 1038 | 742 | 686 | 2466 |

PLANNING BOARD

Vote for ONE- 2 YEAR UNEXP.

Write In:

Scott Brayton

Thomas Chojnacki

William LePage

Russell Giglio

Lou Perrin

Steve Watroba

All Others

Blanks

Total

PRECINCT 1**PRECINCT 2****PRECINCT 3****TOTALS**

| | | | |
|-----|-----|-----|------|
| 3 | 3 | 5 | 11 |
| 0 | 6 | 0 | 6 |
| 0 | 0 | 2 | 2 |
| 6 | 0 | 0 | 6 |
| 8 | 9 | 12 | 29 |
| 3 | 0 | 0 | 3 |
| 8 | 8 | 4 | 20 |
| 491 | 345 | 321 | 1157 |
| 519 | 371 | 344 | 1234 |

PLANNING BOARD**PRECINCT 1****PRECINCT 2****PRECINCT 3****TOTALS**

Vote for ONE- 1 YEAR UNEXP.

Write In

Scott Brayton

Thomas Chojnacki

Richard Clark

David Durgin

Peter Peloquin Jr.

Russell Giglio

Steve Watroba

All Others

Blanks

Total

| | | | |
|-----|-----|-----|------|
| | | | |
| 4 | 2 | 1 | 7 |
| 1 | 9 | 0 | 10 |
| 8 | 14 | 14 | 36 |
| 0 | 3 | 0 | 3 |
| 0 | 3 | 1 | 4 |
| 3 | 0 | 0 | 3 |
| 3 | 0 | 0 | 3 |
| 7 | 6 | 3 | 16 |
| 493 | 334 | 324 | 1151 |
| 519 | 371 | | 1233 |

TOTAL VOTES CAST

TOTAL # REG VOTERS

% OF VOTER TURN OUT

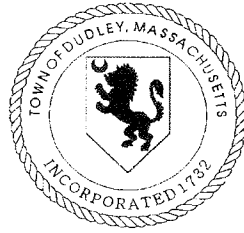
| | | | |
|------|------|------|------|
| 519 | 371 | 343 | 1233 |
| 2728 | 2520 | 2065 | 7313 |
| 19% | 15% | 17% | 17% |

Ora E Finn

A True Copy. Attest: Ora E. Finn, CMMC, Dudley Town Clerk

TOWN OF DUDLEY

MASSACHUSETTS



Animal Control and Animal Inspector

Jennifer FitzGerald, ACO

Robert FitzGerald, Assistant ACO

To the Honorable Board of Selectmen and Citizens of Dudley, Massachusetts

The Dudley Animal Control Officer is available Monday through Friday during regular Town Hall business hours. Please be aware Dudley Animal Control is a one-person, part time Department and may be serving other customers. If the phone is not answered right away, please leave a message at 508-949-8024 or email aco@dudleyma.gov. The Animal Control Officer will return your call the same day. For EMERGENCIES only outside of regular Town Hall business hours, please contact the Dudley Police Department at 508-943-4417 for direct service. The Animal Control By-Law, Article 27 guides residents to the laws regarding dogs, cats and other domesticated animals.

LEASH LAW -All dogs in the Town of Dudley are required to be on a leash, on the owner's property unless they have "full control" of the animal. Any hunting dog for the purpose of working, hunting, field trails or training purposes are exempt from the restraining order during such period of time as the dog is actually engaged in the event or sport, provided the dog is under the direct supervision of a person to properly control its actions. Dogs cannot be a nuisance to neighbors. Disorderly dogs are subject to the fining schedule outlined below. Dudley Animal Control encourages all residents to work out disputes in a civil, neighborly fashion. All dogs to be found in violation of the leash law and are picked up by the Animal Control Officer or are repetitively disorderly are subject to the following fines: 1st offense: \$50.00; 2nd offense: \$75.00; 3rd offense: \$100, an subsequent offenses thereafter. If the offenses persist a Public Hearing will take place. In order to retain your dog, you must have a valid dog license and a valid rabies certificate. To register your dog, please call the Town Clerk at 508-949-8004.

ANNUAL LICENSING: All dogs must be licensed during the month of January of each year, or within 30 days after the dog becomes six months old. In order to obtain a license you must have a valid rabies certificate and a spay/neuter certificate. Annual licenses are \$20.00 for males/females/neutered/spayed and go on sale on January 1st. – January 31st. Late Fees apply after April 1st in the amount of \$10.00 and after June 16th the late fee increases to \$25.00. Seniors over 70 years of age may receive a free dog license for one to two dogs and must show rabies certificate. **All dogs must wear their license and rabies tags and all dogs 6 months or older must be licensed. Kennel License (cat and dog) fee is \$50.00 for residential and \$75.00 for commercial. All kennels are inspected by the Animal Control Officer prior to licensing.**

DOG BITES & ANIMAL BITES: All dog and animal bites must be reported to the Animal Control Officer immediately at 508-949-8024.

WILDLIFE- Wildlife is protected by the State of Massachusetts Department of Fisheries and Wildlife. Contact: Westborough Fisheries and Wildlife -508-389-6300.. Some general parameters to consider:. State law prohibits the removal or relocation of wildlife. The Animal Control officer can dispose of wildlife if it is suspicious of having rabies. - Problem Animal Control officers (P.A.C.), with the proper wildlife certificates, can remove nuisance wildlife. If a human has been exposed to Wildlife, Animal Control recommends you see your physician immediately. Please contact the Police Department and the Animal Control Officer. If your pet has been exposed to Wildlife, we recommend you see your veterinarian and contact the Animal Control Officer, It is not unusual for wildlife to be out during the day, as wildlife is on the move more and more every day due to encroachment. Please be aware of your surroundings. Please don't feed the any wild animals!

ANIMAL INSPECTOR – Jennifer FitzGerald – 508-949-8024 – aco@dudleyma.gov. The primary duty of the Animal Inspector is the control of rabies. The Animal Inspector that issues quarantines and determines the severity of risk to the virus. Additionally, the Animal Inspector is responsible for annual barn and livestock inspections per Massachusetts General Laws, Chapter 129.



DUDLEY BOARD OF ASSESSORS
71 WEST MAIN STREET
DUDLEY, MA 01571
(508) 949-8006



Assessors:
Conrad Allen, Chairman
Jo-Ann Szymczak
Tom Brousseau

Principal Assessor: Lisa L. Berg
Assessor Clerk: Mary Petro

To The Honorable Board of Selectmen of Dudley:

The following is the annual report of the Dudley Board of Assessors for Fiscal Year 2019 on behalf of Assessor Chairman, Conrad Allen, Assessor Jo-Ann Szymczak and Assessor Tom Brousseau. The Board re-appointed Lisa L. Berg as its Principal Assessor and Mary Petro was appointed as Assessor's Clerk in April, 2018.

The office maintained 5,093 real estate parcels and 37 personal property accounts. The new growth valuation for real estate and personal property amounted to \$12,047,145 which generated an additional \$141,313 in tax revenues. The tax rate was set at \$13.50 per thousand of valuation.

During FY2019, assessors granted 143 real estate tax exemptions for widows and widowers, elderly persons, veterans and others. Assessors committed 13,501 motor vehicle excise tax bills and 235 boat excise bills and processed 598 abatements during the year.

Recapitulation sheet data for Fiscal 2019 is as follows:

| | |
|--|--------------------|
| Appropriations..... | \$ 21,563,266.16 |
| Estimated Receipts & Other Revenue..... | \$ 7,856,576.16 |
| Real & Personal Property Tax Levy..... | \$ 13,801,194.94 |
| Real Estate Valuations..... | \$ 999,009,560.00 |
| Personal Property Valuations..... | \$ 23,301,176.00 |
| Total Real & Personal Property Values..... | \$1,022,310,736.00 |
| Overlay..... | \$ 49,800.94 |
| Estimated Cherry Sheet Receipts..... | \$ 2,039,003.00 |
| Estimated Local Receipts..... | \$ 2,891,932.00 |
| Enterprise Funds Estimated Receipts | \$ 2,156,113.56 |
| Free Cash & Other Available Funds..... | \$ 769,527.60 |
| Snow & Ice Deficit..... | \$ 0.00 |
| Single Tax Rate..... | \$ 13.50 |

All classes of property were assessed at 100% full and fair market value per state guidelines. Residential properties represented 91.8% of the tax base. Other classes were commercial, 3.3%; Industrial, 2.6%, and Personal Property 2.3%.

Respectfully submitted,

Lisa L. Berg, MAA
Principal Assessor

TOWN OF DUDLEY
MASSACHUSETTS
OFFICE OF THE INSPECTOR OF BUILDINGS

Nelson Burlingame
Building Commissioner
71 West Main St. Rm 309
Dudley, MA 01571



Phone: (508) 949-8012
Fax: (508) 949-8031

To the Honorable Board of Selectmen and the citizens of the Town of Dudley, I hereby submit my report for the Building Departments' Issued Permits and fees collected for the fiscal year of 2019:

| | |
|-----|---|
| 17 | New Dwellings/Single Family |
| 41 | Residential Additions / Alterations / Remodel |
| 03 | New Commercial |
| 05 | Commercial Additions / Remodel |
| 04 | Foundation |
| 05 | Garages / Carports / Barns |
| 01 | Sheds |
| 14 | Pools |
| 27 | Decks |
| 03 | Signs |
| 22 | Wood / Coal / Pellet Stoves |
| 06 | Demolitions |
| 41 | Solar |
| 167 | Roofs/Siding/Windows/Doors/Insulation |
| 30 | Miscellaneous |

Total Permits Issued = 386

Total Fees Collected = \$82,753.43

The following are the total number of issued permits and collected fees submitted to this office for the Plumbing/Gas and Electrical Inspectors for fiscal year 2019:

| | | <u>Total Collected</u> | <u>Town Portion</u> |
|--|------|-------------------------------|----------------------------|
| Plumbing Inspector / Mr. Jay Spahl 207 West Main Street Dudley, MA 01571 | # 81 | \$9785.00 | \$2935.50 |
| Gas Inspector / Mr. Jay Spahl 207 West Main Street Dudley, MA 01571 | #78 | \$6370.00 | \$1911.00 |
| Electrical Inspector /Neil Piasta 72 Eagle Drive Dudley, MA 01571 | #185 | \$19,375.00 | \$5812.50 |

Respectfully submitted,

Nelson Burlingame, Building Commissioner
Building Department

Total Costs of all projects –\$10,002,843.41



Capital Improvement Planning Committee

Members:

Mike Mayotte, Chairman
Mark Landry, Vice Chairman
Donald Wilson, Secretary
Paul Konieczny
Maggie Lavasseur
Bob Edmunds
Richard A. Carmignani Jr. Treasurer/Collector

Ex-Officio-Greg Balukonis, Town Administrator
Ex-Officio-Deborah Thibaudeau

To the Honorable Board of Selectmen and the Citizens of the Town of Dudley:

The Dudley Capital Improvement Planning Committee (CIP) assembled per Article 38 of the Town of Dudley's Bylaws has publicly met, deliberated and sent forth its list of approved projects. The following is a brief summary of the committee's actions.

The CIP approved the following capital items during Fiscal Year 2019

1. 2019 Unexpected costs for Fire Station renovation \$225,000
2. 2019 Police Cruiser for Police department \$38,000
3. 2019 Buildings and Grounds Pickup Truck \$35,500
4. Sewer Infiltration and Inflow Study Phase II \$56,900
5. Water Pickup Replacement F350 \$35,157

The Capital Improvement Planning Committee has put forth this report highlighting their actions taken for the Fiscal Year 2019. Inquiries regarding previous fiscal years may be directed to the Committee directly. Similar information may be available for anticipated purchases. The Committee fully appreciate the efforts of the Board of Selectmen, the Finance Committee and the various Town Departments to inform, prioritize and effectuate a practical capital plan.

Respectfully submitted,

Michael Mayotte
Chairman, Capital Improvement Planning Committee

Cemetery Commissioners

Annual Report for FY 2019

To the Citizens of the Town of Dudley:

As Cemetery Commissioners our function is the sale of lots, maintaining records of lot sales and burials.

The Town of Dudley takes great pride in the operation of its cemeteries. The respect and care shown past citizens of this community symbolizes the town's appreciation for those who have lived her and have contributed to the community.

The basic rules of the cemeteries are posted at their entrances. A percentage of the purchase price of a lot goes to their "perpetual care". The fee for a single lot is \$550.00 and the fee for a double lot is \$1,100.00. Perpetual Care is included in those fees. Fees are subject to change by a vote of the Commissioners.

There were two (2) full burials and eight (8) cremations. Two of the cremations were interred in the newly designated Veteran's Section of Corbin Cemetery. Total amount for cremation/grave openings was \$1350.00.

Five (5) single lots, one transfer of two single lots and three (3) double lots were sold for a total of \$6175.00.

Sayles Cemetery - In the spring of 2019 the Cemetery Commissioners were informed of an abandoned cemetery on the corner of West Dudley Road and Intervale Road known as Sayles Cemetery a/k/a Blackmer Cemetery. MGL Chapter 114§18 states" Any town having within its limits an abandoned or neglected burying ground may take charge of the same and keep it in good order, and may appropriate money therefor, but no property rights shall be violated and no body shall be disinterred. No fence, tomb, monument of other structure shall be removed or destroyed, but the same may be repaired and restored". The Commissioners, with the help of the Highway Department and the Worcester County Sheriff's Department cleared, cut down brush and removed a huge pine tree that was decayed giving the cemetery a much needed facelift. The Building and Grounds Department will continue to maintain this historic cemetery that has founding families such as Sayles, Blackmer and Cheney interred there.

In FY19 Betty and Carlo Mencucci from the Burrillville Historical and Preservation Society in Rhode Island continued to repair historical stones in Corbin Cemetery in the amount of \$5,600. Payment was made through the Janet Malser Grant and initiated by members of the Daughters of the American Revolution (DAR). The repairs included cleaning, resetting stones on foundations, fixing leaning stones, re-mortared and patched stones with epoxy. We thank the Mencuccis' for their meticulous work repairing these gravestones, many of them founding fathers/mothers of the Town of Dudley

"The only place where you can find equality is in the cemetery" Evan Esar

CEMETERY RULES AND REGULATIONS

The Rules and Regulations of the Board of Selectmen /Cemetery Commissioners of the Town of Dudley, Massachusetts are made for the preservation & protection of the Municipal cemeteries & lot owners, to insure the proper administration & perpetual care of cemeteries and in conformity with the Town's by-laws and statutes of the Commonwealth of Massachusetts.

1. INTERNMENTS

- A. Plots available to Dudley residents only. Plots are not transferable to non-residents.
- B. Plots must be paid in full before interment. The person who has the deed for the lot is the owner.
- C. Plot prices and the available plots can be obtained from the Board of selectmen's office.
- D. The owner of the plot has the right to make any restrictions as to who can and cannot be interred on their plot.
- E. Use of plots is regulated under Massachusetts General Law.
- F. No grave openings on Sundays and Holidays, except Monday holidays.
- G. Plots shall not be used for any other purpose than as a place for human dead.
- H. One (1) full burial (casket) per single lot. Three (3) cremated remains per single lot.
- I. No double decking of caskets, vaults or urns in plots. Wooden or cardboard urns must be in concrete vault that does not exceed 16x16.
- J. All interments shall have a vault and cover. All vault and covers shall fit the size of the casket.

2. MONUMENTS & MARKERS

- A. "Monuments" are memorials, which extend above the surface of the ground and
"Markers" are memorials which are flush with the surface of the ground. One upright monument per plot.
- B. Single plots may have only one flat marker, which shall be flush to the ground.
- C. Double plots may have only one upright monument, which shall be centered on the plot.
- D. Monument Stone(s) shall not exceed plot size. All stones four feet or larger shall be approved by the Cemetery Commissioners.
- E. One flat marker is allowed for each interment on a double lot or larger. (does not make sense)
- F. All foundations must be installed under the supervision of Cemetery Commissioners or their designee. Otherwise, stones, markers, etc. will be removed at owner's expense.
- G. Cemetery Commissioners are not responsible for any damage to monuments or markers, be it an act of god, vandalism or nature.
- H. Memorial Day flags shall be removed by June 21st.
- I. No corner markers allowed.

3. PLANTINGS & DECORATIONS

- A. No new shrubbery, trees, bushes, etc will be allowed as of May 1, 2017, except with written permission by the Cemetery Commissioners.
- B. Flowers may be planted, but not more than one (1) foot from the front of the monument only and not to exceed the width of the monument. Hanging plants are not permitted.
- C. No fences, ditches, bark mulch, or decorative stones are allowed around flowerbeds or grave markers.
- D. Unattended or expired flowers and plantings may be removed at the discretion of the cemetery Commissioners or their designee.
- E. Summer decorations are permitted from May 15th to September 30th.
- F. Winter decorations are permitted from Thanksgiving to March 31st.

4. GENERAL RULES

- A. All work done in any of the Town's cemeteries shall be under the direction of the Board of Selectmen / Cemetery Commissioners or their designee.
- B. All debris is to be removed and disposed of properly and not discarded beyond cemetery boundaries.
- C. The drinking of alcoholic beverages is prohibited on cemetery grounds.
- D. No ball playing, roller skating, skate boarding, sledding, min-bikes, go-carts or the instruction of person(s) in the use & operation of motor vehicles is permitted.
- E. Cemeteries are closed from dusk to dawn.
- F. The Cemetery Commission reserves the right to amend the above rules and regulations.
- G. No pets are allowed on Cemetery Ground

Reports of the Town Treasurer and Town Collector

To the Honorable Board of Selectmen and fellow Citizens of the Town of Dudley,

I hereby submit the reports of the Town Treasurer and Town Collector for the Fiscal Year July 1, 2018 through June 30, 2019.

The operations of the Town Treasurer and Tax Collector run efficiently because of the employees who work here. This summer we welcomed Amanda Jacobson into our office. She brings many years of banking experience from a local bank. Amanda has delivered on every expectation we had of her. In addition to new staff, we are proud to announce Lisa M. Lamarche has passed her certification from the Massachusetts Collectors and Treasurers Association. Her achievement is recognized by the Massachusetts Department of Revenue for demonstrating knowledge in the area of municipal finance. This is the great way to start a career. I'm certain the future will be very bright for both of them.

Respectfully submitted,

Richard A. Carmignani Jr.
Treasurer/Collector, CMMC, CMMT
Executive Board Member Hampshire Council of Governments Insurance Trust
Past President, Massachusetts Collectors Treasurers Association
Past President, Worcester County Collectors Treasurers Association

RECONCILIATION OF TREASURER'S CASH

| | | |
|------------------------------------|---------------|----------------------|
| Balance as of July 1, 2018 | | \$ 10,940,888 |
| Receipts: | | |
| Treasurer | \$ 7,354,488 | |
| Collector | \$ 17,303,995 | |
| Total Receipts | | \$ 24,658,483 |
| Expenditures | | |
| Payables | \$ 24,308,004 | |
| Payroll | \$ 4,831,337 | |
| Total Expenditures | | \$ 29,139,341 |
| Balance as of June 30, 2019 | | \$ 6,460,030 |

For a classified statement of all expenditures of the Town in such detail as to give a fair and full exhibit of the objects and methods of same, please refer to the report of the Town Accountant

INTEREST GAINS ON TOWN FUNDS

| | |
|----------------------------------|-------------------|
| General accounts and investments | \$ 119,604 |
| Non-major funds other | \$ 3,663 |
| Enterprise accounts | \$ 24,511 |
| Stabilization | \$ 2,921 |
| Special Revenue | \$ 2,325 |
| Permanent Funds | \$ 776 |
| Total Interest Receipts | <u>\$ 153,800</u> |

| NON-INTEREST BEARING FUNDS | June 30, 2018 | June 30, 2019 |
|----------------------------|---------------|---------------|
| General Cash | \$ - | \$ - |
| Grant Funds | \$ - | \$ - |

INVESTMENTS/INTEREST BEARING FUNDS

| | | |
|--------------------------------------|---------------------|---------------------|
| General Cash | | |
| General Fund | \$ 7,779,220 | \$ 2,610,895 |
| Stabilization | | |
| Fund Balance General | \$ 202,097 | \$ 100,550 |
| Fund Balance Cap. Imp. | \$ 101,515 | \$ 515 |
| Enterprise Funds | | |
| Water Funds | \$ 1,231,690 | \$ 1,217,036 |
| Sewer Funds | \$ 635,784 | \$ 521,914 |
| Sub-total | <u>\$ 1,867,474</u> | <u>\$ 1,738,950</u> |
| Fiduciary Funds | | |
| Escrow/Deposits/ Warrants Payable | \$ 204,408 | \$ 250,145 |
| Special Revenue | | |
| 300th Anniversary | \$ 769 | \$ 777 |

| | | | | |
|---|----|-------------------|----|------------------|
| Clarinda Wood Fund | \$ | 165,229 | \$ | 167,703 |
| Compensated Absences Trust | \$ | 32,621 | \$ | 2,205 |
| Municipal Insurance Fund | \$ | 6,954 | \$ | 7,083 |
| Unemployment Trust | \$ | 7,013 | \$ | 3,811 |
| Worker's Compensation Trust | \$ | 475 | \$ | 479 |
| Federal & State Grants | \$ | 220,663 | \$ | 195,286 |
| Special Revenue Other | \$ | 497,365 | \$ | 2,056,775 |
| Sub-total | \$ | 931,089 | \$ | 2,434,119 |
| Capital Projects | | | | |
| Fire Station Construction | \$ | - | \$ | - |
| Ambulance | \$ | (165,000) | \$ | (110,000) |
| Municipal Complex Roof | \$ | - | \$ | (450,000) |
| LED Light Conversion | \$ | - | \$ | (160,150) |
| Police Dept Vehicles | \$ | 5 | \$ | 531 |
| Fire Dept Vehicles | \$ | - | \$ | - |
| Highway Vehicles | \$ | (59,806) | \$ | (39,806) |
| Capital Other | \$ | 1,147 | \$ | 367 |
| Sub-total | \$ | (223,654) | \$ | (759,058) |
| Permanent Funds | | | | |
| Cemetery Funds | \$ | 74,363 | \$ | 79,495 |
| A. Perry Library Trust | \$ | 3,391 | \$ | 3,425 |
| Helen Piasta Mem. Library Trust | \$ | 985 | \$ | 994 |
| Sub-total | \$ | 78,739 | \$ | 83,914 |
| Total Cash/Investments | \$ | 10,940,888 | \$ | 6,460,030 |
| Portfolio Allocation for Non-FDIC/State Pool Investments | | | | |
| | \$ | 43,281 | \$ | 43,732 |
| Government Agency | \$ | 342,237 | \$ | 350,242 |
| Treasury Bond | \$ | 119,732 | \$ | 170,522 |
| CD | \$ | 173,934 | \$ | 115,444 |
| Corporate Bond | \$ | 128,249 | \$ | 145,730 |
| Bond Fund | \$ | 43,920 | \$ | 42,030 |
| Money Market Mutual Fund | \$ | 43,065 | \$ | 50,609 |
| Cash | \$ | 42 | \$ | 72 |
| <i>*Rate of return for 1-Y2018 1.53%</i> | \$ | 851,179 | \$ | 874,649 |

Insurance Claims
July 1, 2018 through June 30, 2019

| | Property | General Liability | Employee Injury | Police/Public Liability | Auto Liability |
|--------------|----------|-------------------|-----------------|-------------------------|----------------|
| Highway | 0 | 0 | 1 | 0 | 3 |
| Fire | 0 | 0 | 2 | 0 | 0 |
| Police | 0 | 0 | 5 | 0 | 2 |
| Town Hall | 0 | 0 | 1 | 0 | 0 |
| Sewer | 0 | 0 | 0 | 0 | 0 |
| Water | 0 | 0 | 0 | 0 | 0 |
| Library | 0 | 0 | 0 | 0 | 0 |
| Recycling | 0 | 0 | 0 | 0 | 0 |
| Unclassified | 0 | 0 | 0 | 0 | 0 |
| Open | 0 | 0 | 0 | 1 | 0 |
| Total | 0 | 0 | 9 | 1 | 5 |

OUTSTANDING DEBT ACCOUNTS - SHORT TERM

| Issuance | Date | Article | Outstanding July 1, 2018 | Issued FY 19 | Retired FY 19 | Outstanding June 30, 2019 | Interest |
|------------------------------|------------|---------|--------------------------|------------------|------------------|---------------------------|-----------------|
| Ambulance New | 10/30/2017 | 12 | \$165,000 | \$0 | \$55,000 | \$110,000 | \$3,300 |
| Highway BAN | 6/1/2018 | N/A | \$100,000 | \$0 | \$100,000 | \$0 | \$210 |
| Police Vehicles (3) | 5/23/2016 | 19 | \$45,000 | \$0 | \$45,000 | \$0 | \$900 |
| Fire Station Renovaton | 10/24/2016 | 11 | \$0 | \$225,000 | \$0 | \$225,000 | \$0 |
| Highway Paver | 10/24/2016 | 5 | \$60,000 | \$0 | \$20,000 | \$40,000 | \$1,200 |
| Municipal Complex Roof | 5/21/2018 | 7 | \$0 | \$450,000 | \$0 | \$450,000 | \$4,093 |
| Ambulance Remount | 5/21/2018 | 9 | \$0 | \$200,000 | \$0 | \$200,000 | \$9,210 |
| Total Short Term Debt | | | \$370,000 | \$875,000 | \$220,000 | \$1,025,000 | \$18,913 |

OUTSTANDING DEBT ACCOUNTS - LONG TERM

| Issuance | Date | Article | Outstanding July 1, 2018 | Issued FY 19 | Retired FY 19 | Outstanding June 30, 2019 | Interest |
|------------------------------|------------|---------|--------------------------|--------------|---------------|---------------------------|----------|
| <i>Inside the Debt Limit</i> | | | | | | | |
| Town Hall Rehab | 12/15/2002 | - | \$1,425,000 | \$0 | \$285,000 | \$1,140,000 | \$58,567 |
| Town Hall Rehab Pt 2 | 4/18/2004 | - | \$475,000 | \$0 | \$95,000 | \$380,000 | \$19,297 |
| Sewer Phase II | 5/10/2000 | - | \$120,000 | \$0 | \$60,000 | \$60,000 | \$6,720 |

| | | | | | | | |
|-------------------------------|------------|----|--------------------|------------------|--------------------|--------------------|------------------|
| Fire Station Rehab | 10/24/2016 | 11 | \$6,405,000 | \$0 | \$325,000 | \$6,080,000 | \$220,200 |
| Sub-total | | | \$8,425,000 | \$0 | \$765,000 | \$7,660,000 | \$304,784 |
| <i>Outside the Debt Limit</i> | | | | | | | |
| Sewer Phase I | 3/15/1998 | - | \$0 | \$0 | \$0 | \$0 | \$0 |
| Water Healy/Oxford | 10/15/2012 | - | \$650,000 | \$0 | \$130,000 | \$520,000 | \$11,700 |
| Water Corrosion Control | 10/1/1999 | - | \$90,000 | \$0 | \$45,000 | \$45,000 | \$0 |
| Title V Loan | 10/25/2000 | - | \$3,739 | \$0 | \$3,739 | \$0 | \$0 |
| Sub-total | | | \$743,739 | \$0 | \$178,739 | \$565,000 | \$11,700 |
| Total Long Term Debt | | | \$9,168,739 | \$0 | \$943,739 | \$8,225,000 | \$316,484 |
| Total Debt | | | \$9,538,739 | \$875,000 | \$1,163,739 | \$9,250,000 | \$335,397 |

TAX TITLE AND TAX LIEN REDEMPTION

| | |
|------------------------------------|-----------|
| Uncollected Accounts July 1, 2018 | \$267,740 |
| Commitments | \$118,831 |
| Net Collections | \$138,148 |
| Uncollected Accounts June 30, 2019 | \$248,423 |

FUEL USAGE FOR FY 2019 (in Gallons)

| DEPARTMENT | UNLEADED | DIESEL | TOTAL |
|-----------------------|----------|----------|----------|
| Police | 9552.40 | 0.00 | 9552.40 |
| Fire | 1585.90 | 3973.90 | 5559.80 |
| Highway | 4207.40 | 11751.70 | 15959.10 |
| Sewer | 1984.50 | 207.70 | 2192.20 |
| Water | 956.10 | 1096.10 | 2052.20 |
| Buildings and Grounds | 814.40 | 19.90 | 834.30 |
| Administration | 15.00 | 0.00 | 15.00 |
| Totals | 19115.70 | 17049.30 | 36165.00 |

WORCESTER REGIONAL RETIREMENT SYSTEM 2019

| | |
|---|-------------|
| Amount withheld from employee wages | \$340,321 |
| Amount contributed by the Town | \$869,193 |
| Total paid to the Worcester Regional Retirement Board | \$1,209,514 |

PAYROLL AND DEDUCTIONS FOR CALENDAR YEAR 2019

GROSS WAGES \$ 4,847,118.43

DEDUCTIONS WITHHELD:

| | |
|-------------------------|---------------|
| Federal Tax | \$ 505,073.29 |
| State Tax | \$ 208,274.87 |
| Medicare Tax | \$ 62,815.15 |
| Retirement | \$ 340,321.01 |
| Boston Mutual Life Ins. | \$ 17,024.18 |
| Health Insurance | \$ 264,115.24 |
| Mutual of Omaha | \$ 260.00 |
| AFLAC | \$ 62,943.76 |
| Union Dues | \$ 25,329.21 |
| Family Service | \$ 31,200.00 |
| Deferred Comp | \$ 79,323.48 |
| OBRA | \$ 40,675.84 |
| Roth | \$ 60.00 |
| Tax Levy | \$ - |
| Personal Use of Auto | \$ 4,993.33 |
| Clothing Allowance | \$ 3,341.00 |

TOTAL DEDUCTIONS WHELD \$ 1,645,750.36

NET WAGES PAID \$ 3,201,368.07

GROSS WAGES FOR CALENDAR YEAR 2019

| | |
|---------------|---------------|
| Annese, James | \$ 127,000.82 |
| Asselin, Luke | \$ 68,250.43 |

| | | |
|------------------------|----|------------|
| Bain, John | \$ | 61,021.55 |
| Balukonis, Greg | \$ | 85,661.02 |
| Baron Sr, Theodore | \$ | 10,846.33 |
| Barton, Robbie | \$ | 16,224.00 |
| Battista, Patricia | \$ | 360.00 |
| Baxter, David | \$ | 46,144.09 |
| Belanger, Jon | \$ | 8,640.00 |
| Belhumeur, Brian | \$ | 4,364.00 |
| Benoit, Scott | \$ | 78,543.16 |
| Berg, Lisa | \$ | 60,746.40 |
| Bernard, Adam | \$ | 760.00 |
| Bonnette Jr., Michael | \$ | 2,340.00 |
| Boyd II, Chandler | \$ | 108,456.00 |
| Brackett, Joshua | \$ | 1,121.00 |
| Brackett, Alan | \$ | 7,086.00 |
| Briggs, Gavin | \$ | 1,846.00 |
| Buccelli-Costen, Lena | \$ | 15,808.09 |
| Buchanan, Michael | \$ | 2,794.00 |
| Burlingame, Nelson | \$ | 25,264.82 |
| Bussiere, Joshua | \$ | 2,865.00 |
| Bussiere, Margaret | \$ | 12,773.66 |
| Buzanoski, Patricia | \$ | 14,031.38 |
| Caney, Jesse | \$ | 8,325.00 |
| Carnignani Jr, Richard | \$ | 90,724.87 |
| Carpenter Jr, David | \$ | 94,228.91 |
| Carroll, Lida | \$ | 25,439.31 |
| Carter, Janet Drusilla | \$ | 55,442.25 |
| Ceppetelli, Paul | \$ | 132,816.27 |
| Chapa, Hector | \$ | 39,508.86 |
| Chenard, Steven | \$ | 75,942.37 |
| Chenevert, Pamela | \$ | 12,217.13 |
| Chlapowski, Stephen | \$ | 5,501.88 |
| Ciccone, Alessandro | \$ | 95.00 |
| Commesso, Taylor | \$ | 990.00 |
| Coraccio, Tatum | \$ | 3,400.00 |
| Cournoyer, Jennifer | \$ | 37,469.48 |
| Cyganiewicz Sr, Kerry | \$ | 500.00 |
| Daly, Nicholas | \$ | 56,883.14 |
| Daniels, Ryan | \$ | 102,963.36 |
| Davis, Bertram | \$ | 4,113.00 |
| Demers, Dylan | \$ | 58,272.67 |
| DiDonato, Anthony | \$ | 256.00 |
| Dorval Jr, Brian | \$ | 80,253.51 |
| Eccles, Zachary | \$ | 6,996.00 |
| Edmonds, Robert | \$ | 15,696.00 |
| Ethier, Anne | \$ | 16,584.90 |
| Ferreira Jr, Arthur | \$ | 99,671.39 |
| Finn, Ora | \$ | 42,033.08 |
| Fitzgerald, Jennifer | \$ | 14,478.96 |
| Fitzgerald, Jennifer | \$ | 28,675.50 |
| Fitzgerald, Robert | \$ | 1,148.04 |
| Fitzgerald, Robert | \$ | 28,908.00 |
| Galvin, Timothy | \$ | 69,242.51 |
| Gatzke Jr, Melvin | \$ | 62,711.33 |
| Genga, Anthony | \$ | 6,624.00 |
| Giroux, Jay | \$ | 1,224.00 |
| Glowacki Jr, John | \$ | 5,309.76 |
| Golenski III, Stanley | \$ | 71,981.64 |
| Gonynor, Michael | \$ | 3,120.00 |
| Gulkin, Eric | \$ | 629.76 |
| Gustafson, Susan | \$ | 14,023.44 |
| Harvey, Gloria | \$ | 3,530.55 |
| Hollows, John | \$ | 40.00 |
| Hutchinson, James | \$ | 43,163.07 |
| Jacobson, Amanda | \$ | 36,936.00 |
| Jervis, Michelle | \$ | 47,271.30 |
| Johnson, Donald | \$ | 31,665.68 |
| Jones Jr, James | \$ | 682.50 |
| Karlowicz, Marek | \$ | 138,425.53 |
| Killeen, Michael | \$ | 3,456.00 |
| Kochanowski, Dean | \$ | 112,679.17 |
| Konieczny, David | \$ | 2,026.50 |
| Konieczny, Paul | \$ | 80,189.89 |
| Konieczny, Scott | \$ | 3,238.00 |
| Krajcik, Michael | \$ | 84,054.31 |
| L'Heureux, Robbie | \$ | 3,881.44 |
| Lamarche, Lisa | \$ | 36,863.11 |

| | | |
|------------------------|----|------------|
| Laprade, Michael | \$ | 1,788.00 |
| LaRochelle, John | \$ | 5,556.00 |
| Lecuyer, Steven | \$ | 14,784.14 |
| Majorowski, David | \$ | 1,000.00 |
| Marcinkus, Joseph | \$ | 1,915.00 |
| Marsi Jr, John | \$ | 250.00 |
| Mastrogiovanni, James | \$ | 92,035.14 |
| Mayen, Tasha | \$ | 8,632.47 |
| McDonald, Jacob | \$ | 360.00 |
| McDonald, Rachel | \$ | 960.00 |
| McDonald, Travis | \$ | 4,599.00 |
| McGowan, Charles | \$ | 11,790.00 |
| McKay, Evan | \$ | 828.00 |
| McKay, Lyle | \$ | 79,141.82 |
| Megas, Philip | \$ | 117,527.16 |
| Miller, Logan | \$ | 32,534.10 |
| Milosh, Lauren | \$ | 19,867.00 |
| Moroz, Paige | \$ | 856.16 |
| Moroz Jr, Chester | \$ | 84,361.98 |
| Morse, Samanta | \$ | 1,176.00 |
| Nichols, Keith | \$ | 3,478.00 |
| Nogler, Shane | \$ | 4,938.00 |
| Normandin, Patrick | \$ | 198.00 |
| Ostroskey Jr, Peter | \$ | 4,152.00 |
| Pacheco, Luis | \$ | 36,184.99 |
| Patrinos, George | \$ | 90,523.18 |
| Perzan, Lukasz | \$ | 3,181.00 |
| Petro, Mary | \$ | 31,697.25 |
| Phelps, Jacqueline | \$ | 35,321.80 |
| Piasta, Neil | \$ | 14,140.00 |
| Polletta Sr, Vincent | \$ | 83,817.62 |
| Poplawski, Dean | \$ | 123,939.68 |
| Prefontaine, Jessica | \$ | 9,292.00 |
| Reinke, Tyler | \$ | 1,352.00 |
| Remillard, Keith | \$ | 91,311.68 |
| Reynolds, Patrick | \$ | 22,224.00 |
| Rivera, James | \$ | 3,388.16 |
| Roberts, Heather | \$ | 15,718.62 |
| Robinson, Kristen | \$ | 128.00 |
| Roemer, Eric | \$ | 608.00 |
| Rogerson, Stephen | \$ | 22,048.04 |
| Rosario Jr, Vontailin | \$ | 722.00 |
| Ruda, Jonathan | \$ | 65,305.30 |
| Russell, Jesse | \$ | 54,678.78 |
| Sanabria, Colin | \$ | 665.00 |
| Savard, Caryl | \$ | 20,618.28 |
| Sellers, Kenneth | \$ | 3,848.00 |
| Shelburne, Nicholas | \$ | 13,495.00 |
| Siegmund, Paul | \$ | 35,377.70 |
| Smith, Lori | \$ | 52,216.86 |
| Smith, Tyler | \$ | 101,420.06 |
| Soja, Maria | \$ | 1,833.27 |
| Spahl, Erik | \$ | 70,081.16 |
| Spahl, Jay | \$ | 12,544.00 |
| Sugar, Ferdinand | \$ | 9,406.71 |
| Sullivan, Steven | \$ | 500.00 |
| Thibaudeau, Deborah | \$ | 68,140.19 |
| Thibeault, James | \$ | 37,840.95 |
| Torres, Carlos | \$ | 4,307.00 |
| Tremblay, Dennis | \$ | 35,198.73 |
| Trifone, Antonio | \$ | 84,953.86 |
| Tryba, George | \$ | 10,459.68 |
| Urato, Bryan | \$ | 2,784.00 |
| Walker, Jason | \$ | 960.00 |
| Warrington, Allen | \$ | 59,873.39 |
| Warrington, Brandon | \$ | 4,569.00 |
| Westberg, Kenneth | \$ | 4,608.00 |
| Wetherbee, Richard | \$ | 58,822.61 |
| White, William | \$ | 3,024.00 |
| Wieloch, Paul | \$ | 6,481.86 |
| Wilson, Christopher | \$ | 5,543.00 |
| Wojnar, Steven | \$ | 142,805.68 |
| Woodford, Theresa | \$ | 74.88 |
| Young, Pamela | \$ | 9,311.59 |
| Zajkowski, J. Theodore | \$ | 19,318.78 |
| Ziegler, Jesse | \$ | 494.00 |
| Ziegler, Joshua | \$ | 1,779.00 |

