

*Town of Dudley
Massachusetts
Annual Report
Of
The Town Officers
Fiscal Year 2020*

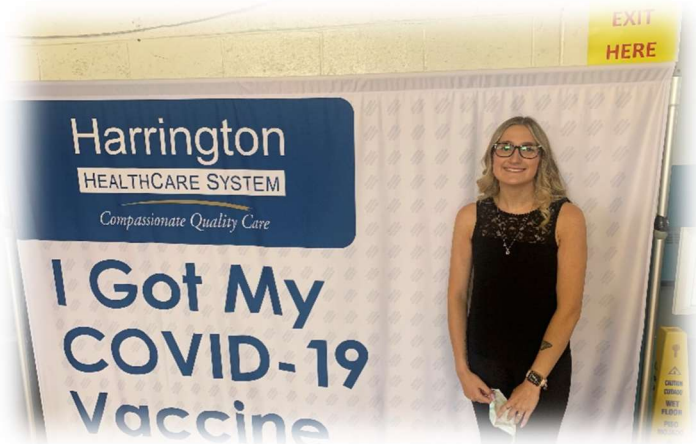


Town of Dudley - Covid Task Force

Jennifer Cournoyer, Board of Health, Chair; Zachary Davey, Board of Health Assistant, Roberta Johnson, Public Health Nurse and member of Board of Health, Police Chief Steven Wojnar, Zachary Cournoyer, Board of Health Assistant, Fire Chief Dean Kochanowski, Jamie Terry, Health Agent, Assistant Fire Chief Paul Konieczny, Lorri Ducharme, member of Board of Health.

Photo Courtesy of Alan Brackett

Jillian Johnson, Board of Health Assistant, and representing Dudley as a volunteer at COVID-19 vaccination clinic in Southbridge, MA.





2020/2021-Social Distance, Wash Your Hands, Stay at Home, Quarantine, Masks Required, Remote/Hybrid Learning, Zoom Meetings, Kiosk, Town Hall...by appointment only!!



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 in the fall, with the Board of Selectmen voting on the date in June.

Dudley's population is 11,098 and we have 7438 registered voters. Out of the registered voters 1445 are registered as Democrats, 1102 as Republican, 49 as United Independent Party, 47 as Libertarian and 4,760 as Unenrolled and 35 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 1,548 dog tags issued, 36 Marriages recorded, 94 Births recorded and 118 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.



TOWN OF DUDLEY
ELECTED OFFICIALS

BOARD OF SELECTMEN

Steven Sullivan , Chairman	2021
John Marsi, Vice Chairman	2021
Kerry Cyganiewicz	2020
Paul Joseph	2022
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

DCRSD – SCHOOL COMMITTEE

Pauline Aucoin	2020
Catherine Kabala	2022
Cathleen Carmignani	2021

DUDLEY HOUSING AUTHORITY

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

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
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PLANNING BOARD

Daniel Edmiston, Chair	2021
Lou Perrin (resigned 2020)	2021
Guy Horne (filled vacancy 2020)	
Richard Clark	2020
Steve Watroba	2022
William Lepage	2022
Russell Giglio	2023

TOWN CLERK

Lori A. Smith	2022
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TOWN TREASURER/COLLECTOR

Richard A. Carmignani, Jr.	2021
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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

BOARD OF SELECTMEN

Michelle Jervis, Administrative Secretary

BUILDING DEPARTMENT

Nelson Burlingame, Building Commissioner, Fence Viewer, Zoning Official

Ted Zajkowski – replaced by Amanda Jacobson

BUILDING AND GROUNDS DEPARTMENT

Dennis Tremblay, Supervisor

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

Mark Landry, Chairman
Michael Mayotte, Vice-Chairman
Richard Carmignani, Jr. Ex-Officio
Bob Edmonds
Paul Konieczny
Maggie Lavasseur
Michelle Jervis, Clerk

CENTRAL MASS REGIONAL PLANNING COMMITTEE

DUDLEY DELEGATES

William Trifone
Richard Clark for Planning Board

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
Jonathan Ruda

COUNCIL ON AGING

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

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

Vincent Polletta

ECONOMIC DEVELOPMENT COMMITTEE

Brian LeBrec, Chairman
Pamela Boggio
Todd Donohoe
Jason Rousseau
Jo-Ann Szymczak

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 Kondek
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
Mark Landry
Maggie Levasseur
Michelle Jervis, Clerk

FIRE DEPARTMENT

Career Department Staff

Chief Dean Kochanowski, EMT-P
Assistant Chief Paul Konieczny – EMT – B, 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, EMS Coordinator
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

Paid – Call Department 2020 Staff

Deputy Chief John LaRochelle EMT-B

Captain Brian Belhumeur

Company 1

Lt. Nicholas Shelburne EMT-P

X- Patrick Normandin, EMT-P

Pvt. Lukasz Perzan

Pvt. Bryan Erickson

Pvt. Mikoslaw Bujala

Pvt. John Kline

Trainee Tyler Williams

Company 2

Lt. Travis McDonald EMT-B

X – Michael Buchanan

D/O Joshua Brackett

Pvt. Shane Nogler

Pvt. Logan Fairbanks

Pvt. Brodie Gibson

Trn. Jacob McDonald

Company 3

Lt. Chis Wilson EMT-A

X – Joseph Marcinkus EMT-B

Pvt. Scott Konieczny

Pvt. Robert FitzGerald EMT-P

Pvt. Jen FitzGerald EMT-P

Pvt. Mike Bonnette

Trainee Joshua Andujar

Company 4

X – Keith Nichols

DO Joshua Ziegler

Pvt. Jesse Caney

Pvt. Carlos Torres

Pvt. Brandon Warrington

Pvt Matthew Graur

Trainee Albert Salonis

FUEL/OIL/GAS/PLUMBING INSPECTOR

Jay Spahl

HIGHWAY DEPARTMENT

Vincent Polletta, Sr., Highway Superintendent (retired 10/2020)

Jeffrey Murray, Highway Superintendent

Stanley Golenski, Foreman

David Baxter

Melvin Gatzke, Jr.

Dylan Demers

Jesse Russell

James Thibeault

Logan Miller

Allen Warrington

Richard Wetherbee

HISTORICAL COMMISSION

Edward Bazinet

Michael Branniff (passed away

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

MANAGEMENT INFORMATION SYSTEMS DIRECTOR

Deborah Thibaudeau

PERSONNEL BOARD

Lorna Wade

Maribeth Marzeotti

Joan Gardecki

Jonathan Ruda, Personnel Director

PLANNING DEPARTMENT

Donald T. Johnson, AICP, Town Planner (retired 2020)

William Scanlan, Acting 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

Officer Mariano Conte

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

QUINEBAUG RAIL TRAIL COMMISSION

Kenneth Butkiewicz

RECYCLING CENTER

Paul Siegmund, Coordinator (retired 2020)

Paul Wieloch

SOUTH WORCESTER COUNTY COMMUNICATIONS CENTER

Board of Directors:

Jonathan Ruda, Chairman

Douglas Willardson, 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
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 / selectaa@dudleyma.gov or the Town Clerk's Office at 508-949-8004 / townclerk1@dudleyma.gov or townclerk2@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

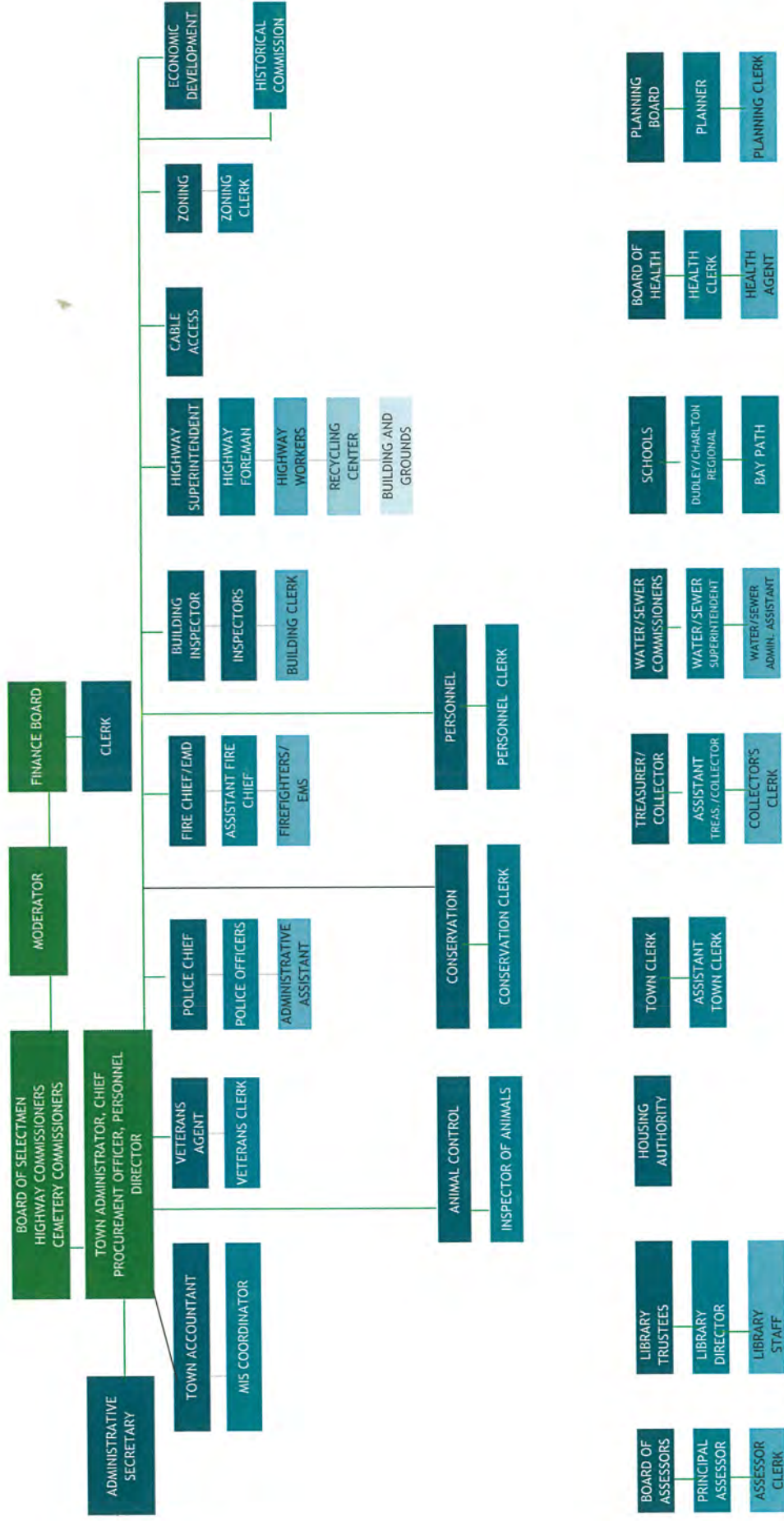
REGISTER OF PROBATE

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





In Memorium



We dedicate the FY20 Annual Report to John "Jack" Zajkowski with gratitude and regard.

After moving to Dudley in 1984 his accomplishments, built on a foundation of hard work, was to serve as a member of the Board of Selectmen from 2001-2004, a member of the Board of Health, as well as serving on the DMC Building Committee. Along with volunteering for his town he was active in the First

Congregational Church and the Dudley Lions Club.

An Air Force Veteran who served in Vietnam, he wore his military attire with pride, but carried his experiences in silence. While serving as Chairman of the Selectmen his request every meeting was to stand to recite "The Pledge of Allegiance".

His love of life was immeasurable. He enjoyed fishing on Lake Ontario with his brother-in-law, playing with his dogs Taffy and Heather and daily visits to Park n' Shop. His greatest love was his wife Hanna, his children, and grandchildren.

God Speed Jack!



"Love doesn't make the world go round; love is what makes the ride worthwhile"



TOWN OF DUDLEY

Massachusetts

Historical Commission

Dudley Municipal Complex
71 West Main Street • Room 207
Dudley, MA 01571

Edward Bazinet, Chairman

David Proulx, Secretary

Frederick Meyer

Michael Branniff

Patricia Biron

Charles Cierpich

In Remembrance

Michael Branniff



The Dudley Historical Commission has lost one of its most prolific members. Michael Branniff, an unabashed defender of Dudley's rich history, was able to focus our attention on events from our past, as well as look forward toward preservation of our current historical assets. Whether it was his dedicated protest with a sign, walking along Center Road in support of the 1805 house, or his meticulous researching and transcribing of historical documents, Mike offered us his unique perspective. His ability to remember details, people and events from earlier times was always available to us quickly in meetings, by phone or email.

A Dudley native and Army veteran, as Clerk of the Dudley Historical Commission Mike worked tirelessly to acknowledge past people and events, through reenactments, monuments and stories. We have his transcriptions of diaries, and some town memorials have been erected to keep the history going, including one he conceived to honor our servicemen at Andersonville. The current task of saving Stevens Linen Mill is made easier through his many years of promoting the tax credits needed to attract developers. The preservation of town documents was one of his most successful projects, and continues to this day. And, after a decade of work, the Dudley Hill Historic District has been placed on the National Register of Historic Places. His involvement was indispensable to all these achievements. He also dedicated his efforts in support of the Black Tavern Historical Society, helping to achieve national recognition for the historic Black Tavern and barn, as the first property in Dudley to be placed on the National Register.

The town is diminished by his passing, but forever enriched from his dedicated interest and work to remember and celebrate Dudley's past.

Town Administrator Board of Selectmen



The Town of Dudley upholds a tradition of small, efficient government that is responsive to its citizens and members of the community. Dudley enjoys high quality education in our public schools, unparalleled safety services such as police, fire, and EMS and plentiful open space which enhances the lives of our residents of all ages.

To promote a quality lifestyle for every resident, the town relies on elected and appointed officials and a large group of community volunteers. Our town government is comprised of full and part time employees who work in or manage the various departments represented in the following compilation of the Fiscal Year 2020 Annual Report.

Any questions may be forwarded to the Jonathan Ruda, Town Administrator at 508-949-8030 email at townadmin@dudleyma.gov. and the Board of Selectmen can be reached at 508-949-8001 or selectaa@dudleyma.gov.

Thank you for your attention and interest.

Steven Sullivan, Chairman
John Marsi, Vice-Chairman
Kerry Cyganiewicz, Clerk
Paul Joseph
Jason Johnson

**TOWN OF DUDLEY
MASSACHUSETTS
BOARD OF SELECTMEN**



Steven Sullivan, Chairman
John Marsi, Vice Chairman
Kerry Cyganiewicz, Clerk
Jason Johnson
Paul Joseph

Dudley Municipal Complex
71 West Main Street
Dudley, MA 01571

Phone: (508) 949-8001

Jonathan Ruda
Town Administrator

To the residents of Dudley:

This year has brought challenges and changes for most of us in Dudley. As I write we are still coping with a serious pandemic, which has swept through our country, community, and the world. Our lives and daily routines have changed significantly. The unprecedented circumstances have forced shutdowns for many businesses and schools. Our own government operations have changed. Schools, events have been cancelled, remote/hybrid learning is the new norm. We are learning all about social distancing, washing our hands and wearing masks. We are conducting much of our lives on Zoom meetings and wonder when we can get back to “pre-covid” life as we all know it.

Surrounded by so much uncertainty we have learned a lot about each other here in Dudley. We have not had the panic of riots or hoarding essential goods. We are listening to our health officials, local emergency management and municipal officials. We are grateful for our first responders, for they are the true heroes among us. We have responded to each other, we call our neighbors to check in and offer help, we deliver meals and pick up groceries, we are all working together all keeping in mind of social distancing.

Needless to say, while all of this is going on our local government is working harder than ever. The Board continues to improve the way in which we communicate with residents and prioritize town funding commitments. 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 adopted several policies in mid-2019 one of which is the Family Medical Leave Act, a federal act that required the town to provide its employees with job protection and unpaid leave for qualified medical or family reasons.
- The Board approved a new 10-year Capital Improvement Plan in late 2019 which is an important tool that the Town Administrator and Town Meeting can utilize to help manage existing infrastructure and capital assets spending. It creates a process for evaluating the Town's needs and assigning priorities when resources cannot fund all requests.
- In early February 2020, the Board hired a consultant for the purpose to provide a Salary Compensation Study for our employees. This Study will give us the ability to follow guidelines and create policies for paying our personnel/staff at the town hall and library at a competitive rate of pay.
- The Board entered into a Host Community Agreement with DMA Holdings, Inc. for the purpose of growing and retail sales of adult use cannabis at 35 Chase Ave. We will look forward for this endeavor to bring additional revenue to the town.
- On March 19, 2020, we had our first virtual Zoom meeting. The COVID-19 pandemic had changed the way we meet, how we interact. Facebook live and YouTube videos were the norm, with the hope of meeting in person again and looking at each other eye to eye.
- The town signed a three-year contract with Pratt Recycling for the Transfer Station. After three public hearings on the matter, it was a difficult decision, but we are grateful for the work by our Town Administrator and staff that his model has been serving the users.
- At our Annual Town Meeting voters approved the FY20 budget in the amount of \$20,131,531.

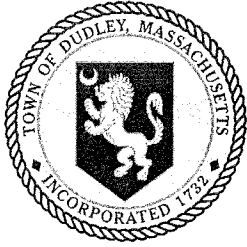
All of the many achievements in this list (and many others not listed here) were accomplished by the strong management team we have in place, with the help of the numerous boards and committees in town, as well as our state legislature.

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.

The one certainty we do have is our wonderful town. Our Selectmen and Town officials recognize the spirit of cooperation, and we are grateful for serving this community.

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

January 26, 2021

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, 2019 through June 30, 2020.

- Fiscal Year Budgeted Appropriations and Actual Expenditures 2020
General Fund / Sewer Fund / Water Fund)
- Actual Expenditure Summary Comparison (FY 2016 to FY 2020) and Budget 2021
 - Fiscal Year Budgeted Revenues and Actual Revenues 2020
General Fund / Sewer Fund / Water Fund
 - Fiscal Year Activity – Revolving Accounts 2020
- Independent Auditors' Report Highlights for Fiscal Year 2020

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 2019 thru June 2020

Account Number	Account Description	Net Working		Current Year		Balance	
		Budget		Expenditure		Remaining	Percent Left
0001-114-5111-01	SALARY	1		0		1	100.0%
0001-122-5111-01	SALARIES	2,000		2,000		0	0.0%
0001-122-5200-02	HIST EXPS/PRESVTN	600		0		600	100.0%
0001-122-5422-02	TOWN REPORTS	1,500		1,494		6	0.4%
0001-122-5460-02	CEMETERIES	877		877		0	0.0%
0001-122-5700-02	EXPENSES	4,902		5,647		-745	-15.2%
0001-122-5706-02	HIST LEGAL ADS/HRGS.	150		44		106	70.6%
0001-122-5730-02	DUES	1,500		0		1,500	100.0%
0001-122-5731-02	AN. CTRL SALARY	11,478		11,479		-1	0.0%
0001-122-5732-02	AN CTRL ASST SALARY	1,148		1,148		-1	0.0%
0001-122-5733-02	DEAD ANML DISP	50		0		50	100.0%
0001-122-5734-02	AN. CTRL-MAINT/RPRS	400		0		400	100.0%
0001-122-5735-02	AN CTRL EXPS	1,630		993		637	39.1%
0001-122-5736-02	AN. CTRL SPAY/NEUTER	100		0		100	100.0%
0001-123-5111-01	SALARY/BENEFITS	114,000		113,587		413	0.4%
0001-123-5115-01	HWY/CONS/PLANNING CLERK	10,093		10,093		0	0.0%
0001-123-5116-01	ZON/LICENSING/INSP CLERK	2,488		11,503		-9,015	-362.4%
0001-123-5117-01	TEMP. FILL IN LABOR	1,342		0		1,342	100.0%
0001-123-5121-01	MUNICIPAL HEARING OFFICER	2,500		2,500		0	0.0%
0001-123-5123-01	SELECTMEN SECRETARY	51,292		51,361		-69	-0.1%
0001-123-5300-02	LEGAL NOTICES	600		2,181		-1,581	-263.6%
0001-123-5310-02	LEGAL	59,678		61,163		-1,484	-2.5%
0001-123-5320-02	AUDITOR	17,000		17,000		0	0.0%

Town of Dudley
Actual & Budgeted Expenses
GENERAL FUND

Report Period: July 2019 thru June 2020

Account Number	Account Description	Net Working Budget	Current Year Expenditure	Balance	
				Remaining	Percent Left
0001-123-5340-02	TELEPHONE	14,250	17,106	-2,856	-20.0%
0001-123-5345-02	LONGEVITY	200	200	0	0.0%
0001-123-5415-02	PARKING CLTNS	250	0	250	100.0%
0001-123-5420-02	COPY/FAX	600	1,480	-880	-146.6%
0001-123-5422-02	RAVE SYSTEM	5,000	0	5,000	100.0%
0001-123-5702-02	CLEAR GOV.	6,000	5,500	500	8.3%
0001-123-5703-02	DMC-W MAIN STREET	22,000	30,288	-8,288	-37.7%
0001-123-5705-02	OPERATING EXPS	44,589	25,109	19,480	43.7%
0001-123-5712-02	AUTO	4,800	3,200	1,600	33.3%
0001-123-5730-02	MTGS/DUES	2,025	2,753	-728	-36.0%
0001-123-5745-02	Bld Mech Insp/exp	16,000	6,146	9,854	61.6%
0001-123-5747-02	CENTRAL SUPPLY	600	563	37	6.1%
0001-131-5121-01	CLERICAL SALARY	454	454	0	0.0%
0001-131-5700-02	EXPENSES	250	20	230	92.0%
0001-131-5780-02	RESERVE FUND	15,000	0	15,000	100.0%
0001-135-5112-01	SALARY	60,294	60,294	0	0.0%
0001-135-5113-01	CLERK/HR CLERK	4,907	4,907	0	0.0%
0001-135-5370-02	LONGEVITY BENEFIT	400	400	0	0.0%
0001-135-5700-02	EXPENSES	150	134	16	10.4%
0001-135-5710-02	EDUCATION - ACCTG.	150	0	150	100.0%
0001-135-5780-02	ACCTG SOFTWARE SUPPORT	2,341	2,341	0	0.0%
0001-136-5114-01	MIS DIRECTOR SALARY	8,270	8,270	0	0.0%
0001-136-5780-02	EXPENSES	2,916	2,286	630	21.6%

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Account Number	Account Description	Net Working		Current Year		Balance	
		Budget		Expenditure		Remaining	Percent Left
0001-136-5781-02	COMM/MAINT. EXPENSES	2,940		2,892		48	1.6%
0001-136-5784-02	GIS SERVICES	4,000		3,900		100	2.5%
0001-136-5785-02	BACKUP/RECOVERY EXP.	4,620		4,620		0	0.0%
0001-141-5112-01	ASSISTANT SALARY	61,445		61,445		0	0.0%
0001-141-5113-01	CLERK	27,636		27,636		0	0.0%
0001-141-5370-02	LONGEVITY BENEFIT PAY	400		400		0	0.0%
0001-141-5380-02	COMPUTER	10,956		10,256		700	6.4%
0001-141-5390-02	MAPPING COMPANY-ASSRS	3,575		2,975		600	16.8%
0001-141-5700-02	EXPENSES	600		1,284		-684	-113.9%
0001-141-5710-02	EDUCATION	1,500		836		664	44.2%
0001-141-5715-02	VISION CLOUD SYS.	6,000		6,000		0	0.0%
0001-141-5900-02	ASSESSORS-INTERIM YR ADJ	4,000		4,000		0	0.0%
0001-145-5111-01	TREAS/COLLECTOR SALARY	90,331		90,331		0	0.0%
0001-145-5112-01	TREAS-CERTIFIED SALARY	1,000		1,000		0	0.0%
0001-145-5121-01	ASST TREAS/CLTR SALARY	42,382		43,892		-1,510	-3.6%
0001-145-5123-01	COLLECTOR CLERK	29,050		33,761		-4,711	-16.2%
0001-145-5124-01	CLTR CLERK-PT	8,459		5,000		3,459	40.9%
0001-145-5303-02	DATA PROCESSING	17,182		13,601		3,581	20.8%
0001-145-5341-02	POSTAGE-TREAS.	19,000		28,682		-9,682	-51.0%
0001-145-5370-02	LONGEVITY CLTR (WAS TREAS)	600		400		200	33.3%
0001-145-5600-02	TAX TITLE	16,254		5,370		10,884	67.0%
0001-145-5700-02	EXPENSES-treas+cltr	12,200		17,864		-5,664	-46.4%
0001-145-5740-02	UNEMP SELF INS TRUST	3,800		3,800		0	0.0%

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		Budget	Expenditure	Expenditure	Remaining	Remaining	Percent Left
0001-145-5742-01	COUNTY RETIREMENT	795,114		795,114		0	0.0%
0001-145-5745-01	GROUP INSURANCE		899,452		807,017	92,435	10.3%
0001-145-5747-02	MEDICARE TAX		49,667		57,925	-8,258	-16.6%
0001-145-5751-02	INSURANCE GENERAL		264,150		248,821	15,329	5.8%
0001-145-5910-02	MATURING DEBT	1,050,600			1,000,000	50,600	4.8%
0001-145-5915-02	INTEREST-DEBT		324,266		290,468	33,798	10.4%
0001-145-5920-02	W/D INTER MUNIC PRINCP.		108,233		108,877	-644	-0.6%
0001-145-5925-02	W/D INTER MUNIC INTEREST		31,133		28,126	3,008	9.7%
0001-145-5940-02	WBSTR DISPATCH ASSMNT		193,765		201,725	-7,960	-4.1%
0001-145-5942-02	OPEB TRUST		2,000		2,000	0	0.0%
0001-152-5113-01	CLERK		4,650		4,650	0	0.0%
0001-152-5700-02	EXPS		163		163	0	0.0%
0001-152-5710-00	SEMINARS/CONF		200		200	0	0.0%
0001-152-5715-02	DUES&PUBLICATIONS		250		250	0	0.0%
0001-156-5100-01	PKG CLERK		54		0	54	100.0%
0001-156-5105-01	SEALER WTS SALARY		2,500		0	2,500	100.0%
0001-156-5107-02	SEALER WTS EXPS		1		0	1	100.0%
0001-156-5200-02	ST.LIGHTS		0		732	-732	0.0%
0001-156-5225-02	STRMWTR/DAMS		33,500		22,646	10,854	32.4%
0001-156-5250-02	ENERGY-MUNI EXPS		75,000		77,029	-2,029	-2.7%
0001-156-5280-02	GENL. USE VEHICLE		500		245	255	51.0%
0001-156-5290-02	DAMS		8,500		8,514	-14	-0.2%
0001-156-5405-02	CENTRAL MA.STORMWTR COAL.		4,500		4,752	-252	-5.6%

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		Budget	Expenditure	Expenditure	Remaining	Percent Left	
0001-156-5424-02	PAPER	2,000	54		1,946	97.3%	
0001-156-5428-02	EDUCATION-Outside District	45,000	0		45,000	100.0%	
0001-156-5429-02	EDCTN CH 74 TRANSPT	25,000	0		25,000	100.0%	
0001-156-5705-02	COPIER MACHINE	2,400	842		1,558	64.9%	
0001-161-5100-02	ELECT REGS-WAGES	9,890	9,890		0	0.0%	
0001-161-5111-01	SALARY	58,380	58,380		0	0.0%	
0001-161-5113-01	ASST. SALARY	32,053	32,053		0	0.0%	
0001-161-5700-02	EXPENSES	1,000	1,000		0	0.0%	
0001-161-5712-02	RECORD PRESERVATION	500	366		134	26.9%	
0001-161-5715-02	ELECTION-EXPS	6,450	5,816		634	9.8%	
0001-161-5716-02	REGIST-CHAPTER 440	5,000	4,755		245	4.9%	
0001-161-5718-02	BYLAW CODIFICATION MAINT	1,200	535		665	55.4%	
0001-161-5870-00	PURCHASE DOG TAGS/LICENSES	1,025	1,015		10	0.9%	
0001-161-5877-02	VOTING EQUIP/MAINT FEE	21,600	20,800		800	3.7%	
0001-171-5700-02	CONSVRTN EXPS	1	0		1	100.0%	
0001-175-5112-01	PLANNER SALARY	39,955	40,621		-666	-1.7%	
0001-175-5700-02	EXPENSES	2,260	1,320		940	41.6%	
0001-175-5710-00	SEMINARS	530	0		530	100.0%	
0001-175-5730-02	CENT. MA. REG. DUES	3,262	3,397		-135	-4.1%	
0001-176-5700-02	EXPENSES	245	235		9	3.8%	
0001-176-5712-02	TRAVEL	50	0		50	100.0%	
0001-196-5400-02	PARKS	500	0		500	100.0%	
0001-196-5715-02	MISC	500	500		0	0.0%	

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		Budget		Expenditure		Remaining	Percent Left
0001-210-5112-01	CHIEF SALARY	107,100		107,100		0	0.0%
0001-210-5113-01	CLERK SALARY	35,253		30,006		5,248	14.9%
0001-210-5116-01	SERGEANT SALARIES	220,034		209,124		10,910	5.0%
0001-210-5117-01	PATROLMEN SALARIES	598,029		567,704		30,325	5.1%
0001-210-5118-01	SERGEANT ON-CALL	5,475		5,490		-15	-0.3%
0001-210-5131-01	OVERTIME	115,000		105,673		9,327	8.1%
0001-210-5132-01	VACA BUYBACK	11,823		19,009		-7,186	-60.8%
0001-210-5143-01	PHYSICAL FIT INCENTIVE	8,787		5,729		3,058	34.8%
0001-210-5144-01	HOLIDAY SALARIES	40,469		43,090		-2,621	-6.5%
0001-210-5145-01	RESERVE OFFICR SALARY	13,422		6,234		7,188	53.6%
0001-210-5150-00	QUINN BILL	115,036		104,497		10,539	9.2%
0001-210-5155-01	SHIFT DIFFERENTIAL	9,551		15,448		-5,897	-61.7%
0001-210-5183-01	LIEUTENANT SALARY	25		0		25	100.0%
0001-210-5320-02	TRAINING	15,682		21,452		-5,770	-36.8%
0001-210-5370-02	POLICE LONGEVITY	2,200		2,600		-400	-18.2%
0001-210-5580-02	DISPATCH UNIFORM EXPENS	14,300		13,200		1,100	7.7%
0001-210-5700-02	EXPENSES	45,000		66,889		-21,889	-48.6%
0001-210-5749-02	GASOLINE (NEW FY2015	28,600		15,623		12,977	45.4%
0001-210-5760-02	COMP. SUPPLY EXPENSES	25,000		14,014		10,986	43.9%
0001-210-5788-02	PHOTO & PRINTS	2,400		2,400		0	0.0%
0001-210-5790-02	DESK COVERAGE	12,803		3,897		8,906	69.6%
0001-220-5112-01	FIRE CHIEF	108,269		108,269		0	0.0%
0001-220-5113-01	FF/P LYLE MCKAY	56,038		55,588		450	0.8%

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Account Number	Account Description	Net Working		Current Year		Balance	
		Budget		Expenditure		Remaining	Percent Left
0001-220-5114-01	FF/P A TRIFONE	58,318		57,935		383	0.7%
0001-220-5117-01	LT/P#1 C MOROZ	63,448		63,726		-278	-0.4%
0001-220-5118-01	ASST.FC PAUL K	79,943		79,943		0	0.0%
0001-220-5119-01	FF/P2 S CHENARD LT.	63,448		62,745		703	1.1%
0001-220-5120-01	FF #3 E SPAHL	58,318		58,573		-255	-0.4%
0001-220-5121-01	FF #4 S BENOIT	58,318		57,935		383	0.7%
0001-220-5122-01	CALL FF SALARY	63,000		59,992		3,008	4.8%
0001-220-5125-01	EMS NIGHT COVERAGE	201,701		207,909		-6,208	-3.1%
0001-220-5128-01	FF / P#3 J BAIN	51,828		50,756		1,072	2.1%
0001-220-5131-01	OVERTIME	28,000		18,446		9,554	34.1%
0001-220-5150-01	FILL IN LABOR+PERDIEM	2,000		408		1,592	79.6%
0001-220-5152-01	BACK-UP AMBULANCE PAY	8,000		5,600		2,400	30.0%
0001-220-5218-02	AMBULANCE BILLING SERV	17,000		22,457		-5,457	-32.1%
0001-220-5240-02	PREVENTIVE MAINT. AGREEMENT	14,000		13,429		572	4.1%
0001-220-5320-03	EMS MISC LICENSES/FEES	1,300		1,000		300	23.1%
0001-220-5420-02	COPY/FAX	700		-2,610		3,310	472.9%
0001-220-5700-02	EXPENSE	42,000		43,039		-1,039	-2.5%
0001-220-5710-02	CAREER EDUC INCENTIVE	45,000		44,070		930	2.1%
0001-220-5733-02	EMERGENCY MGT	2,000		1,933		67	3.4%
0001-220-5749-02	GAS/DIESEL(NEW FY15)	15,000		11,839		3,161	21.1%
0001-220-5800-99	AMB CALL/CAREER EXPS	85,000		83,955		1,045	1.2%
0001-220-5901-02	EQUIPMENT	2,000		0		2,000	100.0%
0001-240-5114-01	LEGAL POSTINGS	44		44		0	0.0%

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				Remaining	Percent Left
0001-240-5146-01	AGENT SALARY	22,000	20,167	1,833	8.3%
0001-240-5190-01	ANIMAL INSP-STIPEND	3,000	3,000	0	0.0%
0001-240-5700-02	EXPENSES	594	594	0	0.0%
0001-240-5712-02	TRAVEL	100	0	100	100.0%
0001-240-5713-02	HAZMAT - BOH	1	0	1	100.0%
0001-240-5713-04	St. Mandated Food Forms	500	421	79	15.8%
0001-240-5713-06	Earth Day	1,000	502	498	49.8%
0001-242-5112-01	SALARY	25,962	25,962	0	0.0%
0001-242-5114-01	ASSOC. INSPECTOR	300	0	300	100.0%
0001-242-5228-02	PRINTING/SUPPLIES	500	500	0	0.0%
0001-242-5700-02	EXPENSES	700	283	417	59.6%
0001-242-5712-02	TRAVEL	900	295	605	67.3%
0001-293-5700-02	ECONOMIC DEV. COMM EXPS	100	0	100	100.0%
0001-296-5111-01	SALARY	500	500	0	0.0%
0001-296-5700-02	EXPENSES	750	750	0	0.0%
0001-310-5650-02	DUDLEY-CHARLTON SCHOOLS	8,780,840	8,780,840	0	0.0%
0001-320-5650-02	BAY PATH	940,529	940,529	0	0.0%
0001-420-5112-01	HWY - SUPERINTENDENT SALARY	90,000	83,213	6,787	7.5%
0001-420-5113-01	HWY - FOREMAN SALARY	69,173	63,142	6,031	8.7%
0001-420-5114-01	HWY - CONTRACTED WAGES	396,571	368,980	27,591	7.0%
0001-420-5118-01	Salary Super-Plowing	1	0	1	100.0%
0001-420-5119-01	Salary Foreman Plowing	1	0	1	100.0%
0001-420-5128-01	BLDG/GRN ASST.	38,813	38,813	0	0.0%

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		Budget	Expenditure	Expenditure	Remaining	Percent Left	
0001-420-5129-01	BLDG GRNDS SUPER	48,513		48,513	0	0.0%	
0001-420-5130-01	LABORER B/G	3,986		3,986	0	0.0%	
0001-420-5131-01	HWY - OVERTIME	312		1,138	-826	-264.8%	
0001-420-5132-01	SICK TIME BUY BACK	900		8,290	-7,390	-821.1%	
0001-420-5190-02	BLDG/GRNDS CLOTHING ALLOW	1,050		62	988	94.1%	
0001-420-5240-02	HWY-CONT. LABOR	7,000		6,485	515	7.4%	
0001-420-5370-02	HIGHWAY LONGEVITY PAY	200		200	0	0.0%	
0001-420-5375-02	TREE REMOVAL EXPS	12,500		12,500	0	0.0%	
0001-420-5420-02	HWY - COPY/FAX	250		144	106	42.4%	
0001-420-5430-02	HWY-MACH. MAINT.	35,500		35,175	325	0.9%	
0001-420-5435-02	EQUIPMENT	3,201		5,722	-2,521	-78.8%	
0001-420-5700-02	HWY - GENERAL EXPENSES	52,500		34,963	17,537	33.4%	
0001-420-5749-02	GAS/DIESEL	3,100		13,285	-10,185	-328.6%	
0001-420-5750-02	SIGNS	750		0	750	100.0%	
0001-420-5751-02	TRAFFIC PAINT	8,500		13,754	-5,254	-61.8%	
0001-423-5700-02	HWY - SNOW REMOVAL	95,000		76,410	18,590	19.6%	
0001-427-5700-02	HWY - HARDTOP	7,500		3,047	4,453	59.4%	
0001-429-5714-02	ROAD MAINTENANCE	91,100		48,417	42,683	46.9%	
0001-433-5100-01	RECYCLING CTR - LABORER	34,000		35,130	-1,130	-3.3%	
0001-433-5114-01	RYCL CTR - P/T SALARY	6,000		5,785	215	3.6%	
0001-433-5132-01	RYCL CTR - SICK-TIME BUY BA	1,100		257	843	76.7%	
0001-433-5533-02	RYCL CTR - RECYCLING	123,942		119,853	4,090	3.3%	
0001-433-5555-02	RYCL CTR - BULK DISPOSAL	18,268		18,268	0	0.0%	

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0001-433-5700-02	RYCL CTR - EXPENSES	4,229	3,756	473	11.2%
0001-491-5112-01	CEMM COMM - CLERICAL	126	0	126	100.0%
0001-491-5700-02	CEMETARY COMM - EXPENSES	1,000	1,000	0	0.0%
0001-541-5470-02	COA-EQUIPMENT	1	0	1	100.0%
0001-541-5700-02	COUNCIL ON AGING - EXPENSES	100	0	100	100.0%
0001-543-5100-01	VETERANS SERV - SALARY	24,706	22,798	1,907	7.7%
0001-543-5114-01	VETERANS' CLERK	9,918	9,891	27	0.3%
0001-543-5200-02	VET-MEMORIAL DAY EXPS	500	0	500	100.0%
0001-543-5700-02	VETERANS - EXPENSES	1,200	349	851	70.9%
0001-543-5770-02	VETERANS - BENEFITS	160,000	157,913	2,087	1.3%
0001-610-5112-01	LIBRARY - LIBRARIAN SALARY	66,300	66,300	0	0.0%
0001-610-5113-01	LIBRARY - CHILD. LIBRARIAN	50,000	50,000	0	0.0%
0001-610-5114-01	LIBRARY - CUSTODIAL SERVICE	11,269	8,082	3,187	28.3%
0001-610-5115-01	LIBRARY - AIDES SALARY	85,425	85,425	0	0.0%
0001-610-5340-02	LIBRARY-TELEPHONE	600	614	-14	-2.3%
0001-610-5380-02	LIB-COMP SOFTWARE	14,000	11,037	2,963	21.2%
0001-610-5410-02	LIBRARY-UTILITIES	20,000	16,079	3,921	19.6%
0001-610-5420-02	COPY/FAX	400	58	342	85.6%
0001-610-5429-02	MAINT. CONTRACTS	13,000	13,876	-876	-6.7%
0001-610-5431-02	EQUIPMENT	200	0	200	100.0%
0001-610-5510-02	PROGRAM EXPENSES	200	0	200	100.0%
0001-610-5580-02	MATERIALS	54,000	47,719	6,281	11.6%
0001-610-5700-02	EXPENSES	8,000	5,917	2,083	26.0%

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		Budget		Expenditure		Remaining	Percent Left
0001-610-5712-02	TRAVEL/PROF DEV	500		0		500	100.0%
0001-610-5730-02	CWMARS-IT/DATA	16,000		15,530		470	2.9%
0001-800-5640-00	CENTRAL MASS AIR POLLUTION	2,966		2,966		0	0.0%
0001-800-5643-00	WORCESTER R.T.A.	13,038		13,038		0	0.0%
0001-800-5644-00	RMV NON-RENEWAL CH 90 C6	12,340		12,340		0	0.0%
		19,020,389		18,506,018		514,371	2.7%

ARTICLES/ENCUMBRANCES

0001-964-5818-00	RECERTF 2018	16,050	0		16,050	100.0%
0001-964-5819-00	RECERTIF 2023	24,000	0		24,000	100.0%
0001-968-5808-00	GASB 45 ART 8 (5/07)	2,500	0		2,500	100.0%
0001-969-5813-00	ARCHIVAL REST ART 20 11/09	16,759	0		16,759	100.0%
0001-969-5828-00	DRESSER HILL ART 13 5/15	100	0		100	100.0%
0001-969-5831-00	CEMETERY-ART 19/MAY 15	600	0		600	100.0%
0001-979-5804-00	DMC U.P.S. - T. MTG	10,001	0		10,001	100.0%
0001-979-5806-00	TOWN BEACH OP (T.M.)	9,837	6,565		3,272	33.3%
0001-979-5807-00	DMC SIGN (T MTG)	1,345	0		1,345	100.0%
0001-979-5811-00	MERIT POOL (T.MTG)	9,566	0		9,566	100.0%
0001-979-5823-00	RECYC. IMPVT ART 15	1,109	1,105		4	0.3%
0001-979-5829-00	MIS PROJECT ART 13	7,418	0		7,418	100.0%
0001-979-5839-00	DAM BREACH ART.15	2,298	2,298		0	0.0%
0001-979-5845-00	HWY_DUMP_TRUCK	2,981	2,981		0	0.0%
0001-979-5888-00	LYONS RD PROP. ART 11	1	0		1	100.0%

Town of Dudley
Actual & Budgeted Expenses
GENERAL FUND

Report Period: July 2019 thru June 2020

Account Number	Account Description	Net Working Budget	Current Year Expenditure	Balance Remaining	Percent Left
0001-989-5810-00	POLICE CRUISER ART4	51,000	51,000	0	0.0%
0001-989-5815-00	GUARDRAIL REPLC ART6	14,402	14,402	0	0.0%
0001-989-5820-00	WST OIL HEATER ART 7	9,300	9,300	0	0.0%
0001-989-5825-00	FIRE GEAR ART 8	24,600	24,600	0	0.0%
0001-989-5830-00	IT UPGRADES ART 11	25,000	22,206	2,794	11.2%
0001-989-5835-00	TREE REMVL ART 31	30,940	30,940	0	0.0%
0001-989-5855-00	HIST. PRESVTN ART 32	10,000	0	10,000	100.0%
0001-999-5780-34	POLICE ENCMBR 2016 DISPTCH	3,186	0	3,186	100.0%
0001-999-5999-99	UNPAID BILLS	<u>23,857</u>	<u>23,857</u>	<u>0</u>	<u>0.0%</u>
		296,850	189,254	107,596	36.2%
**TOTAL ** GENERAL FUND		19,317,239	18,695,272	621,967	3.2%

Town of Dudley
Actual & Budgeted Expenses
SEWER DEPARTMENT
Report Period: July 2019 thru June 2020

Account Number	Account Description	Net Working Budget	Current Year Expenditure	Balance Remaining	Percent Left
SEWER FUND (0060)					
0060-440-5112-01	SEWER - SUPERINTENDENT SALA	24,628	17,697	6,931	28.1%
0060-440-5113-01	SEWER - ASSISTANT SALARY	56,659	49,736	6,924	12.2%
0060-440-5114-01	SEWER - MAINTENANCE SALARIE	55,037	52,996	2,041	3.7%
0060-440-5115-01	SEWER-ADMIN. ASST.	12,868	11,302	1,566	12.2%
0060-440-5118-01	SEWER -Medicare Tax	2,166	1,598	567	26.2%
0060-440-5119-01	SEWER - GROUP INSURANCE	31,557	45,947	-14,390	-45.6%
0060-440-5120-01	UNION - OVERTIME	40,000	19,221	20,779	51.9%
0060-440-5132-01	SEWER - SICK-TIME BUY BACK	3,053	127	2,926	95.8%
0060-440-5140-01	STANDBY-SEWER	13,000	11,115	1,885	14.5%
0060-440-5145-01	DIFFERENTIAL PAY	5,000	1,106	3,894	77.9%
0060-440-5200-02	SEWER - WEBSTER PROCESSING	462,000	462,000	0	0.0%
0060-440-5210-02	SEWER - LEGAL	1,000	0	1,000	100.0%
0060-440-5215-02	SEWER-ELECTRIC	25,000	18,512	6,488	26.0%
0060-440-5340-02	SEWER - TELEPHONE	2,900	2,543	357	12.3%
0060-440-5341-02	SEWER - POSTAGE	2,700	261	2,439	90.3%
0060-440-5410-02	SEWER - GASOLINE	5,460	3,157	2,303	42.2%
0060-440-5430-02	SEWER-MAINTENANCE	3,075	735	2,340	76.1%
0060-440-5510-02	SEWER - FUEL	3,229	2,350	878	27.2%
0060-440-5691-02	SEWER - OTHER INDIRECT	85,400	85,400	0	0.0%
0060-440-5692-02	SWR-INDIRECT-RETIREMENT ASS	40,394	40,394	0	0.0%
0060-440-5700-02	SEWER - OPERATING EXPENSES	40,000	64,796	-24,796	-62.0%
0060-440-5702-02	SEWER - ENGINEERING	1,000	0	1,000	100.0%
0060-440-5740-02	SEWER - INSURANCE	14,045	21,136	-7,092	-50.5%
0060-440-5780-03	CAPITAL IMPROVEMENTS-SEWER	2,000	336	1,664	83.2%
0060-440-5793-02	SEWER - EMERGENCY	6,000	4,894	1,106	18.4%
0060-440-5870-02	SEWER - CAPITAL	6,000	2,250	3,750	62.5%
0060-440-5900-02	SEWER - DEBT SERVICE	63,360	63,360	0	0.0%
TOTAL SEWER DEPARTMENT		1,007,530	982,970	24,561	2.4%

Town of Dudley
Actual & Budgeted Expenses
WATER DEPARTMENT
Report Period: July 2019 thru June 2020

Account Number	ACCOUNT DESCRIPTION	Net Working Budget	Current Year Expenditure	Balance Remaining	Percent Left
WATER FUND (0061)					
0061-450-5112-01	WATER-SUPERINTENDENT	57,372	40,956	16,416	28.6%
0061-450-5113-01	WATER-ADMINISTRATIVE ASST.	30,025	28,686	1,339	4.5%
0061-450-5114-01	WATER ASST. PLANT OP	55,890	56,295	-405	-0.7%
0061-450-5115-01	WATER - MAINTENANCE WORKER	54,475	26,993	27,482	50.4%
0061-450-5116-01	WTR-LABORER/OP	51,563	49,106	2,457	4.8%
0061-450-5117-01	WATER - STANDBY	13,000	10,840	2,160	16.6%
0061-450-5118-01	WATER - OVERTIME	40,000	33,993	6,007	15.0%
0061-450-5120-01	DIFFERENTIAL PAY	5,000	265	4,735	94.7%
0061-450-5132-01	WATER - SICK-TIME BUY BACK	4,299	966	3,334	77.5%
0061-450-5200-02	ELECTRIC-WATER DPT.	86,400	82,625	3,775	4.4%
0061-450-5340-02	WTR-COMMUNICATIONS	1,056	2,453	-1,397	-132.3%
0061-450-5341-02	WATER - POSTAGE	3,200	437	2,763	86.4%
0061-450-5345-02	WATER-RADIO READERS	25,000	4,657	20,343	81.4%
0061-450-5380-02	RAVE	2,500	1,855	645	25.8%
0061-450-5400-02	CHEMICALS	143,200	108,457	34,743	24.3%
0061-450-5420-02	WATER - COPY/FAX	1,400	0	1,400	100.0%
0061-450-5691-02	WATER - INDIRECT	85,500	85,500	0	0.0%
0061-450-5691-03	RETIREMENT	33,685	33,685	0	0.0%
0061-450-5700-02	WATER - OPERATING EXPENSES	96,000	97,278	-1,278	-1.3%
0061-450-5740-02	WATER - INSURANCE	21,149	31,021	-9,872	-46.7%
0061-450-5740-03	WATER-GASOLINE ACCT	8,595	5,358	3,237	37.7%
0061-450-5741-02	GROUP HEALTH INS.	51,789	66,677	-14,888	-28.7%
0061-450-5741-03	MEDICARE TAX	3,620	2,776	844	23.3%
0061-450-5810-11	LEAK DETECTION	3,500	2,900	600	17.1%
0061-450-5870-02	WATER - CAPITAL	30,000	27,326	2,674	8.9%
0061-450-5900-02	WATER - DEBT SERVICE	185,338	172,533	12,805	6.9%
TOTAL WATER DEPARTMENT		1,093,556	974,037	119,519	10.9%

EXPENDITURE SUMMARY - FISCAL FY 2016 to FY 2020 Actual Expenses and FY 2021 Budget

Department	<u>ACTUAL 2016</u>	<u>ACTUAL 2017</u>	<u>ACTUAL 2018</u>	<u>ACTUAL 2019</u>	<u>ACTUAL 2020</u>	<u>BUDGET 2021</u>
Accountant	61,837	65,000	65,961	66,155	68,076	69,950
Assessors	89,754	99,615	100,791	112,135	114,832	122,133
Building & Grounds	132,262	135,064	136,951	124,273	500	
Building Inspector	53,566	55,217	56,423	60,341	27,040	29,879
Cemetery Commission	106	200	836	522	1,000	1
Town Clerk	91,678	106,980	100,159	118,888	134,611	126,896
Conservation	7,542	7,885	8,008	9,894	-	1
Council On Aging	34	24	-	-		101
Dog Officer/Animal Control	15,110	15,039	14,509	13,714	-	
Economic Dev. Committee	24	-	-	65	-	
Emergency Management	1,000	2,000	1,840	1,840	-	
F.A.A.	645	653	514	482	474	15,001
Fire	922,414	977,820	1,018,815	1,087,681	1,106,936	1,174,121
Health	37,038	32,107	32,582	34,431	24,728	28,701
Highway	835,908	858,119	906,235	881,772	866,238	974,594
Historical Comm	650	647	58	-	-	
Hist Dist Study Comm	-	-	-	-	-	
Information Tech	14,804	19,185	17,203	22,087	21,968	25,775
Inspectors	2,500	2,500	2,500	2,500	-	
Library	249,744	303,882	310,349	294,961	320,636	332,589
Municipal Expenses	313,297	278,370	249,000	189,166	114,815	95,739
Moderator	-	-	-	-	-	-
Parks & Recreation	703	-	-	-	-	
Personnel Board	611	511	536	250	5,263	
Planning	45,081	42,272	46,177	48,449	45,338	44,557
Police	1,229,625	1,281,003	1,329,151	1,395,167	1,359,178	1,519,474
Recycling	136,142	141,076	146,255	146,548	183,049	216,214
Selectmen	141,146	89,366	81,119	135,458	23,683	34,339
Town Administrator	119,931	128,431	137,769	143,039	361,732	373,786
Treasurer/Collector	2,660,299	2,702,485	2,773,033	3,461,686	3,783,772	3,961,913
Tree Warden	8,659	9,075	8,750	11,250	1,250	
Veterans Services	113,046	133,113	199,973	169,882	190,952	195,721
ZBA	2,824	3,059	3,212	3,408	235	
State Assessments	29,442	24,522	24,384	25,807	28,344	34,496
Total General	7,317,423	7,515,219	7,773,091	8,561,851	8,784,650	9,375,981
Enterprise						
Sewer Department	990,466	958,608	975,318	970,340	982,970	1,041,105
Water Department	940,665	922,916	924,260	992,319	974,037	1,106,558
Total Water/Sewer	1,931,131	1,881,524	1,899,577	1,962,659	1,957,007	2,147,663
Schools						
D/C	6,982,715	7,259,790	7,848,983	9,393,316	8,780,840	8,880,840
Bay Path	810,021	812,386	867,460	809,225	940,529	1,015,131
Total Schools:	7,792,736	8,072,176	8,716,443	10,202,541	9,721,369	9,895,971
GRAND TOTALS	17,041,289	17,468,918	18,389,111	20,727,051	20,463,026	21,419,615
ANNUAL INCREASE:	359,101	427,629	920,193	2,337,940	(264,025)	956,589

NOTE: FISCAL 2020 TOWN MEETING VOTED TO MOVE COMBINE SOME DEPARTMENTS, THAT IS WHY SOME LINE ITEMS ABOVE ARE ZERO. THEY HAVE BEEN INCLUDED IN OTHER DEPARTMENT BUDGETS.