Total Wages FY2019 \$ 4,847,118.43

COLLECTOR RECEIPTS FOR FISCAL YEAR 2019

Real Estate Tax

| | | |
|------|----|---------------|
| 2013 | \$ | (378.31) |
| 2014 | \$ | 4,160.29 |
| 2015 | \$ | 9,923.08 |
| 2016 | \$ | 9,143.53 |
| 2017 | \$ | 4,296.95 |
| 2018 | \$ | 48,845.00 |
| 2019 | \$ | 13,168,910.84 |
| 2020 | \$ | 8,155.64 |

Total Real Estate Tax

\$ 13,253,057.02

**Negative value denotes a credit folled forward to a successive fiscal year*

Supplemental Tax

| | | |
|------|----|-----------|
| 2017 | \$ | 672.13 |
| 2018 | \$ | 15,712.30 |
| 2019 | \$ | - |

Total Supplemental Tax

\$ 16,384.43

Personal Property Tax

| | | |
|------|----|------------|
| 2016 | \$ | - |
| 2017 | \$ | - |
| 2018 | \$ | 841.39 |
| 2019 | \$ | 314,356.09 |

Total Personal Property Tax

\$ 315,197.48

Motor Vehicle Excise

| | | |
|--|----|--------------|
| Excise Collected in excess of Abatement 2006 & Prior | \$ | 178.75 |
| 2008 | \$ | 86.25 |
| 2009 | \$ | 43.75 |
| 2010 | \$ | 43.75 |
| 2011 | \$ | - |
| 2012 | \$ | 195.00 |
| 2013 | \$ | 136.36 |
| 2014 | \$ | 536.67 |
| 2015 | \$ | 1,502.82 |
| 2016 | \$ | 2,903.68 |
| 2017 | \$ | 19,939.06 |
| 2018 | \$ | 240,241.61 |
| 2019 | \$ | 1,362,491.86 |

Total Motor Vehicle Excise

\$ 1,628,299.56

Boat Excise

| | | |
|------|----|----------|
| 2016 | \$ | - |
| 2017 | \$ | 80.00 |
| 2018 | \$ | 3,602.53 |

Total Boat Excise

\$ 3,682.53

Water

| | | | |
|-------|------|----|------------|
| Usage | 2013 | \$ | 395.00 |
| Fees | 2013 | \$ | - |
| Usage | 2014 | \$ | 534.00 |
| Fees | 2014 | \$ | - |
| Usage | 2015 | \$ | 317.50 |
| Fees | 2015 | \$ | - |
| Usage | 2016 | \$ | - |
| Fees | 2016 | \$ | - |
| Usage | 2017 | \$ | 7.84 |
| Fees | 2017 | \$ | - |
| Usage | 2018 | \$ | 36,871.76 |
| Fees | 2018 | \$ | 225.00 |
| Usage | 2018 | \$ | 798,669.27 |
| Fees | 2018 | \$ | 6,168.86 |

Total Water

\$ 843,189.23

Sewer

| | | | |
|-------|------|----|------------|
| Usage | 2013 | \$ | 527.00 |
| Fees | 2013 | \$ | - |
| Usage | 2014 | \$ | 675.82 |
| Fees | 2014 | \$ | - |
| Usage | 2015 | \$ | 246.08 |
| Fees | 2015 | \$ | - |
| Usage | 2016 | \$ | 65.56 |
| Fees | 2016 | \$ | - |
| Usage | 2017 | \$ | 101.08 |
| Fees | 2017 | \$ | - |
| Usage | 2018 | \$ | 47,551.26 |
| Fees | 2018 | \$ | 225.00 |
| Usage | 2019 | \$ | 848,270.95 |
| Fees | 2019 | \$ | 6,785.61 |

Total Sewer**\$ 904,448.36****Negative value denotes a credit folled forward to a successive fiscal year***Water Sewer Liens & Betterments &
Title 5 Betterments**

| | | | |
|------|-----------------------------|----|-----------|
| 2013 | Water Lien | \$ | (64.33) |
| | Water Lien Interest | \$ | (33.53) |
| | Water/Sewer Fees | \$ | (40.00) |
| 2018 | Sewer Lien | \$ | 1,734.60 |
| | Sewer Lien Interest | \$ | 231.97 |
| | Water Lien | \$ | 802.58 |
| | Water Lien Interest | \$ | 93.38 |
| | Water/Sewer Fees | \$ | 100.00 |
| | Inc. & Exp. Fees | \$ | (29.48) |
| 2019 | Sewer Lien | \$ | 48,736.13 |
| | Sewer Lien Interest | \$ | 6,930.19 |
| | Water Lien | \$ | 41,560.94 |
| | Water Lien Interest | \$ | 5,796.57 |
| | Water/Sewer Fees | \$ | 8,974.73 |
| | Sewer Betterments | \$ | 7,843.81 |
| | Sewer Betterments Interest | \$ | 1,155.46 |
| | Betterments Paid In Advance | \$ | 1,157.79 |
| | Inc. & Exp. Fees | \$ | 5,950.00 |

Total W/S Liens, Betterments & Title 5**\$ 130,900.81****Negative value denotes a credit folled forward to a successive fiscal year***Municipal Lien Certificates****\$ 23,200.00****Charges**

| | | |
|--------------------|----|-----------|
| Advertising | \$ | 444.50 |
| Bank Charge | \$ | 75.00 |
| Release of Line | \$ | 18.00 |
| Demand | \$ | 48,540.00 |
| DPW Demand | \$ | 23,600.00 |
| Mark Clear | \$ | 12,500.00 |
| Notice of Warrant | \$ | 15,876.00 |
| Service of Warrant | \$ | 13,243.00 |
| Warrant | \$ | 13,230.00 |

Total Charges**\$ 127,526.50****Total Receipts****\$ 17,118,359.42****Interest****\$ 58,108.76****Charges****\$ 127,526.50****Combined Cash Total****\$ 17,303,994.68**

**TOWN OF DUDLEY
MASSACHUSETTS
CONSERVATION COMMISSION**

Richard J. Androlewicz, *Chairman*
George Slingo, *Vice Chairman*
Francis Mikolajczak, *Commissioner*
Nancy J. Vajcovec, *Commissioner*
Samantha S. Costello, *Commissioner*
James Koebke, *Commissioner*
Frank Gardecki, *Commissioner*



71 West Main Street, Suite 8
Dudley, MA 01571
508-949-8011
www.dudleyma.gov
conservation@dudleyma.gov
Matthew S. Marro, *Environmental Engineer*
Caryl P. Savard, *Conservation Clerk*

FY 2019 Annual Report

To the Honorable Board of Selectmen and the Citizens of Dudley, Massachusetts:

The Dudley Conservation Commission administers the Massachusetts Wetlands Protection Act (WPA) (M.G.L. Chapter 131 S40) and associated regulations (310 CMR 10.00). Accordingly, any proposed activity that may remove, fill, dredge or alter a wetland resource area is subject to the Conservation Commission's approval. Wetlands that are subject to protection under the WPA include any area within 100 feet of a swamp, forested wetland, vernal pool, pond and intermittent stream; and within 200 feet of a river.

The Commission, under the Conservation Commission Act (M.G.L. Chapter 40 s8C), focuses on "promotion and development of natural resources...and protection of watershed resources" by undertaking planning and managing open space, encouraging passive recreational use of and monitoring conservation restricted land parcels.

The Commission consists of seven Dudley residents appointed by the Board of Selectmen for three-year terms. The staff members participate in educational training programs, seminars and conferences sponsored by the Massachusetts Department of Environmental Protection (DEP) and the Massachusetts Association of Conservation Commissioners (MACC) in order to stay current with constantly evolving rules and regulations, updated scientific data and best management practices.

Totals Form/Action

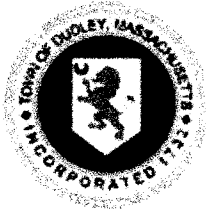
- 1 Abbreviated Notice of Resource Area Delineation
- 0 Abbreviated Notice of Resource Area Delineation Extension
- 13 Requests for Determination of Applicability
- 12 Determinations of Applicability
- 18 Notices of Intent
- 12 Orders of Conditions
 - 1 Amended Order of Conditions
 - 1 Extension for existing Orders of Conditions
 - 1 Extension for existing Order of Conditions approved
- 8 Certificates of Compliance Requested
- 8 Certificates of Compliance approved
- 2 Enforcement Orders
- 5 Investigations of Possible Wetlands Protection Act Violations
- 4 Forest Cutting Plan Reviews
- 1 Duplicate Orders/Certificates of Compliance
- 45 Site Evaluations Performed
- 2 Conservation Restrictions

FY2019 Activity

Updated Dudley Conservation Bylaw.

Ongoing mentorship with Shepherd Hill Regional High School Junior, Albert Salonis, III in creating a mountain bike trail and trail marking at Ardlock Acres.

TOWN OF DUDLEY MASSACHUSETTS COUNCIL ON AGING



Margaret Bussiere
Dir./Coordinator

Phone: (508) 949-8015 #3

71 West Main Street
Dudley, MA 01571

2019 Annual Report from the Council on Aging

To the Honorable Board of Selectmen and Citizens of Dudley:

The Dudley Seniors are actively engaged within our community and beyond! Why aren't more seniors getting out of the house, making friends and having fun? It's long been proven, people who are socially and mentally active, and those who participate in some type of volunteer work, are happier, healthier, and tend to live longer overall. Seniors who frequent this senior center vary widely in age from not quite sixty, through age nineties! Together they share common goals, sense of purpose, a reason to get out of bed each day, desire to help others, and most important, averting loneliness looking forward to plans made, and having fun with friends. Seniors we encounter support one another without hesitation; they are motivated, active, socially engaged, and living life.

Seniors are able to create their own plan for health and well-being. There is no actual blueprint on aging, and it's our mission to challenge stereotypes of what aging is. Seniors expect choices; they don't give up on future plans, ideas or the ability to attain new goals, just because of age! Some seniors are retired, and some are semi-retired folks who still enjoy being part of the workforce. Seniors have even returned to school to learn new trades/skills, hobbies; it seems today anything is possible!

Your senior center can be whatever you envision; do you have a hobby you'd enjoy sharing with others? Perhaps parlay your hobby/craft enthusiasm into a presentation, or series of workshops to an interested group. You are welcome to contact us with your ideas and perhaps you'll see a new program come to fruition. We can help put together one program or an ongoing series of programs depending on interest.

Throughout the year, we've hosted presentations, and workshops on Diet, Exercise, Health and Well-Being Health Screenings, and Estate Planning, Elder Law topics, Identity Theft, Fraud Protection Awareness, Craft Workshops, Garden Workshops, Live Music Events, etc. At the senior center, we offer "One to One" Computer/tablet/smartphone classes to help seniors gain technology savviness, and confidence in using/navigating online/ media and more! The Internet as well as Social Media became necessary indispensable tools for everyday living: news, shopping, research, communication, planning/finding activities, driving directions, endless ideas.

If you can think it- you can find it; exciting, rewarding, **and** potentially problematic! Knowing we may become vulnerable to bad actors, (crooks actually), we seek guidance and discernment of who and what information to trust. It has become extremely difficult to know what information is reliable and true. The “Bad Guys” are ever changing and on the move; they appear to create new scams on a daily basis, and we must be vigilant in guarding our personal information. Beware of falling victim to unscrupulous con artists who think they’ve successfully reeled you in by proclaiming that you’ve won something, insisting you must act this very minute and buy gift cards, mailing to them in order to claim your prize. One senior receives **“neighbor spoofing”** calls with her own phone number showing up on caller ID as the incoming call! **These calls can look like it is coming from someone in your own town, when in fact it is not! Some of these calls can sound very aggressive, demanding, even threatening, promising you jail time if you failed to respond as requested. Don’t fall for it, Just Hang Up!**

In 2019, our weekly schedule included:

Tri Valley Lunch Club, on Mondays and Fridays, seniors are welcome to enjoy healthy and affordable meals, for only a \$3.00 donation! **Other Programs we offer: Mon. & Fri., Chair Yoga**, also Mondays Creative Crafter Workshop. Tuesdays, 13 Card Pitch, and Dudley Senior Women Needle Workers Group, (they also meet on Wed). Thursdays, Cribbage, **Fridays, (see above)** and also Game Day, (we have an affinity for word games)!

The Dudley Senior Women Needle-Workers Group meets two afternoons a week to create something beautiful for those in need. They contribute, to the greater community donating their creations of knitted/crocheted items to local charities, Veteran’s, U Mass. Memorial, & Salvation Army, and local school children. Volunteer knitters are always welcome!

Throughout the year, the seniors continued to enjoy **“Jimmy D’s Little Italian Lunch”**, **Thank you Chef Jimmy!** We’ve held an **“Oktoberfest,” a European Cuisine Lunch, a Mother’s Day Tea, Volunteer lunch, Thanksgiving Dinner, and Christmas Party**, we’ve enjoyed some very delicious catered lunches! We’ve collected gift cards, handcrafted items, created Hand-Made fabric shopping bags, **a group project**; which were donated to the **Salvation Army**. We’ve gone on some cool Field Trips too: **Wicked Tulips Tulip Farm in RI, Tower Hill Botanical Gardens, Heritage Gardens in Sandwich, Mass, and** occasionally out for lunch!

“Thank you” to all of our valuable Program Leaders, Council Members, Volunteers, Friends and Sponsors; You are very much appreciated!

We received grants from **Dudley Cultural Council, Mass Council on Aging, and generous donations to the Common Ground Memory Café**; We are most thankful!

Through the DCC, We’ve enjoyed special events and programs; Wayfaring and Sea Shanty music by Roger Tincknell, History of Pottery-making in Massachusetts, a demonstration of pottery making by Rick Hamelin, and a Pastel Arts workshop, Sail Away, with Greg Maichack. We are pleased to continue our monthly Common Ground Memory Café, for memory impaired individuals, caregivers, family, and friends; a program which is all about inclusion, acceptance, and having fun! The Common Ground Memory Café is grateful to MCOA for this valuable program! (MCOA Memory Café Grant ended 6/30/19). Our programs, Director/ Coordinator, and Kitchen Helper, are supported by the State Formula Grant via, The Office of Elder Affairs Boston. We also thank Tri Valley Inc. for the great meals program; our COA Board Members, and also The Town of Dudley for our senior center space. Special Thanks to Panera Bread for donations of baked goods, and to Lanessa for all the Ice Cream Sundae Socials, Brookside Rehab. For our Happy Birthday Cakes, and to Joan Grindle LPN, Overlook, for BP Clinics. **Thank You all, for your help and participation!**

On a serious note: Throughout 2019, we received phone calls, and “Walk-Ins,” from seniors, and occasionally non-seniors, looking for direction, to get help with bill paying, fuel assistance, food assistance, adult day care/home health assistance, and **SHINE** referrals. Referrals were also made to, MA State Elder Abuse Hotline, **Tri Valley Elders, Salvation Army, HANDS**, and other appropriate agencies, to help meet individual confidential needs and concerns. Online, our senior center website points to many other valuable resources, which may be of immediate help to the community.

Through experience we’ve learned, one must be resilient, have an ability to bounce back from adversity; be flexible, lighthearted, interested, and be willing to adapt to whatever changes come our way.

It is The COA’s purpose, to be encouraging and uplifting to those around us; present a positive attitude to people we meet, be motivated/activated and confidentially assist any seniors in need.

We look forward to making new friends, adding new fun programs and activities, and a great 2020 at The Dudley Senior Center; we invite you to come and join us!

Respectfully Submitted,

Margaret Bussiere, COA Director/Coordinator

COA Board Members: Chair: Donna Mendelenakis, Josephine Bottieri, Jim. D’Auria, Janice Brady, Joyce Cordero, Kathy Cormier

DUDLEY CULTURAL COUNCIL
Annual Report 2020
Cycle # 46

In accordance with the Massachusetts Cultural Council's purpose: "to promote and maintain the vitality of local cultural resources and to ensure these resources are shared within the community", the Dudley Cultural Council is committed to funding a diverse cross-section of activities. We support a broad variety of art forms, the ongoing work of individual artists, environmental education projects, collaborative proposals that bring together artists and other types of organizations, and local culture groups. The Dudley Cultural Council makes every effort to add worthwhile programs for the town to enjoy and participate in.

The Dudley Cultural Council received a budget of \$7,800 from the Massachusetts Cultural Council for FY 2020 (Cycle 46). In addition to the current year allocation, \$10 was carried over from FY 2019 due to a program costing \$10 less than was awarded. Therefore, we were able to grant a total of \$7,810 for FY 2020. A total of 22 requests were received totaling \$15,650. Each of these grant requests was carefully reviewed and considered in accordance with the criteria set forth by the Massachusetts Cultural Council and the Dudley Cultural Council's local priorities. Of these, the following 16 grants were approved.

**Dudley Cultural Council
Approved Grant Requests for Cycle 46 totaling \$7810**

- | | |
|------------------------|--|
| 46 - #29015 for \$350 | <u>"Songbirds of the Northeast"</u> - requested by John Root, to be held at the Pearle L. Crawford Memorial Library. |
| 46 - #29382 for \$250 | <u>"Everything is Coming Up Irish"</u> - requested by Margaret Bussiere, to be held at the Dudley Senior Center. |
| 46 - #30188 for \$1000 | <u>Rehabilitate and update Veterans Hall</u> , requested by Michelle Jarvis to be done at the Dudley Municipal Complex. |
| 46 - #30361 for \$700 | <u>Visit to Worcester Art Museum</u> for 4 th graders - requested by Dawn Gravel. |
| 46 - #30478 for \$125 | <u>An International Poster Exhibit</u> , requested by Steven Lewis. Exhibit at Pearle L. Crawford Memorial Library |
| 46 - #30818 for \$800 | <u>Len Cabral, internationally acclaimed storyteller</u> , requested by Samantha Gatsogiannis for 5 th and 6 th graders at Dudley Elementary School. |
| 46 - #31210 for \$150 | <u>"Moon River To Malaquena to Traditional Irish Tunes"</u> , requested by Margaret Bussiere to be held at Dudley Senior Center |
| 46 - #31604 for \$700 | <u>Tradesmen on the Common</u> , requested by David Proulx to be held on the Dudley town common. |
| 46 - #31707 for \$300 | <u>Old Fiddlers Club of Rhode Island</u> , requested by Dudley Grange #163 to be held at the Dudley Grange #163. |
| 46 - #32398 for \$300 | <u>Dragon Balloon Twisting Workshop</u> , requested by Ed Cope (Ed the Wizard) to be held at Pearle L. Crawford Memorial Library |

- 46 - #33626 for \$175 **“I Cannot Die But Once”**, requested by Nancy Roy to be held at the Black Tavern Barn, Dudley, MA.
- 46 - #34249 for \$1000 **Art Through the Ages 8th Annual Dudley-Charlton District-Wide Art Show**, requested by Stephanie Lashua to be held at Shepherd Hill Regional High School
- 46 - #34725 for \$410 **“Elvis to the Beatles”**, requested by Roger Tincknell to be held at Dudley Senior Center.
- 46 - #34872 for \$350 **“All About Poets and Potters”**, requested by Margaret Bussiere to be held at the Dudley Senior Center.
- 46 - #35754 for \$450 **“Imagine That: A Summer Reading Celebration”**, requested by Davis Bates to be held at the Pearle L. Crawford Memorial Library.
- 46 - #37760 for \$750 **Brown Box Theatre**, requested by Webster Recreation Department to be held at French River Park in Webster, MA.

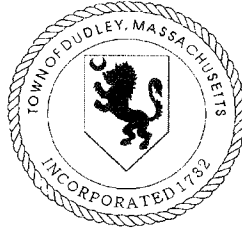
Respectfully Submitted,
Denise Driscoll & Ginni Di Donato. CO-Chairs, Dudley Cultural Council

DUDLEY CULTURAL COUNCIL MEMBERS: Denise Driscoll co-chair, Ginni DiDonato co-chair, Mary Kunkel secretary, Jo Ann Brinker treasurer, Audrey Resener member, Marilyn Kramarz, member, Patricia Biron, member.

cc: Board of Selectmen, Town Clerk, Dudley Cultural Council Secretary

TOWN OF DUDLEY
MASSACHUSETTS
Finance, Appropriation and Advisory Committee

Michael Mayotte
Don Wilson
Maggie Levasseur
Ann Gaudreau



71 West Main Street
Dudley, MA 01571
Phone: (508) 949-8001
Fax (508) 949-8013

FINANCE, APPROPRIATION AND ADVISORY COMMITTEE ANNUAL REPORT FOR FISCAL
YEAR 2019

To the Honorable Board of Selectmen and the Citizens of the Town of Dudley:

The Dudley Finance, Appropriation and Advisory Committee (FAA), by Town By-Law, is a nine (9) member committee appointed by the Town Moderator, with each member serving a three year term. Furthermore, members serve without compensation. A full committee would have representation of each of the Dudley precincts, and the Chair.

The FAA, under State Law and Town Bylaws, must offer for consideration at Town Meeting, a balanced budget and make a recommendation on Articles submitted. This is done through listening to the request from each of the Town Departments, the Town Administrator, the Board of Selectmen and the citizens of Dudley, and by way of careful deliberation of requests in relation to available resources.

The Citizens of Dudley approved the FY19 Town operation budget of \$20,660,984.00 (less State Assessments). The school budget totalled \$10,219,890.00 (DCRSD and Bay Path) and the Enterprise Accounts (water and sewer) totaled \$1,934,558.00). The FAA strongly recommended that any free cash funds be earmarked for the town's Stabilization Account.

The FAA will continue to advise the citizens in matters requiring the expenditure of our limited resources, and will only recommend for consideration those expenditures that will not negatively affect the Town's solvency.

In closing I wish to thank the members of the FAA for their years of service on the Committee. We urge any citizens interested in serving on the FAA to contact the Board of Selectmen office at 508-949-8001 or email at selectmen@dudleyma.gov.

Respectfully submitted,

Michael Mayotte
Chairman, Finance, Appropriation and Advisory Committee



Dudley Fire & Emergency Services

128 West Main Street
Dudley, Massachusetts 01571



Established 1960

Business (508) 949-8040
Fax (508) 943-4424

2019 Annual Report of the Dudley Fire Department

To the Honorable members of the Board of Selectman:

I respectfully submit the Annual Report of the Dudley Fire Department for 2019. We had an extremely busy year this past year with all calls for service being up over last year. This includes fire, EMS, special rescue, inspections and public education programs. The new fire station was completed in October and the grand opening was held on October 19, 2020. We had a number of events and a ribbon cutting ceremony. Town and state officials presented us with proclamations from the Statehouse and gave speeches. Thank you to Senator Ryan Fattman, Representative Peter Durant, The Dudley Board of Selectmen, Town Administrator Jonathan Ruda, Retired Administrator Greg Balukonis, Rampco Construction, P and P Contractors, and most importantly the citizens of Dudley. Without your support this would not have been possible. I would like to take a moment to thank the building committee for all its hard work and efforts during this period. We as a department will continue to provide a top notch service to the town and strive to progress into the future providing the best service in the area for Rescue, EMS, Fire Suppression, Fire Prevention, and Public Education.

Ambulance receipts were slightly ahead this year over last year as they brought in about \$520,000.00 to the town. We had an increase in call volume, which I will get into more detail about below, but we also had increase in the percentage of Medicare and Medicaid patients, which pays a set amount determined by the government, so this does hurt our receipts a bit, but we also received a Medicaid reimbursement through a program being offered to EMS services across the state that allowed us to recuperate about \$33,000.00 in EMS expenses which boosted our numbers up an additional \$33,000.00 for a total of \$553,000.00. This was a pretty significant increase over last year. We hope to see this trend continue as are call volume seems to increase every year.

Structure of the Department

The Dudley Fire and Emergency Services is a combination fire and emergency medical services department that consists of a small group of one full-time chief, a full-time Assistant Chief, eight career staff, 32 part-time paid on-call personnel, and 15 per-diem paramedics. The career staff maintains seven days, twelve hour, fire and emergency medical services to watch over the town during the daytime hours. The evening and overnight hours are covered by per-diem paramedics and the on-call fire department. The call department provides coverage during the night time hours. The per-diem paramedic staff covers one ambulance from 6p.m. to 6a.m.

The career staff includes One (1) Chief, (1) Assistant Chief, Two (2) Lieutenants (Full-Time, and Six (6) firefighter/paramedics. The career staff handles all inspections, permits, fire prevention activities, and fire education activities as well as several community support

operations i.e. placing the American Flags on the Telephone Poles in town. The Part-Time Paid Call staff includes (1) one call Deputy Chief, (1) call Captain in charge of training and operations, Five (6) Lieutenants, One (1) Safety-Officer/PIO, and twenty- six (24) firefighters. The call staff is broken down into four companies with one lieutenant running each company the call staff also includes a Department Chaplain. We have also recently added a training division run by one Captain and one Lieutenant. They are responsible for all department training, both full time and call. They conduct the training and keep all the training records. This new training system has worked very well for us and has kept our department prepared for any type of emergency that comes in. It has made the department very effective and efficient. We also have one (1) Maintenance Lieutenant who is responsible for the upkeep and repair of our fleet. He provides us with minor repairs and maintenance of the fleet as he is a call member and not full-time. Larger repairs are sent out. The 6p.m. to 6a.m. shifts with two per-diem medics covering each shift, 7 days a week has proven to be very successful. In 2019 we only gave away a total of 8 EMS calls to mutual aid compared to 181 calls given away in 2010 under the old call system, and the 8 calls were second ambulance calls or while other fire calls were occurring. Furthermore, the level of care to the town residents has greatly improved with the double paramedic configuration. We hope to continue this high level of service to the town for a long time to come. We currently have Fifteen (15) members on our per-diem staff. We have successfully filled these shifts with the per-diems and existing members. This provides a higher level of service to the town at a very reasonable price and is a great alternative to additional full-time staff. A majority of the money comes from EMS receipts and not taxpayer money. About 60% of our budget is covered by EMS receipts, 40% percent from taxes. The Emergency Medical Staff of the department is made up of some who also serve as firefighters including the ten (10) career staff members. At the present time the medical staff includes Twenty- three (23) paramedics, one (1) Advanced EMT, and two (2) basic EMT's.

The end of this report has a graph showing the response times for the whole year. Also, at the end of this report is a breakdown of Advanced Life Support Calls versus Basic Life Support Calls. As you will see advanced procedures was needed 54% of the time and Basic service was needed 46% of the time making Advanced lifesaving procedures slightly higher than basic services for the year. The advanced or paramedic coverage is imperative, especially in this area as it is a rural location located further away from any major hospitals. This means during the more serious calls we are with the patient for a longer period and can provide the lifesaving care needed during a longer transport to the city. This greatly increases the survival rate for the patient. I cannot stress enough the importance of paramedic coverage and advanced procedures in the field. The service has helped save many lives and will continue to operate at an optimal level. There are also a number of other graphs and tables showing things such as, types of calls, skills performed, transport vs. Non-transport, and mutual aid given to other communities. I am hoping this will all show the community what we actually do and how involved we are in the safety and well-being of our citizens. These charts and tables will also give the townspeople a better understanding of what tasks we actually perform and how often we do them.

Grant Funding

Grant funding slowed a bit this year, which is the first time since 2011. We did not receive any major grants as we were unsuccessful with AFG this year, but will reapply next year as we do

every year. However we did receive a number of smaller grants such as, SAFE, Senior SAFE, EMPG, Central Homeland Council, and various donations. The grants list is at the end of this report. The department has received \$1,298,857.39 in grant funding since July of 2011. The yearly average is \$144,317.49. This further takes the burden off the taxpayer and helps the department complete its mission and provide better service to the community. We will continue to seek out grants and work hard to obtain the funding that they provide for this important service.

Student Awareness of Fire Education (S.A.F.E.) Grant and Senior Safe

In an effort to educate students about the fire and health hazards of smoking-related materials, the Student Awareness of Fire Education (S.A.F.E.) program was established in Fiscal Year 1996. The program's mission is to provide students with the knowledge base to recognize the dangers of fire, including the fire hazards that smoking-related materials pose. The core of the S.A.F.E. Program has been and will continue to be school-based. Because learning occurs at all ages, and is not limited to pupils who attend school, funds are used to implement community fire and life safety education programs outside of school buildings. S.A.F.E. uses specially trained firefighters to teach fire and life safety education.

This year Dudley Fire received a grant in the amount of \$3,965.00 that will enable us to reach the student population and teach them of the dangers of fire. Funds will also be used to staff the S.A.F.E. trailer at several community and school events. The S.A.F.E. trailer was purchased several years ago and continues to be a valuable asset in the community education programs of the Fire Department. Members of our staff continue to provide top notch education and training to the youth of the community. A total of 81 SAFE programs were taught during calendar year 2018. The breakdown is listed below:

| | |
|-----------------------------------|--|
| <i>Elementary School Programs</i> | <i>25- Approx. 800 students</i> |
| <i>College Programs</i> | <i>6</i> |
| <i>Fire Drills</i> | <i>28</i> |
| <i>SAFE House Programs</i> | <i>21</i> |
| <i>Pre-Prom Drill</i> | <i>1</i> |
| <i>Senior SAFE</i> | <i>2- Approx. 88 seniors (55 and over)</i> |
| <i>Smoke Detector Installs:</i> | <i>11</i> |
| Total: | 94 |

In addition to our SAFE program, the town was presented with a grant in the amount of \$2,348.00 for our Senior Safe program. This is a SAFE program that focuses on fire safety for the elderly population. This program continues to be successful as it enters its third year. The program was well received and very informative for those who attended. We would like to be able to expand on these programs and reach more of Dudley's Elderly Population. We will be running these classes again this year and we will continue our smoke detector program for persons over 55. We installed detectors in 11 homes last year free of charge. We would also like to grow and expand this program in the upcoming year.

2019 Response Call

During 2019 Dudley Fire responded to 561 Fire calls, 1436 Emergency Medical Calls, 94 SAFE programs, and conducted a total of 460 inspections, for a total of 2,551 calls for service. This shows a slight decrease in fire responses, a large increase in EMS calls, with ALS responses up, so the calls were more serious in nature and the opioid epidemic has increased the use of Narcan and ALS skills in the field. Although we have noticed that these important ALS skills have saved many lives in the past year. Inspections were slightly down over last year. The total increase for the department for the year was 2 percent over 2018. The breakdown of calls responded to is listed below. It is also important to note that out of all these calls, 34 were building fires that required multi- Company and multi- personnel response. These types of calls require a lot of resources and many man hours of work. These are pretty significant increases and show how many different types of calls the fire department is now responsible for and the increased need for medical care in a rapidly aging population. I would like to commend my personnel for providing a swift and appropriate response to all of these calls and for their unwavering dedication to the townspeople during a very busy year. All of the sheets attached are for your review. Feel free to contact me at the fire department should you have any questions or comments about any of the content in this report. Thank you.

Respectfully Submitted,



Dean Kochanowski
Fire Chief/EMD



Business (508) 949-8040
Fax (508) 943-4424

Dudley Fire Department

128 West Main Street
Dudley, Massachusetts 01571



Established 1960

CY2019 DEPARTMENT STRUCTURE

As of 3-1-20

CAREER STAFF

Chief of Department
Assistant Chief
Two House Lieutenants
Six Firefighters

PAID-CALL STAFF

Four Companies
One Call Deputy Chief
One Call Captain
Each Company has one Lieutenant
Several Fire and EMS personnel
Several Per-diem Paramedics
Fire Chaplain
Photographer/PIO/Safety Officer
Training Division led by two
Training Captain and Lieutenant
Maintenance Lieutenant

Chief of Department

Chief Dean C. Kochanowski EMT-P

House Officers

Assistant Chief Paul Konieczny EMT-B
Lt. Chester Moroz EMT-P
Lt. Steven Chenard EMT-P

Firefighters

Eric Spahl EMT-P
Scott Benoit EMT-P
Antonio Trifone EMT-P
Lyle McKay EMT-P
John Bain EMT-P
Nicholas Daly EMT-B

Call Deputy Chief

Deputy Chief John LaRochelle EMT-B

Call Captain

Captain Brian Belhumeur

Department Chaplain

Pastor David Majorowski

Dudley Fire Department

128 West Main Street
Dudley, Massachusetts 01571

Department Photographer/Safety Officer

Alan Brackett

Emergency Management Division

Chief Dean C. Kochanowski EMT-P, EMD

Captain Paul Konieczny EMT-B

EMS Coordinator

Lt. Chet Moroz EMT- P

FF Lyle McKay EMT-P(EMS Training)

Training Division

Captain Brian Belhumeur

Lt. Bertram Davis

Maintenance Division

Lt. George Patrinos

Fire Education and SAFE

Captain Paul Konieczny EMT-B

FF Antonio Trifone- EMT-P

Jay Giroux EMT-B

Fire Prevention

Chief Dean Kochanowski EMT-P

Captain Paul Konieczny-EMT-B

CERT Coordinator

Captain Paul Konieczny EMT-P



Dudley Fire Department

128 West Main Street
Dudley, Massachusetts 01571

PAID-CALL DEPARTMENT 2019 STAFF

Deputy Chief John LaRochelle EMT-B

Captain Brian Belhumeur

Company 1

Lt. Kenneth Sellers EMT-B

X- Adam Bernard
D/O Michael Buchanan
D/O Jess Prefontaine
Pvt. Lucas Perzan
Pvt. Carlos Torres
Pvt. Patrick Normandin

Company 2

Lieut. Travis McDonald EMT-B

X- Nicholas Shelburne EMT-P
D/O Joe Marcinkus
D/O Joshua Brackett
Pvt. Shane Nogler
Pvt. John Hollows
Trn. Jacob McDonald

Company 3

Lieut. Chris Wilson EMT-A

X- Patrick Reynolds EMT-P
D/O Josh Ziegler
Pvt. Scott Konieczny
Pvt. William Connor
Pvt. Michael LaPrade

Company 4

Lt. Keith Nichols

D/O Charles McGowan EMT-P
Pvt. Jesse Caney
Pvt. Michael Bonnette
Pvt. Eric Roemer

x- denotes Senior Private /acting officer of company

Dudley Fire and Emergency Services

128 West Main Street
Dudley, Massachusetts 01571

CAREER DEPARTMENT 2019 STAFF

Chief Dean Kochanowski EMT P
Assistant Chief Paul Konieczny EMT-B
Lieutenant Chester Moroz EMT-P
Lieutenant Steven Chenard EMT-P
Firefighter Eric Spahl EMT-P
Firefighter Scott Benoit EMT-P
Firefighter Antonio Trifone EMT-P
Firefighter Lyle McKay EMT-P
Firefighter John Bain EMT-P
Firefighter Nicholas Daly EMT-B

PER-DIEM PARAMEDIC STAFF

Robbie Barton EMT-P
Peter Ostroskey Jr. EMT- P
William White EMT-P
Jessica Prefontaine EMT-P
Tony Genga EMT-P
Bryan Urato EMT-P
Zachary Eccles EMT-P
Robert Fitzgerald EMT-P
Jennifer Fitzgerald EMT-P
John Belanger EMT-P
Robert Edmonds EMT-P
Ken Westberg EMT-P
C.J. McGowan EMT-P
Patrick Reynolds EMT-P
Michael Killeen EMT-P

2019 Calls for Service Volume

| | | | |
|-------------------------|------|----------------|-----|
| Fire Incidents | 561 | | |
| EMS Incidents | 1436 | | |
| Inspections | 460 | Permits Issued | 523 |
| <hr/> | | | |
| Total Calls for Service | 2457 | | |

2018 - 2019 Call for Service Volume Comparison

| <u>2018</u> | | <u>2019</u> | |
|-------------|------|-------------|------|
| Fire | 591 | Fire | 561 |
| EMS | 1348 | EMS | 1436 |
| Inspections | 476 | Inspections | 460 |
| <hr/> | | | |
| Total | 2415 | Total | 2457 |

2018-2019 Percentage Increase/Decrease

| | |
|-------------|--------|
| Fire | -5.08% |
| EMS | 6.53% |
| Inspections | -3.36% |

Total Fire/EMS Call Volume Increase - 1.74%

Incident Type Comparison 2018-2019

| | <u>2018</u> | <u>2019</u> | <u>Percentage</u> |
|-------------------------------|-------------|-------------|-------------------|
| Building Fires | 26 | 19 | -26.9 % |
| Brush / Outdoor Rubbish Fires | 7 | 11 | 57.1 % |
| EMS Assistance | 83 | 110 | 32.5 % |
| MVA | 62 | 55 | -11.3 % |
| Carbon Monoxide Calls | 41 | 18 | -56.1 % |
| Alarm Activations | 137 | 142 | 3.65 % |
| Dispatched and Cancelled | 60 | 52 | -13.33 % |
| Good Intent | 66 | 31 | -53 % |

Fire Response

| | |
|-----------------------------|------------|
| Motor Vehicle Crash | 53 |
| Alarm Activation | 156 |
| Fires | 43 |
| Weather Related | 17 |
| Hazardous Conditions | 49 |
| Special Incident/Assist EMS | 125 |
| Investigations | 98 |
| Public Service | 20 |
| Total Response | 561 |

Inspections

| | |
|--------------------------|------------|
| Smoke/Co | 195 |
| L.P. Tank | 43 |
| Building Safety | 60 |
| Other | 162 |
| Total Inspections | 460 |
| SAFE Programs | 94 |

EMS Response

| | |
|-----------------------|-------------|
| BLS Transport | 401 |
| ALS Transport | 630 |
| Lift Assist | 124 |
| No Transport | 249 |
| Cancelled | 32 |
| Total Response | 1436 |