Town of Dudley
Actual & Anticipated Revenues
 GENERAL REVENUE
 Report Period: July 2019 thru June 2020

Account Number	Account Description	Net Working Budget	Current Year Ytd Revenues	Balance Remaining	Percent Left
GENERAL FUND (0001)					
0001-000-4110-17	NL-PERS.PROP. TAX	250000	326149.37	(76,149.37)	-30.5%
0001-000-4114-00	WATERCRAFT TAXES	4000	3624.72	375.28	9.4%
0001-000-4120-17	NL-R.E.TAXES	13543128	13150428.46	392,699.54	2.9%
0001-000-4121-17	NL-ROLLBACK TAXES	1000	0	1,000.00	100.0%
0001-000-4122-00	SUPP R.E. REVENUE	10000	3847.55	6,152.45	61.5%
0001-000-4142-17	NL-TAX LIENS REDEEMED	0	84867.09	(84,867.09)	0.0%
0001-000-4150-00	MOTOR VEHICLE EXCISE (NET)	1683720.4	1519056.18	164,664.22	9.8%
0001-000-4170-00	ASSES I/E FINES	8500	7675	825.00	9.7%
0001-000-4171-00	INT/PENALTY RE & PP TAXES	28500	21002.23	7,497.77	26.3%
0001-000-4172-00	INT/PENALTY M.V.EXCISE	65000	68541.64	(3,541.64)	-5.4%
0001-000-4173-00	INT/PENALTY TAX TITLES	22500	16458.66	6,041.34	26.9%
0001-000-4180-00	IN LIEU OF TAXES	850	852.24	(2.24)	-0.3%
0001-000-4220-00	ZONING BD OF APP.FEES	500	1950	(1,450.00)	-290.0%
0001-000-4320-00	PLNG BRD FORMS/FEES	3000	2700	300.00	10.0%
0001-000-4321-00	MUNICIPAL LIENS	20000	32518	(12,518.00)	-62.6%
0001-000-4324-00	ACCIDENT REPTS,FEES	0	625	(625.00)	0.0%
0001-000-4325-00	SEALER WTS & SCALE INSPS	2500	1165	1,335.00	53.4%
0001-000-4326-00	SOLID WASTE DISPOSAL FEES	14000	18846	(4,846.00)	-34.6%
0001-000-4328-00	RECY.REV FOR STEEL, ETC.	1492	593.75	898.25	60.2%
0001-000-4329-00	RECYCLING-NON RESIDENT	1200	2220	(1,020.00)	-85.0%
0001-000-4330-00	COPIES,FEES	250	15	235.00	94.0%
0001-000-4336-00	100% ADM.FEE PLC DETAIL	35000	18981.53	16,018.47	45.8%
0001-000-4337-00	ASSESSRS ABTRS LISTS	800	1080	(280.00)	-35.0%
0001-000-4339-00	FIRE DPT-SMOKE NET FEES	10,000.00	9,770.00	230.00	2.3%
0001-000-4371-00	REAL ESTATE DEMANDS	8,825.00	7,462.00	1,363.00	15.4%
0001-000-4374-00	COLLECTOR-COLL FEES ETC	15000	11503.45	3,496.55	23.3%
0001-000-4375-00	FIRE DEPT - AMBULANCE FEES	520000	598419.57	(78,419.57)	-15.1%
0001-000-4380-00	TOWN CLERK FEES	10000	12330.7	(2,330.70)	-23.3%
0001-000-4410-00	ALCOHOLIC LICENSES	23000	18960.58	4,039.42	17.6%
0001-000-4411-00	COMMON VICTUALER LICENSES	650	525	125.00	19.2%
0001-000-4415-00	DOG LICENSES - TOWN	33125	28351	4,774.00	14.4%
0001-000-4418-00	MEAL TAX REV	79000	70415.99	8,584.01	10.9%
0001-000-4420-00	AUTO DEALERSHIPS (was "Other")	3000	3144	(144.00)	-4.8%
0001-000-4427-00	BOS-ENTERTAINMENT FEES	0	0	0.00	0.0%
0001-000-4428-00	CABLETVREIMB-ELEC,PHONE,ETC	1000	890.92	109.08	10.9%
0001-000-4450-00	PERMITS - BUILDING	7000	7000	0.00	0.0%
0001-000-4451-00	PERMITS - PLUMBING	125000	74156.72	50,843.28	40.7%
0001-000-4452-00	PERMITS - ELECTRICAL	3000	3493.5	(493.50)	-16.5%
0001-000-4453-00	PERMITS - GAS	7000	7912.5	(912.50)	-13.0%
0001-000-4454-00	POLE PERMITS/HEARINGS	3000	2155.5	844.50	28.2%
0001-000-4456-00	ROOM RENTALS	50	305.99	(255.99)	-512.0%
0001-000-4457-00	SOIL/LOAM PERMITS & FINES	4000	3050	950.00	23.8%
0001-000-4460-00	SOLID WASTE MGTSTICKER	175,000.00	172,845.00	2,155.00	1.2%
0001-000-4461-00	FIRE PERMITS	10,000.00	12,920.00	(2,920.00)	-29.2%
0001-000-4463-00	BOH Permits & Fees	40000	43117	(3,117.00)	-7.8%
0001-000-4465-00	BOH-BARN INSPECTIONS	0	0	0.00	0.0%
0001-000-4466-00	ANIM.SHELTER MISC FEES	500	175	325.00	65.0%
0001-000-4472-00	CABLE-ANNUAL LIC.FEE	1600	1382	218.00	13.6%
0001-000-4616-17	NL-ABTS/EXMP,VETS,ELDRLY	62304	29116	33,188.00	53.3%
0001-000-4667-17	NL-VET REIMB FOR SERVS	118648	134052	(15,404.00)	-13.0%
0001-000-4668-17	NL-CH 70 EDUCTN REFORM	14383	14383	0.00	0.0%

0001-000-4671-17	NL-LOTTERY AID	1897257	1897257	0.00	0.0%
0001-000-4694-00	PARKING SURCHARGES	2300	2537.84	(237.64)	-10.3%
0001-000-4695-00	COURT FINES	22500	17465.29	5,034.71	22.4%
0001-000-4696-00	PARKING FINES	915	855	60.00	6.6%
0001-000-4697-00	DOG VIOLATIONS	4000	5305	(1,305.00)	-32.6%
0001-000-4698-00	LIBRARY-FINES	5000	3013.15	1,986.85	39.7%
0001-000-4820-00	EARNINGS ON INVESTMENTS	91710	29187.94	62,522.06	68.2%
0001-000-4840-00	MISCELLANEOUS REVENUE	36774	167078.14	(130,304.14)	-354.3%
0001-000-4841-00	TAILINGS REVENUE	500	0	500.00	100.0%
0001-000-4842-00	GRAVE OPENING	1000	75	925.00	92.5%
0001-000-4845-00	DRIVEWAY/ST ACCPTNCE	1,200.00	420.00	780.00	65.0%
0001-000-4846-00	TREAS:BCD CKS & MISC.	250.00	125.00	125.00	50.0%
0001-000-4899-00	MV in Excess of Abtmnts	4,000.00	182.00	3,818.00	95.5%
0001-000-4975-00	TRANSFER FROM ENTERPRISE	170,900.00	170,900.00	0.00	0.0%
		19,209,331.40	18,845,436.00	(363,895.40)	-1.9%

Town of Dudley
Actual & Anticipated Revenues
 SEWER DEPARTMENT

Report Period: July 2019 thru June 2020

Account Number	Account Description	Net Working Budget	Current Year Ytd Revenues	Balance Remaining	Percent Left
SEWER FUND (0060)					
0060-000-4140-00	SEWER-TAX TITLE LIENS	0.00	2,604.00	2,604.00	0.0%
0060-000-4170-00	SEWER-TAX TITLE LIEN FEES	0.00	253.00	253.00	0.0%
0060-000-4175-00	PENALTIES AND INT-SEWER	4,000.00	4,775.00	775.00	19.4%
0060-000-4200-00	SEWER USER CHARGES	941,697.00	955,536.00	13,839.00	1.5%
0060-000-4210-00	SEWER CONNECTION	20,000.00	8,600.00	(11,400.00)	-57.0%
0060-000-4250-00	SEWER LIEN REVENUE	0.00	56,080.00	56,080.00	0.0%
0060-000-4260-00	COMM INT-SEWER LIEN REVENUE	0.00	7,962.00	7,962.00	0.0%
0060-000-4300-00	SEWER PERMITS, ETC	2,000.00	1,165.00	(835.00)	-41.8%
0060-000-4350-00	SEWER FINALS 1/2 S 1/2 W	5,000.00	11,743.00	6,743.00	134.9%
0060-000-4500-00	APPOR ASSESS BETTERMENT/INT	0.00	9,159.00	9,159.00	100.0%
0060-000-4500-01	APPOR SEWER PAID IN ADVANCE	0.00	310.00	310.00	100.0%
0060-000-4820-00	INTEREST ON INVESTMENTS	2,000.00	6,651.00	4,651.00	232.6%
		974,697.00	1,064,838.00	90,141.00	9.2%
SEWER FUND (0060) Totals		974,697.00	1,064,838.00	90,141.00	9.2%

Town of Dudley
Actual & Anticipated Revenues
WATER DEPARTMENT
Report Period: July 2019 thru June 2020

Account Number	Account Description	Net Working Budget	Current Year Ytd Revenues	Balance Remaining	Percent Left
WATER FUND (0061)					
0061-000-4140-00	WATER-TAX TITLE LIENS	0.00	2,703.00	2,703.00	0.0%
0061-000-4170-00	WATER-TAX TITLE LIEN FEES	0.00	530.00	530.00	0.0%
0061-000-4175-01	PENALTIES/INT-WATER CHARGES	4,000.00	4,451.00	451.00	11.3%
0061-000-4200-00	WATER USER CHARGES	870,632.00	950,322.00	79,690.00	9.2%
0061-000-4201-00	WATER METER/MTR RPRS REV	600.00	400.00	(200.00)	-33.3%
0061-000-4250-00	WATER LIEN REVENUE	0.00	50,372.00	50,372.00	0.0%
0061-000-4260-00	COMM INT-WATER LIEN REVENUE	0.00	6,816.00	6,816.00	0.0%
0061-000-4310-00	NEW WATER SERV/PERMITS	20,000.00	3,743.00	(16,257.00)	-81.3%
0061-000-4311-00	BACKFLOW TEST REVENUE	5,000.00	7,975.00	2,975.00	59.5%
0061-000-4340-00	HYDRANTS-FIRE PROTECTION	15,000.00	20,205.00	5,205.00	34.7%
0061-000-4350-00	WATER FINALS 1/2 W 1/2 S	9,000.00	12,981.00	3,981.00	44.2%
0061-000-4820-00	INTEREST ON INVESTMENTS	2,000.00	9,560.00	7,560.00	378.0%
		926,232.00	1,070,058.00	143,826.00	15.5%
	WATER FUND (0061) Totals	926,232.00	1,070,058.00	143,826.00	15.5%

TOWN OF DUDLEY - REVOLVING FUNDS ACTIVITY - FISCAL 2020

ANNUAL SPENDING LIMITS

ANIMAL CARE	Account #0918 000 5780 00			
	BALANCE	\$	-	
	Cash In 0918 000 4800 00	\$	-	
	EXPENSES	\$	-	\$15,000
BOARD OF HEALTH EDUCATION PROGRAMS	Account #0916-000-5780-00 (Began April 2008)			
	BALANCE	\$	170.00	
	Cash In 0916 000 4800 00	\$	-	
	EXPENSES	\$	-	\$1,000
FIRE OUTSIDE DETAILS	Account #0907-000-5780-00 (Began November 2004)			
	BALANCE	\$	(4,838.48)	
	Cash in 0907 000 4800 00	\$	16,295.40	
	EXPENSES	\$	(10,368.00)	\$25,000
WEBSITE EXPENSES (Began 4/2004)	Account #0904-000-5780-00			
	BALANCE	\$	745.70	
	Cash in 0904 000 4320 00	\$	2,000.00	
	Expenses: Webhosting/Domain Name	\$	(969.26)	\$3,000
VETERAN'S BRICKS /MEMORIAL (Began 5/2004)	Account #0905-000-5780-00			
	BALANCE	\$	1,812.48	
	Cash in 0905 000 4320 00	\$	200.00	
	EXPENSES	\$	-	\$6,000
GIFT SHOP (Began May 2004)	Account #0906-000-5780-00			
	BALANCE	\$	732.65	
	Sales In 0906 000 4320 00	\$	-	
	EXPENSES	\$	-	\$2,000
ARREST WARRANT SERVICES (Began 2/2006)	Account #0909-000-5780-00			
	BALANCE	\$	560.55	
	Cash in 0909 000 4800 00	\$	-	
	EXPENSES	\$	-	\$10,000
FIREARMS PERMIT SERVICES (Began 12/2005)	Account #0910-000-5780-00			
	BALANCE	\$	29,348.69	
	Cash in 0910 000 4800 00	\$	6,925.00	
	EXPENSES	\$	(5,000.00)	\$15,000
GENEOLOGY SERVICE - TOWN CLERK (Began 9/2006)	Account #0911-000-5780-00			
	BALANCE	\$	2,908.75	
	Cash In 0911 000 4800 00	\$	912.00	
	EXPENSES	\$	-	\$3,000
CRUISER USE @ POLICE DETAILS (Began 9/2006)	Account #0912-000-5780-00			
	BALANCE	\$	7,079.79	
	Cash In 0912 000 4800 00	\$	-	
	EXPENSES	\$	-	\$50,000
FIRE PENALTIES/VIOLATIONS (Began 9/2006)	Account #0913-000-5780-00			
	BALANCE	\$	189.20	
	Cash In 0913 000 4800 00	\$	-	
	EXPENSES	\$	-	\$7,500
INSPECTORS - FUEL, GAS, PLUMBING, WIRE (Began 7/1/2007)	Account #0901-000-5780,1,2,3-00			Up TO \$20,000 for each Inspector
	BALANCE	\$	52.50	
	Cash In 0901 000 4410,11,12,13	\$	31,643.50	\$80,000
	EXPENSES	\$	(31,643.50)	
TAX TITLE FEES (Began 7/1/2016)	Account #0914 000 5780 00			
	BALANCE	\$	37,325.76	
	Cash in 0914 000 4800 00	\$	8,689.25	
	EXPENSES	\$	(21,358.51)	\$75,000
PLANNING DOCUMENTS (Began 1/2011)	Account #0915-000-5780-00			
	BALANCE	\$	99.56	
	Cash In 0915 000 4800 00	\$	-	
	EXPENSES	\$	-	\$1,000
HAZARDOUS MATERIAL COLLECTION (Began May 2010)	Account #0916-000-5781-00			
	BALANCE	\$	1,511.00	
	Cash In 0916 000 4810 00	\$	-	
	EXPENSES	\$	-	\$9,000
COA MEALS (BEGAN 11/19/2012)	Account #0917-000-5780-00			
	BALANCE	\$	683.76	
	Cash In 0917 000 4800 00	\$	918.00	

	EXPENSES	\$ (745.97)	
		\$ 855.79	\$5,000
CEMETERY FEES-BOS (Began 11/6/2012)	Account #0405-000-5782-00		
	BALANCE	\$ 8,650.00	
	Cash In 0405 000 4882 00	\$ -	
	EXPENSES	\$ (200.00)	
		\$ 8,450.00	\$2,000
LIBRARY LOST BOOKS (Began 4/2008)	Account #0203-000-5780-96		
	BALANCE	\$ 1,828.24	
	Cash In 0203 000 4696 00	\$ -	
	EXPENSES	\$ -	
		\$ 1,828.24	\$5,000
MUNICIPAL HEARINGS-BOS (Began 9/2011)	Account #0405-000-5780-00		
	BALANCE	\$ 17.68	
	Cash In 0405 000 4800 00	\$ -	
	EXPENSES	\$ -	
		\$ 17.68	\$2,000
Total Balance :		\$ 86,175.74	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, 2020. 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 \$3,355,062 (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 \$2,662,263, or a decrease of \$692,799 (26%) 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 \$2,960,588, a decrease of \$1,249,575 (30%) in comparison with prior year.
- The General Fund's total fund balance increased \$212,120 (19%) to \$1,316,143. The ending fund balance is 7% of revenues and transfers in and 7% of expenditures and transfers out.
- Total liabilities of the Town increased by \$2,218,270 (6%) to \$40,071,922 during the fiscal year. The major components of this increase are due to net increases in notes payable of \$950,000 and in the OPEB liability of \$2,905,933; and a net decrease in bonds payable of \$935,000.
- The Town had free cash certified by the Department of Revenue in the amount of \$640,789. The key factors that attributed to the free cash amount for fiscal year 2020 were unexpended/unencumbered appropriations of \$737,700 and excess over budget other financing sources of \$173,800.

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

➤ Sewer Fund	\$ 356,191.
➤ Water Fund	\$ 714,599.

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		
	2020	2019	Change
Assets:			
Current assets	\$ 5,847,640	\$ 7,146,236	\$ (1,298,596)
Capital assets	21,240,799	20,529,755	711,044
Total assets	27,088,439	27,675,991	(587,552)
Deferred Outflows of Resources	3,212,214	1,943,734	1,268,480
Liabilities:			
Current liabilities (excluding debt)	573,015	955,536	(382,521)
Current debt	1,650,000	1,725,000	(75,000)
Noncurrent liabilities (excluding debt)	27,137,232	24,854,797	2,282,435
Noncurrent debt	6,200,000	6,900,000	(700,000)
Total liabilities	35,560,247	34,435,333	1,124,914
Deferred Inflows of Resources	2,035,995	1,962,767	73,228
Net Position:			
Net investment in capital assets	13,390,799	11,904,755	1,486,044
Restricted	3,109,989	4,278,625	(1,168,636)
Unrestricted	(23,796,377)	(22,961,755)	(834,622)
Total net position	\$ (7,295,589)	\$ (6,778,375)	\$ (517,214)

	Business-Type Activities		
	2020	2019	Change
Assets:			
Current assets	\$ 2,571,955	\$ 1,977,121	\$ 594,834
Capital assets	5,780,996	5,555,784	225,212
Total assets	8,352,951	7,532,905	820,046
Deferred Outflows of Resources	366,030	219,782	146,248
Liabilities:			
Current liabilities (excluding debt)	60,824	35,696	25,128
Current debt	1,155,000	235,000	920,000
Noncurrent liabilities (excluding debt)	3,035,851	2,757,623	278,228
Noncurrent debt	260,000	390,000	(130,000)
Total liabilities	4,511,675	3,418,319	1,093,356
Deferred Inflows of Resources	266,779	218,256	48,523
Net Position:			
Net investment in capital assets	4,365,996	4,930,784	(564,788)
Restricted	1,156,702	81,143	1,075,559
Unrestricted	(1,582,171)	(895,815)	(686,356)
Total net position	\$ 3,940,527	\$ 4,116,112	\$ (175,585)

Financial Highlights
Statement of Activities Highlights

	Governmental Activities		
	2020	2019	Change
Program Revenues:			
Charges for services	\$ 1,654,984	\$ 1,634,995	\$ 19,989
Operating grants and contributions	769,041	537,369	231,672
Capital grants and contributions	473,746	784,773	(311,027)
General Revenues:			
Property taxes	13,685,255	13,724,500	(39,245)
Motor vehicle and other excise taxes	1,601,499	1,684,254	(82,755)
Penalties and interest on taxes	106,003	130,592	(24,589)
Nonrestricted grants	1,940,756	1,961,058	(20,302)
Unrestricted investment income	44,781	132,007	(87,226)
Miscellaneous	1,661	5,951	(4,290)
Total revenues	20,277,726	20,595,499	(317,773)
Expenses:			
General government	2,156,042	1,964,260	191,782
Public safety	3,292,956	3,486,606	(193,650)
Public works	1,489,839	1,539,527	(49,688)
Education	9,711,750	10,238,627	(526,877)
Health and human services	266,369	249,329	17,040
Culture and recreation	606,479	626,057	(19,578)
Employee benefits and insurance	3,031,382	2,729,301	302,081
State assessments	28,344	25,807	2,537
Interest	288,166	315,103	(26,937)
Total expenses	20,871,327	21,174,617	(303,290)
Contributions to Permanent Funds	3,500	4,400	(900)
Net Transfers	72,887	3,100	69,787
Change in net position	(517,214)	(571,618)	54,404
Net position - beginning of year	(6,778,375)	(6,206,757)	(571,618)
Net position - end of year	\$ (7,295,589)	\$ (6,778,375)	\$ (517,214)

	Business-Type Activities		
	2020	2019	Change
Program Revenues:			
Charges for services	\$ 2,144,066	\$ 1,960,171	\$ 183,895
Operating grants and contributions	29,551	39,360	(9,809)
Total revenues	2,173,617	1,999,531	174,086
Expenses:			
Sewer	1,491,295	1,249,790	241,505
Water	785,020	964,100	(179,080)
Total expenses	2,276,315	2,213,890	62,425
Transfers	(72,887)	(3,100)	(69,787)
Change in net position	(175,585)	(217,459)	41,874
Net position - beginning of year	4,116,112	4,333,571	(217,459)
Net position - end of year	\$ 3,940,527	\$ 4,116,112	\$ (175,585)

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 \$3,355,062 at the close of fiscal year 2020.

Net position of \$17,756,795 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, \$4,266,691 represents resources that are subject to external restrictions on how they may be used. The remaining balance consists of *unrestricted net position* (\$25,378,548).

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 net OPEB and 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 \$517,214 (8%) during the current fiscal year. The key elements of the decrease in net position for fiscal year 2020 is attributed to the acquisition of \$1,997,292 in new capital assets exceeding the depreciation expense (cost spread out over the useful life of the asset) for the year of \$1,286,248, and increases in the repayment of debt \$700,000 and change in the pension liability of \$1,856,980; and net decreases from the changes in governmental funds of \$1,249,575 and in this year's OPEB liability of \$2,359,476.

There was a decrease of \$175,585 (4%) in net position reported in connection with the business-type activities. Of this, there was a decrease of \$390,696 attributed to the sewer department and an increase of \$215,111 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 \$2,960,588, a decrease of \$1,249,575 (30%) in comparison with the prior year.

The breakdown of the governmental funds is as follows:

- Nonspendable fund balance – \$52,550 (2%).
- Restricted fund balance – \$2,523,985 (85%).
- Committed fund balance – \$96,287 (3%).
- Assigned fund balance – \$162,205 (6%).
- Unassigned fund balance – \$125,561 (4%).

At the end of the fiscal year, the General Fund reported a fund balance of \$1,316,143 increasing \$212,120 (19%) from the prior year. Of the \$1,316,143, the unassigned amount is \$1,153,938 (88%) and the assigned amount is \$162,205 (12%). General fund revenues were \$130,860 (1%) less than the prior fiscal year and expenditures also decreased by \$434,369 (2%). Other activities in the General fund are net transfers to other funds of \$46,573.

The main components of the increase in general fund revenues was related to the increases in licenses, permits and fees of \$137,881 (37%) and decreases in property taxes in the amount of \$161,287 (1%), in excise and other taxes of \$77,830 (5%) and in interest on investments of \$87,226 (66%) from the prior year.

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

- Decrease in Education expenditures of \$526,877 (5%).
- Increase in Principal and Interest on debt service expenditures of \$143,653 (13%).

The *Dudley Municipal Center Roof Fund* is a capital projects fund used to account for the accumulation of resources for the building of a new roof for the facility. The fund has a deficit balance of \$450,000. The Town has an outstanding bond anticipation note for \$450,000 which is not reflected in the fund balance.

The *Pearle L. Crawford Memorial Library Endowment Fund* is used to account for the accumulation of resources to of the public library. The fund has a balance of \$1,429,441 at the end of the fiscal year and shows a decrease of \$65,273 (4%) attributed to the revenues.

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 \$1,200,405 and shows a decrease of \$390,696 (25%) in total operations. This change was mainly attributed to operating costs exceeding operating revenues by \$427,933, interest and special assessments income of \$6,893, interest expense of \$2,800 and net transfers from governmental funds of \$33,144. Operating revenues increased by \$65,389 (7%) and operating expenses also increased by \$245,615 (20%) 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 \$2,740,122 and shows an increase of \$215,111 (9%) in total operations. This change resulted from operating revenues exceeding operating costs by \$307,542, interest and intergovernmental income of \$22,899, interest expense of \$9,299 and net transfers to governmental funds of \$106,031. Operating revenues increased by \$119,422 (12%) while operating expenses decreased by \$174,802 (18%) from the prior year.

General Fund Budgetary Highlights

The final general fund budget for fiscal year 2020 was \$19,353,547. This was an increase of \$52,284 (.3%) over the previous year's budget.

There was an increase of \$279,922 between the original budget and the final amended budget. This change is attributed to votes at the special town meeting in October 2019 and the annual town meeting in June 2020 for various budget operating line items.

General fund expenditures were less than budgeted by \$828,166. Of the \$828,166 in under budget expenditures \$90,429 has been carried over to fiscal year 2021.

There were negative variances in property taxes of \$95,978, in intergovernmental receipts of \$15,708, in excise and other taxes of \$177,439, in interest on delinquent taxes of \$9,997 and in investment income of \$58,012 as expectations (budget) were higher than the receipts.

A negative variance exists in State assessments of \$160 as the Town had lower assessments in the Registry of Motor Vehicle non-renewal surcharge than was withheld by the State.

The variance with the final budget was a positive \$521,209 consisting of a revenue deficit of \$216,528 and an appropriation surplus of \$737,737.

Capital Asset and Debt Administration

Capital Assets. The Town's investment in capital assets for its governmental and business-type activities amounts to \$21,240,799 and \$5,780,996, 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:

- Accounting equipment for \$21,700.
- Police vehicle purchase for \$49,878.
- Fire Department building construction for \$1,552,851.
- Highway vehicle purchase for \$225,000.
- Highway LED street light system for \$39,850.
- Highway road improvements for \$88,810.
- Rail Trail improvements for \$19,203.

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

In the sewer fund:

- Infrastructure projects for \$48,833.

In the water fund:

- Infrastructure projects for \$416,140.

Debt Administration. The Town's outstanding governmental long-term debt, as of June 30, 2020, totaled \$6,900,000, of which \$1,140,000 is for building renovation projects and \$5,760,000 is for the new fire station improvements.

The governmental activities currently have outstanding bond anticipation notes for \$950,000 for various vehicle, equipment and building projects.

The business-type funds have \$390,000 in long-term debt for water projects.

The business-type activities currently have outstanding bond anticipation notes for \$1,025,000. Of this, \$125,000 is for sewer projects and \$900,000 for water projects.

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, 2020 do not reflect the fiscal year 2021 Town Meeting action with the exception of the fund balance free cash amount. The Annual Town Meeting on June 22, 2020 authorized a fiscal year 2021 operating and capital budget as follows:

From the tax levy	\$ 18,687,675
From sewer receipts	1,041,105
From water receipts	1,106,558
From Other Available Funds:	
General Fund:	
Unassigned fund balance:	
Free cash	<u>71,776</u>
	<u>\$ 20,907,114</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, 2019 through June 30, 2020.

REGISTERED VOTERS AS OF JUNE 30, 2020

Democrat	1445
Republican.....	1102
Libertarian	47
United Independent Party	49
Unenrolled.....	4760
All Others	35
*Total	7438

*Total includes Inactive Voters (587)

TOWN FALL ELECTIONS AND MEETINGS / MINUTES RECORDED:

Annual Town Meeting Warrant/October 28, 2019
Annual Town Meeting Action
Presidential Primary Election Warrant/March 3, 2020
Presidential Primary Election Action
Special Town Meeting Warrant/March 30, 2020
Special Town Meeting Action
Annual Town Election Warrant/June 15, 2020
Annual Town Election Action
Annual Spring Town Meeting Warrant/June 22, 2020
Annual Spring Town Meeting Action

TOTAL NUMBER OF RESIDENTS -

JANUARY 1, 2020 CENSUS	*11098
Under age 17.....	1591
Over age 17.....	9507

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

** Massachusetts no longer collects gender information

VITAL STATISTICS RECORDED JULY 1, 2019 THROUGH JUNE 30, 2020

Marriages Recorded and Indexed.....	36
Births Recorded and Indexed	94
Deaths Recorded and Indexed	118

MISCELLANEOUS LICENSES FILED JULY 1, 2019 THROUGH JUNE 30, 2020

Auctioneers Permit.....	0
Raffle Permits.....	4
Gasoline and Storage of Inflammables.....	11
Business Certificates Issued	40
Board of Appeals – Filing of Variances & Special Permits	7

DOG LICENSES ISSUED JULY 1, 2019- JUNE 30, 2020

Tags issued	1548
Kennels: over 4 dogs	10
Commercial Kennel:.....	2

Money collected July 1, 2019 - June 30, 2020 and forwarded to:

Town Treasurer (includes dog licenses/fines and Non-Criminal Dispositions)	\$50222.20
--	------------

Town Treasurer (UniBank (on-line payments))..... \$7218.50

INVENTORIES

In accordance with Article 15, Section 1 of the Town of Dudley By-Laws, the following departments filed inventories for the year ending 2020:

Accountant/MIS	Assessor	Board of Selectmen
Cable Access	Council on Aging	Highway Department
Library	Planning Board	
Treasurer/Collector	Town Clerk	Veterans' Agent
Water/Sewer Commission		

Lori A. Smith

Respectfully submitted:

Lori A. Smith, 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 Connie Vanco-Galli Auditorium at Shepherd Hill Regional High School in said Dudley **on Monday, October 28, 2019 and Tuesday, October 29, 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)- 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 2020 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 7 of the May 20, 2019 Annual Town Meeting, or take any other action relative thereto:

See Appendix “A” attached hereto

ARTICLE 4 - (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 5 – (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, or equivalent street sweeper, as recommended by the Capital Improvement Planning Committee, or take any other action relative thereto.

ARTICLE 6 – (Highway Department) – Guardrail Replacement on Charlton Road - To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Fourteen Thousand Four Hundred Two Dollars and Zero Cents (\$14,402.00) for guardrail replacement on Charlton Road at Michael Lane, or take any other action relative thereto.

ARTICLE 7 – (Highway Department) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Nine Thousand Three Hundred Dollars and Zero Cents (\$9,300.00) for a Waste Oil Heater for the Highway Department, or take any other action relative thereto.

ARTICLE 8 – (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 9 – (Fire Department) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Eight Thousand Dollars and Zero Cents (\$8,000.00) to fund the Fire Overtime Account #0001-220-5131-01 due to contractual obligations, or take any other action relative thereto.

ARTICLE 10 – (Fire Department) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Eight Thousand Dollars and Zero Cents (\$8,000.00) to fund the Fire Salary Account # 0001-220-5122-01, or take any other action relative thereto.

ARTICLE 11 – (Management Information Systems' Director) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00) to provide funding for upgrades to Town Hall network equipment, 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 One Hundred Twelve Thousand Five Hundred Dollars and Zero Cents (\$112,500.00) to Maturing Debt Account #0001-145-5910-02 for the purpose of paying off the bond for the Dudley Municipal Complex's roof replacement project and HVAC project, or take any other action relative thereto.

ARTICLE 13 – (Treasurer/Collector) – To see if the Town will vote to raise and appropriate, borrow or transfer from available fund the sum of Fifty Thousand Dollars and Zero Cents

(\$50,000.00) to the Maturing Debt Account #0001-145-5910-02 for the purpose of paying off the bond for the LED Streetlight Conversion Project, or take any other action relative thereto.

ARTICLE 14 – (Treasurer/Collector) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Thirty-One Thousand Four Hundred Twenty-Eight Dollars and Zero Cents (\$31,428.00) to the Insurance General Account #0001-145-5751-02), or take any other action relative thereto.

ARTICLE 15 - (Treasurer/Collector) –To see if the Town will vote to transfer the sum of Thirty Eight Thousand Nine Hundred Eighty Eight Dollars and Fifty Seven Cents (\$38,988.57) as follows: from the Water Department Retained Earnings, the sum of Twenty Thousand Five Hundred Thirty Dollars and Forty Six Cents (\$20,530.46) and from the Sewer Retained Earnings the amount of Eighteen Thousand Four Hundred Fifty Eight Dollars and Eleven Cents (\$18,458.11) for the purpose of funding additional Health Insurance costs as expensed in the General Fund #0001-145-5745-01, or take any other action relative thereto.

ARTICLE 16 – (Conservation Commission) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of One Thousand Six Hundred Forty Three Dollars and Zero Cents (\$1,643.00) to increase the Conservation Commission’s Clerk Salary Line Item #0001-171-5121-01, or take any other action relative thereto.

ARTICLE 17 – (Board of Assessors) – To see if the Town will vote to raise and appropriate borrow or transfer from available funds the sum of Three Hundred Five Dollars and Forty-Five Cents (\$305.45) to the Assessor’s Expense Account #0001-141-5700-02, or take any other action relative thereto.

ARTICLE 18 – (Water/Sewer Department) – To see if the Town will vote to authorize the Board of Selectmen to release and abandon, on such terms and conditions and for such consideration, which may be nominal consideration, as the Board of Selectmen deems in the best interests of the Town, the easement(s) granted to the Town by deed recorded with the Worcester South District Registry of Deeds in Book 4637, Page 187 in, on and under the parcels on land located on the southerly side of Packard Drive, shown as Lots 19 and 20 on a Plan recorded with said Deeds in Plan Book 312, Page 63 and described in a Deed recorded in Book 6914, Page 264, said release not affecting any of the other easements granted to the Town pursuant to the foregoing Deed in Book 4637, Page 187, or take any other action relative thereto.

ARTICLE 19 – (Water/Sewer Department) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of One Hundred Twenty Five Thousand Dollars and Zero Cents (\$125,000.00) for Phase III of the Massachusetts Department

of Environmental Protection (MassDEP) mandated Inflow and Infiltration (I&I) Study and related work as needed, or take any other action relative thereto.

ARTICLE 20 – (Water/Sewer Department) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of One Hundred Thousand Dollars and Zero Cents (\$100,000.00) as follows: Fifty Thousand Dollars and Zero Cents (\$50,000.00) from Water Retained Earnings and Fifty Thousand Dollars and Zero Cents (\$50,000.00) from Sewer Retained Earnings for the purchase of Radio Readers and Bases, or take any other action relative thereto.

ARTICLE 21 – (Water Department) – To see if the Town will vote to (A) raise and appropriate, borrow or transfer from available funds the sum of Nine Hundred Thousand Dollars and Zero Cents (\$900,000.00) for the design, construction and related services for various water projects, including but not limited to (i) connecting a replacement well at Pump Station No. 3 to the water system; (ii) testing, permitting, and drilling of a new wellfield at the Main Pumping Station (Station No. 1); (iii) connecting the proposed wellfield at Station No. 1 to the water system; and (iv) water main replacement on Mason Road, Mason Road Extension, water main extension onto G and S Drive, and rehabilitation work on the Dresser Hill Road water storage tank and the Bates Road water storage tank; and for all other work incidental and related thereto; and (B) to authorize the Board of Selectmen to enter into contracts and legal instruments necessary or convenient to accomplish the foregoing, all upon such terms and conditions, including terms of years, as the Board deems is the best interest of the Town, or take any other action relative thereto.

ARTICLE 22 – (Board of Selectmen) – To see if the Town will vote to transfer Five Thousand Three Hundred Seventy Seven Dollars and Ninety Five Cents (\$5,377.95) from Board of Health Clerk Account #0001 240 5113 01 as follows: Two Thousand One Hundred Twenty Three Dollars and Zero Cents (\$2,123.00) to Fire Chief Account # 0001 220 5112 01; One Thousand Five Hundred Sixty Eight Dollars and Zero Cents (\$1,568.00) to Assistant Fire Chief Account #0001 220 5118 01 and One Thousand Six Hundred Eighty Six Dollars and Ninety Five Cents (\$1,686.95) to Library Youth Services Account #0001-610-5113-01, or take any other action relative thereto.

ARTICLE 23- (Board of Selectmen) - To see if the Town will vote to transfer Five Thousand Dollars and Zero Cents (\$5,000) from Building and Grounds Account #0001-196-5114-01 to the Compensated Absence Account #0800-000-5790-00, or take any other action relative thereto.

ARTICLE 24 - (Board of Selectmen) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Twenty-Five Thousand Dollars and Zero

Cents (\$25,000.00) to Legal Expense Account #0001-156-5310-02, or take any other action relative thereto.

ARTICLE 25 – (Board of Selectmen) – Unpaid Bills of a Prior Fiscal Year – To see if the Town will vote to raise and appropriate borrow, or transfer from available funds the sum of Twenty Two Thousand Nine Hundred Forty One Dollars and Seven Cents (\$22,941.07) to pay unpaid bills of a prior fiscal year, or take any other action relative thereto.

WGL Energy	\$3,559.99
WGL Energy	\$5,804.34
WGL Energy	\$6,076.36
WGL Energy	\$7,120.83
Harrington Memorial Hospital	\$ 113.00
Harrington Memorial Hospital	\$ 100.05
KP Law	\$ 166.50

ARTICLE 26 - (Board of Selectmen)- To see if the Town will vote, pursuant to General Laws Chapter 59, Section 38H, or any other enabling authority, to authorize the Board of Selectmen to negotiate and enter into an agreement for payment in lieu of taxes (PILOT Agreement) for a ground-mounted solar facility to be located at 197 Oxford Road, Dudley, Massachusetts for the term of up to 20 years from the date such facility becomes operational, and upon such other terms and conditions as the Board of Selectmen shall deem to be in the best interest of the Town, and further, to authorize the Board of Selectmen to take such actions as may be necessary or convenient to implement such agreement and accomplish the purpose of this article, or take any other action relative thereto.

ARTICLE 27 – (Town Administrator) – To see if the Town will transfer Six Thousand Dollars and Zero Cents (\$6,000.00) from the Town Administrator’s Salary Account #0001-123-5111-01 for the purpose of paying the first year of ClearGov Software Contract #0001-156-5702-02, or take any other action relative thereto.

ARTICLE 28 – (Town Administrator) – Storm Water Management Account – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Eight Thousand, Five Hundred Dollars and Zero cents (\$8,500.00) to Stormwater Account # 0001-156-5225-02 , or take any other action relative thereto.

ARTICLE 29 – (Town Administrator) - To see if the Town will vote to amend the Dudley General By-laws, ARTICLE 50 TOWN ADMINISTRATOR, by inserting a new Section 2(9), and renumbering the existing subparagraphs of Section 2 accordingly, all changes shown in **bold**, below, or take any other action relative thereto.

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 approve all bills, drafts, orders and payrolls under the authority of the Board of Selectmen, and shall sign warrants for payment on behalf of the Board of Selectmen, provided that he shall also make available to said Board any records of such actions on a regular basis and as the Board may require.

10) 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.

11) 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.

12) 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.

13) 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.

14) 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.

15) 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 terms and 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.

16) 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.

17) 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.

18) 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.

19) 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.

20) 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.

ARTICLE 30 – (Personnel Board) - To see if the Town will vote to amend the Dudley General By-laws, ARTICLE 32 Personnel Policies and Procedures Authorized Pursuant to M.G.L. Chapter 41, Sections 108A and 108C, as follows, with deleted language stricken through and additional text shown in boldface type, or take any other action relative thereto.

PERSONNEL POLICIES AND PROCEDURES

Section 1. Purpose

The purpose of this by-law is to establish a Personnel Board and the scope of its responsibilities. The Board's mission is to ~~establish~~ **assist in establishing and maintaining** equitable personnel and employee relations practices for the people who work for the Town of Dudley. This ~~action~~ **bylaw** is authorized by Massachusetts General Laws, Chapter 41, Section 108A and 108C and Article LXXXIX of The Constitution of the Commonwealth.

Section 2. Scope

The Provisions of this by-law shall apply to all employees, Boards and Commissions of the Town, who are not covered by collective bargaining agreements as provided in those agreements.

Section 3. Organization

- a) The Board shall consist of ~~*five~~ citizens of the Town who are not paid employees of the Town. The terms of office shall be for three years. Any member may after a hearing, if requested by the member, be removed for cause by the appointing authority.

- b) The members of the Board upon the expiration of the present members' terms shall be appointed by the Board of Selectmen for two members, the Town Moderator for one member and the Finance & Advisory Committee for two members. *No members shall be from either appointing committee or board. Whenever a vacancy occurs on the Board, the original appointing authority shall fill the vacancy for the unexpired term.

Section 4. Responsibilities

The Personnel Board shall serve as the **primary advisory board to the Board of Selectmen and Town Administrator** ~~policy making authority of the Town~~ **with respect to Town policy development** in personnel matters and shall perform the following functions:

- a). **Prepare a Classification and Pay Plan in conjunction with the Town Administrator, in accordance with Article 50, Section 2(4),** ~~Approve and recommend said Classification and Pay Plan~~ to Finance Advisory & Appropriations Committee and Board of Selectmen;
- b). Review and recommend **to the Personnel Director** employee benefit programs and conditions of employments;
- c). Review and ~~analysis~~ **analyze** personnel procedures and administrative practices **as may be requested by the Personnel Director.**
- d). ~~The Board shall administer a final, binding problem-solving system, by which Town employees may present and resolve disputes and grievances.~~ **At the request of the Personnel Director, the Board shall participate in the resolution of employee disputes and grievances, serving as an independent board of non-binding review or fact-finding.**
- 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) The Town Administrator or his or her designee shall serve as Personnel Director of the Town. ~~and in this role makes recommendations to~~ **In conjunction with** the Personnel

Board, ~~the Town Administrator on policy matters and is responsible for~~ **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 s Insurance Administrator and be responsible for the group health insurance and worker's compensation **plans/programs**;
4. Employee safety and health programs;
5. Employee discipline and grievance procedures.

- b). No **personnel-related** rule or regulation ~~promulgated by the Board~~ shall be adopted until prior notification is made to all affected Boards, Commissions, Departments and Employees, or take any other action relative thereto.

ARTICLE 31 – PETITION ARTICLE (Historical Commission) Preserving Historic Records - To see if the Town will vote to appropriate, borrow or transfer from available funds the sum of Ten Thousand Dollars and Zero Cents (\$10,000.00) for the purpose of archival preservation, or take any other action relative thereto.

ARTICLE 32: (Town Administrator) - Add to Stabilization Funds – To see if the Town will vote to raise and appropriate, borrow or transfer fr^m available funds Seventy Five Thousand Dollars and Zero Cents (\$75,000.00) to the Stabilization Fund #0803-000-5781-00 and One Hundred Thousand Dollars and Zero Cents (\$100,000.00) to the Capital Stabilization Fund #0803-000-5785-00, 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 15th day of October in the year Two Thousand and Nineteen.

Steven Sullivan, Chairman _____

John Marsi, Vice-Chairman _____

Kerry Cyganiewicz, Clerk _____

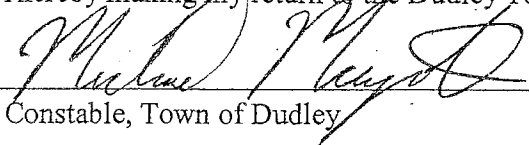
Selectman Paul Joseph _____

Selectman Jason Johnson _____

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 17th of October 2019 and Shepherd Hill Regional High School on the 17th of October 2019. I also observed it posted on the Town's Website and notice of availability on the Dudley Cable Access Channel on the 17th of October 2019.

Thereby making my return to the Dudley Town Clerk on the 17th of October, 2019.



Constable, Town of Dudley

A TRUE COPY ATTEST:



Town Clerk

TOWN OF DUDLEY
FALL TOWN MEETING
OCTOBER 28, 2019

As instructed in the preceding warrant, legal voters of the Town of Dudley assembled in the Connie Vanco-Galli Auditorium at Shepherd Hill Regional High School on Monday, October 28, 2019. The meeting was brought to order at 7:09 p.m. After the Pledge of Allegiance to the Flag, the Moderator reviewed procedure and proper decorum at a town meeting. The Moderator made several announcements and then introduced the Board of Selectmen, the Town Administrator, Michael Mayotte of the Finance Appropriation & Advisory, Town Clerk and Town Counsel. Board of Selectman Chair, Steven Sullivan was not able to be present tonight and Selectmen Kerry Cyganiewicz will be acting in his absence. The Moderator recognized the Town Clerk to read the service of the warrant.

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 made the motion to Pass Over Article 3 as each article will be acted upon independently on the Warrant. Motion was made and seconded.

ARTICLE 3 - FY 2020 Supplemental Budget – Passed Over by unanimous 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 2020 voted under Article 7 of the May 20, 2019 Annual Town Meeting.

The FAA recommended that Article 4 be accepted as printed in the Warrant and that the sum of \$13,000.00 be transferred from Police Cruiser Fund Account #0912-000-5780-00 and \$38,000.00 from Free Cash for a total sum of \$51,000.00. The motion was made and seconded.

ARTICLE 4 – Unanimously accepted to transfer a sum of Thirteen Thousand Dollars and Zero Cents (\$13,000.00) from Police Cruiser Fund Account #0912-000-5780-00 and Thirty Eight Thousand Dollars and Zero Cents (\$38,000.00) from Free Cash to cover costs associated with the purchase of one police cruiser, as recommended by the Capital Improvement Planning Committee.

The FAA recommended that Article 5 be approved and appropriate the sum of \$225,000.00 for the purpose set forth in Article 5 of the Warrant, and that to fund this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said amount pursuant to G.L. c. 44, §7 and 8, or any other enabling authority and to issue bonds and notes of the Town therefor. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of the costs approved by this vote, in accordance with G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. Motion was made and seconded.

ARTICLE 5 – Unanimously accepted to appropriate the sum of Two Hundred Twenty Five Thousand Dollars and Zero Cents (\$225,000.00) for the purchase of a 2019 Elgin Pelican Street Sweeper with

associated equipment, or equivalent street sweeper, as recommended by the Capital Improvement Planning Committee

The FAA recommended that Article 6 be approved and to transfer the sum of \$14,402.00 from Free Cash for the purpose set forth in Article 6 of the Warrant. The motion was made and seconded.

ARTICLE 6 – Unanimously accepted to transfer from Free Cash the sum of Fourteen Thousand Four Hundred Two Dollars and Zero Cents (\$14,402.00) for guardrail replacement on Charlton Road at Michael Lane.

The FAA recommended that Article 7 be approved as printed in the Warrant with the source of funding transfer from Free Cash. The motion was made and seconded.

ARTICLE 7 – Unanimously accepted to transfer from Free Cash the sum of Nine Thousand Three Hundred Dollars and Zero Cents (\$9,300.00) for a Waste Oil Heater for the Highway Department.

The FAA recommended that Article 8 be approved as printed in the Warrant with the source of funding transfer from Free Cash. The motion was made and seconded.

ARTICLE 8 – Unanimously accepted to transfer from Free Cash the sum of Twenty Four Thousand Six Hundred Dollars and Zero Cents (\$24,600.00) for twelve (12) sets of fire gear, the fourth year of a four year replacement plan.

The FAA recommended that Article 9 be approved as printed in the Warrant with the source of funding transfer from Free Cash. The motion was made and seconded.

ARTICLE 9 – Unanimously accepted to transfer from Free Cash the sum of Eight Thousand Dollars and Zero Cents (\$8,000.00) to fund the Fire Overtime Account #0001-220-5131-01 due to contractual obligations.

The FAA recommended that Article 10 be approved as printed in the Warrant with the source of funding transfer from Free Cash. The motion was made and seconded.

ARTICLE 10 – Unanimously accepted to transfer from Free Cash the sum of Eight Thousand Dollars and Zero Cents (\$8,000.00) to fund the Fire Salary Account #0001-220-5122-01.

The FAA recommended that Article 11 be approved as printed in the Warrant with the source of funding transfer from Free Cash. The motion was made and seconded.

ARTICLE 11 – Unanimously accepted to transfer from Free Cash the sum of Twenty Five Thousand Dollars and Zero Cents (\$25,000.00) to provide funding for upgrades to Town Hall network equipment.

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 One Hundred Twelve Thousand Five Hundred Dollars and Zero Cents (\$112,500.00) to Maturing Debt Account #0001-145-5910-02 for the purpose of paying off the bond for the Dudley Municipal Complex's roof replacement project and HVAC project.

The FAA recommended that Article 13 be approved as printed in the Warrant with the funding source transfer from Green Communities Grant Account #0409-000-5780-15. The motion was made and seconded.

ARTICLE 13 – Unanimously accepted to transfer from Green Communities Grant Account #0409-000-5780-15 the sum of Fifty Thousand Dollars and Zero Cents (\$50,000.00) to the Maturing Debt Account #0001-145-5910-02 for the purpose of paying off the bond for the LED Streetlight Conversion Project.

The FAA recommended that Article 14 be approved as printed in the Warrant with the source of funding transfer from Free Cash. The motion was made and seconded.

ARTICLE 14 – Unanimously accepted to transfer from Free Cash the sum of Thirty One Thousand Four Hundred Twenty Eight Dollars and Zero Cents (\$31,428.00) to the Insurance General Account #0001-145-5751-02.

The FAA recommended that Article 15 be approved as printed in the Warrant for the purpose of funding additional Health Insurance costs for the Water and Sewer Department as expensed in the General Fund. The motion was made and seconded.

ARTICLE 15 – Unanimously accepted to transfer the sum of Thirty Eight Thousand Nine Hundred Eighty Eight Dollars and Fifty Seven Cents (\$38,988.57) as follows: from Water Department Retained Earnings, the sum of Twenty Thousand Five Hundred Thirty Dollars and Forty Six Cents (\$20,530.46) and from Sewer Retained Earnings, the sum of Eighteen Thousand Four Hundred Fifty Eight dollars and Eleven Cents (\$18,458.11) for the purpose of funding additional Health Insurance costs for the Water and Sewer Department as expensed in the General Fund #001-145-5745-01.

The FAA recommended that Article 16 be approved as printed in the Warrant with the source of funding transfer from Free Cash. The motion was made and seconded.

ARTICLE 16 – Unanimously accepted to transfer from Free Cash the sum of One Thousand Six Hundred Forty Three Dollars and Zero Cents (\$1,643.00) to increase the Conservation Commission's Clerk Salary Line Item #0001-171-5121-01.

The FAA recommended that Article 17 be approved as printed in the Warrant with the source of funding transfer from Free Cash. The motion was made and seconded.

ARTICLE 17 – Unanimously accepted to transfer from Free Cash the sum of Three Hundred Five Dollars and Forty-Five Cents (\$305.45) to the Assessor's Expense Account #0001-141-5700-02.

The FAA deferred Article 18 to the Board of Selectmen. Selectman Cyganiewicz made a motion to accept Article 18 as written. The motion was made and seconded.

ARTICLE 18 – Unanimously accepted to authorize the Board of Selectmen to release and abandon, on such terms and conditions and for such consideration, which may be nominal consideration, as the Board of Selectman deems in the best interest of the Town, the easement(s) granted to the Town by deed recorded with the Worcester South District Registry of Deeds in Book 4637, Page 187 in, on and under the parcels on land located on the southerly side of Packard Drive, shown as Lots 19 and 20 on a Plan recorded with said Deeds in Plan Book 312, Page 63 and described in a Deed recorded in Book

6914, Page 264, said release not affecting any of the other easements granted to the Town pursuant to the foregoing Deed in Book 4637, Page 187.

The FAA recommended that Article 19 be approved and to appropriate the sum of \$125,000.00 for the purpose set forth in Article 19 of the Warrant, and that to fund this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said amount pursuant to G.L. c. 44 § 7 or 8, or any other enabling authority and to issue bonds and notes of the Town therefor. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of the costs approved by this vote, in accordance with G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. Motion was made and seconded.

ARTICLE 19 – Unanimously accepted to appropriate the sum of One Hundred Twenty Five Thousand Dollars and Zero Cents (\$125,000.00) for Phase III of the Massachusetts Department of Environmental Protection (Mass DEP) mandated Inflow and Infiltration (I&I) Study and related work as needed.

The FAA recommended that Article 20 be approved to transfer Fifty Thousand Dollars and Zero Cents from Water Retained Earnings and Fifty Thousand Dollars and Zero Cents from Sewer Retained Earnings for a total of \$100,000.00. The motion was made and seconded.

ARTICLE 20 – Unanimously accepted to transfer the sum of One Hundred Thousand Dollars and Zero Cents (\$100,000.00) as follows: Fifty Thousand Dollars and Zero Cents (\$50,000.00) from Water Retained Earnings and Fifty Thousand Dollars and Zero Cents (\$50,000.00) from Sewer Retained Earnings for the purchase of Radio Readers and Bases.

The FAA recommended that Article 21 be approved and to appropriate the sum of \$900,000.00 for the purpose set forth in Article 21 of the Warrant, and that to fund this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said amount pursuant to G.L. c. 44 § 7 and 8, or any other enabling authority and to issue bonds and notes of the Town therefor. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of the costs approved by this vote, in accordance with G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. Furthermore, the Board of Selectmen shall be authorized to enter into contracts and legal instruments necessary or convenient to accomplish the foregoing, all upon such terms and conditions, including terms of years, as the Board deems is the best interest of the Town. Motion was made and seconded.

ARTICLE 21 – Unanimously accepted to (A) appropriate the sum of Nine Hundred Thousand Dollars and Zero Cents (\$900,000.00) for the design, construction and related services for various water projects, including but not limited to (i) connecting a replacement well at Pump Station No. 3 to the water system, (ii) testing, permitting, and drilling of a new wellfield at the Main Pumping Station (Station No. 1); (iii) connecting the proposed wellfield at Station No. 1 to the water system; and (iv) water main replacement on Mason Road, Mason Road Extension, water main extension onto G and S Drive, and rehabilitation work on the Dresser Hill Road water storage tank and the Bates Road water storage tank; and for all other work incidental and related thereto; and (B) to authorize the Board of Selectmen to enter into contracts and legal instruments necessary or convenient to accomplish the foregoing, all upon

such terms and conditions, including terms of years, as the Board deems is the best interest of the Town.

The FAA recommended that Article 22 be approved as printed in the Warrant. Motion was made and seconded.

ARTICLE 22 – Unanimously accepted to transfer Five Thousand Three Hundred Seventy Seven Dollars and Ninety Five Cents (\$5,377.95) from the Board of Health Clerk Account #001-240-5113-01 as follows: Two Thousand One Hundred Twenty Three Dollars and Zero Cents (\$2,123.00) to Fire Chief Account #001-220-5112-01 One Thousand Five Hundred Sixty Eight Dollars and Zero Cents (\$1,568.00) to Assistant Fire Chief Account #0001-220-5118-01 and One Thousand Six Hundred Eighty Six Dollars and Ninety Five Cents (\$1,686.95) to Library Youth Services Account #0001-610-5113-01.

The FAA recommended that Article 23 be approved as printed in the Warrant. Motion was made and seconded.

ARTICLE 23 – Unanimously accepted to transfer Five Thousand Dollars and Zero Cents (\$5,000.00) from Building and Grounds Account #0001-196-5114-01 to the Compensated Absence Account #0800-000-5790-00.

The FAA recommended that Article 24 be approved as printed in the Warrant with the source of funding transfer from Free Cash. The motion was made and seconded.

ARTICLE 24 – Unanimously accepted to transfer from Free Cash the sum of Thirty Thousand Dollars and Zero Cents (\$30,000.00) to Legal Expense Account #0001-156-5310-02.

The FAA recommended that Article 25 be approved as printed in the Warrant with the source of funding transfer from Free Cash. The motion was made and seconded.

ARTICLE 25 – Unanimously accepted to transfer from Free Cash the sum of Twenty Two Thousand Nine Hundred Forty One Dollars and Seven Cents (\$22,941.07) to pay unpaid bills of a prior fiscal year as follows:

WGL Energy	\$3,559.99
WGL Energy	\$5,804.34
WGL Energy	\$6,076.36
WGL Energy	\$7,120.83
Harrington Memorial Hospital	\$ 113.00
Harrington Memorial Hospital	\$ 100.05
KP Law	\$ 166.50

The FAA deferred Article 26 to the Board of Selectmen. Selectman Cyganiewicz made a motion to approve Article 26 as printed in the Warrant. Motion was made and seconded.

The Moderator recognized Margaret Levasseur of the FAA who made a motion to amend the article by striking “enter into an agreement” and replace it with “allow to negotiate” and was seconded. The

Moderator stated that this motion requires a 2/3rd vote to amend. Moderator declared that it was a clear 2/3 vote to defeat the amendment.

The original motion to approve as printed in the Warrant was then voted on. Moderator declared it passed by a majority.

ARTICLE 26 – Moderator declared passed by majority pursuant to General Laws Chapter 59, Section 38H, or any other enabling authority, to authorize the Board of Selectmen to negotiate and enter into an agreement for payment in lieu of taxes (PILOT Agreement) for a ground-mounted solar facility to be located at 197 Oxford Road, Dudley, Massachusetts for the term of up to 20 years from the date such facility becomes operational, and upon such other terms and conditions as the Board of Selectmen shall deem to be in the best interest of the Town, and further, to authorize the Board of Selectmen to take such actions as may be necessary or convenient to implement such agreement and accomplish the purpose of this article.

The FAA recommended that Article 27 be approved as printed in the Warrant. Motion was made and seconded.

ARTICLE 27 – Unanimously accepted to transfer Six Thousand Dollars and Zero Cents (\$6,000.00) from the Town Administrator's Salary Account #0001-123-5111-01 for the purpose of paying the first year of ClearGov Software Contract #0001-156-5702-02.

The FAA recommended that Article 28 be approved as printed in the Warrant with the source of funding transfer from Free Cash. The motion was made and seconded.

ARTICLE 28 – Unanimously accepted to transfer from Free Cash the sum of Eight Thousand Five Hundred Dollars and Zero Cents (\$8,500.00) to Stormwater Account #0001-156-5225-02.

The FAA deferred Article 29 to the Board of Selectmen. Selectman Cyganiewicz made a motion to approve Article 29 as printed in the Warrant. Motion was made and seconded.

ARTICLE 29 – Unanimously accepted to amend the Dudley General By-laws, ARTICLE 50 TOWN ADMINISTRATOR, by inserting a new Section 2(9), and renumbering the existing subparagraphs of Section 2 accordingly, all changes shown in **bold**, below.

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 approve all bills, drafts, orders and payrolls under the authority of the Board of Selectmen, and shall sign warrants for payment on behalf of the Board of Selectmen, provided that he shall also make available to said Board any records of such actions on a regular basis and as the Board may require.

10) 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.

11) 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.

- 12) 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.
- 13) 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.
- 14) 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.
- 15) 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 terms and 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.
- 16) 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.
- 17) 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.
- 18) 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.
- 19) 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.
- 20) 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.

The FAA deferred Article 30 to the Board of Selectmen. Selectman Cyganiewicz made a motion to approve Article 30 as printed in the Warrant. Motion was made and seconded. The Moderator noted that there was a scrivener error in Section 4A; it should read "Town Administrator".

ARTICLE 30 – Unanimously accepted to amend the Dudley General By-laws, ARTICLE 32 Personnel Policies and Procedures Authorized Pursuant to M.G.L. Chapter 41, Sections 108A and 108C, as follows, with deleted language stricken through and additional text shown in boldface type, or take any other action relative thereto.

PERSONNEL POLICIES AND PROCEDURES

Section 1. Purpose

The purpose of this by-law is to establish a Personnel Board and the scope of its responsibilities. The Board's mission is to ~~establish~~ **assist in establishing and maintaining** equitable personnel and employee relations practices for the people who work for the Town of Dudley. This ~~action bylaw~~ is authorized by Massachusetts General Laws, Chapter 41, Section 108A and 108C and Article LXXXIX of The Constitution of the Commonwealth.

Section 2. Scope

The Provisions of this by-law shall apply to all employees, Boards and Commissions of the Town, who are not covered by collective bargaining agreements as provided in those agreements.

Section 3. Organization

- a) The Board shall consist of five citizens of the Town who are not paid employees of the Town. The terms of office shall be for three years. Any member may after a hearing, if requested by the member, be removed for cause by the appointing authority.
- b) The members of the Board upon the expiration of the present members' terms shall be appointed by the Board of Selectmen for two members, the Town Moderator for one member and the Finance & Advisory Committee for two members. No members shall be from either appointing committee or board. Whenever a vacancy occurs on the Board, the original appointing authority shall fill the vacancy for the unexpired term.

Section 4. Responsibilities

The Personnel Board shall serve as the **primary advisory board to the Board of Selectmen and Town Administrator** ~~policy making authority of the Town~~ **with respect to Town policy development** in personnel matters and shall perform the following functions:

- a). **Prepare a Classification and Pay Plan in conjunction with the Town Administration in accordance with Article 50, Section 2(4),** ~~Approve and recommend said Classification and Pay Plan to Finance Advisory & Appropriations Committee and Board of Selectmen;~~
- b). Review and recommend **to the Personnel Director** employee benefit programs and conditions of employments;

- c). Review and ~~analysis~~ **analyze** personnel procedures and administrative practices **as may be requested by the Personnel Director.**
- d). ~~The Board shall administer a final, binding problem solving system, by which Town employees may present and resolve disputes and grievances.~~ **At the request of the Personnel Director, the Board shall participate in the resolution of employee disputes and grievances, serving as an independent board of non-binding review or fact-finding.**
- 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) The Town Administrator or his or her designee shall serve as Personnel Director of the Town. ~~and in this role makes recommendations to~~ **In conjunction with the Personnel Board, the Town Administrator on policy matters and is responsible for** 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 s Insurance Administrator and be responsible for the group health insurance and worker's compensation **plans/programs;**
 4. Employee safety and health programs;
 5. Employee discipline and grievance procedures.
- b). **No personnel-related** rule or regulation ~~promulgated by the Board~~ shall be adopted until prior notification is made to all affected Boards, Commissions, Departments and Employees.

The FAA recommended that Article 31 be approved as printed in the Warrant with the source of funding transfer from Free Cash. The motion was made and seconded.

ARTICLE 31 – Unanimously accepted to transfer from Free Cash the sum of Thirty Thousand Nine Hundred Forty Dollars and Zero Cents (\$30,940.00) to fund removal and costs associated with the removal of High Priority Hazard Trees.

The FAA deferred Article 32 to the Petitioner. Ed Bazinet, Chairman of the Historical Commission made a motion to approve Article 32 as printed in the Warrant with funding from Free Cash. A motion was made and seconded.

ARTICLE 32 – Unanimously accepted to transfer from Free Cash the sum of Ten Thousand Dollars and Zero Cents (\$10,000.00) for the purpose of archival preservation.

The FAA made a motion to transfer the sum of \$100,000.00 from Free Cash to the Stabilization Fund and \$150,000.00 from Free Cash to the Capital Stabilization Fund, as set forth in Article 33 of the Warrant. The motion was made and seconded.

ARTICLE 33 – Unanimously accepted to transfer from Free Cash the sum of One Hundred Thousand Dollars and Zero Cents (\$100,000.00) to the Stabilization Fund #0803-000-5781-00 and One Hundred Fifty Thousand Dollars and Zero Cents (\$150,000.00) to the Capital Stabilization Fund #0803-000-5785-00.

Mike Mayotte made a motion to adjourn at 8:21 p.m. The motion was seconded and unanimously accepted.

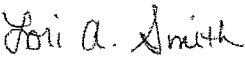
Brought to 7:09 pm

Adjourned: 8:21 pm

Voters Present: 60

Action Taken on Articles 1 – 33

A True Copy,

Attest: 

Lori A. Smith, Dudley Town Clerk

COMMONWEALTH OF MASSACHUSETTS

WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

WARRANT FOR PRESIDENTIAL PRIMARIES

SS.

To either of 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

Dudley Municipal Complex, 71 West Main Street, Dudley, Massachusetts

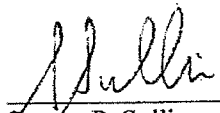
on **TUESDAY, THE THIRD DAY OF MARCH, 2020**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

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

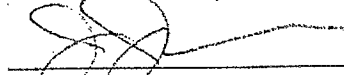
PRESIDENTIAL PREFERENCE . . . FOR THIS COMMONWEALTH
STATE COMMITTEE MAN WORCESTER AND NORFOLK SENATORIAL DISTRICT
STATE COMMITTEE WOMAN . . . WORCESTER AND NORFOLK SENATORIAL DISTRICT
TOWN COMMITTEE TOWN OF DUDLEY

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

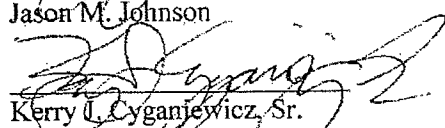
Given under our hands this 10th day of February, 2020.


Steven P. Sullivan, Chairman

Paul M. Joseph


Jason M. Johnson

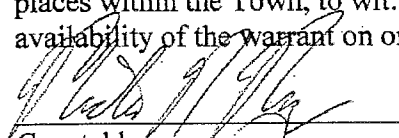
John J. Marsi Jr.


Kerry J. Cyganiewicz, Sr.

Selectmen of Dudley

Warrant must be posted by **February 25, 2020** (at least *seven days* prior to the **March 3, 2020**, Presidential Preference Primary)

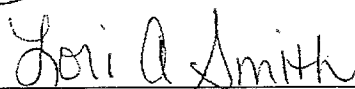
And you are hereby requested to serve this warrant by posting attested copies thereof, in the following two (2) places within the Town, to wit: Dudley Municipal Complex, the Town of Dudley Website and a notice of availability of the warrant on one Cable Access Channel.


Constable

Posted: 2/11/20

A True Copy.