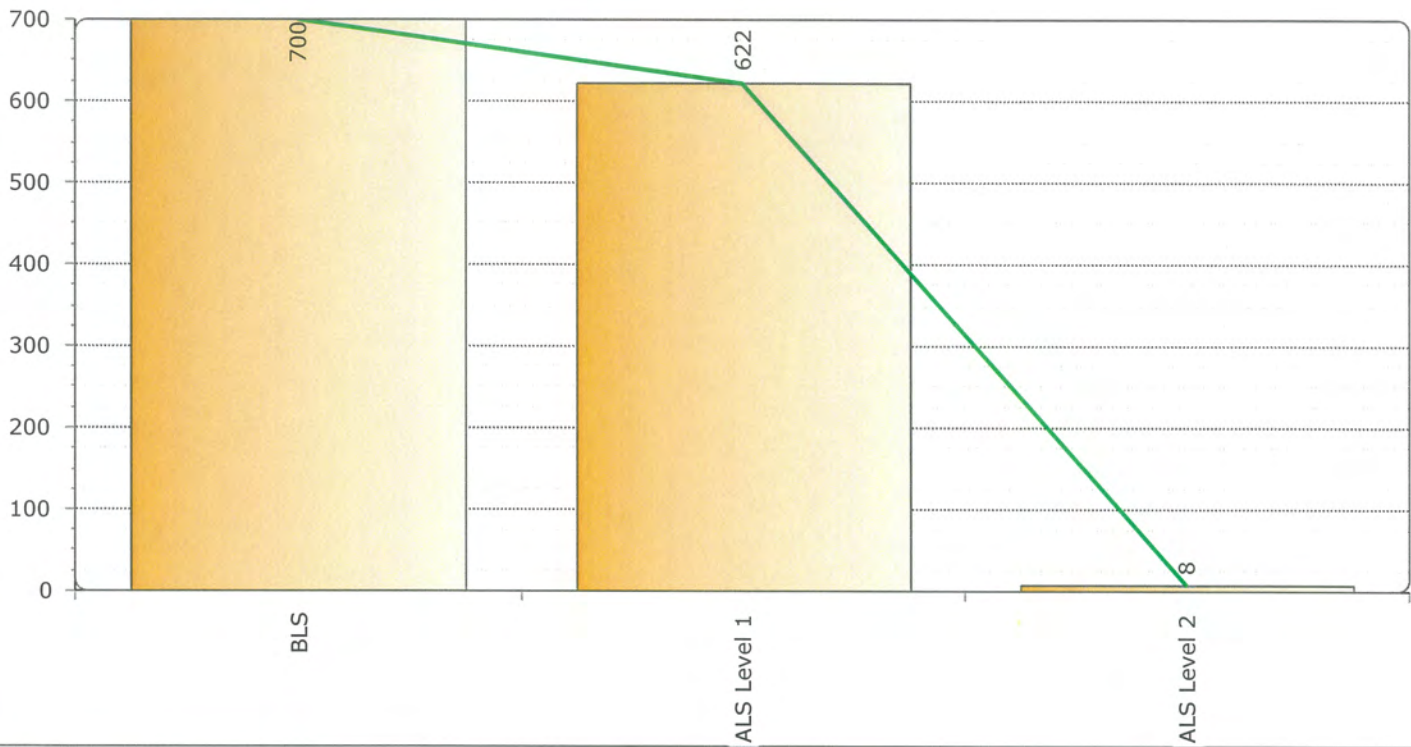
Permits

| | |
|----------------------|------------|
| Trench | 2 |
| L.P. Tank | 45 |
| Storage | 9 |
| Open Burning | 198 |
| Smoke/CO | 173 |
| Other | 96 |
| Total Permits | 523 |

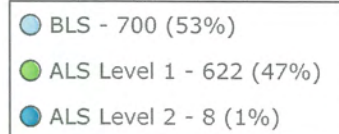
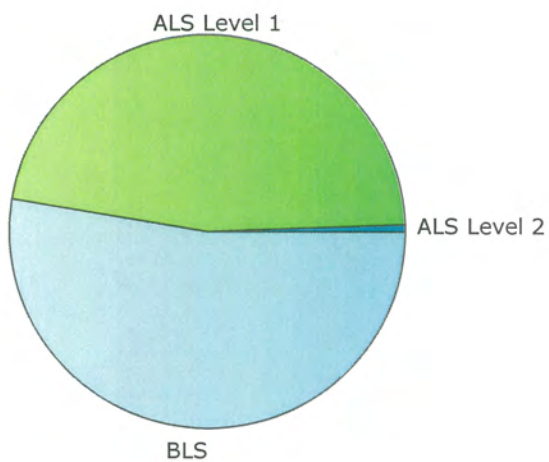
Total Calls for Service: 2551

Incident Billing + Payment - Level of Service

Incident Count (top 40)

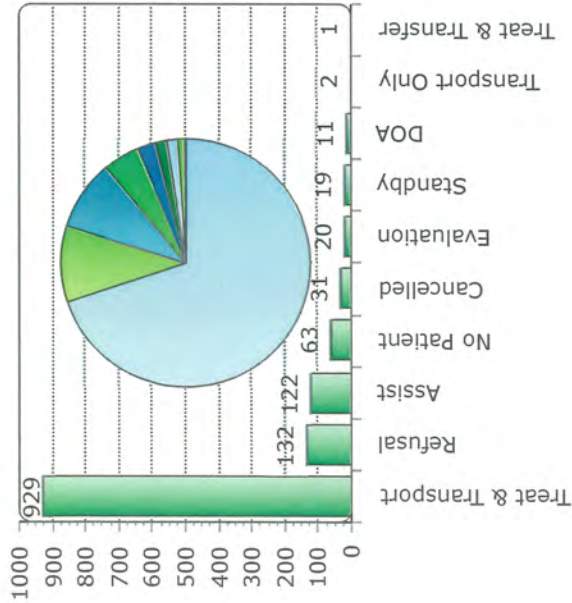


Incident Count (top 40)



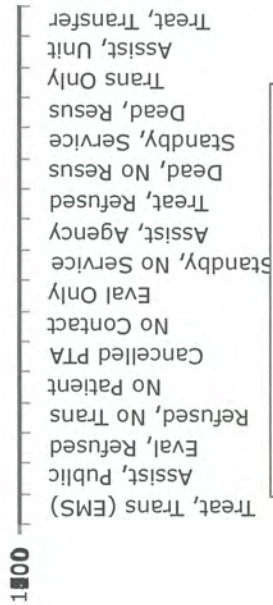
Dashboard - Disposition Dashboard

Disposition Group



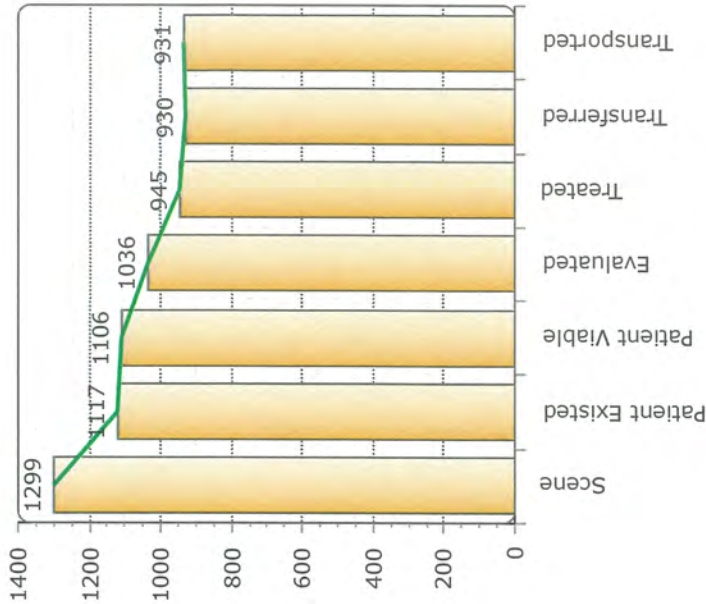
- Treat & Transport - 929 (70%)
- Refusal - 132 (10%)
- Assist - 122 (9%)
- No Patient - 63 (5%)
- Cancelled - 31 (2%)
- Evaluation - 20 (2%)
- Standby - 19 (1%)
- DOA - 11 (1%)
- Transport Only - 2 (0%)
- Treat & Transfer - 1 (0%)

Disposition



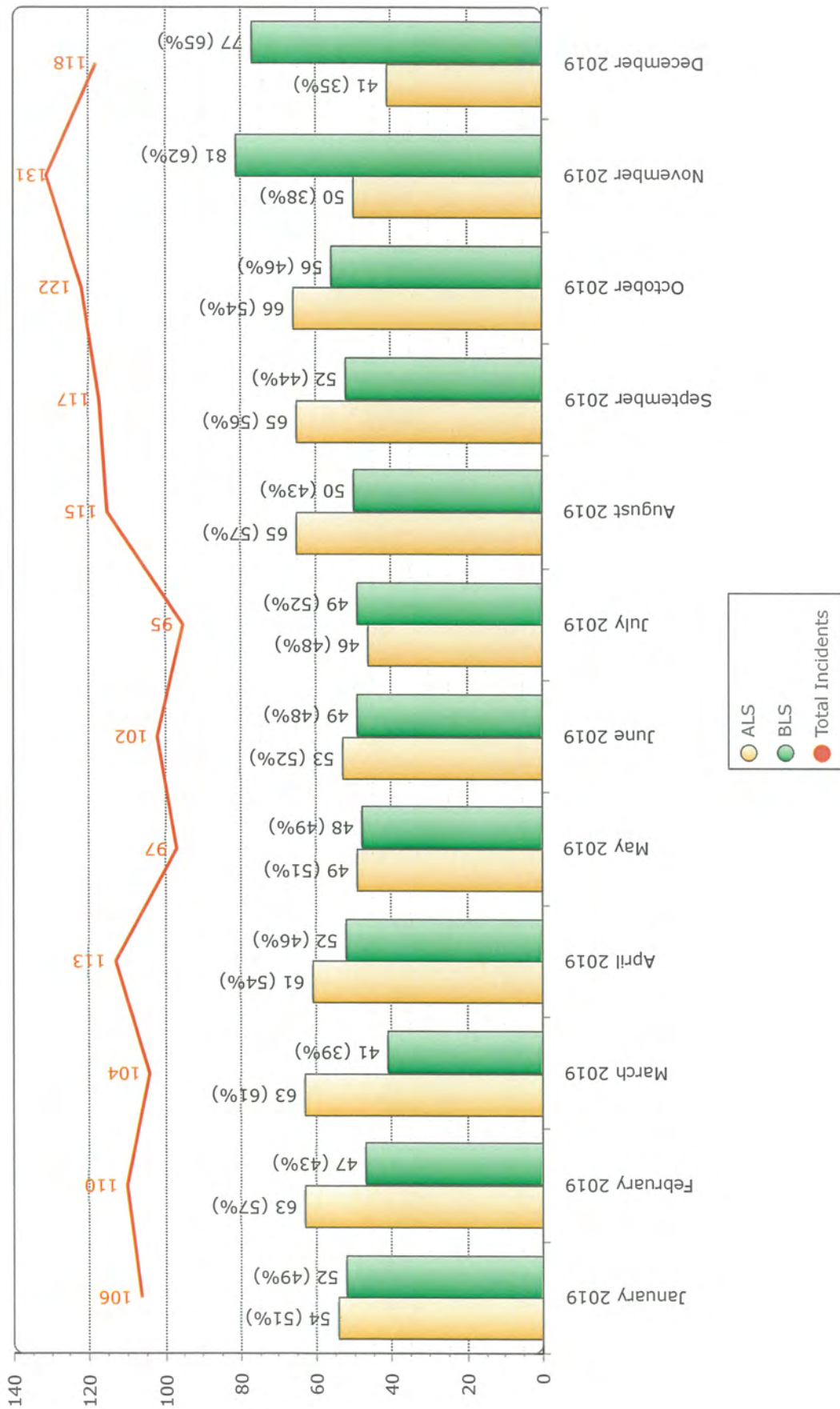
- Treat, Trans (EMS) - 929 (70%)
- Assist, Public - 106 (8%)
- Eval, Refused - 63 (5%)
- Refused, No Trans - 57 (4%)
- No Patient - 41 (3%)
- Cancelled PTA - 31 (2%)
- No Contact - 22 (2%)
- Eval Only - 20 (2%)
- Standby, No Service - 16 (1%)
- Assist, Agency - 15 (1%)
- Treat, Refused - 12 (1%)
- Dead, No Resus - 8 (1%)
- Standby, Service - 3 (0%)
- Dead, Resus - 3 (0%)
- Trans Only - 2 (0%)
- Assist, Unit - 1 (0%)
- Treat, Transfer - 1 (0%)

Disposition Category



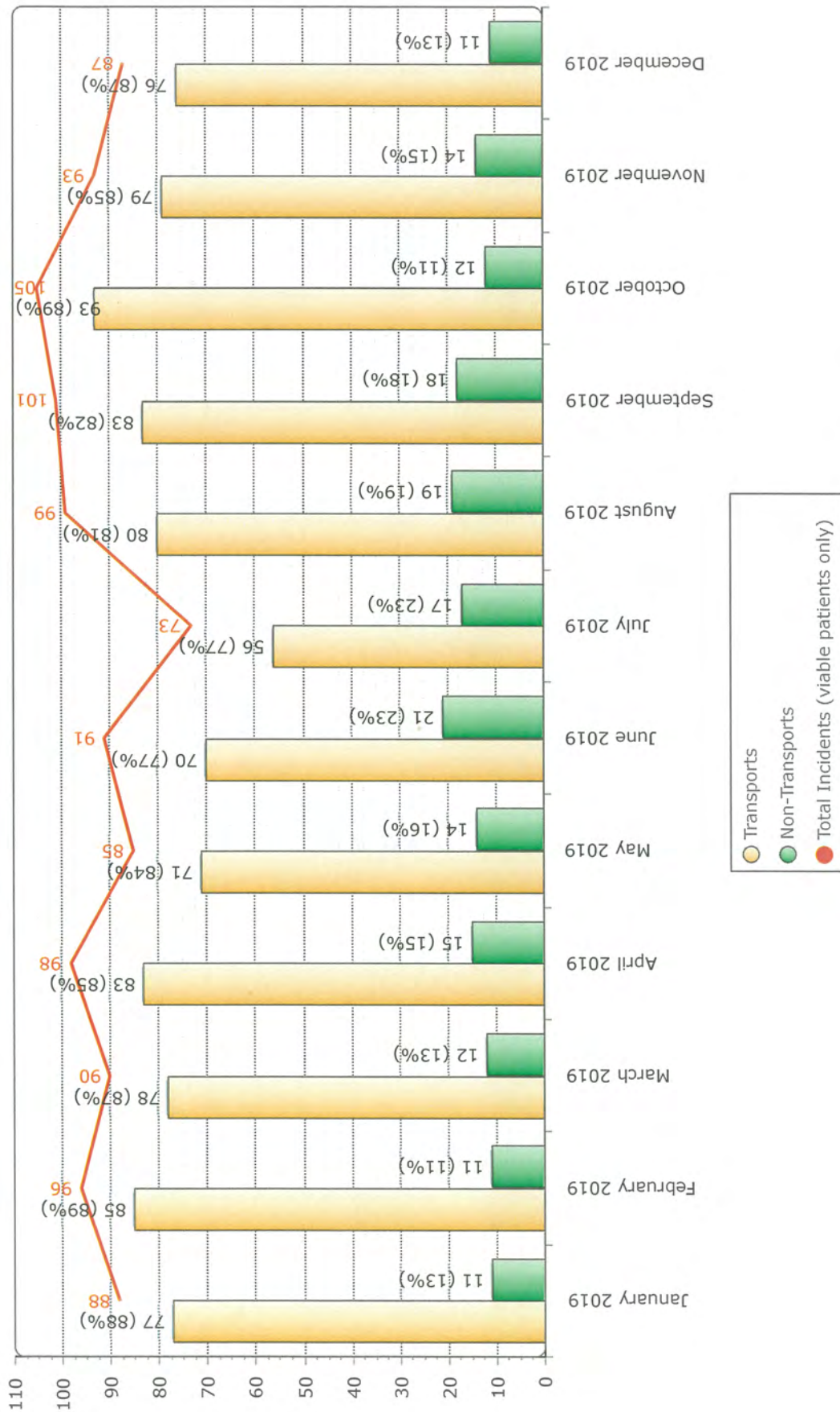
- Scene - 1299 (98%)
- Patient Existed - 1117 (84%)
- Patient Viable - 1106 (83%)
- Evaluated - 1036 (78%)
- Treated - 945 (71%)
- Transferred - 930 (70%)
- Transported - 931 (70%)

ALS vs. BLS Trend



Date From >= 1/1/2019 + Date To < 1/1/2020 + Status = Active

Transport / Non-Transport Trend

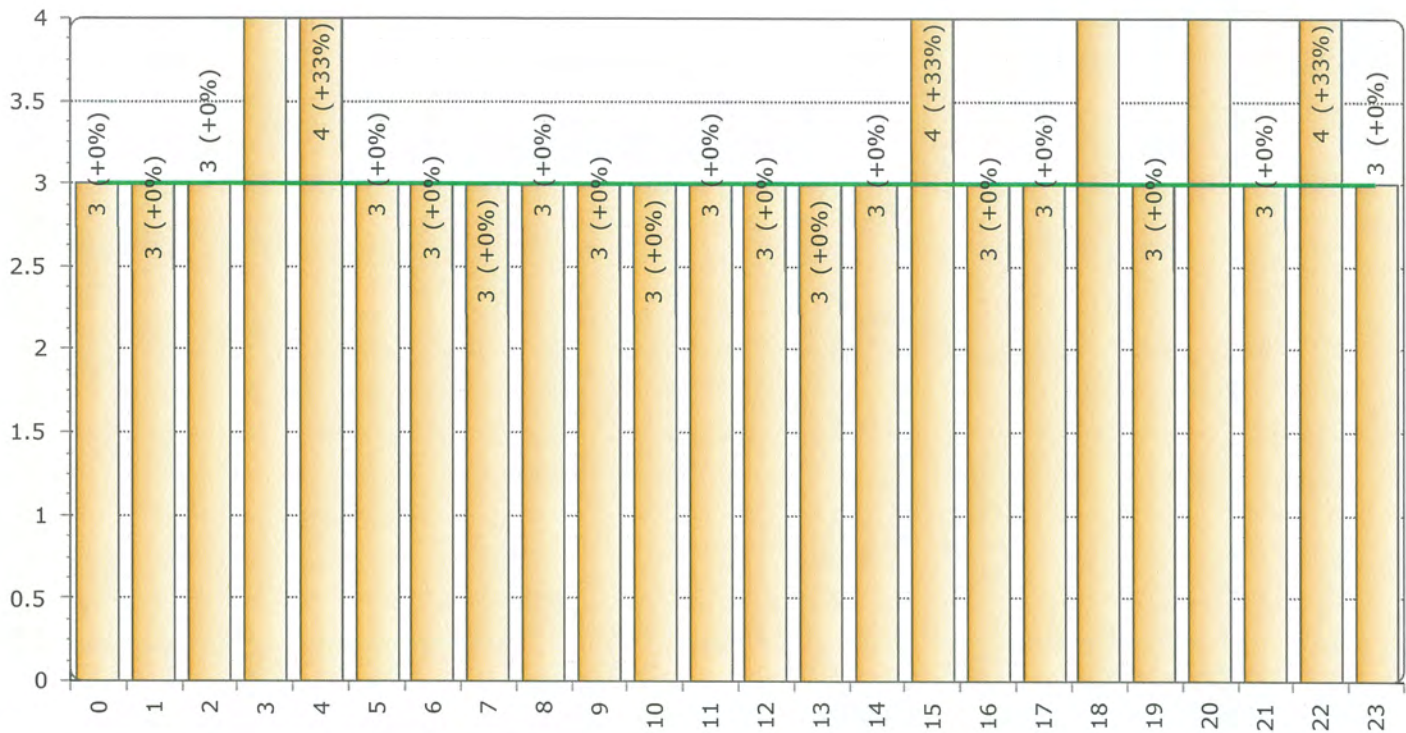


Date From >= 1/1/2019 + Date To < 1/1/2020 + Status = Active

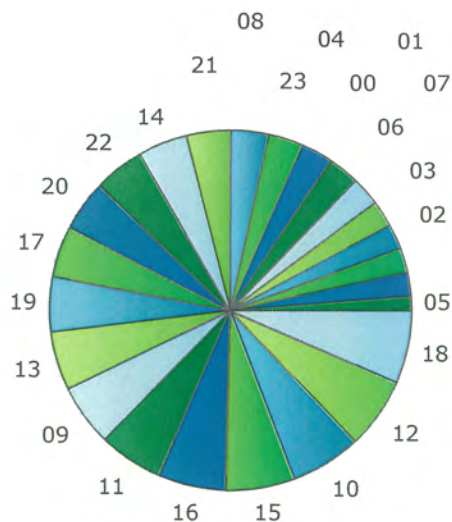


Incident Time Elapsed Response - Respond to Arrive Scene by Hour

Average (top 40)



Sum (top 40)



| | |
|---------------|---------------|
| 18 - 324 (6%) | 00 - 138 (2%) |
| 12 - 315 (6%) | 06 - 129 (2%) |
| 10 - 312 (6%) | 01 - 117 (2%) |
| 15 - 302 (6%) | 03 - 110 (2%) |
| 16 - 298 (6%) | 02 - 108 (2%) |
| 11 - 285 (5%) | 07 - 105 (2%) |
| 09 - 273 (5%) | 05 - 64 (1%) |
| 13 - 260 (5%) | |
| 19 - 244 (4%) | |
| 17 - 227 (4%) | |
| 20 - 225 (4%) | |
| 22 - 224 (4%) | |
| 14 - 216 (4%) | |
| 21 - 196 (3%) | |
| 08 - 165 (3%) | |
| 23 - 153 (3%) | |
| 04 - 139 (2%) | |

Donation from Marylyn Fels- August 2011- \$35,000.00 for EMS Coverage

FY2011 SAFER Grant- 1 full time person for two years- \$117,515.00

FY2012 AFG Grant- 2- life pack 15 monitor/defibrillators- \$75,417.00

FY2010 EMPG Grant- 7 fire pagers- \$2,750.00

FY2009 CCP Grant- 15 Safety Vests and 1-5K portable Generator- \$3000.00

FY2010/2011 CCP Grant- 22 heavy Duty Professional Grade Flashlights- \$2,950.00

FY2011 EMPG Grant- 4 portable radios- \$3,450.00

FY2011 Grant Central Mass Homeland Security Council- Debris removal trailer and equipment- \$28,000.00

FY2012 Grant Central Mass Homeland Security Council- Second Electric Sign Board- \$15,500.00

FY 2012 SAFE Grant- Public Education and Safety- \$4,925.00

Donation from Webster Electric(Cappie Bateman) – Honda Portable Generator with spotlight and Emergency Shelter Supplies- \$2000,00

Donation from Nichols College- Ice Rescue Sled- \$3,300.00

Donation from Webster EMS and Hubbard Board of Directors- Lukas II CPR Device- \$9000.00

FY2012 EMPG Grant- \$2790.00 – 4 portable radios with lapel microphones

State Homeland Security Grant- 3 inch trash pump/water removal pump- \$1,625.00

Donation from WEBCO and 4 other local businesses for new Thermal imaging camera- \$5,000.00

Supplemental Budget Approval for new fire station design, requested through Senator Moore's office- \$50,000.00

Donation from Mace Polymers for \$5,000.00 for Hazardous Waste Collection for Dudley Residents

Homeland Security Grant for Dive Gear- \$15,177.0

FY14 SAFE Grant- \$4086.00

FY14 Senior SAFE Grant- \$2818.00

FY14 Nichols Donation- \$6,502.00

FY13 CCP Grant \$1,100.00

FY13/FY14 EMPG Grant \$5,955.00

FY13 AFG Grant \$143,250.00

Donation from Webster EMS for Fitness Equipment \$8000.00

FY15 SAFE and SENIOR SAFE Grant \$7,218.00

Donation from Nichols College for Battery Operated Combi Tool/Jaws of Life \$12,697.00

Homeland Security Air Compressor for Debris Trailer \$400.00

Donation from United Lens for Forestry Equipment \$5,000.00

Donation from Patriots Charitable Foundation/ Robert Kraft for Polaris 6x6 Off-Road Vehicle \$29,494.16

FY15 EMPG for Pagers \$3,320.00

FY15 SAFE and Senior SAFE Grant \$6,953.00

Donation from Saltwoods of Boston for Kitchen Table \$2000.00

FY16 SWCCC Grant- Radios and Laptops \$40,868.00

FFY15 SAFER GRANT- 1 Full Time FF/Medic for 2 years- \$133,659.00

**Donation from Dexter Russel for 1 Magrath Video Laryngoscope-
\$3,105.90**

**Donation from Gentex and Henke- Saas and Wolf for IV Pumps-
\$10,802.91**

FFY16 EMPG Grant- \$3220.00

FY16 SAFE Grant- \$6547.00

**Donation from Nichols College for Fire Extinguisher Trainer-
\$7,845.27**

FY17 EMPG- Fire Pagers \$3,141.00

Leary Firefighters Foundation- Blitz-Fire Gun \$3787.00

Homeland- P.D. Fingerprint Machine- \$19,773.20

Donation of Bread Truck, Bimbo Bread- \$7,000.00

FY18 SAFE and Senior SAFE Program- \$6,123.00

**Donation from Nichols (Stop the Bleed Kits/ Body Armor)-
\$6,469.95**

NEMB- Donation- McGrath Laryngoscope- \$1500.00

FFY2017 SAFER- 1 Full Time Position- \$138,856.00

FFY2017 AFG- 33 Air Packs- \$215,768.00

Federal Government Surplus- Humvee- \$43,326.00

FY18 EMPG- \$2400.00

Donation for Fire Hoods- Coughlin Companies- \$3800.00

Inflatable Boat- \$9,860.00

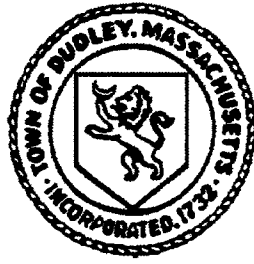
FY19 EMPG- \$3500.00

FY20 SAFE- \$3965.00

FY20 Senior SAFE- \$2348.00

Total to date: \$1,298,857.39 (Since July 2011).

Yearly Avg. \$144,317.49



Town of Dudley

Board of Selectmen
Dudley Municipal Complex
71 West Main Street, Dudley, MA 01571
Phone: (508) 949-8000

GREEN COMMUNITY GRANT FINAL REPORT

NOTE: Final reports are due within 2 months following project completion. For final payment, all questions must be answered and a site inspection approving the project work.

Please submit this signed completed page by mail.

Jane Pfister, *Green Communities Grant Coordinator*
Massachusetts Department of Energy Resources
100 Cambridge Street, Suite 1020
Boston, MA 02114

Please submit the rest of the Final Grant Report electronically, along with the GC Grant Final Table (as Excel; other files such as outstanding invoices, pictures, and any studies or reports funded by the grant funded) to:

Jane.pfister@state.ma.us

Date of Final Report Submission: 12/23/2019

Name and Title of Person Submitting Final Report:

Ian McElwee, Associate Planner, Central Massachusetts Regional Planning Commission

Signature of Person Submitting Final Report: _____

I. OVERVIEW

In December 2014, the Town of Dudley was designated a Green Community. In the spring of 2015, the Town was awarded a designation grant in the amount of \$169,800.00. The Town initially received authorization to complete the following projects, which were administered by the Central Massachusetts Regional Planning Commission (CMRPC):

- Dudley Municipal Complex Exterior Lighting
- Dudley Municipal Complex Energy Management System
- Dudley Municipal Complex VFDs
- Dudley Highway Department Interior and Exterior Lighting and Controls
- Idle Right Cruisers

In the Fall of 2019, the Town decided to no longer pursue the Idle Right technology for a police cruiser and received further authorization from DOER to allocate their remaining funds towards an LED Streetlight Retrofit Project that was being completed on town owned streetlights throughout town. CMRPC reviewed and recommended projects; solicited project scopes; submitted documentation, invoices, and proposals to DOER; tracked and managed expenses; and provided quarterly reports to DOER. CMRPC also kept MEI up-to-date and ensured that projects moved forward in a timely manner. Dudley's Town Administrator, Administrative Assistant, and Town Planner worked closely with CMRPC and served as the municipal points of contact. The following report details Dudley's projects, processes, and experiences as they relate to the grant experience.

II. PROJECT NARRATIVES

1. Dudley Municipal Complex Exterior Lighting

In June 2015, the Town of Dudley completed the exterior lighting upgrades to the Dudley Municipal Complex. Prior to these improvements, the lighting around the exterior of the building including wall mounted lights and overhead parking lot lights used traditional HPS lights which were dimmer and used more electricity than the new LED lights. The replacement of the lights greatly improved the visibility and safety around the building which is particularly important not only to the residents and employees who access the administrative offices in the building, but also for those that need the police department and senior center on the building's ground floor. The project also aided the town in saving energy use as the project saves the town approximately 15,300 kWh or 52 MMBTUs annually in electricity usage. The total installed price of the project was \$14,249 with \$3,025 in utility incentives from National Grid and the remaining funds from this grant. The reduction in electricity usage is expected to save approximately \$1,823 per year, and with that the project will have a total pay-back period of 7.8 years.

2. Dudley Municipal Complex Energy Management System

In June 2015, the Town of Dudley also installed an Energy Management System in the Municipal Complex in order to help provide a more comfortable environment for residents, employees, and visitors accessing the building, especially during the summer and winter months. Obsolete thermostats previously controlled the temperature in the building and often led to some sides of the building being hot while others were cold, impairing the ability for everyone to work efficiently. The new system has

smarter controls to regulate the temperature throughout the building and can even be access and controlled remotely from the Town Administrator's computer. This will allow greater precision in keeping the entire building comfortable while also saving both electricity and gas usage throughout the year. The project has projected annual energy savings of 36,679 kWh of electricity and 966 therms of natural gas, which totals to approximately 220 MMTBUs annually. The total cost of the project was \$53,766 with \$15,300 in utility incentives from National Grid and Columbia Gas with the remaining \$38,466 from this grant. With an annual savings cost of \$5,524, the project can be expected to paid back in full in 9.7 years.

3. Dudley Municipal Complex VFDs

Dudley completed their VFD project in the Municipal Complex in two phases, the first in June 2015 and the second in December 2015. The first phase replaced the pumps, fans, and motors required to cool the building during the summer months while the second phase replaced the motors and drives required to heat the building in the winter. The system before this project was inefficient and often required running the full system regardless of which season it was if the HVAC system was active. Now with the improved system, the building can be effectively heated or cooled with the new EMS system while the pumps and motors are efficiently controlled through new and up to date features. The complete system will save the Town 46,695 kWh annually, which translates into almost 160 MMBTUs. While the project was completed in two phases, the total cost was \$47,619 with \$13,250 in incentives from National Grid and \$34,369 from this grant. The projected annual savings cost for this system is \$5,689 which gives the project a pay-back period of 8.4 years.

4. Dudley Highway Department Interior & Exterior Lighting and Controls

Dudley completed the lighting upgrade project for the Highway Department Barn and Offices in June 2017. The existing lighting at the Highway Department consisted of energy inefficient HPS bulbs both inside and outside the building. The project included replacing the lighting inside the department's offices, inside the garage bay and storage areas, as well as around the exterior of the building. The project also included more efficient controls of the lighting so that the lighting in different areas could be turned on or off independently. This project greatly benefited the various employees that access the highway department throughout the year, from maintenance crews in the summer months to snow removal and road treatment employees in the darker winter months. All employees have benefited from brighter and more efficient lighting throughout the complex. The project will save the Highway Department about 22,250 kWh of electricity annually, which is almost 76 MMBTUs. The project cost a total of \$40,200 with \$8,580 in National Grid incentives and \$31,620 from the grant. With a projected annual cost savings of \$3,560, the project has a pay-back period of 11.3 years.

5. Town Wide LED Streetlight Conversion Project

In November 2019, the Town of Dudley completed their final project of their Green Communities Designation Grant by converting the streetlights throughout town from the traditional HPS bulbs to LED. These new streetlights are brighter than the previous bulbs which provide increased safety for drivers, cyclists, and pedestrians along the town's streets. Additionally, these streetlights use less electricity and require less maintenance over a longer period of time compared to their predecessors, saving the Town money and resources both directly and indirectly. Because of this project, the Town is expected to save

about 152,000 kWh annually or about 520 MMBTUs. This reduction will in turn will save the town around \$17,200 in annual costs as the LED lights are less energy intensive as the traditional bulbs. The project cost a total of \$164,308.81, of which \$37,721 is National Grid utility incentives, \$46,706.50 came from this grant, the remaining \$79,881.31 was paid for out of the Town's annual budget. Between the total annual energy cost savings and the installation price, the total pay-back period for the project is 9.5 years.

III. PUBLIC INVOLVEMENT AND SUPPORT

There has been a significant amount of public support in Dudley for the projects completed through the Green Communities grant. Because most of the municipal departments are located in the Dudley Municipal Complex, many residents access the building regularly and benefit from efficient temperature controls and good exterior lighting. Additionally, all residents of the town and everyone that commutes to the town for work is benefiting from the streetlight upgrade through improved visibility and safety on the roads. Finally, all residents of the town can benefit from these projects because improved energy efficiency decreases costs which can potentially decrease the town's tax rate.

IV. LESSONS LEARNED

The challenges associated with this project are common when a town sees changes in staff involved in these on-going grant projects and programs. Some of the issues that the Town faced included working out the timing of projects, regular and on-going communication across various departments, as well as selecting projects that can utilize all of the funding in a timely manner. The town found that working with Guardian to implement the projects was helpful during most of the grant process, and that collaborating with DOER to approve the streetlight project towards the end of the process was generous to ensure that the remaining funds could be expended. The Town also found that collaboration with CMRPC to manage the grant was beneficial as well.

V. OTHER ENERGY-RELATED ACTIVITIES

Beyond projects funded through Green Communities grant funds, the Town is also interested in undertaking the following activities within the program:

1. Dudley Municipal Center Weatherization

Several members of the Town Staff have expressed interest in looking into applying for future competitive grants to improve the Municipal Center's building envelope to reduce heating and air conditioning costs, reducing draft in the winter, and adding to the VFD and EMS projects already completed in this grant

2. Adding Dudley's Schools to the Energy Reduction Plan

The Town is working with CMRPC and the Dudley-Charlton Regional School District to add three schools, Dudley Elementary School, Mason Road School, and Dudley Middle School, to their existing ERP in order to apply for future grant funding to reduce the energy use of these municipal buildings previously excluded from the plan. The DCRSD already reached out to Prism Energy Services to complete an energy audit, and CMRPC is writing the ERP

amendment and coordinating with all parties to ensure that all necessary plans and policies are adopted by the Town and Regional School Committee in a timely manner.

VI. PUBLICITY AND OUTREACH

Aside from the outreach the Town undertook while pursuing designation back in 2014, there has been no discernable outreach and publicity to the residents during the designation grant process. Moving forward, the Town can commit to including information about the projects in part of the town's annual reporting process.

VII. CONTACT PERSON

CMRPC Contact

Ian McElwee
Associate planner
Central Massachusetts Regional Planning Commission
(508) 459-3331
imcelwee@cmrpc.org

Municipal Contact

Jonathan Ruda
Dudley Town Administrator
Dudley, Massachusetts
(508) 949-8000
administrator@dudleyma.gov

THE BOARD OF HEALTH

71 West Main St.; Dudley, MA 01571
Telephone: 508-949-8017 Fax: 508-949-8031



Member

Jennifer Cournoyer, Chairman
Lorri Ducharme, Member
Roberta Johnson, Member

STAFF

Thomas Purcell, Health Inspector
Ted Zajkowski, Clerk

The members of the Board of Health are pleased to submit the following report FY 19:

The Board of Health meets the 3rd Tuesday of each month at 6:30 P.M. in Room 321A located in the Municipal Complex.

The Dudley Board of Health performed the following for the Fiscal Year 2019, ended June 30, 2019

| | |
|--|----|
| Permits issued for new or repaired septic systems | 30 |
| Food Related Permits, Inspections and re-Inspections | 54 |
| Septic Hauler Permit | 6 |
| Septic Installer Permit | 23 |
| Mobile Food Permit | 0 |
| Tobacco Sale Permit | 10 |
| Trash Haulers Permits | 9 |
| Out Door Wood Boiler Permit | 0 |
| Pools | 9 |
| Portable Toilet Permit | 2 |
| Percolation Permit | 25 |
| Well Permit | 11 |
| General Complaints Investigated | 26 |
| Title 5 Variance | 0 |
| Camp | 2 |
| Beaver Permits | 2 |
| Drain Layer License | 0 |
| Nail Salon Permits | 1 |

Fees collected General Fund FY 19: **\$ 44,198.79**

Disease prevention and health promotion are the primary goals of the Health Department, and are overseen by a three member elected Board of Health. The *Guidebook for Boards of Health* guides local officials in mandated and suggested activities, considering local conditions and available resources.

Food sanitation is one of the most important activities of the Health Department because of the

potential for serious food-borne illness. There are approximately Sixty (60) food service establishments in the town, including retail food stores, restaurants, bars, catering establishments, bakeries, and schools. Between one and three inspections are done at each of those establishments throughout the year depending on the relative risk of the operation and their level of compliance. Ice cream trucks, mobile food trucks, church halls and temporary food service events add approximately Twenty (20) additional inspections. Over one hundred twenty (120) food service inspections are done each year.

The Health Department, under the authority of the State Sanitary Code, 105 CMR 410.000 Minimum Standards of Fitness for Human Habitation, responds to residents' complaints concerning possible health and safety violations in rental housing. The Health Department frequently facilitates negotiations between tenants and landlords, so that violations can be corrected as quickly as possible. Cases are occasionally resolved outside of court. There were approximately twenty-six (26) new housing complaints during this year.

The Board of Health is responsible for subsurface sewerage systems in the Town, under the Department of Environmental Protection's (DEP) regulations, commonly known as "Title 5." There were approximately Fifteen (15) new and/or replaced old septic systems in the town.

Barn Inspector performs annual barn inspections in January of every year. All reports are submitted to the State of Massachusetts Agricultural Department.

Finally, the staff and Health Board members would like to thank the other town departments, boards and commissions for their support and assistance throughout the year.

Respectfully Submitted,
Dudley Board of Health

Jennifer Cournoyer, Chairman

TOWN OF DUDLEY
MASSACHUSETTS
HIGHWAY DEPARTMENT

Vincent J Polletta Sr.
Superintendent
Mailing Address
71 West Main St.
Dudley, MA 01571



Phone: (508) 949-8020
Fax: (508) 949-8013

HIGHWAY DEPARTMENT ANNUAL REPORT.

To the Honorable Board of Selectmen, Highway Commissioners and citizens of the Town of Dudley, I submit the following report for the period of July 1, 2018 thru June 30, 2019

The Highway Superintendent attends the Selectmen's meetings, which are held on the first and third Monday nights of each month at the Dudley Municipal Complex, in room 321.

The usual maintenance such as snow plowing and sanding was completed as needed. Streets and sidewalks were swept. Pot holes were patched. Catch basins were vacuumed clean to comply with EPA & DEP storm water management regulations. Brush was cut and cleared along various roadways. Downed trees and limbs from several heavy wind storms over the past year were also chipped up and removed. Roadside drainage ditches were cleaned out as well. Painted stop lines at all intersections. Painted 273,380ft of 4" yellow center lines throughout the town. Crosswalks were painted just before the start of school. Responded to 250 resident requests and / or complaints. Erected various street and traffic signs, Cut grass, trimmed bushes & installed bark mulch at all Town monuments so the flowers purchased by the Dudley Women's' Club could be planted in observance of Memorial Day. Painted guardrails at bridges. Picked up roadside debris. Spread woodchips at various Intersections to minimize weed growth and improve visibility for motorists. Repaired approx. 10 collapsed and / or worn catch basins. Repaired several road washouts from various storms throughout the year. Set up buoy system at the Dudley Town Beach. Grass was mowed, Brush was cut and other routine maintenance was done at all Town Dams. Assisted with the Earth Day cleanup. Assisted with maintenance of the Rail Trail, and built a 120ft bridge across the French river near the Webster sewer plant.

Buildings and Grounds Dept. is under the control and supervision of the Highway Dept. –The usual daily maintenance and cleaning was done at the Town Hall and Library. Setup and breakdown of equipment along with tables and chairs etc. for various functions at the Town Hall and Library, Repaired various broken pipes, faucets leaks etc. Trash barrels were emptied and buoy system installed at the Town Beach, Trash barrels also emptied at Ardlock Acres, Pine St. Park, Fun Zone and at all Rail Trail Parking lots on a weekly basis. Grass and weeds were cut, leaves raked up at all Town cemeteries. Several graves were dug in preparation for cremation burials. Assisted with maintenance of the Rail Trail.

**TOWN OF DUDLEY
MASSACHUSETTS
HIGHWAY DEPARTMENT**



HIGHWAY DEPARTMENT ANNUAL REPORT CON'T

ROAD CONSTRUCTION

The following road construction projects were completed.

Alton Drive: Cut shoulders and swept, shimmed and leveled 2435ft with asphalt, raised basins and manholes, also chip sealed 2435ft of roadway.

Tanyard Road: Cut shoulders and swept, shimmed and leveled 1700ft with asphalt, raised basins and manholes, also chip sealed 1700ft of roadway.

Dudley Hill Road: Cut shoulders and swept road, shimmed and leveled 1970ft with asphalt, raised basins and manholes, also chip sealed 1970ft of roadway.

Francis Drive: Cut shoulders and swept, shimmed and leveled 710ft with asphalt, raised basins and manholes, also chip sealed 710ft of roadway.

BROOKSTONE DRIVE: Replaced 250ft of 12" drainage pipe, and replaced 275ft of asphalt curbing, loamed and seeded the lawns.

New Boston Road: Repaired 3 catch basins, replaced 110ft of 12" drainage pipe, cut shoulders and swept roadway, shimmed and leveled from CT line to Carpenter road, added 2500ft of asphalt curbing, loamed and seeded along the curbing.

Tracy Road: Cut shoulders and swept, hired Rampco Construction to remove ledge and widen road, leveled and shimmed with asphalt 1050ft. resurfaced 1050ft of roadway with asphalt.

Day Road: Replaced 60ft of drainage pipe, paved road surface and waterways.

Rocky Road: Cut shoulders and widened road, swept roadway, shimmed and leveled 650ft with asphalt, installed 1000ft of asphalt curbing, and loamed and seeded curbing area.

Sincerely
Vincent J Polletta Sr.
SUPERINTENDENT
DUDLEY HIGHWAY DEPT.

HIGHWAY DEPARTMENT

Vincent J Polletta Sr., Superintendent, Tree Warden, Moth Superintendent

Stanley Golenski, Acting Foreman

David Baxter

Dylan Demers

Melvin Gatzke Jr.

Logan Miller

Jesse Russell

James Thibeault

Al Warrington

Rich Wetherbee

RECYCLING CENTER

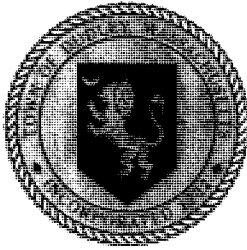
Paul Siegmund, Coordinator

Paul Wielock

BUILDING AND GROUNDS DEPARTMENT

Dennis Tremblay, Supervisor

Hector Chapa



TOWN OF DUDLEY
Massachusetts
Historical Commission
Dudley Municipal Complex
71 West Main Street • Room 207
Dudley, MA 01571

Edward Bazinet, Chairman
David Proulx, Clerk
Michael Branniff
Frederick Meyer
Patricia Biron
Charles Cierpich

Phone 508-949-8004
Fax. 508-949-7115

HISTORICAL COMMISSION ANNUAL REPORT

To the Honorable Board of Selectmen and the citizens of Dudley, I submit the following report for the year ending December 31, 2019.

For more than a decade, the Historical Commissioners have been working toward the acknowledgement of Dudley Hill as a State and National Historic District. In 2012, we were fortunate to receive a grant from the Janet Malser Humanities Trust to hire a consultant to prepare necessary documents for submission to the State to approve a Dudley Hill Historic District for the National Register of Historic Places. This past year our efforts were finally rewarded when, in September, the State Historical Commission approved our submission. National recognition was approved in December.

The Dudley Hill National Register Historic District extends from the Carter House on the corner of Ramshorn and Dudley/Oxford Road and runs south to the town common, to include the Congregational Church, the Grange, and the Black Tavern and barn (Dudley's first national register landmark), as well as numerous period homes and the Village Cemetery. A self-guiding walking tour of the district is available. Copies of the brochure, which was printed with funds from the Dudley Cultural Council, a local agency supported by the Mass Cultural Council, a state agency, are available at the Dudley Municipal Center, Pearle Crawford Library and the Black Tavern.

We were fortunate to receive another grant from the Janet Malser Humanities Trust this past year for seven artisans (Old Sturbridge Village trained) to present their craftsmanship on the town common during the annual Black Tavern Craft Fair and Grange Apple Festival event in early October.

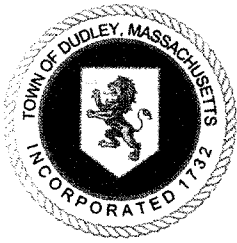
We continue to offer assistance with historical questions for residents, and are present in the Crawford Library on Wednesday mornings from 10 to 11:30 am for folks to stop by and see us in the local history room.

No demolition permits were necessary for a significant structure this year. That is good news!

Thank You for helping us save Dudley's past!

Respectfully submitted,

Edward B. Bazinet, Chairman



40 Schofield Avenue, Dudley, Massachusetts 01571
508-949-8021 | www.crawfordlibrary.org

PEARLE L. CRAWFORD MEMORIAL LIBRARY ANNUAL REPORT

July 1, 2018–June 30, 2019

This Fiscal Year 2019 Report of the Pearle L. Crawford Memorial Library (PLCML) is Respectfully Submitted to the Honorable Board of Selectmen and the Citizens and Taxpayers of the Town of Dudley, Massachusetts

Our Mission Statement

The Mission of the Pearle L. Crawford Memorial Library is to provide members of our diverse community with equal access to traditional and electronic media, programs, and exhibits that will encourage life-long learning, expand cultural horizons, facilitate research, and inspire curiosity.

Library Facts by the Numbers

| | |
|--|---------------|
| Total number of registered borrowers | 6,905 |
| Total attendance at the library | 61,192 |

Library Material Holdings

| | |
|---|----------------|
| Books (Children's, Young Adults' and Adults') | 40,144 |
| Print periodicals, newspapers, other print serials | 1,091 |
| Audio (compact discs, cassettes, etc.) | 1,393 |
| Video (VHS/Discs/DVD's. etc.) | 5,139 |
| E-books | 61,059 |
| Downloadable audio (audiobooks, music, etc.) | 20,645 |
| Downloadable video | 1,464 |
| Materials in electronic format (including CDs) | 211 |
| Miscellaneous (e-book readers, laptops, kits, framed art prints, puppets, etc.) | 544 |
| TOTAL Library Holdings | 131,690 |

Circulation Information

| | |
|---|---------------|
| Books (Children's, Young Adults' and Adults') | 36,529 |
| Print periodicals, newspapers, other print serials | 634 |
| Audio (compact discs, cassettes, etc.) | 2,512 |
| Video (VHS/Discs/DVD's. etc.) | 18,936 |
| E-books | 3,871 |
| Downloadable audio (audiobooks, music, etc.) | 2,523 |
| Downloadable video | 0 |
| Materials in electronic format (including CDs) | 990 |
| Miscellaneous (e-book readers, laptops, kits, framed art prints, puppets, etc.) | 378 |
| TOTAL Items Circulated | 66,373 |

Interlibrary Loans

As a member of the Central/Western Massachusetts Automated Resource Sharing, Inc. (C/W MARS)—our borrowers have access to a shared online computer system and combined collections of more than eight million items. C/W MARS member libraries circulate more than ten million items annually to over one million registered borrowers.

| | |
|--|-------|
| Loans received from other libraries | 8,914 |
| Loans provided to other libraries | 9,295 |

Library Programs

A wide variety of children's, young adult and adult programs were held throughout the year including author readings, music, historical presentations, workshops, and craft events.

| | |
|---|-------|
| Total number of children's programs held in the library | 262 |
| Total attendance at children's programs | 4,588 |
| Total number of young adults' programs | 27 |
| Total attendance at young adults' programs | 118 |
| Total number of adults' programs held in the library | 181 |
| Total attendance at adults' programs | 2,558 |

Computers

The PLCML is a hub of computer use for the Dudley community. Since there are virtually no other open computer labs in Dudley, the library is where residents go for online access. Patrons use the high-speed computers to search the Internet and databases for a variety of topics, including employment opportunities, social networking, and other areas of personal interest. The workstations are all equipped with a full suite of Microsoft Office products, which enable users to work on resumes, school reports, and other projects. Wireless Internet access is also available, and is used by more than 3,000 people every year.

| | |
|--|-----|
| Number of public use Internet computers available in the library (including children's area) | 25 |
| Number of users of public Internet computers in the library during a typical week | 146 |

Library Staff

| | |
|--------------------|------------------------------------|
| J. Drusilla Carter | <i>Library Director</i> |
| Lida Carroll | <i>Youth Services Librarian</i> |
| Heather Roberts | <i>Circulation Aide</i> |
| Anne Ethier | <i>Circulation Aide</i> |
| Lena Costen | <i>Circulation Aide</i> |
| Patricia Buzanoski | <i>Circulation Aide</i> |
| Susan Gustafson | <i>Circulation Aide</i> |
| Tasha Mayen | <i>Circulation Aide — per diem</i> |

Library Volunteers

The PLCML is extremely fortunate to be located in a community where residents of varied ages volunteer their time in their library.

| | |
|---|-----|
| Total number of non-subsidized volunteers | 16 |
| Total hours of non-subsidized volunteers | 730 |

The Friends of the Pearle L. Crawford Memorial Library

The mission of the Friends is to support to the library staff and programs. The Friends group provided both monetary and volunteer support for many of the programs held in FY2019. Officers of the Friends through April 2019 were Susan Conti, president; Dianne Smith, vice president; Marian Wielock, treasurer; Denise Driscoll, secretary; and Fay Ferland, membership chair. There are over 110 members in the Friends.

Gifts

The library received an award of \$15,000 from the Hugh W. and Harriet K. Crawford Endowment Fund for the Pearle L. Crawford Memorial Library designated for use to enhance library collections, programs and services above and beyond those covered by the net working budget. \$12,124.73 of those funds provided programs including puppet shows, the Pearle Jam concert series, a mobile mini golf adventure at the library, the Springfield Museum's StarLab, a cartooning workshop, and activities for all ages during school breaks and summer reading.

Fiscal Year 2016 Budget Overview

| | | |
|---|--------------|-------------|
| NET WORKING BUDGET (EXPENDED) | \$323,229.96 | |
| TOTAL LIBRARY OPERATING EXPENSES** | \$330,468.20 | |
| AMOUNT EXPENDED TO FROM SPECIAL ACCOUNTS* TO MEET OPERATING EXPENSES | | \$32,672.95 |

*Included State Aid** Accounts (FY15), Gift Miscellaneous Account, Lost Books Account, Green Incentive Grant Account

** In order to receive State Aid from the Massachusetts Board of Library Commissioners (MBLC), the MBLC mandates that Towns must support their libraries at an average of the last three years funding plus a 2.5% increase. If Town support is less than that, the library must apply for a waiver. If a waiver is not granted, the library risks decertification. As such, the library is no longer eligible to participate in reciprocal borrowing with other libraries. Massachusetts state law (605 CMR 4.01) states that certified public libraries are not required to lend materials to residents of municipalities with decertified libraries. That is, patrons within a community with a decertified library are no longer able to borrow books from certified libraries, but can only have access to the materials while within the certified library buildings. If decertified, the Library would also no longer be eligible to receive State Aid, which provides nearly \$20,000 in funding for the Library.

** Due to staff turnover, this number is significantly lower than it would ordinarily be. Both the Director and the Youth Services Librarian positions were vacant for extended periods of time, resulting in a surplus in those salary line items of \$22,247.72

Board of Trustees

The Board of Trustees met on the fourth Tuesday of the month from July 2018–June 2019 and at other special meetings as required and posted. Copies of the minutes are available from the trustees; meetings are recorded and videos available for viewing online at the Town of Dudley website: <http://www.dudleyma.gov>.

Library trustees are elected, and do not receive a stipend for their service.

The Library Board of Trustees: June, 2018 – June 10, 2019

| | |
|--------------------|--|
| Richard Clark | <i>Chair, term expires 6/10/2019</i> |
| Cathy Carmignani | <i>Term expires 6/15/2020</i> |
| Stefani Ford | <i>Term expires 6/10/2019</i> |
| Pat Korch | <i>Secretary, Term expires 6/10/2019</i> |
| Joyce Nierodzinski | <i>Term expires 6/15/2021</i> |
| Harrison Records | <i>Term expires 6/15/2021</i> |

The Library Board of Trustees: June 10, 2019 – June 15, 2020

| | |
|---------------------------------------|--|
| Stefani Ford – <i>Co-chair</i> | <i>Term expires 6/15/2020</i> |
| Pat Korch – <i>Co-Chair</i> | <i>Term expires 6/15/2022</i> |
| Joyce Nierodzinski – <i>Secretary</i> | <i>Term expires 6/15/2021</i> |
| Cathy Carmignani | <i>Term expires 6/15/2020 / Resigned 7/2019</i> |
| Richard Clark | <i>Appointed 9/2019 / Term expires 6/15/2020</i> |
| Benjamin Craver | <i>Term expires 6/15/2022</i> |
| Harrison Records | <i>Term expires 6/15/2021</i> |

In closing, we extend our sincere gratitude...

- To the citizens of Dudley for their continued patronage and support
- To all whose generosity allowed us to continue library activities and programming
- To the Library staff, the Friends, to all committee members and volunteers for their dedicated efforts and support on behalf of the Crawford Library

This Report is Respectfully Submitted by the Trustees of the Pearle L. Crawford Memorial Library:

Pat Korch, *Co-Chair*

Stefani Ford, *Co-Chair*

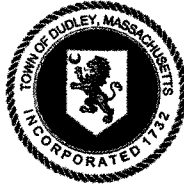
Joyce Nierodzinski, *Secretary*

Benjamin Craver

Richard Clark

Harrison Records

TOWN OF DUDLEY
MASSACHUSETTS
OFFICE OF THE PERSONNEL BOARD



Peter Fox, Chair
Lorna Wade, Vice-Chair
Maribeth Marzeotti, Member
Rose Smoolca, Member
Joan Gardecki, Member
James Dunne, Alternate Member

71 West Main Street
Dudley, MA 01571
508-949-8015
www.dudleyma.gov
personnel@dudleyma.gov
Caryl Savard, Clerk

ANNUAL REPORT FOR FISCAL YEAR 2019

To the Honorable Board of Selectmen and residents of the Town of Dudley, the Personnel Board submits the following report for fiscal year 2019.

It is the mission of the Personnel Board to provide Human Resources services to ensure that the Town of Dudley continues to be a desirable place to work, live, and do business. Constituents include current and potential Town employees, retirees, residents and business owners. The overall goal is to hire and retain the most talented and qualified individuals, who will provide the services essential to meet the personal and business goals of all and to support the successful operation of the Town of Dudley.

The role of the Personnel Board is to establish equitable personnel policies and employee relation practices for non-union workers for the Town. This includes creating and updating job descriptions, wage and salary recommendations; employee review standards; posting non-union/in-house vacancies, advertising new and vacant positions, interviewing/making recommendations for hiring as required by Town Departments and updating the Town of Dudley Employee Handbook and other Personnel policies.

For our employees, the Personnel Board serves as a resource of information and expertise to enhance the well-being and quality of life among the workforce. The goal is to demonstrate through actions and behavior a genuine respect for the dignity of the individual and to honor each person's right to fair and equitable treatment in all aspects of employment.

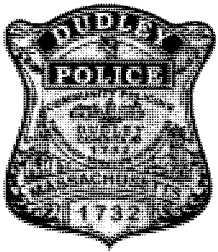
LIST OF ACCOMPLISHMENTS FOR FY19

- Revised Employee Handbook
- Created an employee database
- Revised & updated Town job application
- The Personnel Board advertised, screened and interviewed for 4 positions during FY19.
- Distributed Annual Performance Reviews to departments for employee performances for FY19.
- Distributed annual Sexual Harassment Policy in accordance with MGL Chapter 151B, Section 3A, §2.
- Met deadlines for budget submission, annual report and annual inventory.
- New non-union employees hired:

| | |
|--|----------|
| ▪ Amanda Jacobson, Treasurer/Collector Clerk | 07/30/18 |
| ▪ Lauren Milosh, Police Administrative Assistant | 09/10/18 |
| ▪ Paul Wieloch, Recycling Center | 11/26/18 |
| ▪ Drusilla Carter, Library Director | 02/19/19 |
| ▪ Ted Zajkowski, Board of Health Clerk | 01/28/19 |
| ▪ Lida Carroll, Youth Services Librarian | 06/16/19 |

Respectfully submitted,

Peter Fox
Personnel Board Chair



Chief Steven J. Wojnar

**TOWN OF DUDLEY
POLICE DEPARTMENT
71 West Main Street
DUDLEY, MASSACHUSETTS 01571-3264**

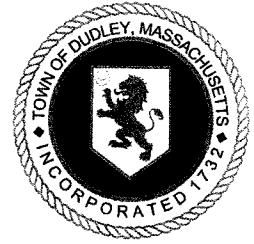
Voice: (508) 943-4411

(508) 943-4417

Fax: (508) 943-0625

e-Mail: dudleypd@dudleypolice.com

www.dudleypolice.com



Sgt. Dean P. Poplawski

Sgt. Paul T. Ceppetelli

Sgt. Marek Karłowicz

2019 ANNUAL REPORT OF THE DUDLEY POLICE DEPARTMENT

To the Honorable members of the Board of Selectmen:

I respectfully submit my Annual Report for the year 2019. As I begin my eighteenth year as Chief of Police, and thirty-second year as a police officer in the Town of Dudley, I would like to express my sincere appreciation to the Board of Selectmen, the Town Administrator, the members of the police department, and the community for their support and assistance. I wish to take this opportunity to formally thank Administrator Balukonis for all his support and assistance over his years here and I wish him all the best for a long, happy, and healthy retirement. I also welcome Administrator Jonathan Ruda and thank him for his assistance and work in this new role. He has been very busy with this new position and I appreciate his attention and support of our department. Since dealing with my health issues, each year that comes my way has greater personal meaning for me. In the fall of 2019, I passed my five-year cancer free mark. I truly appreciate the support from my wife, family, friends, town officials, and community members over the last five years. I am fortunate to have such terrific support and work in a great community.

As has been the case in previous years, 2019 included many significant events. As the year 2020 and a new decade begins, I once again look forward to working cooperatively with elected and appointed officials as well as our community to continue to lead the Dudley Police Department in its mission of providing excellence in service through community policing.

DEPARTMENT STRUCTURE

The Dudley Police Department has a compliment of 14 full time officers. Some sixteen years ago, we had sixteen (16) full time members. Staffing remains an area of concern. I plan to continue to work with the Board and Administrator in 2020 to help secure additional positions to restore police service in Town to the appropriate level. In May, of 2019, we hired another former intern, Ms. Lauren Milosh, to replace Mr. Stephen Chlapowski as the Department Administrative Assistant. Steve had done very well for us and we wish him all the best in his future endeavors. Lauren has done an excellent job handling many of the administrative responsibilities in the department, which at one time were performed by full or part-time police officers. Sergeant James Hutchinson left our service in June of 2019. Sergeant Marek Karłowicz replaced him in the supervisory ranks, after a close promotion process. We added Officer Luis Pacheco to our full-time staff. He is scheduled to attend the Police Academy in Boylston in February of 2020. Luis is a fine addition to our department. We wish him well and look forward to him serving with us for many years.

We finished our fifth full year in the regional dispatch consolidation with the Town of Webster. The South Worcester County Communications Center officially opened on November 19, 2014. We have retained most dispatch equipment in our facility (except for 911 answering capabilities) and we continue to staff our station at times of need. The communications center provides 24-hour dispatching for Police, Fire, Ambulance,

Highway, Water, Sewer, and Animal Control services. It plays a pivotal role in providing quick, courteous, and professional emergency services around the clock.

As part of our participation in the regional dispatch center, we remain eligible for grant funding opportunities, through the State 911 Department. We continue to explore other funding through this program to upgrade equipment. This would otherwise not have been affordable or available us without our regional participation.

In addition to our full-time staff, we maintain a police reserve force. These officers supplement the full-time police operation. This group currently consists of nine (9) officers who are available to assist with a variety of police and dispatch related functions. Three (3) new additions were appointed in 2018. Reserve officers are both a supplement to our current operations and provide a core list from which we will choose our future full-time officers. Although part time officers provide a valuable support service to the department, they should not be considered as a replacement for full-time and fully trained police personnel.

Current police department staff:

Chief of Police
Three (3) Sergeants
Ten (10) Patrolmen
Administrative Assistant (1)
Reserve Police Officers (10)

POLICE CHIEF

Steven J. Wojnar

SERGEANTS

Dean Poplawski
Paul Ceppetelli
Marek Karlowicz

REGULAR PATROLMEN

David Carpenter
James Annese
Chandler Boyd II
Tyler Smith
James Mastrogiovanni

Philip Megas
Ryan Daniels
Keith Remillard
Arthur Ferreira
*Luis Pacheco**

** Scheduled to be appointed as full-time in July of 2020*

ADMINISTRATIVE ASSISTANT

Lauren Milosh

POLICE RESERVES

John Glowacki
Eric Gulkin
Paige Moroz
Anthony Didonato
Elizabeth Wojnar

Robbie L'Heureux
James Rivera
Kristen (Robinson) Megas
Mariano Conte
Shane Didonato (Ret.)

SCHOOL RESOURCE OFFICER PROGRAM

In February of 2010, our department worked in partnership with Shepherd Hill Regional High School to begin a part-time School Resource Officer Program. Officer James Annese served in this position at the program's inception. It was originally designed as a pilot project with the costs paid through a collaborative effort between the town, the schools, and private grant funds. With the successful override vote in June of 2014, we were able to expand this program to full time status and assist all other Dudley schools. In the fall of 2015, Officer Phil Megas assumed these duties. He has continued with the great work established by Officer Annese. School Resource Officer Programs were a major point of emphasis in the statewide gun legislation changes of 2015. I find this to be a valuable service to the community.

The School Resource Officer assists with providing training for the students in various programs including substance abuse, anti-violence, and bullying. They work closely with the school administrators and faculty to take proactive measures to address current issues to enhance the educational experience for everyone involved. They interact with the staff and students and is a valuable resource in the classroom. Officer Megas fulfills these duties but has also assisted with or investigated several matters throughout the year, including fights, sexual assaults, computer related offenses, larcenies, and many more. Officer Megas continues working with all the schools on site assessment plans, emergency response and evacuation procedures, and technology enhancement. Officer Megas has organized several "High 5" Friday's at the Dudley Middle, Elementary, and Mason Road Schools. Officers greet the students arriving for the day. The program is designed to promote positive interaction with school children and police officers, add to the sense of security, build trust and reduce fear, view the police as guardians and part of the community, and allow officers to gain a greater sense of friendship with faculty, students, and parents. This is always well received. In the Spring, Officer Megas assisted the High School with the Pre-Prom mock crash. This is a very powerful event and we hope it had a positive impact on the students. This past year, he worked with the School and representatives from UMass Memorial Hospital on a safe driving program called Teen DRIVE. Teen D.R.I.V.E. stands for Distracted Reality an Interactive Virtual Education and is a program that teaches high school-age teens and young adults about the risks associated with distracted driving. Like other communities, we have unfortunately experienced our share of crashes involving our younger people. Programs like this are another example of the collaboration between the public and private sector to promote safe driving.

In addition to Officer Megas, several of our officers assist with programs at our schools. Sergeant Dean Poplawski has conducted the DARE Program to the sixth graders at the Dudley Middle School for many years. This half-year course is a substance abuse and violence prevention program. This is completely paid for through a fundraiser and donations. He does an outstanding job with this effort. Officer David Carpenter serves as Dudley's Field Attendance officer for the School District. He has worked with the schools on residency checks and other valuable services to the administrators. He also serves as an unofficial liaison to the Dudley Elementary School. He has assisted them with programs, including their annual field day activities. Both Sergeant Poplawski and Officer Carpenter have conducted our annual holiday card contest at Dudley Elementary. This has been done for the last eleven years. All fourth graders were given the opportunity to submit a drawing which would be used as the cover picture of the holiday card sent out by the Dudley Police Department for 2019. The program is designed to solicit the help of local children to promote the fun and excitement of the holiday season. This is a fantastic program for both the school and our department. Finally, I continue my work with the "Officer Friendly" program at the Mason Road School. This is something I have participated in for over 20 years. It involves visits to the school from time to time throughout the year, having lunch and interacting with the students on an informal basis. The goal of this program is to minimize the fear and apprehension children may have about the police by providing them with positive images of police officers and an overall understanding of police work.

I wish to thank the Dudley Charlton Regional School Committee, former Interim Superintendent Kristine Nash, and new Superintendent Steven Lamarche, and all the principals in the town's schools for their work with the School Resource Program and all crime prevention efforts. Without their assistance and acceptance of our ideas, a great deal of effective work would not be possible. We thank them all for allowing us to conduct our programs and initiatives along side their educators. We continue to work with school officials and community groups to promote several programs, including safe driving and internet safety practices with the students. By working together, we hope to make a difference in the lives of many of our young people.

NICHOLS COLLEGE CAMPUS PATROLS

In 2006, our department began a partnership with Nichols College to provide police coverage to the campus on a periodic basis. Our officers worked side by side with the public safety officers to provide safety and security on the campus. This cooperative effort continued into 2019. These patrols are completely funded by the college, which include salaries, equipment, and administrative fees. This has eased a burden on our regular patrols by providing the campus with an increased police presence. It has also provided us with additional funds which are used to assist in purchasing police cruisers and other equipment. Cases of assault, sexual assault, theft, drug violations, and many others were investigated during these patrol periods. In addition to patrol and safety related responses to the campus, we have enjoyed a good working relationship with the school over the years. We meet regularly with college officials to share information and work on proactive strategies to limit criminal incidents on campus. We assisted with various training programs, including alcohol awareness week, and several other events over the years. Our department has also taken on several students as interns to assist with some station responsibilities as we participate in the Regional Dispatch Center. All these programs have been beneficial to the college and our department.

SOUTH WORCESTER COUNTY DRUG AND COUNTER CRIME TASK FORCE

During the year, we continued our partnership, with several of our surrounding communities, in the South Worcester County Drug and Counter Crime Task Force. This is designed to share resources amongst the member communities to address drug and other issues which affect our resident's quality of life. Several investigations occurred in Dudley and the partner communities of Webster, Oxford, Charlton, and Southbridge. On Friday, February 1st, Officers Annese, Remillard, and Karlowicz worked with officers from the Southern Worcester County Drug and Counter Crime Task Force to execute a search warrant at a residence at 144 West Main Street. This was the result of a lengthy investigation. Six people were charged in connection with this case. Fentanyl, heroin, cocaine, money, ammunition, and other items were seized. Charges included possession of narcotics with intent to distribute, conspiracy to violate the controlled substance act, and possession of ammunition without a permit.

GRANT FUNDING

In addition to providing police coverage for protection of life and property, the Dudley Police Department strives to provide a high level of professional police service while, at the same time, reducing the obligation for taxpayer dollars. Since 1993, the Dudley Police Department has aggressively sought and received Federal and State grant funds of more than \$1,000,000.00 dollars. These grants have provided for additional police officer salaries, overtime hours for extra enforcement patrols, computer technology, communications equipment, and community policing programs. By obtaining many of these grants, funds originally necessary for police services were free to be re-allocated to other areas of need within the Town. We continue to seek new funding opportunities as well as creative ways to provide our department with much needed additional personnel.

In 2019, we received approximately \$10,000 to continue our participation, along with many other state and local agencies throughout the Commonwealth, in the traffic enforcement grant program through the Governors Highway Safety Bureau. This allows for designated patrols on the roadways at various times of the year focusing on impaired and erratic operators. Programs, such as "Click-it or-Ticket," "Road Respect," and "Drive Sober or Get Pulled Over," direct a specific focus on aggressive driving violations. This funding allows for additional traffic patrols without added cost to the Town. Officer Philip Megas is credited for all his work in applying for and administering these programs. Unfortunately, we were informed we no longer qualify under this grant program moving forward, primarily due to the fact we did not experience the allotted number of crashes. This is not bad for us, however; we will continue to explore other funding opportunities. We were awarded some \$100,000 through the Commonwealth of Massachusetts State Budget for replacing our base radio at our station. This was sponsored by Senator Fattman and supported by Representative Durant. These funds will replace our base radio which is some fifteen (15) years old and becoming incompatible with the latest technology. I thank our elected officials for their efforts in this initiative. In October, we were able to secure a grant through Med-Project USA. They provide us with funding of up to \$1,300 per year to assist with our drug disposal efforts associated with our disposal Kiosk. This is certainly helpful as it may be used for anything associated with these efforts.

K9 Program

This program remained on hold for the calendar year of 2019. In 2016, with support from the Board of Selectmen, Officer Shane DiDonato successfully applied for and received a \$25,000 grant through the Stanton Foundation to begin a K9 program here in town. Officer Didonato was assigned to this program and was the administrator of the Stanton Foundation grant. We received other grants and community support for the startup costs and maintenance for the program. Early in 2018, Officer Didonato left our service to pursue a career outside of police work. We also learned that our K9 dog, Tyson, was suffering from health issues related to his kidneys. It was determined he was no longer viable for use in K9 service. Both happenings were extremely unfortunate. The positive news is Tyson was officially retired and remained with Officer Didonato as a family pet. We continue to retain the funding and hold the position for future consideration. Possibilities include restoring the existing program, seeking another type of dog for tracking purposes, or even pursue a potential "comfort animal" like other communities. All options remain open and we see this as a valuable program which can bring benefits to the community and we hope to reinstate it in the future.

COMMUNITY POLICING

Community Policing is a philosophy and an organizational strategy that we embrace. It encourages law enforcement and community residents to work together to address the problems of crime, fear of crime, and factors that detract from the overall quality of life in communities. Community policing challenges police departments to develop a new vision for the future and translate this into action. We continue to revise our efforts to reduce crime and involve our residents in problem solving measures. Lack of funding hampers our efforts to maintain many of our past programs; however, we continue to conduct these when possible. Some for 2019 include:

1. DARE (Drug Abuse Resistance Education) – conducted at Dudley Middle School
2. School Safety Programs
3. Community Speaking Events – including Boy and Girl Scout merit badge programs and working with our faith community on safety and educational topics
4. Community Patrols for Special Events – Parades and other functions
5. Seat Belt Awareness and Safety Program
6. Pre-Prom and Health Assembly Presentations – Shepherd Hill High School

7. "Officer Friendly Program" – Mason Rd. School
8. Drug Take Back Program – In April and October of 2019, we collected old, or unused medications for disposal- 100+ people served, 8 boxes plus of needles and 15 large boxes prescription medications gathered during these collections.
9. Drug Disposal Kiosk – available in our lobby for year-round disposal of prescription medications.
10. Missing Children's Day programs in May to promote safety awareness for children
11. Goods for Guns Program sponsored by DA Joseph Early and UMass Hospital.
12. Holiday Card Contest - through Dudley Elementary- providing our department with its seasonal card- These cards were sent to residents, businesses, and Police Departments, President Trump, Governor Baker, as well as all the New England Sports Teams. Our 2019 winner was Ms. London Bonczyk.
13. Holiday Toy and Clothing Drive – Held annually during Christmas season- Sergeant Karlowicz and Officer Boyd spearheaded this project once again. We provided gifts to some 21 local families, which included over 60 children.
14. Child Safety Seat Services - Officers Megas and Mastrogiovanni - certified as Child Safety Seat Inspectors. They can conduct programs to assist residents safer travel for children in vehicles.

The Dudley Police Department operates on social media via Facebook. This has proven to be a great tool for information sharing and the solving of crime. On August 9th, Officer Megas investigated a theft of vegetables and money from a farm stand on Tracy Road. Still photos were shared via Facebook and the suspects were identified with the help of local citizens. A suspect photo from a larceny at Patriot Gas as well as theft suspects from Dunkin' Donuts, were posted on Facebook back in January. The suspects were identified in both cases and they were charged shortly thereafter. These are great examples of the positive use of social media.

In addition to our Prescription Drug Disposal Kiosk in the department lobby, we held two prescription drug "Take Back" events in April and September. Between the kiosk and these events, we were able to rid local homes of hundreds of pounds of medications as well as medical sharps. These assist in the proper disposal of unused or expired medications and reduce the likelihood of them ending up in the wrong hands. The addition of grant funding for the use of this kiosk is helpful toward improving or expanding this program.

The month of May was a busy time with the Little League Parade, the HANDS Bucket Brigade, and the Memorial Day Parade. In June, we assisted with the Annual Strawberry Festival and worked on improving conditions at the Town Beach, by enforcing restrictions for resident use only. On October 2nd, we participated in our third "Coffee with a Cop." This national event is designed to encourage informal conversation with police over a coffee. Different businesses were visited that morning. In November, several of our officers participated in the "No-Shave November" program to raise money and awareness for cancer treatment and early detection. Our Officers, as well as several School officials, participated and raised money for the Jimmy Fund. This was a great program for a worthwhile cause. The Annual Tree Lighting took place on December 3rd. Many of our Town employees, especially Selectmen's Assistant Michelle Jervis, made this another great event. As has been the case for some 25 years, my close connection with Santa resulted in his arrival on time, via the Fire Department Ladder Truck, and fun was had by all.

To prevent injury or death from unwanted or unsafe guns in local homes, our department participated in the 18th Annual Goods for Guns Buyback Program on Saturday, December 14th. This is the fourth time we took part in this program, which was sponsored by the UMass Memorial's Injury Prevention Center and the Worcester County District Attorney's Office. A total of five weapons were turned in and residents received gift cards in exchange for these weapons. It was very worthwhile, and we plan to continue this event in the future.

2019 CALLS FOR SERVICE

During 2019 the Dudley Police Department received 10,340 calls for service. Below is a sample list of categories:

1. Accidents Investigated (Motor vehicles, recreational vehicles, industrial, bicycle, etc.)
2. Alarms investigated (Commercial, residential, motor vehicle.)
3. Death Investigations
4. Domestic Abuse (Restraining Orders, Assaults, family support and services.)
5. Drug/Narcotic Investigations
6. Escorts (Peace keeping, money transfers, assist citizens.)
7. Fire, Ambulance, Medical Calls (Dudley Police are often the first primary response to all medical and fire emergencies.)
8. Liquor Law Violations (Liquor license checks, violations of Massachusetts laws.)
9. Motor Vehicle Laws (Traffic enforcement initiatives.)
10. Motor Vehicle Thefts
11. Mutual Aid (Emergency response and back up of other police and fire agencies.)
12. Parking Violations
13. Robbery Investigations (Armed robbery, unarmed robbery, larceny.)
14. Sexual Assaults
15. Simple Assault/Assault and Battery and Assault/Assault and Battery by Means of a Dangerous Weapon
16. Warrant Service (Arrests, court orders, etc.)
17. Weapons Laws Violations
18. Weather Related Emergencies and Events
19. Permit licensing (Firearms ID as well as license to carry firearms.)
20. Internet Investigations (Credit Card Fraud, Identity Theft, Internet Crimes.)
21. Disturbance Calls (General calls for police service involving suspicious activity.)

SUMMARY OF CALLS FOR SERVICE

Once again, in 2019 the Dudley Police Department responded to calls for service resulting in police action being taken for several hundred violations of Massachusetts General Laws. Some 187 arrests were made and over 205 criminal summonses were issued during the year. We continue to patrol our community and enforce traffic laws and regulations. Traffic enforcement initiatives are designed to prevent accidents and encourage voluntary compliance with the motor vehicle laws. In addition to these duties, our agency issued firearms licenses and provided numerous reports, documents, and services to individuals and businesses throughout the year. While maintaining a high level of police activity, we embrace a community-policing model as a department philosophy.

The Dudley Police Department responds to thousands of calls for service each year. E-911 calls alone, for the year 2019, totaled 1,854. Traditional police response is often of a non-law enforcement nature. The Dudley Police Department prides itself in providing a variety of non-law enforcement related services to our community. These range from aiding disabled persons to assisting people locked out of their motor vehicle or home.

In 2019, our department investigated some 299 motor vehicle accidents, down slightly from 2018. Some were very serious. Deer strikes were a consistent theme in the early and later parts of the year. Incidents of domestic violence, destruction of property, substance abuse, and traffic violations continue to be areas of

concern. We are constantly seeking new and innovative ways to make our operations more efficient to reduce crime and enhance our service to the community.

Some events of significance for 2019 include the following:

January

On Wednesday, January 3rd, Sergeant Ceppetelli and Officer Ferreira responded to a reported larceny from Patriot Gas on West Main Street. A male subject entered the store around 5:30 am, stole liquor, and fled. A photo of the suspect was obtained and put out over Facebook. The person was identified the next day and charges were filed.