Attest:


Lori A. Smith, Dudley Town Clerk

Dudley Official TOTALS Presidential Primary 03/03/2020						Total Registered Voters: 7,611
Precinct	#1	#2	#3			Combined Total
<i>Total Votes per Precinct</i>	801	675	568			2044
Democratic Party						Total
Presidential	PREC #1	PREC #2	PREC #3			
Blanks	1	2	1			4
Deval Patrick	0	4	1			5
Amy Klobuchar	8	4	4			16
Elizabeth Warren	85	48	63			196
Michael Bennet	1	1	1			3
Michael R. Bloomberg	63	57	52			172
Tulsi Gabbard	8	4	2			14
Cory Booker	1	0	0			1
Julian Castro	0	0	1			1
Tom Steyer	9	11	6			26
Bernie Sanders	148	158	101			407
Joseph R. Biden	213	136	157			506
John K. Delaney	0	1	0			1
Andrew Yang	1	3	3			7
Pete Buttigieg	32	9	7			48
Marianne Williamson	0	3	0			3
No Preference	3	5	3			11
Write-in:						
Donald Trump	2	2				4
Bernie Sanders		1	1			2
Total Votes	575	449	403			1427
State Committee Man	PREC #1	PREC #2	PREC #3			Total
Blanks	186	116	113			415
Kevin J. Tagliaferri	384	329	288			1001
No Preference	0	2	1			3
Write-in:						
Don Cushing	1	0	0			1
Steven Sullivan	1	0	0			1
Joseph Matin	2	0	0			2
Jello Biafra	1	0	0			1
Deborah Cini	0	1	0			1
Andrew Muish	0	0	1			1
Kevin J. Tagliaferri	0	1	0			1
Total Votes	575	449	403			1427
State Committee Woman	PREC #1	PREC #2	PREC #3			Total
Blanks	173	107	101			381

Lisa A. Mosczynski	401	337	300			1038
No Preference	0	3	1			4
Write-In:						0
Steven Sullivan	1	0	0			1
Deborah Cini	0	1	0			1
Mary Burke	0	0	1			1
Lisa Mosczynski	0	1	0			1
Total Votes	575	449	403			1427
Town Committee	PREC #1	PREC #2	PREC #3			Total
Blanks	11322	8741	7799			27862
Elizabeth Moran	314	264	249			827
Michael Moran	299	242	226			767
Maryellen Huck	314	256	240			810
Charlene A. Marlborough	296	249	217			762
Carmella T. D'Ambra	306	242	220			768
Nicola Joseph Trifone	305	245	221			771
Marjorie D. Guerin	291	235	214			740
Monica Freund Kaufman	292	238	224			754
MaryANN Bates	327	252	231			810
Gerard J. Frank	303	239	225			767
Write-in:						
Bill Sabine	1					1
Jess Sabine	1					1
Robert Akeley	1					1
Donald Cushing	1		2			3
Steven Sullivan	1					1
Benjamin Gately	1					1
Steven Freeman		1				1
Fred Bazinet		1				1
Deborah Cini		1				1
Charles McGowan		1				1
Jane McGowan		1				1
Scott Ducharme		1				1
Thomas Brousseau			1			1
Kenneth P. Canty			1			1
Greter Barcelo			1			1

Total Votes	14375	11209	10071			35655
Republican Party						
Presidential Preference	PREC #1	PREC #2	PREC #3			Total
Blanks	0	0	0	0		0
William F. Weld	17	18	6			41
Joe Walsh	2	3	1			6
Donald J. Trump	201	198	151			550
Roque "Rocky" DE LA FUENTE	0	0	0			0
No Preference	2	1	4			7
Write-in:						
Michael Bloomberg	1	0	0			1
Bernie Sanders	0	0	1			1
Total Votes	223	220	163			606
State Committee Man	PREC #1	PREC #2	PREC #3			Total
Blanks	20	21	12			53
Ryan Chamberland	147	134	102			383
Kevin William Powers	55	64	47			166
No Preference	1	0	1			2
Write-in:						
Andrew Grey	0	1	0			1
Michael Mayotte	0	0	1			1
Total Votes	223	220	163			606
State Committee Woman	PREC #1	PREC #2	PREC #3			Total
Blanks	41	42	33			116
Maureen Maloney	178	173	129			480
No Preference	2	2	1			5
Write-in:						0
Kim Roy	1	0	0			1
Tyler Faille	1	0	0			1
Tyler Olson	0	1	0			1
Jordan Evans	0	1	0			1
Marcia Wagner	0	1	0			1
Total Votes	223	220	163			606
Town Committee	PREC #1	PREC #2	PREC #3			Total
Blanks	6394	6366	4631			17391
John J. Marsi Jr.	135	137	102			374
Michael N. Mayotte	136	122	103			361
Richard P. Clark	123	116	98			337

Mary L. Sansoucy	129	116	106			351
Marcia M. Wagner	120	117	93			330
James P. Brinker	126	121	91			338
Jason M. Johnson	129	116	95			340
Scott E. Zajkowski	131	123	97			351
JoAnn C. Szymczak	143	130	109			382
Ann T. Gaudreau	121	113	91			325
Pellegrino J. D'Auria	115	112	89			316
Write In:						
William J. Conley	1					1
William J. Conley Jr.	1					1
Tyler Faille	1					1
Andrew Gray		1				1
Amanda Tumbull		1				1
Howie Carr		1				1
David Durgin		2				2
Thomas Chojnacki		2				2
Anna Durgin		2				2
Dorothy Stevens		1				1
Brian Callern		1				1
Total Votes	7805	7700	5705			21210
Green Rainbow Party						
Presidential Preference	PREC #1	PREC #2	PREC #3			Total
Blanks	0	0	0			0
Dario Hunter	0	0	0			0
Skcm Curry	0	0	0			0
Kent Mesplay	0	0	0			0
Howard Hawkins	0	0	0			0
No Preference	0	1	0			1
Write-in:	0	0	0			0
Total Votes	0	1	0			1
State Committee Man	PREC #1	PREC #2	PREC #3			Total
Blanks	0	1	0			1
No Preference	0	0	0			0
Write-In:	0	0	0			0
Total Votes	0	1	0			1
State Committee Woman	PREC #1	PREC #2	PREC #3			Total
Blanks	0	1	0			1
No Preference	0	0	0			0
Write-in:	0	0	0			0

Total Votes	0	1	0			1
Town Committee	PREC #1	PREC #2	PREC #3			Total
Write-in:	0	0	0			0
Total Votes	0	0	0			0
<i>Libertarian Party</i>						
Presidential Preference	PREC #1	PREC #2	PREC #3			Total
Blanks	0	0	0			0
Arvin Vohra	0	0	0			0
Vermin Love Supreme	1	0	0			1
Jacob George Hornberger	0	2	0			2
Samuel Joseph Robb	0	0	1			1
Dan Taxation is Theft Behrman	0	0	0			0
Kimberly Margaret Ruff	0	0	0			0
Kenneth Reed Armstrong	0	0	1			1
Adam Kokesh	0	0	1			1
Jo Jorgensen	0	0	0			0
Max Abramson	0	0	0			0
No Preference	0	2	0			2
Write-in:						
Donald Trump	1	0	0			1
Bernie Sanders	0	1	0			1
Total Votes	2	5	3			10
State Committee Man	PREC #1	PREC #2	PREC #3			Total
Blanks	3	4	2			9
No Preference	0	0	0			0
Write-In:	0	0	0	0		0
Wayne Gryg	0	1	0			1
Total Votes	3	5	2			10
State Committee Woman	PREC #1	PREC #2	PREC #3			Total
Blanks	3	4	2			9
No Preference	0	0	1			1
Write-In:	0	0	0			0
Total Votes	3	4	3			10
Town Committee	PREC #1	PREC #2	PREC #3			Total
Write-In:	0	0	0			0
Total Votes	0	0	0			0

A True Copy.						
	Lori A. Smith					
Attest:						
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 at the Dudley Municipal Complex, 71 West Main Street, Dudley in the Veterans' Memorial Hall, Room 321a on **Monday, March 30, 2020 at 7:00 P.M.** then and there to take action on the following article:

ARTICLE 1 – (Board of Selectmen) – To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to adopt a special act, to allow the Town to enter into a Tax Increment Financing agreement or Special Tax Assessment agreement related to the redevelopment of the former Stevens Linen Mill, known as and located at 8 Mill Street, as shown on the town's tax map number 117 as parcel number 120, being further described in a deed recorded at the Worcester District Registry of Deeds in Book 39079, Page 373 and shown as Lot A-1 on a plan recorded at said Registry of Deeds in Plan Book 840, Plan 48; the property shown on the town's tax map number 117 as parcel number 120.2, being further described in a deed recorded at said Registry of Deeds in Book 44360, Page 386 and shown as Parcel B on the plan recorded at said Registry of Deeds in Plan Book 840, Plan 48; and the property shown on the town's tax map number 117 as parcel number 120.3, being further described in a deed recorded at said Registry of Deeds in Book 43200, Page 178 and shown as Parcel B on a plan recorded at said Registry of Deeds in Plan Book 667, Plan 106, and further, to designate said former Stevens Linen Mill, as described herein, as a site eligible for a Tax Increment Financing agreement or Special Tax Assessment agreement pursuant to G.L. Chapter 23A, G.L. Chapter 40, Section 59, or any other relevant statutory provision, provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments thereto before enactment by the General Court, which amendments shall be within the public purposes of said petition, or take any other action relative thereto.

ARTICLE 2 – (Board of Selectmen) – To see if the Town will vote to request that the former Stevens Linen Mill, known as and located at 8 Mill Street, as shown on the town's tax map number 117 as parcel number 120, being further described in a deed recorded at the Worcester District Registry of Deeds in Book 39079, Page 373 and shown as Lot A-1 on a plan recorded at said Registry of Deeds in Plan Book 840, Plan 48, the property shown on the town's tax map number 117 as parcel number 120.2, being further described in a deed recorded at said Registry of Deeds in Book 44360, Page 386 and shown as Parcel B on the plan recorded at said Registry

of Deeds in Plan Book 840, Plan 48, and the property shown on the town's tax map number 117 as parcel number 120.3, being further described in a deed recorded at said Registry of Deeds in Book 43200, Page 178 and shown as Parcel B on a plan recorded at said Registry of Deeds in Plan Book 667, Plan 106, be designated as an Economic Opportunity Area by the Economic Assistance Coordinating Council or designated by the Director of Economic Development as "presenting exceptional opportunities for increased economic development " in accordance with G.L. c. 23A, Section 3C or regulations promulgated thereunder;

- b. Declare the former Stevens Linen Mill, known as and located at 8 Mill Street, and as described in subparagraph a above, to be blighted, open, decadent or substandard, as such terms are defined in 760 CMR 22;
- c. Designate the parcels that comprise the former Stevens Linen Mill, known as and located at 8 Mill Street, and as described in subparagraph a above, as a Tax Increment Financing zone or as a site eligible for a Tax Increment Financing agreement or Special Tax Assessment agreement pursuant to G.L. Chapter 23A, G.L. Chapter 40, Section 59, or any other relevant statutory provision;
- d. Authorize the Board of Selectmen to prepare a Tax Increment Financing Plan and to negotiate a Tax Increment Financing agreement or Special Tax Assessment agreement related to the redevelopment of the former Stevens Linen Mill, to be submitted to and approved by the Economic Assistance Coordinating Council;
- e. Approve a Tax Increment Financing Plan for said TIF Zone; and
- f. Authorize the Board of Selectmen to take any action necessary to carry out the purpose and intent of this article, 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 9th day of March in the year Two Thousand Twenty.

Steven Sullivan, Chairman

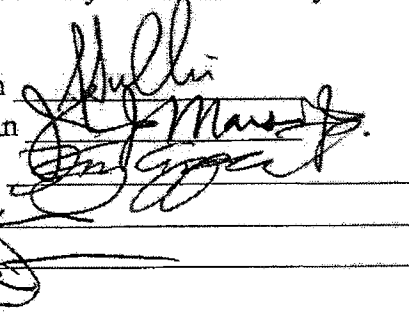
John Marsi, Vice-Chairman

Kerry Cyganiewicz, Clerk

Paul Joseph

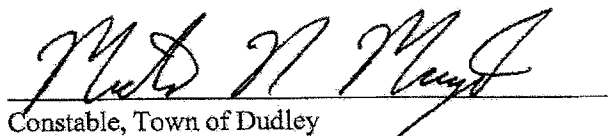
Jason Johnson

Board of Selectmen

The block contains five handwritten signatures in black ink, each written over a horizontal line. The signatures are: 1. Steven Sullivan (Chairman), 2. John Marsi (Vice-Chairman), 3. Kerry Cyganiewicz (Clerk), 4. Paul Joseph, and 5. Jason Johnson. The signatures are written in a cursive, somewhat stylized manner.

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 13th of MARCH 2020. I also observed it posted on the Town's Website and notice of availability on the Dudley Cable Access Channel on the 13th of MARCH 2020.

Thereby making my return to the Dudley Town Clerk on the 13th of MARCH 2020.



Constable, Town of Dudley



Chief Steven J. Wojnar

TOWN OF DUDLEY POLICE DEPARTMENT

71 West Main Street
DUDLEY, MASSACHUSETTS 01571-3264

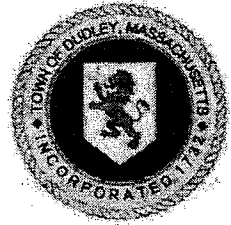
Voice: (508) 943-4411

(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

RECEIVED

MAR 26 2020

DUDLEY - TOWN CLERK

1:26pm

Attorney General Maura Healey
1 Ashburton Place, 20th Floor
Boston, MA 02108
ATTN: Municipal Law Unit


Re: Town of Dudley; Moderator's Declaration of Continuation and Recess of Spring Special Town Meeting

Dear Attorney General Healey:

Pursuant to G.L. c 39, §10A, on behalf of the Town of Dudley Board of Selectmen, this is to inform you of the Dudley Town Moderator's recent Declaration of Recess and Continuance ("Declaration") of the upcoming Special Town Meeting, previously scheduled for March 30, 2020. The reasons for this Declaration are set forth in the Declaration, which is enclosed, but broadly summarized, the continuation has been deemed necessary due to the COVID-19 virus outbreak.

Please do not hesitate to contact Dudley Town Administrator Jonathan Ruda, or Town Counsel Michele E. Randazzo at KP Law, P.C., if there are any questions in this regard.

Respectfully Submitted,


Steven J. Wojnar
Chief of Police

Enc.

cc: Town Administrator
Board of Selectmen
Town Moderator
Town Clerk
KP Law, P.C.

RECEIVED

MAR 26 2020

DECLARATION OF RECESS AND CONTINUANCE
OF

March 30, 2020 SPECIAL TOWN MEETING

DUDLEY - TOWN CLERK

1:26pm

This Declaration is being issued pursuant to the authority vested in the Town Moderator by the provisions of G.L. c. 39, §10A. I hereby provide notice to the Town of Dudley that I have determined that it is in the public's interest, due to the public health and safety risks posed by the novel coronavirus COVID-19, to recess and continue the March 30, 2020 Special Town Meeting until 7:00pm on April 17, 2020 in the Dudley Municipal Complex, 71 West Main Street, Dudley in the Veterans Memorial Hall, Room 321a.

I have issued this Declaration after careful and considerable deliberation about the implications of the rapid spread of the disease, present lack of containment, and risk to most vulnerable populations inherent in public gatherings at this time. Various professional sports leagues, universities, school districts, cultural institutions and events, and more, have been cancelled, closed, or temporarily suspended normal operations. Similarly, various public and private entities have significantly restricted operations in response to the continued spread of the virus. Based upon the recommendations from the Governor, among others, that large gatherings be avoided, including the Governor's ban on gatherings of more than 25 people, and the declaration of a State of Emergency in the Commonwealth, I consulted with public safety officials, the Board of Health, and members of the Select Board and reviewed guidance from the Massachusetts Department of Public Health and the U.S. Centers for Disease Control and Prevention. A significant consideration in this decision includes the important role of Town Meeting as the legislative body of the Town, and my obligation to ensure that all who wish to participate are able, particularly, vulnerable members of our community.

Being respectful of the health, safety and wellbeing of all of the voters of the Town, therefore, I have determined in accord with G.L. c.39, §10A that the rapidly evolving situation involving COVID-19 will mean that some voters will be unable to attend the March 30, 2020 Special Town Meeting and that they will therefore be deprived of the opportunity to participate in such meeting. A delay at this time will avoid forcing voters to choose between participating in the Town Meeting and managing their health in a manner most appropriate for them.

Please contact the Town Administrator's office with any further questions at 508-949-8030.

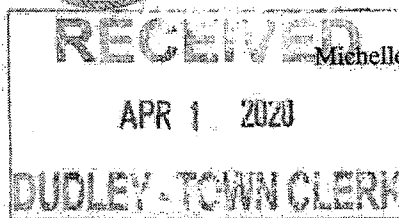

Christopher B. Starczewski
Town Moderator

March 19, 2020 at 7:45p.m.

**TOWN OF DUDLEY
MASSACHUSETTS
OFFICE OF THE BOARD OF SELECTMEN
71 West Main St, Dudley, Massachusetts**



Steven Sullivan, Chairman
John Marsi, Vice-Chair
Kerry Cyganiewicz, Clerk
Paul Joseph
Jason Johnson
www.dudleyma.gov



Michelle Jervis, *Administrative Secretary*
Phone: 508-949-8001

Jonathan Ruda
Town Administrator

11:10
AM

***DUDLEY TOWN MODERATOR
SECOND NOTICE OF INTENT TO DECLARE RECESS AND CONTINUANCE
OF SPECIAL TOWN MEETING***

This Second Notice of Intent to Declare Recess and Continue the Dudley Special Town Meeting is being issued pursuant to the authority vested in the Town Moderator by the provisions of G.L. c. 39, §10A, as amended by Chapter 53 of the Acts of 2020, "An Act to Address Challenges Faced by Municipalities and State Authorities Resulting from COVID-19." I hereby provide notice to the Town of Dudley that I have determined that it continues to be in the public's interest, due to the public health and safety risks posed by the novel coronavirus COVID-19, including the immediate threat to the health and safety of persons and property, to consider the further recess and continuance of the March 31, 2020 Special Town Meeting, which I had previously recessed and continued to April 17, 2020.

I issue this Second Notice of Intent after careful and considerable deliberation about the implications of the rapid spread of the disease, present lack of containment, and risk to the most vulnerable populations inherent in public gatherings. The Governor has ordered non-essential businesses to close to the public, all elementary and secondary schools are closed at least until May 4, 2020, and various public and private entities have significantly restricted operations in response to the continued spread of the virus. Based upon the orders and/or recommendations from the Governor, among others, that gatherings of more than 10 persons are prohibited, and the declaration of a State of Emergency in the Commonwealth, I consulted with public safety officials, the Board of Health, and members of the Board of Selectmen and reviewed guidance from the Massachusetts Department of Public Health and the U.S. Centers for Disease Control and Prevention. Town meeting is the legislative body of the Town, and as Moderator, it is my obligation to ensure that all who wish to participate in Town Meeting are able, particularly, vulnerable members of our community.

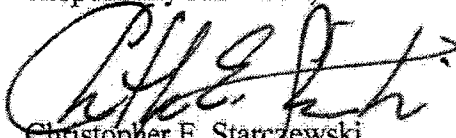
Being respectful of the health, safety and wellbeing of all of the voters of the Town, and acknowledging the authority vested in the Town Moderator pursuant to G.L. c.39, §10A, as amended, I have determined in accord with G.L. c.39, §10A that the ongoing COVID-19 virus outbreak, including the continuing threat to the health and safety of persons and property, will mean that some voters will be unable to attend the Special Town Meeting originally scheduled for March 30, 2020 and previously recessed and continued until April 17, 2020, and that they will therefore be deprived of the opportunity to participate in

such meeting. A further delay at this time will avoid forcing voters to choose between participating in the Town Meeting and managing their health in a manner most appropriate for them.

Since Town Meeting can only be continued for up to thirty (30) days at a time, the Special Town Meeting will be further rescheduled for May 15, 2020 at 7:00 PM at the Dudley Municipal Complex, Dudley, MA. However, I advise that I expect to issue further Notice(s) of Declaration of Recess and Continuance, as may be necessary, during the ongoing State of Emergency, and to coincide the Special Town Meeting with any scheduled date for the Annual Town Meeting, if possible.

Please contact the Town Administrator's office with any further questions at 508-949-8001.

Respectfully submitted,

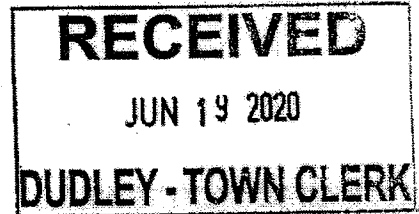

Christopher E. Starczewski
Town Moderator

March 16, 2020 at 7:00 p.m.

TOWN OF DUDLEY
MASSACHUSETTS
OFFICE OF THE BOARD OF SELECTMEN
71 West Main St, Dudley, Massachusetts



Steven Sullivan, Chairman
John Marsi, Vice-Chair
Kerry Cyganiewicz, Clerk
Paul Joseph
Jason Johnson
www.dudleyma.gov



9:00
AM

Michelle Jervis, Administrative Secretary
Phone: 508-949-3001

Jonathan Ruda
Town Administrator

DUDLEY TOWN MODERATOR
THIRD NOTICE OF INTENT TO DECLARE RECESS AND CONTINUANCE
OF SPECIAL TOWN MEETING

This Third Notice of Intent to Declare Recess and Continue the Dudley Special Town Meeting is being issued pursuant to the authority vested in the Town Moderator by the provisions of G.L. c. 39, §10A, as amended by Chapter 53 of the Acts of 2020, "An Act to Address Challenges Faced by Municipalities and State Authorities Resulting from COVID-19." I hereby provide notice to the Town of Dudley that I have determined that it continues to be in the public's interest, due to the public health and safety risks posed by the novel coronavirus COVID-19, including the immediate threat to the health and safety of persons and property, to consider the further recess and continuance of the June 17, 2020 Special Town Meeting, which I had previously recessed and continued.

I issue this Third Notice of Intent after careful and considerable deliberation about the implications of the rapid spread of the disease, present lack of containment, and risk to the most vulnerable populations inherent in public gatherings. The Governor has ordered non-essential businesses to close to the public, all elementary and secondary schools are closed at least until the end of the school year and various public and private entities have significantly restricted operations in response to the continued spread of the virus. Based upon the orders and/or recommendations from the Governor, among others, that gatherings require social distancing protocols and the required use of PPE, and the declaration of a State of Emergency in the Commonwealth, I consulted with public safety officials, the Board of Health, and members of the Board of Selectmen and reviewed guidance from the Massachusetts Department of Public Health and the U.S. Centers for Disease Control and Prevention. Town meeting is the legislative body of the Town, and as Moderator, it is my obligation to ensure that all who wish to participate in Town Meeting are able, particularly, vulnerable members of our community.

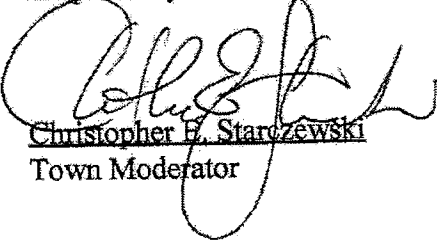
Being respectful of the health, safety and wellbeing of all of the voters of the Town, and acknowledging the authority vested in the Town Moderator pursuant to G.L. c.39, §10A, as amended, I have determined in accord with G.L. c.39, §10A that the ongoing COVID-19 virus outbreak, including the continuing threat to the health and safety of persons and property, will mean that some voters will be unable to attend the Special Town Meeting originally scheduled for March 30, 2020 and previously recessed and continued until April 17, 2020, and then again until May 18, 2020 and then again until June 17, 2020, and that they will therefore be deprived of the opportunity to participate in such meeting. A further delay at

this time will avoid forcing voters to choose between participating in the Town Meeting and managing their health in a manner most appropriate for them.

Since Town Meeting can only be continued for up to thirty (30) days at a time, the Special Town Meeting will be further rescheduled for June 22, 2020 at 7:00 PM at the auditorium of Shepherd Hill Regional High School, Dudley, MA, to coincide with the Annual Town Meeting.

Please contact the Town Administrator's office with any further questions at 508-949-8001.

Respectfully submitted,



Christopher E. Starczewski
Town Moderator

June 15, 2020 at 7:00 p.m.

TOWN OF DUDLEY

SPECIAL TOWN MEETING MARCH 30, 2020 TOWN MEETING

COMMONWEALTH OF MASSACHUSETTS

As instructed in the preceding warrant, legal voters of the Town of Dudley assembled in the Connie Vanco-Galli Auditorium at Shepherd Hill Regional High School, in said Dudley on Monday, June 22, 2020. The meeting was brought to order at 7:12 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 COVID-19 precautions.

Moderator Christopher Starczewski asked for unanimous consent to recess the Annual Town Meeting for the purpose of opening the Special Town Meeting which has been posted for this evening at 7:00 pm. Hearing no objection the Annual Town Meeting was recessed at 7:22 pm and the Special Town Meeting was opened. The Moderator recognized the Town Clerk to read the service of the warrant. The Moderator then turned the meeting over to Greg Alexander of Turning Point Technology to provide a brief instruction on how to use the clickers to vote on the articles prior to addressing the articles on the Special Town Meeting.

The Board of Selectmen recommended that this article be passed over. Motion was made and seconded.

ARTICLE 1 – Passed Over by Majority vote To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to adopt a special act, to allow the Town to enter into a Tax Increment Financing agreement or Special Tax Assessment agreement related to the redevelopment of the former Stevens Linen Mill, known as and located at 8 Mill Street, as shown on the town's tax map number 117 as parcel number 120, being further described in a deed recorded at the Worcester District Registry of Deeds in Book 39079, Page 373 and shown as Lot A-1 on a plan recorded at said Registry of Deeds in Plan Book 840, Plan 48; the property shown on the town's tax map number 117 as parcel number 120.2, being further described in a deed recorded at said Registry of Deeds in Book 44360, Page 386 and shown as Parcel B on the plan recorded at said Registry of Deeds in Plan Book 840, Plan 48; and the property shown on the town's tax map number 117 as parcel number 120.3, being further described in a deed recorded at said Registry of Deeds in Book 43200, Page 178 and shown as Parcel B on a plan recorded at said Registry of Deeds in Plan Book 667, Plan 106, and further, to designate said former Stevens Linen Mill, as described herein, as a site eligible for a Tax Increment Financing agreement or Special Tax Assessment agreement pursuant to G.L. Chapter 23A, G.L. Chapter 40, Section 59, or any other relevant statutory provision, provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments thereto before enactment by the General Court, which amendments shall be within the public purposes of said petition, or take any other action relative thereto.

The Board of Selectmen recommended that this article be passed over. Motion was made and seconded.

ARTICLE 2 – Passed Over by Majority vote to:

- a. Request that the former Stevens Linen Mill, known as and located at 8 Mill Street, as shown on the town's tax map number 117 as parcel number 120, being further described in a deed recorded at the Worcester District Registry of Deeds in Book 39079, Page 373 and shown as Lot A-1 on a plan recorded at said Registry of Deeds in Plan Book 840, Plan 48, the property shown on the town's tax map number 117 as parcel number 120.2, being further described in a deed recorded at said Registry of Deeds in Book 44360, Page 386 and shown as Parcel B on the plan recorded at said Registry of Deeds in Plan Book 840, Plan 48, and the property shown on the town's tax map number 117 as parcel number 120.3, being further described in a deed recorded at said Registry of Deeds in Book 43200, Page 178 and shown as Parcel B on a plan recorded at said Registry of Deeds in Plan Book 667, Plan 106, be designated as an Economic Opportunity Area by the Economic Assistance Coordinating Council or designated by the Director of Economic Development as "presenting exceptional opportunities for increased economic development " in accordance with G.L. c. 23A, Section 3C or regulations promulgated thereunder;
- b. Declare the former Stevens Linen Mill, known as and located at 8 Mill Street, and as described in subparagraph a above, to be blighted, open, decadent or substandard, as such terms are defined in 760 CMR 22;
- c. Designate the parcels that comprise the former Stevens Linen Mill, known as and located at 8 Mill Street, and as described in subparagraph a above, as a Tax Increment Financing zone or as a site eligible for a Tax Increment Financing agreement or Special Tax Assessment agreement pursuant to G.L. Chapter 23A, G.L. Chapter 40, Section 59, or any other relevant statutory provision;
- d. Authorize the Board of Selectmen to prepare a Tax Increment Financing Plan and to negotiate a Tax Increment Financing agreement or Special Tax Assessment agreement related to the redevelopment of the former Stevens Linen Mill, to be submitted to and approved by the Economic Assistance Coordinating Council;
- e. Approve a Tax Increment Financing Plan for said TIF Zone; and
- f. Authorize the Board of Selectmen to take any action necessary to carry out the purpose and intent of this article, or take any other action relative thereto.

Selectman Sullivan made a motion to adjourn. The motion was seconded and unanimously accepted.

Brought to order at 7:22 pm

Adjourned at 7:34 pm

Voters Present 86

Action Taken on Articles 1-2

TOWN OF DUDLEY
ANNUAL TOWN ELECTION
COMMONWEALTH OF MASSACHUSETTS

Worcester, ss.

To either of the Constables 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 Dudley Municipal Complex, 71 West Main Street for Precinct One, Precinct Two and Precinct Three in said Dudley, on Monday, June 15, 2020, at eight o'clock in the forenoon, then and there to bring their votes to the Election Officers for necessary Town Officers for the ensuing year, vis:

OFFICE TO BE FILLED	TERM
Selectman (1)	3 years
Moderator (1)	3 years
Assessor (1)	3 years
Dudley-Charlton Regional School District Committee (1)	3 years
S.W.C.R.V. School District Committee (1)	3 years
Board of Health (1)	3 years
Water/Sewer Commissioner (1)	3 years
Library Trustee (2)	3 years
Housing Authority (1)	5 years
Planning Board (1)	3 years

QUESTIONS:

1. Shall the Town of Dudley be allowed to exempt from the provisions of Proposition two and one-half, so called, the amounts required to pay for the bond issued in order to purchase a 2019 Elgin Pelican Street Sweeper with associated equipment, or equivalent street sweeper?

Yes _____ No _____

And provided, further, that said question shall be deemed approved if a majority of persons voting shall vote "yes".

2. Shall the Town of Dudley be allowed to exempt from the provisions of Proposition two and one-half, so called, the amounts required to pay for the bond issued in order to extraordinary repairs to the Dudley Municipal Center and any design and incidental costs and expenses related thereto, including replacing the roof and repairs to the building's heating, ventilation and air conditioning systems approved by the May 21, 2018 Annual Town Meeting?

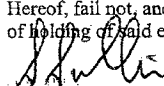
Yes _____ No _____

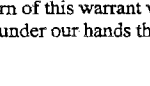
And provided, further, that said question shall be deemed approved if a majority of the persons voting shall vote "yes".

All polls shall close at eight o'clock in the evening.

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.

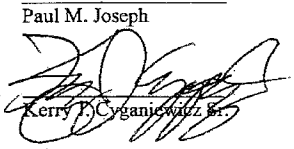
Hereof, fail not, and make due return of this warrant with your doing thereon, to the Town Clerk at the time of holding of said election. Given under our hands this 1st day of June in the year Two Thousand Twenty.


Steven P. Sullivan


Paul M. Joseph


Jason M. Johnson

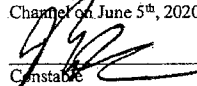

John J. Marsi, Jr.


Kerry P. Cyganiewicz

DUDLEY BOARD OF SELECTMEN

PURSUANT TO THE TOWN ELECTION WARRANT,

I have notified and warned the residents of the Town of Dudley by posting a copy at the Dudley Municipal Complex on June 5th, 2020 and observing it advertised on the Town's Internet Web Page as well as Cable Access Television Channel on June 5th, 2020. Thereby making my return to the Dudley Town Clerk on June 5th, 2020.


Constable
Town of Dudley

	A	B	C	D	E
1	<i>Dudley Unofficial TOTALS ATE 06/15/2020</i>				Total Registered Voters: 7,611
2	<i>Precinct</i>	#1	#2	#3	Combined Total
3	<i>Total Votes per Precinct</i>	264	203	188	655
4					
5	<i>June 15, 2020 ATE</i>				
6	<u>Selectmen VOTE FOR ONE</u>	Pre #1	Pre #2	Pre #3	Total
7	Kerry J. Cyganiewicz Sr. *	178	148	127	453
8	Blanks	80	42	54	176
9	Write-in: David Durgin	0	8	1	9
10	All Other Write-ins	6	5	6	17
11	Total Votes	264	203	188	655
12					
13	<u>Moderator VOTE FOR ONE</u>	Pre #1	Pre #2	Pre #3	Total
14	Christopher E. Starczewski *	188	148	128	464
15	Blanks	76	48	57	181
16	Write-in: David Durgin	0	5	0	5
17	All Other Write-ins	0	2	3	5
18	Total Votes	264	203	188	655
19					
20	<u>Assessor VOTE FOR ONE</u>	Pre #1	Pre #2	Pre #3	Total
21	Conrad Allen *	163	114	112	389
22	Blanks	68	55	68	191
23	Write-in: David Durgin	31	26	3	60
24	All Other Write-ins	2	8	5	0
25	Total Votes	264	203	188	655
26					
27	<u>DCRSD Committee VOTE FOR ONE</u>	Pre #1	Pre #2	Pre #3	Total
28	Pauline J. Aucoin *	191	153	137	481
29	Blanks	70	43	51	164
30	Write-in: David Durgin	0	5	0	5
31	All Other Write-ins	3	2	0	5
32	Total Votes	264	203	188	655
33					
34	<u>SWCRV School Dist. VOTE FOR ONE</u>	Pre #1	Pre #2	Pre #3	Total
35	Alfred Carl Reich Jr. *	183	134	112	429
36	Blanks	81	60	73	214
37	Write-in: David Durgin	0	5	0	5
38	All Other Write-ins	0	4	3	7
39	Total Votes	264	203	188	655
40					
41	<u>Board of Health VOTE FOR ONE</u>	Pre #1	Pre #2	Pre #3	Total
42	Lorri Ann Ducharme *	192	148	131	471

	A	B	C	D	E
43	Blanks	69	46	53	168
44	Write-in: Anna T. Chojnacki- Durgin	3	7	2	12
45	All Other Write-ins	0	2	2	4
46	Total Votes	264	203	188	655
47					
48	<u>Water/Sewer Commissioner VOTE FOR ONE</u>	Pre #1	Pre #2	Pre #3	Total
49	Blanks	240	189	179	608
50	Write-in: William J. Conley *	24	14	9	47
51	Write-in: Justin R. Dolan	11	8	9	28
52	Write-in: Thomas T. Chojnacki	0	6	0	6
53	All Other Write-ins	8			
54	Total Votes	264	203	188	655
55					
56	<u>Library Trustee VOTE FOR TWO</u>	Pre #1	Pre #2	Pre #3	Total
57	Blanks	203	129	120	452
58	Write In: Edward B. Bazinet *	18	24	21	63
59	Write-in: Richard P. Clark	13	16	19	48
60	Write-in: Kathy M. Sandstrom *	21	19	16	56
61	Write-in: Eva B. Crowell	1	7	0	8
62	All Other Write-ins	8	8	12	28
63	Total Votes	264	203	188	655
64					
65	<u>Dudley Housing Authority VOTE FOR ONE</u>	Pre #1	Pre #2	Pre #3	Total
66	Blanks	238	177	179	594
67	Write-in: Edward W. Mickelson *	20	12	2	34
68	Write-in: David Durgin	1	5	2	8
69	All Other Write Ins	5	9	5	19
70	Total Votes	264	203	188	655
71					
72	<u>Planning Board VOTE FOR ONE</u>	Pre #1	Pre #2	Pre #3	Total
73	Blanks	229	164	154	547
74	Write-in: Richard P. Clark *	20	18	25	63
75	Write-in: Thomas T. Chojnacki	9	11	1	21
76	All Other Write Ins	6	10	8	24
77	Total Votes	264	203	188	655
78					

	A	B	C	D	E
	Question 1 1. Shall the Town of Dudley be allowed to exempt from the provisions of Proposition two and one-half, so called, the amounts required to pay for the bond issued in order to purchase a 2019 Elgin Pelican Street Sweeper with associated equipment, or equivalent street sweeper? And provided, further, that said question shall be deemed approved if a majority of persons voting shall vote "yes".				
79		Pre #1	Pre #2	Pre #3	Total
80	Yes	90	77	80	247
81	No	168	118	105	391
82	Blanks	6	8	3	17
83	Total Votes	264	203	188	655
84					
	Question 2. Shall the Town of Dudley be allowed to exempt from the provisions of Proposition two and one-half, so called, the amounts required to pay for the bond issued in order to extraordinary repairs to the Dudley Municipal Center and any design and incidental costs and expenses related thereto, including replacing the roof and repairs to the building's heating, ventilation and air conditioning systems approved by the May 21, 2018 Annual Town Meeting? And provided, further, that said question shall be deemed approved if a majority of the persons voting shall vote "yes".				
85		Pre #1	Pre #2	Pre #3	Total
86	Yes	96	80	95	271
87	No	162	116	90	368
88	Blanks	6	7	3	16
89	Total Votes	264	203	188	655
90					
91	A True Copy.				
92	Attest: <i>Lori A. Smith</i>				
93	Lori A. Smith, Dudley Town Clerk				
94	Date: November 18, 2020				
95					

TOWN OF DUDLEY
ANNUAL SPRING 2020 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 Connie Vanco- Galli Auditorium at Shepherd Hill Regional High School, in said Dudley on **Monday, June 22, 2020 and Tuesday, June 23, 2020, 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 and Advisory Committee, or take any other action relative thereto.

ARTICLE 3 – (Town Administrator) - FY 2020 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 2020, or take any other action relative thereto.

ARTICLE 4- (Town Accountant) Unpaid Bills of a Prior Year – To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds the sum of Nine hundred sixteen dollars and thirty-five cents (\$916.35) to pay unpaid bills of a prior fiscal year, or take any other action relative thereto.

Occupational Health Services \$418.65

Occupational Health Services \$497.70

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, 2020, or take any other action relative thereto.

(Note: Fiscal Year 2021 Detail Departmental Expenditures will be available on the Town's website at dudleyma.gov.)

GENERAL FUND	BUDGET FY 2021
ACCOUNTANT	68,509
ASSESSORS	108,692
BUILDING INSPECTOR	29,362
CEMETERY COMMISSION	1
CLERK (TOWN) – (Includes Town Clerk salary of \$58,380.00)	120,921
CONSERVATION	1
COUNCIL ON AGING	101
ECONOMIC DEVELOPMENT COMM	1
FIRE DEPARTMENT	1,108,262
FAA	1
HEALTH	28,701
HIGHWAY	891,980
INFORMATION Tech.	24,880
LIBRARY	304,822
MODERATOR	1
MUNICIPAL EXPENSES	92,239
PLANNING BOARD	44,557
POLICE	1,398,245
RECYCLING	213,014
SELECTMEN	25,586
ADMINISTRATION - TOWN ADMINISTRATOR	294,919
TREASURER/COLLECTOR – (Includes Treasurer/Collector Salary of \$90,330.56)	3,913,603
VETERANS SERVICES	195,084
TOTAL GENERAL FUND:	8,863,480
SCHOOLS	
DUDLEY-CHARLTON REGIONAL	8,880,840
SO. WORCESTER COUNTY REG. VOC.	1,015,131
TOTAL EDUCATION:	9,895,971
TOTAL GENERAL FUND + SCHOOLS	18,759,451
State Assessments (from Cherry Sheet)	34,496
Sub-Total:	18,793,947
ENTERPRISE FUNDS:	
Water Department	1,106,558
Sewer Department	1,041,105
TOTAL ENTERPRISE FUNDS:	2,147,663

a waiver by the Planning Board. An Applicant may, in conjunction with filing a complete application for a Special Permit for a MCP, submit a written request to the Board of Selectmen and Planning Board seeking a waiver from the requirements for residential use in conjunction with one or more non-residential uses as set forth in this Subsection. The waiver request shall first be submitted to the Board of Selectmen for a favorable recommendation to the Planning Board. Following receipt of such favorable recommendation from the Board of Selectmen, the Planning Board may grant such waiver by a majority vote. Such waiver shall be based upon a favorable finding of one or more of the following factors which consider the extent to which a proposed Mill Conversion Project (MCP):

- will preserve some or all of an historic building(s);
- is suitable for the site for the proposed use(s);
- serves the social, economic, or housing needs of the Town;
- is compatible with the character of neighboring properties; and
- impacts the Town's fiscal responsibilities; including impact on Town services, tax base, and employment.

3.10.07 Standards

L. Affordable Dwelling Units: For a period not less than thirty (30) years, a minimum of ten percent (10%) of the total number of dwelling units shall be restricted to persons qualifying as low or moderate income in accordance with the Massachusetts Department of Housing and Community Development definitions of low and moderate income. The following additional criteria shall apply:

1. Affordable units shall be integrated into the overall development of the MCP so as to prevent the physical segregation of units.
2. Town Counsel shall approve the use restriction or re-sale controls as to form. The restriction or re-sale controls shall adequately specify material provisions for affordability, monitoring and enforcement. A right of first refusal upon the transfer of such restricted ownership units shall be granted to the Dudley Housing Authority for a period not less than one hundred- twenty (120) days after notice thereof.
3. If no federal or state subsidy is used to fund the creation of the affordable units, the Planning Board may require the applicant to submit an application to the Local Initiatives Program so that the units can be added to the Chapter 40B Subsidized Housing Inventory maintained by the Massachusetts Department of Housing and Community Development (DHCD).
4. An Applicant may, in conjunction with filing a complete application for a Special Permit for a MCP, submit a written request to the Board of Selectmen and Planning Board seeking a waiver from the requirements for Affordable Dwelling Units as set forth in this Subsection. The waiver request shall first be submitted to the Board of Selectmen for a favorable recommendation to the Planning Board. Following receipt of such favorable recommendation from the Board of Selectmen, the Planning Board may grant such waiver by a majority vote. Such waiver shall be based upon a favorable finding of one or more of the following factors which consider the extent to which a proposed Mill Conversion Project (MCP):
 - will preserve some or all of an historic building(s);

- 1) The following bylaws are repealed: Article 33, Fiscal Year, of the General Bylaws, adopted May 21, 1990 (subject matter is covered by MGL c. 44, § 56), and Article 41, Investment Policy, of the General Bylaws adopted June 19, 2006.
- 2) The titles "Treasurer" and "Collector" are amended throughout to "Treasurer/Collector."
- 3) The titles "Finance Committee," "Finance and Advisory Committee," "Finance Appropriations Advisory Committee" and "Finance Advisory & Appropriations Committee" are amended throughout to "Finance, Appropriation and Advisory Committee."
- 4) The titles "Superintendent of Streets" and "Highway Supervisor" are amended throughout to "Highway Superintendent."
- 5) References to the Massachusetts General Laws are standardized throughout to the format: MGL c. __, § ____.
- 6) Specific revisions by chapter, as noted below (Text that is underlined is being added; text that is struck out or in brackets is being deleted; chapter numbers refer to the numbering contained in the Final Draft of the Code of the Town of Dudley, dated September 2019, on file with the Town Clerk, but the former chapter numbering as contained in the version of the General Bylaws in effect as of the date of this Town Meeting are noted for convenience and reference purposes only.)

Chapter 1, General Provisions (formerly Article 13)

Section 1-1 is amended as follows: "Whoever shall offend against or fail to comply with any of the provisions of these bylaws, except persons covered in Chapter 68, Officers and Employees, Article I, shall, for each and every offense, where no other penalty is prescribed, forfeit and pay a penalty of not more than ~~\$20~~ \$300 to the use of the Town."

Section 1-5 is amended to change "Superintendent of Sewers" to "Water and Sewer Superintendent" in Subsection C (2) and to revise the first sentence in the section as follows: "The preceding sections notwithstanding, any person violating the provisions of any section of these bylaws which is subject to a specific penalty may be penalized by a noncriminal disposition as provided in MGL c. 40, § 21D, and MGL c. 90C ~~and is subject to Dudley Town bylaws regulating unpermitted smoking.~~"

Section 1-7 is added to read as follows:

§ 1-7. Rules of construction.

Section 26-11A is amended as follows: "Such employment or occupation is not incompatible with the full-time member's employment as a firefighter nor does it tend to bring the Department into disrepute."

Chapter 34, Funds (formerly Article 45)

Section 34-5 is amended as follows: "The Revolving Fund Listing shall be kept on file at the Town Accountant's office and establishes:"

Chapter 68, Officers and Employees (formerly Article 6).

Section 68-2 is amended as follows: " Each Town officer, board, and committee shall annually, on or before the 15th day of March each year, prepare and submit to the Board of Selectmen a report in writing covering clearly and concisely the work of his department for the preceding year and submit annual estimates on or before the ~~first day of February~~ third Friday in January, in accordance with MGL c. 41, § 59."

Section 68-7C (formerly Article 6.9), is deleted and replaced with the following: ~~is amended as follows: "No contract for construction work, whether for repairs or original construction, or for the purchase of apparatus, supplies or materials, the estimated cost of which amounts to \$15,000 \$10,000 or more, except in the case of special emergency involving the health or safety of the people or their property, shall be awarded unless proposals for the same have been invited by the officer, board or committee authorized by the Town to make the contract, by advertisement in a local newspaper published once a week for at least one week before the time specified for the opening of said proposals"~~ Contracts for public works and public building construction, and the purchase of materials and supplies whether or not labor is included shall be undertaken in accordance with the applicable provisions of G.L. Chapter 30B, GL Chapter 30§39M, and G.L. Chapter 149, as they may be amended.

Section 68-13C is amended to change "General Foremen of the Department" to "General Foreman of the Highway Department."

Section 68-14 is amended as follows: "Town Clerk, Treasurer/Collector, Personnel Board, Board of Assessors, Board of Health, Building Inspector, Planning Board and Zoning Board of Appeals, Board of Water and Sewer Commissioners, Conservation Commission and the Board of Selectmen."

Section 68-16 is amended to update the reference to MGL c. 39, § 23B (repealed in 2009) to MGL c. 30A, § 22.

Chapter 74, Personnel Policies and Procedure (formerly Article 32).

Section 74-1 is amended as follows: "This ~~action~~ bylaw is authorized by MGL c. 41, § 108A and 108C, and Article LXXXIX of the Constitution of the Commonwealth."

The definitions of "domestic charitable corporation kennel" and "personal kennel" in § 128-1 are amended to change "the department" to "the Department of Agricultural Resources."

Section 128-2B is amended as follows: "If unaccompanied, the dog must be leashed so as to restrain the dog in such manner that the dog will not go beyond the property of the owner or keeper, unless the dog is securely confined to the premises of the owner or keeper by fencing or appropriate barriers."

Section 128-2E is amended as follows: "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 who is able to properly control its action."

Section 128-3B is amended as follows: "A fee of \$1 established by the Board of Selectmen shall be charged to replace a lost tag."

Section 128-3C is amended as follows: "The Town Clerk shall not issue any license, including 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~~ certification that such dog is exempt from the vaccination requirement or a notarized letter from a veterinarian that either of these certifications was issued relative to such dog."

Section 128-3F is amended to revise the opening sentence as follows: "The annual fee for every animal license [,] or kennel license and all fines relevant to dog control shall be as follows:"; to change "police dog" to "law enforcement dog" in Subsection F (3); and to revise Subsection F (5) as follows: "Each additional dog shall be licensed and pay the fee shall be paid in accordance with this section."

Section 128-3H is amended to change "Dog Officer" to "Animal Control Officer" in the last sentence and to replace the late fee amounts (\$10 for a dog and \$50 for a kennel) with "established by the Board of Selectmen."

Section 128-4 is amended as follows:

To delete the following paragraph (covered by § 128-6D): "Any dog or cat that is not currently vaccinated that bites or scratches any person shall be confined in an approved, adequate boarding facility for a period of not less than 10 days, at the owner's expense."

To revise Subsection A as follows: "Unvaccinated dogs and cats acquired or moved into the Town of Dudley shall be vaccinated within ~~60~~ 30 days or upon reaching the age of six months, whichever occurs first."

To revise Subsection B as follows: "Those dog owners found in violation of the rabies vaccination requirement of MGL c. 140, § 145B, shall, at the owner's expense, have their

Section 139-7 is amended as follows: "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 residency having been established by the Veterans' Agent and subject to the satisfaction and approval of the Cemetery Commissioners."

Chapter 147, Demolition Delay (formerly Article 39).

Section 147-4B is amended as follows: "Every ~~applicant~~ application for a demolition permit shall be made upon a form provided by the Building Inspector and shall be signed by the owner or the owner's agent under the power of attorney."

Chapter 158, Excavations and Fill (formerly Article 17).

Section 158-1 is amended as follows: "The primary intent of this bylaw is to establish guidelines and regulate the removal, importation, and filling of any material for the protection ~~and of~~ human health, public safety, welfare, and the integrity of the natural resources, including aquifers, bodies of water and the wetlands of the Town of Dudley."

Sections 158-4B, 158-11 and 158-12 are amended to change "Building Inspector/Zoning Enforcement Officer" to "Building Inspector."

Chapter 164, Fees (formerly Article 29).

Section 164-3 is amended as follows: "The Conservation Commission, upon receipt of an application, or at any point during the hearing process, ~~the Commission~~ is authorized to require an applicant to pay a fee for the reasonable costs and expenses borne by the Commission for specific expert engineering and other consultant services deemed necessary by the Commission to come to a final decision on the application."

Chapter 195, Junk Dealers and Collectors (formerly Article 7).

Section 195-4 is added to read as follows: "Whoever acts as a collector of, dealer in or keeper of a shop for the purchase, sale or barter of junk, old metals or secondhand articles without a license, or in any other place or manner than that designated in his license or after notice to him that his license has been revoked, or violates any such rule, regulation or restriction, shall forfeit \$20."

Chapter 203, Lakes and Ponds (the following provisions located in the former Article 46).

Section 203-2B is amended as follows: "Ages 10 to ~~14~~ 13 years may operate a powerboat with an accompanying adult."

Section 203-2C is amended as follows: "Ages 14 to ~~16~~ 15 years may operate a powerboat with a Coast Guard certificate or an accompanying adult."

Section 257-21A is amended as follows: "Unless otherwise required by any applicable law, the formula to be used for such assessments shall be to equally apportion such costs to each owner as listed in the records of the Board of Assessors directly abutting along and/or adjacent to the road to be repaired/improved, whether or not such owner's property directly faces or is located along the road ~~where~~ at the specific location of the repairs undertaken pursuant to this article, on the basis of the total costs of such repairs and borrowings."

Chapter 263, Swimming Pools and Hot Tubs (formerly Article 23).

Section 263-5A is amended as follows: " The owner of property ~~have~~ having a fence or other protective enclosure in existence at the time this bylaw is accepted by the Town may seek a special permit from the Planning Board to exempt him from strict compliance with this bylaw."

Chapter 280, Vehicles and Traffic (the following provisions were contained in former Articles 24, 10, 12 and 21).

Section 280-5 is amended as follows: "Restricted hours for on-street parking between November 1 ~~EARTH~~ and March 30, and authorize a schedule of penalties for violations of this bylaw."

Section 280-6 is amended to read as follows:

§ 280-6. Parking in handicapped spaces or fire lanes.

- A. No person shall leave any unauthorized vehicle unattended within a handicapped parking space, including the cross hatch area, designated as reserved for vehicles owned and operated by disabled veterans or handicapped persons, nor in such a manner as to obstruct a curb ramp designed for use by a handicapped person as a means of egress to a street or public way. Any vehicle which is left or parked in violation of the provisions of this section shall be removed in accordance with the provisions of MGL c. 40, § 22D, and any regulations adopted thereunder. The penalty for such violation shall be \$100 for the first offense and \$300 for each subsequent offense.
- B. No person shall leave any vehicle unattended within the limits of private ways furnishing means of access for fire apparatus to any building. The penalty for such violation shall be \$100.

Section 280-7 is amended as follows: "No person, except public safety officials or other town officials or designees while in the performance of his or her duties, shall operate any motorized vehicle or bicycle on the grounds of the sanitary landfill, conservation/rail trails or on or within 15 feet of the base of any publicly owned dam in the Town of Dudley."

Section 280-8 is amended as follows: "No more than one unregistered motor vehicle, assembled or disassembled, shall be kept, stored or allowed to remain on a lot in the Town except by a duly licensed dealer in secondhand motor vehicles licensed under MGL c. 140, § 59, and except as provided in § 280-9A of this article."

Section 294-10H(1)(e) is amended as follows: "The notice of intent submittal for a replication area shall include a detailed plan of replication showing:"

Subsection (9) of the definition of "alter" in § 294-14A is amended as follows: "Changing temperature, biochemical oxygen demand or other physical, ~~biology~~ biological, or chemical characteristics of any waters."

ARTICLE 12– (Treasurer/Collector) – To see if the Town will vote to transfer from various accounts listed below the sum of Eighty Six Thousand Forty Three Dollars and Ninety Cents (\$86,043.90) to the Unemployment Trust Account #0800-000-5780-00, or take any other action relative thereto.

Transfer from following accounts:

Town Accountant Clerk – Account No.: 0001-135-5113-01 in the amount of \$765.47
Treasurer/Collector P.T. – Account No.: 0001-145-5124-01 in the amount of \$5,000
Personnel Clerk – Account No.: 0001-152-5113-01 in the amount of \$529.84
Assistant Town Clerk – Account No.: 0001-161-5113-01 in the amount of \$2,218.00
Conservation Clerk – Account No.: 0001-171-5121-01 in the amount of \$1,244.86
Building/Grounds Laborer – Account No.: 0001-196-5113-01 in the amount of \$4,872.76
Building/Ground Supervisor – Account No.: 0001-196-5114-01 in the amount of \$14,252.74
Building/Grounds P.T – Account No.: 0001-196-5115-01 in the amount of \$2,358.08
Operating Exps. 0001 122 5705 02 in the amount of \$2,984.39
Board of Health Clerk – Account No.: 0001-240-5113-01 in the amount of \$6,590.54
Building Clerk – Account No.: 0001-242-5113-01 in the amount of \$9,012.38
Library Aides – Account No.: 0001-610-5115-01 in the amount of \$25,406.09
IT Communication Exps – Account 0001 136 5781 02 in the amount of \$740.00
IT Communication Exps – Account 0001 136 5781 02 in the amount of \$115.00
IT Communication Exps – Account 0001 136 5781 02 in the amount of \$37.00
Personnel Expenses – Account 0001 152 5700 02 in the amount of \$123.00
Personnel Seminars – Account 0001 152 5710 00 in the amount of \$175.00
Bay Path – Account 0001 320 5650 02 in the amount of \$9,618.75
TOTAL: \$86,043.90

ARTICLE 13– (Town Administrator) – Amend ARTICLE 50 Section 1C - TOWN ADMINISTRATOR – APPOINTMENT, REVIEW, OTHER ACTIVITIES – To see if the Town will vote to amend the Town's General Bylaws, ARTICLE 50 Section 1C – TOWN ADMINISTRATOR –Appointment, Review, Other Activities, by adding the underlined wording as follows, or take any other action relative thereto.

Section 1(c) - Restriction on Other Activities – The Town Administrator shall devote his/her full time to the duties of his/her office and shall be eligible to be appointed to the position of Constable, upon majority vote of the Board of Selectmen and to a term concurrent with Article 50 Section 1(a), and shall be permitted to serve as a Notary Public and Commissioner to Qualify Public Officers, but will 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

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.~~

4). Budget: The Commission may be provided with an annual budget at the discretion of the Board of Selectmen and within the applicable laws of the Commonwealth.

5). Revolving Fund: The Commission may with the approval of the Board of Selectmen design a program which may include a fee for participation. A revolving fund holding a percentage of the fees collected may be established at Town Meeting in accordance with the appropriate Mass. General Law.

6). Grants or Special Funding: The Recreation Commission will be considered part of the Town of Dudley with regards to the application for grants or similar special funding for the purposes of furthering an approved program or goal.

7). Gift Fund: The Commission may with the approval of the Board of Selectmen and within Mass. General Law establish a gift fund.

8). Land: Nothing in this section shall change the ownership, control or regulatory authority of any property in the Town of Dudley.

9). Applicability: Nothing in this section shall change, modify or overrule any Bylaw or delegation of authority in the Town of Dudley. No School, Non-profit or privately run recreational organization shall be affected by this section. Any question of authority will be determined by the Board of Selectmen and/or Town Meeting, or take any other action relative thereto.

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

ARTICLE 19– (Water/Sewer Department) – Water Department PFAS Improvements

Phase 2 – To see if the Town will vote to borrow the sum of Two Hundred Thousand Dollars and Zero Cents (\$200,000.00) or other such amount for work related to preliminary work for permanent treatment of PFAS at the sources at the Pump Station No. 3 and Pump Station No. 6 sites. Work of this Phase will consist of bench scale testing, preliminary Water Treatment Plan design and related work as needs and recommended by Tighe & Bond Engineering, and that any premium received by the Town upon the sale of any bonds or notes approved by this order, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this order in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount or take any other action relative thereto.

ARTICLE 20—(Conservation Commission Acting as Stormwater Authority) –Adopt 2003 Municipal Storm Water Sewer System (MS4) Permit pursuant to The Clean Water Act (Act), U.S.C. § 1319(a)(3), and in accordance with Section 309(a)(5)(A) of the Act, 33 U.S.C. §1319(a)(5)(A) – To see if the Town will vote to add a new section to its General Bylaws, “Prohibition of Illicit Discharges to the Storm Drain System,” in accordance with the 2003 Municipal Storm Water Sewer System (MS4) Permit, with a Chapter number as assigned by the Town Clerk, and further, to vote that the Town may impose a lien upon real property for unpaid costs of abatement required hereunder, including administrative costs, in accordance with G.L. c. 40, §58, or take any other action relative thereto.

PROHIBITION OF ILLICIT DISCHARGES TO THE STORM DRAIN SYSTEM

SECTION 1. PURPOSE

Increased volumes and contamination of storm water lead to impaired water quality and flow in lakes, streams, rivers, wetlands, and groundwater; contamination of drinking water supplies; alteration or destruction of wildlife habitat; and flooding.

The purpose of this bylaw is to safeguard the environment and the health and general welfare of the citizens of the Town of Dudley through the regulation of illicit connections and illicit discharges to the municipal separate storm sewer system (MS4). The objectives of this bylaw are:

- (1) To establish legal authority to carry out all inspection, surveillance and monitoring procedures necessary to ensure compliance with this bylaw;
- (2) To comply with state and federal statutes and regulations related to storm water discharges;

but are not limited to:

- a. Paints, varnishes, and solvents;
 - b. Oil, gasoline, and other automotive fluids;
 - c. Non-hazardous liquid and solid wastes' and yard wastes;
 - d. Refuse, rubbish, garbage, litter, or other discarded or abandoned objects, bylaws, and accumulations;
 - e. Floatables;
 - f. Pesticides, herbicides, and fertilizers;
 - g. Hazardous substances and wastes;
 - h. Sewage, fecal coliform and pathogens;
 - i. Dissolved and particulate metals;
 - j. Animal wastes;
 - k. Wastes and residues that result from constructing a building or structure;
 - l. Noxious or offensive matter of any kind.
- M. **Premises:** Any building, lot, parcel of land, or portion of land whether improved or unimproved including adjacent sidewalks and parking strips.
- N. **Process Wastewater:** Water that comes into direct contact with or results from the production or use of any material, intermediate product, finished product, or waste product in manufacturing or processing.
- O. **Storm Drainage System:** Publicly-owned facilities by which storm water is collected and/or conveyed, including, but not limited to, any roads with drainage systems, municipal streets, gutters, curbs, inlets, piped storm drains, pumping facilities, retention and detention basins, natural and human-made or altered drainage channels, reservoirs, and other drainage structures.
- P. **Storm water:** Any surface flow, runoff, and drainage consisting entirely of water from any form of natural precipitation, and resulting from such precipitation.
- Q. **Storm water Pollution Prevention Plan:** A document which describes the Best Management Practices and activities to be implemented by a person or business to identify sources of pollution or contamination at a site and the actions to eliminate or reduce pollutant discharges to Storm water, Storm water Conveyance Systems, and/or Receiving Waters to the Maximum Extent Practicable.
- R. **Violator:** Any person who has been issued a notice of violation of this bylaw.
- S. **Wastewater:** Any water or other liquid, other than uncontaminated storm water, discharged from a facility.
- T. **Watercourse:** A manmade or natural channel through which water flows, such as a river, brook, or underground stream.
- U. **Waters of the Commonwealth:** All waters within the jurisdiction of the Commonwealth, including without limitation, rivers, streams, lakes, ponds, springs, impoundments, estuaries, wetlands, coastal rivers, and groundwater.