On Thursday, January 10th, Officer Annese was able to identify and file charges against a male and female regarding the theft of a donation box from Dunkin' Donuts. This occurred back in December of 2018. A photo was also sent out over social media and the parties were identified with the help of the public. They were arrested on outstanding warrants by the Southbridge Police. When arrested both parties were wearing some of the clothing that was seen in the store video.

February

On Friday, February 9th at approximately 7 pm, Sergeant Ceppetelli and Officers Megas and Mastrogiovanni, responded to the Dollar General on West Main Street for a reported shoplifting. The suspect was identified as a known resident from Oxford Ave. who had 6 outstanding warrants for his arrest at that time. The officers responded to the residence. The suspect subsequently fled on foot and was taken into custody behind the building. Sergeant Ceppetelli suffered a rib injury during the pursuit and missed some work time as a result.

On Wednesday, February 20th at approximately 11:00 am, Sergeant Poplawski and Officer Megas, along with Fire Personnel, responded to a two-car crash on Dudley Southbridge Road near Partridge Hill Road. A westbound vehicle collided with a parked car. The vehicle then struck a utility pole, breaking it in half. There were some injuries and parties were transported to Harrington Hospital by Dudley Ambulance.

On Saturday, February 22nd at approximately 12:08 am, Officer James Mastrogiovanni was on patrol traveling south on Oxford Avenue when he observed a gold Ford Taurus exit a nearby driveway and proceed southbound in front of his cruiser, at a high rate of speed. He attempted to stop this vehicle on Oak Street, however; the operator continued driving. The vehicle traveled on West Street, to Pine Street, and back onto Oxford Avenue northbound. The operator was observed throwing items, later determined to be crack cocaine, from the vehicle during this time. The suspect vehicle accelerated and crossed the Oxford Town line onto Old Webster Road. For safety considerations, Officer Mastrogiovanni slowed his cruiser and followed the anticipated route of travel of the suspect vehicle. While nearing the intersection of Larned Road in Oxford, it was discovered the Ford Taurus had left the roadway, collided with a guardrail, and overturned. The suspect was the lone occupant and he was taken into custody at that time. Oxford and Webster Police assisted. The suspect was transported via Oxford Ambulance to Umass Hospital in Worcester for evaluation of minor injuries. He was treated and released. There was an outstanding warrant for this person, his license was suspended, and he faced numerous other charges.

March

On Sunday, March 3rd at approximately 10:11 pm, Sergeant Ceppetelli, and Officers Smith and Ferreira, along with Fire and EMS Personnel, were dispatched to a crash at the intersection of Dresser Hill Rd and Healy Rd. A vehicle lost control on snowy roads, struck and embankment, and rolled over. The vehicle also caught on fire. Fortunately, no one was seriously injured.

On Sunday, March 17th at approximately 1:45 am, Officer Ferreira found a female lying on the side of the road near #22 Chase Ave. Investigation revealed she had been struck by a passing motor vehicle that had fled the scene. She was transported by the Fire Department Ambulance personnel to the hospital with a leg injury. Evidence gathered at the scene, including a passenger's side mirror, indicated a gray vehicle, possibly a Ford, was involved. Shortly thereafter, Officer Mastrogiovanni located a 2015 Gray Ford Focus on Perry Lane in Dudley with damage consistent with the vehicle involved in this crash. Sergeant Ceppetelli responded to assist. The officers were able to locate the operator, who stated he believed he had collided with a trash container. He was summoned to court on charges of leaving the scene of a personal injury accident and negligent operation. Later that day, at approximately 7:20 pm, Sergeant Ceppetelli and Officers Daniels and Remillard, responded to a hit and run crash, car vs. parked vehicle, on Schofield Ave near #36. A pickup truck was believed to be involved. While checking the area, Officer Remillard discovered a fluid trail and evidence leading to a residence off New Boston Road. The suspect vehicle was located, and the male driver was identified. He was taken into custody and charged with driving under the influence of alcohol and leaving the scene of the crash. On that same date, a person came to the station and reported another hit and run crash on New Boston Road. The driver had dash cam video of the suspect vehicle. Officers were able to identify the vehicle and locate a potential suspect. Officer Daniels conducted an interview with a male and he later admitted to the crash. He was subsequently summoned to court in connection with this incident.

On Sunday, March 17th at approximately 8:30 pm, Sergeant Ceppetelli and Officer Daniels were dispatched to a disturbance call on Warsaw Ave. Upon arrival, they heard a female screaming and a male yelling from one of the residences. They encountered resistance from the male who began fighting with them. After some struggle, they were able to control him and place him in custody. He was transported to Webster Police Department and charged with disturbing the peace, resisting arrest, and assault and battery on a police officer. Fortunately, no one was injured.

On Thursday, March 21st at approximately 7 pm, Sergeant Ceppetelli and Officers Remillard and Smith were investigating the presence of a stolen U-Haul truck at a residence on Lynn Lane. The vehicle was being operated by an individual with a revoked license. When the vehicle left the home, the officers were able to block its path. The operator fled the truck while it was in reverse and it rolled into one of our unmarked cruisers. Officers gave chase and they were able to apprehend him after a brief foot pursuit. Officer Remillard suffered a knee injury and he was out of work for some time as a result. The suspect was held for a court appearance the following day.

On Sunday, March 24th, at approximately 9:05 am, Officers Boyd and Smith, as well as Dudley Fire and Emergency Services Personnel, responded to a two-car head on crash on Southbridge Road (Route 131) near the intersection of Mill Road. The crash occurred on the bridge spanning the Quinebaug River. The first vehicle, a 2006 Ford Fusion was operated by a 22-year-old male from Southbridge. The second vehicle, a 2010 Nissan Rouge, was operated by a 68-year-old male from Woodstock, Ct. Unfortunately, the 22-year-old died from his injuries. The 68-year-old was treated and released. The Central Massachusetts Law Enforcement Council was called in for accident reconstruction and the Worcester County District Attorney's Office assisted with this investigation

On Monday, March 25th at approximately 2:15 am, Officers Karlowicz, Daniels and Pacheco, along with Fire and EMS Personnel, responded to a car vs. tree crash on New Boston Road. The operator had suffered a significant leg injury and the car began catching on fire. It was extinguished by Officer Karlowicz. The driver was transported to the hospital via ambulance. It was later revealed he had a suspended license. He was summoned to court.

April

On Monday, April 8th at approximately 3:05 am, Officers Annese and Smith responded to a residence on West Street for the report of an individual attempting to light a car on fire. When the officers arrived, they learned a male subject was upset with one of the residents and tried to light the vehicle on fire by igniting newspapers stuffed inside the fuel nozzle. The subject fled inside a nearby apartment and barricaded himself in a bathroom. He stated he had a gun and knife and would assault any officers who tried to take him into custody, as he did not wish to return to jail. The Officers summoned assistance from the Webster Police and were able to contact the person. A taser was deployed on this individual. He was taken into custody and evaluated by medical personnel. He was found to have no weapons, however; at the time of contact, the officers noticed a black object in his hand. It was later found to be a scale. This was good police work as the situation could have escalated easily. He was charged with several offenses, including burning property and resisting arrest.

On Thursday, April 11th at approximately 1:30 am, Sergeant Ceppetelli was patrolling the western part of Town near the Southbridge line. While on Laura Way, he observed a 2013 Mercedes parked on the side of the road. The vehicle had been reported stolen out of the Town of Charlton. Webster Police K9 Officer Suss and his dog Bandit responded along with Webster Officer O'Leary. Officers Smith and Mastrogiovanni responded to assist with the search. A track of the area resulted in the location of a 44-year-old male suspect, found hiding in a tree. He was taken into custody at that time. In his possession were several items, later determined to have been stolen from vehicles around the area. He also had an outstanding warrant for his arrest. In addition, he was charged with receiving stolen property, including the motor vehicle, disturbing the peace, and trespassing.

On Sunday, April 14th at approximately 1:05 am, Sergeant Ceppetelli and Officers Smith and L'Heureux responded to a domestic incident on Tracy Road. A male had assaulted his wife and broke her cell phone. He fled the residence while wearing only his underwear. He was found hiding in the upper level of a nearby barn and was taken into custody at that time. He was charged with assault and vandalism.

May

On Friday, May 10th at approximately 1:00 am, Officers Daniels, Mastrogiovanni, and Pacheco, along with Fire Personnel, were dispatched to the area of 13 West Main Street for a report of a motor vehicle crash. It was reported the operator had fled the scene on foot. As officers arrived, they found a 2008 Silver Chevrolet Pickup against a utility pole off the westbound lane. The vehicle was heavily damaged, and the pole had started on fire. As a result, power was lost in the area. A witness described the operator as a white male with dark jeans and a gray hooded sweatshirt. He had left the scene heading west. Another witness, who was familiar with the operator, had stopped at the scene and provided the responding officers with the name of the driver. A short time later, the subject was found in the parking lot of Dippin' Donuts. He had some minor injuries and Dudley Medical Personnel responded to the scene. He was evaluated and refused treatment. He was believed to be under the influence of alcohol. He was charged with several offenses including driving under the influence and leaving the scene of the crash.

Over Mother's Day weekend, we had some domestic related incidents. One was the result of an early morning argument between a male subject and his wife. The matter became physical and the male was arrested. Another began as an argument regarding a lack of sexual relations on Mother's Day. This also became physical (assaultive) and a male party was taken into custody. Finally, on Saturday, May 12th, shortly before midnight, Sgt. Ceppetelli and Officer Ferreira responded to a domestic situation, husband and wife, on Fairfield Drive. The male assaulted the female, smashed the phone, and fled the scene. He had made suicidal statements. Assistance was called in from the Webster Police K9 dog and the State Police Helicopter. He was later located at his parent's residence on Tomahawk Drive. He was taken into custody without incident and charged with several domestic abuse-related offenses.

On Wednesday, May 22nd, Officers Megas and Daniels responded to a crash on West Main Street near Dollar General. Upon arrival, they observed a vehicle overturned on the sidewalk area. Further investigation revealed the crash had occurred intentionally during a dispute between a man and his former girlfriend. The male is alleged to have intentionally drove into the rear of the victim's vehicle, causing his car to overturn. No one was seriously injured, and the male was taken into custody on charges of domestic assault and battery and assault and battery with a dangerous weapon (vehicle).

On Friday, May 24th at approximately 6:30 pm, Officers Daniels, Megas, and Pacheco were dispatched to 5 Schofield Ave for a report of a disturbance. Repeated calls were handled involving the same female who was believed to be intoxicated as well as suffering from a mental illness. She was taken into custody for a mental health evaluation. During this time, she resisted the officers and was finally subdued. She had, in her back waistband, a pistol. This was later determined to be a BB gun; however, it was very realistic looking. She was brought by Dudley Ambulance to the hospital for treatment and summoned to court on disorderly person and other charges

On Sunday, May 26th, our officers responded and assisted Webster Police with the apprehension of a knife wielding suspect off Harris Street near the TSKK Club. The suspect was a former Dudley resident known to our department. Fortunately, no one was seriously injured.

June

On Tuesday, June 4th, Officer Karlowicz concluded an investigation of larceny from a person over age 60. Over a period of three months, a male subject had been taking checks from a neighbor and cashing them. There was over \$5,400 taken from the victims account between March and May. The suspect was summoned to court on several charges, including a felony larceny charge with a victim over the age of 60.

On Monday, June 17th, Officers Karlowicz, Daniels, and Pacheco responded to a report of an erratic operator in the Brandon Road area. The vehicle and operator were later located at a liquor store on West Main Street. The driver appeared intoxicated and was uncooperative with the officers, telling them he did not believe in the laws. He attempted to fight with the officers and a taser was deployed on this individual. He was taken into custody at that time. The suspect was uninjured and refused treatment. He was charged with a Second Offense of Operating Under the Influence of Alcohol, Assault, and other offenses.

On Wednesday, June 19th, Sergeant Karlowicz and Officer Remillard responded to Marsh Road for a female sitting in the middle of the street. A person traveling in the opposite direction, saw this woman driving her car when she fell out of the driver's seat onto the roadway. Investigation revealed she was heavily intoxicated, even to the point where she urinated herself. She was transported by Ambulance to the hospital for treatment. She was summoned to court on charges of Operating Under the Influence and negligent operation.

July

On Sunday, July 21st at approximately 11:15 pm, Officers Smith and Mastrogiovanni responded to an apartment building on Chestnut Street for a disturbance. Upon arrival, several individuals were in the hallway and a male had a laceration to the head that was bleeding a great deal. An ambulance was summoned to evaluate this person. Investigation revealed the party with the cut had assaulted and attempted to choke his girlfriend during an argument. Some of the neighbors heard this and intervened. That is how this person sustained his injury. The subject was taken into custody and charged with domestic assault and battery, strangulation, and disturbing the peace.

On Friday, July 26th at approximately 9:20 pm, Officer Megas met with a female victim at our station. The person reported a restraining order violation by her husband. The two were separated at that time. The husband was found in Southbridge and taken into custody. As he was being held, he was believed to be a suicide risk. Mobile psych services from Harrington Hospital responded and a Doctor later ordered this person committed to Bridgewater State Hospital until his court appearance the following Monday. Two of our officers transported him there and he was picked up early Monday, the 29th. He was arraigned and released by the judge on GPS bracelet. Fortunately, no further incidents were reported. This is the first time in my 30+ years I have ever seen one of our arrested subjects transported directly to Bridgewater State Hospital. Concerns regarding the subject's release were raised with court officials.

On Wednesday, July 30th at approximately 11 pm, Sergeant Ceppetelli and Officers Ferreira, Smith, and Pacheco responded to a reported armed Robbery at Patriot Gas on West Main Street. Two subjects entered the store while masked. One was armed with what appeared to be a silver handgun. Money and cigarettes were taken. No one was injured. The subjects fled in what was believed to be a pickup truck. Our officers worked with Connecticut State Police officials, as a series of similar incidents had taken place in the northeastern CT. area. In early August, Sgt. Poplawski and Officer Smith, along with several others, worked with Connecticut State Police officials, and a 16-year-old male and female were later identified as suspects. They were arrested in southern Connecticut after a brief police chase. They were identified during another robbery there. Evidence was recovered, including a pellet gun used in the incident, which linked them to our robbery. It was a great example of collaborative police work amongst several agencies.

August

On Sunday, August 11th at approximately 6 pm, Officers Remillard and Megas were dispatched to 59 Schofield Ave. for a two-car motor vehicle crash. Officers discovered one car had backed into another while parking. One operator was 20 years old and was believed to be intoxicated. He was arrested and charged with a second offense of driving under the influence. During booking, the suspect was belligerent and uncooperative. He was taken to the Webster Police Department to await bail. When he was bailed, he caused a disturbance there and was arrested, once again, in the parking lot.

On Wednesday, August 14th at approximately 12:05 am, Sergeant Ceppetelli and Officers Smith and Mastrogiovanni responded, along with Fire Department personnel, to a roll over crash on Schofield Ave. near the Sewer Department entrance. The operator was not immediately found at the scene. A search of the area, including with a K9 unit, did not immediately locate this person. A short time after, Officer Mastrogiovanni was able to locate the suspect in the general vicinity of the crash. The person was lying in the woods. The male subject had chest and arm injuries. He was also believed to be under the influence of alcohol. He was transported to the hospital for treatment and later summoned to court on charges of operating under the influence and negligent operation.

September

On Saturday, September 1st at approximately 1:00 am, Officer Mastrogiovanni stopped a pickup truck on West Main Street for a motor vehicle violation. He was later assisted by Sgt. Karlowicz. Two males were present in the vehicle. During the interaction, the officers observed evidence of possible drug activity. They seized some 15 grams of crack cocaine and other materials from the occupants. One of the parties had a warrant for his arrest. Both were taken into custody and charged with possession of a Class B substance with the intent to distribute.

On September 25th at approximately 6:30 pm, Officers Daniels and Remillard, responded to Shepherd Hill High School for an assault investigation. It was later determined a former student had arrived at the school after football practice to confront one of the current players. The two were apparently engaged in an on-line dispute. While there, it is alleged the former student brought a gun with him and had threatened people. No one was injured. He was located at his home in Charlton a short time later. A pellet pistol was later found in his possession. This was believed to have been the weapon used in the assault. He was charged with threatening, assault with a dangerous weapon, and carrying a dangerous weapon on school grounds.

October

On Friday, October 11th at approximately 5 pm, Sergeants Karlowicz and Ceppetelli were dispatched to the Dudley Oxford Road. area for a report of an erratic operator. Sgt. Karlowicz observed a vehicle traveling on Mason Road with its passenger's side tires some two feet on a nearby lawn. The vehicle stopped in the vicinity of #104 Mason Road. Then it began driving again, off the road, and nearly struck bushes on the property. The operator was not communicating with the officers and appeared heavily intoxicated. When they asked him to step out of the truck, the subject fell over. He was arrested and taken to the police department for booking. At the station, he was so intoxicated, he kept falling off the stool and was placed in our restraint chair (un-restrained) in order to keep him from hurting himself. He was also suicidal and later transported to the hospital for an evaluation. He was charged with a second offense OUI alcohol and other offenses.

On Monday, October 21st at approximately 4 pm, Sgt. Karlowicz and Officer Daniels responded to the Harrington Medical Offices on West Main Street for an out of control patient. Upon arrival, they observed a female in the hall bleeding and screaming wildly. She had apparently cut her own wrist with broken glass. They tried to calm her to no avail. They were assisted by Dudley Ambulance Personnel and she was subdued and brought to the hospital. She was fighting with the officers and both were exposed to blood during the encounter. She was brought to court for an evaluation and was summoned on assault charges.

On Thursday, October 31st at approximately 1:30 am, Sgt. Ceppetelli and Officer Ferreira were dispatched to a single car crash on Dudley Southbridge Road near the Southbridge line. While responding, Officer Ferreira observed a male subject walking down the middle of the road. He was later determined to be the driver of the vehicle which had veered off the right side of the road and struck a tree. He was uninjured but appeared intoxicated. He was taken into custody and charged with OUI alcohol and other offenses.

November

On Tuesday, November 5th at approximately 9:30 am, Officer Smith, along with Sgt. Poplawski and Officer Carpenter, met with a female at the station who had been threatened by an ex-boyfriend. It was alleged the male was suicidal and had threatened this female with a knife. He is alleged to have stabbed the mattress next to the victim while she was lying in bed. Officers responded and committed this person for a mental

health evaluation. He was later summoned to court on charges of Assault by Means of a Dangerous Weapon.

On Monday, November 12th at approximately 12:15 am, Sgt. Ceppetelli and Officers Ferreira and Mastrogiovanni, responded to a disturbance call at the Walgreen's Pharmacy lot. A female had encountered an ex-boyfriend and another female. She was alleged to have threatened them both with a knife. The suspect fled the scene in a vehicle. She was later found on East Main Street in Webster and taken into custody. In addition to a knife, she had approximately \$900 in false currency in her possession. She was charged with Assault by means of a Dangerous Weapon, Possession of the Counterfeit Bills, and other offense.

On Friday, November 15th at approximately 5:11 am, Officers Mastrogiovanni and Pacheco, responded to a Truck vs. utility pole crash at the intersection of Airport Road. and Nelco Ave. The truck was proceeding up Airport Rd. when the driver reported the loss of all electrical components. The vehicle rolled backward off the road and into the pole. Wires were down in the area and power was out locally. The road was closed for several hours until all repairs were made. No injury was reported.

On Tuesday, November 26th at approximately 9 pm, a female came into the station requesting to speak with a female officer. Sgts. Ceppetelli and Karlowicz were on duty at that time and no female officer was available. They reached out to neighboring departments and the Douglas Police sent their female officer on duty. She met with the victim who explained she had been assaulted by her boyfriend. It is alleged the male had been drinking for the entire day and he became violent with her during an argument. He had struck and pushed her as well attempted to strangle her. She had a milk crate thrown at her and the male is alleged to have damaged her cell phone. She was able to free herself from the situation and came to our station. Officer responded to the residence and took the subject into custody. He was charged with several domestic violence related offenses, including strangulation. He was held on bail for court.

December

On Tuesday, December 3rd at approximately 8 pm, a female entered the Webster Police Department and reported that she was held against her will while inside of her vehicle. She reported that a male and female approached her vehicle while she was parked in the Dollar General Store on West Main Street. These individuals stated that they were homeless and asked to smoke inside of her vehicle to get out of the cold. The victim allowed the them inside of her vehicle. She did not know either party. The male then stated that he had a gun and placed it to the back of the victim's head. The two wanted cash and made her drive them around Webster for approximately one hour. She was instructed to drop them off at The Wash Tub Laundromat on Oxford Avenue. Once there, the two exited the vehicle and took the victim's license, cell phone, and \$20.00 cash. Officers Boyd and Remillard responded. Officer Remillard reviewed available video surveillance and observed a male matching the description provided by the victim. During this time, it was learned a second person had reported a male and female approached her vehicle at the Dollar General parking lot shortly before this incident. This person stated that a male knocked on the car window and asked for a ride down the street. The male party then attempted to open the door, however; the person was able to drive away. This person provided similar descriptions of the suspects. Webster Police Officers were called to assist with this investigation. Officers discovered what appeared to be fresh footprints in the snow. The prints were tracked to a residence on Green Street. When the officers approached the home, the lights were turned off and there was no response at the door. Based upon photos of possible suspects and other information, it was believed the involved parties were present at that residence. Officer Remillard and Sergeant Ceppetelli applied for and were granted a search warrant for a home on Green Street. Officers made entry shortly after 1 am. Two individuals were taken into custody, and evidence was recovered in

connection with this incident. The suspects were charged with armed robbery, kidnapping, and other offenses. This was excellent collaborative police work amongst the officers.

On Saturday, December 14th at approximately 11:55 pm, Officers Mastrogiovanni and Pacheco were dispatched to a call for an erratic operator on West Main Street near the Webster line. A vehicle had driven up on the sidewalk, flattening two tires. It then left the scene. It was located by a Webster Officer as it was traveling south on Schofield Ave. It was stopped near Brandon Rd. A female operator was present. She was believed to be intoxicated and had told the officers she had left her residence earlier to go to the liquor store. She was taken into custody. During booking she exhibited erratic behavior, which included sexually suggestive comments, suicide threats, and other uncooperative acts. She was later transported to the hospital for evaluation and charged with operating under the influence and negligent operation.

On Monday, December 16th, Sergeant Karlowicz, and Officers Remillard and Smith were dispatched to an apartment on Oak Street for a reported disturbance. Upon arrival, they heard an argument taking place. The officers looked through a window and noticed a male subject holding a needle and what appeared to be drugs. Upon entry into the home, they took this person into custody. The substance was believed to be fentanyl, which can be a lethal pain killer. The subject has a criminal history and was held on \$1,000 cash bail

On Tuesday, December 24th at approximately 1:20 am, Officers Smith and Pacheco responded to a report of an intoxicated male who was trying to re-enter the PNA after it was closed. They were able to observe the suspect walking along West Main Street near Twin City Cleaners. The subject fled on foot and he was located shortly thereafter behind the Fire Station. It was discovered this person had a warrant for his arrest on a violation of probation charge. They took him into custody. He was uncooperative with the officers and when he was brought to Webster, he is alleged to have assaulted one of their officers, causing a cut over one of his eyes. He faced additional charges.

On Sunday, December 29th at approximately 5:45 pm, Officers Daniels and Smith responded to a report of an erratic operator on West Main Street near Dunkin' Donuts. The vehicle was heading east and had struck a small pole, mailboxes, lawns, and other objects off the road. The vehicle was stopped near Mason Road. The female operator was believed to be under the influence of alcohol and her license was under suspension. She was taken into custody and charged with leaving the scene and the other offenses.

Other Events of Note:

In March, our officers and Fire Department personnel responded to Yummy's Restaurant for some females ill at the location. Investigation revealed they had consumed several marijuana edible products and became sick. This is, unfortunately, a new reality we will be dealing with. They received treatment. Incidents of drug overdoses (approximately 2-3 per month), substance abuse, and mental health evaluations occurred consistently throughout the year. The opiate addiction continues in the country. Our community is not immune from its impact. It is critical to have treatment programs available throughout our area. Legalized Marijuana sales are now underway, and we will continue adjusting to this new reality.

On Patriot's Day, April 15th, we experienced a water break at one of our sinks located off the dispatch center. Maintenance and the Water Department were called in as there was some difficulty in shutting off the water. This created a significant flood in much of the first floor of our side of the building. We also suffered a failure of our hot water tank around this same time. That was not fixed until May 2nd. We did not have hot water for nearly two full weeks. Thanks go out to Spahl Plumbing for addressing the problem.

Finally, as an aside, we sent out our congratulations to Dudley's Chris Lindstrom on being selected in the first round of the NFL Draft on April 25th, a well-deserved honor for a fine young man. We wish him well. In April our officers started working detail assignments at Drafters Pub in response to the presence of numerous false identifications. We worked with Nichols College Public Safety to send a notification out to the student body about our intention to charge anyone we find with false identifications. While on detail assignment at the establishment, our officers worked with the management and arrested a person using the Mass ID of another to gain access. We continued this work with this establishment, other license holders, and the college to address this problem. Other arrests were made prior to the end of the college semester.

On Saturday, May 18th, 42 people took our reserve police officer entrance exam. A total of 26 passed. Reserve officer hiring's began at that time.

In July, we investigated numerous fireworks calls throughout town associated with the Fourth of July Holiday. These continue to be widespread. It certainly does not help our efforts to have stands selling these materials just over the state line. Perhaps our legislature will address this issue at some point. We had several weather events during the month, including an extended heat wave resulting in the Fire Department utilizing the Senior Center as a cooling station. Storms knocked down trees causing power outages and several roads flooded temporarily during heavy rain events.

In September, the threat of EEE impacted our area with emergencies being declared and limited nighttime activities. Our cruisers were equipped with bug spray, courtesy of a donation from the Dollar General Store on West Main Street. This threat impacted numerous events and outdoor activities until the month of November. Fortunately, this passed without known cases of infection in town. During the month, all Nichols College students officially moved back. Along with the high school and the end of the summer vacation season, an increase in traffic occurred in the area. There were some complaints of parties at residences on Center Road and Tanyard Road associate with college students. We took a proactive approach to address these issues with the residents and property owners to warn people sufficiently of the consequences for continued improper activity. I also attended a presentation by District Attorney Early at the Worcester Court regarding a computer software program he will be investing in to track overdoses on a county wide basis. We often see those addicted moving between towns and this method is designed to track the cases and direct treatment services to those impacted. It should be a positive program at no cost to our community. I attended two meetings with state legislators, members of the judiciary, and trial court officials to discuss the status of the Juvenile Session at Dudley District Court. There have been some space concerns over the years and the area police chiefs were asked for input on the proposal to relocate at least some of the court's activities. We hope to have this session remain in our area for the foreseeable future and I thank those responsible for allowing us a platform to discuss this important matter.

On Sunday, September 15th, Ms. Leona Lafountain passed away. Lee was a dedicated dispatcher for the Police and Fire Departments for over 43 years from 1967 – 2010. She was a great person and is sorely missed. Most of us attended her services held on September 23rd – 24th. The Dispatch Center in our building was dedicated to her back in 2012 and her service to the Town of Dudley was greatly appreciated.

In October, one of our cruisers was damaged by a falling tree. Officer Daniels had responded to a report of a tree blocking the road on Dudley Southbridge Road. As he and others were moving the tree from the roadway, another fell across the hood of our unmarked SUV, causing damage to the hood, drivers fender, and parts of the engine. Fortunately, no one was injured.

Also, in October, I had the opportunity to attend the International Association of Chiefs of Police (IACP) Conference in Chicago. These conferences are always great educational and learning opportunities. I was

able to attend trainings on community outreach, de-escalation techniques, mental health awareness, suicide prevention, elderly financial scams, protecting places of worship, commonalities of homeland attackers, and more. I also had the opportunity to see President Trump when he addressed the crowd.

In November, we took delivery of several new firearms to replace our existing handguns. The department issued ones were 10-15 years old and their functionality could have been in question. All officers are issued new firearms now through this program. We also conducted the replacement of our card access / video server in the building. Ours was wearing out and it needed replacement. These projects totaled over \$10,000 in cost.

In December, Sergeant Karlowicz and Officer Carpenter conducted an audit and re-organization of our evidence room. These two were sent to training in November on evidence room management. They spent several days organizing our rooms. This involved the computerization of older cases, disposing of items no longer needed, and preparing drug evidence for destruction. For the latter, they have arranged for over 500 pieces of drug evidence to be destroyed with the State Lab. Some other minor upgrades need to take place, however; the bulk of the work is done. This was a huge undertaking and I offer my thanks to them on a job well done.

In December of 2019, I finished my term as Past President of the Massachusetts Chiefs of Police Association, after serving as President for 2018. These past few years have been a tremendous experience for me both professionally and personally. I tried my best to represent this community and the Association in a professional manner. I hope it brought some well-deserved attention to the Town of Dudley and the men and women of the police department. I will remain active in the Association serving in liaison positions to the Amber Alert Commission, the Mass Office of Victim Assistance (MOVA), and the Fire Chiefs. I also belong to committees such as Chief of the Year, Casino Gambling, and most recently, the Legislative Committee. In 2020, I will be serving as co-chair of the Chief's Legislative Committee, along with Chelsea Police Chief Brian Kyes. This is an honor and I appreciate the support and confidence of my peers in this important endeavor. In my tenure serving through the chairs of the Association, I have met many people, traveled all around the state, and learned a great deal along the way. I thank my wife Christine and my family and friends for the support over the years. I particularly appreciate the support and efforts of the men and women of the department. I also appreciate the support of the Board of Selectman and Administrators Balukonis and Ruda. This meant a great deal to me. These roles were an outstanding experience and I am truly pleased I had the privilege of serving.

The Dudley Police Department is staffed full-time, 24 hours, seven days a week, for immediate response to all emergencies. As first responders, and one of the first emergency service workers on the scene of an incident, our officers are trained in first aid, CPR, and the use of portable defibrillators. The Dudley Police Department responded to several hundred Ambulance calls in support of our Dudley Firefighters and Emergency Services personnel. In addition to overdoses, suicide attempts and threats were frequent occurrences throughout the year. Some of these were related to substance abuse and many were due to mental health issues.

Advances in technology have a profound impact on policing as we move further into the 21st Century. In addition to our in-house computerized record keeping system, our officers have access to enhanced 911 call response with global positioning technology, online fingerprint scanning equipment, laptop computers in cars, GPS vehicle locating, and cross agency information sharing capabilities. This technology enables our operations to function in a more efficient manner. We are also working toward having accident reports available on-line for insurance companies to reduce our administrative time and costs. While this

equipment enhances police service, it does come with associated costs. I am hopeful the combination of gifts, grants, and budgeted funds will allow us to keep this technology in full operation.

Many of our officers received commendations for service to the community throughout the year. These included successful criminal investigations, the apprehension of suspects, and the saving of lives. Their service and dedication to the residents of this community is a credit to them and the department. All the officer's conduct investigations while, at the same time, work neighborhood patrols, respond to new incidents, and provide traffic enforcement service. I thank all the officers for their service, dedication, and commitment to the residents of Dudley.

Citizens of the Town of Dudley are encouraged to contact the Dudley Police Department at any time for assistance, whether it is of a law enforcement nature or a minor question or concern. Information may be obtained by stopping by, calling any of our listed numbers, by visiting our web site at www.dudleypolice.com, or reaching out to us on Facebook. We welcome citizen input into the function of the police department and encourage resident participation in the numerous community-oriented programs that are run each year.

Respectfully Submitted,

Steven J. Wojnar
Chief of Police

ANNUAL REPORT of the PLANNING BOARD for FISCAL YEAR 2019

To the Honorable Board of Selectmen and Citizens of the Town of Dudley:

Herein is the annual report of the Dudley Planning Board and Planning Office for the Fiscal Year 2019 (FY19) which started July 1, 2018 and ended June 30, 2019.

In July 2018, the following unanimous votes were taken: Guy E. Horne, Jr. - Chairman, Daniel Edmiston - Vice Chairman and Pamela Humphrey - Clerk of the Board. John Briare was voted to be the Board's Alternate Member. Gregory Benoit was appointed on June 10, 2019.

Over the course of Fiscal Year 2019, the Planning Board and the Town Planner have continued efforts to reach out to developers of several subdivisions that had either long outstanding construction issues remaining or that had been completed or nearly completed for some time, but no petitions for street acceptance had been submitted. The Planning Board and the Town Planner are working with the Board of Selectmen and subdivision developers to complete work to finish the construction of several subdivision streets and have these streets accepted by the Town as public ways.

During Fiscal Year 2019, the Town Planner worked further on the reformatting of and the keeping up to date of the Zoning Bylaws and Zoning Map, including the incorporation of amendments made over the previous and current years. Amendments to the Zoning Bylaws proposed by the Planning Board:

- Amend the "Town of Dudley Official Zoning Map" as follows: Rezone from BUS-15 to RES-10 the properties along the northerly and westerly sidelines of Marshall Terrace described as Assessors' Map 119, Lots 65, 64, 63, 54, 53 and 52.
- Amend the Zoning Bylaws, by enacting "Housekeeping" measures, such as correction of spelling and punctuation errors, correction of typographical errors, replacement of incorrect wording with correct wording, inserting missing information and wording, updating wording, and correcting other scrivener's errors, etc.
- Amend the Zoning Bylaws by adding provisions for Accessory Use Apartments and amending the definition of Two Family/Duplex Home.
- Accessory Use Apartments
- Definition of Kennel
- Citizens' Petition: Large scale photovoltaic/Solar Overlay District

Two new definitive subdivision plans were approved in Dudley in FY19, Dudley Estates and Legacy Landing. ~~At least two ongoing subdivisions, Rocky Hill Estates and Pierpont Estates, saw the construction of a few new single-family homes, and a few new houses were also built on other outlying lots. Construction of a portion of Noble Street within Pierpont Estates to provide access to six additional building lots within the subdivision, and of Bona Drive within Rocky Hill Estates to provide access to five additional building lots within the subdivision, were completed to base coat of pavement in FY18.~~ The number of Approval Not Required (ANR) plans in FY19 was higher than the number of those filed in FY18.

Below are the revenue totals of various plan applications and miscellaneous fees received during Fiscal Year 2019.

| TYPE OF PLAN and/or MISCELLANEOUS FEES | NUMBER OF PLANS / NEW BUILDING LOTS CREATED | \$ RECEIVED |
|---|---|--------------------|
| ANR (Approval Not Required) Plans | 8 / 10 | \$1,500.00 |
| Preliminary Subdivision Plan | 2 / ?? (lot creation tentative, based on the approval of a definitive subdivision plan) | \$4,700.00 |
| Site Plan Review (??) | ?? | \$ |
| Miscellaneous Fees (Photocopies) | | \$ 12.80 |
| TOTAL | | \$ |

The Planning Board and Town Planner, along with the Economic Development Committee, have continued to work diligently to bring about economic development and ensure a sustainable future for the Town of Dudley. During FY19, Phase 2 of the 3-phase economic development program that has been funded via a grant from CMRPC under the District Local Technical Assistance (DLTA) Program, was under way at the end of FY18. Need Phase 2 update.

The Town Planner has also continued research into the town's economic development assets along with the activities of CMRPC on the DLTA economic development planning activities. With all of this activity, the Planning Board believes that the Town of Dudley is well on the way to implementing a quality economic development program.

The Planning Board members and the Planning Office staff extend warm thanks to fellow board, commission and committee members, citizens, and co-workers who have assisted them in their decision-making processes and endeavors over the course of Fiscal Year 2019.

Respectfully Submitted,

Guy E. Horne, Jr., Vice Chairman

**TOWN OF DUDLEY
MASSACHUSETTS
QUINEBAUG RIVER RAIL TRAILS**



Kenneth Butkiewicz, Commission

Dudley Municipal Complex
71 West Main Street
Dudley, MA 01571
Phone: (508) 949-8001
selectmen@dudleyma.gov

Annual Report for Fiscal Year 2018 - (July 1, 2018-June 30, 2019)

This Report was prepared after the passing of Kenneth Butkiewicz in December of 2019. Ken was instrumental in the creation and stewardship of the Quinebaug Rail Trail. His sudden passing generated a void in the Town and we will continue with his plan with the help of the Town Administrator, Board of Selectmen, Highway Department and Volunteers.

To the Honorable Board of Selectmen and the citizens of the Town of Dudley, Quinebaug Rail Trail Commission Annual Reports.

Mission:

The Town's trail systems are a great venue where families can combine nature with walking, biking, jogging, or just enjoy a leisurely stroll. Where children can even run, climb trees, and people with disabilities can be out and about without having to worry about automobiles. The Trail systems are open from dawn to dusk 365 days a year.

Trails:

- Quinebaug River Rail Trail – West Dudley – 2 ¾ miles, we also maintain another ½ mile in the Town of Southbridge. The Town of Southbridge maintains the remaining portion of this segment of trail.
- Quinebaug River Rail Trail – Dudley - 1 ¼ miles, which also abuts 22 acres of the New Boston Road conservation land.
- Quinebaug River Water Trail – Which is part of the National Recreation Water Trail system and the West Dudley section is about 4 miles to Fabian, Connecticut which is the next river portage.