SECTION 3. APPLICABILITY

This bylaw shall apply to all water entering the municipal storm drainage system generated on any developed and undeveloped lands unless explicitly exempted by the Planning Board. The provisions in this bylaw shall take precedence over any conflicting provisions from previous bylaws.

- K. Any non-storm water discharge that is permitted under an NPDES permit, waiver, or waste discharge order issued to the discharger and administered under the authority of the U.S. Environmental Protection Agency, provided that the discharger is in full compliance with all requirements of the permit, waiver, or order and other applicable laws and regulations, and provided that written approval has been granted for any discharge to the MS4.

SECTION 8. SUSPENSION OF MUNICIPAL STORM DRAIN SYSTEM ACCESS

D. Suspension Due to Illicit Discharges in Emergency Situations.

The Conservation Commission may, without prior notice, suspend MS4 discharge access to a person if it is necessary to stop an actual or threatened discharge which presents or may present imminent and substantial danger to the environment, or to the health or welfare of persons, or to the MS4 or waters of the Commonwealth. If the person fails to comply with a suspension order issued in an emergency, the Conservation Commission may take such steps as deemed necessary to prevent or minimize damage to the MS4 or waters of the Commonwealth or to minimize danger to persons.

E. Suspension Due to the Detection of Illicit Discharge.

Any person discharging to the MS4 in violation of this bylaw may have their MS4 access terminated if such termination would abate or reduce an illicit discharge. The Conservation Commission will notify a violator of the proposed termination of its MS4 access. The person may petition the Conservation Commission for a reconsideration and hearing.

SECTION 9. INDUSTRIAL OR CONSTRUCTION ACTIVITY DISCHARGES

Any person subject to an industrial or construction activity NPDES storm water discharge permit shall comply with all provisions of such permit. Proof of compliance with said permit may be required in a form acceptable to the Conservation Commission prior to the allowing of discharges to the MS4.

SECTION 10. MONITORING OF DISCHARGES

A. Applicability.

This section applies to all facilities that have storm water discharges associated with industrial activity, including construction activity.

B. Access to Facilities.

- 1) The Conservation Commission may request to enter and inspect facilities subject to regulation under this bylaw as often as may be necessary to determine compliance with this bylaw. If a discharger has security measures in place which require proper identification and clearance before entry into its premises, the discharger shall make the necessary arrangements to allow access to representatives of the Conservation Commission.
- 2) Facility operators shall allow the Conservation Commission ready access to all parts of the premises for the purposes of inspection, sampling, examination and

use of these structural and non-structural BMPs. Further, any person responsible for a property or premise, which is, or may be, the source of an illicit discharge, may be required to implement, at said person's expense, additional structural and non-structural BMPs to prevent the further discharge of pollutants to the municipal separate storm sewer system. Compliance with all terms and conditions of a valid NPDES permit authorizing the discharge of storm water associated with industrial activity, to the extent practicable, shall be deemed compliance with the provisions of this section. These BMPs shall be part of a storm water pollution prevention plan (SWPP) as necessary for compliance with requirements of the NPDES permit.

SECTION 12. WATERCOURSE PROTECTION

Every person owning property through which a watercourse passes, or such person's lessee, shall not place trash, debris, yard waste, vegetation, or other obstacles that would pollute, contaminate, or significantly retard the flow of water through the watercourse. In addition, the owner or lessee shall maintain existing privately owned structures within or adjacent to a watercourse, so that such structures will not become a hazard to the use, function, or physical integrity of the watercourse.

SECTION 13. NOTIFICATION OF SPILLS

Notwithstanding other requirements of local, state, or federal law, as soon as any person responsible for a facility or operation, or responsible for emergency response for a facility or operation has information of any known or suspected release of materials which are resulting or may result in illegal discharges or pollutants discharging into storm water, the MS4, or waters of the Commonwealth, said person shall take all necessary steps to ensure the discovery, containment, and cleanup of such release in accordance with this bylaw and any regulations promulgated pursuant to this bylaw. In the event of release of hazardous materials from the sanitary sewer, said person shall immediately notify the Board of Health. In the event of release of any other hazardous material, said person shall immediately notify the Fire Department who shall then notify the Conservation Commission. In the event of a release of non-hazardous materials, said person shall notify the Conservation Commission no later than the next business day. Notification of a release to the Conservation Commission shall include all pertinent information regarding the release, including proof of notification to the Massachusetts Department of Environmental Protection, if such notification was required.

SECTION 14. ENFORCEMENT

A. Authorized Agent.

The Conservation Commission and any authorized agents shall enforce the provisions of this bylaw, issue and prosecute violation notices and enforcement orders, and may pursue all criminal and civil remedies for such violations.

B. Orders.

Whenever the Conservation Commission or its authorized agent finds that a person

E. Criminal Penalty.

Any person that has violated or continues to violate this bylaw shall be fined \$300 per offense, the maximum allowable penalty under the Massachusetts General Laws, Chapter 40, Section 21. Each day such violation continues shall constitute a separate offense.

F. Non-Criminal Disposition.

In lieu of enforcement proceedings, penalties, and remedies authorized by this bylaw, the Conservation Commission may elect to use the non-criminal disposition procedure set forth in Massachusetts General Laws, Chapter 40, Section 21D, and the Town's General Bylaws. The penalty shall be \$300 per offense, with each day a violation continues constituting a separate offense.

G. Violations Deemed a Public Nuisance.

In addition to the enforcement processes and penalties provided, any condition caused or permitted to exist in violation of any of the provisions of this bylaw is a threat to public health, safety, and welfare, and is declared and deemed a nuisance, and may be summarily abated or restored at the violator's expense, and/or a civil action to abate, enjoin, or otherwise compel the cessation of such nuisance may be taken.

H. Remedies Not Exclusive.

The remedies listed in this bylaw are not exclusive of any other remedies available under any applicable federal, state or local law and it is within the discretion of the Conservation Commission to seek cumulative remedies.

SECTION 15. SEVERABILITY

The provisions of this bylaw are hereby declared to be severable. If any provision, clause, sentence, or paragraph of this bylaw or the application thereof to any person, establishment, or circumstances shall be held invalid, such invalidity shall not affect the other provisions or application of this bylaw.

SECTION 16. REGULATIONS

The Conservation Commission or selected designee may promulgate after due notice and public hearing Rules and Regulations to effectuate the purposes of this bylaw. Failure by the Conservation Commission or selected designee to promulgate such Rules and Regulations or a legal declaration of their invalidity by a court of law shall not act to suspend or invalidate the effect of this bylaw.

SECTION 17. TRANSITIONAL PROVISIONS

Property owners shall have sixty (60) days from the effective date of the bylaw to comply with its provisions or petition the Conservation Commission for an extension.

ARTICLE 21 – (Board of Selectmen) – Special Legislation Petition - To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for Special Legislation authorizing the Town Administrator to approve all bills, drafts, orders and payrolls under the

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 8th day of June in the year Two Thousand Twenty.

Steven Sullivan, Chairman

John Marsi, Vice-Chairman

Kerry J. Cyganiewicz, Clerk

Paul Joseph

Jason Johnson

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 12th of JUNE 2020. I also observed it posted on the Town's Website and notice of availability on the Dudley Cable Access Channel on the 12th of JUNE 2020.

Thereby making my return to the Dudley Town Clerk on the 12th of JUNE 2020.

Michael Mayol
Constable, Town of Dudley

A True Copy.

Attest: /s/ Lori A. Smith

TOWN OF DUDLEY
ANNUAL SPRING 2020 TOWN MEETING
COMMONWEALTH OF MASSACHUSETTS

As instructed in the preceding warrant, legal voters of the Town of Dudley assembled in the Connie Vanco-Galli Auditorium at Shepherd Hill Regional High School, in said Dudley on Monday, June 22, 2020. The meeting was brought to order at 7:12 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 COVID-19 precautions.

Moderator Christopher Starczewski asked for unanimous consent to recess the Annual Town Meeting for the purpose of opening the Special Town Meeting which has been posted for this evening at 7:00 pm. Hearing no objection the Annual Town Meeting was recessed at 7:22 pm and the Special Town Meeting was opened. The Moderator recognized the Town Clerk to read the service of the warrant. The Moderator then turned the meeting over to Greg Alexander of Turning Point Technology to provide a brief instruction on how to use the clickers to vote on the articles prior to addressing the articles on the Special Town Meeting.

The Moderator reconvened the Annual Town Meeting.

ARTICLE 1- Passed by a Majority to receive the reports of the several Town Officers and all Committees.

ARTICLE 2- Passed by a Majority to hear and act on the recommendations of the Board of Selectmen and the Finance & Appropriation Advisory Committee.

ARTICLE 3- Passed by a Majority to 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 2020.

The FAA recommended that Article 4 be approved as printed in the warrant and transfer funds the sum of Nine Hundred Sixteen Dollars and Thirty-five Cents (\$916.35) from Free Cash Account #0001-000-3590-01 for the purpose set forth in Article 4 of the warrant.

ARTICLE 4 As Declared by the Moderator, Passed with 4/5th Vote to transfer funds in the amount of Nine Hundred Sixteen Dollars and Thirty-five Cents (\$916.35) from Account #0001-000-3590-01 to pay unpaid bills of a prior fiscal year, Occupational Health Services \$418.65; Occupational Health Services \$497.70

ARTICLE 5 Passed by a Majority to close out completed Articles, listed in the Warrant, totaling Seventeen Thousand Eight Hundred Twenty-two Dollars and Forty-nine Cents (\$17,822.49) into Free Cash, Account #0001-000-3590-01.

<u>ACCOUNT #</u>	<u>ITEM</u>	<u>Balance in account</u>
0001 968 5808 00	GASB 45 (MAY 2007)	\$2500.00
0001 969 5828 00	DRESSER HILL (MAY 2015)	\$100.00
0001 969 5831 00	CEMETERY (MAY 2015)	\$600.05
0001 979 5804 00	DMC UNINT. POWER SYS	\$10,001.12
0001 979 5806 00	TOWN BEACH	\$3272.06
0001 979 5807 00	DMC SIGN	\$1345.38
0001 979 5823 00	RECYCLE IMPVT.	\$3.88

TOTAL: \$17,822.49

ARTICLE 6 Passed by a Majority to establish Fiscal Year 2021 spending limits for the revolving funds set forth in Article 45 of the Town's General Bylaws:

Arrest Warrant Services	\$10,000
Animal Care	\$15,000
Board of Health Education Programs	\$ 1,000
Cemetery Fees	\$ 2,000
COA Meals	\$ 5,000
Cruiser Use	\$50,000
Fire Penalties/Violations	\$ 7,500
Fire Outside Details	\$25,000
Firearms Permit Services	\$15,000
Genealogy Services	\$ 3,000
Town Gift Shop	\$ 2,000
Hazardous Materials Collection	\$ 9,000
Inspector Services	\$80,000
Library Lost Books	\$ 5,000
Municipal Hearings	\$ 2,000
Planning Documents	\$ 1,000
Tax Title Fees	\$75,000
Veteran Bricks/Memorial	\$ 6,000
Website	\$ 3,000

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.

The FAA recommended that Article 7 be approved as printed herein including the sources and uses of funds as recommended by the FAA and totaling \$21,081,882 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, 2020, and including payment of debt and interest. The motion was made and seconded.

Article 7 FY 21 - Passed by a Majority 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, 2020, or take any other action relative thereto.

(Note: Fiscal Year 2021 Detail Departmental Expenditures will be available on the Town's website at dudleyma.gov.)

GENERAL FUND	BUDGET FY 2021
ACCOUNTANT	68,509
ASSESSORS	108,692
BUILDING INSPECTOR	29,362
CEMETERY COMMISSION	1
CLERK (TOWN) – (Includes Town Clerk salary of \$58,380.00)	120,921
CONSERVATION	1
COUNCIL ON AGING	101
ECONOMIC DEVELOPMENT COMM	1
FIRE DEPARTMENT	1,108,262
FAA	1
HEALTH	28,701
HIGHWAY	891,980
INFORMATION Tech.	24,880
LIBRARY	304,822
MODERATOR	1
MUNICIPAL EXPENSES	92,239
PLANNING BOARD	44,557
POLICE	1,398,245
RECYCLING	213,014
SELECTMEN	25,586
ADMINISTRATION - TOWN ADMINISTRATOR	294,919
TREASURER/COLLECTOR – (Includes Treasurer/Collector Salary of \$90,330.56)	3,913,603
VETERANS SERVICES	195,084
TOTAL GENERAL FUND:	8,863,480

SCHOOLS	
DUDLEY-CHARLTON REGIONAL	8,880,840
SO. WORCESTER COUNTY REG. VOC.	1,015,131
TOTAL EDUCATION:	9,895,971
TOTAL GENERAL FUND + SCHOOLS	18,759,451
State Assessments (from Cherry Sheet)	34,496
Sub-Total:	18,793,947
ENTERPRISE FUNDS:	
Water Department	1,106,558
Sewer Department	1,041,105
TOTAL ENTERPRISE FUNDS:	2,147,663
TOTAL TOWN BUDGET (with State Assessments):	20,941,610
TOTAL TOWN BUDGET (Less State Assessments):	20,907,114
GENERAL FUND BUDGET REVENUE SOURCES:	
Taxation (Real property, personal property taxes)	12,531,577
New Growth	95,000
Debt Exclusions	1,210,426
State Aid & Reimbursements	2,112,587
Free Cash	71,776
Stabilization Fund	0
Local Receipts	2,912,853
Sub-Total Revenue Sources:	18,934,219
WATER & SEWER REVENUES (Enterprise Funds):	
SEWER FUNDING: FROM SEWER FEES & CHARGES \$1,041,104.91	
WATER FUNDING: FROM WATER FEES & CHARGES \$1,106,557.82	2,147,663
*(Note: W/S Total Budget: \$1,975,594.33 + \$172,068.40 Indirect Costs included = \$2,147,662.73)	
GRAND TOTAL FUNDING SOURCES:	21,081,882
TOTAL BUDGET EXPENSES:	
Total Budget (including schools + Water and Sewer w/o Assessments)	20,907,114
State & County & Regional Assessments	34,496
State Assessment: Cherry Sheet Offset	20,272
Overlay – Assessors	120,000
GRAND TOTAL TOWN BUDGET:	21,081,882

FAA defers to the Planning Board. Dan Edmondson of the Planning Board made a motion to approve Article 8 as printed. Motion was seconded.

Steven Sullivan, Board of Selectman Chair, stated that this does not permanently alter the mill conversation overlay district bylaw and that future applications will be considered on a case by case basis and the Selectmen unanimously voted to recommend this article be passed as written.

Patrick Flynn of Lyons Road asked Mr. Sullivan to clarify that was not a permanent change.

Mr. Sullivan stated that it would not give a blanket approval of any project and that they would be considered on a case by case based on their own merit if they requested a waiver.

Mr. Flynn stated that he is reading this article as that it will allow for a different use as long as it is approved by a special waiver. Mr. Sullivan stated that was correct. Dan Edmonson explained the proposed amendment would authorize the Planning Board to grant waivers in two instances: 1) to waive the requirement that multi-family housing must be part of a mixed use development; and 2) to waive the requirement that ten percent (10%) of the dwelling units must be restricted to low and moderate income households. In considering a waiver, the proposed amendment requires the Board of Selectmen to review the development and submit a favorable recommendation to the Planning Board. The Planning Board will have the discretion to grant the waivers if they conform to strict standards set forth in the article. The Board may grant a waiver by a majority vote, but must still approve the special permit for the development by a super majority vote. These provisions provide strong leverage to maximize public benefits of the project.

Mr. Flynn asked if this bylaw change is being proposed for this one use or is it to benefit the whole town. Bill Scanlon, Town Planner, further explained the process and stated that any business in the mill conversion overlay district could apply for the special waiver.

John Briare, 16 Flaxfield Road, provided some background information on the mill conversion overlay district and asked for support of this article. Mr. Sullivan mentioned the mill on Schofield Ave. and Ethan Allen's being successful as the Selectmen had the foresight to place it on the Town Meeting.

Mr. Flynn stated that he does not support this because it makes it more restrictive by requiring a special permit for all others who have the right now to do something and would now have to file for a special permit, and meeting a 5 point test, if this bylaw change passes. He said that it is not business friendly as it will cost more money and time.

Mr. Sullivan urged for the passage of this article as he is concerned if this doesn't go through we may lose the mill which was built in 1865.

As there was no further discussion the moderator moved the question which needs to pass by a 2/3 vote.

ARTICLE 8- As Declared by the Moderator, Motion Failed as it did not achieve a 2/3rds vote to Amend Zoning Bylaw Section 3.10.00 -Mill Conversion Overlay District (Stevens Linen Mill – Recommended by Planning Board at April 22, 2020 Public Hearing: To see if the Town will vote to amend the Dudley Zoning Bylaws, Section 3.10.00, Mill Conversion Overlay District. by amending Subsections 3.10.05, 3.10.07.L and 3.10.10 by deleting text that is

struck-through and inserting text that is underlined as follows, or take any other action relative thereto:

Subsection 3.10.05 Permitted Uses

Within a MCP, residential use or assisted living facility shall be permitted in conjunction with one or more of the following specified non-residential uses, by special permit:

- A. Commercial (restaurant, retail, or office establishment);
- B. Institutional (museum, educational use, charitable or philanthropic institution, municipal use, club or lodge);
- C. Recreational (indoor commercial recreation); ~~and~~
- D. Appropriate accessory uses; or
- E. Residential (multi-family housing or apartment building) not in conjunction with one or more of the above-specified non-residential uses may be allowed upon the grant of a waiver by the Planning Board. An Applicant may, in conjunction with filing a complete application for a Special Permit for a MCP, submit a written request to the Board of Selectmen and Planning Board seeking a waiver from the requirements for residential use in conjunction with one or more non-residential uses as set forth in this Subsection. The waiver request shall first be submitted to the Board of Selectmen for a favorable recommendation to the Planning Board. Following receipt of such favorable recommendation from the Board of Selectmen, the Planning Board may grant such waiver by a majority vote. Such waiver shall be based upon a favorable finding of one or more of the following factors which consider the extent to which a proposed Mill Conversion Project (MCP):
 - will preserve some or all of an historic building(s);
 - is suitable for the site for the proposed use(s);
 - serves the social, economic, or housing needs of the Town;
 - is compatible with the character of neighboring properties; and
 - impacts the Town's fiscal responsibilities; including impact on Town services, tax base, and employment.

3.10.07 Standards

L. Affordable Dwelling Units: For a period not less than thirty (30) years, a minimum of ten percent (10%) of the total number of dwelling units shall be restricted to persons qualifying as low or moderate income in accordance with the Massachusetts Department of Housing and Community Development definitions of low and moderate income. The following additional criteria shall apply:

1. Affordable units shall be integrated into the overall development of the MCP so as to prevent the physical segregation of units.
2. Town Counsel shall approve the use restriction or re-sale controls as to form. The restriction or re-sale controls shall adequately specify material provisions for affordability, monitoring and enforcement. A right of first refusal upon the transfer of such restricted ownership units shall be granted to the Dudley Housing Authority for a period not less than one hundred- twenty (120) days after notice thereof.
3. If no federal or state subsidy is used to fund the creation of the affordable units, the Planning Board may require the applicant to submit an application to the Local

Initiatives Program so that the units can be added to the Chapter 40B Subsidized Housing Inventory maintained by the Massachusetts Department of Housing and Community Development (DHCD).

4. An Applicant may, in conjunction with filing a complete application for a Special Permit for a MCP, submit a written request to the Board of Selectmen and Planning Board seeking a waiver from the requirements for Affordable Dwelling Units as set forth in this Subsection. The waiver request shall first be submitted to the Board of Selectmen for a favorable recommendation to the Planning Board. Following receipt of such favorable recommendation from the Board of Selectmen, the Planning Board may grant such waiver by a majority vote. Such waiver shall be based upon a favorable finding of one or more of the following factors which consider the extent to which a proposed Mill Conversion Project (MCP):
 - will preserve some or all of an historic building(s);
 - is suitable for the site for the proposed use(s);
 - serves the social, economic, or housing needs of the Town;
 - is compatible with the character of neighboring properties; and
 - impacts the Town's fiscal responsibilities; including impact on Town services, tax base, and employment.

3.10.10 Action by the Planning Board

The Planning Board must act on the special permit application within ninety (90) days of ~~submittal of the completed application~~ the close of the public hearing. A four-fifths (4/5) vote of the Planning Board shall be required to grant the special permit. The Planning Board may grant a special permit for a Mill Conversion project if it determines that the proposed project complies with the requirements of this Bylaw. The Planning Board shall consider the following when making its determination:

- Degree to which the proposed project complies with the goals of the *Dudley, Massachusetts Master Plan*;
- Suitability of the site for the proposed use(s);
- Impact on traffic and pedestrian flow and safety;
- Adequacy of utilities and other public services;
- Impact on the neighborhood visual character;
- Impact on the natural environment; and
- Potential fiscal impact; including impact on Town services, tax base and employment.

FAA Chairman Michael Mayotte made a motion to approve Article 9 to approve the sum of \$260,000.00 for the purpose set forth in Article 9 of the warrant, and that to fund this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said amount pursuant to G.L. c.44§7 or 8, or any other enabling authority and to issue bonds and notes of the Town therefor. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of the costs approved by this vote, in accordance with G.L.c.44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. The motion was seconded.

ARTICLE 9 – As Declared by the Moderator, Passed by a 2/3rds Majority – Ambulance Replacement – To see if the Town will vote to borrow the sum of Two Hundred Sixty Thousand Dollars and Zero Cents (\$260,000.00), or such other sum to cover the costs associated with the purchase of one ambulance and related equipment, as recommended by the Capital Improvement Planning Committee.

There was discussion as whether we were going to borrow the money, debt exclusion or prop 2 ½. Jon Ruda stated that the approval of this article would authorize the town to borrow, it would not raise taxes. The town would need to vote for a Debt Exclusion at a later date.

ARTICLE 10 – Passed by a Majority – To see if the Town will vote to renumber and recaption the General Bylaws of the Town by (a) assigning a chapter/article number to each of the General Bylaws; (b) renumbering each section of each bylaw accordingly; (c) inserting chapter, article, section and subsection titles; and (d) updating internal references to reflect the new numbering system, all as set forth in the Final Draft of the Code of the Town of Dudley, dated September 2019, on file with the Town Clerk, and available on the Town's website at www.dudleyma.gov, or take any other action relative thereto.

ARTICLE 11 – Passed by a Majority – Codification of General Bylaws and Revisions - To see if the Town will vote to adopt the following changes to the General Bylaws as set forth in the Final Draft of the Code of the Town of Dudley, dated September 2019, on file with the Town Clerk, and available on the town's website at www.dudleyma.gov , or take any other action relative thereto.

- 1) The following bylaws are repealed: Article 33, Fiscal Year, of the General Bylaws, adopted May 21, 1990 (subject matter is covered by MGL c. 44, § 56), and Article 41, Investment Policy, of the General Bylaws adopted June 19, 2006.
- 2) The titles "Treasurer" and "Collector" are amended throughout to "Treasurer/Collector."
- 3) The titles "Finance Committee," "Finance and Advisory Committee," "Finance Appropriations Advisory Committee" and "Finance Advisory & Appropriations Committee" are amended throughout to "Finance, Appropriation and Advisory Committee."
- 4) The titles "Superintendent of Streets" and "Highway Supervisor" are amended throughout to "Highway Superintendent."
- 5) References to the Massachusetts General Laws are standardized throughout to the format: MGL c. __, § ____.
- 6) Specific revisions by chapter, as noted below (Text that is underlined is being added; text that is struck out or in brackets is being deleted; chapter numbers refer to the numbering contained in the Final Draft of the Code of the Town of Dudley, dated September 2019,

on file with the Town Clerk, but the former chapter numbering as contained in the version of the General Bylaws in effect as of the date of this Town Meeting are noted for convenience and reference purposes only.)

Chapter 1, General Provisions (formerly Article 13)

Section 1-1 is amended as follows: "Whoever shall offend against or fail to comply with any of the provisions of these bylaws, except persons covered in Chapter 68, Officers and Employees, Article I, shall, for each and every offense, where no other penalty is prescribed, forfeit and pay a penalty of not more than ~~\$20~~ \$300 to the use of the Town."

Section 1-5 is amended to change "Superintendent of Sewers" to "Water and Sewer Superintendent" in Subsection C (2) and to revise the first sentence in the section as follows: "The preceding sections notwithstanding, any person violating the provisions of any section of these bylaws which is subject to a specific penalty may be penalized by a noncriminal disposition as provided in MGL c. 40, § 21D, and MGL c. 90C ~~and is subject to Dudley Town bylaws regulating unpermitted smoking.~~"

Section 1-7 is added to read as follows:

§ 1-7. Rules of construction.

- A. Within these bylaws, words importing the singular number may extend and be applied to several persons or things, words importing the plural number may include the singular, and words importing one gender shall include the other gender and the neuter.
- B. Headings and captions are for reference purposes only as an aid to the reader and are not substantive provisions of the bylaws. They are not legally adopted parts of the bylaws as voted by Town Meeting and shall not be used in the interpretation of the bylaws.
- C. Historical information (adoption and amendment dates) and cross-references appearing in brackets and footnotes are not part of the bylaws and have been inserted for reference purposes only.

Chapter 4, Agricultural Advisory Committee (formerly Article 44).

Section 4-1 is amended to revise the first sentence as follows: "The purpose of this bylaw is 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 of Selectmen on how the Town can best support farming in Dudley."

Chapter 19, Economic Development Committee (formerly Article 47).

Section 19-3B is amended as follows: "The Economic Development Committee shall have the ability to appoint two alternate members who will serve for a term of three years. The appointed alternate members will be nonvoting members when a full ~~board~~ Committee is present for a meeting."

Chapter 23, Finance, Appropriation and Advisory Committee (formerly Article 5).

Section 23-1 is amended as follows: "~~The term already means once a person is appointed to the~~ Finance, Appropriation and Advisory Committee[,] may appoint members to serve on Town committees that require such service by either Town vote or by Town bylaw."

Section 23-4 is amended as follows: "It shall be the duty of the FAA Committee to consider the annual budget submitted to the FAA by the Board of Selectmen and add another column to the Town Administrator's prepared statement giving the amounts which in its opinion shall be appropriated for the ensuing year, and ~~shall the Committee may~~ prepare a statement giving explanations and suggestions in relation to the proposed appropriations as it may deem expedient and report thereon as provided in § 23-7 below."

Section 23-5 is amended to correct the reference to "Chapter 40, Section of MGL" to MGL c. 40, § 6.

Chapter 26, Fire Department (formerly Article 40).

Section 26-11A is amended as follows: "Such employment or occupation is not incompatible with the full-time member's employment as a firefighter nor does it tend to bring the Department into disrepute."

Chapter 34, Funds (formerly Article 45)

Section 34-5 is amended as follows: "The Revolving Fund Listing shall be kept on file at the Town Accountant's office and establishes:"

Chapter 68, Officers and Employees (formerly Article 6).

Section 68-2 is amended as follows: " Each Town officer, board, and committee shall annually, on or before the 15th day of March each year, prepare and submit to the Board of Selectmen a report in writing covering clearly and concisely the work of his department for the preceding year and submit annual estimates on or before the ~~first day of February~~ third Friday in January, in accordance with MGL c. 41, § 59."

Section 68-7C (formerly Article 6.9), is deleted and replaced with the following: ~~is amended as follows: "No contract for construction work, whether for repairs or original construction, or for the purchase of apparatus, supplies or materials, the estimated cost of which amounts to \$15,000 \$10,000 or more, except in the case of special emergency involving the health or safety of the people or their property, shall be awarded unless proposals for the same have been invited by the officer, board or committee authorized by the Town to make the contract, by advertisement in a~~

~~local newspaper published once a week for at least one week before the time specified for the opening of said proposals~~” Contracts for public works and public building construction, and the purchase of materials and supplies whether or not labor is included shall be undertaken in accordance with the applicable provisions of G.L. Chapter 30B, GL Chapter 30§39M, and G.L. Chapter 149, as they may be amended.

Section 68-13C is amended to change "General Foremen of the Department" to "General Foreman of the Highway Department."

Section 68-14 is amended as follows: "Town Clerk, Treasurer/Collector, Personnel Board, Board of Assessors, Board of Health, Building Inspector, Planning Board and Zoning Board of Appeals, Board of Water and Sewer Commissioners, Conservation Commission and the Board of Selectmen."

Section 68-16 is amended to update the reference to MGL c. 39, § 23B (repealed in 2009) to MGL c. 30A, § 22.

Chapter 74, Personnel Policies and Procedure (formerly Article 32).

Section 74-1 is amended as follows: "This ~~action~~ bylaw is authorized by MGL c. 41, § 108A and 108C, and Article LXXXIX of the Constitution of the Commonwealth."

Section 74-4A(3) is amended as follows: "Review and ~~analysis~~ analyze personnel procedures and administrative practices."

Chapter 82, Records and Reports (formerly Article 41).

Section 82-1A is amended as follows: "The Annual Town Reports shall be ~~printed in book form~~ and made available on or before April 25 and contain."

Chapter 95, Town Meetings (formerly Article 1).

Section 95-4A is amended as follows: "Every Town Meeting for the election of officers by official ballot shall promptly at the appointed time for such meeting be called to order by the proper presiding officer."

Section 95-7A is amended as follows: "In any building in which a Town Meeting is held, campaign postings, exhibitions, ~~circulations~~, and circulation or distribution of materials, including posters, stickers, cards, handbills, placards, pictures or circulars, shall not be allowed inside the building or within 50 feet of the main building entrance."

Section 95-7C is amended as follows: "The fine for violation of this bylaw shall be ~~not more than~~ \$20 for each offense."

Chapter 112, Agriculture (formerly Article 51).

Section 112-4 is amended as follows: "In the event of conflict between this bylaw and all other Town regulations, this bylaw shall take precedence. In the event of conflict between this bylaw and federal or state law, federal or state law shall take precedence ~~respectfully~~ respectively."

Chapter 117, Alarm Systems (formerly Article 36).

Section 117-5 is amended to delete the following sentence: "Penalties and fines structure may be changed and updated from time to time by the Board of Selectmen following a public hearing."

Chapter 120, Alcoholic Beverages (the following provision located in former Article 11).

Section 120-1 is amended as follows: "No license in any form shall be granted by the Selectmen ~~or Licensing Board~~ for the sale of alcoholic beverages at any location within the Town within 500 feet of any church or school premises."

Chapter 124, Amusement Devices (the following provision located in former Article 11).

Section 124-3 is amended as follows: "Any violation of any of the provisions of this bylaw shall for each and every offense forfeit and pay penalty of ~~not more than~~ \$20 to the use of the Town."

Chapter 128, Animals (formerly Article 27).

The definitions of "domestic charitable corporation kennel" and "personal kennel" in § 128-1 are amended to change "the department" to "the Department of Agricultural Resources."

Section 128-2B is amended as follows: "If unaccompanied, the dog must be leashed so as to restrain the dog in such manner that the dog will not go beyond the property of the owner or keeper, unless the dog is securely confined to the premises of the owner or keeper by fencing or appropriate barriers."

Section 128-2E is amended as follows: "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 who is able to properly control its action."

Section 128-3B is amended as follows: "A fee of ~~\$1~~ established by the Board of Selectmen shall be charged to replace a lost tag."

Section 128-3C is amended as follows: "The Town Clerk shall not issue any license, including 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~~ certification that such dog is exempt from the vaccination requirement or a notarized letter from a veterinarian that either of these certifications was issued relative to such dog."

Section 128-3F is amended to revise the opening sentence as follows: "The annual fee for every animal license [,] or kennel license ~~and all fines relevant to dog control~~ shall be as follows:"; to change "police dog" to "law enforcement dog" in Subsection F (3); and to revise Subsection F (5) as follows: "Each additional dog shall be licensed and ~~pay~~ the fee shall be paid in accordance with this section."

Section 128-3H is amended to change "Dog Officer" to "Animal Control Officer" in the last sentence and to replace the late fee amounts (\$10 for a dog and \$50 for a kennel) with "established by the Board of Selectmen."

Section 128-4 is amended as follows:

To delete the following paragraph (covered by § 128-6D): "Any dog or cat that is not currently vaccinated that bites or scratches any person shall be confined in an approved, adequate boarding facility for a period of not less than 10 days, at the owner's expense."

To revise Subsection A as follows: "Unvaccinated dogs and cats acquired or moved into the Town of Dudley shall be vaccinated within ~~60~~ 30 days or upon reaching the age of six months, whichever occurs first."

To revise Subsection B as follows: "Those dog owners found in violation of the rabies vaccination requirement of MGL c. 140, § 145B, shall, at the owner's expense, have their dogs properly vaccinated by a licensed veterinarian within 10 days of said violation and will receive a fine of ~~\$50~~ \$100."

To change "Animal Inspector" to "Animal Control Officer" in Subsection D.

To revise Subsection H as follows: "Any owner or keeper of any animal in the Town of Dudley who has received written notice of quarantine and does not comply with said quarantine order, or if the quarantined animal is found outside the approved enclosure of its owner or keeper and not under his/her immediate care, shall be subject to an immediate order to ~~destroy or order to be housed~~ the animal or to house the animal at an approved boarding facility at the owner's expense."

To revise Subsection I as follows: "It shall be the duty of the Animal ~~Inspector~~ Control Officer to investigate and enforce the provisions of this bylaw[,], and to give written notice to the Board of Health, ~~Animal Control Officer~~ and the animal owner in regards to all quarantines."

Sections 128-5A and 128-6A are amended to change "Animal Control Officer/Animal Inspector" to "Animal Control Officer."

Section 128-8 is amended as follows: "If written complaint is made to the Board of Selectmen or Chief of Police regarding a vicious or dangerous dog or excessive barking/howling or a dog which in any other manner disturbs the peace and quiet of any neighborhood or endangers the

safety of any person or animal, such complaint shall be acted upon in conformance with MGL 140, §§ 157 and 158."

Section 128-12B is amended as follows: "The owner or keeper of any dog or cat impounded under the provisions of this bylaw may redeem such dog or cat provided the owner or keeper shows proof of a current rabies vaccination before the dog or cat is released."

Section 128-13 is amended as follows: "Notwithstanding any provisions of the General Laws to the contrary, any Animal Control Officer who takes cognizance of a violation of this bylaw; or failure to license animals pursuant to MGL c. 140 and this bylaw; or failure to obtain a ~~residential kennel or commercial kennel~~ license; or failure to vaccinate against rabies pursuant to MGL c. 140, § 145B, may issue or mail a notice of complaint of violation of ~~municipal dog control~~ this bylaw to the owner or keeper of such animal."

Chapter 139, Cemetery (formerly Article 26).

Section 139-1 is amended as follows: "Any reconveyance of ~~the lot or~~ a lot deeded by the Town shall require the Cemetery Commissioners and the Town Clerk to be notified of such transfer and a fee will be charged in accordance with MGL c. 262, § 34, Clause 78, and the records shall be open to the public at all reasonable times."

Section 139-7 is amended as follows: "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 residency having been established by the Veterans' Agent and subject to the satisfaction and approval of the Cemetery Commissioners."

Chapter 147, Demolition Delay (formerly Article 39).

Section 147-4B is amended as follows: "Every ~~applicant~~ application for a demolition permit shall be made upon a form provided by the Building Inspector and shall be signed by the owner or the owner's agent under the power of attorney."

Chapter 158, Excavations and Fill (formerly Article 17).

Section 158-1 is amended as follows: "The primary intent of this bylaw is to establish guidelines and regulate the removal, importation, and filling of any material for the protection ~~and~~ of human health, public safety, welfare, and the integrity of the natural resources, including aquifers, bodies of water and the wetlands of the Town of Dudley."

Sections 158-4B, 158-11 and 158-12 are amended to change "Building Inspector/Zoning Enforcement Officer" to "Building Inspector."

Chapter 164, Fees (formerly Article 29).

Section 164-3 is amended as follows: "The Conservation Commission, upon receipt of an application, or at any point during the hearing process, ~~the Commission~~ is authorized to require an applicant to pay a fee for the reasonable costs and expenses borne by the Commission for specific expert engineering and other consultant services deemed necessary by the Commission to come to a final decision on the application."

Chapter 195, Junk Dealers and Collectors (formerly Article 7).

Section 195-4 is added to read as follows: "Whoever acts as a collector of, dealer in or keeper of a shop for the purchase, sale or barter of junk, old metals or secondhand articles without a license, or in any other place or manner than that designated in his license or after notice to him that his license has been revoked, or violates any such rule, regulation or restriction, shall forfeit \$20."

Chapter 203, Lakes and Ponds (the following provisions located in the former Article 46).

Section 203-2B is amended as follows: "Ages 10 to ~~14~~ 13 years may operate a powerboat with an accompanying adult."

Section 203-2C is amended as follows: "Ages 14 to ~~16~~ 15 years may operate a powerboat with a Coast Guard certificate or an accompanying adult."

Chapter 210, Licenses (the following provisions located in the former Article 46).

The definition of "party" in § 210-1 is amended as follows: "Any person, corporation or business enterprise that has neglected or refused to pay any local taxes, fees, assessments, betterments or other municipal charges ~~for not less than 12 months~~."

Section 210-2 is amended to delete "for a twelve-month period" from the end of Subsection A; to delete "for not less than a twelve-month period" from Subsection B; and to revise Subsection C as follows:

The Town Treasurer/Collector shall annually, and may quarterly or sooner, furnish to each licensing authority of the Town of Dudley a copy of the master list. Upon receipt of the master list, the licensing authority may, in accordance with the terms of this ~~ordinance~~ bylaw, deny, revoke or suspend any license or permit, including renewals and transfers of the same, of any party whose name appears on the master list. If the ~~Board~~ licensing authority determines that any activity, event or other matter which is the ~~object~~ subject of such license or permit is to be carried out or exercised on or about real estate owned by any party who appears on said list furnished by the Town Treasurer/Collector, then the licensing authority may deny, revoke or suspend any license or permit or refuse to transfer the same.

Section 210-3C is amended to change "the Board" to "the licensing authority."

Section 210-5 is amended to change "license authority" to "licensing authority."

Chapter 250, Solid Waste (the following provision is new – Chapter 250 contains the former Article 35).

Section 250-2 is added to read as follows: "The penalty for violation of this bylaw shall be as provided in § 1-5 of the General Bylaws."

Chapter 257, Streets and Sidewalks (the following provision is new – Chapter 257 contains the former Articles 8 and 12.1).

Section 257-9 is amended as follows: "No person shall meddle with any hydrant, gate, gate box, or water pipe placed or located within the limit of any public way in this Town without the permission from the Water and Sewer Superintendent ~~of the Water Department~~ or any member of the Board of Water and Sewer Commissioners."

Section 257-14C is amended as follows: "The improvements that are needed will be determined by the Highway ~~Department~~ Superintendent or designee, Planning Board, ~~consultant~~ or its designee, Town Engineer and the Selectmen or their designee."

Section 257-19 is amended as follows: "Failure to comply with this bylaw shall subject property owners to a fine of ~~not more than~~ \$25 per day for each offense."

Section 257-21A is amended as follows: "Unless otherwise required by any applicable law, the formula to be used for such assessments shall be to equally apportion such costs to each owner as listed in the records of the Board of Assessors directly abutting along and/or adjacent to the road to be repaired/improved, whether or not such owner's property directly faces or is located along the road ~~where~~ at the specific location of the repairs undertaken pursuant to this article, on the basis of the total costs of such repairs and borrowings."

Chapter 263, Swimming Pools and Hot Tubs (formerly Article 23).

Section 263-5A is amended as follows: " The owner of property ~~have~~ having a fence or other protective enclosure in existence at the time this bylaw is accepted by the Town may seek a special permit from the Planning Board to exempt him from strict compliance with this bylaw."

Chapter 280, Vehicles and Traffic (the following provisions were contained in former Articles 24, 10, 12 and 21).

Section 280-5 is amended as follows: "Restricted hours for on-street parking between November 1 ~~EARTH~~ and March 30, and authorize a schedule of penalties for violations of this bylaw."

Section 280-6 is amended to read as follows:

§ 280-6. Parking in handicapped spaces or fire lanes.

- A. No person shall leave any unauthorized vehicle unattended within a handicapped parking space, including the cross hatch area, designated as reserved for vehicles owned and

operated by disabled veterans or handicapped persons, nor in such a manner as to obstruct a curb ramp designed for use by a handicapped person as a means of egress to a street or public way. Any vehicle which is left or parked in violation of the provisions of this section shall be removed in accordance with the provisions of MGL c. 40, § 22D, and any regulations adopted thereunder. The penalty for such violation shall be \$100 for the first offense and \$300 for each subsequent offense.

- B. No person shall leave any vehicle unattended within the limits of private ways furnishing means of access for fire apparatus to any building. The penalty for such violation shall be \$100.

Section 280-7 is amended as follows: "No person, except public safety officials or other town officials or designees while in the performance of his or her duties, shall operate any motorized vehicle or bicycle on the grounds of the sanitary landfill, conservation/rail trails or on or within 15 feet of the base of any publicly owned dam in the Town of Dudley."

Section 280-8 is amended as follows: "No more than one unregistered motor vehicle, assembled or disassembled, shall be kept, stored or allowed to remain on a lot in the Town except by a duly licensed dealer in secondhand motor vehicles licensed under MGL c. 140, § 59, and except as provided in § 280-9A of this article."

Section 280-9A is amended as follows: "The Selectmen may issue a permit to keep, store or allow more than one such vehicle on a lot after holding a public hearing thereon, first causing at least seven days' notice of the time, place and subject matters of such hearing to be given at the expense of the applicant by publication in a newspaper of general circulation in the Town and to the owners of property shown on the Assessor's most recent valuation list as the owners of the property abutting said lot."

Chapter 287, Water and Sewers (the following provisions were contained in the former Article 18).

Section 287-1 is amended to change "Water and/or Sewer Department" to "Water and Sewer Department."

Section 287-2 is amended as follows:

No article for water or sewer line extension shall be submitted to a Town warrant unless the Water and Sewer Department[s,] ~~as pertains to their respective Departments,~~ shall have contacted and notified all abutters of the proposed water or sewer line and the said Water ~~or~~ and Sewer Department shall have obtained agreement thereto in writing from the owners of 66 2/3% of the assessable frontage, said agreements to be certified by the Board of Assessors and filed with the Town Clerk. If however, the water line or sewer line is necessary for the health, safety or comfort of the Town or for the proper maintenance of the Water and Sewer

Department[s], then the article may be submitted without obtaining written agreement from the abutters.

Section 287-3 is amended to change "Sewer Commission" to "Board of Water and Sewer Commissioners."

Sections 287-8 and 287-11 are amended to change "Board of Water Commissioners" to "Board of Water and Sewer Commissioners."

Chapter 294, Wetlands Protection (formerly Article 43).

Section 294-5A(1) is amended to change the site evaluation fee from \$150 to \$200.

Section 294-5A(2) and 294-9A(1) are amended to change "Conservation Consultant" to "Wetland Consultant."

Section 294-9B(7)(a) is amended as follows: "Each day or portion thereof during which a violation continues, or unauthorized fill or other alteration remains in place, shall constitute a separate offense, ~~with~~ and each provision of the bylaw, regulations, permits or administrative order(s) violated shall constitute a separate offense."

Section 294-10H(1)(e) is amended as follows: "The notice of intent submittal for a replication area shall include a detailed plan of replication showing:"

Subsection (9) of the definition of "alter" in § 294-14A is amended as follows: "Changing temperature, biochemical oxygen demand or other physical, ~~biology~~ biological, or chemical characteristics of any waters."

FAA Chairman, Michael Mayotte, made a motion to transfer the sum of \$86,043.90 from the various accounts listed in the warrant to the Unemployment Trust Account #0800-000-5780-00. The motion was seconded.

ARTICLE 12– Passed by a Majority– To see if the Town will vote to transfer from various accounts listed below the sum of Eighty Six Thousand Forty Three Dollars and Ninety Cents (\$86,043.90) to the Unemployment Trust Account #0800-000-5780-00, or take any other action relative thereto.

Transfer from following accounts:
Town Accountant Clerk – Account No.: 0001-135-5113-01 in the amount of \$765.47
Treasurer/Collector P.T. – Account No.: 0001-145-5124-01 in the amount of \$5,000
Personnel Clerk – Account No.: 0001-152-5113-01 in the amount of \$529.84
Assistant Town Clerk – Account No.: 0001-161-5113-01 in the amount of \$2,218.00
Conservation Clerk – Account No.: 0001-171-5121-01 in the amount of \$1,244.86
Building/Grounds Laborer – Account No.: 0001-196-5113-01 in the amount of \$4,872.76
Building/Ground Supervisor – Account No.: 0001-196-5114-01 in the amount of \$14,252.74
Building/Grounds P.T – Account No.: 0001-196-5115-01 in the amount of \$2,358.08

Operating Exps. 0001 122 5705 02 in the amount of \$2,984.39
Board of Health Clerk – Account No.: 0001-240-5113-01 in the amount of \$6,590.54
Building Clerk – Account No.: 0001-242-5113-01 in the amount of \$9,012.38
Library Aides – Account No.: 0001-610-5115-01 in the amount of \$25,406.09
IT Communication Exps – Account 0001 136 5781 02 in the amount of \$740.00
IT Communication Exps – Account 0001 136 5781 02 in the amount of \$115.00
IT Communication Exps – Account 0001 136 5781 02 in the amount of \$37.00
Personnel Expenses – Account 0001 152 5700 02 in the amount of \$123.00
Personnel Seminars – Account 0001 152 5710 00 in the amount of \$175.00
Bay Path – Account 0001 320 5650 02 in the amount of \$9,618.75
TOTAL: \$86,043.90

ARTICLE 13– Passed by a Majority – Amend ARTICLE 50 Section 1C - TOWN ADMINISTRATOR – APPOINTMENT, REVIEW, OTHER ACTIVITIES – To see if the Town will vote to amend the Town’s General Bylaws, ARTICLE 50 Section 1C – TOWN ADMINISTRATOR –Appointment, Review, Other Activities, by adding the underlined wording as follows, or take any other action relative thereto.

Section 1(c) - Restriction on Other Activities – The Town Administrator shall devote his/her full time to the duties of his/her office and shall be eligible to be appointed to the position of Constable, upon majority vote of the Board of Selectmen and to a term concurrent with Article 50 Section 1(a), and shall be permitted to serve as a Notary Public and Commissioner to Qualify Public Officers, but will 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, or take any other action relative thereto.

ARTICLE 14- Passed by a Majority - To see if the Town will vote to amend ARTICLE 38 – CAPITAL IMPROVEMENT COMMITTEE, by striking out and adding the bold text as follows:

The Board of Selectmen shall establish and appoint a committee to be known as the Capital Improvement Planning Committee, composed of one member of the Board of Selectmen, one member of the Finance Committee, the Town Treasurer and four members at large. The Town Administrator, Town Treasurer/Collector and the Town Accountant shall be ex-officio Committee members **without the right to vote**. The Committee shall choose its own officers.

ARTICLE 15- Passed by a Majority - Amend ARTICLE 52 –RECREATION COMMISSION - To see if the Town will vote to amend the Town’s General Bylaws, **ARTICLE 52 -RECREATION COMMISSION**, by striking out and adding the bold text as follows:

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.~~ **The Committee shall operate within the Commonwealth's guidelines and the Town of Dudley's requirements for a Town Committee.**

~~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 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 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.~~

4). Budget: The Commission may be provided with an annual budget at the discretion of the Board of Selectmen and within the applicable laws of the Commonwealth.

5). Revolving Fund: The Commission may with the approval of the Board of Selectmen design a program which may include a fee for participation. A revolving fund holding a percentage of the fees collected may be established at Town Meeting in accordance with the appropriate Mass. General Law.

6). Grants or Special Funding: The Recreation Commission will be considered part of the Town of Dudley with regards to the application for grants or similar special funding for the purposes of furthering an approved program or goal.

7). Gift Fund: The Commission may with the approval of the Board of Selectmen and within Mass. General Law establish a gift fund.

8). Land: Nothing in this section shall change the ownership, control or regulatory authority of any property in the Town of Dudley.

9). Applicability: Nothing in this section shall change, modify or overrule any Bylaw or delegation of authority in the Town of Dudley. No School, Non-profit or privately run recreational organization shall be affected by this section. Any question of authority will be determined by the Board of Selectmen and/or Town Meeting, or take any other action relative thereto.

Note: if this article and article 11 are approved by Town Meeting and the Massachusetts Attorney General, the revisions made under this article will appear in the recodified General Bylaws in Chapter 85 "Recreation Commission."

FAA Chairman, Michael Mayotte, made a motion to accept Article 16 to appropriate the sum of \$5,225,000.00 for the purpose set forth in Article 16 of the warrant, and that to fund this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said amount pursuant to G.L.c.44§ 7 or 8, or any other enabling authority and to issue bonds and notes of the Town therefor. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs approved by this vote, in accordance with G.L.c.44§20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. Motion was seconded.

Scott Zajkowski, 8 Catherine Street, Chairman of the Water/Sewer Commission spoke in favor of this article and to ask for approval. The Town has been approved by the Cleanwater Trust to borrow this money to make the improvements to the water system. We have been approved at a low interest rate with a minimum of 13% principal forgiveness which would amount to approximately \$700,000.00 which would not need to be paid back. Other grant opportunities would be available to the town if we were part of this program. Two of the three projects

included are mandated by DEP and the other is Mason Road which is a major trunk line feeding a big section of our community for our system that is constantly in need of repair of leaks and breaks. These improvements need to be made. Scott stated that they may ask for this to be debt excluded on a future ballot. In any case the Water/Sewer Commission is preparing to have the ability to pay for this within their rates, although it would be difficult it needs to be done.

John Briare of Flaxfield Road spoke in favor of this article. He stated that the Economic Development Committee identified the lack of infrastructure in town as a major reason for lack of development.

Patrick Flynn of Lyons Road asked for this article to be table until the fall meeting for when we have more information. Jon Ruda stated that what we are voting on tonight is to fix the infrastructure and reiterated that tonight's vote is only for authorization to borrow. William Conley Sr., 143 Charlton Road, Water/Sewer Commissioner also spoke in favor of this article.

Greg Chojnacki, Eagle Drive and Ms. Stevens, 70 Eagle Dr. both spoke in favor of voting down this article.

Richard Carmignani, 49 Airport Road, Treasurer, asked for this article to be approved as there are several debts coming off the books, such as Healy Road/Dudley-Oxford Road. We need to approve this project or the town will be removed from the approved list and will need to start all over again and reapply.

George Patrinos, 4 Sabaj Way, Water/Sewer Superintendent, also spoke in favor of this article and stated that the town used to have three working wells and are now down to 2 and may be down to 1. If this happens we will be in real trouble if we do not take action.

Patrick Flynn, Lyons Road, stated that he supports this article after hearing all of the facts.

ARTICLE 16– As Declared by the Moderator, Passed by a 2/3rds Majority– Water Infrastructure Project – To see if the Town will vote to borrow the sum of Five Million Two Hundred Twenty Five Thousand Dollars and Zero Cents (\$5,225,000.00), or such other sum to cover costs associated with the construction of the Drinking Water System Improvements Project consisting of: Modifications to the Main Pump Station No. 1, Mason Road and Mason Road Extension Water Main replacement, water storage tank rehabilitation for the Bates Road Water Storage Tank and the Dresser Hill Road Water Storage Tank, and all other related improvements; to determine whether this appropriation shall be raised by borrowing from the Massachusetts Clean Water Trust or otherwise, and recommended by the Capital Improvement Planning Committee, and that any premium received by the Town upon the sale of any bonds or

notes approved by this order, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this order in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount or to take any other action relative thereto.

FAA Chairman, Michael Mayotte, made a motion to accept Article 17 to appropriate the sum of \$1,300,000.00 for the purpose set forth in Article 17 of the warrant, and that to fund this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said amount pursuant to G.L.c.44§ 7 or 8, or any other enabling authority and to issue bonds and notes of the Town therefor. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs approved by this vote, in accordance with G.L.c.44§20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. Motion was seconded.

Scott Zajkowski, 8 Catherine Street, Water/Sewer Commission Chair spoke in favor of this article. He stated that for two to three years the Commission has been working with DEP on a mandated Inflow and Infiltration Study (I&I Study) to identify problems with the sewer lines. They have pin pointed the problem areas and now is mandated to fix it. 100% of the cost of this project will be paid for by the sewer users.

Richard Carmignani, 49 Airport Road, Town Treasurer also spoke in favor of this article. Tighe & Bond has been working closely with the Water/Sewer Commissioners on this I & I Study.

ARTICLE 17– As Declared by the Moderator, Passed with a 2/3rds Majority –Sewer Infrastructure Project – To see if the Town will vote to borrow the sum of One Million Three Hundred Thousand and Zero Cents (\$1,300,000.00) or other such sum, for the construction of the Dudley Infiltration and Inflow (I/I) Mitigation Construction Project consisting of: sewer rehabilitation including cured in place pipe lining, manhole lining and service lateral lining to mitigate infiltration and inflow (I/I) in the Town’s collection systems; to determine whether this appropriation shall be raised by borrowing from the Massachusetts Clean Water Trust or otherwise, and approved by the Capital Improvement Planning Committee, and that any premium received by the Town upon the sale of any bonds or notes approved by this order, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this order in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount or take any other action relative thereto.

FAA Chairman, Michael Mayotte, made a motion to accept Article 18 to appropriate the sum of \$1,000,000.00 for the purpose set forth in Article 18 of the warrant, and that to fund this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said amount pursuant to G.L.c.44§ 7 or 8, or any other enabling authority and to issue bonds and notes of the Town therefor. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs approved by this vote, in accordance with G.L.c.44§20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. Motion was seconded.

Scott Zajkowski, 8 Catherine Street, Water/Sewer Commission Chair spoke in favor of this article. In the testing of the wells PFAS was identified in the water shed around station 3. DEP is mandating this going to be mandating addressing this and is working with the Water/Sewer Commission. Scott stated that this will be paid for within the Sewer budget and has principal forgiveness as well.

ARTICLE 18 –As Declared by the Moderator, Passed with a 2/3rds Majority – Water Department PFAS Improvements Phase 1 – To see if the Town will vote to borrow the sum of One Million Dollars and Zero Cents (\$1,000,000.00) or other such amount, to design and construction related to connecting Pump Station No. 3 site to the Pump Station No. 6 site with a transmission water main and associated work related to blending Pump Station No 3 site water with the Pump Station No. 6 water prior to entering the water distribution system for purposes of blending water quality of PFAS levels and related work as needs as recommended by Tighe & Bond Engineering, and that any premium received by the Town upon the sale of any bonds or notes approved by this order, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this order in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount or take any other action relative thereto.

FAA Chairman, Michael Mayotte, by a majority vote to accept Article 19 to appropriate the sum of \$200,000.00 for the purpose set forth in Article 19 of the warrant, and that to fund this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said amount pursuant to G.L.c.44§ 7 or 8, or any other enabling authority and to issue bonds and notes of the Town therefor. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs approved by this vote, in accordance with G.L.c.44§20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. Motion was made and seconded.

Scott Zajkowski, 8 Catherine St., Water/Sewer Commission Chair spoke in favor of this article and stated that they will continue to work with Tighe & Bond to find the best option for Dudley. The costs will be paid for within the Sewer budget.

ARTICLE 19– As Declared by the Moderator, Passed with a 2/3rds Majority – Water Department PFAS Improvements Phase 2 – To see if the Town will vote to borrow the sum of Two Hundred Thousand Dollars and Zero Cents (\$200,000.00) or other such amount for work related to preliminary work for permanent treatment of PFAS at the sources at the Pump Station No. 3 and Pump Station No. 6 sites. Work of this Phase will consist of bench scale testing, preliminary Water Treatment Plan design and related work as needs and recommended by Tighe & Bond Engineering, and that any premium received by the Town upon the sale of any bonds or notes approved by this order, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this order in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount or take any other action relative thereto.

ARTICLE 20—Passed by Majority –Adopt 2003 Municipal Storm Water Sewer System (MS4) Permit pursuant to The Clean Water Act (Act), U.S.C. § 1319(a)(3), and in accordance with Section 309(a)(5)(A) of the Act, 33 U.S.C. §1319(a)(5)(A) – To see if the Town will vote to add a new section to its General Bylaws, “Prohibition of Illicit Discharges to the Storm Drain System,” in accordance with the 2003 Municipal Storm Water Sewer System (MS4) Permit, with a Chapter number as assigned by the Town Clerk, and further, to vote that the Town may impose a lien upon real property for unpaid costs of abatement required hereunder, including administrative costs, in accordance with G.L. c. 40, §58, or take any other action relative thereto.

PROHIBITION OF ILLICIT DISCHARGES TO THE STORM DRAIN SYSTEM

SECTION 1. PURPOSE

Increased volumes and contamination of storm water lead to impaired water quality and flow in lakes, streams, rivers, wetlands, and groundwater; contamination of drinking water supplies; alteration or destruction of wildlife habitat; and flooding.

The purpose of this bylaw is to safeguard the environment and the health and general welfare of the citizens of the Town of Dudley through the regulation of illicit connections and illicit discharges to the municipal separate storm sewer system (MS4). The objectives of this bylaw are:

- (1) To establish legal authority to carry out all inspection, surveillance and monitoring procedures necessary to ensure compliance with this bylaw;
- (2) To comply with state and federal statutes and regulations related to storm water discharges;
- (3) To prevent pollutants from entering the MS4 by storm water discharges;

- (4) To prohibit illicit connections and discharges to the MS4 and;
- (5) To require the removal of such illicit connections.

SECTION 2. DEFINITIONS

For the purposes of this bylaw, the following terms shall mean:

- A. **Best Management Practices (BMPs):** Schedules of activities, prohibitions of practices, general good housekeeping practices, pollution prevention and educational practices, maintenance procedures, and other management practices to prevent or reduce the discharge of pollutants directly or indirectly to storm water, receiving waters, or storm water conveyance systems. BMPs also include treatment practices, operating procedures, and practices to control site runoff, spillage or leaks, sludge or water disposal, or drainage from raw materials storage.
- B. **Clean Water Act:** The Federal Water Pollution Control Act (33 U.S.C. § 1251 et seq.), and any subsequent amendments thereto.
- C. **Construction Activity:** Activities subject to NPDES Construction Permits that result in a land disturbance of greater than or equal to one acre. This shall also include disturbances less than one acre if that disturbance is part of a larger common plan of development or sale that would disturb one or more acres. This would include any land disturbance resulting from but not limited to, clearing and grubbing, grading, excavating, and demolition.
- D. **Hazardous Materials:** Any material, including any substance, waste, or combination thereof, which because of its quantity, concentration, or physical, chemical, or infectious characteristics may cause, or significantly contribute to, a substantial present or potential hazard to human health, safety, property, or the environment when improperly treated, stored, transported, disposed of, or otherwise managed.
- E. **Illegal Discharge:** Any direct or indirect non-storm water discharge to the MS4, except as exempted in Section 8 of this bylaw.
- F. **Illicit Connections:** A surface or subsurface drain or conveyance which allows an illicit discharge into the MS4, including, but not limited to, sewage, process wastewater or wash water, and any connections from indoor drains, sinks, or toilets, regardless of whether said connection was previously allowed, permitted, or approved before the effective date of this bylaw.
- G. **Industrial Activity:** Activities and facilities subject to NPDES Industrial Permits as defined in 40 CFR, Section 122.26 (b) (14).
- H. **MS4:** Municipal Separate Storm Sewer Systems, also known as the municipal storm drain system.
- I. **National Pollutant Discharge Elimination System (NPDES) Storm water Discharge Permit:** A permit issued by U.S. Environmental Protection Agency or jointly with the State of Massachusetts under authority delegated pursuant to 33 USC § 1342(b) that authorizes the discharge of pollutants to waters of the United States.
- J. **Non-Storm water Discharge:** Any discharge to the MS4 that is not composed entirely of storm water.
- K. **Person:** Any individual, association, organization, partnership, firm, corporation or other entity recognized by law and acting as either the owner or as the owner's agent.
- L. **Pollutant:** Anything which causes or contributes to pollution. Pollutants may include, but are not limited to:

- a. Paints, varnishes, and solvents;
 - b. Oil, gasoline, and other automotive fluids;
 - c. Non-hazardous liquid and solid wastes` and yard wastes;
 - d. Refuse, rubbish, garbage, litter, or other discarded or abandoned objects, bylaws, and accumulations;
 - e. Floatables;
 - f. Pesticides, herbicides, and fertilizers;
 - g. Hazardous substances and wastes;
 - h. Sewage, fecal coliform and pathogens;
 - i. Dissolved and particulate metals;
 - j. Animal wastes;
 - k. Wastes and residues that result from constructing a building or structure;
 - l. Noxious or offensive matter of any kind.
- M. **Premises:** Any building, lot, parcel of land, or portion of land whether improved or unimproved including adjacent sidewalks and parking strips.
- N. **Process Wastewater:** Water that comes into direct contact with or results from the production or use of any material, intermediate product, finished product, or waste product in manufacturing or processing.
- O. **Storm Drainage System:** Publicly-owned facilities by which storm water is collected and/or conveyed, including, but not limited to, any roads with drainage systems, municipal streets, gutters, curbs, inlets, piped storm drains, pumping facilities, retention and detention basins, natural and human-made or altered drainage channels, reservoirs, and other drainage structures.
- P. **Storm water:** Any surface flow, runoff, and drainage consisting entirely of water from any form of natural precipitation, and resulting from such precipitation.
- Q. **Storm water Pollution Prevention Plan:** A document which describes the Best Management Practices and activities to be implemented by a person or business to identify sources of pollution or contamination at a site and the actions to eliminate or reduce pollutant discharges to Storm water, Storm water Conveyance Systems, and/or Receiving Waters to the Maximum Extent Practicable.
- R. **Violator:** Any person who has been issued a notice of violation of this bylaw.
- S. **Wastewater:** Any water or other liquid, other than uncontaminated storm water, discharged from a facility.
- T. **Watercourse:** A manmade or natural channel through which water flows, such as a river, brook, or underground stream.
- U. **Waters of the Commonwealth:** All waters within the jurisdiction of the Commonwealth, including without limitation, rivers, streams, lakes, ponds, springs, impoundments, estuaries, wetlands, coastal rivers, and groundwater.

SECTION 3. APPLICABILITY

This bylaw shall apply to all water entering the municipal storm drainage system generated on any developed and undeveloped lands unless explicitly exempted by the Planning Board. The provisions in this bylaw shall take precedence over any conflicting provisions from previous bylaws.

SECTION 4. AUTHORITY

This bylaw is adopted under the authority granted by the Home Rule Amendment of the Massachusetts Constitution and the Home Rule Procedures Act and pursuant to the regulations set forth in the federal Clean Water Act found at 40 CFR 122.34.

SECTION 5. RESPONSIBILITY FOR ADMINISTRATION AND ENFORCEMENT

The Conservation Commission shall administer, implement, and enforce the provisions of this bylaw. The Chairman of the Conservation Commission may delegate, in writing, any powers granted or duties of the Conservation Commission to its employees or agents.

SECTION 6. PROHIBITED ACTIVITIES

A. Prohibition of Illegal Discharges.

No person shall discharge or cause to be discharged into the MS4 or watercourses any materials, including, but not limited to, pollutants or waters containing any pollutants set forth in this bylaw.

B. Prohibition of Illicit Connections.

No person shall construct, maintain, use, or allow the continued existence of illicit connections to the MS4, regardless of whether the illicit connection was permissible under law, regulation, or custom at the time of connection.

C. Obstruction of MS4.

No person shall obstruct or interfere with the normal flow of storm water into or out of the MS4 without prior written approval from the Conservation Commission.

SECTION 7. EXEMPTIONS

The following discharges are exempt from discharge prohibitions established by this bylaw, unless the discharge is determined by the Conservation Commission or the United States Environmental Protection Agency (USEPA) to be a significant contributor of a pollutant to the MS4, in which case the following discharges may be subject to the terms of this bylaw:

- A. Water line and hydrant flushing;
- B. Flow from potable water sources;
- C. Flow from landscape irrigation or lawn watering;
- D. Wastewater from non-commercial washing of vehicles;
- E. Flow resulting from firefighting activities;
- F. Dechlorinated water from swimming pools (if dechlorinated to less than one part per million chlorine);
- G. Uncontaminated water originating from residential pumping including air conditioning condensation and water from exterior fountain or footing drains (not including active groundwater dewatering systems);
- H. Diverted stream flows, rising ground water, ground water infiltration to storm drains, springs, or natural flow from riparian habitats or wetlands;
- I. Dye testing, given a verbal notification to the Conservation Commission prior to the time of testing;
- J. Discharges specified in writing by the Conservation Commission as being necessary to protect public health and safety; and
- K. Any non-storm water discharge that is permitted under an NPDES permit, waiver, or

waste discharge order issued to the discharger and administered under the authority of the U.S. Environmental Protection Agency, provided that the discharger is in full compliance with all requirements of the permit, waiver, or order and other applicable laws and regulations, and provided that written approval has been granted for any discharge to the MS4.

SECTION 8. SUSPENSION OF MUNICIPAL STORM DRAIN SYSTEM ACCESS

D. Suspension Due to Illicit Discharges in Emergency Situations.

The Conservation Commission may, without prior notice, suspend MS4 discharge access to a person if it is necessary to stop an actual or threatened discharge which presents or may present imminent and substantial danger to the environment, or to the health or welfare of persons, or to the MS4 or waters of the Commonwealth. If the person fails to comply with a suspension order issued in an emergency, the Conservation Commission may take such steps as deemed necessary to prevent or minimize damage to the MS4 or waters of the Commonwealth or to minimize danger to persons.

E. Suspension Due to the Detection of Illicit Discharge.

Any person discharging to the MS4 in violation of this bylaw may have their MS4 access terminated if such termination would abate or reduce an illicit discharge. The Conservation Commission will notify a violator of the proposed termination of its MS4 access. The person may petition the Conservation Commission for a reconsideration and hearing.

SECTION 9. INDUSTRIAL OR CONSTRUCTION ACTIVITY DISCHARGES

Any person subject to an industrial or construction activity NPDES storm water discharge permit shall comply with all provisions of such permit. Proof of compliance with said permit may be required in a form acceptable to the Conservation Commission prior to the allowing of discharges to the MS4.

SECTION 10. MONITORING OF DISCHARGES

A. Applicability.

This section applies to all facilities that have storm water discharges associated with industrial activity, including construction activity.

B. Access to Facilities.

- 1) The Conservation Commission may request to enter and inspect facilities subject to regulation under this bylaw as often as may be necessary to determine compliance with this bylaw. If a discharger has security measures in place which require proper identification and clearance before entry into its premises, the discharger shall make the necessary arrangements to allow access to representatives of the Conservation Commission.
- 2) Facility operators shall allow the Conservation Commission ready access to all parts of the premises for the purposes of inspection, sampling, examination and copying of records that must be kept under the conditions of an NPDES permit to

discharge storm water, and the performance of any additional duties as defined by state and federal law.

- 3) The Conservation Commission shall have the right to set up on any permitted facility such devices as are necessary in the opinion of the Conservation Commission to conduct monitoring and/or sampling of the facility's storm water discharge.
- 4) The Conservation Commission has the right to require the discharger to install monitoring equipment as necessary. The facility's sampling and monitoring equipment shall be maintained at all times in a safe and proper operating condition by the discharger at its own expense. All devices used to measure storm water flow and quality shall be calibrated to ensure their accuracy.
- 5) Any temporary or permanent obstruction to safe and easy access to the facility to be inspected and/or sampled shall be promptly removed by the operator at the written or oral request of the Conservation Commission and shall not be replaced. The costs of clearing such access shall be borne by the operator.
- 6). Unreasonable delays in allowing the Conservation Commission access to a permitted facility is a violation of a storm water discharge permit and of this bylaw. A person who is the operator of a facility with a NPDES permit to discharge storm water associated with industrial activity commits an offense if the person denies the Conservation Commission reasonable access to the permitted facility for the purpose of conducting any activity authorized or required by this bylaw.
- 6) If the Conservation Commission has been refused access to any part of the premises from which storm water is discharged, and he/she is able to demonstrate probable cause to believe that there may be a violation of this bylaw, or that there is a need to inspect and/or sample as part of a routine inspection and sampling program designed to verify compliance with this bylaw or any order issued hereunder, or to protect the overall public health, safety, and welfare of the community, then the Conservation Commission may seek issuance of a search warrant from any court of competent jurisdiction.

SECTION 11. REQUIREMENT TO PREVENT, CONTROL, AND REDUCE STORMWATER POLLUTANTS BY THE USE OF BEST MANAGEMENT PRACTICES

The Conservation Commission will adopt requirements identifying Best Management Practices for any activity, operation, or facility which may cause or contribute to pollution or contamination of storm water, the MS4, or waters of the Commonwealth. The owner or operator of a commercial or industrial establishment shall provide, at their own expense, reasonable protection from accidental discharge of prohibited materials or other wastes into the MS4 or watercourses through the use of these structural and non-structural BMPs. Further, any person responsible

for a property or premise, which is, or may be, the source of an illicit discharge, may be required to implement, at said person's expense, additional structural and non-structural BMPs to prevent the further discharge of pollutants to the municipal separate storm sewer system. Compliance with all terms and conditions of a valid NPDES permit authorizing the discharge of storm water associated with industrial activity, to the extent practicable, shall be deemed compliance with the provisions of this section. These BMPs shall be part of a storm water pollution prevention plan (SWPP) as necessary for compliance with requirements of the NPDES permit.

SECTION 12. WATERCOURSE PROTECTION

Every person owning property through which a watercourse passes, or such person's lessee, shall not place trash, debris, yard waste, vegetation, or other obstacles that would pollute, contaminate, or significantly retard the flow of water through the watercourse. In addition, the owner or lessee shall maintain existing privately owned structures within or adjacent to a watercourse, so that such structures will not become a hazard to the use, function, or physical integrity of the watercourse.

SECTION 13. NOTIFICATION OF SPILLS

Notwithstanding other requirements of local, state, or federal law, as soon as any person responsible for a facility or operation, or responsible for emergency response for a facility or operation has information of any known or suspected release of materials which are resulting or may result in illegal discharges or pollutants discharging into storm water, the MS4, or waters of the Commonwealth, said person shall take all necessary steps to ensure the discovery, containment, and cleanup of such release in accordance with this bylaw and any regulations promulgated pursuant to this bylaw. In the event of release of hazardous materials from the sanitary sewer, said person shall immediately notify the Board of Health. In the event of release of any other hazardous material, said person shall immediately notify the Fire Department who shall then notify the Conservation Commission. In the event of a release of non-hazardous materials, said person shall notify the Conservation Commission no later than the next business day. Notification of a release to the Conservation Commission shall include all pertinent information regarding the release, including proof of notification to the Massachusetts Department of Environmental Protection, if such notification was required.

SECTION 14. ENFORCEMENT

A. Authorized Agent.

The Conservation Commission and any authorized agents shall enforce the provisions of this bylaw, issue and prosecute violation notices and enforcement orders, and may pursue all criminal and civil remedies for such violations.

B. Orders.

Whenever the Conservation Commission or its authorized agent finds that a person has violated a prohibition or failed to meet a requirement of this bylaw, it may order

compliance by written notice of violation to the responsible person. Such notice may require without limitation:

- 1) The performance of monitoring, analyses, and reporting;
- 2) The elimination of illicit connections or discharges;
- 3) That violating discharges, practices, or operations shall cease and desist;
- 4) The abatement or remediation of storm water pollution of contamination hazards and the restoration of any affected property; and
- 5) Payment of a fine to cover administrative and remediation costs; and
- 6) The implementation of source control or treatment BMPs.

If abatement of a violation and/or restoration of affected property are required, the notice shall set forth a deadline within which such remediation or restoration must be completed. If elimination of illicit connections or discharges is required as abatement, such elimination must be completed within sixty (60) days from the identification of the illicit connection or discharge. The Conservation Commission may, for good cause extend the time for compliance after written request. If an extension beyond 60 days is necessary, the violator must submit to the Conservation Commission a written schedule for expeditious elimination of the illicit discharge at least ten (10) days prior to the 60-day deadline. The violator shall provide a monthly progress report to the Conservation Commission summarizing the status of the elimination schedule. In the interim period, the violator may be required to take reasonable and prudent measures to minimize the discharge of pollutants to and from the MS4.

Should the violator fail to remediate or restore within a timeframe deemed reasonable by the Conservation Commission the work will be done by a designated governmental agency or a contractor and the expense thereof shall be charged to the violator.

Within thirty (30) days after abatement of the violation, the violator will be notified of the cost of abatement, including administrative costs. The violator may file a written protest objecting to the amount of the assessment within thirty (30) days of receipt of the notification of costs incurred. If the amount due is not paid within a timely manner, as determined by the decision of the Conservation Commission or its designated agent, or by the expiration of the time in which to file an appeal, the Conservation Commission may impose a municipal charges lien on the property pursuant to Massachusetts General Laws Chapter 40, Section 58.

C. Appeals.

The decisions or orders of the Conservation Commission or its designated agent shall be final. Further relief shall be to a court of competent jurisdiction.

D. Civil Relief.

If a person has violated or continues to violate the provisions of this bylaw, the Conservation Commission may petition for a preliminary or permanent injunction restraining the person from activities which would create further violations or compelling the person to perform abatement or remediation of the violation.

E. Criminal Penalty.

Any person that has violated or continues to violate this bylaw shall be fined \$300 per offense, the maximum allowable penalty under the Massachusetts General Laws, Chapter 40, Section 21. Each day such violation continues shall constitute a separate offense.

F. Non-Criminal Disposition.

In lieu of enforcement proceedings, penalties, and remedies authorized by this bylaw, the Conservation Commission may elect to use the non-criminal disposition procedure set forth in Massachusetts General Laws, Chapter 40, Section 21D, and the Town's General Bylaws. The penalty shall be \$300 per offense, with each day a violation continues constituting a separate offense.

G. Violations Deemed a Public Nuisance.

In addition to the enforcement processes and penalties provided, any condition caused or permitted to exist in violation of any of the provisions of this bylaw is a threat to public health, safety, and welfare, and is declared and deemed a nuisance, and may be summarily abated or restored at the violator's expense, and/or a civil action to abate, enjoin, or otherwise compel the cessation of such nuisance may be taken.

H. Remedies Not Exclusive.

The remedies listed in this bylaw are not exclusive of any other remedies available under any applicable federal, state or local law and it is within the discretion of the Conservation Commission to seek cumulative remedies.

SECTION 15. SEVERABILITY

The provisions of this bylaw are hereby declared to be severable. If any provision, clause, sentence, or paragraph of this bylaw or the application thereof to any person, establishment, or circumstances shall be held invalid, such invalidity shall not affect the other provisions or application of this bylaw.

SECTION 16. REGULATIONS

The Conservation Commission or selected designee may promulgate after due notice and public hearing Rules and Regulations to effectuate the purposes of this bylaw. Failure by the Conservation Commission or selected designee to promulgate such Rules and Regulations or a legal declaration of their invalidity by a court of law shall not act to suspend or invalidate the effect of this bylaw.

SECTION 17. TRANSITIONAL PROVISIONS

Property owners shall have sixty (60) days from the effective date of the bylaw to comply with its provisions or petition the Conservation Commission for an extension.

Steven Sullivan, Board of Selectman, supports Article 21 as it streamlines the process.

John Briare, Flaxfield Road stated that while this article appears harmless it takes away the checks and balances to protect the town.

Mr. Sullivan stated that it does not restrict the Boards ability to review any invoices and documents.

ARTICLE 21 – As Declared by the Moderator, Article Failed – Special Legislation Petition

- To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for Special Legislation authorizing the Town Administrator to approve all bills, drafts, orders and payrolls under the authority of the Board of Selectmen, and sign warrants for payment on behalf of the Board of Selectmen, notwithstanding any general or special law to the contrary, and subject to the provision that the Town Administrator shall make available to said Board any records of such actions on a regular basis and as the Board may require; 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.

Steven Sullivan, Board of Selectman, supports this article as it streamlines the process.

John Briare, Flaxfield Road stated that while this article appears harmless it takes away the checks and balances to protect the town.

Mr. Sullivan stated that it does not restrict the Boards ability to review any invoices and documents.

FAA unanimously recommends Article 22 be approved. Motion made and seconded. This article is for FY 2020.

ARTICLE 22 – Passed by Majority– To see if the Town will vote to transfer the sum of Five Thousand Dollars and Zero Cents (\$5,000.00) from the Firearms Services Revolving Fund Account #0910-000-5780-00 to the Police Overtime Account #0001-210-5131-01, to offset costs incurred during the fiscal year, or take any other action relative thereto.

Michael Mayotte, FAA Chairman, deferred Article 23 to the Planning Board. Richard Clark of the Planning Board made a motion to accept Article 23 as written. Motion was seconded.

Steven Sullivan, Board of Selectmen Chair, spoke in favor of this article and said that currently there is no mechanism in place to access escrow funds if a developer walks away. This article is to make sure that this doesn't happen.

ARTICLE 23- Passed by Majority - To see if the Town will vote to accept the twelfth paragraph of G.L. c. 41, §81U, under which the Town may spend up to \$100,000 of a surety posted to secure the construction of ways and the installation of municipal services in a subdivision approved under the Subdivision Control Law, without appropriation but with the approval of the Board of Selectmen, in order to complete work as specified in the approved

subdivision plan relative to the construction of ways and the installation of municipal services, or take any other action relative thereto.

ARTICLE 24- Passed by Majority – Acceptance of fourth paragraph of MGL Chapter 40, §5B - To see if the Town will vote to accept the fourth paragraph of G.L. c 40, §5B, under which the Town may dedicate, without further appropriation, all, or a percentage not less than 25 per cent, of particular fees, charges or other receipts to any stabilization fund established under G.L c. 40, §5B, to be effective for Fiscal Year commencing July 1, 2020, or take any other action relative thereto.

ARTICLE 25 – As Declared by the Moderator, Passed by 2/3rds Majority – Discontinue Chestnut Street Ext. as a Public Way- To see if the town will vote to discontinue as a public way the portion of Chestnut Street Extension shown as “Chestnut S. Ext.” on a plan entitled “Plan for Diamond Match Co. of Webster Lumber & Supply Co. Dudley - Mass”, dated April 16, 1941, prepared by J.R. Kleindienst, recorded with the Worcester South District Registry of Deeds in Plan Book 118, Plan 10, which parcel runs from its intersection with the southerly line of Oxford Street to the parcel of land shown on said plan as ‘Boston & Albany R.R. Leased to Webster Lumber & Supply Co’., and to transfer the care, custody and control of said discontinued portion from the Board of Selectmen for public way purposes to the Board of Selectmen for the purpose of conveyance, and, further, to authorize the Board of Selectmen to convey and release all right, title and interest of the Town in said portion on such terms and conditions, and for such consideration, which may be minimal consideration, as the Board deems appropriate, or take any other action relative thereto.

Michael Mayotte made a motion to adjourn at 9:32 pm. Motion was seconded. Passed by a Majority.

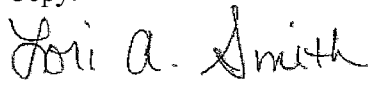
Brought to order at 7:12 p.m.

Adjourned: 9:32 p.m.

Voters Present: 92

Action Taken on Articles 1-25

A True Copy.

Attest: 
Lori A. Smith, Dudley Town Clerk

Seal

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 you 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 2020 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 as Assessor Clerk on July 10, 2020.

The office maintained 5,064 real estate parcels and 37 personal property accounts. The new growth valuation for real estate and personal property amounted to \$8,078,895 which generated an additional \$109,065 in tax revenues. The tax rate was set at \$13.06 per thousand of valuation.

During FY2020, assessors granted 174 real estate tax exemptions for widows and widowers, elderly persons, veterans and others. Assessors committed 13,631 motor vehicle excise tax bills and 167 boat excise bills and processed 443 abatements during the year.

Recapitulation sheet data for Fiscal 2020 is as follows:

Appropriations.....	\$ 21,985,967.55
Estimated Receipts & Other Revenue.....	\$ 8,382,876.55
Real & Personal Property Tax Levy.....	\$ 13,767,721.31
Real Estate Valuations.....	\$1,029,203,124.00
Personal Property Valuations.....	\$ 24,986,869.00
Total Real & Personal Property Values.....	\$1,054,189,993.00
Overlay.....	\$ 116,451.31
Estimated Cherry Sheet Receipts.....	\$ 2,112,587.00
Estimated Local Receipts.....	\$ 3,151,711.00
Enterprise Funds Estimated Receipts	\$ 2,240,074.57
Free Cash & Other Available Funds.....	\$ 878,503.98
Snow & Ice Deficit.....	\$ 0.00
Single Tax Rate.....	\$ 13.06

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, 3.2%; Industrial, 2.6%, and Personal Property 2.4%.

Respectfully submitted,

Lisa L. Berg

Lisa L. Berg, MAA
Principal Assessor

TOWN OF DUDLEY
MASSACHUSETTS
OFFICE OF THE INSPECTOR OF BUILDINGS

Nelson Burlingame
Inspector of Buildings

Dudley Municipal Complex
71 West Main Street Suite 309
Dudley MA 01571



Phone (508) 949-8012

Fax: (508) 949-8031

Report of the Building Commissioner - 2020

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

The mission of the Department of Inspectional Services is to contribute to the protection of the public through the enforcement of all Massachusetts building, plumbing, and electrical codes, Mass. General and Zoning Laws, and the Town of Dudley's General and Zoning Bylaws.

Our office issues and reviews permits, inspects construction sites, and in conjunction with the Fire Department, conducts periodic inspections of restaurants and other places of assembly. We handle numerous zoning issues, such as complaints, buildable lot verification, business certificates, sign permits and also address zoning questions and concerns.

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

A total of **826** permits were issued in 2020, with \$
in fees collected. The department members and breakdown of permits are as follows:

Plumbing Inspector: Jason Spahl

Gas Inspector: Jason Spahl

Electrical Inspector: Neil Piasta

Alternate Electrical Inspectors: James Jones Jr.

Building Commissioner: Nelson Burlingame

Inspectional Services Administrative Assistant: Amanda Jacobson

85 Plumbing Permits

82 Gas Permits

242 Electrical Permits

417 Building Permits

— 110 Safety Inspections

The Department of Inspectional Services would like to thank all the people that have worked so hard to save lives and help control the spread of the coronavirus. This has been a very unique year and the town worked diligently to keep town services as normal and safe as possible under the circumstances.

Respectfully,

Nelson Burlingame
Commissioner of Buildings/Zoning Agent

Cemetery Commissioners



Annual Report for FY 2020

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 here 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 (4) full burials and eight (2) cremations. One of the cremations were interred in the Veteran's Section of Corbin Cemetery. Total amount for cremation/grave openings was \$550.00

Five (7) single lots, and three (3) double lots were sold for a total of \$7,150.00

"Cemeteries are interesting. They're worth visiting and they're worth studying. If we take the time to listen to what the stories might tell us, we have a lot to learn". Richard Velt

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. INTERMENTS

- 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 internment 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, mini-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 Grounds.*

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 2020 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. Ch. 131 S40) and associated regulations (310 CMR 10.00). Any proposed activity that may remove, fill, dredge or alter a wetland resource area is subject to Commission 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 Association of Conservation Commissioners (MACC) staying current with constantly evolving rules and regulations, updated scientific data and best management practices.

Totals Form/Action

- 0 Abbreviated Notice of Resource Area Delineation
- 0 Abbreviated Notice of Resource Area Delineation Extension
- 8 Requests for Determination of Applicability
- 8 Determinations of Applicability
- 10 Notices of Intent
- 0 Orders of Conditions
- 0 Amended Order of Conditions
- 2 Extension for existing Orders of Conditions
- 2 Extension for existing Order of Conditions approved
- 8 Certificates of Compliance requested
- 8 Certificates of Compliance approved
- 2 Enforcement Orders
- 0 Investigations of Possible Wetlands Protection Act Violations
- 4 Forest Cutting Plan Reviews
- 0 Duplicate Orders/Certificates of Compliance
- 32 Site Evaluations Performed
- 0 Conservation Restrictions

FY2021 Activity

Nothing was ongoing due to Covid restrictions.

Respectfully submitted,

Richard J. Androlewicz
Chairman



Margaret Bussiere, COA Dir.
coadirector@dudleyma.gov
508-949-8015

Dudley Municipal Complex
71 W. Main St.
Dudley, MA 01571

2020 Annual Report from the Council on Aging

To the Honorable Board of Selectmen and Citizens of Dudley:

Our seniors have enjoyed many activities held at the Dudley Senior Center from July 1, 2019 until March 9, 2020. Some activities included: Ice Cream Socials hosted by Lanessa, Happy Birthday Cakes provided by Brookside Rehab., Tri Valley Elders Inc. Provided meals for our Monday and Friday Lunch Club congregate meals, Bemis Farms brought our senior group monthly garden, hands-on workshops, Donna Mendelenakis, our COA Chair, presented the Creative Crafter Workshop on Mondays. The seniors created many interesting projects using recycled or left over craft supplies! Jimmy D. served up some great homemade Italian lunches on the last Fridays of the month, (Thank you Jim!) We held our annual Oktoberfest at the end of September featuring a catered authentic German Meal and Cultural Celebration. We also enjoyed a catered, Festive Christmas Senior Holiday Party in Dec. With Fannie Mik.

The Common Ground Memory Café began season 4th serving the community, inviting anyone with Alzheimer's/Dementia/Lewy Bodies Dementia/Parkinson's/mild to moderate cognitive impairment, together, with care-partners, family, and friends, to "come as you are" to a relaxed and friendly atmosphere, complete with live music, sing along fun, crafts, light meals, and much needed socialization. This is a judgment free, positive, and fun program, which is now supported by donations from the community.

Our seniors traveled by Elder bus to Tower Hill Botanical Gardens in September to take part in Go4Life Walk, a program to encourage healthy exercise. The program included a self-paced walking event sponsored by MCOA/ BCBS of Massachusetts as an incentive to keep active and stay fit. It was designed for seniors at every level of fitness, including seniors with very limited mobility.

The AARP, Sponsored by The Webster Dudley Business Alliance, gave a FREE Seminar in September about fraud prevention, and identity theft. We are always stressing the importance of protecting personal information from the ever mercurial, scamming thieves! Don't fall victim to Identity theft!

We are Certified Dementia Friends Champions and program facilitators, pledging to give Dementia Awareness presentations to the community to understand five key messages about dementia, how it affects people, and how we can make a difference in the lives of people living with Dementia. People with dementia need to be understood and supported in their communities. Dementia has a huge impact on family members and friends, and they need support and understanding too. Please give us a call if you would like more resources about Dementia Friends.

We continue to work closely with Tri Valley Inc. They are our go-to for SHINE counselor referrals. If you are thinking about changing health insurance plans they can help you find the right option. Please call and make an appointment to speak or meet with a SHINE counselor, or call 1-800-age-info, leave your name and number and someone will get back to you. The SHINE Program encourages Medicare beneficiaries to sign up via www.mymedicare.gov to take charge of their own health insurance information. Tri Valley has a Social Services referral network, they also have a Benefits Enrollment Center, call 508-949-6640, or visit their website www.trivalleyinc.org for more info. The Meals on Wheels Program and our Congregate meals/Lunch clubs are also provided by Tri Valley Inc.

HANDS assistance is available to help Dudley seniors who through no fault of their own are having difficulty paying utility bills. Applications are usually available in the late fall.

We are Voluntary Outreach workers for The Salvation Army, advocating for adults who are in need, helping with fuel assistance through the Good Neighbor Energy Fund, emergency food, clothing, furniture, also helping with fundraising for The Salvation Army during the holiday season.

We offer seniors free One to One Computer/Tablet/Smart Phone classes with COA Board Member/ Technology Helper, Joyce Cordero. Please give us a call if interested in setting up an appointment your free class.

MCPHS, A Mass College of Pharmacy Rep. came to our senior center to give a presentation about Blood Pressure, and medications, and how to lower Rx costs/donut hole.

In November we held a Holiday Craft Fair, it was a fun day for all. Jimmy D' made meatball submarine sandwiches for everyone to keep us energized. We raised money for the purchase of cushions for our dining room chairs, and other program needs.

Our Regular Ongoing Schedule:

Monday and Friday mornings, chair yoga with Joanne LaLiberte. After lunch, a fun, "Creative Crafter Workshop" with Donna Mendelenakis.

Tuesday afternoon card players and knitters. The Dudley Senior Knitting group donates their beautiful handiwork to Veterans, Dudley School Children, UMass/Memorial Hospital, and The Salvation Army. The knitters also meet on Wednesdays. Our Knitting group leader, Carolyn Earp has moved to Texas to be closer to family. Thank You Carolyn for all the excellent years you gave to the Dudley Senior Center, we wish you all the best in your new home. You'll be missed!

Friday is Game Day! After lunch, we get together to play Scrabble, Super Boggle, or Scattergories.

A huge "Thank You" to everyone who has volunteered their time and talents to our Dudley Senior Center; you truly are the shining stars of this senior center!

March 9, 2020 was our last best day at the senior center; we had just hosted Mel Simons of WBZ Radio fame, presenting a DCC music/trivia show, "Everything's Coming up Irish," shortly after, along with the rest of Massachusetts, we were shut down due to Covid-19! We looked for ways to keep in touch with our seniors, making sure everyone was okay. It's been a tough go for everyone, especially for the Senior Population, as Covid-19 negatively affects them most. In May, Inge Gassner our COA Kitchen helper, and I decided to get out and start delivering meals Monday through Friday to our regular congregated members who had been displaced by the pandemic. We thought seeing them every day would help to pass time, improve spirits, lessen anxieties, and offer hope. The reality was, fear, loneliness and isolation were already setting in for some. In June, the Dudley BOH gave the green light for us to start up our memory café outdoors for the Joshua Place Senior Housing residents. We enjoyed live music entertainment, and pizza in the parking lot, with residents social distancing and wearing masks. It was clear to everyone, this was the right program for the right folks at the right time!

In April/May/June, the COA gave out emergency food boxes from The Salvation Army, and the COA gave out many activity, art kits, and supplies to help pass some time. We couldn't readily see smiles, due to the masks, but the eyes always let us know, how we were holding up. One day at a time, we'll get through this together!

Throughout this unprecedented covid-19 experience, we're learning one must be resilient, and possess an ability to rebound through uncertain events. We have to be flexible, and willing to adapt to whatever changes may come our way. We realize now, that's just how we'll thrive and survive! We need to look out for one another, offering help, compassion and kindness wherever, whenever needed, even for ourselves.

Practicing patience and endurance, we'll eventually gain a new understanding and vision of normal.

Respectfully Submitted,

Margaret Bussiere, Director COA

Dudley COA Board Members:

*Donna Mendelenakis, Chair, Joyce Cordero, Vice Chair, Janice Brady, *Josephine Bottieri,

Kathleen Cormier, Jim D'Auria *(Many thanks to our two retiring COA Members, *Donna M. and *Josephine B. We wish you every happiness, abundance of health and many wonderful days ahead!)

DUDLEY CULTURAL COUNCIL

Annual Report 2021

Cycle # 47

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 \$8,300 from the Massachusetts Cultural Council for FY 2021 (Cycle 47). In addition to the current year allocation, \$600 was carried over from FY 2020 due to programs costing \$600 less than was awarded. Therefore, we were able to grant a total of \$8,900 for FY 2021. A total of 8 requests were received totaling \$5,930. 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.

The following 8 grants were approved.

Dudley Cultural Council

Approved Grant Requests for Cycle 47 totaling \$8,900

- 43024 \$450 Chain Reactions @ Home From Household Materials, Tools, & Toys requested by Jay Mankita to be held online at the Pearle Crawford Memorial Library
- 46198 \$850 The Bay State: A Multicultural Landscape-Photographs of New Americans requested by Mark Chester to be held at the Pearle Crawford Memorial Library
- 44446 \$750 Duo Pianists, Composers & Educators Whipple & Morales in Concert requested by Kirk Whipple to be held on our local cable access station
- 44088 \$500 Chain Saws, Cheeseburgers and Rock n' Roll-Live requested by Dr "The Machine" Jesse Green be held online for a Dudley School Class(es)
- 42093 \$1,700 Dudley Grange Summer Musical Concert Series requested by Dudley Grange#163 to be held on the Dudley Grange Lawn 139 Center Road, Dudley
- 41137 \$4,000 New Greenspace/Park requested by Michelle Jervis to be built at 71 West Main St. Dudley
- 40594 \$300 Old Fiddlers Club of Rhode Island requested by Dudley Grange#163 to be held on the Dudley Grange#163 lawn 139 Center Road, Dudley
- 39658 \$350 Hip Hop Dance Chair Exercise for Seniors requested by MUSIC Dance.edu to be held at the Dudley Senior Center

TOWN OF DUDLEY
MASSACHUSETTS
Finance, Appropriation and Advisory Committee

Michael Mayotte
Mark Landry
Maggie Levasseur
Ann Gaudreau
Michelle Jervis, Clerk



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 2020

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 FY20 Town operation budget of \$20,988,590 (less State Assessments). The school budget totalled \$18,887,503 (DCRSD and Bay Path) and the Enterprise Accounts (water and sewer) totaled \$2,101,086. 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 selectaa@dudleyma.gov.

Respectfully submitted,

Michael Mayotte
Chairman, Finance, Appropriation and Advisory Committee



Business (508) 949-8040
Fax (508) 943-4424

Dudley Fire & Emergency Services

128 West Main Street
Dudley, Massachusetts 01571



Established 1960

2020 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 2020. 2020 proved to be a different, but challenging year. Covid-19 struck back in March and resulted in shutdowns, protective measures, and a different way of doing business, even the way we as a fire department responded to calls, both EMS and fire. We were immediately required to wear special PPE that included masks, gowns, goggles, and sometimes self-contained breathing units. As time went on, we learned more about Covid-19 and were able to respond to the virus more effectively as time went on. The department began a cleaning program that involved station deep cleanings on a weekly basis to help keep our responders safe and keep the station clear of the virus. We at the department were very fortunate that only three of our members were quarantined for 3 days due to possible exposure. This was early in the pandemic and all three were cleared three days later with a clean bill of health. Throughout the year the department has worked tirelessly to provide the best services possible in a difficult time. We would further assist the town with emergency management duties by providing PPE and cleaning supplies to all town departments through MEMA. A special thanks to Assistant Chief Paul Konieczny who has worked throughout the year to get much needed reimbursements through FEMA for Covid related responses and equipment including PPE and cleaning. Last, but most importantly, I would like to thank all the members of the department for all their hard work and efforts during this pandemic. It is truly nice to see the dedication to the community by the membership. They all have families to go home to and on a lot of occasions would put that aside to be there for their community during the pandemic knowing that they were adding risk of infection to themselves and their family members. I am very proud of all of you and happy to say I am chief of a fire department with such caring and dedicated individuals. Thank you to my department and keep up the good work. Also, thank you to the citizens of Dudley, without your continued support we could not provide the high level of care that we do without you.

Ambulance receipts were slightly ahead this year over last year as they brought in about \$530,000.00 to the town. We had an decrease in call volume, which I will get into more detail about below, and 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 \$29,000.00 in EMS expenses which boosted our numbers up an additional \$29,000.00 for a total of \$559,000.00. 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, apart from this year due to the pandemic.

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, ten career staff, 35 part-time paid on-call personnel, and 5 per-diem paramedics. The career staff maintains seven days, twenty-four-hour service to the town. The on-call fire department is called in from home when a structure fire occurs or a call that requires additional manpower to supplement the full-time staff. The per diem staff works on weekends to provide extra manpower during peak response periods. The career staff includes One (1) Chief, (1) Assistant Chief, Two (2) Lieutenants (Full-Time), and Eight (8) 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, Four (4) Lieutenants, One (1) Safety-Officer/PIO, and thirty (30) 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 two full time members and two call members. 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. We hope to continue this high level of service to the town for a long time to come. Currently we run 24 hour rotating shifts of two men per shift. They work one day on, two days off, one day on, four days off. One workday consists of the entire 24-hour period. During the day, the staff is supplemented with the shift lieutenants which work 4-day, 12 hour rotating shifts, and the chief and assistant chief who work regular day hours during the week. The emergency medical staff of the department is made up of some who also serve as firefighters including the ten (12) career staff members. At the present time the medical staff includes twenty (20) paramedics, one (1) Advanced EMT, and four (4) basic EMT's.

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 43% of the time and Basic service was needed 57% of the time making. This is an unusual statistic, as in every other year advanced life support was always higher than basic life support. The reason for the change was the pandemic and the effect it had on our treatment path. Certain advanced procedures were not performed at the direction of state medical staff such as Aerosolized breathing treatments, to help stop the spread of the virus. These treatments were instead given in the hospital environment, where the patient could be isolated first. While this was not always practical, it was used to prevent contaminating more individuals and helped to prevent hospital surges and emergency services surges during the pandemic. However, 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 several graphs and tables attached to this report 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 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 perform and how often we do them.

Grant Funding

We received one grant in the amount of \$18,003.81 from AFG- Covid supplemental for PPE supplies that included Masks, PAPR units, and A mask fit test machine. We also received several 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 \$1,330,298.20 in grant funding since July of 2011. The yearly average is \$133,029.82. These grants take the burden off the taxpayer and helps the department complete its mission and provide better service to the community while also providing programs that would otherwise not be possible to provide had it not been for some of these grants. 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

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 \$4,692.00 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 an 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. Unfortunately, Covid- 19 canceled all these events this year, but the money will be used to purchase educational materials and go towards next year's programs. A total of 0 SAFE programs were taught during calendar year 2020. The breakdown is listed below:

<i>Elementary School Programs</i>	<i>0- Approx. 800 students</i>
<i>College Programs</i>	<i>0</i>
<i>Fire Drills</i>	<i>0</i>
<i>SAFE House Programs</i>	<i>0</i>
<i>Pre-Prom Drill</i>	<i>0</i>
<i>Senior SAFE</i>	<i>0- Approx. 88 seniors (55 and over)</i>
<i>Smoke Detector Installs:</i>	<i>7</i>
<i>Total:</i>	<i>7</i>

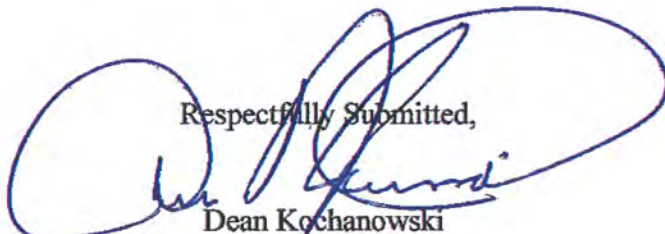
In addition to our SAFE program, the town was presented with a grant in the amount of \$2,480.00 for our Senior Safe program. This is a SAFE program that focuses on fire safety for the elderly population. This program continues to be successful as it enters its third year. The program was well received and very informative for those who attended. Unfortunately, again,

these programs were cancelled due to Covid-19. We did continue to install smoke detectors to elderly citizens practicing social distancing and mask wearing during installation. 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 7 homes last year free of charge. We would like to grow and expand this program in the upcoming year.

2020 Response Call

During 2020 Dudley Fire responded to 510 Fire calls, 1307 Emergency Medical Calls, 7 SAFE programs, and conducted a total of 429 inspections, for a total of 2,253 calls for service. This was, roughly, a 300-call decrease from last year and in direct relation to the Covid-19 pandemic as citizens were sheltering in place and only leaving their homes for food and supplies, particularly in the first few months of the pandemic. Inspections were slightly down over last year. The total decrease for the department for the year was 8 percent over 2019. We expect that number to rebound dramatically in 2021 as recent trends show an increase in call volume for the current year. The breakdown of calls responded to is listed below. It is also important to note that out of all these calls, 61 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 calls are significant types of calls and show how many resources are needed for these calls. These calls require large amounts of resources and manpower to effectively respond to and eliminate. I would like to commend my personnel for providing a swift and appropriate response to all these calls and for their unwavering dedication to the townspeople during a very busy year. All 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

Fire Response

Motor Vehicle Crash	48
Alarm Activation	145
Fires	61
Weather Related	14
Hazardous Conditions	85
Special Incident/Assist EMS	98
Investigations	49
Public Service	10
Total Response	510

Inspections

Smoke/Co	248
L.P. Tank	51
Building Safety	50
Other	80
Total Inspections	429
SAFE Programs	7

EMS Response

BLS Transport	426
ALS Transport	509
Lift Assist	94
No Transport	251
Cancelled	27
Total Response	1307

Permits

Trench	1
L.P. Tank	64
Storage	16
Open Burning	144
Smoke/CO	221
Other	78
Total Permits	524

Total Calls for Service: 2253



Business (508) 949-8040
Fax (508) 943-4424

Dudley Fire Department

128 West Main Street
Dudley, Massachusetts 01571



Established 1960

CY2020 DEPARTMENT STRUCTURE

As of 4-1-21

CAREER STAFF

Chief of Department
Assistant Chief
Two House Lieutenants
Eight 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
Safety Officer/PIO
Training Division (4 members)
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

Erik Spahl EMT-P
Scott Benoit EMT-P
Antonio Trifone EMT-P
John Bain EMT-P
Daniel Sheehan EMT-P
Patrick Reynolds EMT-P
Paul Latino EMT-P
Joseph Bardellini- EMT-B

Call Deputy Chief

Deputy Chief John LaRochelle EMT-B

Call Captain

Captain Brian Belhumeur

Dudley Fire and Emergency Services

128 West Main Street
Dudley, Massachusetts 01571

CAREER DEPARTMENT 2020 STAFF

Chief Dean Kochanowski EMT P
Assistant Chief Paul Konieczny EMT-B
Lieutenant Chester Moroz EMT-P
Lieutenant Steven Chenard EMT-P

Group 1

FF Scott Benoit EMT-P
FF John Bain EMT-P

Group 2

FF Daniel Sheehan EMT-P
FF Paul Latino EMT-P

Group 3

FF Antonio Trifone EMT-P
FF Joseph Bardellini EMT-B

Group 4

FF Erik Spahl EMT-P
FF Patrick Reynolds EMT-P

PER-DIEM FF/ PARAMEDIC STAFF

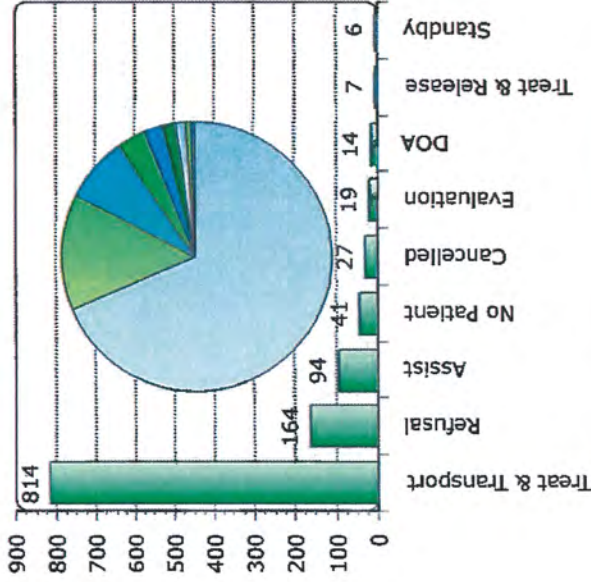
Anthony Genga FF/EMT-P
Robbie Barton FF/EMT-P
Joshua Poznanski FF/EMT-P
Peter Ostroskey Jr. FF/EMT-P

EMS ONLY STAFF

Robert Edmonds EMT-P

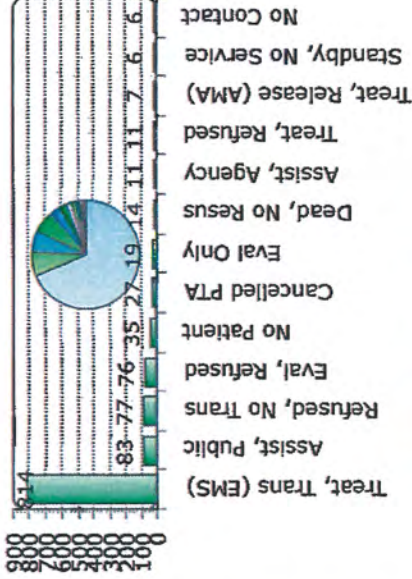
Dashboard - Disposition Dashboard

Disposition Group



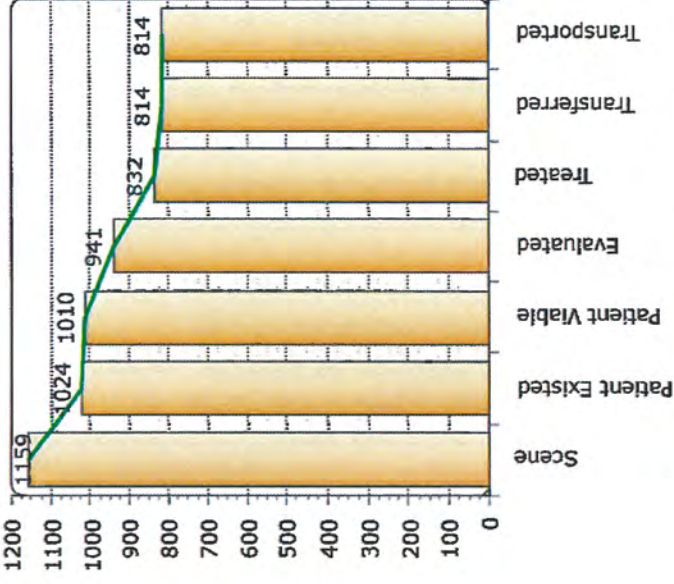
- Treat & Transport - 814 (69%)
- Refusal - 164 (14%)
- Assist - 94 (8%)
- No Patient - 41 (3%)
- Cancelled - 27 (2%)
- Evaluation - 19 (2%)
- DOA - 14 (1%)
- Treat & Release - 7 (1%)
- Standby - 6 (1%)

Disposition



- Treat, Trans (EMS) - 814 (69%)
- Assist, Public - 83 (7%)
- Refused, No Trans - 77 (6%)
- Eval, Refused - 76 (6%)
- No Patient - 35 (3%)
- Cancelled PTA - 27 (2%)
- Eval Only - 19 (2%)
- Dead, No Resus - 14 (1%)
- Assist, Agency - 11 (1%)
- Treat, Refused - 11 (1%)
- Treat, Release (AMA) - 7 (1%)
- Standby, No Service - 6 (1%)
- No Contact - 6 (1%)

Disposition Category



- Scene - 1159 (98%)
- Patient Existed - 1024 (86%)
- Patient Viable - 1010 (85%)
- Evaluated - 941 (79%)
- Treated - 832 (70%)
- Transferred - 814 (69%)
- Transported - 814 (69%)

Dudley Fire Department

128 West Main Street
Dudley, Massachusetts 01571

PAID-CALL DEPARTMENT 2020 STAFF

Deputy Chief John LaRochelle EMT-B

Captain Brian Belhumeur

Company 1

Lt. Nicholas Shelburne EMT-P

X- Patrick Normandin EMT-P
Pvt. Lukasz Perzan
Pvt. Bryan Erickson
Pvt. Mirosław Bujala
Pvt. John Kline
Trainee Tyler Williams

Company 2

Lt. Travis McDonald EMT-B

X- Michael Buchanan
D/O Joshua Brackett
Pvt. Shane Nogler
Pvt. Logan Fairbanks
Pvt. Brodie Gibson
Trainee Jacob McDonald

Company 3

Lt. Chris Wilson EMT-A

X- Joseph Marcinkus EMT-B
Pvt. Scott Konieczny
Pvt. Rob Fitzgerald EMT- P
Pvt. Jen Fitzgerald EMT- P
Pvt. Mike Bonnette
Trainee Joshua Andujar

Company 4

Lt. Keith Nichols

D/O Charles McGowan EMT-P
D/O Joshua Ziegler
Pvt. Jesse Caney
Pvt. Carlos Torres
Pvt. Brandon Warrington
Pvt. Matthew Grauer
Trainee Albert Salonis

x- denotes Senior Private /acting officer of company

Dudley Fire Department

128 West Main Street
Dudley, Massachusetts 01571

Department Chaplain

Pastor David Majorowski

Department Safety Officer/PIO

Alan Brackett

Emergency Management Division

Chief Dean C. Kochanowski EMT-P, EMD

Assistant Chief Paul Konieczny EMT-B

EMS Coordinator

FF John Bain EMT-P

Training Division

Captain Brian Belhumeur

Lt. Steven Chenard

Lt. Travis McDonald

FF Patrick Reynolds

Maintenance Division

Lt. George Patrinos

Fire Education and SAFE

Assistant Chief Paul Konieczny EMT-B

FF Antonio Trifone- EMT-P

Jay Giroux EMT-B

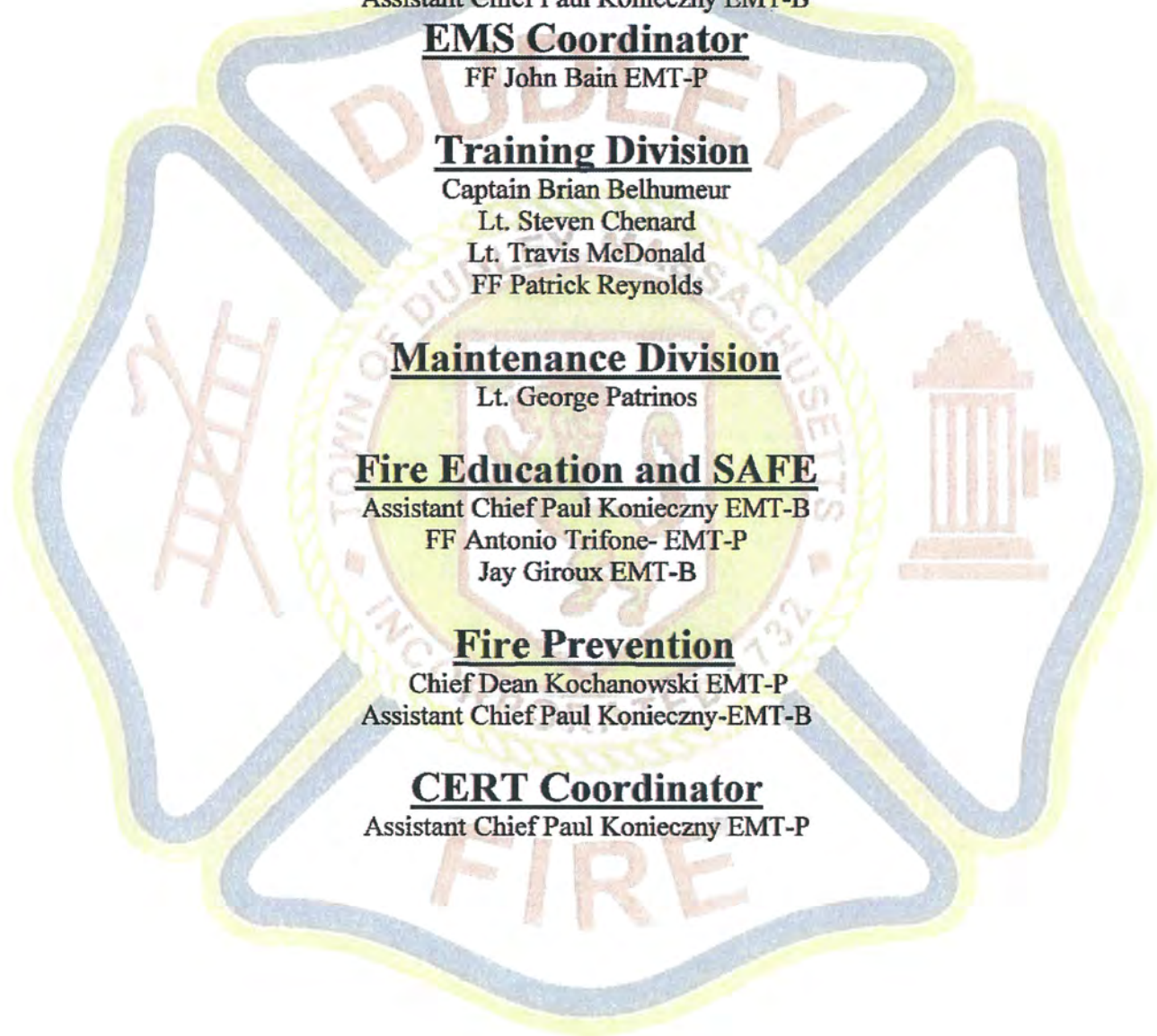
Fire Prevention

Chief Dean Kochanowski EMT-P

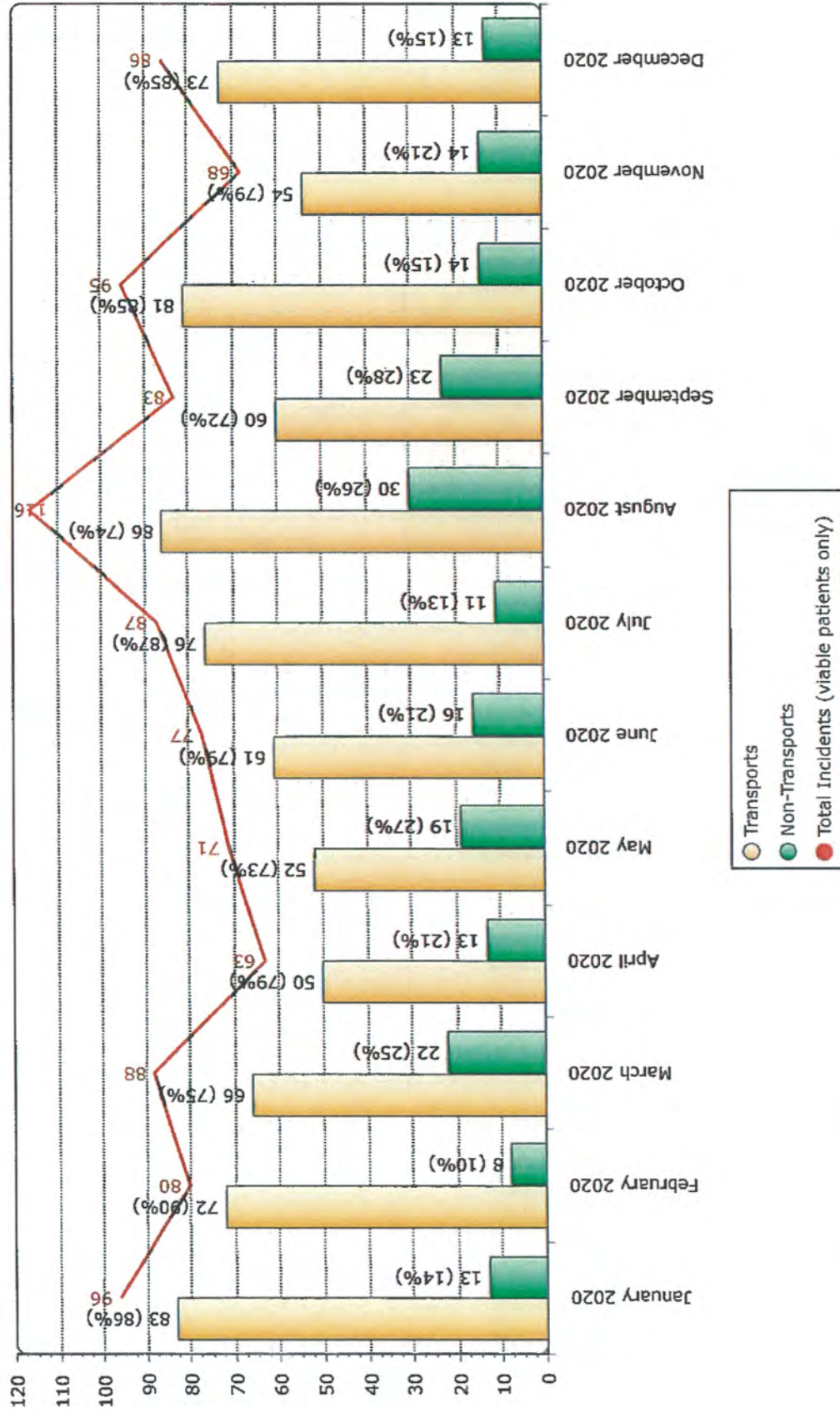
Assistant Chief Paul Konieczny-EMT-B

CERT Coordinator

Assistant Chief Paul Konieczny EMT-P



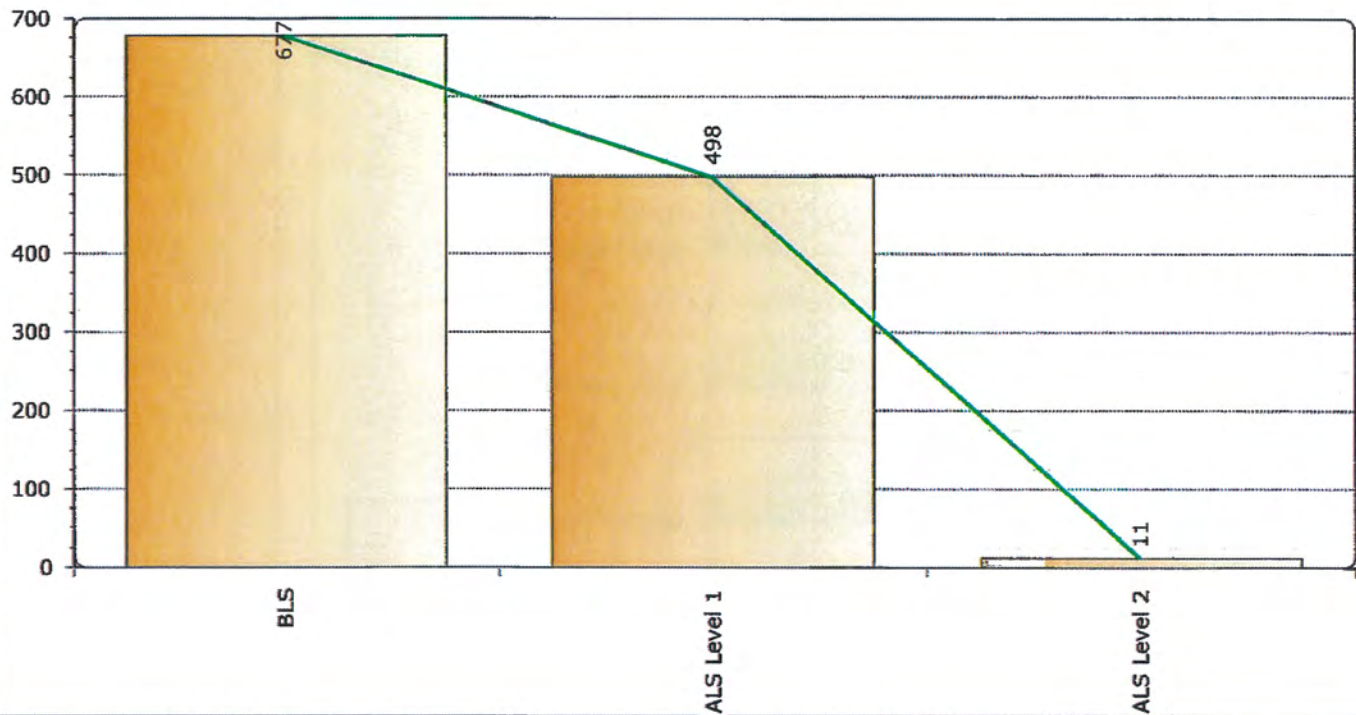
Transport / Non-Transport Trend



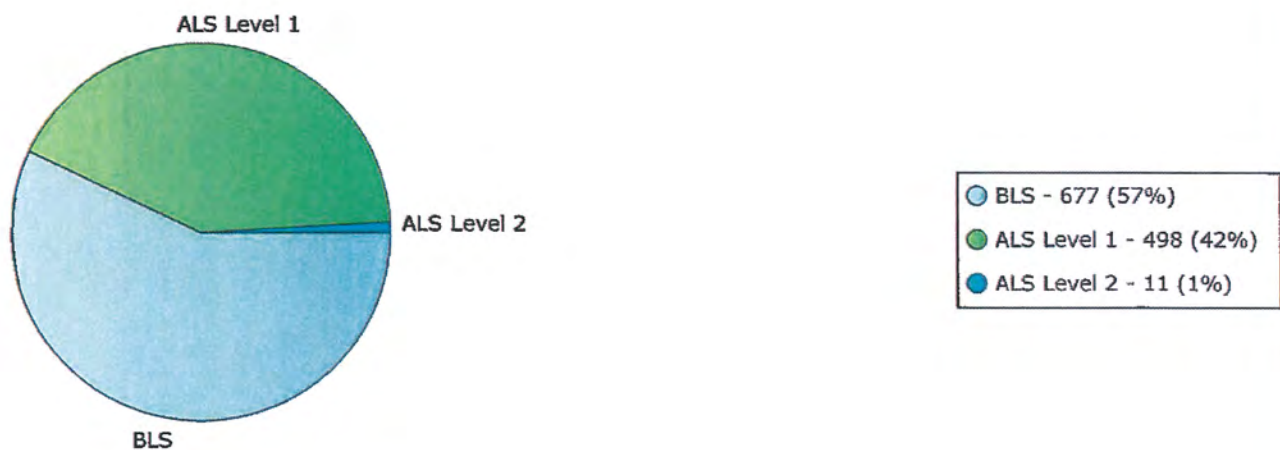
Date From: 1/1/2020 - Date To: 1/1/2021 - Status: Active