In FY19 we received \$25,000 from the Department of Conservation and Recreation which was added to this budget. Sale of scrap metal (old rail ties and pins) sold in the amount of \$49,960.92. In the spring of 2019 the Highway Department completed a bridge spanning over the French River for a cost of \$45,000 which includes engineering fees and supplies. Future plans for the trail are:

| | | | | |
|------------------|---|-----------|-----------|-----------|
| Estimate 2019 | French River Bridge | 45,000.00 | Completed | 66,987.27 |
| Estimate 2019 | Cow Underpass & Kiosk | 6,000.00 | | 53,387.27 |
| Estimate 2019 | Cow Underpass & Equip. | 8,000.00 | | 45,387.27 |
| Dudley | Loop Trail, West Dudley | 0 | 0 | 0 |
| DOT Mass Highway | Raze Quinebaug RR Bridge | 0 | 0 | 0 |
| DOT Mass Highway | Trail fencing along granite block wells | 0 | 0 | 0 |

| 5 year Plan | 2020/2024 | | | |
|--------------------|--|----------|--|-----------|
| Estimate 2020(5yr) | Cow Underpass | 5,000.00 | | 40,387.27 |
| Estimate 2020 | Cow Underpass | 5,000.00 | | 35,387.27 |
| Estimate 2020 | Remove ties West Dudley | 4,000.00 | | 31,387.27 |
| Estimate 2020 | Fencing a trail section in West Dudley | 6,000.00 | | 25,387.27 |
| Estimate 2021(5yr) | History Signage | 2,000.00 | | 23,387.27 |

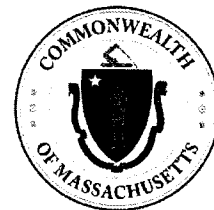
Quinebaug River Rail Trails is not part of the Town Budget Process, to move forward we will need to find project funding.

| | | | | |
|--------------------|---------------------------------------|-----------|--|--|
| Estimate 2021 | Gore Pond Trail | 40,000.00 | | |
| Estimate 2022(5yr) | Stone Dust | 14,000.00 | | |
| Estimate 2023(5yr) | Stone Dust | 14,000.00 | | |
| Estimate 2024(5yr) | Kiosk: Native American Burial- ground | 3,000.00 | | |



South Worcester County Communications Center

357 Main Street • Webster, MA 01570 • 508-943-1212
Serving the Towns of Webster and Dudley, Massachusetts



Gregory Lynskey, Communications Center Director

REPORT OF THE SOUTH WORCESTER COUNTY COMMUNICATIONS CENTER

The South Worcester County Communications Center (SWCCC) completed its fifth full year of operation during the 2019 Calendar Year. SWCCC is governed by an Inter-Municipal Agreement between the towns of Webster and Dudley, with Webster acting as the designated fiduciary for the Center.

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

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

Through the assistance of the State 911 Department, SWCCC has received a total of \$2,186,347 through regional development grants in FY2014 through FY2017. Funding from these grants have covered such capital items as a \$500,000 dispatch radio system, \$150,000 in portable radios for responders, \$80,000 in base station radios, \$75,000 in mobile computers for police cruisers, ambulances, and fire apparatus, and complete outfitting of the dispatch center. Many of these items were long overdue for replacement and purchase would not have been possible without these grants. The State 911 Department has also provided SWCCC with approximately \$2,100,000 in Support and Incentive Grant funding and \$135,000 in Training Grant funding as part of its annual grant programs to offset operational costs.

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

A total of 6,760 wireless and wireline 911 calls were answered by the center. 99.5% of all 911 calls were answered within 10 seconds, far exceeding the industry standard of 90% of calls being answered within 10 seconds. 3,856 calls originated from cellular devices with 30% of those coming to SWCCC directly without the need for a transfer from a relay center. Due to current reporting limitations, the number of 911 calls per community is unable to be determined. SWCCC also answered and processed 29 Text to 911 sessions. As texting becomes a far more prominent portion of our society, this is a natural evolution to have the ability to Text 911. It is important to remember though, you should always Call 911 if you can and only text 911 if you can't call.

In 2019, the Dispatchers of the SWCCC handled many critical incidents where time and knowledge were critical to the safety of the responders. I'd like to commend the dispatchers for

Board of Directors:

Doug Willardson - Chairman
Jonathan Ruda - Vice Chairman
Randy Becker - Member
John Marsi - Member

Operations Board:

Dean Kochanowski - Chairman
Michael Shaw - Vice Chairman
Steven Wojnar - Member
Brian Hickey - Member
Gary Milliard - Member

constantly handling these incidents in prompt, professional manners to ensure the safety of the residents and responders of the towns.

Also worthy of note, 2019 marked the first full year of the SWCCC contracting with the Denise Amber Lee Foundation to provide Quality Assurance of our emergency medical calls. The SWCCC utilizes PowerPhone as a provider for protocols to provide Emergency Medical Dispatch services. PowerPhone's standard is to review 10% of 911 medical calls and to achieve a Quality Assurance Rating of 85%. I am beyond pleased to report that in 2019, SWCCC dispatchers averaged a remarkable 91% rating for the 370 911 medical calls that were reviewed!

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

As we move into 2020, the Center is continuing with a model of professional, uniform, and dedicated service to its member agencies and the communities in which it serves. The Center continues to demonstrate it is a first class Regional Emergency Communications Center.

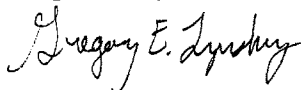
We also continue to seek out additional communities to join the Center. As of the time of this writing, the SWCCC has continued to have communications with local communities regarding joining the SWCCC however no formal agreements have been put in place.

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

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

In closing, I would like to thank the Board of Directors, the Operations Board, and most importantly the dispatchers who are employed by the SWCCC. Without the tireless efforts of all and without the cooperation amongst all levels of our operation, the Center would not be where we are today. I would also like to thank Dudley Town Administrator Greg Balukonis and Board Member Peter Fox for their many years of support of both the SWCCC and myself. I wish them the very best in their retirements.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Gregory E. Lynskey".

Gregory Lynskey

Board of Directors

Doug Willardson – Chairman
Jonathan Ruda – Vice Chairman
Randy Becker – Member
John Marsi – Member
Paul Joseph – Alternate
Earl Gabor – Alternate
Courtney Friedland – Alternate

Operations Board

Dean Kochanowski – Chairman
Michael Shaw – Vice Chairman
Steven Wojnar – Member
Brian Hickey – Member
Gary Milliard – Member

Communications Center Director

Gregory Lynskey

Full-Time**Public Safety Telecommunicators**

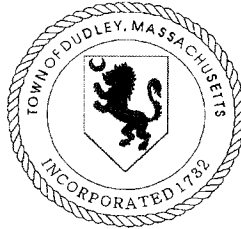
Rebecca Prefontaine, Supervisor
Veronica Oleszewski, Supervisor
Kristin Munger
Bonnie Pearl
Joan Laplante
Charles McGowan
Paige Moroz
Bryan Blomgren
Pedro Jorge
Samantha Putis

Part-Time**Public Safety Telecommunicators**

Scott Baldracchi
Steven Chenard
Elizabeth Fish
Victoria Longo
Brittany Morgan

TOWN OF DUDLEY
MASSACHUSETTS
OFFICE OF VETERANS' SERVICES OFFICER

Stephen P. Rogerson
Director of Veterans
Services
stephenr@dudleyma.gov
71 West Main Street
Dudley, MA 01571



Office Hours:
Monday 10:00AM-1:00PM
Wednesday 10:00AM-5:00PM
Thursday 12:00PM-7:00PM
Or by Appointment
Phone: (508) 949 8010
Fax: 508-949-8033

Annual Report Veterans' Officer March 2019

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

VETERANS' SERVICES

Veterans Benefits, under Massachusetts General Law Chapter 115, and its amendments, provide benefits in the form of cash grants (checks) for food, clothing, shelter, and Medical care for veterans and their dependents. Numerous cases for Chapter 115 Veterans Benefits were processed during FY 2019, requiring a constant flow of follow up information pertaining to assets, employment, budgets, etc. to satisfy the criteria required by the Commonwealth. In addition, applications were processed during the same time period for financial help in regard to the burial of indigent veterans. There is a certain amount of investigative work which must be done in order to verify information given to this office so that the town would not be defrauded. These veterans are treated with the same honor and respect due to every veteran who passes away.

Other reports that must be maintained throughout the year with the Department of Veterans Services are:

1. VS21 Authorizations
2. Commonwealth DOR reports
3. Computer match reports
4. Wage reports, Bank reports
5. Medical reports
6. Department of Employment & Training reports
7. Notices of Intent & Action reports, as well as many other monthly reports

Fiscal year FY 2017, the Town of Dudley appropriated \$127,000.00 for Veterans Benefits. The trend has been that benefits increase by approximately \$20,000 per year which is reimbursed at 75% to the Town from the Commonwealth of Massachusetts, under Chapter 115, Mass. General Laws, Veterans' Benefits Program.

Fiscal year 2020 should be more challenging than ever both from the standpoint of funds appropriated to the number of hours needed to maintain the level of help this office provides to our veterans.

The veterans' office also provides assistance and information concerning Federal regulations under Title 38 United States Code, claims and/or inquiries were made for the following:

- * Service-Connected Disability Pensions
- * Dependency and Indemnity Compensation Pensions, monthly checks
- * Veterans medical information re: I.D.s and eligibility for medical and dental benefits
- * VA Home loans
- * Burial benefits
- * Education benefits/G.I. Bill
- * Researching and obtaining lost or destroyed discharge papers (DD-214)

In addition, as in the past, this Office is responsible for coordinating the effort of planning and implementation of Veterans Day, Flag Day, and Memorial Day Observances. Also, this office maintains contact with all veterans in Dudley through meetings with various veterans' organizations and clubs. This office also meets with the students of all of the schools in Dudley at various dates, to answer questions they may have and to give them encouragement.

This office works closely with the Department of Employment and Training, Workforce Central, located in Southbridge, MA, and has for the past several years. Many local Veterans have lost their employment with companies downsizing. It is the intention of this Office to assist all Veterans and their dependents in every way possible, to work with the DET Office and other agencies as well to do our best to assist these veterans to regain suitable full-time employment. FY 2019 has been a very successful year in obtaining better employment opportunities for many Veterans.

I wish to express my thanks to the personnel in the Dudley Government Complex, for their help in assisting this Department in carrying out the services that are very much in need.

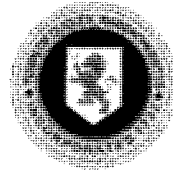
Thank you,

Stephen P. Rogerson

Director of Veterans Services
Veterans' Services Officer
Veterans Burial Agent

TOWN OF DUDLEY
MASSACHUSETTS
OFFICE OF THE BOARD OF WATER/SEWER COMMISSIONERS

Scott Zajkowski, Chair
Fred Bazinet
Thomas Fournier
Jay Spahl
Robert Sullivan



Dudley Municipal Complex
71 West Main St. Suite 305
Dudley, MA 01571
Telephone (508) 949-8007
Fax (508) 949-8029

George Patrinos, *Superintendent*
Jennifer Cournoyer, *Administrative Assistant*

watersewer@dudleyma.gov
www.dudleyma.gov

Water Employees:

Brian Dorval, Assistant Plant Operator
Luke Asselin, Laborer

Sewer Employees:

Michael Krajcik, Assistant Plant Operator
Tim Galvin, Laborer

Honorable Board of Selectmen and Citizens of Dudley:

The Board of Water and Sewer Commissioners is pleased to present our 2019 Annual Report to the residents of the Town of Dudley.

Water Department:

The Water Department continues to make necessary new upgrades and improvements to its infrastructure. The Water Department is also committed to enhancing its ability in finding and supplying new sources of water for its customers.

In the past year, the Water Department has completed or implemented the following improvements:

- Near completion of a new replacement well (#7) for one of our primary water pumping stations on Schofield Ave (Station #3)
- Test boring and confirmation of a (needed) potential third water source at Pump Station #1 on West Main Street
- Initiate the Development and Engineering phases to begin rehabilitation and new water source (wells) projects at Pumping Station #1 on West Main Street (2020-2021)
- Rehabilitation of both primary pumping stations at Station #3 and Station #6 to include new piping, chemical lines and tanks. (2020-2021)
- Installation of a new S.C.A.D.A. communications system for all pump stations and facilities
- Continued process of upgrades and change over of old water meters to new radio read (electronic) systems. This will be for both households and businesses

- Replacement of 6" AC water main pipe to 8" ductile iron pipe on Mason Road to Mason Road Ext. to G & S Drive (2020-2021)
- Preparation to completely drain, clean, repair and inspect both water storage tanks (2020-2021)
- Water Department has repaired 16 water main and services this past year
- Replaced and repaired 8 hydrants throughout system
- Have added even more alarm system upgrades for all pump stations, tanks, analyzers and chemical feed pumps. This will allow us to maintain ever changing safety standards set down by the D.E.P.

The Dudley Water Department continues to maintain the highest quality of water standards due to our on-going corrosion control and disinfection programs. The department continues to perform monthly and quarterly testing of our Water Distribution System so that water quality continues to meet or exceed state standards.

As the demands for water increases in our town, the priority and commitment of the Water Department is to explore and implement a third source of water along with exploration of a fourth. The D.E.P. has mandated the Dudley Water Department to concentrate its efforts in rehabilitating Pump Station #1 on West Main Street to a fully operational water station. (Est completion in summer 2021)

Sewer Department:

The Sewer Department continues to improve its infrastructure by performing needed maintenance and upgrades to its twelve (12) sewer pumping stations, sewer pipes and manholes. The department continues to implement various phases of the state mandated I & I Assessment Program which should help minimize water infiltration into the sewer system.

The Sewer Department has performed the following this past year:

- Flow Assessment of various vulnerable areas in sewer system for Phase I
- Smoke testing and examination of areas prone or suspected of infiltration in sewer system
- Numerous sewer main inspections using state of the art cameras
- Rebuild and replaced manhole on West Main Street
- Installed ten (10) outside extra sewer meters
- Installed four (4) new sewer connections
- Continued jetting on all areas in the sewer system and pumping stations (to ensure proper flow)
- Sewer Connection System
 1. Totals 20.66 miles of gravity sewer mains
 2. Totals 0.46 miles of low pressure forced mains
 3. Totals 563 working manholes in use

Sewer Department bases its rates on \$3.20 per cubic foot

The Board of Water and Sewer Commissioners would like to thank all their employees for the hard work and dedication even 24/7 (and holidays). We would also like to thank all other Town Departments and Agencies for their ongoing help and support.

Respectfully Submitted,

The Dudley Water and Sewer Commissioners

Scott Zajkowski, Chairman

Fred Bazinet

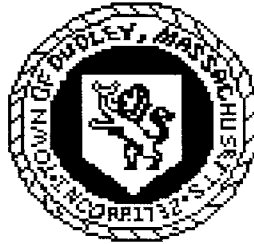
Thomas Fournier

Jay Spahl

Robert Sullivan

TOWN OF DUDLEY
MASSACHUSETTS
OFFICE OF THE ZONING BOARD OF APPEALS
Dudley Municipal Complex
71 West Main Street, Room #309
Dudley, MA 01571

George Slingo, Chairman
Brian Canty
Hugh Cushing
John Glynn
William LePage
Wesley Pettit
Roberto Sinni



Gloria Harvey, Clerk
Phone 508-949--8012
Fax: (508) 949-8012

OFFICE OF THE ZONING BOARD OF APPEALS
ANNUAL REPORT

To the Honorable Board of Selectmen and the Citizens of the Town of Dudley, I hereby submit the following report for the Zoning Board of Appeals for the fiscal year July 1, 2018 to June 30, 2019.

The Zoning Board of Appeals is composed of five regular members, two alternate members and one clerk. Massachusetts State Statute has authorized the Zoning Board of Appeals to perform the following:

- **Special Permits**
 - **Three Special Permits**
 - **Fees Collected - \$450.00**
- **Variances**
 - **Three Residential Variances**
 - **Fees Collected - \$600.00**
- **Commercial Variances**
 - **Four Commercial Variances**
 - **Fee Collected - \$1400.00**
- **Appeals**
 - **One Appeal was filed**
 - **Fee Collected - \$350.00**

Total Fees Collected
\$2,800.00

Respectfully submitted,

George Slingo
Chairman Zoning Board of Appeals

TOWN OF DUDLEY

MASSACHUSETTS

RECYCLING DEPARTMENT



Vincent Polletta
Superintendent / Coordinator

Mailing Address
71 West Main St.
Dudley, MA 01571

Phone: (508) 949-8022
Fax: (508) 949-8013

RECYCLING CENTER FY19 ANNUAL REPORT

To the Honorable Board of Selectmen, Highway Commissioners and citizens of the Town of Dudley, I submit the following report for the Fiscal year ending June 30th, 2019

Permits Sold

| | | | |
|------------------------------------|-----|-----------------------|--------------|
| Regular 1 Year | 420 | Regular 1/2 Year | 26 |
| Senior 1 Year | 309 | Senior 1/2 Year | 3 |
| Non-Resident 1 Year | 4 | Non-Resident 1/2 Year | 0 |
| Grass and Leaves | 48 | | |
| Total amount collected for permits | | | \$182,008.00 |

| | |
|---|-------------|
| Bulk Collections (B+D, White goods, Mattresses, AC's, Furniture, Etc.) | \$14,385.00 |
| Cost of Bulk Disposal, 106.58 Tons | \$8,146.17 |
| Cost of Bulk Equipment Rentals | \$695.00 |
| Cost of Bulk Trucking | \$5,360.00 |

| | |
|---|-------------|
| Single Stream Recycling 215.96 Tons Cost of Disposal | \$12,614.75 |
| Cost of Equipment Rentals | \$3,000.00 |
| Cost of Trucking | \$8,640.00 |

| | |
|--|-------------|
| Trash 653.29 Tons, Cost of Disposal | \$56,022.04 |
| Cost of Equipment Rentals | \$2,280.00 |
| Cost of Trucking | \$15,520.00 |

| | |
|--|--------------|
| Planit aid | \$483.00 |
| Electronics Disposal 11.7 Tons | \$5,300.00 |
| Tires , 443, Cost of Disposal | \$798.50 |
| Motor oil , 1,550 Gallons, Cost of Disposal | \$603.50 |
| | \$196,876.00 |
| | \$118,976.96 |

Approx. 500 Yards of Compost Material was made, Chipped up approx. 200 Christmas trees

Sincerely
Vincent Polletta
Superintendent
Dudley Highway Department

DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

Steven M. Lamarche
Superintendent of Schools

Karen A. Ares
*Interim Assistant Superintendent for
Teaching and Learning*



68 Dudley-Oxford Road
Dudley, Massachusetts 01571
508-943-6888
508-943-1077 – fax
www.dcrsd.org

Lorinda C. Allen
Director of Pupil Personnel Services

Richard J. Mathieu
Director of Finance and Operations

Charlton Elementary School
9 Burlingame Road
Charlton, MA 01507
508-248-7774
Lori A. Pacheco, Principal

Notable Achievements

Charlton Elementary School was nominated as the 2019 Best Elementary School in Central Massachusetts by the Telegram and Gazette, and was announced as the winner during a banquet at the DCU Center in Worcester.

The Dudley-Charlton Education Foundation (DCEF) awarded Charlton Elementary School a Technology Grant upon the successful application by Technology Integration Teacher Brooke Beverly. The funds will be used to purchase additional iPads. In addition to the grant money, Charlton Elementary staff and students held several fundraisers to support this cause. As a result, 40 new iPads were added for classroom use at the start of the 2019 school year.

Teddy Bear Tours

Charlton Elementary School held their first teddy bear scavenger hunt and picnic to welcome incoming kindergarten students in August. Students attended this event with their families and teddy bears. The scavenger hunt led them through the whole school.

Family STEAM Night and Literacy Carnival

Charlton Elementary School hosted a Family STEAM Night with a dinosaur theme. Over 100 families joined us for prehistoric activities related to Science, Technology, Engineering, Art and Math. Our Halloween Literacy carnival was held during the school day so that ALL students could participate. Parents and high school students led over 50 activities that supported literacy skills in preschool, kindergarten and first grade.

Project Based Learning Projects

First grade classrooms incorporated two Project Based Learning Projects (PBL) during 2019. The first project had students learning about animal habitats. Students worked in groups to present their information to classmates in different ways. The second project was incorporated into a civics' unit on voting. Students nominated Spirit Day ideas, held primaries in their own classrooms, campaigned in various ways and held an election to determine an April 2020 school wide Spirit Day.

Co-Teaching Classrooms

Charlton Elementary School incorporated two full time co-teaching classrooms in grade one. In this model there are two teachers teaching all students. They share the delivery of instruction for both students who are struggling and are advanced. The benefits of a co-teaching classroom include; equal access to the curriculum, diversity of instruction meeting the learning capacities of each child, and fostering a greater sense of classroom community.

Community Service Projects

Everyone Matters Day at CES

On February 15th, Charlton Elementary School celebrated Everyone Matters Day. All students and staff were provided an Everyone Matters t-shirt. As a school, we supported our local food pantry on this day and collected boxes and cans of food, paper goods and personal hygiene items.

Choose to Be Nice Club

The Charlton Elementary School Choose to Be Nice Club supports the community in multiple ways. The 2018-2019 club had 59 members and the 2019-2020 club has 57 members. They support our local fire department, police department, Overlook friends, town hall employees, local dog shelters, our local library, members of the military and Toys for Tots.

Friday Dress Down Money

Charlton Elementary School staff wear jeans on Friday and contribute \$1.00. Approximately \$1,500 was given to local charities with the money collected.

**Heritage School
34 Oxford Road
Charlton, MA 01507
508-248-4884**

Kathleen E. Pastore, Principal

Notable Achievements

Bay Path Buddies – January, 2019 – December, 2019

Through this program, the Student Council from Bay Path Regional Vocational Technical High School partner with a young student from Heritage School to develop a mentoring program. The high school students visit monthly and become a “Big Buddy” to their elementary student. While they share a snack, they work on homework together, join in a craft session and always finish with a game or a story.

Parent and Child Yoga Course – February, 2019

All parents and children were invited to attend a parent-child “Mindfulness and Yoga Session” presented by third grade teacher, Mrs. Pamela Walsh-Houghton. During this session parents and students learned how yoga and mindfulness can work together to release stress, lesson anxiety, and build the ability to self-regulate. Mrs. Walsh-Houghton received funding form the DCEF and attended yoga certification classes over the summer of 2019, and will bring yoga sessions to our afterschool enrichment program.

Dr. Seuss Read-A-Thon and Carnival – February -March, 2019

A February Read-A-Thon which culminated in an afterschool Seussical Carnival, raised over \$11,000.00 for student activities and technology supports for classrooms. Close to 200 students participated in the Read-A-Thon and stayed after school for this annual event. Students enjoyed a Dr. Seuss Magic Show and games like “Yertle the Turtle Cup Stacking” and “Bingo for Books.” Students from Charlton Middle School, the local Leos group, and Shepherd Hill Regional High School volunteered to make this program possible. Funds raised from this yearly event support student activities and the enhancement of technology.

Mobile Dentist – March, 2019

Heritage School students who may not have the chance to visit a local dentist had the opportunity to have a dental examination by a state licensed dentist. They provided cleanings, apply sealants, offer x-rays as necessary, and provide additional work like fillings if needed. This outreach is important to busy families who might not have the opportunity to take their children to the dentist on a regular basis.

**Community Service
Projects**

The Road to the Revolution – April, 2019

After spending much of their third-grade social studies curriculum diving deeply into the history of Massachusetts and the American Revolution, all students in third grade worked in a collaborative project-based learning experience to create the “Road to the Revolution.” Each classroom was designated as a site for one of the important events during the American Revolution, and the third-grade hallway became a living timeline of the American revolution. Families were invited in to walk the timeline as students shared their collaborative projects.

District Art Show – May, 2019

Students from Heritage School displayed their art at the District Art Show at Shepherd Hill Regional High School. All Heritage students created two pieces of art for this yearly event.

Heritage Wax Museum –June, 2019

As parents circulated around the gym, fourth grade students came to life in their virtual wax museum. In character as famous Americans, the students shared significant events of their lives and their contributions to history. George Washington, Bobby Orr, Sally Ride, and Madame Curie were visible at this well-attended event. Several of these students shared their Wax Museum biographies with the School Committee at their meeting in June of 2019.

Community Reading Day – October, 2019

Volunteer readers from the Charlton Fire Department, Police Department, School Committee, Above and Beyond, as well as parents came to share their love of reading with students and explained to students how reading is critical to the work they do. Students look forward to this yearly event, and were also able to end this memorable day with a visit from Alan Katz, a children’s author who wrote “Take me out of the Bathtub,” and many other silly books for children. Mr. Katz also writes for many animated children’s series like Pinkalicious, Taz-Mania, and Disney’s Raw Toonage. Students were inspired by his funny lyrics and silly poetry.

Masonic Home Outreach Program - February, 2019 and November, 2019

Students from Project IMPACT designed hand-made crafts and placemats for the residents of the Masonic Home and visited with them for Valentine’s Day. The students made homemade Valentine cards, played Valentine Bingo and shared a special snack time. In the fall, students from the Choose To Be Nice Club visited the residents prior to Thanksgiving and shared a snack and made holiday cards for the residents.

Reading at Charlton Elementary School – March, 2019

Utilizing the District Bus, third grade students at Heritage School ventured to Charlton Elementary School to read in kindergarten and first grade classrooms. Students were able to share their favorite Dr. Seuss books with students and brought each student a Dr. Seuss bookmark.

Grade 2 Food Drive –November, 2019

Second Grade students participated in a project-based learning experience in which they learned how to mathematically plan and shop for a Thanksgiving meal for their family. Part of this learning opportunity was a connected can drive for our local food pantries at St. Joseph’s Church and Chip-In.

World Kindness Day, November, 2019

Students and staff celebrated World Kindness Day at Heritage school in a couple of ways. Staff honored the memory of Fred Rogers by wearing cardigan and zip front

sweaters and sharing his key messages with students. Students wrote sticky notes of kind deeds that their peers could do and left them all over the school. Students took notes from the walls and completed these small acts of service for others.

Pajama Program - November, 2019

Heritage School students donated over 400 pairs of pajamas to children in local shelters through the Pajama Program organization. Scholastic Books matched our pajama donations and also sent 400 books to local shelters in our name. This program is now in its fourth year at Heritage School.

**Charlton Middle School
2 Oxford Road
Charlton, MA 01507
508-248-1423
Dean W. Packard, Principal**

Notable Achievements

Connections! How We Best Connect with Our Community (September 2018 – June 2019)

Throughout the year, we proudly focused on inviting our community members to share and partake in the CMS experience. In turn, our students and staff members went out to our community sharing their best selves in volunteering opportunities. We've continued to partner with our police and fire departments to develop future educational programs, as well as host town sports teams and scouting groups, etc. We've taken opportunities to learn from our neighbors, and invited students and instructors from Bay Path Regional Vocational Technical High School (BPRVT) to partner with our students, as we've invited speakers to address a broad spectrum of topics to share with our students. Whether it be students partaking in concerts at the Masonic Home Retirement Community; our grade 7 teachers organizing a Tom Sawyer Day and sharing their knowledge with the town library; our grade 8 teachers inviting production groups to act out specific book topics for students and the community; our grade 6 teachers inviting experts in book related history to speak, or our grade 5 students participating in stocking trout in the Annual Fishing Day Derby, our community is always in our minds - as well as, how we can best support our students, CMS families, and the CMS faculty & staff.

Well-Being (May 2019 – June 2019)

Per the state of Massachusetts Mental Health Guidelines, we again implemented the Signs of Suicide Prevention Program (SOS) & the Substance Abuse Screening, Brief Intervention and Referral Treatment Program (SBIRT) to our grade 7 students. The two programs are universal screening tools designed to provide data to the school counselors, school psychologists, school nurses, and health teachers, to assist students in identifying and understanding the symptoms of depression, self-harming behaviors and suicide risk (SOS). Additionally, students are screened to identify the students whom might be struggling with questions regarding substance abuse (SBIRT). As a result, we worked with students and families to connect with our local support agencies (e.g., Harrington Mental Health Counselors, YOU, Inc. Counselors etc.) to provide necessary support services.

Fortunately, health of all kinds is of importance to us and last year we welcomed in new programs including yoga and meditation clubs. We host a morning wake-up game session prior to the start of school and more students than ever have attended our after-school sports clubs such as intramural sports, field hockey, baseball, softball, basketball & track. More the ever, we've emphasized healthy eating and have offered breakfast and snack options to students in the morning.

Hands-On Learning: Combining Science, Technology, English Language Arts,

Arts/Culture & Mathematics (STEAM) (September 2018-June, 2019)

Our STEAM and computer specialist teachers worked to develop and implement challenging programs for our grade 5-8 students.

- Students partook in the first Robotics Club via the Project Lead the Way Curriculum for Automation & Robotics.
- Students learned how to write code and the girls' after school Code Club was started.
- During the International Hour of Code Week, students (grades 5-8) partnered with Bay Path RVT students and Shepherd Hill Regional High School students to work on hands-on activities based on code and robotics. Additional STEAM activities include: students learning to use hand tools and building bird houses/feeders pencil holders, etc.; designing balloon powered cars; and working with local college students to learn the fine points of carpentry, e.g., trim nail design, etc.
- Additionally, we again partnered with Heritage School elementary students to host and organize a three-week STEAM based summer program for students to create STEAM related projects, while being taught and led by our own middle school students.

Science Clubs Too! (September 2018 – June 2019)

-We have students participating in a grade 5 Trout in the Classroom Program through the Massachusetts Department of Fisheries and Wildlife, where the students raised 200 brook trout from eggs. As well as a field trip to Fay Mountain Farm to have students learn about the farm and participate in planting plants on the farm.

- The CMS Science Club Advisor, collaborated with the Town Conservation Agent to educate students about local storm water drainage and students assisted in stocking trout in Snow's Pond for the Annual Fishing Day.

We also: skyped with an ecologist from Michigan and a Yellowstone Park Ranger and skyped with a "Mystery Class" from California. The highlight was in partaking in a grade level nationwide skype session with Jane Goodall!

Community Service Projects

CMS Students Giving Back to our Community (September 2018-June 2019)

In total, CMS students, families, faculty & staff worked to raise: more than 4,996 canned & boxed food donations; 2,004 items of clothing, including hats, coats, sweater and mittens; 1,420 toys; and over 300 books and many backpacks and school supplies to provide to local children.

Additionally, we've donated to: The Alzheimer's Association, The American Cancer Society, The American Heart Association, Charlton CHIP-IN Pantry - food, clothing, toys; The Dana-Farber Cancer Institute, The Diabetes Research Institute Foundation, The Dystonia Medical Research Fund, The Charlton Earth Day Celebration, The Hat, Mittens & Sock Program; The CMS Helping Hands Toy Program, The Leukemia Penny Drive, The Parkinson's Foundation, the Smile Day: Oversees Program as well as the Wishes for Sudan wishing well.

Proudly, we've also donated hundreds of man hours to raise funds and support many worthy causes. We are thankful to the assistance of: The Be Better Club, The Blessed Backpack Brigade Club, The Helping Hands Club, The Intergenerational Club, The National Junior Honor Society (NJHS), The CMS Band & Coral Programs; The Science Club Program, The Student Council Program and the Toys-for-Tots Program. We are additionally grateful that through our library program, we hosted Community Reading Day for our students and local citizens to partake in, as well as purchased more than 300 hundred books to be shared with families within our system.

Lastly, in 2019 the choral and musical director produced a "Mary Poppins Jr.

Musical. Students of all grade levels participated in competitive show choir troops earning gold and silver medals as well as trophies of honor at three separate festivals. These talented students then shared their performances with people at the Overlook Retirement Community and the town of Charlton residents, especially in order to commemorate: Memorial Day, Veterans Day, the winter holidays and The Charlton Tree-Lighting Ceremony. Charlton residents were also invited to attend our yearly student and faculty talent shows as well the CMS band concerts and music presentations for our local residents throughout the year.

**Mason Road School
20 Mason Road
Dudley, MA 01571
508-943-4312
Jennifer A. Desto, Principal**

Notable Achievements

The Choose to be Nice Program continues to be a huge success as students embrace kindness and building good character traits. Students are recognized and rewarded for their continued display of kindness, respect, etc. in and out of school. In addition, grade one students were invited to join the Choose to be Nice afterschool program. This is a year-long program that meets twice a month. Students discuss and implement numerous acts of kindness within the community. So far, they have sent letters to Cards for Carlos (a young boy who is battling cancer in Boston), coordinated a food drive for the Webster-Dudley Food Share, and gifted a token of appreciation to the School Committee and DCRSD Administrative offices. The ideas and sincerity that comes from the students is profound.

Storybook Literacy Night

Kindergarten and grade one students were invited back to Mason Road School, dressed in their favorite story book character costume, to participate in fun, exciting, and creative literacy activities that teachers created throughout the classrooms. They were then invited to participate in a parade around the school with lights out and glow fingers leading the way.

Where the First Graders Are

8th grade students from Dudley Middle School, along with their teacher Ms. Lynch, visit our Grade 1 students every Wednesday, Thursday, and Fridays. During this time, the older students enjoyed lunchtime together as well as recess time. Together, the students played games, shared stories, and built meaningful relationships.

Partnership with Shepherd Hill Regional High School

Administrators and staff have been discussing ways to bring the high school students and early elementary students together. This year, Mason Road School provided one high school student, interested in a career in early education, an opportunity to visit a few classrooms to gain an insight on the profession. The conversation to open up more opportunities for more students will continue.

Students of SHRHS have been donating their time, after school, to come to MRS and assist with office tasks, painting, setting up for music shows, etc. Additionally, three young ladies donated their time to teach an after-school enrichment class in ballet. Staff and students are excited to see what lies in store for the new school year!

Shepherd Hill Regional High School Graduating Students of 2019

On the Friday before they walked across the stage to accept their diploma, SHRHS

graduating students who began their educational career at Mason Road School took a stroll down memory lane by revisiting the school in their cap and gowns. Students of Mason Road School lined the hallways to celebrate the accomplishments of these graduates. Teachers made this event even more memorable by posting pictures of the graduates when they were in their Kindergarten and First Grade years at MRS. It was a chilling, emotional, and very exciting day for all.

Community Service Projects

Boy Scouts, Pack 274 Food Drive

The Boy Scouts from Pack 274 set up a collection bin at Mason Road School. These boys worked hard at running a food drive that would donate all collected, non-perishable goods to the food banks. The boys were able to collect and donate over 150+ items.

The Dudley Senior Women's Knitting Group

The Dudley Senior Women's Knitting Group graciously came to read to Mason Road's Kindergarten and Grade 1 students. These women also gave each child handmade mittens or hats.

Mason Road Staff Donations

Throughout the school year, staff at Mason Road School graciously donated money towards families in need during the holiday season, Special Olympics, Dawn Lindstrom Breast Cancer Fundraiser,

Mitten, Hat, Sock Drive

While this began in December 2017, students and families donated hats, mittens, and socks to benefit children in the foster care system through the Mason Road "Giving Tree."

Dudley PTO

The staff, students, and families of Mason Road School provided on-going support and encouraged efforts for fundraising initiatives through the Dudley PTO. The school participated in the Polar Express event, Truck or Treat, Penny Wars, Booster Thon – Fun Run, Reading fundraiser, and many more. In return, the Dudley PTO has graciously funded many of the activities, field trips, buses to and from, and school wide presentations.

Cradles to Crayons, Project 351

The staff, students, and families of Mason Road School supported the efforts of Lily Bateman, a student at Dudley Middle School, in donating new and/or gently used clothing to assist individuals ranging from birth through 22.

Shepherd Hill Regional High School Educator Scholarship Donation

The Mason Road School staff donated \$400 to the SHRHS Educator Scholarship.

Dudley Elementary School

16 School Street

Dudley, MA 01571

508-943-3351

Diane D. Seibold, Principal

Notable Achievements

MCAS results

Dudley Elementary School students earned an overall school rating of "Meeting or Exceeding Targets" in Spring 2019.

DES Academy is an eight-week MCAS preparation program offered after school for grades 3 and 4 students.

STAR 360

This Benchmark Assessment System assesses students districtwide for Reading and Math skills to help drive the use of data for interventions.

HEROES Homework Program

Under this program, students and families receive homework support Monday – Thursday from 3:15- 4:30 PM throughout the school year.

Technology Integration Specialist

Our integration specialist is working with teachers and students to infuse more technology and academic choice into our learning every day to advance our students' digital literacy skills.

Autumn Appreciation

Dudley Elementary School offered an afternoon of festive, theme-based fall activities around a piece of literature for students. Over 60 family volunteers support this event each year.

Healthy Habits

Through this initiative, students were encouraged to participate in Walking Club two days a week to inspire healthy exercise habits.

Healthy snack month and encouraged children to read labels and to bring only healthy snacks for lunch.

School Wide Behavior Expectations have been expanded to include "Respectful, Responsible and Safe." Spirit wear is always available for students and staff.

Co-teaching was introduced in Grades 2-3 this year with a special education teacher and a general education teacher providing instruction together in a classroom community with special needs students and general education students.

Peer Mentor Training – 24 fourth graders trained to help students resolve conflicts using informal and formal mediations.

Response to Intervention (RTI) groups are provided to each grade to give targeted instruction for children. Data Days Meetings are held three times per year to drive the RTI groupings and meet students' needs with Tier I, II, and III interventions

Fluency Buddies – Fourth grade students are teamed with second and third grade students to provide extra oral reading fluency practice or math fact fluency practice

DES Garden Club - Students grew and maintained a vegetable garden throughout the spring and summer culminating in a harvest feast in the fall. Program expanded to invite parent involvement and Administration volunteers as well. DES Garden Club was on the Dudley Women's Club Garden Tour in July.

Safe and Supportive – School Adjustment Counselor added whole group social skills lessons.

Family Game nights - An evening for each grade to play family games - Family Bingo, Family Trivia, and Family Corn Hole Tournament.

Partnership continued with Nichols College Softball Team – Students volunteered with family game nights and Family Math Night

Girls Who Code and Boys Who Code Clubs – After school programs for students to

explore coding and other technology concepts

Robotics Club – After School program infusing robotics for our 2-4 grade students.

Sport of the Day – After school sports programs available to different grade levels each day. New sports explored each week.

Friendship Reading Day with Mason Road School. - Valentine's Day - 2nd graders go back to Mason Road School and their 1st grade teachers to read to students

Project Based Learning –Project Based Learning Units for all grade levels to further critical thinking skills and reach for 21st century learning.

Math Initiatives: Hosted a pirate themed Family Math Night with over 300 participants. Math games and STEM activities to help students to share their excitement for math with their families

Art Show Gala: Celebrated the arts with a phenomenal display of student artwork at a district-wide Prek-12 Art Show first Friday of May.

Community Service Projects

Treats for Troops – Collected over 200 pounds of Halloween candy to be donated and shipped to our Troops overseas.

Big Brother/Big Sisters of Central MA has coordinated "Bigs" with "Littles" here at DES. Bigs meet with their Littles after school or during lunch/recess time.

Partnership expanded with Harrington Healthcare – Behavioral Health Services – provide direct counseling for Children at DES. Fostered a relationship for families of DES.

Dudley Fire Department: Fire Safety Week programs were presented to all students by the DFD.

United Way Day of Caring: Organized volunteers to assist with school maintenance projects.

Memorial Day Concert: Sang patriotic songs to honor veterans and service men and women from our community.

Flu Clinic: Hosted a flu clinic to keep our students and families flu-free!

Community Reading Day: Invited guests from the community to read to our classrooms.

Someone Special Dance: Sponsored by the PTO, the Someone Special Dance allowed students to a special night out with an adult in their lives that means a lot to them.