Incident Billing + Payment - Level of Service

Incident Count (top 40)



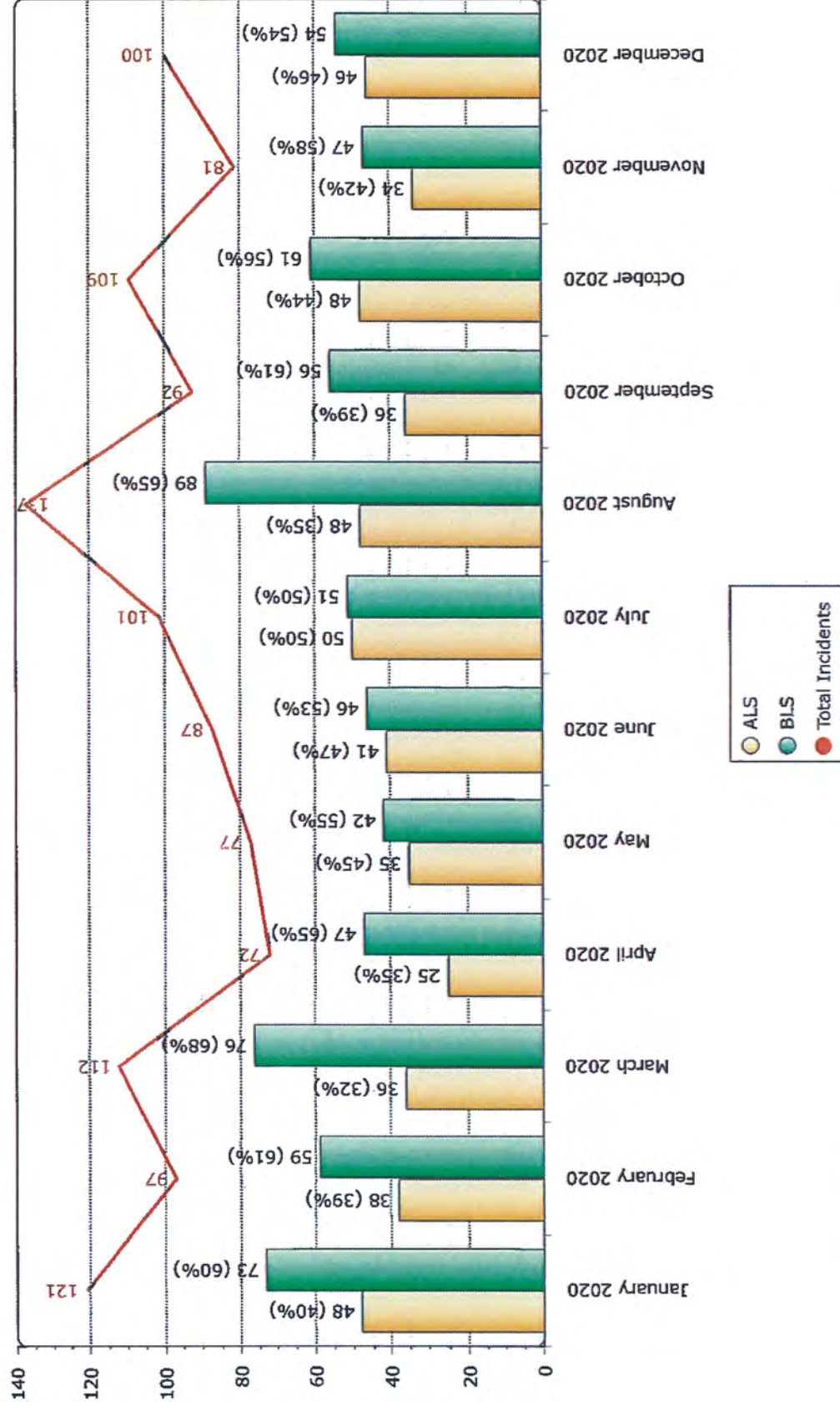
Incident Count (top 40)



Dudley Fire Department	1186
ALS Level 1	498
ALS Level 2	11
BLS	677

Date From >= 1/1/2020 + Date To < 1/1/2021 + Status = Active

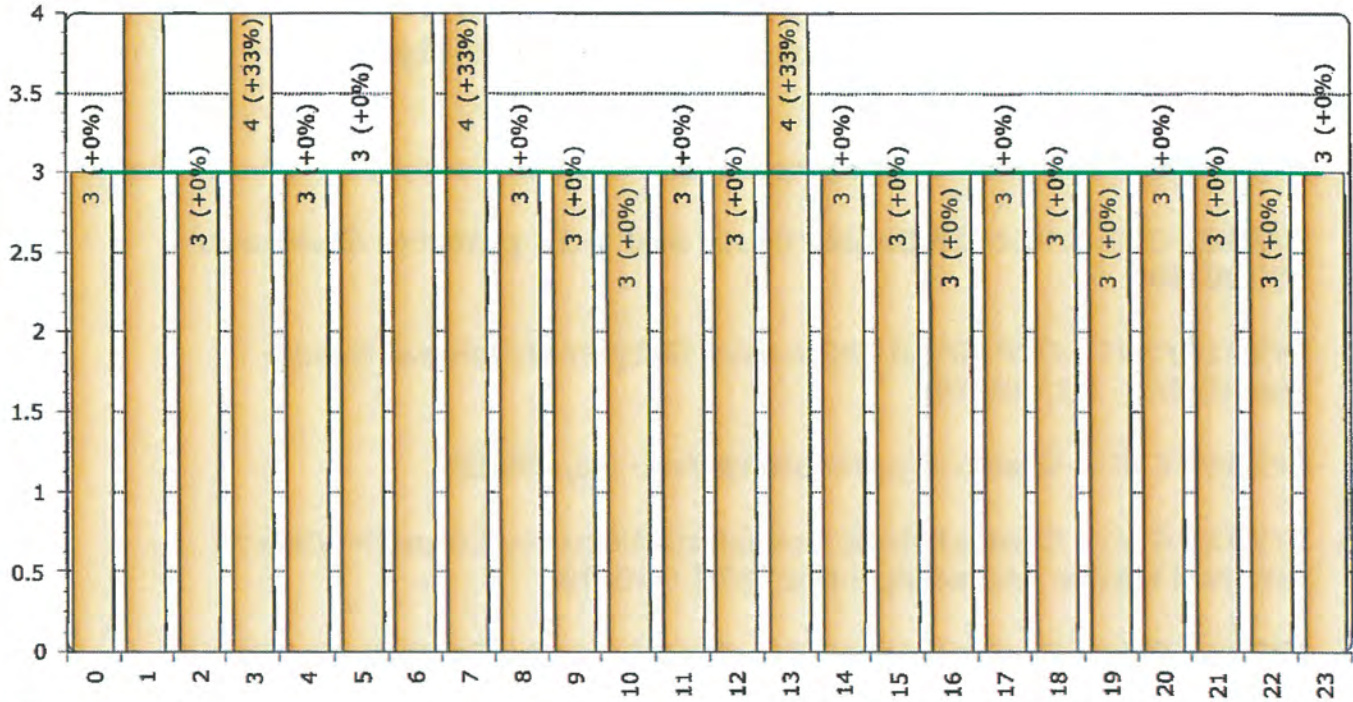
ALS vs. BLS Trend



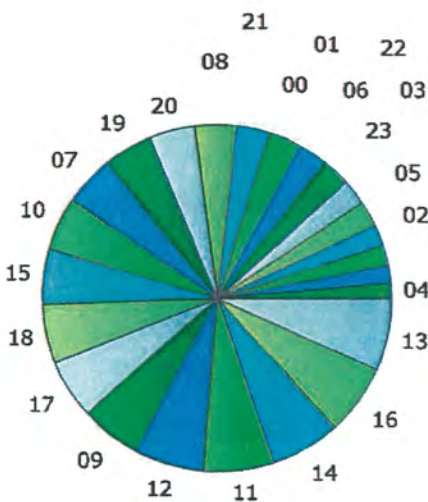
Date From >= 1/1/2020 + Date To < 1/1/2021 + Status = Active

Incident Time Elapsed Response - Respond to Arrive Scene by Hour

Average (top 40)



Sum (top 40)



13 - 289 (6%)	06 - 112 (2%)
16 - 283 (6%)	23 - 102 (2%)
14 - 279 (6%)	22 - 102 (2%)
11 - 274 (6%)	05 - 87 (2%)
12 - 273 (6%)	03 - 78 (1%)
09 - 241 (5%)	02 - 72 (1%)
17 - 237 (5%)	04 - 59 (1%)
18 - 234 (5%)	
15 - 222 (5%)	
10 - 210 (4%)	
07 - 204 (4%)	
19 - 193 (4%)	
20 - 179 (4%)	
08 - 160 (3%)	
21 - 133 (3%)	
00 - 126 (2%)	
01 - 119 (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- 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

FY19 AVG Covid-19 Supplemental- \$18,003.81

FY21 SAFE and Senior SAFE- \$7442.00

FY21 Family Fire Foundation- \$2495.00

FY20 EMPG- \$3,500.00

Total to date: \$1,330,298.20 (Since July 2011).

Yearly Avg. \$133,029.82



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 sixth full year of operation during the 2020 Calendar Year. SWCCC is governed by an Inter-Municipal Agreement between the towns of Webster and Dudley, with Webster acting as the designated fiduciary for the Center.

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

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

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

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

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

Board of Directors:

Jonathan Ruda - Chairman
Doug Willardson - 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

In 2020, the Dispatchers of the SWCCC were met with a challenge like never before. The COVID-19 Pandemic changed the way of life and it changed the way dispatchers needed to perform their job. SWCCC Dispatchers have had to deal with countless fluid policies related to the pandemic, most notably the need to screen each and every call for COVID concerns. This was implemented initially in March for EMS calls, expanded in May for all calls, reduced back to EMS calls through the summer, and re-implemented for all calls in November. Additionally, the questions utilized as part of the screening have changed multiple times to keep current with the changing outlook of the pandemic. These additional steps have proven vital to the safety of the first responders as the number of first responders in Webster and Dudley impacted by exposure during emergency response has been remarkably low.

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

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

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

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

As we move into 2021, the Center is continuing with a model of professional, uniform, and dedicated service to its member agencies and the communities in which it serves. The Center continues to demonstrate it is a first class Regional Emergency Communications Center.

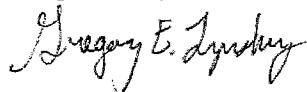
We also continue to seek out additional communities to join the Center. As of the time of this writing, the SWCCC has continued to have communications with local communities regarding joining the SWCCC however no formal agreements have been put in place.

I'd like to thank Dispatcher Charles McGowan who stepped down in March after 5 years to take a position as a Firefighter with the Uxbridge Fire Department. I'd also like to thank Pedro Jorge who stepped down in September after 2 years to continue a pursuit of a career in law enforcement. We wish them both well in their new endeavors. Dispatcher McGowan remains with the SWCCC in a per-diem capacity.

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

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

Respectfully Submitted,

A handwritten signature in cursive script that reads "Gregory E. Lynskey".

Gregory Lynskey

Board of Directors

Jonathan Ruda – Chairman
Doug Willardson – 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
Paige Moroz
Bryan Blomgren
Samantha Putis
Elizabeth Fish

Part-Time**Public Safety Telecommunicators**

Scott Baldracchi
Steven Chenard
Victoria Longo
Charles McGowan
Brittany Morgan

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

Tom Purcell, Health Inspector

Ted Zajkowski, Clerk

The members of the Board of Health are pleased to submit the following report FY 20:

The Board of Health meets the 3rd Tuesday of each month at 4:30 P.M. in Room 321A located in the Municipal Complex.

The Dudley Board of Health performed the following for the Fiscal Year 2020, ended June 30, 2020

Permits issued for new or repaired septic systems	19
Food Related Permits, Inspections, and re-Inspections	52
Septic Hauler Permit	6
Septic Installer Permit	19
Mobile Food Permit	0
Tobacco Sale Permit	10
Trash Haulers Permits	9
Outdoor Wood Boiler Permit	0
Pools	8
Portable Toilet Permit	2
Percolation Permit	16
Well Permit	4
General Complaints Investigated	24
Title 5 Variance	0
Camp	0
Beaver Permits	4
Drain Layer License	3
Nail Salon Permits	1

Fees collected General Fund FY 20: **\$ 39,220.00**

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.

2020 proved to be a challenging year for the Board of Health with the onset of a global pandemic and COVID. The country basically shut down in March of 2020, but the Board of Health became even busier, the Health Agent, members and staff had to jump into action. The Board of Selectman hired a Public Health Nurse to manage the COVID cases being reported to the Town and help with the contact tracing, quarantining, isolation, and education. The Board and staff took its guidance from the Department of Public Health, attending multiple zoom meetings a week and provided support for local businesses during this constantly changing time. Everyone was pushed above and beyond; meetings were used to update and educate the public with any information that could be provided. The Board of Health would like to thank, its Health Agent, Public Health Nurse, staff, residents, and local businesses who worked with us during the "new" normal, you helped to make it easier for all.

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

Jeffrey Murray,
Superintendent



Phone: (508) 949-8020
Email: highway@dudleyma.gov

Mailing Address
71 West Main St.
Dudley, MA 01571

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, 2019, thru June 30, 2020

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.

The usual maintenance such as snow and ice control were performed as necessary. Streets and sidewalks were swept and potholes were patched. Catch basins were cleaned to comply with MS-4 storm water management regulations. Brush was cut and cleared along various roadways. Downed trees and limbs from several heavy windstorms over the past year were also chipped up and removed. Roadside drainage swales were cleaned and maintained. 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. The Department responded to hundreds of 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 collapsed and / or worn catch basins. Repaired several road washouts from various storms throughout the year. 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. Due to the COVID-19 Pandemic a voluntary furlough of employees began in May, which impacted the typical paving and construction projects that would ordinarily take place.

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. 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 at all Town cemeteries. Several graves were dug in preparation for cremation burials.

MASSACHUSETTS HIGHWAY DEPARTMENT



HIGHWAY DEPARTMENT ANNUAL REPORT CON'T

HIGHWAY DEPARTMENT STAFF

Jeffrey P. Murray, Superintendent, Tree Warden
Stanley Golenski, Foreman
David Baxter
Dylan Demers
Melvin Gatzke Jr.
Logan Miller
Jesse Russell
James Thibeault
Al Warrington
Rich Wetherbee

RECYCLING CENTER

Mark Meleski
Neil Sutherland

BUILDING AND GROUNDS/HIGHWAY

Dennis Tremblay

Sincerely,

Jeffrey P. Murray
SUPERINTENDENT
Highway Department

TOWN OF DUDLEY

MASSACHUSETTS

RECYCLING DEPARTMENT

Jeffrey P. Murray
Superintendent / Coordinator



Mailing Address

71 West Main St.
Dudley, MA 01571

Phone: (508) 949-8022

Fax: (508) 949-8013

RECYCLING CENTER FY20 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	440	Regular 1/2 Year	24
Senior 1 Year	329	Senior 1/2 Year	5
Non-Resident 1 Year	7	Non-Resident 1/2 Year	0
Grass and Leaves	63		
Total amount collected for permits			\$176,782.50

Bulk Collections (B+D, White goods, Mattresses, AC's, Furniture, Etc.)	\$13,230.00	
Cost of Bulk Disposal, 100.72 Tons		\$9,064.87
Cost of Bulk Equipment Rentals		\$1,100.00
Cost of Bulk Trucking		\$4,050.00

Single Stream Recycling 163.96 Tons Cost of Disposal	\$13,936.60
Cost of Equipment Rentals	\$2,500.00
Cost of Trucking	\$7,215.00

Trash 556.11 Tons, Cost of Disposal	\$50,098.50
Cost of Equipment Rentals	\$1,900.00
Cost of Trucking	\$14,245.00

Planit aid	\$000.00	
Electronics Disposal 11.7 Tons		\$0000.00
Tires , 443, Cost of Disposal		\$000.00
Motor oil , 1,550 Gallons, Cost of Disposal		\$000.00
	\$190,012.50	\$104,109.97

Sincerely,

Jeffrey P. Murray
Superintendent,
Dudley Highway Department



**Pearle L. Crawford
Memorial Library**

40 Schofield Avenue
Dudley, Massachusetts 01571
508-949-8021
www.crawfordlibrary.org

ANNUAL REPORT — July 1, 2019 to June 30, 2020

**This Fiscal Year 2020 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

The library building was closed to the public from March 2020 through the end of the fiscal year, and in spite of this use of the library was high, with a significant increase in the access of online resources and virtual programming. In addition to the numbers below, nearly 8,000 users of all ages accessed our online databases.

Total number of registered borrowers	6,853
Total attendance at the library	39,519

Library Material Holdings

Books (Children's, Young Adults' and Adults')	39,219
Print periodicals, newspapers, other print serials	1,157
Audio (compact discs, cassettes, etc.)	1,495
Video (VHS/Discs/DVD's, etc.)	5,220
E-books*	106,034
Downloadable audio (audiobooks, music, etc.)*	27,204
Downloadable video*	1,519
Materials in electronic format (including CDs)	275
Miscellaneous (e-book readers, laptops, kits, framed art prints, puppets, etc.)	674
TOTAL Library Holdings	182,797

*These materials are available to the Dudley community through the library's membership in the CW MARS consortium

Circulation Information

Books (Children's, Young Adults' and Adults')	28,584
Print periodicals, newspapers, other print serials	748
Audio (compact discs, cassettes, etc.)	2,187
Video (VHS/Discs/DVD's, etc.)	15,184
E-books	4,106
Downloadable audio (audiobooks, music, etc.)	3,239
Downloadable video	0
Materials in electronic format (including CDs)	605
Miscellaneous (e-book readers, laptops, kits, framed art prints, puppets, etc.)	261
TOTAL Items Circulated	47,569

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	6,628
Loans provided to other libraries	6,579

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. Due to the Covid-19 pandemic many programs were held virtually, reaching a record number of residents while they were unable to come into the library building.

Total number of children's programs held in the library	207
Total attendance at children's programs	8,635
Total number of young adults' programs	10
Total attendance at young adults' programs	48
Total number of adults' programs held in the library	132
Total attendance at adults' programs	3,743

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. Due to the pandemic, the library's computers were not in use for much of 2020, but our wifi was made available 24/7 and many residents took advantage of this.

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	145

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>
Tasha Mayen	<i>Circulation Aide – per diem</i>
Susan Gustafson	<i>Circulation Aide</i>

Library Volunteers

The PLCML is fortunate to be located in a community where residents of varied ages volunteer their time in their library.

Total number of non-subsidized volunteers	18
Total hours of non-subsidized volunteers	403.3

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 FY2020. Officers of the Friends through April 2020 were Jeanne Samples, president; Dianne Smith, vice president; Marian Wielock, treasurer; Sue Conti, secretary; and Patty Buzanoski, membership chair. There are over 110 members of the Friends.

Gifts

The library received many gifts from individuals in the community and beyond. The Dudley Cultural Council supported several programs throughout the year, and individuals donate time, money, and items to support the library.

Fiscal Year 2020 Budget* Overview

NET WORKING BUDGET (EXPENDED)	\$310,316.25	
TOTAL LIBRARY OPERATING EXPENSES ⁺⁺	\$339,294.61	
AMOUNT EXPENDED TO FROM SPECIAL ACCOUNTS** TO MEET OPERATING EXPENSES		\$14,489.18

* \$29,805.77, the unused amount from the FY20 Budget, was returned to the Town's General Fund

Included State Aid Accounts* (FY15), Gift Miscellaneous Account, Lost Books Account, Green Incentive Grant Account

⁺⁺ Due to staff furloughs during the Covid-19 pandemic, this number is substantially lower than it would normally be.

*** 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.

Board of Trustees

The Board of Trustees met on the fourth Tuesday of the month from July 1, 2019–June 30, 2020 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.

Stefani Ford	Co-Chair, term expired 6/2020
Pat Korch	Co-Chair, term expires 6/2022
Joyce Nierodzinski	Secretary, term expires 6/2021
Richard Clark	Term expired 6/2020
Harrison Records	Term expires 6/2021
Ben Craver	Term expires 6/2022

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:

Joyce Nierodzinski, *Chair*
Benjamin Craver, *Vice Chair*
Pat Korch, *Secretary*
Edward Bazinet
Harrison Records
Kathy Sandstrom



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

2020 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 2020. As I begin my nineteenth year as Chief of Police, and thirty-third 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 Dudley Police Department, and the community for their support and assistance. The year was memorable with the COVID-19 pandemic, political unrest, police reform measures, and other activities. I thank the men and women from my department for their continued dedicated service to the Town of Dudley during these trying times. I wish to recognize Administrator Jonathan Ruda and thank him for his assistance and work in dealing with this ever-changing environment. He has been very busy, 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 2020, I passed my six-year cancer free mark. I truly appreciate the support from my wife, family, friends, town officials, and community members over the years. I am fortunate to have such terrific support and work in a great community.

As has been the case in previous years, 2020 included many significant events. As the year 2021 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 is comprised of Fifteen (15) full-time officers. Some seventeen years ago, we had sixteen (16) full time members. Staffing remains an area of concern and we made some measures to address this situation in the past year. I plan to continue to work with the Board and Administrator in 2021 to help secure additional positions to restore police service in Town to the appropriate level. In May, of 2019, we hired another former intern, and life-long Dudley resident, Ms. Lauren Milosh. In the last year and one half, Lauren has done an excellent job handling many of the administrative responsibilities in the department. At one time, these duties were performed by full or part-time police officers. Lauren has been efficient and is willing to take on new challenges and responsibilities. We are very fortunate to have her in our department. Two Officers officially joined our ranks during the year. Officer Mariano Conte began working in March of 2020. He was previously employed by the Umass Hospital System Police Department. He has done a great job for us since joining the department. Also, Officer Luis Pacheco graduated from the Boylston Police Academy in July. The pandemic certainly made his training challenging and Luis did very well to adapt to the many changes brought on by in-person and on-line training methods. He has also done a great job for us in his first half year and is a fine addition to our department. We wish both officers well and look forward to them serving with us for many years. Officer James Annese was also promoted to the newly created position of Detective in July.

Jim has been with the department for over 25 years and has transitioned very well to this position. He has been involved in numerous cases during the year.

We finished our sixth 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. 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 to 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 eight (8) officers who are available to assist with a variety of police and dispatch related functions. 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
One (1) Detective
Administrative Assistant (1)
Reserve Police Officers (8)

POLICE CHIEF

Steven J. Wojnar

SERGEANTS

Dean Poplawski
Paul Ceppetelli
Marek Karłowicz

DETECTIVE

James Annese

REGULAR PATROLMEN

David Carpenter
Ryan Daniels
Keith Remillard
Arthur Ferreira
Luis Pacheco

Philip Megas
Chandler Boyd II
Tyler Smith
James Mastrogiovanni
Mariano Conte

ADMINISTRATIVE ASSISTANT

Lauren Milosh

POLICE RESERVES

*John Glowacki
Eric Gulkin
Paige Moroz
Anthony Didonato*

*Robbie L'Heureux
James Rivera
Kristen (Robinson) Megas
Elizabeth Wojnar*

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 shared 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. Unfortunately, these positions have become recent targets of anti-police groups. These positions are extremely valuable to connect with students and staff in a non-criminal manner. I find this position 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 are a valuable resource in the classroom. Officer Megas fulfilled these duties and assisted with or investigated several matters throughout the year, including fights, sexual assaults, computer related offenses, larcenies, drug offenses, and many more. Officer Megas continues working with all the school's on-site assessment plans, emergency response and evacuation procedures, and technology enhancement. On Tuesday, February 11th, Officer Megas investigated a possible threat, which occurred at the end of the school day. He worked with Officer Ryan Daniels and school officials to identify the student involved. Within approximately two hours, it was determined the threat was not imminent and the party had some underlying issues. The person was disciplined through the school and given the appropriate attention. This is a great example of the value of the School Resource Officer Program. Officer Megas' inside knowledge resulted in a swift resolution, free of any panic or negative attention.

Officer Megas had organized several "High 5" Friday's at the Dudley Middle, Elementary, and Mason Road Schools. Where 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, reduce fear, and view the police as guardians and part of the community. It allows officers to gain a greater sense of friendship with faculty, students, and parents. This is always well received. This past year, Phil continued work with the School and representatives from UMass Memorial Hospital on a safe driving program called Teen D.R.I.V.E, which stands for Distracted Reality an Interactive Virtual Education. This 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. This program concluded shortly before the pandemic began. Officer Megas was also directly involved in the driver education programs which take place at the school. Students and parents are provided with education on laws and police

procedures. This provides an insight into the legal aspects of driving while promoting additional safety during this important time in their lives. All these programs are examples of the collaboration between the public and private sector to promote safe driving. The 2020 school year was greatly impacted by the Corona Virus as it closed to in-person learning from March through June. It returned to a hybrid model in September, which continued into the new year. As a result, our presence at the School had been scaled back, however; we maintain the School Resource Program and remain involved in school related matters.

In addition to Officer Megaw, several of our officers assist with programs at our schools. Sergeant Dean Poplawski has conducted the DARE Program with the sixth graders at the Dudley Middle School for many years. This half-year course and 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. In the past, Dave 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. All fourth graders are 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. 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. Unfortunately, this year, due to limited presence, we were not able to conduct it for the 12th year in a row. We hope this will once again return in 2021. Finally, I continue my work with the "Officer Friendly" program at the Mason Road School. This is something I have participated in for over 21 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. This was particularly challenging this year, with the closing of in person learning. Since lunch opportunities were non-existent, I began filming the reading of stories for the students at Mason Road School. These videos were created and posted to YouTube to provide the kindergarten and first graders with some entertainment to pass the time. My wife greatly assisted me with putting these together, Library Director Carter provided me with several books, and Principal Desto was able to post these videos out to the students. The program was well received, and new stories were posted each week until summer "vacation" in June.

I wish to thank the Dudley Charlton Regional School Committee, Superintendent Steven Lamarche, and all the principals in the town's schools for their work with the School Resource Program and all our crime prevention efforts. Without their assistance and acceptance of our ideas, a great deal of effective work would not be possible. This was, and remains, particularly challenging with the school closures and scheduling adjustments. 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 2020. 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. In the aftermath of the some of the anti-police protests held during the year, members of my staff and I met with student groups, such as the "Men of Distinction," on the campus. The goal was to enhance informal interactions between the officers and campus community to generate a dialogue to improve communication and understanding. We have assisted Nichols with various training programs and 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 of these programs have been beneficial to the college and our department. These interns have also been integral as a supplement to the Town Hall operation during the various shutdowns due to the pandemic. Public Safety Director Jack Caulfield retired from his post there after over 10 years of service. He did a great job in that position. I enjoyed working with him on many issues over the years. I greatly appreciated his support and assistance and wish him all the best in his "second" retirement.

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 Sunday, November 15th, Sgt. Karlowicz and Detective Annese assisted our Task Force on the execution of a search warrant in the Town of Southbridge. They assisted in seizing some 300 grams of Fentanyl, 50 grams of crack cocaine, over \$5,000 in cash, a car, and a motorcycle. This was good work, and we anticipate other cases to take place in our area.

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 and equipment.

In 2020, we received approximately \$12,000 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 with names 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. We also received a second grant for approximately \$24,000 for computer equipment and portable breathalyzers. This money will help us upgrade some necessary equipment with little to no financial impact on the town. Officer Philip Megas and Officer James Mastrogiovanni are credited for their work in applying for and administering these programs. Officer David Carpenter conducts our bullet proof vest grant program. Money is available for these valuable pieces of equipment on a shared basis between the State and Federal levels. Each vest costs upwards of \$800 and the

paperwork process can be cumbersome. David has done a tremendous job with this program and, over the years, we have received over \$50,000 dollars in reimbursements. Near the end of the year, we used an award from 2019 for \$100,000 through the Commonwealth of Massachusetts State Budget to replace our base radio at the police station. This funding was sponsored by Senator Fattman and supported by Representative Durant and I thank them for their efforts in this important initiative. Our base radio was some fifteen (15) years old and it became incompatible with the latest technology. The equipment was purchased and installed through a local vendor. We were also 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 2020. 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. 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. 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 2020 include:

1. DARE (Drug Abuse Resistance Education) – conducted at Dudley Middle School
2. School Safety Programs
3. Community Speaking Events – including Boys and Girls 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 – April event was postponed due to COVID. October of 2020, we collected old, or unused, medications for disposal- several boxes of needles and 12 large boxes of prescription medications were disposed of 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. (Held in Worcester for 2020)
12. Holiday Card Contest - through Dudley Elementary- providing our department with its seasonal card- These cards are sent to residents, businesses, and Police Departments, President Trump,

- Governor Baker, as well as all the New England Sports Teams. Our 2020 effort was unable to move forward. Hoping to once again have it back for 2021.
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 62 children.
 14. Child Safety Seat Services - Officers Megas, Mastrogiovanni, and Ferreira - certified as Child Safety Seat Inspectors. They can assist residents with safer travel methods for children in vehicles.

The Dudley Police Department has operated on social media via Facebook for several years. In August, Officer Mariano Conte created an Instagram account for our department. This has been synced with our Facebook Page and it allowed us to improve communication with a younger audience. Thanks go to Officer Conte for his work on this project. Social media has proven to be a great tool for information sharing and the solving of crime. On Friday, February 21st Sergeant Poplawski and I posted a message on Facebook regarding a cold case. In July of 1989, our officers investigated a pedestrian hit-and-run fatality in the Tufts Hill area of West Main Street. A suspect driver was never identified, despite several years of investigation. Sgt. Poplawski re-examined the investigation on this case around the 30-year anniversary mark in 2019, at the request of a person familiar with the victim. Prospective leads were provided because of this release and we remain hopeful some new information comes forward to assist us in solving this case and bringing closure to the family.

In addition to our Prescription Drug Disposal Kiosk in the department lobby, on Saturday, October 24th, we held the Drug Take Back event sponsored by the DEA. The April event was cancelled due to the pandemic. This one resulted in 12 boxes of prescription medication being disposed of safely. This was the combination of the medicine brought in that day and what we received in our kiosk over the prior months. The next one is tentatively planned for April 2021. 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.

Unfortunately, due to the pandemic, many of our regular events, including the Little League Parade, several Bucket Brigades, the Memorial Day Parade, and the Annual Strawberry Festival were cancelled. The Town Beach was limited in use, but we continued enforcing restrictions for resident use only. In November, several of our officers participated in the “No-Shave November” program to raise money and awareness for cancer treatment and early detection. This was a great program for a worthwhile cause.

We again conducted our Holiday Toy and Clothing Drive. Thanks go to Sergeant Karlowicz and Officer Boyd, as well as Admin. Assistant Lauren Milosh, for the work in organizing this event, particularly during these challenging times. Thanks to the generosity of our residents and businesses, we raised over two thousand dollars and received a few hundred toys. These were distributed to some 21 Dudley families with over 62 children. Many people had a great Christmas as a result and we sincerely appreciate the continued support from the community in this effort.

Also due to the pandemic opportunities to rid homes of unwanted firearms through the 19th Annual Goods for Guns Buyback Program, did not take place in Dudley. The Worcester Police held it on a regional basis on Saturday, December 12th. We plan to participate in this event once again in December of 2021.

2020 CALLS FOR SERVICE

During 2020 the Dudley Police Department received 10,099 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. During COVID, our officers served as ambulance security escorts)
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. – expanded due to the closing of the Courts)
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 2020 the Dudley Police Department responded to calls for service resulting in police action being taken for several hundred violations of Massachusetts General Laws. At least 173 arrests were made and over 150 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. Officers conducted over 1,340 traffic stops and issued over 440 citations. 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. We are constantly seeking new and innovative ways to make our operations more efficient to reduce crime and enhance our service to the community.

The Dudley Police Department responds to thousands of calls for service each year. E-911 calls alone, for the year 2020, totaled 1,912, an approximate 5% increase over 2019. 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 2020, our department investigated some 233 motor vehicle accidents, down slightly from 2019. Much of this can be attributed to an overall reduction in traffic since many people now work from home during the pandemic. Some crashes 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. Overdoses continue to be a major issue throughout our area. We

responded along with Fire and EMS Personnel to many of these during the year. Fortunately, most victims were able to be revived. We look forward to working with our community partners, including District Attorney Early's Office, to track these events and hopefully reduce this concerning trend. Through funding obtained through DA Early's Office, we partnered with other communities from Central Massachusetts on a new database designed to track overdoses taking place in each town. The goal is to gather information to understand trends and those who have repeated this activity. We wish to direct those involved to services; hopefully working toward reducing this concerning trend. Thanks go to DA Early for his support of this important initiative.

COVID-19

By far the most significant event of 2020 has been the impact of the Corona or COVID-19 Virus. Approximately halfway through the month of March, Governor Baker, and the Federal Government, enacted a State of Emergency and ordered the closure of many businesses, facilities, schools, and public gatherings to limit potential exposure to this virus. The Town Hall portion of the building was closed for public access and in-house staffing was minimized. Public meetings began to take place on-line and other operations were impacted. Early in the pandemic, weekly meetings began (which have continued into 2021) with my department, the Board of Health, Fire Department, Town Administrator, and other Town offices as needed. We met with businesses, the schools, and the Town Clerk, to particularly address to Town Meeting and Election protocols. These have gone very well to make sure everyone is on the same page and I credit the Administrator and Board of Health for organizing and overseeing this emergency communication. One major assist to all of us in this situation was the addition of our Health Nurse, Mrs. Roberta Johnson. She was an extremely valuable resource to all of us as we navigated the uncertain, and ever changing, waters of this pandemic. I extend my sincere thanks and appreciation for everything she has done for the members of the department and the town. As first responders, we needed to continue operation and our emergency / non-emergency response. Guidance was provided to the officers on prevention measures as well as an alteration to the way we respond to many calls for service. We limited our presence at ambulance calls to minimize exposure chances. We provided some security assistance to the ambulances at many of these calls. We utilized on-duty officers, injured officers, my administrative assistant, and college interns to provide a presence in the station during normal operating hours to assist the public with Town business. I credit the officers and all the department members for their continued dedicated response to calls for service to the community. We experienced some frustrations with the lack of delivery of personal protective equipment and sanitization products by our state emergency agencies. I credit Fire Chief Kochanowski and his staff for doing their very best to secure whatever personal protective equipment possible. I also thank the numerous residents and local citizens who donated masks and other equipment to us at these crucial times. Their efforts and the spirit of community were greatly appreciated.

Late information and poor communication by some of the state departments added to the frustration and confusion of this situation. The local court was closed for several weeks throughout the year. Details on how to conduct business during the shutdowns was slow to arrive in many cases and often vary from place to place. We did maintain a good working relationship with Dudley District throughout the year. Our local Clerk and her assistants were responsive to our needs and questions. We conducted much of the business, involving bail and formal court proceedings, over the phone. Officers assisted with the issuance of restraining and harassment orders, and even mental health and substance abuse commitments, in addition to other procedures normally handled during court hours. Credit goes to our officers, particularly Officer Carpenter, for working with the courts to handle arraignments and other actions smoothly during the year. Dave is our liaison officer at the court, and he stays on top of the changing landscape and to ensure we follow the proper procedures at hand. In March, I participated in a conference call on behalf of the Mass Chiefs to develop an electronic version of the restraining / harassment order (209A / 258 E) form for

departments to use. Judge Hinkle from Woburn District Court spearheaded this operation, and the new forms were rolled out in late April. This system was designed to streamline operations.

In April, all schools closed for the remainder of the year. Social distancing guidelines and crowd size recommendations (including in parks and playgrounds) became standard in the months that followed. We worked with the Town Hall staff to keep operations moving. The Collectors Office set up a remote exchange point in our station to collect cash payments from inside the security of our dispatch area. In May, we worked with School officials on their end of the year celebration ideas, and the Veteran's agent on the proposed Memorial Day observations. In June, phase 2 of the Governor's re-opening plan began. Outdoor dining was the focus of attention during our weekly meetings. In November, our department had two officers with positive cases. They were both out for several days until they were cleared to return. Neither required hospitalization, fortunately. Other officers were placed under quarantine after possible exposures. This added further strain on our staff, who worked additional hours. We also added additional personnel on Election Day to assist with the safe flow of voters. All went well and kudos go out to the Town Clerk and her staff for all the hard work under very difficult circumstances. In December, several of us began round one of vaccinations through Harrington Hospital. Thanks to our Fire Chief for coordinating this program for our members. Those of us who received round one were scheduled for round 2 of the vaccine in early to mid-January. Some officers experienced a few side effects, but everything cleared with 24-48 hours.

I again give my thanks to the men and women from my department for their dedicated service to the Town of Dudley. Facing the tough challenges at both home and in work, they have done little complaining and have provided a high level of service. Challenges increased with the tensions arising out of Minnesota, in late May, which resulted in protests and lawless rioting at several places across the country, including Boston. Our officers, along with others from across the state and country, continue to provide the service despite all the difficulties. In addition, thanks go out to the Administrator for his work and efforts during this difficult time. Also, to many fire and emergency services members, public works and government employees, hospital workers, grocery and retail workers, and all other "essential" personnel for their continued hard work and service thorough everything.

Some events of significance for 2020 include the following:

January

On Wednesday, January 15th, a Tractor Trailer Unit, exiting a lot near Rampco Construction on Schofield Ave, struck a utility pole causing it to break. The road was shut down for several hours until repairs were complete. Localized power outages were experienced.

On Thursday, January 16th at approximately 9:00 pm, Officers Daniels and Remillard responded to a hit and run motor vehicle crash on Brandon Rd. A Cadillac, parked in a driveway, was struck by a small red pickup truck that subsequently fled the scene westbound on Brandon Rd. The suspect vehicle's front license plate was located at the scene. This suspect vehicle was stopped soon thereafter in the Town of Charlton and the operator was identified. He was arrested by the Charlton Police and charged with operating under the influence of alcohol. He was summoned into court by us for leaving the scene of the crash and other offenses.

On Wednesday, January 22nd, at approximately 4 pm, Officers Remillard and Daniels were dispatched to the Dollar General parking lot for a report of a suspicious motor vehicle. A white Kia was observed parked in the lot, over the course the previous two days, between the hours of 1 – 4 pm. On both occasions, two males were in the vehicle. They did not leave the car and they appeared to be acting as though they were asleep.

When the officers arrived on scene, they found the vehicle running and occupied by two males. The driver's license was under suspension in Massachusetts. During the investigation, officers located what appeared to be cocaine, heroin, several hundred dollars in cash, and other materials consistent with drug distribution (scale, baggies, etc.) in their possession. Both individuals were placed under arrest and charged with Possession with intent to distribute Class A (Heroin) and Class B (Cocaine) and other offenses. They were held on bail for an appearance at Dudley District Court the next day. This was good work by the officers involved. Also, a concerned citizen took the time to report this suspicious activity, preventing potential distribution of illegal narcotics.

On Sunday, January 26th, at approximately 6:45 pm, Sergeant Karlowicz conducted a stop of a motor vehicle on West Main Street. There were three occupants in the car. During the stop, he made observations of possible drug activity. Further investigation revealed the presence of 20.6 grams of what was believed to be crack cocaine. This was in possession of a male subject. He was taken into custody and held on \$10,000 bail for an appearance at Dudley District Court. He faced charges of Possession of a Class B Substance and Trafficking in the same. Sergeant Karlowicz was assisted by Dudley Officer Tyler Smith, as well as Officers from the Webster Police Department and a K9 Unit from the Massachusetts Environmental Police.

Thursday, January 30th at approximately 8:10 pm, Officer Daniels was parked on West Main Street at the Webster Town line. He was approached by a person reporting suspicious activity in the Walgreen's parking lot. Upon arrival at that location, he made observations of a male suspect and drug paraphernalia. The suspect was found to have both Suboxone and Heroin. He was taken into custody at that point. While being held in Webster, it was discovered this person had concealed several packets of heroin in his rectum. This caused injury requiring him to be transported to the hospital. Our officers kept him under watch until later the next day. On that Friday afternoon, he was arraigned by a judge from Worcester Court in his hospital bed. He was then turned over to the custody of the Worcester County Sheriff's Department.

On Friday, January 31st at approximately 10:30 pm, Officers Daniels, Megas, and Anthony Didonato were dispatched, along with Fire Personnel, to a residence on West Main Street for a report of a structure fire. Upon arrival, the officers met the homeowners. The male was extremely intoxicated, and the female was yelling at the responders. They both assaulted our officers and disrupted the response of the fire fighters by blocking their approach and disrupting their activities. Both parties were arrested and charged with assaulting the officers and hindering the firefighters. They were held on bail for a court appearance on Monday, February 3rd.

February

On Sunday, February 23rd, while searching for the source of gun shots in the woods off Oxford Ave, Officer Mastrogiovanni located a male subject sitting inside a vehicle in the Stonegate Complex off Chestnut Street. Upon investigation, the person was found to have a warrant for his arrest. He also had in his possession crystal methamphetamine. He was taken into custody and held on bail for a court appearance.

March

On Saturday, March 14th at approximately 11:55 pm, Officers Ferreira, Glowacki, and A. Didonato responded, along with Fire Personnel, to a car vs. house crash at the intersection of Cross Street and Central Avenue. The vehicle had heavy front-end damage and there were some structural issues with the building as a result. The male passenger was complaining of pain and was transported to the hospital. The female operator refused treatment. She reported the two engaged in an argument while driving and she lost control,

striking the residence. She appeared under the influence of alcohol. She was taken into custody and charged with operating under the influence, negligent operation, and a lane violation.

Officer Megas conducted a sexual assault investigation involving a juvenile female victim. This victim had a child at age 15, and the suspected father was a 50-year-old Dudley resident. A DNA analysis was conducted indicating this male was in fact the father. He was charged with statutory rape and numerous other offenses in connection with the victim. A warrant was issued for his arrest. He was arrested and held as a fugitive from justice in the State of Connecticut, awaiting rendition back to Mass. He was transported back to Mass on Friday, April 17th. Sergeant Poplawski and Officer Carpenter went to Bridgeport, Ct. that morning and returned this individual. He was arraigned at approximately 2 pm via conference call. He was ordered held on bail and was subsequently picked up by the Worcester County Sheriff at approximately 4:30 pm. Thanks go out to our officers, the District Attorney's Office, and the Dudley District Court staff for expediting this process, particularly prior to a holiday weekend.

On Tuesday, March 24th, at approximately 11:50 pm, Officer Mastrogiovanni was on patrol when he happened upon a vehicle stopped at the intersection of Cortis and Roberts Roads. The vehicle was stopped for some time and did not move. He went to investigate and noticed a male subject, who appeared to be passed out behind the wheel. He observed a "crack" pipe on the passenger seat and cocaine was later discovered in the vehicle. The subject was awoken successfully and without incident. He was charged with OUI Drugs, Possession of Class B Cocaine, and Negligent Operation of a Motor Vehicle.

April

On Wednesday, April 8th at approximately 8:15 pm, Sergeant Karlowicz and Officer Megas responded to a residence on Oxford Avenue for a possible home invasion with firearms involved. Upon arrival, the officers encountered a vehicle in the rear of the building, occupied by two females and a male. They were ordered out of the vehicle and a check for weapons was conducted without any located. The male subject had outstanding warrants for his arrest, and he was taken into custody. This residence is a location we have been to on numerous occasions for drug and violence investigations. A short time after this incident, our officers assisted the Webster Police on a similar type of call (fight with firearms involved) at a residence on Pearl Street, where several individuals were charged with numerous violations in connection with that case.

Several of the cases we dealt with during the month involved issuing restraining orders and processing violations. We also conducted the hearing process for two individuals on court ordered warrants of apprehension. These are in place for those who needed substance abuse or mental health treatment. We again dealt via teleconference with the local courts on all these matters and several of the parties were transported by the Sheriff to holding or treatment facilities.

May

On Tuesday, May 5th, Officer Annese filed charges against an individual in connection with the stealing a motorcycle from back in March. The victim had advertised his bike for sale online and the suspect(s) were able to determine the address where it was located. They then came to town, broke into the home, and stole the bike. Officer Annese was able to work with area departments, several local businesses for video coverage, and credit card companies to identify the individual responsible. Warrants were issued for his arrest. This case is a reminder for people to be cautious with their on-line activities.

Monday, May 18th at approximately 1 am, Officers Ferreira, Mastrogiovanni, and Conte, responded to a residence on Williams Street for a reported disturbance. Upon arrival, they heard two females yelling

loudly. One female had reportedly engaged in an argument with her juvenile daughter earlier. The mother became argumentative and threatening toward the officers. She was taken into custody. She resisted strongly and kicked the officers in the groin several times. She also head-butted one of them and was kicking the inside of the cruiser during transport. She was booked at the Webster Police Department on assault and battery with a dangerous weapon (shod foot), assault and battery, and disorderly conduct charges. She was later released to the local hospital for a mental health evaluation. Fortunately, the officers were not seriously injured.

On Wednesday, May 27th at approximately 7:15 pm, our department received a report of a disturbance outside a residence on Green Street. Our officers were tied up with other calls, so Webster Police units were requested to respond via mutual aid. Upon arrival, they found a fight taking place involving several individuals. There was a report two females originally fought, and one had sent a dog to bite the other person. Animal control was also notified. At least two other males became involved in this and some people were punched and kicked. Charges were filed against four individuals. These were later upgraded to warrants for their arrest and three of the four were arrested by Sergeant Karlowicz and Officer Daniels on the following day.

June

On Saturday, June 6th at approximately 4:20 am, Sgt. Karlowicz, Officer Ferreira, and Fire and EMS personnel, responded to a car vs. parked motor vehicle crash near #38 Schofield Ave. Investigation revealed the male operator was traveling south on Schofield Ave. when his vehicle collided with a parked car. The driver suffered a head injury and was transported to the hospital for treatment. He was believed under the influence of alcohol and he was summoned into court on that and negligent operation charges.

On Saturday, June 13th at approximately 8:30 pm, Officers Megas and Smith responded to a residence on Baker Pond Rd. to serve a restraining order on a female resident. Upon arrival, they met the subject of the order. She appeared agitated, intoxicated, and was possibly experiencing some mental health issues. The female refused to leave, threatened to kill the officers, and struck Officer Megas on the side of the head, causing some minor injury. She was taken into custody after some resistance. She was charged with numerous offenses including violating the restraining order, assault and battery on a police officer, and resisting arrest. She was held for arraignment on Monday, June 15th.

On Tuesday, June 16th at approximately 9:30 pm, Officers Daniels and Conte responded to Oxford Ave. for a report of a male subject threatening people with knives. This person was alleged to have threatened a male and female, known to us from previous encounters. He surrendered to the officers and they found two large knives in his waistband, as well as a prescription drug not belonging to him. He was taken into custody and charged with assault by means of a dangerous weapon and other offenses.

July

On Friday, July 3rd at approximately 12:05 pm, Officer Megas was conducting a regular check of the Town Beach. He encountered a vehicle with Connecticut plates, containing four individuals, parked behind the Mason Road School. A female in the driver's seat was smoking something from a glass pipe. It was later discovered to be crack cocaine. All four subjects in the vehicle were connected to the drug activity. A male and female were taken into custody and the others were summoned into court, all on charges of possession of a Class B substance.

On Friday, July 10th at approximately 1:00 am, Officer Mastrogiovanni, Sergeant Ceppetelli, and Officer Conte responded to Tracy Rd. for a reported suspicious vehicle, which possibly struck a guard rail. Upon arrival, Officer Mastrogiovanni observed a Nissan parked in the middle of the road with, what appeared to be, fresh damage to the rear end. There were two male occupants outside the vehicle, one talking on a cell phone and the other urinating in the street. The operator was identified as a 16-year-old juvenile who appeared to be under the influence of some drug. He had only a learner's permit and a set of "brass knuckles" in his rear pants pocket. The subject was extremely unsteady on his feet and became assaultive with the officers. He was later transported to the hospital via Dudley ambulance. Charges were filed in connection with this incident, including Possession of a Class E substance, Operating Under the Influence of Drugs, Driving Without a License, and Carrying a Dangerous Weapon.

On Monday, July 13th at approximately 3:30 am, Officers Conte and Ferreira responded to a residence on Center Rd. for a domestic incident. The ex-girlfriend of one of the occupants had forced her way into the apartment by pushing in an air conditioner and began assaulting the male. She struck him several times during this event. She was later taken into custody and charged with breaking and entering and domestic assault and battery.

On Friday, July 17th at approximately 10:40 pm, Sergeants Ceppetelli and Karlowicz responded to assist Webster Officers with an out-of-control male subject who was jumping on the hoods of vehicles which were parked in the vicinity of Davis Street. The subject was combative, and these officers assisted with taking the person into custody. He was charged with numerous offenses.

On Friday, July 31st, Sergeant Karlowicz responded to Jimmy's Convenience Store on South Main Street in Webster, to assist their units. They were setting up a perimeter to search for a suspect who fled after he was involved in a crash at the intersection of South and East Main Streets. While parked, a male, later identified as the 33-year-old suspect, ran into the side of Sergeant Karlowicz's cruiser. He was able to take the person into custody without incident. He was charged with several offenses, including driving under the influence, and leaving the scene of the crash.

August

On Saturday, August 1st at approximately 11:50 pm, Officers Smith and Conte responded to a motorcycle crash on Charlton Road near Tomahawk Drive. A male party was seriously injured and was transported to Umass Hospital in Worcester. Fortunately, he did survive his injuries. The cause of the crash was investigated by Central Mass Law Enforcement Council Accident Reconstruction Team and a person was later charged in connection with this case.

On Saturday, August 22nd at approximately 9:20 am, Officers Boyd and Annese responded to the Recycling Center for an out-of-control male. This person swore at the workers and sped off from the location, nearly striking one of the employees. When officers went to his residence to investigate, the party continued to swear at the officers. He was summoned into court for disorderly conduct.

Over the week of August 25th, our officers were alerted by the local Court Probation Department of an individual who had not reported to them on time. He was possibly suicidal. Our officers and the Dispatch Center worked for several days to locate this individual. He was later discovered to have been in NH and he had attempted to commit suicide. He was found on or about Friday, August 28th in Essex County by the Mass State Police. He was taken into custody and received treatment.

On Tuesday, August 25th at approximately 1:15 am, Sergeant Ceppetelli and Officers Smith and Pacheco, responded to a car vs pedestrian crash on Fairview Ave. A male subject was believed to be operating when he and his female passenger engaged in an argument. She left the vehicle and was later struck by the car. There were differing stories on how this occurred, and the Central Mass Accident Reconstruction Team was called in to assist. The male subject was believed under the influence of alcohol and he was taken into custody. The female was transported by Dudley EMS to the hospital for treatment with non-life-threatening injuries. She was released later that day.

September

On Wednesday, September 2nd, Detective Annese and Officer Megas were notified by Southbridge Police Officers of an incident which had occurred in Dudley. A female victim was being transported to the hospital due to her injuries. She claimed to have been involved in a domestic assault at a residence on Cross St. in our town. She reported being assaulted and strangled by her boyfriend. The victim also had a disability. The suspect was located and arrested. He was charged with numerous offenses including strangulation and assault and battery on a disabled person. He was held on bail for a court appearance the next day.

On Friday, September 4th at approximately 5:00 pm, Sergeant Karlowicz observed three individuals walking along West Main Street. One of the females had a warrant for her arrest. She also had crack cocaine in her possession. She was taken into custody and held on bail for a court appearance the following week. On the same date, at approximately 8:45 pm, Sergeants Poplawski and Karlowicz, as well as Officer Remillard, responded to a fight in progress on West St. Upon arrival, it was discovered that 4-5 people were involved. One male had outstanding warrants and crack cocaine in his possession. He was taken into custody and charged with several offenses.

On Sunday, September 13th at approximately 12:45 pm, Officers Boyd and Ferreira, along with Dudley Fire and EMS Personnel, were dispatched to a reported car vs. motorcycle crash at the intersection of Brandon Rd. and Schofield Ave. A vehicle proceeding west across Brandon Rd. did not see the motorcycle, traveling northbound on Schofield Ave. Both vehicles suffered significant damage and the MC driver skidded approximately 60 feet along the road. He was transported to Umass Hospital for treatment. This is an intersection with frequent crashes.

October

On Thursday, October 1st at approximately 11:42 pm, Officer Mastrogiovanni followed a vehicle operating erratically along West Main Street. The vehicle was stopped, and the operator was a female and a male was seated in the back seat. The male had a hunting knife in his possession and was making movements around his back while the officer was at the vehicle. A search of this person was conducted, and he was found to have Heroin in his possession. He was taken into custody and held on bail for a court appearance.

On Sunday, October 4th at approximately 3 am, Officer Mastrogiovanni responded to the intersection of Charlton and Dudley Oxford Roads for a person walking who was asking for help. It was later determined he was involved in a motorcycle crash over the Town line in Oxford. He was transported by Dudley Ambulance to the hospital for treatment.

On Wednesday, October 6th, Officer Remillard investigated a report of a vehicle stolen from a residence on Circle Drive. The owner may have left the keys in the vehicle by mistake. The car was recovered on Rt.

146 in Sutton by the State Police. It is a good opportunity to remind everyone to secure their vehicles whenever they are not in use, even in your own yard.

On Sunday, October 11th at approximately 6:30 pm, Sergeant Karlowicz and Officer Conte responded to a domestic incident on Chestnut Street. It is alleged the male subject had pushed his wife into a wall, causing her to strike her head. The couple's 12-year-old daughter and another child were present and witnessed this activity. The female had locked herself in the bathroom and crawled out the window where she met the officers. The male was placed under arrest for the assault and battery. The Department of Children and Families was notified as well as the Mobile Crisis Team from Harrington Hospital, due to the male making suicidal statements. He was subsequently ordered to Bridgewater State Hospital. He was transported by us and picked up there for court the following day.

Monday, October 12th at approximately 8:30 pm, Officers Daniels, Remillard, and Smith responded to Drafters Pub on Chase Ave. for a report of a fight. Upon arrival, they discovered two males and a female had entered the establishment. The males began fighting. While this was on going, a 66-year-old male attempted to break them up when he was hit in the arm with a chair, which had been swung by one of the parties. The offender then fled the location and was later found in Webster. The female was outside the establishment upon the officer's arrival. She was intoxicated and told the officers she was celebrating her 21st birthday. All three subjects were reported to have been at Yummy's Chinese earlier in the evening. Both the male aggressor and the female were taken into custody. It later became known that these two parties were on another community's active COVID list. As a result, the three officers were placed into quarantine and their vehicles and equipment etc. were sanitized. Fortunately, all three were negative and did not develop any symptoms over that time.

On Friday, October 23rd at approximately 6:50 am, Officer Smith was dispatched to a call for an erratic operator traveling on West Main St. He located a black pickup truck and conducted a stop of the vehicle near NAPA Auto Parts. The subject was somewhat uncooperative and had an expired driver's license. He was issued a citation and the vehicle was towed. A subsequent inventory search of the vehicle revealed a loaded .40 Caliber Beretta Handgun present along with Steroids. The male operator was not authorized to possess either. He was later taken into custody and charged with these offenses.

November

On Thursday, November 5th at approximately 10:15 pm, Officers Smith and Remillard responded to the area of 6 Oxford Ave. for a report of a male lying in the roadway. Upon arrival, they met with the calling party, who reported he nearly struck this person with his car. The male subject awoke and was believed to be heavily intoxicated. He was belligerent and caused trouble with the responding ambulance personnel. This behavior continued after he was transported to Hubbard Hospital. He was placed under protective custody and later charged with disorderly conduct and disturbing the peace. He was held at the Webster Police Department on bail for a court appearance.

On Thursday, November 12th in the early morning hours, both Cumberland Farms and Patriot Gas were broken into. Fortunately, not a great deal was taken. These incidents were believed connected and numerous similar occurrences had taken place in surrounding towns. Detective Annese responded to assist the officers on patrol. Some leads were developed, and he worked with other departments in Massachusetts and Connecticut, on this matter.

December

On Thursday, December 3rd at approximately 7:30 am, Officer Boyd responded to a hit and run crash on Oxford Ave. Two vehicles appeared to have been stuck along with a utility pole. The offender had left the area. Officer Boyd reviewed surveillance video nearby and worked with Officer Carpenter and Sergeant. Poplawski to identify the vehicle and driver. The suspect was summoned to court for leaving the scene of the crash and negligent operation.

On Friday, December 11th, Officer Megas filed charges against a 45-year-old male subject for indecent assault and battery on a child under 14. It is alleged the male subject had inappropriately touched his young daughter several times when she was between the ages of 6 and 8. She was now 13. Interviews were held in conjunction with DCF and the District Attorney's office.

On Monday, December 14th at approximately 1 pm, Sergeant Poplawski, and Officers Carpenter and Boyd, responded to a car vs pedestrian crash on Jean St. Detective Annese also responded and to assist with the investigation. It was determined a male subject was in a vehicle along with his ex-girlfriend and her new boyfriend. An argument occurred and the female was assaulted. The former boyfriend then allegedly drove into and over the new boyfriend causing a serious leg injury. The driver fled into Southbridge. The victim was transported to the hospital by Fire and EMS Personnel. The driver was located by Southbridge Police and transferred to our custody. He was charged with numerous offenses, including assault and battery with a dangerous weapon, domestic assault and battery, and leaving the scene of a personal injury crash. He was held on bail for court. The Central Mass Law Enforcement Council Accident Reconstruction Team was also called in to assist with this investigation.

Wednesday, December 16th at approximately 2:30 am, Sergeant Ceppetelli observed a Black SUV style vehicle parked in a diagonal fashion in front of Cumberland Farms. He pulled in to investigate and two subjects fled the store and entered the vehicle. The SUV fled west on West Main Street at a high rate of speed. He followed the vehicle into Connecticut, but lost sight of it shortly thereafter. There was some damage to the doors of the establishment, and they were apparently attempting to steal items inside, when they were interrupted. This was good work by Sergeant Ceppetelli. The case remains under investigation by Detective Annese and these same subjects were believed to be involved in similar thefts in the area.

On Saturday, December 19th, Detective Annese filed charges against a 20-year-old female in connection with arson at a home on George Street from back in November. He worked with the Fire Chief and Deputy Chief to identify the location of a suspicious fire. He reviewed video evidence and conducted several interviews, which resulted in Arson charges being filed. Fortunately, much of the fire was extinguished by the homeowners before Fire personnel had arrived.

On Tuesday, December 29th at approximately 1 am, Officers Pacheco and Conte were dispatched to an apartment at the Wysocki Drive complex for a reported disturbance. Upon arrival, they discovered a boyfriend and girlfriend were involved. While conversing with the two, and trying to safely resolve the situation, Officer Pacheco made observations of what he believed was Crystal Methamphetamine present in the residence. It was believed to belong to both parties. They were both summoned to court for Possession of a Class B Substance and the male subject was re-located for the evening.

Other Events of Note:

January

The month saw an introduction of our department to electronic citations. Thanks to a grant received through the 911 Department, our agency, and the Webster Police Department, received electronic citation machines and printers in several of our cruisers. The vehicles were equipped with these units on January 7th.

February

On February 7th, high winds caused trees and branches to come down, knocking out power and blocking several streets in Town. Dudley Southbridge Road, near the Center Road intersection, had the worst damage. The road was closed until the following day, until the area was cleared of debris and all utilities were restored.

We investigated numerous car breaks and an incident of a stolen motor vehicle in the Corbin / Ramshorn Road area. Money and other items were reported stolen and the vehicle was recovered a few days later. Similar incidents occurred throughout the year in various parts of town. We always encourage residents to secure their vehicles whenever they are left, even in your own driveway.

March

On Monday March 2nd, School Resource Officer Megas worked with School administrators, the Mass State Police, and the Central Mass Law Enforcement Council K9 Unit, to conduct a drug detection exercise at the campuses. The high and middle schools were swept by the dogs during this time.

Since schools were closed, and it was a difficult time for the children, we assisted our local teachers with a "Teacher Parade" on the morning of March 24th. Approximately 100 vehicles drove through several neighborhoods in town, honking horns and cheering for the kids. It was nice for the children to see their teachers in this setting. Officers Annese, Boyd, Carpenter, Megas, and I assisted with traffic to keep things moving smoothly.

May

Officer Megas, as our Criminal Justice Information Services Representative (CJIS - our statewide and federal database), had overseen our annual audit. We successfully passed. As required by the state, we will conduct some further testing and background checks of individuals who have access to our building. This was a great deal of work and I thank Officer Megas for all his efforts. We also moved ahead with improving technology, mostly as the result of the security audit conducted by the town. Some new computer equipment was installed, we added a new telephone system, and we continued to work on more improvements and upgrades. This remains important as we move forward with increased remote access. We did experience a power failure in one of our radio repeaters which also required repair.

We worked with school officials to conduct an end of the year procession for graduating seniors on Sunday, May 31st. Since they missed out on the final months of school, and graduation was postponed, the school arranged to deliver the students diplomas and have the seniors process in vehicles through the two towns. Approximately 210 cars were involved, and this was a well-coordinated event between the school and town.

June

In early June, the Mass Chiefs of Police were given a seat in the MEMA Bunker to work alongside the State Police and National Guard to coordinate response to riots around the state. I was present on Tuesday, June

2nd and this was a valuable learning experience. It provided me with a true picture of the problems caused during these protests / riots.

Perhaps the largest event of the month was the Black Lives Matter protest in Webster on Saturday, June 6th. The event was mostly peaceful. The week involved a great deal of planning with Webster and the surrounding Communities. We provided several officers to their town during this event, including for call response. It was a great combined effort. We also reached out to the organizers to offer the opportunity at a dialogue to hear their concerns and review our practices here in South Worcester County. Nothing ever developed.

In the middle of the month, we took delivery of our pickup truck. This purchase was authorized at the Fall 2019 Town Meeting. This has been a fine and useful addition to our fleet.

July

With the month of July comes the use of fireworks. This may have been increased due to the lack of legal displays and stay at home orders, associated with the pandemic. It also is not helpful when these devices are sold just over the Connecticut State line. The Town Beach also re-opened on July 3rd.

August

We experienced some weather events, including the remanence of Hurricane Isaias on August 4th. This caused downed trees and power outages. Some areas were out for several days and several roads were blocked for the same period. We responded, along with our public safety partners, to over 40 calls for trees and wires down. Great response by our folks over this time.

On Saturday, August 30th, several of our officers, members of the Fire Department, and the Dispatch Center, assisted in locating two individuals who were lost in the woods off Dudley Oxford Rd. They were from Auburn and had walked on the trail near Piasta Rd. when they became lost. They were located approximately an hour later and escorted out by two fire fighters. They were unharmed and appreciated the assistance.

September

The Town Beach closed officially for the year on Labor Day.

On Tuesday, September 8th at approximately 2:50 pm, Detective Annese, several officers, and Fire Personnel responded to the New Boston Road area for a male with Alzheimer's who was wandering in the area. He was located, a short time later, on Eagle Drive. He was in good condition but was taken to the hospital for treatment as a precaution.

October

In August, I received approval from the International Association of Chiefs of Police to present a course during the fall virtual conference. The in-person conference was postponed due to COVID so this was held on-line in October. My course, "Navigating High Profile Incidents in a Smaller Community," focused on policing in an agency our size during major events, including homicides and the State's first ever AMBER Alert. To enhance the quality of the presentation, I sought the assistance of the video department at Nichols College. It was filmed there in September and broadcast at the conference on Friday, October 23rd. It lasted

approximately one hour, and I was present to chat with and answer questions from those viewing it. This was a great opportunity and experience. I again thank the people who assisted me with presenting this program as well as the Board and Administrator for the support with attending these conferences.

November

We had several drug overdoses during the month, including at least one fatality. Some were intentional attempts at suicide. We continued our work with District Attorney Early to track these cases on a county wide basis. We also continued to work on securing the services of sober coaches and other substance abuse professionals to respond to these incidents and offer services to those impacted.

December

The Annual Tree Lighting for the year was cancelled. On Friday, December 4th, Sergeant Poplawski, and I worked with several of our officers, the Fire Department, Administrator Ruda, Michelle Jervais, my Admin Assistant Ms. Milosh, and other Town officials to hold a Santa Ride around town. Everyone worked very well together on this undertaking. There were a few hiccups, but overall, it went very well. Santa and the Grinch rode through most of the Town on the Fire Department Ladder Truck and the route was tracked live via a phone App. We also were given the opportunity to use a special "Switch" for the actual tree lighting at the Town Hall and Mr. Lukasz Perzan was able to video this portion for broadcast over YouTube. This event was reviewed, and we hope to bring it back for another trip in the fall of 2021, probably just after Thanksgiving. We also hope to return to a normal tree lighting ceremony once again.

In December of 2019, I finished my term as Past President of the Massachusetts Chiefs of Police Association. 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 my department. I also appreciate the support of the Board of Selectman and Administrator 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 in that capacity. In 2020, I remained active in the Association serving in liaison positions to the Amber Alert Commission, the Mass Office of Victim Assistance (MOVA), the Massachusetts Missing Persons Task Force, and the Statewide Fire Chiefs Association. I also belong to committees such as Chief of the Year, Casino Gambling, and most recently, the Legislative Committee. In 2020, I served as co-chair of the Legislative Committee, along with Chelsea Police Chief Brian Kyes. As a result, I was heavily involved in the police reform discussions. In June, some of my colleagues and I met with the Secretary of Public Safety, the Speaker of the House, and the Senate President to discuss police reform proposals and answer their concerns. There was a great deal of discussion on this over the remaining months of the year. The final version of the bill was passed at the end of December and signed by the Governor on New Year's Eve. There are some provisions that took effect immediately and others are scheduled to be implemented over time. There are several changes to policies we are revising, and we are currently assessing the full impacts of this law. This is something we will live with; however, it is a wide-reaching piece that will require a great deal of work and money. This will be certainly be challenging.

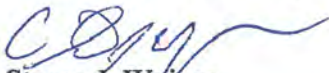
The Dudley Police Department is staffed full-time, 24 hours, seven days a week, for immediate response to all emergencies. As first responders, and one of the first emergency service workers on the scene of an incident, our officers are trained in first aid, CPR, and the use of portable defibrillators. 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.

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, working neighborhood patrols, responding to new incidents, and providing 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 at the station, calling any of our listed numbers, by visiting our web site at www.dudleypolice.com, or reaching out to us on Facebook or Instagram. 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

TOWN OF DUDLEY
MASSACHUSETTS
PLANNING BOARD
71 WEST MAIN STREET, DUDLEY, MA 01571

DUDLEY PLANNING BOARD
Daniel Edmiston, Chairman
Richard Clark, Vice Chairman
Steve Watroba, Clerk of the Board
William LePage, Member
Guy Horne, Member
Russell Giglio, Associate Member



DUDLEY PLANNING STAFF
William Scanlan, Acting Town Planner
Michelle Jervis, Acting Clerk
planner1@dudleyma.gov
Phone: 508-949-8014

ANNUAL REPORT of the PLANNING BOARD for FISCAL YEAR 2020

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 2020 (FY20) which started July 1, 2019 and ended June 30, 2020.

In the 2019 election, Steven Watroba, Louis Perrin, William LePage, and Richard Clark won seats on the Board. Retiring from service were Guy Horne, Pamela Humphrey, Russell Giglio, Gregory Benoit and Mark Marzeotti as Associate Member. The Planning Board re-organized at the beginning of the year with Daniel Edmiston assuming leadership as Chairman of the Board, Richard Clark as Vice-Chairman, and Steven Watroba as Clerk. Russell Giglio was appointed as Associate Member. Louis Perrin resigned from the Board during the year and Guy Horne, Jr. returned to fill out Mr. Perrin's term. Caryl Savard served the Board very capably as Administrative Assistant but had to be released due to budgetary constraints. Michelle Jervis expanded her duties from the Selectmen's office to provide administrative support to the Board.

The current Board extends its profound appreciation to the former members for their dedication to the Town.

The Board is assisted by a part-time Town Planner. During the year Donald Johnson resigned. In the interim, Ian McElwee from CMRPC assumed the role for a short period, then was replaced by William Scanlan. The Board is very appreciative of the planning expertise Mr. Johnson provided to the Board for several years.

Over the course of Fiscal Year 2020, the Planning Board and the Town Planner continued efforts to reach out to developers of several subdivisions that had either long standing 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.

The 2020 Annual Town Meeting acted on several bylaw amendments, which the Planning Board reviewed and prepared recommendations:

- The Planning Board supported an amendment to the Mill Conversion Overlay District that proposed a provision to waive the requirement that multi-family housing must be part of a mixed use development, and a provision to waive the requirement that ten percent (10%) of the dwelling units must be restricted to low and moderate income households. Town Meeting did not pass the article.
- The Planning Board submitted an article to adopt the provisions of MGL c. 41 §81U to expedite the completion of subdivisions that show little progress. The section allows the Board to claim up to \$100,000 of funds held in escrow, with the approval of the Board of Selectmen, and to take immediate steps to correct the deficiencies with the roads. Town Meeting approved the article.
- A landowner wished to acquire a strip of land known as Chestnut Street Extension to provide access to a proposed development on Oxford Avenue. The Board recommended that the strip be discontinued as a public way. Town Meeting approved the article.

The Planning Board approved a modification of a definitive subdivision known as Lyons Estates that was originally approved in 2007 but which had not been built. The plan contains 18 lots to be served by a 1,390-foot cul-de-sac known as Truman Drive, which has its access onto Lyons Road.

The Board approved nine Approval Not Required Plans (ANRs).

The Board approved three site plans: 1) to allow additional parking for a used car lot at 93 Schofield Avenue 2) to allow a building contractor facility at 24 Oxford Avenue; and 3) to allow a parking lot containing 488 spaces as an accessory use to a principal use in a Residential District at 263 West Main Street.

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 FY 20, the Planning Department staff together with CMRPC staff continued work on the Webster-Dudley Corridor Study, which is intended to promote new economic development along Main Street in Webster and West Main Street in Dudley. The work has been funded via a grant from CMRPC under the District Local Technical Assistance (DLTA) Program.

During FY 20, the Planning Department staff assisted on the following activities:

- Worked with other Town staff and consultants on the Town's Stormwater Management Plan.
- Worked with other Town staff and CMRPC staff on the Town's Municipal Vulnerability Planning grant application. The grant amount of \$15,000 was awarded to the Town in July 2019. The final report was submitted in May.
- Assisted CMRPC staff on the Town's Community Development Block Grant program for an Infrastructure Planning Project for the Jericho and Brandon Street neighborhoods and an ADA Self-Evaluation and Transition Plan for the Town. The grant was awarded in July 2019. The studies were underway by the end of the fiscal year.
- Assisted residents and developers with answering questions pertaining to application procedures and bylaw interpretations in order to insure timely action on local permits.

Evaluation and Transition Plan for the Town. The grant was awarded in July 2019. The studies were underway by the end of the fiscal year.

- Assisted residents and developers with answering questions pertaining to application procedures and bylaw interpretations in order to insure timely action on local permits.
- The Board held a hearing on a road name change petition from residents in the Causeway Shores neighborhood. The Department received valuable assistance from the Town Assessor. At the hearing, the Board approved the name change.
- Louis Perrin until his resignation, and Richard Clark thereafter, served as the Planning Board's delegate to the CMRPC and attended numerous meetings without compensation. Delegates learn a great deal about planning activities outside of Dudley and share their new knowledge with the other Board members.

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 2020.

Respectfully Submitted,

Daniel Edmiston, Chair
Richard Clark, Vice Chair
Steven Watroba, Clerk of the Board
William LePage
Guy Horne
Russell Giglio

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, 2019 through June 30, 2020.

In the rearview mirror, we have a fiscal year where many positive achievements were made but will be overshadowed by the pandemic. Our office began the year by welcoming Tatumn Corracio and wishing farewell to Lisa Lanarche. The staff will still maintain the same friendly and knowledgeable outlook. We continue to operate in the most unique business climate where financial markets are strong but public sentiment is mixed. The health insurance remains competitive with the property and casualty portion becoming an area of opportunity. Regardless of the internal complexion of the Town Hall or the external economic forces, I welcome the opportunity to serve in my elected capacity as your Treasurer and Collector. I look forward to the beginning of my nineteenth year in the post.

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		\$ 6,460,030
Receipts:		
Treasurer	\$ 7,000,887	
Collector	\$ 17,303,913	
Total Receipts		\$ 24,304,800
Expenditures		
Payables	\$ 20,813,999	
Payroll	\$ 4,706,060	
Total Expenditures		\$ 25,520,059
Balance as of June 30, 2019		\$ 5,244,770

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	\$ 29,188
Non-major funds other	\$ 3,655
Enterprise accounts	\$ 16,212
Stabilization	\$ 4,021
Special Revenue	\$ 2,253
Permanent Funds	\$ 697
Total Interest Receipts	\$ 56,026

NON-INTEREST BEARING FUNDS	June 30, 2019	June 30, 2020
General Cash	\$ -	\$ -
Grant Funds	\$ -	\$ -

INVESTMENTS/INTEREST BEARING FUNDS

General Cash		
General Fund	\$ 2,610,895	\$ 1,673,910
Stabilization		
Fund Balance General	\$ 100,550	\$ 206,942
Fund Balance Cap. Imp.	\$ 515	\$ 155,206
Enterprise Funds		
Water Funds	\$ 1,217,036	\$ 1,763,456
Sewer Funds	\$ 521,914	\$ 544,437
Sub-total	\$ 1,738,950	\$ 2,307,893
Fiduciary Funds		
Escrow/Deposits/ Warrants Payable	\$ 250,145	\$ 235,815
Special Revenue		

300th Anniversary	\$	777	\$	784
Clarinda Wood Fund	\$	167,703	\$	165,904
Compensated Absences Trust	\$	2,205	\$	7,238
Municipal Insurance Fund	\$	7,083	\$	7,144
Unemployment Trust	\$	3,811	\$	43,927
Worker's Compensation Trust	\$	479	\$	484
Federal & State Grants	\$	195,286	\$	300,313
Special Revenue Other	\$	2,056,775	\$	531,769
Sub-total	\$	2,434,119	\$	1,057,563
Capital Projects				
Fire Station Construction	\$	-	\$	19,313
Ambulance	\$	(110,000)	\$	(55,000)
Municipal Complex Roof	\$	(450,000)	\$	-
LED Light Conversion	\$	(160,150)	\$	(200,000)
Police Dept Vehicles	\$	531	\$	-
Fire Dept Vehicles	\$	-	\$	-
Highway Vehicles	\$	(39,806)	\$	(245,000)
Capital Other	\$	367	\$	367
Sub-total	\$	(759,058)	\$	(480,320)
Permanent Funds				
Cemetery Funds	\$	79,495	\$	83,303
A. Perry Library Trust	\$	3,425	\$	3,455
Helen Piasta Mem. Library Trust	\$	994	\$	1,003
Sub-total	\$	83,914	\$	87,761
Total Cash/Investments	\$	6,460,030	\$	5,244,770
Portfolio Allocation for Non-FDIC/State Pool Investments	\$	43,732	\$	44,213
Government Agency	\$	350,242	\$	160,407
Treasury Bond	\$	170,522	\$	155,013
CD	\$	115,444	\$	140,865
Corporate Bond	\$	145,730	\$	235,217
Bond Fund	\$	42,030	\$	133,879
Money Market Mutual Fund	\$	50,609	\$	58,893
Cash	\$	72	\$	1
<i>*Rate of return for FY2018 1.53%</i>	\$	874,649	\$	884,275

Insurance Claims
July 1, 2019 through June 30, 2020

	Property	General Liability	Employee Injury	Police/Public Liability	Auto Liability
Highway	0	0	1	0	1
Fire	0	0	2	0	1
Police	0	0	4	0	1
Town Hall	0	0	0	0	0
Sewer	0	0	2	0	0
Water	0	0	1	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	10	1	3

OUTSTANDING DEBT ACCOUNTS - SHORT TERM

Issuance	Date	Article	Outstanding July 1, 2019	Issued FY 20	Retired FY 20	Outstanding June 30, 2020	Interest
Ambulance New	10/30/2017	12	\$110,000	\$0	\$55,000	\$55,000	\$2,304
Fire Station Renovaton	10/24/2016	11	\$225,000	\$0	\$225,000	\$0	\$4,712
Highway Paver	10/24/2016	5	\$40,000	\$0	\$20,000	\$20,000	\$838
Municipal Complex Roof	5/21/2018	7	\$450,000	\$0	\$0	\$450,000	\$9,424
Ambulance Remount	5/21/2018	9	\$200,000	\$0	\$0	\$200,000	\$4,188
Highway Street Sweeper	10/28/2019	5	\$0	\$225,000	\$0	\$225,000	\$0
Sewer I and I Study	10/28/2019	19	\$0	\$125,000	\$0	\$125,000	\$0
Water Stations 1,3,7	10/28/2019	21	\$0	\$900,000	\$0	\$900,000	\$0
Total Short Term Debt			\$1,025,000	\$1,250,000	\$300,000	\$1,975,000	\$21,465

OUTSTANDING DEBT ACCOUNTS - LONG TERM

Issuance	Date	Article	Outstanding July 1, 2019	Issued FY 19	Retired FY 19	Outstanding June 30, 2020	Interest
<i>Inside the Debt Limit</i>							
Town Hall Rehab	12/15/2002	-	\$1,140,000	\$0	\$285,000	\$855,000	\$45,885

Town Hall Rehab Pt 2	4/18/2004	-	\$380,000	\$0	\$95,000	\$285,000	\$15,319
Sewer Phase II	5/10/2000	-	\$60,000	\$0	\$60,000	\$0	\$3,360
Fire Station Rehab	10/24/2016	11	\$6,080,000	\$0	\$320,000	\$5,760,000	\$207,200
Sub-total			\$7,660,000	\$0	\$760,000	\$6,900,000	\$271,764
<i>Outside the Debt Limit</i>							
Sewer Phase I	3/15/1998	-	\$0	\$0	\$0	\$0	\$0
Water Healy/Oxford	10/15/2012	-	\$520,000	\$0	\$130,000	\$390,000	\$9,100
Water Corrosion Control	10/1/1999	-	\$45,000	\$0	\$45,000	\$0	\$0
Sub-total			\$565,000	\$0	\$175,000	\$390,000	\$9,100
Total Long Term Debt			\$8,225,000	\$0	\$935,000	\$7,290,000	\$280,864
Total Debt			\$9,250,000	\$1,250,000	\$1,235,000	\$9,265,000	\$302,329

TAX TITLE AND TAX LIEN REDEMPTION

Uncollected Accounts July 1, 2019	\$248,423
Commitments	\$235,967
Net Collections	<u>\$84,867</u>
Uncollected Accounts June 30, 2020	\$399,523

FUEL USAGE FOR FY 2020 (in Gallons)

DEPARTMENT	UNLEADED	DIESEL	TOTAL
Police	8973.30	0.00	8973.30
Fire	1334.50	3476.80	4811.30
Highway	3784.70	9383.60	13168.30
Sewer	1688.10	18.90	1707.00
Water	929.00	1262.20	2191.20
Buildings and Grounds	565.00	0.00	565.00
Administration	0.00	24.00	24.00
Totals	<u>17274.60</u>	<u>14165.50</u>	<u>31440.10</u>

WORCESTER REGIONAL RETIREMENT SYSTEM 2020

Amount withheld from employee wages	\$364,737
Amount contributed by the Town	<u>\$869,193</u>
Total paid to the Worcester Regional Retirement Board	\$1,233,930

PAYROLL AND DEDUCTIONS FOR CALENDAR YEAR 2020

GROSS WAGES \$ 4,833,863.11

DEDUCTIONS WITHHELD:

Federal Tax	\$ 495,156.46
State Tax	\$ 206,309.17
Medicare Tax	\$ 62,881.06
Retirement	\$ 364,736.80
Boston Mutual Life Ins.	\$ 16,007.66
Health Insurance	\$ 265,511.78
Mutual of Omaha	\$ 265.00
AFLAC	\$ 73,482.12
Union Dues	\$ 25,315.85
Family Service	\$ 32,662.00
Deferred Comp	\$ 84,540.20
OBRA	\$ 35,709.76
Personal Use of Auto	\$ 4,809.00
Clothing Allowance	\$ 1,518.11

TOTAL DEDUCTIONS WHELD \$ 1,668,904.97

NET WAGES PAID \$ 3,164,958.14

GROSS WAGES FOR CALENDAR YEAR 2020

	Curr Gross Amt
Aker, Michelle	\$ 11,088.80

Annese, James	\$	117,560.96
Asselin, Luke	\$	51,430.73
Bain, John	\$	69,569.28
Baron Sr, Theodore	\$	6,653.37
Barton, Robbie	\$	13,088.00
Baxter, David	\$	41,240.83
Belanger, Jon	\$	2,592.00
Belhumeur, Brian	\$	4,604.00
Benoit, Scott	\$	86,676.60
Berg, Lisa	\$	63,592.35
Bernard, Adam	\$	147.00
Bonnette Jr., Michael	\$	2,250.00
Boyd II, Chandler	\$	120,503.87
Brackett, Alan	\$	5,708.00
Brackett, Joshua	\$	204.00
Brink, Linda	\$	663.50
Buccelli-Costen, Lena	\$	7,894.01
Buchanan, Michael	\$	1,884.00
Burlingame, Nelson	\$	26,671.48
Bussiere, Margaret	\$	11,829.40
Buzanoski, Patricia	\$	6,269.62
Caney, Jesse	\$	1,673.00
Carmignani Jr, Richard	\$	92,768.84
Carpenter Jr, David	\$	91,291.66
Carroll, Lida	\$	51,091.88
Carter, Janet Drusilla	\$	67,772.55
Castonguay, Austin	\$	1,456.18
Ceppetelli, Paul	\$	118,371.41
Chapa, Hector	\$	15,028.89
Chenard, Steven	\$	81,627.45
Collins, Kyle	\$	1,530.01
Commeso, Taylor	\$	669.38
Conte, Mariano	\$	72,920.02
Coraccio, Tatum	\$	38,496.14
Cournoyer, Jennifer	\$	49,132.55
Cournoyer, Zachary	\$	5,926.68
Cyganiewicz Sr, Kerry	\$	500.00
Daly, Nicholas	\$	76,754.94
Daniels, Ryan	\$	99,202.65
Davey, Zachary	\$	5,579.20
Davis, Bertram	\$	3,113.00
Demers, Dylan	\$	59,606.77
Devlin, Mary	\$	786.00
DiDonato, Anthony	\$	472.00
Dorval Jr, Brian	\$	88,255.06
Dupree, Alexis	\$	1,173.00
Eccles, Zachary	\$	4,608.00
Edmonds, Robert	\$	6,834.00
Erickson, Bryan	\$	630.00
Ethier, Anne	\$	7,866.02
Fairbanks, Logan	\$	42.00
Ferreira Jr, Arthur	\$	90,048.10
Finn, Ora	\$	1,057.50
Fitzgerald, Robert	\$	22,194.34
Fitzgerald, Jennifer	\$	31,559.00
Galvin, Timothy	\$	58,868.81
Gatzke Jr, Melvin	\$	43,589.73
Genga, Anthony	\$	4,470.00
Glowacki Jr, John	\$	5,327.00
Golenski III, Stanley	\$	71,375.14
Gonynor, Michael	\$	4,032.00
Gulkin, Eric	\$	388.00
Gustafson, Susan	\$	6,913.54
Harvey, Gloria	\$	941.81
Hollows, John	\$	780.00
Jacobson, Amanda	\$	43,576.47
Jervis, Michelle	\$	54,065.86
Johnson, Roberta	\$	67,964.00
Johnson, Jason	\$	500.00
Johnson, Jillian	\$	441.72
Johnson, Donald	\$	457.82
Jones Jr, James	\$	735.00
Joseph, Lauri	\$	1,443.00
Karlowicz, Marek	\$	140,138.16
Killeen, Michael	\$	864.00
Kochanowski, Dean	\$	119,209.37
Konieczny, David	\$	691.88

Konieczny, Scott	\$ 1,563.00
Konieczny, Paul	\$ 83,562.27
Krajcik, Michael	\$ 71,551.44
L'Heureux, Robbie	\$ 1,578.00
Laprade, Michael	\$ 400.00
LaRochelle, John	\$ 6,543.00
Latino, Paul	\$ 29,468.84
Majorowski, David	\$ 1,000.00
Marcinkus, Joseph	\$ 3,064.00
Marsi Jr, John	\$ 500.00
Mastrogiovanni, James	\$ 100,494.14
Mayen, Tasha	\$ 1,058.27
McDonald, Travis	\$ 3,074.00
McDonald, Jacob	\$ 375.00
McGowan, Charles	\$ 6,913.00
McKay, Lyle	\$ 47,448.44
Megas, Philip	\$ 114,613.98
Miller, Logan	\$ 54,285.25
Milosh, Lauren	\$ 35,005.50
Moroz, Paige	\$ 10,660.72
Moroz Jr, Chester	\$ 87,451.54
Morse, Samantha	\$ 450.00
Mrozinski, Diane	\$ 833.50
Murray, Jeffrey	\$ 5,166.66
Nichols, Keith	\$ 4,868.00
Nogler, Shane	\$ 3,590.00
Normandin, Patrick	\$ 7,141.50
Ostroskey Jr, Peter	\$ 588.00
Pacheco, Luis	\$ 53,749.94
Patrinos, George	\$ 95,098.45
Pelley, Brooke	\$ 1,090.13
Perzan, Lukasz	\$ 2,032.00
Petro, Mary	\$ 25,799.92
Phelps, Jacqueline	\$ 34,938.96
Piasta, Neil	\$ 19,796.00
Polletta Sr, Vincent	\$ 90,070.53
Poplawski, Dean	\$ 120,613.04
Poznanski, Joshua	\$ 300.00
Prefontaine, Jessica	\$ 2,028.00
Remillard, Keith	\$ 84,810.21
Reynolds, Patrick	\$ 50,716.81
Rivera, James	\$ 14,515.82
Roberts, Heather	\$ 7,568.65
Robinson, Kristen	\$ 416.00
Rogerson, Stephen	\$ 27,751.56
Ruda, Jonathan	\$ 128,662.60
Russell, Jesse	\$ 56,792.80
Savard, Caryl	\$ 8,749.69
Sellers, Kenneth	\$ 1,420.00
Sheehan, Daniel	\$ 34,242.80
Shelburne, Nicholas	\$ 19,744.50
Siegmund, Paul	\$ 16,492.98
Smith, Tyler	\$ 89,466.50
Smith, Lori	\$ 59,401.03
Sousa, Carlos	\$ 4,772.52
Spahl, Erik	\$ 75,628.50
Spahl, Jay	\$ 13,412.00
Sugar, Ferdinand	\$ 4,573.37
Sullivan, Steven	\$ 500.00
Thibaudeau, Deborah	\$ 70,687.33
Thibeault, James	\$ 29,232.28
Torres, Carlos	\$ 2,615.00
Tremblay, Dennis	\$ 40,570.26
Trifone, Antonio	\$ 86,506.35
Tryba, George	\$ 5,728.26
Urato, Bryan	\$ 7,488.00
Warrington, Allen	\$ 42,107.57
Warrington, Brandon	\$ 7,354.00
Westberg, Kenneth	\$ 288.00
Wetherbee, Richard	\$ 58,505.16
White, William	\$ 1,440.00
Wieloch, Paul	\$ 2,887.95
Wilson, Christopher	\$ 4,015.00
Wilson Jr., Donald	\$ 1,193.00
Wojnar, Steven	\$ 151,247.44
Young, Pamela	\$ 10,342.72
Zajkowski, J. Theodore	\$ 13,568.10

Ziegler, Joshua	\$	750.00
Total Wages FY2020	\$	4,833,863.11

COLLECTOR RECEIPTS FOR FISCAL YEAR 2020

Real Estate Tax

2017	\$	(1,255.65)
2018	\$	(857.50)
2019	\$	91,499.89
2020	\$	13,068,825.01
2021	\$	17,224.74
Total Real Estate Tax	\$	13,175,436.49

**Negative value denotes a credit folled forward to a successive fiscal year*

Supplemental Tax

2019	\$	3,847.55
Total Supplemental Tax	\$	3,847.55

Personal Property Tax

2016	\$	99.86
2017	\$	39.85
2018	\$	-
2019	\$	801.09
2020	\$	326,877.26
Total Personal Property Tax	\$	327,818.06

Motor Vehicle Excise

Excise Collected in excess of Abatement 2006 & Prior	\$	32.81
2007	\$	43.02
2008	\$	608.75
2009	\$	408.75
2010	\$	-
2011	\$	-
2012	\$	194.38
2013	\$	289.69
2014	\$	686.15
2015	\$	915.42
2016	\$	2,445.32
2017	\$	6,852.87
2018	\$	22,677.14
2019	\$	206,260.78
2020	\$	1,305,149.86
Total Motor Vehicle Excise	\$	1,546,564.94

Boat Excise

2018	\$	100.00
2019	\$	3,614.25
Total Boat Excise	\$	3,714.25

Water

Usage	2013	\$	-
Fees	2013	\$	-
Usage	2014	\$	119.00
Fees	2014	\$	-
Usage	2015	\$	208.00
Fees	2015	\$	-
Usage	2016	\$	122.75
Fees	2016	\$	-
Usage	2017	\$	103.89
Fees	2017	\$	-
Usage	2018	\$	466.97
Fees	2018	\$	-
Usage	2019	\$	24,710.78
Fees	2019	\$	322.53
Usage	2020	\$	919,240.24
Fees	2020	\$	8,483.18
Total Water		\$	953,777.34

Sewer			
	Usage	2013	\$ -
	Fees	2013	\$ -
	Usage	2014	\$ 91.18
	Fees	2014	\$ -
	Usage	2015	\$ 298.51
	Fees	2015	\$ -
	Usage	2016	\$ 103.79
	Fees	2016	\$ -
	Usage	2017	\$ 237.42
	Fees	2017	\$ -
	Usage	2018	\$ 581.15
	Fees	2018	\$ -
	Usage	2019	\$ 38,116.60
	Fees	2019	\$ 322.52
	Usage	2020	\$ 910,209.53
	Fees	2020	\$ 8,198.85
Total Sewer			\$ 958,159.55

**Water Sewer Liens & Betterments &
Title 5 Betterments**

2017	Sewer Lien	\$ 550.74
	Sewer Lien Interest	\$ 99.56
	Water Lien	\$ 537.38
	Water Lien Interest	\$ 72.97
	Water/Sewer Fees	\$ 120.00
	Inc. & Exp. Fees	\$ (125.00)
2018	Water Lien	\$ 152.78
	Water Lien Interest	\$ 28.23
	Water/Sewer Fees	\$ 40.00
	Sewer Betterments	\$ 534.88
	Sewer Betterments Interest	\$ 101.61
2019	Sewer Lien	\$ 207.25
	Sewer Lien Interest	\$ 25.48
	Water Lien	\$ 120.00
	Water Lien Interest	\$ 14.76
	Water/Sewer Fees	\$ 60.00
	Inc. & Exp. Fees	\$ 300.00
2020	Sewer Lien	\$ 50,612.75
	Sewer Lien Interest	\$ 7,837.06
	Water Lien	\$ 44,852.92
	Water Lien Interest	\$ 6,700.27
	Water/Sewer Fees	\$ 9,197.91
	Sewer Betterments	\$ 7,920.47
	Sewer Betterments Interest	\$ 584.16
	Betterments Paid In Advance	\$ 327.29
	Inc. & Exp. Fees	\$ 7,500.00
		\$ 138,373.47

Total W/S Liens, Betterments & Title 5

**Negative value denotes a credit folled forward to a successive fiscal year*

Municipal Lien Certificates **\$ 30,700.00**

Charges

Advertising	\$ 1,001.56
Bank Charge	\$ 50.00
Release of Line	\$ 18.00
Demand	\$ 43,205.00
DPW Demand	\$ 19,460.00
Mark Clear	\$ 14,320.00
Notice of Warrant	\$ 13,764.00
Service of Warrant	\$ 14,603.00
Warrant	\$ 11,470.00
	\$ 117,891.56

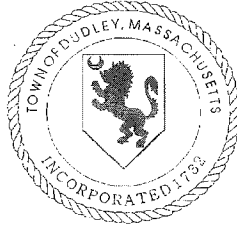
Total Charges

Total Receipts **\$ 17,138,391.65**
Interest **\$ 47,629.70**
Charges **\$ 117,891.56**

Combined Cash Total **\$ 17,303,912.91**

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 9:00AM-2:00PM
Wednesday 9:00AM-4:00PM
Thursday 9:00AM-4:00PM
Or by Appointment
Phone: (508) 949 8010
Fax: 508-949-8033

January 25, 2021

Annual Report Veterans' Officer 2020

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 2020, 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 2020, the Town of Dudley appropriated \$147,782.79 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. In this capacity, I, as your Veterans Services Officer for the Town of Dudley have achieved additional certification as an accredited Veterans Administration advocate/representative which allows me to take cases all the way to the Supreme Court if necessary, with the legal process involving claims work. During the fiscal year of 2020, 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
- * Researching and obtaining lost or destroyed discharge papers (DD-214)

Under Federal benefits guidelines, the Town of Dudley veterans received an average of \$250,000.00 per month which is paid directly to the veteran or spouse in the form of a pension which is provided by the Veterans Administration. This is attributable to the work of the veterans' officer filing claims for these eligible veterans or widows. Needless to say, these funds benefit the Town in revenue to local businesses, mortgages, etc.

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 2020 has been a very challenging year in obtaining better employment opportunities for many Veterans in as much as could be obtained during the COVID-19 restrictions. A good number of our veteran population required aid in regard to food assistance for which we are extremely grateful for local civic groups who provided fresh produce to veterans as well as non-perishables. The Veterans Office voluntarily delivered these needed food items to veterans who were following quarantine or COVID-19 guidelines. Many older veterans also required much assistance with telehealth programs with the VA during this COVID-19 pandemic situation.

I wish to express my thanks to the various personnel in the Dudley Government Complex, for their help in assisting this Department in carrying out the services that are very much in need. I am especially grateful to the Town Administrator Jonathan Ruda and the Board of Selectman for going over and above in understanding our challenges and allowing us some leeway to be able to meet the needs of our veterans and families in the most expedient way.

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*
William Conley
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, Plant Operator
Luke Asselin, laborer

Sewer Employees:

Mike Krajcik, Plant Operator
Tim Galvin, laborer

Honorable Board of Selectmen and Citizens of Dudley:

The Board of Water and Sewer Commissioners are pleased to present our 2021 Annual Report to the residents of the Town of Dudley.

Water Department

The Water Department continues its mission to perform any and all necessary distribution system upgrades and/or improvements. This year has introduced a new upcoming static regulation (Oct 2021) substance called Perfluorocarbons or PFAS. The Water Department has already taken a proactive plan to mitigate or control these newly found substances and to meet any and all state requirements or procedures.

In the past year, the Water Department has completed or in is the process of making the following infrastructure improvements, changes or upgrades.

- Completion of the new Well #7 replacement project of Pump Station #3 (Schofield Ave) along with new piping, valves and motor pumping apparatus. (Projected online Feb 2021)
- Installation of new chemical feed pumps, valves, tanks, safety equipment, recorded and

- piping for Pumping Stations #3 and #6. (Corrosion Control System)
- Continuous monthly quality testing and sampling including bacteria, PFAS and other state mandated substances and/or compounds.
- Completed construction of a new water transmission main from Pumping Station #3 (Schofield Ave) to Pumping Station #6 (New Boston Rd). (To blend water in the distribution system for PFAS mitigation control)
- Installation and testing of three (3) new gravel packed wells at the Main Pumping Station, along with a finish plan for building rehabilitation and expansion. (Projected Fall 2021)
- Secured SRF Grant funding for the following projects:
 - a. Main Pump Station rehabilitation and well replacement
 - b. Mason Rd/Mason Rd Ext Water Main Replacement project. (Projected completion Spring/Summer 2021)
 - c. Water Reservoir Tank Rehabilitation project for Bates Rd/Dresser Hill Rd. (Projected 2021-2023)
- Ongoing efforts through DEP and Tighe and Bond Engineering to begin research and development of a new treatment facility at Station #6 for PFAS mitigation and control. (For all 3 working pup stations to connect into)
- Water Department has repaired or replaced 18 water main or service breaks.
- Replaced or added six (6) new hydrants throughout the system.
- Continued town wide water meter replacement program and upgrades. (To electronic system)
- Continued yearly town wide leak detection program to locate any areas of after water loss to the distribution system.

Sewer Department

The Dudley Sewer Department has continued to analyze and improve its aging infrastructure. The department has already addressed or completed various state required projects for the I & I Assessment Program. Construction and repair phases will commence in the Spring of 2021. Numerous areas of water infiltration into the sewers have been identified and a process for relining of the pipes will begin in the Spring of 2021.

The Sewer Department has performed the following upgrades or improvements this past year:

- New repairs and modifications to the Patterson Ave Sewer Pump Station.
- New Kohler generator for Lakeview Ave Pump Station.
- New Kohler generator for Lyons Rd Pump Station.
- New Sewer Plant garage renovations so that all trucks and equipment can be packed inside.
- Installed five (5) new sewer connections.
- Made necessary improvements and modifications to the Eisenhower Drive Sewer Pump Station along with the replacement of two (2) sewer pumps. (Still not a town accepted Sewer Station)
- Continued jetting and maintenance of sewer lines and sewer pumps for continued flow and operation.

- Repaired numerous manholes. (Identified by I & I Assessment Program)
- Continued sewer main inspections with the use of our new camera.

Sewer Connection System

- Total of 20.66 miles of gravity sewer mains.
- Total 0.46 miles of low pressure forced mains.
- Total 563 working manholes in use.

The Dudley Sewer Department would like to thank the following people for their generous donations over the past year.

- Mr. David Haynes for the generous donation of \$7500.00 toward the new Lyons Rd Kohler generator.
- Dudley Fire Chief Dean Kochanowski for the generous donation of a portable skid load pumps and tanks to assist us with the Sewer Station clean outs.

The Water Sewer Department Superintendent would like to express his gratitude to all the Water Sewer employees for their hard work and dedication along with the Board of Water Sewer Commissioners for their continued support to our department and town.

Respectfully Submitted,

The Dudley Water and Sewer Commissioners

Scott Zajkowski, Chairman

William Conley

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



Amanda Jacobson, 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, 2019 to June 30, 2020.

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**
 - Twelve Special Permits
 - Fees Collected - \$1800.00
- **Variances**
 - Three Residential Variances
 - Fees Collected - \$300.00
- **Commercial Variances**
 - Zero
 - Fee Collected - \$0.00
- **Appeals**
 - Zero
 - Fee Collected - \$0.00

Total Fees Collected
\$2,100.00

Respectfully submitted,

George Slingo
Chairman Zoning Board of Appeals

Annual Report of the Towns
Dudley-Charlton Regional School District
68 Dudley-Oxford Road
Dudley, MA 01571
508-943-6888

Town Report Information – January 2020– December 2020
(all schools were closed due to Covid-19 from mid-March 2020 until October 1, 2020)

Members of the Dudley-Charlton Regional School Committee, 2020

Kenneth J. Laferriere, Chair
Pauline J. Aucoin, Vice Chair
Cathleen Carmignani
Jordan Willow Evans
Catherine M. Kabala
Stephanie A. Reed
Jamie L. Terry
Michaela Cluett, Student Representative

1. General Descriptive summary of the School District's activities

Charlton Elementary School

9 Burlingame Road

Charlton, MA 01507

508-248-7774

Lori A. Pacheco, Principal

Enrollment: 291

Notable Achievements:

Department of Education Early Grades Literacy Grant Recipient
Charlton Elementary School, along with Heritage School, Dudley Elementary School and Mason Road School, received a grant for the promotion and education of early literacy. Principal Pacheco along with eight teachers from Charlton Elementary School are spending the 20-21 school year in an in-depth study of literacy.

Equity Training

All Charlton Elementary School staff participated in multiple virtual seminars presented by Dr. Sheldon Eakins on the topic of equity and understanding biases. Dr. Eakins is the founder of the Leading Equity Center and the host of the Leading Equity Podcast.

G Suite Training and New Position

Due to the change from in-person learning to virtual learning, all staff received intense G Suite training to prepare for instruction through Google Classroom. Along with this training, the district hired Mrs. R. Lemansky to serve as the parent/teacher technology liaison. This position has allowed both teachers and parents a resource to support them when problems arise with virtual learning.

Family STEAM Night

On January 30th, from 5:00 – 6:30 p.m. Charlton Elementary School held a Family STEAM Night with a Tropical Theme. The school was filled with hands-on activities for families to enjoy that promoted Science, Technology, Engineering, Art and Math. All of Charlton Elementary Staff volunteered to run the different events and families enjoyed the evening of exploration together.

Town Wide Teddy Bear Hunt

Thanks to the support of the town, Charlton Elementary School held a successful Teddy Bear Hunt at the start of the pandemic. Families, churches, and businesses placed Teddy Bears in windows for children to spot. Families enjoyed hunting for bears together and reporting back the number they found.

A New Kind of Spirit Day

Spirit Days are a 15-year-old tradition at Charlton Elementary School. In the past, the whole school would gather in the gym for an assembly where stories were read and staff and students participated in singing and dancing. We held two Spirit Days like this in January (Tropical Paradise Day) and February (Flannel Day) but then had to move to virtual Spirit Days for the remainder of the 2019-20 school year. In the fall of 2020 we resumed the Spirit Days in school, but due to Covid-19 restrictions, Principal Pacheco went room – to – room to share a special song. Our fall of 2020 themes included Sunglasses Day, Super Hero and Princess Day, Vacation Day and Holiday Sweater Day.

Community Service Projects

Choose to Be Nice Club

The Charlton Elementary School Choose to Be Nice Club supports the community in multiple ways. The 2019-2020 club had 57 members and the 2020-2021 club had 43 members. (The 20/21 club was virtual and ran on Wednesday afternoons from October to January.) Both clubs worked together to support our local fire department, police department, Overlook friends, town hall employees, local dog shelters, and our local library.

Toys for Chip In

Students and staff from Charlton Elementary School filled 2 large vehicles with toys to donate to Chip-In for Christmas 2020.

100th Day Collection

Charlton Elementary School donated \$300 to the REAS Foundation of Charlton in honor of the 100th Day of School on February 7, 2020.

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

Enrollment: 399

Notable Achievements:

After the Bell, Enrichment Program – January & February 2020

All students had an opportunity to participate in after school enrichment classes that allow students to explore areas of interest while building collaboration, cooperation, and inter-personal skills. This session offered a variety of programs including Yoga and Mindfulness, Music, Little Bits Engineering, Sign Language, Volleyball, and Escape the Room.

Dr. Seuss Read-A-Thon – February 2020

Over 300 students took part in a February Read-A-Thon which raised almost \$5,000.00 for Heritage School. Students were sponsored for reading minutes by families and friends.

Reverse Parade and Drive-By Good Bye – May and June 2020

Due to the unforeseen school closure in response to Covid 19, Heritage School Staff gathered in our parking lot in order to make a connection with the students and families we were so desperately missing. Creative signs and decorated cars displayed affectionate messages for our students and families to show our appreciation of their support during the school shut-down. It also provided teachers the opportunity to get an in-person glimpse of students prior to setting off for summer vacation.

Meet the Teacher Event, Covid-Style – September 2020

Students were able to meet their teacher in the first ever outdoor “Meet the Teacher” afternoon at Heritage School. Students visited with teachers at a designated time so that each cohort in order could meet their teachers and classmates in a setting that provided ample social distancing in an open-air setting.

Community Service Projects

Pajama Program – January 2020

Heritage School students donated 280 pairs of pajamas to children in local shelters through the Pajama Program organization. Scholastic Books matched our pajama donations and also sent 3 280 books to local shelters in honor of Heritage School.

Masonic Home Outreach Program – February 2020

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.

World Kindness Day – November 2020

Students and staff celebrated World Kindness Day at Heritage school in a couple of ways. Students prepared posters and shared them in the halls of Heritage School. Daily announcements highlighted the kindness connection that students were making within the school and in the community.

Everyone Make A Difference Campaign – December 2020

All students were invited to take part in an exciting new initiative. The purpose of “Everyone Make a Difference,” is to show students that although their hands are small, they can combine with their hearts to make a difference in their school, homes, and throughout the community. Students record their good deeds on strips of paper, which are then combined to create a paper chain of good deeds that will adorn the halls of Heritage School. Students’ kind and compassionate deeds are shared through daily announcements.

Charlton Middle School

2 Oxford Road

Charlton, MA 01507

508-248-1423

Dean W. Packard, Principal

Enrollment: 629

Notable Achievements:

Social Emotional Well-Being - January & February 2020

Per the state of Massachusetts Mental Health Guidelines, we continued to implement the Signs of Suicide Prevention Program (SOS) and the Substance Abuse Screening, Brief Intervention and Referral

Treatment Program (SBIRT) for our 7th grade students. Additionally, we strengthened our connections to foster relationships with community outreach groups such as YOU, Inc; Harrington Mental Health Counselors; DCF voluntary services and other local agencies in an effort to support students and families. This year we added the Herron Project as an additional platform for Social Emotional Wellness and mental balancing practices for our student body.

Reverse Parade Recognition and Drive-By Farewell – May & June 2020

As a result of schools closing down due to COVID-19, we created an opportunity to connect all staff and students to close out the 2019-2020 school year. A festive, socially distanced program was set up for us to be able to recognize our out-going 8th grade students and say goodbye in proper fashion. Additionally, we were able to create a safe socially distanced platform to say goodbye to all of our 5th, 6th and 7th grade students and families as well. This provided some closure leading into the summer break.

Start of School September & October 2020

We welcomed back our students in September 2020 in a continued virtual setting. The virtual setting provided some challenges, but also new opportunities for educators to utilize additional technology to augment the educational process. Connecting educators to students in their homes became the adjusted new normal. We are forever grateful for caregivers and family support for assisting in ensuring students met with overall success. This partnership has been essential as we navigated through the COVID-19 pandemic.

Students Back In School October 2020 – December 2020

With the exception of some of our high-needs students, we began to migrate more students back into our building on Thursday, October 15, 2020 in a half-day hybrid model. Students were divided into cohorts: Cohort A – Monday and Tuesday; Cohort B – Thursday and Friday. Cohort D students (High-Needs) were back in school in early September. Working directly with our local Board of Health Agent, Jim Philbrook, we ensured that we met all safety guidelines set forth by the Department of Education and Department of Public Health. We greatly appreciated the feedback and opportunity to work hand-in-hand with our town resources. Additionally, I personally want to thank the entire community for their support, as we navigated through the re-opening of our schools. As always, it takes a village and everyone in the community pulled together perfectly to support all of our students in a safe and manageable manner.

Community Service Projects & Partnerships January 2020 - December 2020

Even though we were not fully in-person during the COVID-19 period, our school, faculty and student body still remained focused on helping and supporting those in need. As a school, we were able to work directly with families who needed assistance. We were able to loan our Chromebooks to families in need of technology. We were able to help families get connected to the Internet. We continued to have partnerships with local agencies, such as Lion's Club and other local business. Through the benevolence of these agencies, we were able to provide gift cards supporting Thanksgiving and the holidays. These charitable organizations remain a quiet backbone for stability throughout our town. Additionally, our staff and student body continue to raise money to support the following: families in crisis, CHIP-IN, American Heart Association, Multiple Sclerosis Foundation, Hat & Mitten Tree Initiative, Alzheimer's Association, American Diabetes Association, The American Cancer Association, The Worcester Telegram & Gazette Santa and Make a Wish Foundation. The continued vision of helping others will always be part of who we are and what we do.

Finally, I would like to thank all of our educators and families. We wouldn't have been able to navigate the COVID-19 pandemic without a continued partnership and understanding of the importance of working together. Our students deserve the very best education we can provide. It's with extreme gratitude and admiration that I recognize all of the amazing efforts from stakeholders. It takes a village

and we will be so much stronger when we return to our full in-person school day. I want to thank everyone for their commitment to helping all students reach their highest potential.

Mason Road School
20 Mason Road
Dudley, MA 01571
Jennifer A. Desto, Principal
Enrollment: 246

Notable Achievements

Choose to Be Nice Program – September, 2020

In an effort to encourage and support character building of all students, the administration and staff at Mason Road School continuously implements the Choose to Be Nice Program. This program recognizes students who are “caught in the act” of being kind, respectful, accepting of others, being a good team member, honest, responsible, a good friend, patient, and courageous.

Early Grades Literacy Grant – September, 2020 – TBD

All four Dudley-Charlton Regional School District elementary schools are participating in an Early Grades Literacy Grant that provides professional development so that school teams are able to demonstrate knowledge of the scientific, evidenced base for early literacy, including how children learn to read, identify why some children have difficulty learning how to read, and provide evidence-based early literacy practices that are best for all students. School teams will be able to implement these evidence-based practices in high-quality core literacy instruction, administer valid assessments, including screeners and progress monitoring, and analyze and use assessment data to inform core and intervention instruction. Additionally, school teams will establish and maintain a school-based literacy team, to lead implementation of evidence-based early literacy instruction, professional learning, and data-based decision making in grades K-3.

** The contents of the information noted above is provided by Tracy Martineau, Department of Elementary and Secondary Education (DESE) Early Grades Literacy Grant Contact for DCRSD.*

Response to COVID-19

The staff, students, and families of Mason Road School are commended on their efforts to practice all safety protocols in order to avoid the spread of COVID-19. The students are now in a routine where mask wearing, hand washing, 6 feet social distancing, and use of hand sanitizer has become a norm. Staff and families are continuing to complete the “self-screener” before the students/staff enter the building. Staff and families are diligent in acknowledging symptoms and following the necessary protocols before entering the school building.

Community Service Projects

It Starts at Home – December 2020

Mason Road School worked closely with the It Starts at Home program that support families of students and senior citizens who are in need. It Starts at Home donated gifts for approximately 22 Mason Road, Dudley Elementary, and Dudley Middle School families.

John Paire Foundation – December 2020

The John Paire Foundation donated 22 Walmart gift cards to Mason Road, Dudley Elementary, and Dudley Middle School families who were in need during the holiday season. Mason Road staff and families continue to contribute to the John Paire Foundation.

Dudley Elementary School
16 School Street
Dudley, MA 01571

508-943-33551

Kelly True, Principal

Enrollment: 335

Notable Achievements:

COVID-19 Reopening

The staff at Dudley Elementary were happy to welcome students back into the building on October 1, 2020. We celebrated the day with balloons, music, and happy faces under our masks. Students were excited to return to school and teachers made their classrooms welcome spaces. Throughout the year, strict protocols were followed to keep staff and students safe from contracting COVID-19. Students were amazing at following the new routines in the building and there have been zero cases identified as transmitted on school property. The resilience both our students and staff have shown this year is incredible. We will be welcoming even more students back this year to in-person learning and we are proud to say we have had a very successful school year!

Early Grades Literacy Grant

All four elementary schools in the Dudley Charlton Regional School district were awarded grant funds from the Massachusetts Department of Elementary and Secondary Education. The funds will be used over the next two years to improve teaching and learning in early literacy. The grant monies have been used to provide professional development to teachers on how the brain learns to read and introduces scientifically based instructional materials for use in the classroom. Through this grant, we were also able to purchase a standardized reading assessment that will help us make decisions about how to support struggling readers. As an additional function of this grant, DES has created a school-based literacy committee that is dedicated to making important literacy decisions for each grade level in our school. We are looking forward to our continued partnership with the State Department of Education and learning more about early literacy instruction.

Student Engagement

Student engagement is a hot topic in education but can be difficult to achieve for all students – especially during a pandemic. Here at Dudley Elementary, we have been working on increasing student engagement through the use of new technology both in the classroom and remotely. Through platforms such as Class Kick, teachers can present student materials in an interesting way and have students interact with content in real time. Teachers can also offer real time feedback to students, making interactions more personal – even when you are not in person. Also new this year is a reading platform titled BookNook. This platform allows teachers and/or staff the ability to hold small group reading instruction in the classroom or at home using a Chromebook, computer, or iPad. This is especially useful in the classroom where we adhere to strict social distancing guidelines. Both of these innovative programs have helped teachers and students to interact in a way more consistent with traditional instruction.

Community Service Projects:

John Paire Foundation – December, 2020

The John Paire Foundation donated 22 Walmart gift cards to Mason Road, Dudley Elementary, and Dudley Middle School families who were in need during the holiday season. Dudley families continue to donate and support this foundation.

Dudley Elementary students have also participated in many events this year held by the National Honor Society at Shepherd Hill High School. Events such as a Halloween Drive Through, Sock Drive and Black History Month were celebrated this year. We will also be participating in a paper goods drive in the spring.

Dudley Middle School
70 Dudley-Oxford Road
Dudley, MA 01571
508-943-2224
Christopher E. Starczewski, Principal
Enrollment: 535

Notable Achievements:
Robotics Club- canceled 2020

Relay for Life- canceled 2020

Show Choir: Prestige 2020 - remote participation in preparation for virtual competition or performances.

Pennies for Patients- canceled 2020

Community Reading Day- canceled this year

District Art Show- April 2019- Students contributed to the virtual art show held due to remote learning.

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.

Social Emotional Well-Being - January & February 2020 Per the state of Massachusetts Mental Health Guidelines, we continued to implement the Signs of Suicide Prevention Program (SOS) and the Substance Abuse Screening, Brief Intervention and Referral Treatment Program (SBIRT) for our 7th grade students. Additionally, we strengthened our connections to foster relationships with community outreach groups such as YOU, Inc; Harrington Mental Health Counselors; DCF voluntary services and other local agencies in an effort to support students and families.

DMS Math Team _ Competed against other middle schools in a virtual environment and represented very well overall.

Virtual Color Guard, Jazz Band, Show Choir - These award-winning groups began in Fall of 2020 in a virtual environment to continue practicing and gaining momentum to keep their elite status.

Reverse Parade Recognition and Drive-By Farewell - May & June, 2020 As a result of schools closing down due to COVID-19, we created an opportunity to connect all staff and students to close out the 2019-2020 school year. A festive, socially distanced program was set up for us to be able to recognize our out-going 8th grade students and say goodbye in proper fashion. Additionally, we were able to create a safe socially distanced platform to say goodbye to all of our 5th, 6th and 7th grade students and families as well. This provided some closure leading into the summer break.