**Dudley Middle School
70 Oxford Road
Dudley, MA 01571
508-943-2224**

Christopher E. Starczewski, Principal

Notable Achievements

Robotics Club- September-December 2019

Ten students of 16 members were able to compete at WPI in Worcester at the Robotics competition building robots and working readily with modern STEM

equipment thanks to Mrs. Sherri Hoffman.

Relay For Life

Students participated in a fundraiser through Mrs. Patricia Seagrave to raise money for the American Cancer Society. Students sold candy throughout the year and participated in the Relay for Life walk in Southbridge. Approximately 22 students with the support of their families were members of the DMS team.

Show Choir: Prestige 2018-2019

Undefeated during the competition season, Prestige was dominant and gracious in all of their performances to continue an exceptional reputation in the performing arts.

Pennies for Patients- March 2019

Sponsored by the National Junior Honor Society members. This fundraiser was spun into a competition between homerooms within the building and was utilized to raise funds for the Leukemia and Lymphoma Society.

Community Reading Day- October 2019

All grades participated in this event where over 10 members of the Dudley community came into the school to read for our students. This included our superintendent, members of the Dudley Police Department, members of EMS in town and other parents who hold various positions in the community.

District Art Show- April 2019

Mrs. Kathleen Small contributed a number of art work selections from Dudley Middle School students that were on display at Shepherd Hill for members of the Dudley community who attended. Primary attendees were parents and families from our extended communities.

Expansion of Project Lead the Way

DMS expanded the PLTW experience to 8th grade this year. This expansion provides PLTW experiences in our Unified Art rotation for all students in grades 6, 7, & 8.

Community Service Projects

Walk For Hunger- April, 2019

Students, teachers and parents participated in this walk that took place in Boston to help raise money for Project Bread. Over 50 students participated in this event which was a 20-mile loop around the city of Boston. This event was coordinated by Mrs. Small

October Saves - October 2019

Student Dante Sousa spearheaded a collection drive for a cure for Cancer. The school rallied around Dante's leadership.

Turkey Teacher- November 2019

This is a school-based food drive that took place during the week leading into Thanksgiving. As a result of this food drive we were able to contribute over 13,000 items to the Webster-Dudley Food Share just before Thanksgiving. Also, we were able to provide 23 families within our own community with all of the fixings to go along with donated Turkeys to help families for the holiday.

Be Better Club

Founded - The purpose of the BBC is to perpetuate the ideas and legacy of Mr. John Paire. Members meet routinely to develop activities designed to challenge the DMS Community to "Be Better".

Community Harvest- Fall/Spring

Field trip by NJHS students where they attended the farm in Grafton, MA to complete numerous activities. All 66 members of the National Junior Honor Society participated in both events.

You Inc., Adopt a Child Project-September-December 2019

Coordinated primarily by Ms. Lesa Patrock, over 250 children of the greater Worcester area were provided with Christmas Presents in situations where they otherwise would not. This is a tremendous program which involved donations from various members of our Dudley community including families, staff, Nichols College, DCEF members, Dudley Women's Club, and other groups in town.

Helping Hands Club

founded 2018 - Student members complete random acts of kindness here in school and the community. Examples of the activities: there are regular attendees at local soup kitchens; students began "Titan Trade Ins" where gently used clothing may be swapped out for other clothing when outgrown or is needed.

Special Olympics-September 2019

All members of the National Junior Honor Society participated in volunteering for the special Olympics in Chicopee, MA, where they served in various positions for assisting the athletes, coordinated by Ms. Stacy Lynch and Mrs. Kelly Bonner.

Study Center

SHRHS tutors visit to DMS to provide mentoring and tutoring support to students on a weekly basis.

Veterans Day Celebration

November 2019 -In honor of Veteran's Day, Mrs. Jennifer Hegedus in grade 5 puts on a program to honor family members of grade 5 students who are veterans.

Soles 4 Souls – ongoing

Mrs. Lisa Bilis and her students organized a collection drive spanning two schools to support the need for proper footwear of children and young adults in Africa.

DARE Program and Graduation

June 2019-Program was a graduation for the grade 6 students who completed the DARE curriculum. The ceremony itself involved school administration and members of law enforcement including local police officers, state police officers and any relative to a graduating student who serves in any capacity public emergency response.

Shepherd Hill Regional High School

68 Dudley-Oxford Road

Dudley, MA 01571

508-943-6700

William F. Chaplin, Principal

Notable Achievements

There is a growing awareness not just in our schools - but in the research community - that we must more closely match students daily experience in school with the expectations they will encounter in college, in their careers, and as citizens navigating a complex world. This means asking students to work in ambiguous contexts, on meaningful projects with larger purpose, and both independently and in teams - all while connecting these activities to our state standards. Along these lines Shepherd Hill continues to expand its curriculum and programming in the areas of Project Lead the Way and our Innovations Pathways. Last year Shepherd Hill was selected by the state as 1 of 11 High Schools to receive the Innovations Pathways designation in the areas of Computer Automated Manufacturing and

Engineering as well as Biomedical Science & Technology. Shepherd Hill Regional High School is very proud and honored to receive this designation and hopes to expand our offerings within the school day to gain more exposure to real world industries. We have a strong partnership within the community with Gentex, Carl Storz, Harrington Hospital, and the Blackstone Valley Education Hub to support a growth in our students' opportunities this past year. We have received a multi-year grant to implement the PLTW Biomedical Science Program and Engineering Program. We look forward to more grant funded opportunities to update and redesign our Engineering and Manufacturing labs within our school.

For over the past three decades - Shepherd Hill students have had an opportunity to encounter new cultures, practice different languages and marvel at historic landmarks. Learning has been extended into the worldwide classroom helping students understand the connections between peoples and countries of the world. During this past year's April vacation, students travel to the Alps, Provence, Monaco, and Barcelona. During the twelve days on the trip, students experienced an immeasurable amount of history, art, architecture and culture that will provide real world learning opportunities to enhance their classroom studies. This international perspective and awareness will contribute to the success of our students in the ever-shrinking world and the globalized economy of the 21st century.

A total of 484 AP exams were taken this past year by 277 students. 56 students were named AP Scholars for receiving a 3 or higher on three or more AP exams during high school. Thirty-nine students were named AP Scholars with Honor for scoring a minimum average of at least 3.25 on all AP exams taken, with scores of 3 or higher on four or more of these exams. Eight students were named AP Scholars with Distinction for receiving an average score of at least 3.5 on all AP exams taken and scores of 3 or higher on five or more of these exams. Two students were named National AP Scholar for receiving an average score of at least 4 on all AP exams, and scores of 4 or higher on eight or more of these exams. Several of our students were also identified as National Merit Scholarship Commended Student recipients and one of our students was a National Merit Scholarship finalist.

The 2019 Marching Band has for the third year in a row competed at MetLife Stadium in East Rutherford NJ in the USBands Division 2 and we are happy to say that for the 3rd year in a row been crowned National Champions within our division. Our Choral program continues to excel with several National competitions throughout the past year for our Show Choirs and being national ranked as one of the top Show Choir programs in the country. Locally our choral program continues to perform throughout Central Mass and throughout Massachusetts. This past year, once again, we were invited to perform with the Worcester Youth Orchestra on December at Mechanics Hall. Members of the Concert Choir, Chamber Singers, Women's Choir, Select Choir, Illusion, Fantasy and T-Tones took part in this spectacular event.

Shepherd Hill athletes continue to succeed on the field of play while also demonstrating the ideals of good sportsmanship. Many athletes were recognized as Midland-Wachusett Interscholastic Athletic League All-Stars. We are also very proud of our Unified Sports athletic programs we continue to develop and are pleased to report that this past year Shepherd Hill was designated as a Unified Champion School by the MIAA and Special Olympics of Massachusetts. Team Unified Sports combines an approximately equal number of people with intellectual disabilities and people without intellectual disabilities for training and competition. This has allowed our school to become even more inclusive.

Community Service Projects

The **Shepherd Hill Envirothon** team continued to be active within our communities over the past year with projects at UMass Amherst, work within both our Middle Schools, and an active part within Charlton's Old Home Day, as well as ongoing work with the Buffumville Park Rangers. They present and problem solve on areas and topics on water conservation and stormwater management, drought, innovative solutions such as rain gardens, green roofs, water-smart landscaping and more!

Our National Honor Society, under the direction of Mr. Stefan, was active once again in its annual Thanksgiving Food Drive. Turkeys, canned goods and money to purchase other essentials for Thanksgiving dinner were collected from students and faculty to create baskets for local families in need. In December, the National Honor Society conducted its toy drive. NHS also adopted several local families and provide Christmas joy with gifts and a food basket.

The Shepherd Hill Student Council organized a blood drive in conjunction with the American Red Cross, sponsored a dodgeball tournament to raise money for a scholarship to honor a former Shepherd Hill student, participated in the walk for hunger, and raised money for a number of other charitable organizations. This group also sponsored its first annual Community Thanksgiving Dinner for our surrounding communities where all were welcomed into school on Monday evening prior to Thanksgiving for a hot meal. Over 100 meals were served that evening.

In conjunction with Harrington Hospital and Shepherd Hill's Health Services this past year many of our students began to get involved with the High School CPR Challenge. The objective is to train as many people as possible in this life-saving technique. Hands-Only CPR is CPR without mouth-to-mouth breaths. Takes less than 10 minutes to learn and can lead to the creation of a generation of life-savers

A Prom Dress Swap was held to assist students with acquiring prom gowns at a very reasonable cost and to raise money for local charities.

Our band and chorus continue to spread holiday cheer throughout the holiday season with their performances at various community events. The Holiday Spectacular Show Choir Concert as well as the band winter concert on Tuesday, December 19th were as always enjoyable evenings of entertainment at the Hill.

Staff Roster / Salaries

| Last Name | First Name | MI | Job Title | Salary |
|------------------|------------|----|-------------------------|------------|
| ABASCIANO | MARYANN | H | PAYROLL | 56,242.10 |
| ABBOTT | GINA | M | SUBSTITUTE | 85.00 |
| ABERLE | JILL | F | TEACHER | 80,263.75 |
| ABRUZZISE | DENISE | J | MONITOR | 8,542.85 |
| ABYSALH-BRASSARD | GINA | M. | TEACHER | 43,406.62 |
| ADAMS | LISA | A | INSTRUCTIONAL ASSISTANT | 28,507.12 |
| ADAMUSKA | LEAH | | TITLE ONE | 42,214.16 |
| AGANIS | KRISTYN | M | TEACHER | 67,065.06 |
| AIELLO | DARLENE | M | INSTRUCTIONAL ASSISTANT | 36,715.91 |
| AKEYO | DANIEL | O | EXTRACURRICULAR | 1,926.00 |
| ALBERTS | BRIANNA | | TEACHER | 17,751.36 |
| ALLARD | CAMERON | | SUBSTITUTE | 953.85 |
| ALLEN | LORINDA | | DIRECTOR | 110,971.11 |
| ALSTON | PHILIP | G | EXTRACURRICULAR | 3,868.00 |

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| ANDERSON | ERIN | L | TEACHER | 81,888.65 |
| ANDRADE | YORELIS | | TEACHER | 69,913.51 |
| ANDRE | ALLAN | S | INSTRUCTIONAL ASSISTANT | 29,324.50 |
| ANDRE | ERNEST | A | CUSTODIAN | 51,142.80 |
| ANDRE¹ | LORETTA | A | ADMINISTRATIVE | 57,729.30 |
| ANDRE¹ | MARK | J | CUSTODIAN | 69,669.44 |
| ANDROLEWICZ | JOWITA | H | SUBSTITUTE | 822.50 |
| ANNESE | MATTHEW | S | CUSTODIAN | 37,363.68 |
| ANTOS | MELANIE | A | SUBSTITUTE | 7,443.10 |
| ARES | KAREN | A | DIRECTOR STEAM | 101,251.71 |
| ARES | SHANNON | J | SUBSTITUTE | 134.56 |
| ARMSTRONG | PATRICK | E | SUBSTITUTE | 3,705.00 |
| ARMSTRONG | SARAH | J | TEACHER | 72,587.21 |
| ARPIN | MICHELLE | A | SUBSTITUTE | 1,542.50 |
| ARSENAULT | DEVAN | T | TEACHER | 61,693.43 |
| ASHTON | JARROD | O | TEACHER | 80,054.21 |
| ATHANASSIADES | KIMBERLY | R | SUBSTITUTE | 612.50 |
| AUCOIN | SCOTT | V | TEACHER | 82,308.35 |
| AUGUSTYNSKI | TARA | A | SUBSTITUTE | 250.14 |
| AWAD | ROBIN | R | EXTRACURRICULAR | 390.00 |
| BABBITT | EMILY | M | SUB RET - WCR | 3,175.91 |
| BAKUM | BORYS | | TEACHER | 42,522.73 |
| BALCUNAS | ANDREA | M | INSTRUCTIONAL ASSISTANT | 8,523.96 |
| BALEZOS | KELLY | | TEACHER | 16,537.20 |
| BALKUS | BRITTANY | M | TEACHER | 17,191.68 |
| BANNISTER | JANE | L | TEACHER | 82,090.04 |
| BARCELO | GRETER | B | SUBSTITUTE | 237.95 |
| BARON | CAROL | A | TREASURER | 4,040.94 |
| BARROWS | MELISSA | | TEACHER | 33,065.05 |
| BARTLETT | CARA | T | TEACHER | 18,375.36 |
| BARTLETT | EVAN | J | TEACHER | 20,886.86 |
| BARTON | SHERRYN | M | INSTRUCTIONAL ASSISTANT | 24,311.25 |
| BASSETT | AMY | D | TEACHER | 82,697.15 |
| BATEMAN | NICOLE | | TEACHER | 76,207.73 |
| BATES | ALMA | R | SUBSTITUTE-RET | 1,720.18 |
| BATISTA | GRACES | Y | TEACHER | 49,337.10 |
| BATOR | VINCENT | H | INSTRUCTIONAL ASSISTANT | 3,639.17 |
| BATTISTA | DOMINIC | M | SUBSTITUTE | 5,231.88 |
| BEDARD | WILLIAM | J | SUB RET | 142.50 |
| BEGG | MELISSA | A | INSTRUCTIONAL ASSISTANT .4 | 10,745.81 |
| BELAND | PATRICIA | M | SUBSTITUTE RET | 983.08 |
| BELAND-DUNN | SHANNON | M | TEACHER | 57,484.41 |
| BELLERIVE | TAMMY | | TEACHER | 81,981.23 |
| BELLOFATTO | MARIE | N | OCCUPATIONAL THERAPIST | 67,558.49 |
| BENNETT | VICKI | L | INSTRUCTIONAL ASSISTANT | 28,681.27 |
| BENOIT | BRIAN | P | SUBSTITUTE | 180.20 |
| BENOIT | LYNN | A | SUBSTITUTE | 11,929.81 |

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| BERG | KATHLEEN | L | TEACHER | 73,742.71 |
| BERK JR | ROBERT | E | INSTRUCTIONAL ASSISTANT | 29,066.01 |
| BERMAN | ANDREA | S | TEACHER | 88,520.12 |
| BERNARD | ERIN | F | CAFETERIA | 12,799.31 |
| BERNIER | JAMES | A | CUSTODIAN | 47,195.36 |
| BERTHIAUME | AMBER | R | INSTRUCTIONAL ASSISTANT | 24,786.51 |
| BERTHIAUME | SHANNON | L | SUBSTITUTE | 11,189.89 |
| BESHIRE | JUDITH | A | SUBSTITUTE | 90.00 |
| BEVERLY | BROOKE | B | TEACHER | 81,062.04 |
| BILIS | JAMES | J | EXTRACURRICULAR | 1,324.00 |
| BILIS | LISA | M | TEACHER-ELL | 81,572.16 |
| BILIS | MICHELLE | M | CUSTODIAN | 550.25 |
| BINNIE | SAMANTHA | J | SUBSTITUTE | 1,878.70 |
| BIRON | LISA | M | INSTRUCTIONAL ASSISTANT | 28,968.10 |
| BIRON | MIRANDA | L | TEACHER | 18,375.36 |
| BISSELL | NICOLE | M | TEACHER | 79,111.21 |
| BLANCHARD | HEATHER | S | TUTOR | 30,345.00 |
| BOGGIO | LESTER | M | EXTRACURRICULAR | 2,325.00 |
| BOLIO | JEFFREY | P | TEACHER | 51,637.78 |
| BOLIO | ROSEMARIE | | INSTRUCTIONAL ASSISTANT | 31,669.26 |
| BOND | JACOB | J | SUBSTITUTE | 6,476.99 |
| BOND | LINNEA | A | TEACHER | 76,358.34 |
| BOND | RICHARD | J | SUBSTITUTE | 3,793.69 |
| BOND | TARA | M | INSTRUCTIONAL ASSISTANT | 37,243.21 |
| BOND | TISHA | R | TEACHER | 53,922.62 |
| BONNER | KELLY | C | TEACHER | 84,205.92 |
| BOOTH | RANDI | L | TEACHER | 58,392.61 |
| BOUFFARD | TRACY | M | INSTRUCTIONAL ASSISTANT | 39,082.36 |
| BOUVIER | BRITTANY | R | TEACHER | 62,123.07 |
| BOUVIER | KERRIE | B | INSTRUCTIONAL ASSISTANT | 29,301.87 |
| BOWES | HEATHER | B | SUBSTITUTE | 490.00 |
| BOWLIN | JOANNA | P | TEACHER | 55,129.20 |
| BREAULT | PAULETTE | J | CAFETERIA | 5,530.48 |
| BRETON | KRISTIN | L | TEACHER | 79,383.26 |
| BRIERE | SUSAN | M | TEACHER | 83,613.85 |
| BROCHU | JACLYN | P | TITLE ONE | 28,341.48 |
| BRODEUR | MEGAN | L | TEACHER | 77,786.90 |
| BROGNA | LISA | A | TEACHER | 75,839.63 |
| BROOKS | CHARLES | L | TEACHER | 91,313.60 |
| BROTHERS | HEATHER | M | TEACHER | 83,554.41 |
| BROTHERTON | AMANDA | B | TEACHER | 73,269.57 |
| BROWN | CRYSTAL | M | INSTRUCTIONAL ASSISTANT | 26,988.09 |
| BROWN | GARY | | CUSTODIAN | 50,218.61 |
| BROWN | HANNAH | M | SUBSTITUTE | 206.55 |
| BROWN | JULIE | V | EXTRACURRICULAR | 3,647.00 |
| BROWN | JULIE | A | ADMINISTRATIVE | 49,024.00 |
| BROWN | LEONA | J | CAFETERIA MANAGER | 29,636.96 |

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| BROWN | NICOLE | D | TEACHER | 81,981.15 |
| BROWN | SUSAN | P | Tutor | 1,702.50 |
| BROWN-ECHEVARRIA | MARCOS | A | SUBSTITUTE | 475.00 |
| BRUNELLE | KRISTEN | D | TEACHER | 78,008.42 |
| BUCCIERI | MICHELE | | EXTRA-RETIRED | 3,525.00 |
| BUEL | KARLI | F | INSTRUCTIONAL ASSISTANT | 29,044.77 |
| BUGAN | JACK | T | SUBSTITUTE | 2,050.00 |
| BURKE | SEAN | M | TEACHER | 94,276.85 |
| BURTT | KATIE | D | TEACHER | 44,426.41 |
| BUSSIERE | BECKY | L | TEACHER | 99,733.91 |
| BUTLER | ANYA | V | INSTRUCTIONAL ASSISTANT | 28,713.89 |
| BYRNES | MICHAEL | J | SUBSTITUTE | 5,539.00 |
| CABRERA | CHRISTINA | P | INSTRUCTION ASSISTANT | 12,264.03 |
| CADARETTE | NICOLE | L | SUBSTITUTE | 341.25 |
| CAPLETTE | LEO | A | SUBSTITUTE RET | 18,103.50 |
| CARBONNEAU | JANE | A | SUBSTITUTE | 3,327.50 |
| CARLSON | KATHLEEN | M | TEACHER | 79,836.90 |
| CARNEY | RUTHANN | B | TEACHER | 55,129.20 |
| CARPENTER | DAVID | A | ATTENDANCE OFFICER | 2,000.00 |
| CARPENTER | LARA | A | CAFETERIA | 11,328.30 |
| CARRIER | EWA | B | CAFETERIA | 6,181.18 |
| CATRON | AMY | M | CAFETERIA MANAGER | 27,946.09 |
| CATRON | CALLAN | D | SUBSTITUTE | 285.00 |
| CEMINSKI | DEBRA | P | TEACHER | 92,630.10 |
| CEPPETELLI | NANCY | E | SUB-RET | 2,870.60 |
| CERBONE | MARY ELLEN | | BENEFITS | 63,311.99 |
| CHAPLIN JR | WILLIAM | F | PRINCIPAL | 122,556.42 |
| CHENEY | MARK | E | DRIVERS ED | 12,965.63 |
| CHOQUET | SERENA | L | TEACHER | 20,237.84 |
| CHRISTENSON | KRISTI | L | TEACHER | 77,126.90 |
| CHUPKA | CHRISTINE | M | TEACHER | 73,049.15 |
| CIUCHTA | JENNIFER | L | CAFETERIA | 3,047.63 |
| CLARDY | SARAH | A | TITLE ONE | 33,001.16 |
| CLARKE | ARYN | L | SUBSTITUTE | 49.56 |
| CLEM | ANN | MARIE | INSTRUCTIONAL ASSISTANT | 32,262.96 |
| CLIFFORD | KATHERINE | E | SUBSTITUTE | 419.06 |
| CLOUATRE | HEATHER | L | SUBSTITUTE | 907.20 |
| CLOUATRE | MADISON | C | TEACHER | 33,232.55 |
| CLOUTIER | TAMRA | L | INSTRUCTIONAL ASSISTANT | 22,438.16 |
| COAKLEY | AMY | F | INSTRUCTIONAL ASSISTANT | 10,154.90 |
| COAKLEY | MONICA | R | INSTRUCTIONAL ASSISTANT | 28,837.24 |
| CODDINGTON | SARAH | E | TEACHER | 54,929.34 |
| COHEN | HEATHER | A | SUBSTITUTE | 2,768.85 |
| COLBY | MARISSA | J | EXTRACURRICULAR | 1,688.00 |
| COLLETTE | JENNIFER | L | SUBSTITUTE | 1,206.50 |
| COLLINS | LINDA | M | CAFETERIA | 22,280.04 |
| CONGDON | JAMIE | A | TEACHER | 95,025.91 |

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| CONNOR | CAROL | L | TITLE ONE | 44,674.68 |
| CONWAY | RONALD | W | CUSTODIAN | 50,615.68 |
| CONWAY JR | THE ESTATE OF RONALD | W | CUSTODIAN | 50,365.21 |
| CORMIER | AMY BETH | | TEACHER | 74,789.71 |
| CORMIER | TIMOTHY | | TEACHER | 77,430.12 |
| COSTA | MICHELE | D | SUBSTITUTE | 180.15 |
| COURCHAIINE | KATHERINE | E | SPEECH .6 | 43,552.37 |
| COURTEMANCHE | JANA | E | TEACHER | 77,720.42 |
| COURTEMANCHE | THOMAS | J | TEACHER | 86,629.92 |
| COVILL | PATRICIA | A | TEACHER | 82,814.21 |
| COZZENS | JENNIFER | G | INSTRUCTIONAL ASSISTANT | 24,018.98 |
| CROWDER | LINDA | | MONITOR | 6,755.64 |
| CROWE | DIANE | C | TEACHER | 79,848.39 |
| CURTIS | AMANDA | | TEACHER | 59,974.52 |
| CURTIS | LILY | E | TEACHER | 52,967.28 |
| CURTIS | NORMA | JEAN | INSTRUCTIONAL ASSISTANT | 32,727.53 |
| CUSHING | SCOTT | A | CUSTODIAN | 69,829.88 |
| D'ARCANGELO | DANIEL | S | TECHNOLOGY | 97,570.58 |
| D'ARCANGELO | KRISTIE | L | TEACHER | 89,255.19 |
| DALEY | MICHAEL | J | TEACHER | 78,445.06 |
| DALEY-COOKE | LEEANNE | | TEACHER | 81,316.85 |
| DAMELIO | FRANK | M | TEACHER | 80,152.24 |
| DAMELIO | MELISSA | A | TEACHER | 74,516.25 |
| DANIELS | ADRIENNE | N | TEACHER | 73,593.69 |
| DANNER-CONNOLE | CATHERINE | D | TEACHER | 60,458.15 |
| DARLING | KAYLA | L | TEACHER | 62,843.07 |
| DAVEY | DAWN | M | TEACHER | 80,143.35 |
| DAVIS | JACKSON | A | INSTRUCTIONAL ASSISTANT | 697.78 |
| DAVIS | JESSICA | A | TEACHER | 77,066.90 |
| DAVIS | KRISTINA | E | TEACHER | 78,391.21 |
| DAVIS | MAUREEN | E | TEACHER | 81,851.85 |
| DAVISON | FIONA | K | TEACHER | 78,462.40 |
| DEAN | MEGHANN | L | SUBSTITUTE | 485.93 |
| DEARY | KENNETH | J | SUBSTITUTE RET | 2,085.00 |
| DEAUSEAULT | DEBORAH | J | TEACHER | 24,649.52 |
| DECARO | PETER | M | TEACHER | 80,850.73 |
| DECATALDO | LOUIS | A | TEACHER | 80,182.03 |
| DELL'OVO | JAIME | A | SUBSTITUTE | 175.00 |
| DEMAO | DANIELLE | E | SUBSTITUTE | 6,976.53 |
| DEMARCO | HELEN | | SUBSTITUTE RET | 1,600.00 |
| DEMORRIS | ANNE | MARIE | INSTRUCTIONAL ASSISTANT | 31,349.06 |
| DENARDIS-DUMAS | DAYNA | | ADMINISTRATIVE | 21,389.94 |
| DEREMIAN | DAVID | M | TEACHER | 78,487.63 |
| DESANTOS | PAUL | F | SUBSTITUTE-RET | 181.92 |
| DESAUTELS | HEIDI | M | SUBSTITUTE | 15,960.00 |
| DESAUTELS | KAMI | J | SUBSTITUTE | 1,887.42 |
| DESIMONE | ALANA | C | TEACHER | 16,537.20 |

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|----------------|-----------|---|----------------------------|-----------|
| DESMARAIS | PAULA | D | INSTRUCTIONAL ASSISTANT | 30,829.76 |
| DESTO | GREGG | J | SUPERINTENDENT | 4,119.22 |
| DESTO | JENNIFER | A | PRINCIPAL | 99,043.46 |
| DETARANDO | ALICIA | M | TEACHER | 77,623.90 |
| DIBONAVENTURA | SAMANTHA | | SUBSTITUTE | 1,133.49 |
| DIETERLE | STEPHANIE | E | SPED TEACHER | 80,787.90 |
| DIFUSCO | JILL | A | INSTRUCTIONAL ASSISTANT | 24,633.35 |
| DILEGGE | MARK | J | SUBSTITUTE | 1,677.80 |
| DINSDALE | LAURIE | J | TEACHER | 72,887.21 |
| DION | NANCY | L | TEACHER | 78,487.11 |
| DOHERTY | DIANE | E | SUBSTITUTE | 75.80 |
| DOMBROWSKI | LYNN | A | TEACHER | 82,201.23 |
| DOSTOLER | DENISE | M | CAFETERIA | 13,794.59 |
| DOUCIMO-GARCIA | NANCY | R | TEACHER | 80,567.04 |
| DOW | MEGHEN | L | SUBSTITUTE | 2,435.00 |
| DOWD | DANIEL | P | ATTENDANCE OFFICER | 2,000.00 |
| DOWD-MURPHY | KATHLEEN | A | TEACHER | 74,704.04 |
| DOYON | JENNIFER | M | TEACHER | 15,237.52 |
| DRAPER-SANCHES | DONNA | | TEACHER | 64,492.95 |
| DREITLEIN | GREGG | R | SUBSTITUTE | 935.00 |
| DRINON | LAURA | S | TEACHER | 82,167.69 |
| DUCHARME | SHAUNE | M | TEACHER | 80,198.04 |
| DUFF | LORI | A | TITLE ONE | 30,574.36 |
| DUFFY | DANIEL | R | TEACHER | 59,672.07 |
| DUGAN | RYAN | W | TEACHER | 76,547.57 |
| DUGAN | VERA | | INSTRUCTIONAL ASSISTANT | 28,973.29 |
| DUNN | KATHRYN | A | TEACHER | 65,056.48 |
| DUNN | LAUREN | A | TEACHER | 41,957.30 |
| DUNN | LAWRENCE | T | TEACHER | 74,536.65 |
| DUNN | MEGHAN | E | EXTRACURRICULAR | 9,690.65 |
| DURANDO | SHARON | P | SUBSTITUTE | 3,262.50 |
| DURANT | KATHRYNE | A | TEACHER | 54,504.62 |
| DURKAN | KALEIGH | R | INSTRUCTIONAL ASSISTANT | 28,062.56 |
| DURKAN | LIAM | A | TEACHER | 80,927.19 |
| DURWARD | KERRYANN | M | INSTRUCTIONAL ASSISTANT .4 | 10,920.38 |
| DURWARD | ROBERT | F | CUSTODIAN | 50,781.11 |
| DUVAL | GINA | M | TEACHER | 57,484.41 |
| DUVAL | GREGORY | G | CUSTODIAN | 69,925.65 |
| DUVAL | KATHRYN | | SUBSTITUTE | 4,100.30 |
| DWORMAN | LAURA | R | CAFETERIA | 6,576.04 |
| EAGLETON | CLAUDETTE | L | TEACHER | 79,367.11 |
| EARLE | RICHARD | B | TEACHER | 86,741.40 |
| EDOUARD | MARILYN | | SUBSTITUTE | 1,251.67 |
| EISNOR | NANCY | A | TEACHER | 82,721.23 |
| ELLIOTT | LISA | A | TEACHER | 81,481.23 |
| ELLOIAN | KATHLEEN | P | SUBSTITUTE | 1,287.50 |
| ERICKSON | MARK | J | CUSTODIAN | 11,327.70 |

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| ERNST-FOURNIER | MELINDA | R | TREASURER | 6,991.50 |
| FAGAN | ASHLEY | E | EXTRACURRICULAR | 6,018.00 |
| FALCONE | BONNI | J | TEACHER | 81,832.21 |
| FARRAR | CHARLES | D | TEACHER | 57,504.57 |
| FAUBERT | DAWN | M | TEACHER | 80,332.24 |
| FAULKNER | SHAUNA | R | INSTRUCTION ASSISTANT | 14,071.91 |
| FIGUEROA | KISH | D | INSTRUCTIONAL ASSISTANT | 30,276.62 |
| FINIZZA | KELLY | C | INSTRUCTIONAL ASSISTANT | 35,975.58 |
| FITTON | LISA | A | TEACHER | 78,006.90 |
| FITZGERALD | JENNIFER | J | SUBSTITUTE | 5,825.00 |
| FITZGERALD | PATRICIA | A | TEACHER | 79,571.21 |
| FLAGG | JILLIAN | T | SUBSTITUTE | 700.00 |
| FLEMING | KATHERINE | L | TEACHER | 53,613.78 |
| FLIBBERT | LINDA | J | INSTRUCTIONAL ASSISTANT | 30,314.12 |
| FLOURY | AMBER | J | SUBSTITUTE | 145.30 |
| FLOURY | LISA | J | TITLE ONE | 39,969.02 |
| FLYNN | JAMES | P | TEACHER | 56,618.22 |
| FLYNN | TARA | J | CAFETERIA | 4,585.90 |
| FOLEY | JAMES | A | TEACHER | 61,377.39 |
| FOLEY | JODI | | TEACHER | 63,627.95 |
| FOLEY | KEVIN | L | TEACHER | 23,676.64 |
| FOLEY | ROBIN | L | SUBSTITUTE | 537.57 |
| FORBES | SEPTEMBER | G | SUBSTITUTE | 581.25 |
| FORTIER | ELAINE | S | SUB-RET | 35,933.78 |
| FOSSAS | MISAEAL | | TEACHER | 79,865.25 |
| FOSSAS | NICOLE | H | INSTRUCTIONAL ASSISTANT | 44,777.94 |
| FOURNIER | MATTHEW | T | TEACHER | 77,143.07 |
| FRANCISCONI | KATIE | R | SUBSTITUTE | 9,800.00 |
| FREDETTE | TONI | M | CAFETERIA | 11,723.16 |
| FRIDLEY | JOANNE | | TEACHER | 50,104.29 |
| FUHRMANN | FARA | L | TEACHER | 81,754.41 |
| FUREY | MARGUERITE | J | ADMINISTRATIVE | 58,042.73 |
| GADBOIS | PAULA | S | SUBSTITUTE | 12,555.29 |
| GAGNON | MAUREEN | M | SUBSTITUTE RET - MTR | 36,672.40 |
| GAJEWSKI | KIMBERLY | A | TEACHER | 61,204.81 |
| GALBREATH | ROBYN | E | SUBSTITUTE | 1,051.56 |
| GALLANT | MICHELLE | C | INSTRUCTIONAL ASSISTANT | 139.56 |
| GAMACHE | LAURA | | INSTRUCTIONAL ASSISTANT | 30,943.51 |
| GAMMETTO JR | WILLIAM | J | TEACHER | 78,391.21 |
| GARCEAU | CHELSEA | E | TEACHER - EES | 47,636.48 |
| GARDECKI | THOMASINA | | CAFETERIA | 13,635.93 |
| GARDINER | LISA | A | CAFETERIA MGR | 30,168.49 |
| GARNETT | SHANNON | B | TEACHER | 60,122.48 |
| GARREPY | ELAINE | M | CAFETERIA | 13,635.93 |
| GARREPY | STACY | P | TEACHER | 79,499.34 |
| GASCO | JOANNA | S | MONITOR | 5,379.69 |
| GATSOGIANNIS | SAMANTHA | R | TEACHER | 75,487.73 |

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| GATZKE | JAMES | A | CUSTODIAN | 61,445.13 |
| GATZKE JR | JAMES | A | VAN DRIVER | 44,880.19 |
| GAUDREAU | MICHELE | A | SUBSTITUTE | 427.15 |
| GAULIN | SAMANTHA | L | EXTRACURRICULAR | 8,101.50 |
| GAUVIN | MAUREEN | E | CAFETERIA | 24,708.86 |
| GENDRON | COREY | M | GUIDANCE | 82,145.24 |
| GERING | CHRISTINA | I | TEACHER | 61,733.07 |
| GERRARD | MARILYN | Y | NURSE | 69,327.25 |
| GEVRY | KAITLIN | E | INSTRUCTIONAL ASSISTANT | 1,019.83 |
| GIBBONS | ROBIN | M | TEACHER | 78,679.21 |
| GILES | LINDA | B | TEACHER | 87,340.60 |
| GILL | LAURA | E | TEACHER | 77,480.42 |
| GILLESPIE | KATHLEEN | M | TEACHER | 75,839.63 |
| GINGA | ETTA | V | CAFETERIA RET | 74.30 |
| GIROUX | SANDRA | M | SUBSTITUTE | 1,117.50 |
| GLYNN | CAROLYN | K | TEACHER | 42,298.68 |
| GLYNN | RAYMOND | J | SUBSTITUTE | 1,497.26 |
| GODING | MAUREEN | M | INSTRUCTIONAL ASSISTANT | 29,859.05 |
| GOETZ | RACHAEL | A | NURSE | 19,372.00 |
| GOOZEY | RAYMOND | E | SUB RET | 825.00 |
| GORDON | GRACE | E | SUBSTITUTE | 416.60 |
| GORDON | MAURA | G | INSTRUCTIONAL ASSISTANT | 28,185.60 |
| GORMALLY | DARLENE | A | SUBSTITUTE | 143.42 |
| GOULD | GLORIA | J | TEACHER | 82,129.41 |
| GOULD | STEVEN | R | TEACHER | 77,066.90 |
| GRAHAM | DANIELLE | A | TEACHER | 70,052.12 |
| GRANGER | STEPHANIE | J | TEACHER | 78,487.11 |
| GRAVEL | DAWN | M | TEACHER .4 | 33,845.32 |
| GRAVES | GINA | | TEACHER | 61,653.07 |
| GRAVES | LUCILLE | A | CAFETERIA SEC | 25,783.55 |
| GRAY | MICHELLE | A | TEACHER | 78,642.01 |
| GREENBERG | MATTHEW | H | FOOD SERVICE DIRECTOR | 71,435.06 |
| GREENOUGH | MEGAN | R | EXTRACURRICULAR | 2,211.00 |
| GRIECO JR. | NICHOLAS | P | TECHNOLOGY | 67,070.99 |
| GRIFFITHS | KRISTIN | M | TEACHER | 84,301.23 |
| GRUDZIEN | GERALD | S | EXTRACURRICULAR | 2,890.00 |
| GRZYB | CYNTHIA | T | ADMINISTRATIVE | 45,157.39 |
| GRZYB | DENISE | | CAFETERIA | 6,927.86 |
| GUSTAFSON | ASHLEY | M | TEACHER | 55,448.74 |
| GUSTAFSON | CLAIRE | M | SUBSTITUTE-RET | 568.50 |
| HAAS | JENNIFER | E | TEACHER | 60,326.97 |
| HACKENSON | JAMES | G | EXTRACURRICULAR | 6,260.00 |
| HACKENSON | MAURA | K | INSTRUCTIONAL ASSISTANT | 9,363.01 |
| HAGAN | BONNIE | J | TEACHER | 84,130.19 |
| HAIG | DARIN | W | TEACHER | 73,145.14 |
| HANNA | ROBERT | W | INSTRUCTIONAL ASSISTANT | 15,387.72 |
| HANNAN | MELINDA | S | TEACHER | 84,850.19 |

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| HANNEN | GILDA | | TEACHER | 82,049.74 |
| HANSON | CHRISTIAN | | EXTRACURRICULAR | 2,201.00 |
| HARDT | NATHANIEL | L | TEACHER | 86,188.96 |
| HARKINS | PATRICIA | | INSTRUCTIONAL ASSISTANT | 32,845.32 |
| HARMON | LEONARD | K | EXTRACURRICULAR | 13,057.00 |
| HARRINGTON | CHRISTINE | | NURSE | 61,881.38 |
| HARRIS | CRISSY | L | ADMINISTRATIVE | 13,098.72 |
| HART | KEVIN | S | TEACHER | 56,418.01 |
| HARWOOD | CAROL | A | CAFETERIA | 14,536.77 |
| HAST | JESSICA | S | TEACHER | 79,458.65 |
| HEARD | RUTH | L | SUBSTITUTE-RET | 750.43 |
| HEGEDUS | JENNIFER | L | TEACHER | 85,197.65 |
| HENNIGAN | JOSEPH | E | TEACHER | 53,857.91 |
| HENSEL | ERIC | A | TEACHER | 76,229.63 |
| HERNANDEZ | DIANA | E | TEACHER | 74,545.12 |
| HERRICK | MARGARET | D | TEACHER | 57,368.39 |
| HESTER | DIANA | JEAN | SUBSTITUTE RET - MTR | 13,275.64 |
| HICKEY | ANITA | M | NURSE | 66,894.52 |
| HIGGINS | KATHARINE | A | TEACHER | 79,163.83 |
| HILL | ANNA | E | TEACHER | 81,782.21 |
| HILLS | MARIE | T | SUBSTITUTE | 225.75 |
| HINES | LISA | M | TEACHER | 80,985.26 |
| HOFFMAN | SHERRI | A | TEACHER | 86,777.41 |
| HOKE | KAREN | | INSTRUCTIONAL ASSISTANT | 31,490.94 |
| HOLDEN | CHRISTIAN | G | SUBSTITUTE | 1,700.00 |
| HOLLAND | SCOTT | E | EXTRACURRICULAR | 32,983.33 |
| HOLT | TRACY | M | TEACHER | 65,712.62 |
| HOLTON | AMANDA | J | TEACHER | 83,845.21 |
| HOOPER | MICHELLE | A | TEACHER | 73,924.21 |
| HOUGHTON | JENNIFER | M | OCCUPATIONAL THERAPIST | 72,404.02 |
| HOULE | SHERI | A | MONITOR | 5,564.31 |
| HOWARD | ARIANA | M | TEACHER | 61,653.09 |
| HOWARD | CYNTHIA | | INSTRUCTIONAL ASSISTANT | 30,557.59 |
| HOWARD | TIMOTHY | D | TEACHER | 64,139.34 |
| HOWARD-DONLIN | MATTHEW | P | TEACHER | 70,704.15 |
| HUBBARD-WARD | JUNE | L | TREASURER | 6,068.50 |
| HUBLEY | SHANNON | M | TEACHER | 31,073.60 |
| HURLEY | ELIZABETH | K | TEACHER | 82,300.41 |
| IDE | STEVEN | P | TEACHER | 75,128.57 |
| IDE | TRACY | A | TEACHER | 79,898.59 |
| INCUTTO | LISA | | TEACHER | 78,391.21 |
| IRISH | ANNE | M | SUBSTITUTE | 180.00 |
| JAROMINSKI | MANDY | K | SUBSTITUTE | 2,682.69 |
| JARVIS | STACY | L | TEACHER | 80,827.62 |
| JASTRZEBSKI | DOLORES | F | CAFETERIA | 25,832.73 |
| JETTE | AMY | C | TEACHER | 74,121.13 |
| JOHNSON | ROBERTA | | NURSE | 26,845.69 |

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| JONES | HARRY | E | TEACHER | 83,805.90 |
| JONES | MERI | B | SUBSTITUTE | 1,857.50 |
| JORGE | NICOLE | M | TEACHER | 70,708.57 |
| JOYCE | AMY | M | INSTRUCTIONAL ASSISTANT | 30,326.41 |
| JULIAN | TRACY | A | TEACHER | 80,941.21 |
| JYRINGI | AMANDA | L | TEACHER | 23,499.04 |
| JYRINGI | SHELBY | W | SUBSTITUTE | 1,115.38 |
| KALLGREN | ALEXANDRA | R | EXTRACURRICULAR | 2,168.00 |
| KALLGREN | STACEY | L | INSTRUCTIONAL ASSISTANT | 29,080.46 |
| KALMIN | NOENA | F | CAFETERIA | 6,339.36 |
| KALWARCZYK | WENDY | R | TEACHER | 70,278.57 |
| KANE | RAYMOND | J | TEACHER | 26,022.68 |
| KARALUS | DAVID | A | SUBSTITUTE | 4,553.16 |
| KASIERSKI | PATRICIA | A | ADMINISTRATIVE | 49,055.30 |
| KAST-TUTTLE | JAY | V | SUBSTITUTE-RET - MTR | 8,511.40 |
| KAUPPINEN | KURT | W | SUBSTITUTE | 841.07 |
| KELLEY | MARK | E | TEACHER | 94,201.85 |
| KENNEDY | ANJA | T | TEACHER | 75,487.73 |
| KENNEY | LAURA | E | INSTRUCTIONAL ASSISTANT .5 | 15,664.01 |
| KENT | WILLIAM | F | CUSTODIAN | 59,180.36 |
| KERLE | MELISSA | A | TEACHER | 66,458.24 |
| KICILINSKA | MONIKA | M | SUBSTITUTE | 255.00 |
| KIELINEN | RHONDA | L | INSTRUCTIONAL ASSISTANT | 19,571.29 |
| KIMBALL | MICHELE | L | CAFETERIA | 8,676.64 |
| KIMBLE | JUDITH | D | TEACHER | 87,391.19 |
| KING | SUSAN | N | SUBSTITUTE | 360.00 |
| KINGSLEY | KARYN | J | SUBSTITUTE | 323.67 |
| KIRKLAND | KARIN | S | MONITOR | 7,156.95 |
| KIROUAC | AMY | J | TEACHER | 80,055.52 |
| KLAVEN | LOUISA | A | SUBSTITUTE | 16,156.56 |
| KOBEL | DENA | R | TEACHER | 74,143.52 |
| KONTOES | GREGORY | W | CUSTODIAN | 39,157.76 |
| KOSIBA | ANDREW | J | EXTRACURRICULAR | 2,168.50 |
| KOZUB | CHERYL | A | FINANCE SECRETARY | 53,455.39 |
| KROELL | DIANE | S | INSTRUCTIONAL ASSISTANT | 32,844.60 |
| KUBIAK | JOAN | P | TEACHER | 66,615.23 |
| KUCZINSKI | WAYNE | S | SUBSTITUTE | 85.00 |
| KUNKEL | KATHLEEN | | SUBSTITUTE | 3,347.03 |
| KUPSTAS | HEATHER | M | EXTRACURRICULAR | 1,402.38 |
| KUSTAR | JENNIFER | A | TEACHER | 78,706.90 |
| LAABS | STEVEN | | CUSTODIAN | 50,926.74 |
| LABONTE | LISA | | TEACHER .5 | 12,057.11 |
| LAFOND | ANNE | M | ADMINISTRATIVE | 50,899.31 |
| LAFOUNTAIN | DEANNA | A | SUBSTITUTE | 1,333.48 |
| LALIBERTE | JAMES | M | TEACHER | 58,658.08 |
| LAMARCHE | STEVEN | M | SUPERINTENDENT | 79,249.95 |
| LANDRY | BONNIE | L | INSTRUCTIONAL ASSISTANT | 30,255.78 |

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| LANGE | LYNN-MARIE | | COTA | 39,829.06 |
| LANGVIN | KATHLEEN | A | TEACHER | 65,962.19 |
| LANGLEY | JAYNE | A | INSTRUCTIONAL ASSISTANT | 31,042.81 |
| LAPIERRE | BROOKE | L | ADMINISTRATIVE | 42,978.41 |
| LAPLACA | DEVIN | P | INSTRUCTIONAL ASSISTANT | 30,309.62 |
| LAPORTE | CHRISTINA | M | TEACHER | 85,449.35 |
| LAREN | KORRIE | C | INSTRUCTIONAL ASSISTANT | 28,435.84 |
| LARSEN | DENISE | J | INSTRUCTIONAL ASSISTANT | 34,712.51 |
| LARSEN | HEATHER | D | INSTRUCTIONAL ASSISTANT | 28,043.88 |
| LASHUA | STEPHANIE | L | TEACHER | 85,139.85 |
| LAVALLEE | KATHERINE | L | INSTRUCTIONAL ASSISTANT | 18,746.00 |
| LAVITT | KRISTIN | R | INSTRUCTIONAL ASSISTANT | 27,988.80 |
| LAW | LISA | B | CUSTODIAN | 47,912.20 |
| LEACH JR | ANDREW | J | ASSISTANT PRINCIPAL | 112,573.62 |
| LEACU | NICHOLAS | P | SUBSTITUTE RET - MTR | 11,055.00 |
| LEBEAU | KARIN | E | TEACHER | 63,862.48 |
| LEBLANC | JACQUELINE | F | ADMINISTRATIVE | 44,225.48 |
| LEBLANC | TRACY | L | TEACHER | 78,391.21 |
| LEBRUN | CHRISTA | C | TEACHER | 21,888.32 |
| LECHIARA | CAROL | V | SUBSTITUTE | 18,623.40 |
| LEIGHTON | WENDY | L | SUBSTITUTE | 3,246.39 |
| LEMANSKY | RACHEL | T | LIBRARY | 8,032.85 |
| LEMON | CARLIE | A | SUBSTITUTE | 2,317.55 |
| LEPPER | LANETTE | S | SUBSTITUTE | 8,685.00 |
| LETOURNEAU | KELHAN | | SUBSTITUTE | 115.74 |
| LEVESQUE | HEATHER | J | INSTRUCTIONAL ASSISTANT | 30,054.08 |
| LINDSTROM | CHRISTOPHER | A | TEACHER | 81,282.49 |
| LIVERNOCHE | ANN | MARIE | CUSTODIAN | 49,973.00 |
| LIVSEY | LISA | R | SUBSTITUTE | 7,585.81 |
| LOCANTORE | LYNN | A | TEACHER | 44,708.16 |
| LOGAN | CRYSTAL | C | TEACHER | 94,664.60 |
| LOGHRY | SARA | E | BEHAVIORAL SPECIALIST | 58,073.45 |
| LOMBARDI | COLLEEN | R | SUBSTITUTE | 4,593.96 |
| LOMBARDI | SARAH | A | INSTRUCTIONAL ASSISTANT | 17,365.44 |
| LOREDO | AARON | D | SUBSTITUTE | 1,720.83 |
| LOTTER | DAVID | B | TEACHER | 83,416.40 |
| LOUGHLIN | MICHELE | L | ADMINISTRATIVE | 39,394.20 |
| LOVELY | MEGHAN | R | TEACHER | 62,269.34 |
| LUBENOW | CHRISTINE | L | TEACHER | 77,480.42 |
| LUNDQUIST | KIMBERLY | L | TEACHER | 84,565.19 |
| LYNCH | STACY | M | TEACHER | 80,037.90 |
| LYONS | KATIE | L | TEACHER | 73,712.62 |
| MACARUSO | ALEXANDRIA | M | SUBSTITUTE | 510.00 |
| MACARUSO-CARIGNAN | DIANA | M | SUBSTITUTE | 39,982.02 |
| MACHARIA | FAITH | W | INSTRUCTIONAL ASSISTANT | 16,240.11 |
| MACUGA | DAVID | W | TEACHER | 61,444.78 |
| MACUGA | MARGARET | R | SUBSTITUTE RET - MTR | 3,975.55 |

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| MAESTO | MELISSA | J | INSTRUCTIONAL ASSISTANT | 16,272.09 |
| MAGLIONE | MICHELE | M | TEACHER | 86,206.22 |
| MAKIE | MICHELLE | A | TEACHER | 82,348.11 |
| MANSKE | MICHAEL | J | TEACHER | 69,087.24 |
| MANSKE | NANCY | K | ADMINISTRATIVE | 97,707.18 |
| MANSUR | CHRISTA | L | TEACHER | 84,156.23 |
| MANTHA | SUZETTE | M | INSTRUCTIONAL ASSISTANT | 31,714.40 |
| MANZOV | RACHEL | S | TEACHER | 58,563.21 |
| MARCH | BRIDGID | M | SUBSTITUTE | 297.20 |
| MARDEROSIAN | BARBARA | | TEACHER | 83,655.25 |
| MARENGO | BRENDA | L | CAFETERIA MANAGER | 19,777.64 |
| MARKLEY | SYDNEY | E | TEACHER | 56,200.17 |
| MARRIER | CHRISTINE | L | TEACHER | 83,021.23 |
| MARS | SAMANTHA | | TEACHER | 18,008.00 |
| MARSHALL | AMY | E | TEACHER | 77,126.90 |
| MARTIN | MEAGAN | R | TEACHER | 18,289.52 |
| MARTOCCI | KAREN | A | CAFETERIA | 22,049.50 |
| MASLEY | BENJAMIN | S | SUBSTITUTE | 2,660.00 |
| MASSEY | LINDSEY | A | TEACHER | 16,537.20 |
| MASTRAPASQUA | JAMIE | A | TEACHER | 81,105.28 |
| MATHIEU | RICHARD | J | FINANCE DIR | 122,156.46 |
| MATTHEWS | CHRISTINE | | COTA | 41,233.21 |
| MCCANN | DAVID | W | TEACHER | 83,797.72 |
| MCCANN | PATRICIA | A | SUBSTITUTE | 8,333.53 |
| MCCARTHY | MELISSA | E | TEACHER | 78,631.21 |
| MCDERMOTT | KRISTI | L | INSTRUCTIONAL ASSISTANT | 31,238.42 |
| MCDONALD | KELLY | E | TEACHER | 83,887.73 |
| MCELROY | ANNE | L | TEACHER | 79,601.21 |
| MCGOVERN | VICKI | M | TEACHER | 2,401.30 |
| MCGRAIL | JENNIFER | L | TEACHER | 59,915.48 |
| MCGRAIL | SHEILA | M | ADMINISTRATIVE | 49,566.80 |
| MCGRATH | RICHARD | M | SUB RET - WCR | 1,262.33 |
| MCLARNON | MICHELLE | M | CAFETERIA MANAGER | 27,630.54 |
| MCNAMARA | BRIDGET | E | TEACHER | 77,066.90 |
| MCNAMARA | MARIBETH | A | TEACHER | 77,358.34 |
| MCNAMARA | SHAWN | M | TEACHER | 77,066.90 |
| MCQUADE | KATIE | L | TEACHER | 72,837.21 |
| MEECE | BRANDON | T | SUBSTITUTE | 160.00 |
| MENZONE | ANN | C | SUB-RET- WCR | 1,182.34 |
| MERRIMAN | BRANDON | I | SUBSTITUTE | 680.00 |
| MESSIER | ERIN | E | TEACHER | 19,589.84 |
| MESSIER | TIMOTHY | | TEACHER | 66,705.74 |
| MIGLIONICO | BONNIE | J | SUBSTITUTE | 3,600.00 |
| MIGLIONICO | JASON | P | EXTRACURRICULAR | 2,648.00 |
| MIGLIONICO | REBECCA | L | TEACHER | 73,307.49 |
| MILDNER | FELICITY | J | SUBSTITUTE | 107.38 |
| MILLER | KIRSTIE | L | TEACHER | 76,078.68 |

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| MILLER | SAMANTHA | L | SUBSTITUTE | 0.00 |
| MILLETTE | GERALD | N | CUSTODIAN | 77,308.96 |
| MOISAN | STEPHANIE | N | NURSE | 21,873.84 |
| MONTVILLE | AMANDA | S | CAFETERIA MGR | 6,910.40 |
| MONTVILLE | MICHELLE | A | TEACHER | 53,468.98 |
| MONTVILLE | RACHAEL | | TEACHER | 58,514.57 |
| MOORE | ZACHARY | P | EXTRACURRICULAR | 1,550.50 |
| MORAN | JOSEPH | P | TEACHER | 82,041.85 |
| MOREAU | KATHERINE | M | TITLE ONE | 13,437.68 |
| MORIN | DONNA | L | TEACHER | 77,843.34 |
| MORRIS | NATALIE | A | SUBSTITUTE RET | 9,798.90 |
| MORRISSEY | MAUREEN | | SUBSTITUTE RET - MTR | 2,962.99 |
| MORWAY | MATTHEW | J | TEACHER | 72,686.13 |
| MORWAY | PENNY | E | TEACHER | 88,426.69 |
| MOSCOFFIAN | AMANDA | V | TEACHER | 19,554.80 |
| MOSELEY | RENEE | | SUBSTITUTE | 3,855.55 |
| MRAZIK | JOHN | J | DRIVERS ED | 7,705.63 |
| MULCAHY | ERIN | P | TEACHER | 75,487.73 |
| MULLALY | CHRISTINE | E | SUBSTITUTE | 437.50 |
| MURRAY | KAITLYN | P | TEACHER | 73,930.21 |
| NASH | KRISTINE | E | SUPERINTENDENT RET | 78,746.14 |
| NAVAROLI | DENISE | J | MONITOR | 6,040.27 |
| NAWROCKI | JUDITH | A | TEACHER | 77,606.90 |
| NOLETTE | TERRI | N | Teacher | 36,379.82 |
| NOLLE | KRISTEN | M | TEACHER | 84,439.42 |
| NOWOSADKO | LAURIE | J | CAFETERIA | 14,013.79 |
| NUGENT | KATHLEEN | E | TEACHER | 83,989.41 |
| NUTTALL | ALLYSON | M | SUBSTITUTE | 661.25 |
| O'BRIEN | KEVINETTA | C | SUBSTITUTE RET-MTR | 585.00 |
| O'CONNOR | SUSAN | L | INSTRUCTIONAL ASSISTANT | 25,563.91 |
| O'DONNELL | TINA | M | TEACHER | 73,803.41 |
| O'NEIL | BRYAN | A | EXTRACURRICULAR | 3,683.00 |
| O'REGAN | VICKI | A | TEACHER | 61,204.81 |
| OJEDA | KAREN | M | INSTRUCTIONAL ASSISTANT | 28,928.59 |
| OLSON | JULIE | Y | SUBSTITUTE | 165.20 |
| OLSON | PETER | J | ASSISTANT PRINCIPAL | 102,711.47 |
| OLSON | SEAN | M | SUBSTITUTE | 829.35 |
| OSCHE | TRACIE | M | SUBSTITUTE | 261.25 |
| OSLOWSKI | KATHLEEN | A | INSTRUCTIONAL ASSISTANT | 29,145.22 |
| OSTROWSKI | KRISTINE | M | INSTRUCTIONAL ASSISTANT | 30,808.35 |
| PACHECO | LORI | A | PRINCIPAL | 121,079.51 |
| PACKARD | DEAN | W | PRINCIPAL | 122,627.46 |
| PACKARD | KATE | M | TEACHER | 72,617.21 |
| PANAYIOTOU | ANDREAS | | SUBSTITUTE-RET | 8,693.10 |
| PAQUETTE | AMY | B | TEACHER | 79,218.65 |
| PARADISE-BROTHERS | KELLY | A | SUBSTITUTE EES | 50,873.86 |
| PARKER | PHILIP | J | SUB RET | 784.76 |

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| PARMENTER | DEBORAH | P | SUBSTITUTE | 231.02 |
| PASTORE | KATHLEEN | E | PRINCIPAL | 114,386.04 |
| PATROCK | LESA | A | TEACHER | 86,527.72 |
| PATTERSON | ALYCIA | M | INSTRUCTIONAL ASSISTANT | 19,670.70 |
| PATTERSON | REBECCA | L | TEACHER | 85,779.35 |
| PECORE | KELSEY | M | SUBSTITUTE | 2,222.50 |
| PECORE | NANCY | L | INSTRUCTIONAL ASSISTANT | 28,808.06 |
| PEEK | EMILY | K | SUBSTITUTE | 915.00 |
| PELLA | DYLAN | C | SUBSTITUTE | 85.00 |
| PELOQUIN | TODD | S | TEACHER | 60,165.35 |
| PEREA-BEAULIEU | MARIA | F | SUBSTITUTE | 18,060.55 |
| PFROMMER | PERRI | R | TEACHER | 58,227.17 |
| PHOENIX | DANIEL | R | INSTRUCTIONAL ASSISTANT | 8,467.36 |
| PHOENIX | TAYLOR | A | SUBSTITUTE | 3,042.10 |
| PIEHL | CYNTHIA | | TEACHER | 84,838.21 |
| PIEHL | DYLAN | T | TEACHER | 51,387.78 |
| PIEKARCZYK | GARY | P | CUSTODIAN | 49,534.70 |
| PIEKARCZYK | SHELBY | | INSTRUCTIONAL ASSISTANT | 9,653.37 |
| PIERANGELI | MARY | A | EXTRACURRICULAR RET | 5,000.00 |
| PISCITELLI | DEBRA | L | INSTRUCTIONAL ASSISTANT | 29,528.59 |
| PLANTE | CHERYL | A | SUBSTITUTE | 95.00 |
| POBLOCKI | LISA | M | TEACHER | 71,571.57 |
| PONCE DE LEON | JOSHUA | A | TEACHER-EES | 29,672.20 |
| PONCE DE LEON | SUSAN | L | LIBRARY | 22,363.60 |
| PORSANIDOU | PARASKEVI | | SUBSTITUTE | 396.51 |
| POTTER | KAREN | M | TEACHER | 86,299.61 |
| POWAZA | KAREEN | M | NURSE | 60,651.01 |
| POWELL | JUDITH | E | SPED TEACHER | 102,812.02 |
| POWERS | KENNETH | P | SUBSTITUTE | 3,690.00 |
| PROCOPIO | LISA | A | TEACHER | 80,247.04 |
| PROVOST | HOLLY | A | TEACHER | 85,185.39 |
| PROVOST | LISA | J | INSTRUCTIONAL ASSISTANT | 29,868.41 |
| PROVOST | SCOTT | R | TEACHER | 103,232.70 |
| PUGH | JUDITH | C | SUBSTITUTE-RET | 1,237.50 |
| QUADRINO | GEORGE | J | SUBSTITUTE | 7,017.50 |
| RABSKI | ANNA | J | SUBSTITUTE | 1,237.50 |
| RACICOT | ASHLEY | | TEACHER | 58,996.39 |
| RACICOT | EMILY | B | TEACHER | 67,712.74 |
| RACICOT | KEVIN | M | TECHNOLOGY | 49,555.89 |
| RAMM | KIM | M | SUBSTITUTE | 251.76 |
| RAPOZA | MICHAEL | W | SUBSTITUTE | 1,750.60 |
| RAWSON | CYNTHIA | A | TEACHER | 86,727.60 |
| RESENER | ELIZABETH | L | SPEECH | 77,816.90 |
| RESENER | MICHAEL | | ASSISTANT PRINCIPAL | 114,089.44 |
| RESLOCK | SUZANNE | S | INSTRUCTIONAL ASSISTANT | 23,121.44 |
| REYNOLDS | CHERYL | L | INSTRUCTIONAL ASSISTANT | 32,698.00 |
| REYNOLDS | KATHERINE | A | SUBSTITUTE | 320.00 |

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|------------|-----------|---|-------------------------|-----------|
| RHYNHART | ERIC | | TEACHER | 74,323.12 |
| RICE | MATTHEW | D | TEACHER | 36,433.98 |
| RICHARD | DEBRA | L | TEACHER | 97,041.60 |
| RICHARDS | BRYAN | G | EXTRACURRICULAR | 3,923.00 |
| RIVERA | JAMES | | CUSTODIAN | 70,998.04 |
| RIZY | KELLY | M | NURSE | 40,504.24 |
| ROACH | ELLEN | M | TEACHER | 76,666.03 |
| ROBINSON | TARA | B | INSTRUCTIONAL ASSISTANT | 16,356.53 |
| ROEHRS | KATHLEEN | L | TEACHER | 84,250.19 |
| ROGALSKI | JOSEPH | | TEACHER | 99,115.59 |
| ROHR | JOHN | W | CUSTODIAN | 35,551.95 |
| ROMANELLI | ALYSON | M | SUBSTITUTE | 2,238.54 |
| ROSARIO | TIFFANY | A | INSTRUCTIONAL ASSISTANT | 5,023.99 |
| ROSE | JILLIAN | M | SUBSTITUTE | 1,008.57 |
| ROSSI | ALLISON | | TEACHER | 24,616.68 |
| ROUSAKOS | JESSICA | E | SUBSTITUTE | 979.60 |
| ROUSAKOS | SUSAN | E | INSTRUCTIONAL ASSISTANT | 32,061.46 |
| ROUSSEAU | LISA | M | SUBSTITUTE | 839.04 |
| ROY-HACHEY | VERONICA | M | SUBSTITUTE | 5,888.87 |
| RUSSELL | JULIE | M | EXTRACURRICULAR | 520.00 |
| SAGE | NANCY | F | TEACHER | 59,288.39 |
| SALONIS | THERESA | E | SUBSTITUTE | 467.50 |
| SAMIA | DEBORAH | L | TEACHER | 51,594.48 |
| SAMKO | LISA | | TEACHER | 58,641.40 |
| SANBORN | SARA | L | TEACHER | 85,370.19 |
| SANDSTROM | SAMANTHA | | SUBSTITUTE EES | 390.00 |
| SANTIC JR | WILLIAM | J | TEACHER | 61,204.81 |
| SAUVAGEAU | JUSTIN | D | TEACHER | 70,840.00 |
| SAVAGE | KURT | M | TEACHER | 53,007.22 |
| SAVLUK | ARIANA | M | SUBSTITUTE | 2,870.00 |
| SAVOIE | CHRISTINE | L | INSTRUCTIONAL ASSISTANT | 29,054.95 |
| SCHIMKE | SHANE | R | TEACHER | 73,087.21 |
| SCHMITT | KATRINA | A | TEACHER | 57,112.39 |
| SCIRPO | DEBRA | | PHYSICAL THERAPIST | 20,684.58 |
| SEAGRAVE | PATRICIA | R | TEACHER | 74,499.21 |
| SEELIG | EVELYN | T | SUBSTITUTE RET - OBRA | 711.01 |
| SEIBOLD | DIANE | D | PRINCIPAL | 98,966.52 |
| SHAW | BRIAN | M | CUSTODIAN | 51,296.92 |
| SHEERIN | AMY | A | TEACHER | 67,558.57 |
| SIELAWA | JOHN | F | SUBSTITUTE | 7,121.44 |
| SIMOES | RICARDO | | TEACHER | 78,391.21 |
| SIMONCINI | BETHANN | | TEACHER | 73,031.13 |
| SINICO | BRIAN | D | TEACHER | 62,590.48 |
| SKERMONT | NATHAN | E | TEACHER | 88,485.71 |
| SKLARZ | CARRIE | A | CAFETERIA | 6,879.54 |
| SKONIECZNY | MELANIE | L | TEACHER | 77,924.40 |
| SMALL | JARED | B | TEACHER | 65,355.24 |

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|-------------------|----------------|------|-------------------------|------------|
| SMALL | KATHLEEN | E | TEACHER | 71,612.44 |
| SMITH | CRAIG | H | CUSTODIAN | 69,980.40 |
| SMITH | FREDERICK | J | CUSTODIAN | 50,203.36 |
| SMITH | MARYELLEN | | SUBSTITUTE | 100.00 |
| SMITH | NICOLE | C | TEACHER | 54,330.19 |
| SNOW | CINDY | M | TEACHER | 87,363.35 |
| SNOW | JUSTINE | M | TEACHER | 73,954.04 |
| SNYDER | JOHN | W | EXTRACURRICULAR | 4,040.00 |
| SOCHA | CHELSEA | L | TEACHER | 59,462.48 |
| SOLOMITA | MARY-ELIZABETH | | TEACHER | 106,463.97 |
| SOUSA | CHELSEA | M | INSTRUCTIONAL ASSISTANT | 11,255.67 |
| SPAHL | LYNN | A | ADMINISTRATIVE | 52,906.42 |
| SPAULDING | SUSAN | | SUBSTITUTE RET | 12,697.44 |
| SPRAGUE | LAURA | C | SUBSTITUTE | 5,378.68 |
| ST. FRANCIS | JULIE | M | TEACHER | 82,189.40 |
| ST. JEAN | DAVID | D | TEACHER | 80,918.26 |
| STANEY | CHELSEA | E | ATHLETIC TRAINER | 43,241.70 |
| STARCZEWSKI | CHRISTOPHER | E | PRINCIPAL | 116,930.91 |
| STARKUS | DEBORAH | L | ADMINISTRATIVE | 44,922.89 |
| STEFAN | COREY | F | TEACHER | 65,186.07 |
| STEFANIK | DONNA | M | ACCOUNTS PAYABLE | 56,666.08 |
| STEVENS | CRYSTAL | I | INSTRUCTIONAL ASSISTANT | 29,777.34 |
| STEWART | AMBER | M | TEACHER | 71,022.79 |
| STOKOWSKI | KRISTEN | M | TEACHER | 76,817.21 |
| STONE | SARAH | A | INSTRUCTIONAL ASSISTANT | 27,483.98 |
| STOWE | CHRISTOPHER | L | TEACHER | 87,691.35 |
| STRAZZULLO | CARL | F | TEACHER | 85,727.60 |
| STRETCH | MARY | ANNE | INSTRUCTIONAL ASSISTANT | 31,987.40 |
| SUAREZ-BOWDEN | MIRVA | R | INSTRUCTIONAL ASSISTANT | 31,221.31 |
| SULLIVAN | DEBRA | M | TEACHER | 85,853.08 |
| SULLIVAN | JACK | R | CUSTODIAN SUB | 2,922.42 |
| SULLIVAN | MICK | T | SUBSTITUTE | 6,048.12 |
| SULLIVAN | SANDRA | G | ADMINISTRATIVE | 79,427.99 |
| SULLIVAN | SHANNON | K | TEACHER | 57,317.89 |
| SULLIVAN JR | RAYMOND | L | TEACHER | 77,366.90 |
| SULLIVAN SR | WILLIAM | C | SUBSTITUTE RET - MTR | 810.00 |
| SUTHERLAND | LYNN | A | INSTRUCTIONAL ASSISTANT | 31,065.38 |
| SWENSON | KAREN | L | TEACHER | 79,117.21 |
| TAMBORRA | CHRISTOPHER | P | SUBSTITUTE | 3,545.74 |
| TAYLOR | CHRISTINE | M | TEACHER | 77,366.90 |
| THIBAUDEAU-DRAGON | ERIKA | L | TEACHER | 82,167.69 |
| THOMAS | MARY | K | INSTRUCTIONAL ASSISTANT | 24,652.51 |
| THOREN | JANET | M | CUSTODIAN | 50,480.42 |
| TITTLE | CAROLYN | | TEACHER | 77,306.90 |
| TITTLE | CHRISTOPHER | J | CUSTODIAN | 68,952.16 |
| TOLOMIO | TANARA | H | SUBSTITUTE | 6,650.42 |
| TOWER | WAYNE | A | CUSTODIAN | 70,332.28 |

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|-------------|------------|---|----------------------------|-----------|
| TRIFONE | AVERY | M | SUBSTITUTE | 625.25 |
| TUCKER | GRETCHEN | E | TEACHER | 53,248.55 |
| TUCKER | MICHAEL | | ASSISTANT PRINCIPAL | 87,870.09 |
| TUOHIG | STEPHEN | P | CUSTODIAN .5 | 30,375.19 |
| VALENTI | VANESSA | C | INSTRUCTIONAL ASSISTANT | 20,767.75 |
| VALLEE | AMY | M | TEACHER | 84,130.19 |
| VEILLEUX | THERESA | V | TEACHER | 83,287.69 |
| VESOVSKI | MARJORIE | C | INSTRUCTIONAL ASSISTANT | 31,511.06 |
| VIGEANT | LAURA | L | TEACHER | 44,606.25 |
| VILLANI | ANGELO | | TEACHER-EES | 30,550.52 |
| VITKUS | AIMEE | D | TEACHER | 61,457.98 |
| VUONA | DEBORA | A | SUBSTITUTE-RET | 840.00 |
| VYSKOCIL | JACQUELINE | J | TITLE ONE | 17,224.16 |
| WADE | ANJA | E | TEACHER | 80,468.40 |
| WALKER | CHASE | C | SUBSTITUTE CUS | 2,671.28 |
| WALKER | COURTNEY | L | TITLE ONE | 30,761.62 |
| WALKER | JOHNNA | | TEACHER | 77,566.90 |
| WALKER | JULIE | A | GUIDANCE | 73,117.71 |
| WALSH | MARY | T | SUBSTITUTE | 3,441.43 |
| WALSH | PAMELA | L | TEACHER | 79,734.21 |
| WARINSKY | G. KAREN | | TEACHER | 75,482.38 |
| WAYE-BETZ | ELIZABETH | A | TEACHER | 74,554.69 |
| WELCH | ALYCIA | K | TEACHER | 82,097.23 |
| WELLS | KYM | M | INSTRUCTIONAL ASSSITANT .8 | 19,296.24 |
| WESTON | HEATHER | L | INSTRUCTION ASSISTANT | 18,431.84 |
| WHEELER | JULIE | A | CAFETERIA | 13,300.22 |
| WHEELER | LIZA | M | TEACHER | 35,932.88 |
| WHITE | AMANDA | T | SUBSTITUTE | 3,490.00 |
| WIELOCH | ANN | M | CAFETERIA | 14,239.26 |
| WIELOCK | CATHERINE | A | SUBSTITUTE | 2,605.27 |
| WIELOCK | MARIAN | T | CAFETERIA MANAGER | 29,871.74 |
| WILDES | LYNN | N | TEACHER | 84,868.69 |
| WILGA | GARY | R | SUBSTITUTE | 9,312.50 |
| WILLIAMS | LOUISE | R | SUBSTITUTE | 12,994.65 |
| WILLIAMS | SCOTT | W | SUBTSTITUTE | 31,475.46 |
| WILLIAMSON | MARCIA | M | SUBSTITUTE | 4,509.24 |
| WILSON | CAROLYN | A | SUBSTITUTE | 1,296.43 |
| WILSON | DAVID | W | SUBSTITUTE | 8,242.50 |
| WILSON | DIANE | E | CAFETERIA | 5,766.49 |
| WILSON | KATHLEEN | M | NURSE | 60,644.25 |
| WILSON | KATIE | M | EXTRACURRICULAR | 5,778.00 |
| WILSON | LAUREN | E | SUBSTITUTE | 1,573.10 |
| WILSON JR | DAVID | W | TITLE ONE | 17,283.84 |
| WINANS | JULIANNE | P | TEACHER | 81,041.85 |
| WONDOLOWSKI | LISA | A | TEACHER | 92,827.60 |
| WONG-LI | ANTHONY | | EXTRACURRICULAR | 3,090.00 |
| WOODARD | WENDY | M | TEACHER .5 | 43,532.23 |

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|-------------|-----------|---|-------------------|-----------|
| YE | PAULA | A | TEACHER | 71,255.12 |
| YURKEVICIUS | DAVID | W | CUSTODIAN | 50,483.27 |
| ZABLOCKI | PAUL | | CUSTODIAN | 49,517.27 |
| ZABLOCKI | SHERYL | M | TEACHER | 75,985.21 |
| ZANNOTTI | TRACY | M | TEACHER | 88,120.46 |
| ZIEMINSKI | DEBRA | L | CAFETERIA MANAGER | 27,511.05 |
| ZIEMINSKI | HANNAH | R | SUBSTITUTE | 230.33 |
| ZIMMER | ALEXANDER | R | SUBSTITUTE | 3,257.50 |



AUBURN • CHARLTON • DUDLEY • NORTH BROOKFIELD • OXFORD
PAXTON • RUTLAND • SOUTHBRIDGE • SPENCER • WEBSTER
Southern Worcester County Regional Vocational School District
BAY PATH REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL
57 OLD MUGGETT HILL ROAD
CHARLTON MASSACHUSETTS
(508)248-5971 – (508)987-0326
FAX (508)248-4747

DUDLEY
2019 Annual Report

Bay Path Regional Vocational Technical High School graduated a class of 268 students in June of 2019, and accepted a class of 315 freshmen in September of 2019. Our current enrollment has reached 1,145 students.

Of the 31 Dudley seniors who graduated, 5 are now gainfully employed in an occupation related to their training and 22 are attending College. Currently, 129 students from Dudley are enrolled in one of our 22 vocational areas for the 2019-2020 school year.

Twenty-eight Dudley students are receiving extra services from our Special Education Department.

Whenever possible, we have continued our practice of utilizing our occupational programs to provide requested services to municipalities, non-profit organizations and residents from any of our ten district towns. During the 2018-2019 school year, our 22 vocational programs completed 894 work orders, of which, 77 were for residents of the Town of Dudley.

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

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

This year, the only “Out of District” students that have been accepted are students who began their high school education at Bay Path while residing in one of the Districts ten member towns and then subsequently moved out of the District before completing their high school education. It is important to note that the town where the students now reside must pay an out of district tuition for each student ranging in cost between \$16,393 and \$18,386. Those towns also pay the transportation costs for those students.

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

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

Respectfully submitted,

John A. Lafleche
Superintendent-Director

**DUDLEY MUNICIPAL COMPLEX
71 WEST MAIN STREET
DUDLEY, MA 01571**

TOWN HALL OFFICE HOURS

MONDAY- THURSDAY 8:00AM – 4:30 PM

THURSDAY EVENINGS 5:00PM – 7:00 PM

FRIDAY – 8:00 AM – 1:00 PM

**(SOME OFFICE HOURS DIFFER-PLEASE CALL OFFICE FOR MORE
INFORMATION)**

DEPARTMENT PHONE NUMBERS:

| | |
|-------------------------------------|-----------------------------------|
| Board of Assessors | 508-949-8006 |
| Board of Health | 508-949-8017 |
| Board of Selectmen | 508-949-8001 |
| Building Inspector/Building Dept. | 508-949-8012 |
| Building and Grounds | 508-949-8009 |
| PEG Cable Access | 508-949-8015 – option 4 |
| Conservation Commission | 508-949-8011 |
| Council on Aging | 508-949-8015 – option 3 |
| Fire Department | 508-949-8040 -911 for emergencies |
| Highway Department | 508-949-8020 |
| Pearle L. Crawford Memorial Library | 508-949-8021 |
| Planning Board/Town Planner | 508-949-8014 |
| Personnel Board | 508-949-8015 - option 2 |
| Police Department | 508-949-8018 -911 for emergencies |
| Water/Sewer Department | 508-949-8007 |
| Sewer Plant | 508-949-8008 |
| Water Plant | 508-949-8038 |
| Town Accountant | 508-949-8016 |
| Town Administrator | 508-949-8030 |
| Town Clerk | 508-949-8004 |
| Town Collector | 508-949-8005 |
| Town Treasurer | 508-949-8002 |
| Veteran's Agent | 508-949-8010 |
| Zoning Board of Appeals | 508-949-8012 |

For more information please check out our website at www.dudleyma.gov, follow us
on Twitter (#townofdudley) or like  us on Facebook – Town of Dudley.