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Shepherd Hill Regional High School

68 Dudley-Oxford Road

Dudley, MA 01571

508-943-6700

William F. Chaplin, Principal

Enrollment: 1,004

Notable Achievements:

2020 was an unprecedented year for public education. We experienced a pandemic of significant proportions with Covid -19 and Shepherd Hill Regional High School joined other schools within the DCRSD, state, and nation in coming up with a response to continue to educate our students and find a common ground to provide as normal as possible high school experiences for our students and school community. We recognized this was a first for all of us - educational leaders, teachers, nurses, and staff all got to work to adjust and navigate the educational lens of safety first around the parameters set forth by the state and departments of public health in delivering the academics needed for our students. This was a gigantic task of adjusting every aspect of education. Relationships and connection were and continue to be paramount.

- We delivered Chromebooks to families in need and in several cases worked to get Wifi in the home so students could stay connected to the work.
- We continued to provide lunch and breakfast to our students and families centered around our Food Services department making food available for pick up,
- We continued to provide educational supplies to students at home,
- Sports and extracurriculars began virtually and under state guidelines athletics returned under modifications and safety protocols in the Fall and Winter of 2020,
- Our Band and Show Choirs adjusted and under state guidelines continued to practice and perform outdoors and within virtual competitions within New England,
- The Class of 2020 following the loss of many end of the year events were able to implement a first ever Graduation Parade through the towns of Dudley and Charlton to recognize and celebrate all of their achievements. This was an overwhelming success with our communities lining up the streets to cheer on the Class of 2020 which consisted of 265 graduates. Unfortunately, we could not have a traditional commencement due to the board of health making a difficult decision to cancel due to transmission rates at that point in time.
- And most importantly our extraordinary group of teachers, staff, and nurses continued to work day and night to put our students first and provide a high school experience during these difficult times-- this is our Most Notable Achievement!!!!

Community Service Projects:

- Our National Honor Society continued to be active under the 2020 Covid Lens and was able to provide 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 provided Christmas joy with gifts and a food basket.
- SHRHS Student Council also working under a Covid lens sponsored Halloween Drive up Trick or Treat Event for the children of Dudley and Charlton. Our students and staff consistently modeled the “service learning” part of our core values in our consistent volunteering, meal preparation, and service at local charity groups including the Mustard Seed and other local food banks and services. They were able to collect and make baskets in total to surprise our local elders for the holidays. Items included hand warmers, canned soups and snacks, fleece blankets, travel-sized toiletries, games and puzzle books or gift cards (Dunkin Donuts, McDonalds, etc.).
- Our National Art Honor Society also contributed to the Masonic Home in Charlton with a PenPal program for residents during Covid as well as providing small pieces of artwork in order to maintain ongoing connections during the long weeks of quarantining throughout the year.

2. Special Committees – Current Membership

Budget and Finance Subcommittee: Pauline J. Aucoin, Cathleen Carmignani, Catherine M. Kabala
Meets on the Tuesday prior to the full committee’s second monthly meeting. Subcommittee Topics and Recommendations discussed by the subcommittee in 2019-2020 include: capital planning, roof replacement at Charlton Middle School, preparing for extraordinary expenses, personnel reorganization, adopting Frontline for substitute management, health insurance joint purchasing group, school lunch debt, purchasing general ledger software,

Capital Outlay and School Safety Committee: Pauline J. Aucoin, Kenneth J. Laferriere, Jamie L. Terry.
Meets Combines the Capital Outlay Committee and the combination of two committees in 2020.

Curriculum Subcommittee for Teaching and Learning: Cathleen Carmignani, Jamie L. Terry.

Equity Committee: This committee began meeting in 2020.

Executive Session Review Subcommittee: Pauline J. Aucoin, Jordan Willow Evans, Catherine M. Kabala.
This committee reviews the executive session minutes for release to the public.

Negotiation subcommittees are formed as needed to negotiate the Agreement Between the Dudley-Charlton Regional School District and the Dudley-Charlton Teachers’ Association, Agreement Between the Dudley-Charlton Regional School District and the Massachusetts Nurses’ Association, the Wage and Benefit Schedule for Support Personnel.

Policy Review Subcommittee: Jordan W. Evans, Kenneth J. Laferriere, Catherine M. Kabala.
Subcommittee last met in February 2020 to adopt policies regarding the rights of homeless families and children in foster care and those with parents on active duty in the military.

3. Salaries:

FY 2020 Payroll

Last name	First Name	MI	Job title	FY 2020 Salary
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ABASCIANO	MARYANN	H	PAYROLL	\$61,032.06
ABERLE	JILL	F	TEACHER	\$84,647.95
ABRUZZISE	DENISE	J	MONITOR	\$7,499.87
ACKERMAN	BRIAN	J	ADMIN	\$71,076.88
ADAMS	LISA	A	INSTRUCTIONAL ASSISTANT	\$20,298.19
ADAMUSKA	LEAH		TITLE ONE	\$45,333.26
AGANIS	KRISTYN	M	TEACHER	\$77,327.39
AIELLO	DARLENE	M	INSTRUCTIONAL ASSISTANT	\$33,668.04
ALBERTS	BRIANNA		TEACHER	\$61,026.29
ALLARD	CAMERON		SUBSTITUTE	\$2,614.59
ALLEN	LORINDA		DIRECTOR	\$120,600.73
ANDERSON	ERIN	L	TEACHER	\$88,454.01
ANDRADE	YORELIS		TEACHER	\$77,077.39
ANDRE	ALLAN	S	INSTRUCTIONAL ASSISTANT	\$32,070.91
ANDRE	ERNEST	A	CUSTODIAN	\$53,824.51
ANDRE'	LORETTA	A	ADMINISTRATIVE	\$59,966.02
ANDRE'	MARK	J	CUSTODIAN	\$76,562.73
ANDROLEWICZ	JOWITA	H	SUBSTITUTE	\$837.50
ANNESE	MATTHEW	S	CUSTODIAN	\$8,902.38
ANTOS	MELANIE	A	SUBSTITUTE	\$1,332.56
ARCHAMBAULT	JAMES	A	VAN DRIVER	\$5,214.30
ARES	KAREN	A	DIRECTOR STEAM	\$56,034.26
ARES	SHANNON	J	SUBSTITUTE	\$67.40
ARMSTRONG	PATRICK	E	SUBSTITUTE	\$16,680.00
ARMSTRONG	SARAH	J	TEACHER	\$80,130.54
ARPIN	MICHELLE	A	SUBSTITUTE	\$175.00
ARSENAULT	DEVAN	T	TEACHER	\$66,179.00
ASHTON	JARROD	O	TEACHER	\$83,447.95
ATHANASSIADES	KIMBERLY	R	SUBSTITUTE	\$2,012.50
AUCOIN	SCOTT	V	TEACHER	\$89,234.97
AUGUSTYNSKI	TARA	A	SUBSTITUTE	\$60.64
AVOGLIA	ALYSON		SUBSTITUTE	\$105.32
AWAD	ROBIN	R	EXTRACURRICULAR	\$1,061.00
AYOTTE	KIM	M	Instructional Assistant	\$11,672.71
AYOTTE	RAYMOND	J	EXTRACURRICULAR	\$4,791.00
BALEZOS	KELLY		TEACHER	\$57,167.58
BALKUS	BRITTANY	M	TEACHER	\$37,061.32
BANNISTER	JANE	L	TEACHER	\$87,981.95
BARCELO	GRETER	B	SUBSTITUTE	\$533.37
BARON	CAROL	A	TREASURER	\$17,989.98
BARTLETT	CARA	T	TEACHER	\$63,372.93
BARTLETT	EVAN	J	TEACHER	\$65,859.43
BARTON	SHERRYN	M	INSTRUCTIONAL ASSISTANT	\$26,986.50
BASSETT	AMY	D	TEACHER	\$87,677.51
BATEMAN	NICOLE		TEACHER	\$81,742.90
BATISTA	GRACES	Y	TEACHER	\$75,258.03
BATOR	VINCENT	H	INSTRUCTIONAL ASSISTANT	\$29,643.82

BATTISTA	DOMINIC	M	SUBSTITUTE	\$367.60
BEGG	MELISSA	A	INSTRUCTIONAL ASSISTANT .8	\$14,812.22
BELAND	PATRICIA	M	SUBSTITUTE RET	\$855.84
BELAND-DUNN	SHANNON	M	TEACHER	\$63,902.93
BELLERIVE	TAMMY		TEACHER	\$87,224.95
BELLOFATTO	MARIE	N	OCCUPATIONAL THERAPIST	\$74,222.59
BENNETT	SARAH	J	TITLE ONE	\$17,290.00
BENNETT	VICKI	L	INSTRUCTIONAL ASSISTANT	\$19,823.80
BENOIT	BRIAN	P	CUSTODIAN .5	\$16,585.92
BENOIT	LYNN	A	SUBSTITUTE	\$17,595.83
BERG	KATHLEEN	L	TEACHER	\$80,964.04
BERG	LAUREN	E	SUBSTITUTE	\$42.50
BERK JR	ROBERT	E	INSTRUCTIONAL ASSISTANT	\$27,247.02
BERMAN	ANDREA	S	TEACHER	\$92,772.49
BERNARD	ERIN	F	CAFETERIA	\$29,718.11
BERNARDONE	RINALDO		CUSTODIAN	\$20,420.64
BERNIER	JAMES	A	CUSTODIAN	\$50,108.86
BERTHIAUME	AMBER	R	INSTRUCTIONAL ASSISTANT	\$26,762.68
BERTHIAUME	SHANNON	L	SUBSTITUTE	\$1,978.12
BESHAW	ALICIA	M	SUBSTITUTE	\$3,019.60
BEVERLY	BROOKE	B	TEACHER	\$57,235.16
BILIS	LISA	M	TEACHER-ELL	\$85,016.10
BIRON	LISA	M	INSTRUCTIONAL ASSISTANT	\$31,908.50
BISSELL	NICOLE	M	TEACHER	\$84,569.59
BLAKE	CAROLINE	A	TEACHER	\$44,681.68
BLANCHARD	HEATHER	S	TUTOR	\$29,190.00
BOGGIO	LESTER	M	EXTRACURRICULAR	\$520.00
BOLIO	JEFFREY	P	TEACHER	\$58,676.68
BOND	JACOB	J	SUBSTITUTE	\$2,081.28
BOND	LINNEA	A	TEACHER	\$80,991.30
BOND	RICHARD	J	SUBSTITUTE	\$1,650.00
BOND	TARA	M	INSTRUCTIONAL ASSISTANT	\$34,321.59
BOND	TISHA	R	TEACHER	\$59,186.15
BONNER	KELLY	C	TEACHER	\$89,108.59
BOOTH	RANDI	L	TEACHER	\$74,188.37
BOUCHER	MELISSA	I	ADMINISTRATIVE	\$14,474.92
BOUFFARD	TRACY	M	INSTRUCTIONAL ASSISTANT	\$34,792.22
BOUSQUET	JORDAN	M	SUBSTITUTE	\$315.94
BOUVIER	BRITTANY	R	TEACHER	\$44,077.16
BOUVIER	KERRIE	B	INSTRUCTIONAL ASSISTANT	\$32,074.18
BREAULT	PAULETTE	J	CAFETERIA	\$8,786.51
BRETON	KRISTIN	L	TEACHER	\$86,048.75
BRIERE	SUSAN	M	TEACHER	\$90,650.56
BRODEUR	MEGAN	L	TEACHER	\$82,217.47
BROGNA	LISA	A	TEACHER	\$81,389.71
BROOKS	CHARLES	L	TEACHER	\$68,718.32
BROTHERS	HEATHER	M	TEACHER	\$89,304.01

BROTHERTON	AMANDA	B	TEACHER	\$81,738.33
BROWN	CRYSTAL	M	INSTRUCTIONAL ASSISTANT	\$30,684.41
BROWN	GARY		CUSTODIAN	\$52,104.32
BROWN	JULIE	V	EXTRACURRICULAR	\$3,720.00
BROWN	JULIE	A	ADMINISTRATIVE	\$51,483.24
BROWN	LEONA	J	CAFETERIA MANAGER	\$31,715.48
BROWN	NICOLE	D	TEACHER	\$88,139.51
BROWN	SUSAN	P	Tutor	\$480.00
BRUNELLE	KRISTEN	D	TEACHER	\$83,927.95
BUCCIERI	MICHELE		EXTRA-RETIRED	\$1,780.00
BUEL	KARLI	F	INSTRUCTIONAL ASSISTANT	\$32,261.86
BUGAN	JACK	T	TEACHER	\$18,207.43
BURKE	SEAN	M	TEACHER	\$92,591.51
BURTT	KATIE	D	TEACHER	\$58,936.15
BUSSIERE	BECKY	L	TEACHER	\$105,552.67
BUTLER	ANYA	V	INSTRUCTIONAL ASSISTANT	\$30,617.45
BYRNES	MICHAEL	J	SUBSTITUTE	\$6,385.00
CABRERA	CHRISTINA	P	INSTRUCTION ASSISTANT	\$24,378.48
CAPLETTE	LEO	A	SUBSTITUTE RET	\$5,370.30
CARBONNEAU	JANE	A	SUBSTITUTE	\$1,567.50
CARLSON	KATHLEEN	M	TEACHER	\$82,805.40
CARPENTER	DAVID	A	ATTENDANCE OFFICER	\$2,000.00
CARPENTER	LARA	A	CAFETERIA	\$15,923.35
CARRIER	EWA	B	CAFETERIA	\$9,475.18
CATRON	AMY	M	CAFETERIA MANAGER	\$29,573.70
CEMINSKI	DEBRA	P	TEACHER	\$94,899.74
CEPPETELLI	NANCY	E	SUB-RET	\$714.76
CERBONE	MARY ELLEN		BENEFITS	\$75,653.16
CHAMPAGNE JR	JOHN	A	SUBSTITUTE	\$347.06
CHAMPEAU	NICHOLAS	E	TEACHER	\$20,295.00
CHAPLIN JR	WILLIAM	F	PRINCIPAL	\$130,695.22
CHENEY	MARK	E	DRIVERS ED	\$20,145.00
CHOQUET	SERENA	L	TEACHER	\$67,729.37
CHRISTENSON	KRISTI	L	TEACHER	\$84,738.46
CHUPKA	CHRISTINE	M	TEACHER	\$81,742.90
CIUCHTA	JENNIFER	L	CAFETERIA	\$6,492.37
CLARDY	SARAH	A	TITLE ONE	\$40,612.48
CLARKE	ARYN	L	SUBSTITUTE	\$996.39
CLEM	ANN	MARIE	INSTRUCTIONAL ASSISTANT	\$31,900.79
CLOUATRE	MADISON	C	TEACHER	\$52,770.33
COAKLEY	MONICA	R	INSTRUCTIONAL ASSISTANT	\$32,369.16
CODDINGTON	SARAH	E	TEACHER	\$64,262.93
COHEN	HEATHER	A	SUBSTITUTE	\$595.00
COLLETTE	JENNIFER	L	SUBSTITUTE	\$7,950.00
COLLINS	LINDA	M	CAFETERIA	\$24,527.58
CONGDON	JAMIE	A	TEACHER	\$99,230.38
CONLEY	ROSEMARIE		INSTRUCTIONAL ASSISTANT	\$32,060.73

CONNOR	CAROL	L	TITLE ONE	\$46,778.54
CONWAY	RONALD	W	CUSTODIAN	\$50,845.57
CONWAY JR	THE ESTATE OF RONALD	W	CUSTODIAN	\$4,190.70
COOPER	CHERI	L	SUBSTITUTE	\$1,886.12
CORMIER	AMY BETH		TEACHER	\$80,130.54
CORMIER	TIMOTHY		TEACHER	\$83,651.10
COSTA	KALEIGH	R	INSTRUCTIONAL ASSISTANT	\$30,584.41
COURCHAIINE	KATHERINE	E	SPEECH .6	\$48,078.29
COURTEMANCHE	JANA	E	TEACHER	\$83,147.95
COURTEMANCHE	THOMAS	J	TEACHER	\$91,321.45
COUTURE	AMANDA	L	INSTRUCTION ASSISTANT	\$11,294.93
COVILL	PATRICIA	A	TEACHER	\$87,753.73
COZZENS	JENNIFER	G	INSTRUCTIONAL ASSISTANT	\$17,709.85
CROWDER	LINDA		MONITOR	\$4,201.53
CROWE	DIANE	C	TEACHER	\$80,741.29
CURTIS	AMANDA		TEACHER	\$15,374.58
CURTIS	NORMA	JEAN	INSTRUCTIONAL ASSISTANT	\$34,404.23
CUSHING	SCOTT	A	CUSTODIAN	\$75,913.67
D'ARCANGELO	DANIEL	S	TECHNOLOGY	\$103,638.04
D'ARCANGELO	KRISTIE	L	TEACHER	\$93,493.47
DALEY	MICHAEL	J	TEACHER	\$86,424.95
DALEY-COOKE	LEEANNE		SUBSTITUTE RET - MTR	\$67,681.36
DAMELIO	FRANK	M	TEACHER	\$85,266.10
DAMELIO	MELISSA	A	TEACHER	\$79,037.36
DANIELS	ADRIENNE	N	TEACHER	\$84,656.62
DANNER-CONNOLE	CATHERINE	D	TEACHER	\$69,980.61
DARLING	MATTHEW	P	SUBSTITUTE	\$807.38
DAVEY	DAWN	M	TEACHER	\$88,604.09
DAVIS	JACKSON	A	INSTRUCTIONAL ASSISTANT	\$28,990.99
DAVIS	JESSICA	A	TEACHER	\$83,545.09
DAVIS	KRISTINA	E	TEACHER	\$83,147.95
DAVIS	MAUREEN	E	TEACHER	\$65,698.86
DAVISON	FIONA	K	TEACHER	\$82,921.40
DEARY	KENNETH	J	SUBSTITUTE RET	\$4,520.00
DEAUSEAULT	DEBORAH	J	TEACHER	\$83,590.62
DECARO	PETER	M	TEACHER	\$85,791.90
DECATALDO	LOUIS	A	TEACHER	\$86,752.81
DELL'OVO	JAIME	A	SUBSTITUTE	\$175.00
DEMAO	DANIELLE	E	SUBSTITUTE	\$3,891.65
DEMARCO	HELEN		SUBSTITUTE RET	\$200.00
DEMORRIS	ANNE	MARIE	INSTRUCTIONAL ASSISTANT	\$33,084.74
DENARDIS-DUMAS	DAYNA		ADMINISTRATIVE	\$18,700.58
DEREMIAN	DAVID	M	TEACHER	\$80,441.29
DESANTOS	PAUL	F	SUBSTITUTE-RET	\$606.40
DESAUTELS	KAMI	J	CAFETERIA	\$4,570.55
DESIMONE	ALANA	C	TEACHER	\$59,372.58
DESMARAIS	PAULA	D	INSTRUCTIONAL ASSISTANT	\$32,946.55

DESTO	JENNIFER	A	PRINCIPAL	\$102,992.39
DE TARANDO	ALICIA	M	TEACHER	\$83,079.90
DIBONAVENTURA	SAMANTHA		SUBSTITUTE	\$2,776.61
DIETERLE	STEPHANIE	E	SPED TEACHER	\$82,042.90
DIFUSCO	JILL	A	INSTRUCTIONAL ASSISTANT	\$26,182.60
DINSDALE	LAURIE	J	TEACHER	\$80,910.54
DION	NANCY	L	TEACHER	\$17,689.44
DOHERTY	ALLISON	F	SUBSTITUTE	\$4,006.54
DOHERTY	DIANE	E	SUBSTITUTE	\$113.70
DOMBROWSKI	LYNN	A	TEACHER	\$87,424.95
DOSTOLER	DENISE	M	CAFETERIA	\$15,011.55
DOUCIMO-GARCIA	NANCY	R	TEACHER	\$86,424.95
DOW	MEGHEN	L	SUBSTITUTE	\$914.88
DOWD	DANIEL	P	ATTENDANCE OFFICER	\$2,000.00
DOWD-MURPHY	KATHLEEN	A	TEACHER	\$78,426.09
DOYON	JENNIFER	M	TEACHER - EES	\$53,954.48
DRAPER-SANCHES	DONNA		TEACHER	\$69,678.90
DRINON	LAURA	S	TEACHER	\$88,118.60
DUBEY	KYLIE		TEACHER	\$19,708.78
DUCHARME	SHAUNE	M	TEACHER	\$79,976.09
DUFFY	DANIEL	R	TEACHER	\$66,401.19
DUGAN	RYAN	W	TEACHER	\$83,761.33
DUGAN	VERA		INSTRUCTIONAL ASSISTANT	\$30,741.00
DUMAS	VERONICA	B	INSTRUCTION ASSISTANT	\$11,453.71
DUMONT	JAIME	L	TEACHER	\$23,738.58
DUNN	KATHRYN	A	TEACHER	\$47,563.91
DUNN	LAUREN	A	TEACHER	\$7,190.66
DUNN	LAWRENCE	T	TEACHER	\$80,925.96
DUNN	MEGHAN	E	EXTRACURRICULAR	\$190.00
DURANT	KATHRYNE	A	TEACHER	\$61,093.36
DURKAN	LIAM	A	TEACHER	\$85,959.01
DURWARD	KERRYANN	M	INSTRUCTIONAL ASSISTANT .4	\$13,186.28
DURWARD	ROBERT	F	CUSTODIAN	\$14,985.30
DUVAL	GINA	M	TEACHER	\$62,530.83
DUVAL	GREGORY	G	CUSTODIAN	\$75,219.28
DWORMAN	LAURA	R	CAFETERIA	\$6,948.10
DYSON JR	JON	W	TEACHER	\$22,479.21
EAGLETON	CLAUDETTE	L	TEACHER	\$83,279.31
EARLE	RICHARD	B	TEACHER	\$90,093.40
EBBELING	BRIDGETTE	J	SUBSTITUTE	\$712.50
EDOUARD	MARILYN		SUBSTITUTE	\$1,396.50
EISNOR	NANCY	A	TEACHER	\$87,424.95
ELLIOTT	LISA	A	TEACHER	\$88,624.09
ELLOIAN	KATHLEEN	P	SUBSTITUTE	\$5,175.00
ERICKSON	MARK	J	CUSTODIAN	\$48,319.00
FAGAN	ASHLEY	E	EXTRACURRICULAR	\$2,947.00
FALCONE	BONNI	J	TEACHER	\$86,789.73

FARRAR	CHARLES	D	TEACHER	\$64,573.69
FAUBERT	DAWN	M	TEACHER	\$85,491.75
FAULKNER	SHAUNA	R	INSTRUCTION ASSISTANT	\$21,650.67
FIGUEROA	KISH	D	INSTRUCTIONAL ASSISTANT	\$32,203.86
FINIZZA	KELLY	C	INSTRUCTIONAL ASSISTANT	\$33,165.07
FITTON	LISA	A	TEACHER	\$83,467.47
FITZGERALD	JENNIFER	J	SUBSTITUTE	\$4,462.50
FITZGERALD	PATRICIA	A	TEACHER	\$83,397.95
FLEMING	KATHERINE	L	TEACHER	\$59,597.08
FLIBBERT	LINDA	J	INSTRUCTIONAL ASSISTANT	\$32,423.80
FLOURY	AMBER	J	SUBSTITUTE	\$111.51
FLOURY	LISA	J	TITLE ONE	\$44,997.96
FOLEY	JAMES	A	TEACHER	\$69,512.37
FOLEY	JODI		TEACHER	\$69,993.90
FOLEY	KEVIN	L	TEACHER	\$80,441.29
FOLEY	ROBIN	L	SUBSTITUTE	\$1,103.38
FONTAINE	JAMIE	N	TEACHER	\$18,185.85
FOSKETT	MATTHEW	J	SUBSTITUTE CUS	\$9,020.16
FOSSAS	MISAEAL		TEACHER	\$79,871.57
FOSSAS	NICOLE	H	INSTRUCTIONAL ASSISTANT	\$42,704.49
FOURNIER	MATTHEW	T	TEACHER	\$79,316.33
FRANKS	PATRICK	R	SUBSTITUTE	\$1,491.89
FREDETTE	TONI	M	CAFETERIA	\$14,246.65
FUHRMANN	FARA	L	TEACHER	\$87,188.88
FUREY	MARGUERITE	J	ADMINISTRATIVE	\$56,588.72
FURTADO	HEATHER	T	SUBSTITUTE	\$1,243.80
GADBOIS	PAULA	S	SUBSTITUTE	\$1,495.20
GAGNON	KAYLA	L	TEACHER	\$70,297.31
GAGNON	MAUREEN	M	SUBSTITUTE RET - MTR	\$175.00
GAJEWSKI	KIMBERLY	A	TEACHER	\$67,609.62
GAMACHE	LAURA		INSTRUCTIONAL ASSISTANT	\$30,849.77
GAMMETTO JR	WILLIAM	J	TEACHER	\$83,147.95
GARCEAU	CHELSEA	E	TEACHER	\$31,698.52
GARDECKI	THOMASINA		CAFETERIA	\$11,802.98
GARDINER	LISA	A	CAFETERIA MGR	\$31,265.48
GARNETT	SHANNON	B	TEACHER	\$65,541.41
GARREPY	ELAINE	M	CAFETERIA	\$15,121.92
GARREPY	STACY	P	TEACHER	\$84,194.80
GASCO	JOANNA	S	MONITOR	\$8,813.19
GATSOGIANNIS	SAMANTHA	R	TEACHER	\$81,742.90
GATZKE	JAMES	A	CUSTODIAN	\$60,123.85
GATZKE JR	JAMES	A	CUSTODIAN	\$47,848.58
GAUDREAU	MICHELE	A	SUBSTITUTE	\$1,150.00
GAULIN	SAMANTHA	L	EXTRACURRICULAR	\$1,841.50
GAUVIN	MAUREEN	E	CAFETERIA	\$23,846.53
GENDRON	COREY	M	GUIDANCE	\$86,281.10
GERING	CHRISTINA	I	TEACHER	\$67,249.37

GERRARD	MARILYN	Y	NURSE	\$72,896.54
GEVRY	KAITLIN	E	INSTRUCTIONAL ASSISTANT	\$4,703.71
GIBBONS	ROBIN	M	TEACHER	\$83,147.95
GILES	LINDA	B	TEACHER	\$91,486.74
GILL	LAURA	E	TEACHER	\$83,147.95
GILLESPIE	KATHLEEN	M	TEACHER	\$81,689.71
GIROUX	SANDRA	M	SUBSTITUTE	\$350.00
GLYNN	RAYMOND	J	SUBSTITUTE	\$902.50
GODING	MAUREEN	M	INSTRUCTIONAL ASSISTANT	\$30,965.79
GOETZ	RACHAEL	A	NURSE	\$66,176.28
GORDON	GRACE	E	SUBSTITUTE	\$42.50
GORDON	MADELINE	C	SUBSTITUTE EES	\$14,750.00
GORDON	MAURA	G	INSTRUCTIONAL ASSISTANT	\$31,662.78
GORMALLY	DARLENE	A	SUBSTITUTE	\$75.80
GOULD	GLORIA	J	TEACHER	\$88,458.88
GOULD	STEVEN	R	TEACHER	\$82,517.47
GRAHAM	DANIELLE	A	TEACHER	\$75,753.53
GRANGER	STEPHANIE	J	TEACHER	\$84,524.31
GRAVEL	DAWN	M	TEACHER	\$36,018.56
GRAVES	GINA		TEACHER	\$68,029.37
GRAVES	LUCILLE	A	CAFETERIA SEC	\$24,650.83
GRAY	MICHELLE	A	TEACHER	\$82,255.89
GREENBERG	MATTHEW	H	FOOD SERVICE DIRECTOR	\$65,945.11
GREENOUGH	MEGAN	R	EXTRACURRICULAR	\$2,755.00
GRIECO JR.	NICHOLAS	P	TECHNOLOGY	\$71,103.68
GRIFFITHS	KRISTIN	M	TEACHER	\$85,686.90
GRZYB	CYNTHIA	T	ADMINISTRATIVE	\$46,202.96
GRZYB	DENISE		CAFETERIA	\$15,665.11
GUSTAFSON	CLAIRE	M	SUBSTITUTE-RET	\$3,549.02
HAAS	JENNIFER	E	TEACHER	\$64,051.73
HACKENSON	MAURA	K	INSTRUCTIONAL ASSISTANT	\$35,127.87
HAGAN	BONNIE	J	TEACHER	\$89,234.97
HAIG	DARIN	W	TEACHER	\$79,242.89
HANNA	ROBERT	W	TEACHER	\$41,924.13
HANNAN	MELINDA	S	TEACHER	\$89,234.97
HANNEN	GILDA		TEACHER	\$87,706.60
HANNON	MELISSA	D	SUBSTITUTE	\$1,298.64
HANSON	CHRISTIAN		EXTRACURRICULAR	\$2,947.00
HARDT	NATHANIEL	L	TEACHER	\$95,319.04
HARKINS	PATRICIA		INSTRUCTIONAL ASSISTANT	\$34,149.63
HARMON	LEONARD	K	EXTRACURRICULAR	\$8,782.00
HARRIMAN	HEATHER	M	ADMINISTRATIVE	\$29,457.76
HARRINGTON	CHRISTINE		NURSE	\$66,126.12
HARRIS	CRISSY	L	ADMINISTRATIVE	\$34,903.36
HARWOOD	CAROL	A	CAFETERIA	\$16,331.29
HAST	JESSICA	S	TEACHER	\$85,959.01
HEGEDUS	JENNIFER	L	TEACHER	\$88,720.01

HENNIGAN	JOSEPH	E	TEACHER	\$55,818.53
HENSEL	ERIC	A	TEACHER	\$81,715.51
HERNANDEZ	DIANA	E	TEACHER	\$81,948.45
HEROUX	NICOLE	E	ADMINISTRATIVE	\$38,198.80
HERRICK	MARGARET	D	TEACHER	\$63,546.29
HESTER	DIANA	JEAN	SUBSTITUTE RET - MTR	\$3,207.38
HICKEY	ANITA	M	NURSE	\$61,441.00
HIGGINS	KAROLYN	M	TEACHER	\$19,756.50
HIGGINS	KATHARINE	A	TEACHER	\$85,030.91
HILL	ANNA	E	TEACHER	\$86,461.45
HINES	LISA	M	TEACHER	\$90,602.60
HOFFMAN	SHERRI	A	TEACHER	\$90,920.17
HOKE	KAREN		INSTRUCTIONAL ASSISTANT	\$32,723.80
HOLDEN	CHRISTIAN	G	SUBSTITUTE	\$425.00
HOLT	TRACY	M	TEACHER	\$73,871.61
HOLTON	AMANDA	J	TEACHER	\$86,937.45
HOOPER	MICHELLE	A	TEACHER	\$81,236.10
HOUGHTON	JENNIFER	M	OCCUPATIONAL THERAPIST	\$78,370.45
HOULE	SHERI	A	MONITOR	\$7,061.71
HOWARD	ARIANA	M	TEACHER	\$64,085.47
HOWARD	CYNTHIA		INSTRUCTIONAL ASSISTANT	\$32,110.73
HOWARD	TIMOTHY	D	TEACHER	\$68,720.86
HOWARD-DONLIN	MATTHEW	P	TEACHER	\$76,778.31
HURLEY	ELIZABETH	K	TEACHER	\$87,188.88
IDE	STEVEN	P	TEACHER	\$76,063.83
IDE	TRACY	A	TEACHER	\$87,551.67
INCUTTO	LISA		TEACHER	\$84,394.59
JANUSZ	EMILIA		CUSTODIAN	\$38,546.99
JAROMINSKI	MANDY	K	SUBSTITUTE	\$1,587.50
JARVIS	STACY	L	TEACHER	\$88,953.37
JASTRZEBSKI	DOLORES	F	CAFETERIA	\$20,937.34
JETTE	AMY	C	TEACHER	\$77,558.31
JOHNSON	FRANCESCA	M	SUBSTITUTE	\$288.57
JOHNSON	ROBERTA		NURSE	\$55,182.75
JONES	HARRY	E	TEACHER	\$81,742.90
JORDAN	ASHLEY	M	SUBSTITUTE	\$7,475.00
JORGE	NICOLE	M	TEACHER	\$74,852.33
JORRITSMA	CYNTHIA	M	TEACHER - EES	\$9,265.00
JOYCE	AMY	M	INSTRUCTIONAL ASSISTANT	\$32,753.39
JULIAN	TRACY	A	TEACHER	\$85,557.95
JYRINGI	AMANDA	L	TEACHER	\$86,294.88
JYRINGI	SHELBY	W	INSTRUCTION ASSISTANT	\$6,525.87
KALLGREN	STACEY	L	INSTRUCTIONAL ASSISTANT	\$33,033.38
KALMIN	NOENA	F	CAFETERIA	\$10,045.24
KALWARCZYK	WENDY	R	TEACHER	\$74,222.33
KANE	RAYMOND	J	TEACHER	\$86,401.90
KARALUS	DAVID	A	SUBSTITUTE	\$1,360.00

KASIERSKI	PATRICIA	A	ADMINISTRATIVE	\$50,549.76
KAST-TUTTLE	JAY	V	SUBSTITUTE-RET - MTR	\$16,638.45
KAUPPINEN	KURT	W	SUBSTITUTE	\$95.00
KELLEHER	PAULA		CAFETERIA	\$1,466.78
KELLEY	MARK	E	TEACHER	\$90,328.51
KENNEDY	ANJA	T	TEACHER	\$81,742.90
KENNEY	LAURA	E	INSTRUCTIONAL ASSISTANT	\$21,139.01
KENT	WILLIAM	F	CUSTODIAN	\$59,589.24
KERLE	MELISSA	A	TEACHER	\$73,416.93
KICILINSKA	MONIKA	M	SUBSTITUTE	\$1,105.00
KIMBALL	MICHELE	L	CAFETERIA	\$13,144.69
KIMBLE	JUDITH	D	TEACHER	\$93,438.47
KIRKLAND	KARIN	S	CAFETERIA RET	\$7,169.60
KIROUAC	AMY	J	TEACHER	\$85,673.58
KLAVEN	LOUISA	A	SUBSTITUTE-RET	\$3,300.00
KOBEL	DENA	R	TEACHER	\$76,926.66
KOKOSZKA	KEVIN	L	SUBSTITUTE CUS	\$12,053.63
KOZUB	CHERYL	A	FINANCE SECRETARY	\$56,588.72
KROELL	DIANE	S	INSTRUCTIONAL ASSISTANT	\$23,507.15
KUNKEL	KATHLEEN		INSTRUCTION ASSISTANT	\$5,042.71
KUPSTAS	HEATHER	M	EXTRACURRICULAR	\$1,599.01
KUSTAR	JENNIFER	A	TEACHER	\$82,827.47
LAABS	STEVEN		CUSTODIAN	\$51,506.01
LABONTE	LISA		TEACHER	\$42,573.52
LAFOND	ANNE	M	ADMINISTRATIVE	\$52,945.01
LALIBERTE	JAMES	M	TEACHER	\$97,701.45
LAMARCHE	STEVEN	M	SUPERINTENDENT	\$166,303.16
LAMOUREUX	JOSHUA	K	CUSTODIAN	\$8,883.98
LANDRUM	BETH-ANN	M	SUBSTITUTE	\$254.00
LANDRY	BONNIE	L	INSTRUCTIONAL ASSISTANT	\$30,871.45
LANGE	LYNN-MARIE		COTA	\$42,839.77
LANGEVIN	KATHLEEN	A	TEACHER	\$90,929.74
LANGLEY	JAYNE	A	INSTRUCTIONAL ASSISTANT	\$31,596.34
LAPIERRE	BROOKE	L	ADMINISTRATIVE	\$47,040.24
LAPLACA	DEVIN	P	INSTRUCTIONAL ASSISTANT	\$30,919.64
LAPORTE	CHRISTINA	M	TEACHER	\$92,438.47
LAREN	KORRIE	C	INSTRUCTIONAL ASSISTANT	\$19,066.57
LARSEN	DENISE	J	INSTRUCTIONAL ASSISTANT	\$35,321.59
LARSEN	HEATHER	D	INSTRUCTIONAL ASSISTANT	\$31,725.59
LASHUA	STEPHANIE	L	TEACHER	\$89,630.45
LAVITT	KRISTIN	R	INSTRUCTIONAL ASSISTANT	\$27,287.02
LAW	LISA	B	CUSTODIAN	\$50,835.04
LEACH JR	ANDREW	J	ASSISTANT PRINCIPAL	\$119,285.05
LEACU	NICHOLAS	P	SUBSTITUTE RET - MTR	\$2,100.00
LEBEAU	KARIN	E	TEACHER	\$65,181.41
LEBLANC	GABRIELLE	J	SUBSTITUTE	\$14,690.00
LEBLANC	JACQUELINE	F	ADMINISTRATIVE	\$47,526.16

LEBLANC	TRACY	L	TEACHER	\$84,097.45
LEBRUN	CHRISTA	C	TEACHER	\$74,522.33
LECHIARA	CAROL	V	SUBSTITUTE	\$3,655.96
LEIGHTON	WENDY	L	SUBSTITUTE	\$4,052.68
LEMANSKY	RACHEL	T	LIBRARY	\$20,908.00
LEMON	CARLIE	A	SUBSTITUTE	\$1,225.00
LEPPER	LANETTE	S	SUBSTITUTE	\$17,710.00
LEVESQUE	HEATHER	J	INSTRUCTIONAL ASSISTANT	\$31,206.73
LINDSTROM	CHRISTOPHER	A	TEACHER	\$28,304.96
LIVERNOCHE	ANN	MARIE	CUSTODIAN	\$52,629.93
LIVSEY	LISA	R	SUBSTITUTE	\$458.43
LOCANTORE	LYNN	A	TEACHER	\$56,969.68
LOGAN	CRYSTAL	C	TEACHER	\$96,834.24
LOGHRY	SARA	E	BEHAVIORAL SPECIALIST	\$62,466.94
LOMBARDI	COLLEEN	R	SUBSTITUTE	\$450.00
LOMBARDI	SARAH	A	INSTRUCTIONAL ASSISTANT	\$28,660.18
LOREDO	AARON	D	SUBSTITUTE	\$95.00
LORINCZ	ALEXANDER	G	SUBSTITUTE	\$200.00
LOTTER	AMANDA	V	TEACHER	\$66,501.41
LOTTER	DAVID	B	TEACHER	\$89,052.47
LOTTER	JENNIFER	G	SUBSTITUTE	\$760.06
LOUGHLIN	MICHELE	L	ADMINISTRATIVE	\$46,357.08
LOVELY	MEGHAN	R	TEACHER	\$65,359.46
LUBENOW	CHRISTINE	L	TEACHER	\$83,397.95
LUNDQUIST	KIMBERLY	L	TEACHER	\$92,072.97
LYNCH	STACY	M	TEACHER	\$84,719.90
LYONS	KATIE	L	TEACHER	\$80,130.54
MACARUSO	ALEXANDRIA	M	SUBSTITUTE	\$807.50
MACARUSO-CARIGNAN	DIANA	M	SUBSTITUTE	\$51,951.26
MACUGA	DAVID	W	TEACHER	\$67,048.18
MACUGA	MARGARET	R	SUBSTITUTE RET - MTR	\$2,171.03
MAGLIONE	MICHELE	M	TEACHER	\$91,533.60
MAKIE	MICHELLE	A	TEACHER	\$86,452.81
MANCINI	DANIEL	A	SUBSTITUTE	\$514.64
MANSKE	MICHAEL	J	TEACHER	\$72,020.66
MANSKE	NANCY	K	ADMINISTRATIVE	\$61,122.34
MANSUR	CHRISTA	L	TEACHER	\$88,199.95
MANTHA	SUZETTE	M	INSTRUCTIONAL ASSISTANT	\$31,557.73
MANZOV	RACHEL	S	TEACHER	\$64,288.23
MARDEROSIAN	BARBARA		TEACHER	\$87,772.36
MARKLEY	SYDNEY	E	TEACHER	\$57,565.44
MARRIER	CHRISTINE	L	TEACHER	\$86,724.95
MARS	SAMANTHA		TEACHER	\$53,006.45
MARSHALL	AMY	E	TEACHER	\$82,010.40
MARTIN	MEAGAN	R	TEACHER	\$41,751.48
MARTOCCI	KAREN	A	CAFETERIA	\$24,835.20
MASSEY	LINDSEY	A	TEACHER	\$58,257.58

MASTRAPASQUA	JAMIE	A	TEACHER	\$86,714.67
MATHEWS	KATIE	A	TEACHER	\$21,687.93
MATHIEU	RICHARD	J	FINANCE DIR	\$129,908.26
MATTHEWS	CHRISTINE		COTA	\$41,946.20
MCCANN	DAVID	W	TEACHER	\$88,118.60
MCCANN	PATRICIA	A	CAFETERIA	\$9,870.87
MCCARTHY	MELISSA	E	TEACHER	\$83,147.95
MCCARTHY	SHANNON	M	SPEECH	\$14,766.29
MCDERMOTT	KRISTI	L	INSTRUCTIONAL ASSISTANT	\$32,781.27
MCDONALD	KELLY	E	TEACHER	\$89,505.40
MCELROY	ANNE	L	TEACHER	\$83,507.95
MCGOVERN	VICKI	M	TEACHER	\$69,591.95
MCGRAIL	JENNIFER	L	TEACHER	\$61,428.37
MCGRAIL	SHEILA	M	ADMINISTRATIVE	\$53,004.76
MCGRATH	RICHARD	M	SUB RET - WCR	\$1,724.64
MCLARNON	MICHELLE	M	CAFETERIA MANAGER	\$29,073.70
MCNAMARA	BRIDGET	E	TEACHER	\$54,134.32
MCNAMARA	MARIBETH	A	SUBSTITUTE RET - MTR	\$61,886.52
MCNAMARA	SHAWN	M	TEACHER	\$81,742.90
MCQUADE	KATIE	L	TEACHER	\$60,961.96
MENDOZA	KRISTIN	M	OCCUPATIONAL THERAPIST	\$21,406.50
MENZONE	ANN	C	SUB-RET- WCR	\$773.00
MESSIER	ERIN	E	TEACHER	\$67,249.37
MESSIER	TIMOTHY		TEACHER	\$76,251.16
MIGLIONICO	JASON	P	EXTRACURRICULAR	\$2,701.00
MIGLIONICO	REBECCA	L	TEACHER	\$79,751.09
MILDNER	FELICITY	J	SUBSTITUTE	\$100.00
MILLER	KIRSTIE	L	TEACHER	\$81,739.30
MILLER	MARK	G	TEACHER	\$60,732.42
MILLETTE	GERALD	N	CUSTODIAN	\$50,492.99
MOISAN	STEPHANIE	N	NURSE	\$64,090.16
MONTVILLE	AMANDA	S	CAFETERIA MGR	\$30,968.89
MONTVILLE	MICHELLE	A	TEACHER	\$59,071.90
MONTVILLE	RACHAEL		TEACHER	\$64,598.69
MOORE	ZACHARY	P	EXTRACURRICULAR	\$530.50
MORAN	JOSEPH	P	TEACHER	\$86,739.01
MORIN	DONNA	L	TEACHER	\$82,221.30
MORRIS	NATALIE	A	SUBSTITUTE RET	\$2,280.71
MORRISSEY	MAUREEN		SUBSTITUTE RET - MTR	\$149.56
MORROW	ALEX	T	SUBSTITUTE	\$665.00
MORWAY	MATTHEW	J	TEACHER	\$79,788.31
MORWAY	PENNY	E	TEACHER	\$93,021.97
MOSELEY	RENEE		SUBSTITUTE	\$522.58
MRAZIK	JOHN	J	DRIVERS ED	\$3,510.00
MULCAHY	ERIN	P	TEACHER	\$82,848.46
MURPHY	BRITTANY	R	SUBSTITUTE	\$4,355.00
MURRAY	KAITLYN	P	TEACHER	\$81,255.54

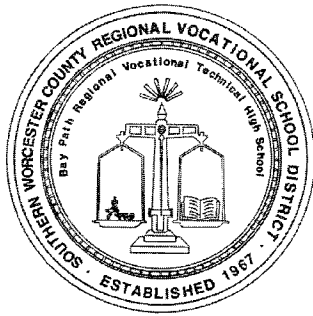
NAVAROLI	DENISE	J	MONITOR	\$3,531.15
NAWROCKI	JUDITH	A	TEACHER	\$82,697.47
NOLETTE	TERRI	N	Teacher	\$55,159.83
NOLLE	KRISTEN	M	TEACHER	\$86,402.45
NORTHROP	KENNETH	P	SUBSTITUTE	\$238.94
NOWOSADKO	LAURIE	J	CAFETERIA	\$15,624.40
NUGENT	KATHLEEN	E	TEACHER	\$87,473.88
NUTTALL	ALLYSON	M	SUBSTITUTE	\$49.56
O'CONNOR	SUSAN	L	INSTRUCTIONAL ASSISTANT	\$26,881.23
O'DONNELL	TINA	M	TEACHER	\$78,676.09
O'REGAN	VICKI	A	TEACHER	\$67,309.62
OJEDA	KAREN	M	INSTRUCTIONAL ASSISTANT	\$31,443.34
OLSON	JULIE	Y	SUBSTITUTE	\$161.07
OLSON	PETER	J	ASSISTANT PRINCIPAL	\$111,334.87
OSLOWSKI	KATHLEEN	A	INSTRUCTIONAL ASSISTANT	\$30,829.32
OSTROWSKI	KRISTINE	M	INSTRUCTIONAL ASSISTANT	\$32,694.06
PACHECO	LORI	A	PRINCIPAL	\$129,699.62
PACKARD	DEAN	W	PRINCIPAL	\$130,252.66
PACKARD	KATE	M	TEACHER	\$80,130.54
PANAYIOTOU	ANDREAS		SUBSTITUTE-RET	\$3,750.00
PANISS	ALICIA	J	SUBSTITUTE	\$716.82
PAQUETTE	AMY	B	TEACHER	\$86,274.01
PARADISE-BROTHERS	KELLY	A	TEACHER - EES	\$57,239.76
PARKER	PHILIP	J	SUB RET	\$1,520.00
PARMENTER	DEBORAH	P	SUBSTITUTE	\$3,529.77
PASTORE	KATHLEEN	E	PRINCIPAL	\$123,641.66
PASTORE	KYLE	W	SUBSTITUTE	\$916.65
PATROCK	LESA	A	TEACHER	\$90,243.60
PATTERSON	REBECCA	L	TEACHER	\$91,710.97
PECORE	KELSEY	M	SUBSTITUTE	\$2,100.00
PECORE	NANCY	L	INSTRUCTIONAL ASSISTANT	\$32,489.74
PELLA	DYLAN	C	SUBSTITUTE	\$2,390.00
PELOQUIN	TODD	S	TEACHER	\$69,678.90
PEREA-BEAULIEU	MARIA	F	SUBSTITUTE	\$8,421.72
PFROMMER	PERRI	R	TEACHER	\$64,672.18
PHOENIX	TAYLOR	A	SUBSTITUTE	\$1,826.96
PIEHL	CYNTHIA		TEACHER	\$83,765.95
PIEHL	DYLAN	T	TEACHER	\$56,964.68
PIEHL	KATHERINE	M	TITLE ONE	\$44,590.96
PIEKARCZYK	GARY	P	CUSTODIAN	\$50,826.48
PIEKARCZYK	SHELBY		INSTRUCTIONAL ASSISTANT	\$17,052.55
PIERANGELI	MARY	A	EXTRACURRICULAR RET	\$5,000.00
PISCITELLI	DEBRA	L	INSTRUCTIONAL ASSISTANT	\$31,086.75
POBLOCKI	LISA	M	TEACHER	\$78,176.09
PONCE DE LEON	JOSHUA	A	TEACHER-EES	\$34,344.00
PONCE DE LEON	SUSAN	L	INSTRUCTION ASSISTANT	\$25,014.09
PORSANIDOU	PARASKEVI		SUBSTITUTE	\$4,163.39

POTTER	KAREN	M	TEACHER	\$67,582.96
POWAZA	KAREEN	M	NURSE	\$66,347.82
POWELL	JUDITH	E	ADMINISTRATIVE	\$95,499.32
PROCOPIO	LISA	A	TEACHER	\$80,247.69
PROFFER	LILY	E	TEACHER	\$61,858.53
PROVOST	HOLLY	A	TEACHER	\$90,223.91
PROVOST	LISA	J	INSTRUCTIONAL ASSISTANT	\$32,190.41
PROVOST	SCOTT	R	TEACHER	\$117,529.97
RACICOT	ASHLEY		TEACHER	\$65,042.29
RACICOT	EMILY	B	TEACHER	\$72,304.16
RACICOT	KEVIN	M	TECHNOLOGY	\$52,845.49
RAMM	KIM	M	SUBSTITUTE	\$375.21
RAMSEY	KIM	M	SUBSTITUTE	\$227.48
RAPOZA	MICHAEL	W	TEACHER - EES	\$12,245.50
RAWSON	CYNTHIA	A	TEACHER	\$62,418.32
RESENER	ELIZABETH	L	SPEECH	\$81,742.90
RESENER	MICHAEL		ASSISTANT PRINCIPAL	\$120,891.17
RESLOCK	SUZANNE	S	INSTRUCTIONAL ASSISTANT	\$26,126.66
REYNOLDS	CHERYL	L	INSTRUCTIONAL ASSISTANT	\$34,700.20
RHYNHART	ERIC		TEACHER	\$76,778.31
RICHARD	DEBRA	L	TEACHER	\$102,501.24
RIVERA	JAMES		CUSTODIAN	\$75,460.79
RIVERA	SADIE	V	SUBSTITUTE	\$7,770.83
ROACH	ELLEN	M	TEACHER	\$83,249.31
ROBERTS	HEATHER	J	SUBSTITUTE	\$1,546.00
ROBICHAUD	JILL	A	NURSE	\$21,474.00
ROBINSON	TARA	B	INSTRUCTIONAL ASSISTANT	\$29,026.82
RODRIGUES	ANDREA	B	ADMINISTRATIVE	\$9,064.00
ROEHRS	KATHLEEN	L	TEACHER	\$67,346.04
ROGALSKI	JOSEPH		ADMINISTRATIVE	\$87,070.76
ROHR	JOHN	W	CUSTODIAN	\$42,272.82
ROMANELLI	ALYSON	M	INSTRUCTIONAL ASSISTANT .4	\$4,185.24
ROSARIO	TIFFANY	A	INSTRUCTIONAL ASSISTANT	\$29,399.41
ROSE	JILLIAN	M	SUBSTITUTE	\$664.93
ROSSI	ALLISON		TEACHER	\$82,299.90
ROUSAKOS	JESSICA	E	SUBSTITUTE	\$152.81
ROUSAKOS	SUSAN	E	INSTRUCTIONAL ASSISTANT	\$32,333.29
RUSSELL	JULIE	M	EXTRACURRICULAR	\$1,061.00
SAMIA	DEBORAH	L	TEACHER	\$58,646.97
SAMIA	LAURYN	R	INSTRUCTION ASSISTANT	\$11,267.56
SANBORN	SARA	L	TEACHER	\$91,057.46
SANDSTROM	SAMANTHA		INSTRUCTION ASSISTANT	\$30,607.68
SANTIC JR	WILLIAM	J	TEACHER	\$67,619.62
SARGENT	TONI	M	SUBSTITUTE	\$142.50
SAUVAGEAU	JUSTIN	D	TEACHER	\$81,160.54
SAVOIE	CHRISTINE	L	INSTRUCTIONAL ASSISTANT	\$30,946.08
SCANLON	JAMES	D	TEACHER	\$28,083.15

SCHIMKE	SHANE	R	TEACHER	\$80,130.54
SCHMITT	KATRINA	A	TEACHER	\$41,660.64
SEAGRAVE	PATRICIA	R	TEACHER	\$79,594.36
SEELIG	EVELYN	T	SUBSTITUTE RET - OBRA	\$60.64
SEIBOLD	DIANE	D	PRINCIPAL	\$52,277.74
SERRANO-GATZKE	DEBORAH	C	SUBSTITUTE	\$1,376.38
SGARIGLIA	MIRANDA	L	TEACHER	\$68,464.03
SHAW	BRIAN	M	CUSTODIAN	\$52,526.37
SHEERIN	AMY	A	TEACHER	\$74,222.33
SIEGMUND	PAUL	D	SUB RET	\$131.25
SIELAWA	JOHN	F	SUBSTITUTE	\$14,527.96
SIMOE	RICARDO		TEACHER	\$83,147.95
SIMONCINI	BETHANN		TEACHER	\$76,958.31
SINICO	BRIAN	D	TEACHER	\$67,389.41
SKERMONT	NATHAN	E	TEACHER	\$95,825.45
SKLARZ	CARRIE	A	CAFETERIA	\$4,369.80
SKONIECZNY	MELANIE	L	TEACHER	\$81,742.90
SMALL	JARED	B	TEACHER	\$71,970.66
SMALL	KATHLEEN	E	TEACHER	\$75,928.39
SMITH	CRAIG	H	CUSTODIAN	\$76,698.05
SMITH	FREDERICK	J	CUSTODIAN	\$52,433.70
SMITH	NICOLE	C	TEACHER	\$59,073.03
SNOW	CINDY	M	TEACHER	\$89,151.01
SNOW	JUSTINE	M	TEACHER	\$78,941.09
SOLOMITA	MARY-ELIZABETH		TEACHER	\$96,217.30
SOUSA	CARLOS	A	SUBSTITUTE	\$595.00
SOUSA	CHELSEA	M	INSTRUCTIONAL ASSISTANT	\$29,881.62
SPAHL	LYNN	A	ADMINISTRATIVE	\$55,936.14
SPAULDING	SUSAN		SUBSTITUTE RET	\$3,257.38
SPENCE	SYDNEY	S	SUB-RET	\$23,447.52
SPRAGUE	LAURA	C	SUBSTITUTE	\$22,192.46
ST. FRANCIS	JULIE	M	TEACHER	\$83,557.96
ST. JEAN	DAVID	D	TEACHER	\$85,016.10
ST. JOHN	SARAH	J	SUBSTITUTE	\$14,690.00
STANEY	CHELSEA	E	ATHLETIC TRAINER	\$45,532.06
STARCZEWSKI	CHRISTOPHER	E	PRINCIPAL	\$123,139.70
STARKUS	DEBORAH	L	SUBSTITUTE RET	\$35,661.76
STEFAN	COREY	F	TEACHER	\$70,834.87
STEFANIK	DONNA	M	ACCOUNTS PAYABLE	\$60,244.59
STEVENS	CRYSTAL	I	INSTRUCTIONAL ASSISTANT	\$31,643.73
STEWART	AMBER	M	TEACHER	\$80,728.26
STODDARD	VICTORIA	A	SUBSTITUTE	\$974.96
STOKOWSKI	KRISTEN	M	TEACHER	\$83,878.04
STONE	SARAH	A	INSTRUCTIONAL ASSISTANT	\$30,384.41
STOWE	CHRISTOPHER	L	TEACHER	\$94,352.51
STRAZZULLO	CARL	F	TEACHER	\$90,929.74
STRETCH	MARY	ANNE	INSTRUCTIONAL ASSISTANT	\$34,054.23

SUAREZ-BOWDEN	MIRVA	R	INSTRUCTIONAL ASSISTANT	\$32,475.25
SULLIVAN	DEBRA	M	TEACHER	\$92,033.74
SULLIVAN	JACK	R	CUSTODIAN SUB	\$1,102.80
SULLIVAN	MICK	T	SUBSTITUTE	\$1,543.92
SULLIVAN	SANDRA	G	ADMINISTRATIVE	\$82,634.61
SULLIVAN	SHANNON	K	TEACHER	\$61,729.29
SULLIVAN JR	RAYMOND	L	TEACHER	\$82,962.90
SUTHERLAND	LYNN	A	INSTRUCTIONAL ASSISTANT	\$33,740.87
SWENSON	KAREN	L	TEACHER	\$85,097.45
TAYLOR	CHRISTINE	M	TEACHER	\$81,992.90
THIBAUDEAU-DRAGON	ERIKA	L	TEACHER	\$86,276.12
THOMAS	AMY	E	TEACHER	\$19,745.88
THOMAS	MARY	K	INSTRUCTIONAL ASSISTANT	\$30,691.94
THOMAS	MEGHAN	J	SUBSTITUTE	\$463.38
THOREN	JANET	M	CUSTODIAN	\$53,663.60
TITTLE	CAROLYN		TEACHER	\$82,522.90
TITTLE	CHRISTOPHER	J	CUSTODIAN	\$75,567.89
TOLLEY	NICHOLE	D	INSTRUCTION ASSISTANT	\$11,672.71
TOLOMIO	TANARA	H	SUBSTITUTE	\$531.71
TOWER	WAYNE	A	CUSTODIAN	\$74,547.99
TREMBLAY	CHELSEA	R	SUBSTITUTE	\$3,614.33
TREMBLAY	KYLIE	N	SUBSTITUTE CUS	\$553.68
TRUE	KELLY		PRINCIPAL	\$46,589.51
TUCKER	JENNIFER	L	INSTRUCTIONAL ASSISTANT	\$19,796.64
TUCKER	MICHAEL		ASSISTANT PRINCIPAL	\$93,108.85
TUOHIG	STEPHEN	P	CUSTODIAN .5	\$31,966.96
VALLEE	AMY	M	TEACHER	\$89,234.97
VALLEY	CHELSEA	L	TEACHER	\$65,481.41
VEILLEUX	THERESA	V	TEACHER	\$88,118.60
VESOVSKI	MARJORIE	C	INSTRUCTIONAL ASSISTANT	\$32,000.27
VIGEANT	LAURA	L	TEACHER	\$58,494.38
VILLANI	ANGELO		TEACHER	\$75,182.76
VITKUS	AIMEE	D	TEACHER	\$67,139.91
VYSKOCIL	JACQUELINE	J	TITLE ONE	\$42,880.48
WADE	ANJA	E	TEACHER	\$86,160.40
WALKER	CHASE	C	SUBSTITUTE CUS	\$147.04
WALKER	COURTNEY	L	TITLE ONE	\$42,880.48
WALKER	JOHNNA		TEACHER	\$83,742.90
WALKER	JULIE	A	GUIDANCE	\$81,291.54
WALSH	MARY	T	SUBSTITUTE	\$6,354.93
WALSH	PAMELA	L	TEACHER	\$84,682.95
WARINSKY	G.KAREN		TEACHER	\$49,759.84
WAYE-BETZ	ELIZABETH	A	TEACHER	\$83,434.34
WELCH	ALYCIA	K	TEACHER	\$85,168.40
WELLS	KYM	M	INSTRUCTIONAL ASSSITANT .8	\$24,239.39
WHEELER	JULIE	A	CAFETERIA	\$17,749.27
WHITE	AMANDA	T	SUBSTITUTE	\$556.25

WIELOCH	ANN	M	CAFETERIA	\$16,486.32
WIELOCH	CONNOR	M	CUSTODIAN SUB	\$2,223.98
WIELOCK	MARIAN	T	CAFETERIA MANAGER	\$29,554.21
WILDES	LYNN	N	TEACHER	\$88,118.60
WILGA	GARY	R	SUBSTITUTE	\$3,180.00
WILLIAMS	LOUISE	R	SUBSTITUTE	\$3,768.00
WILLIAMSON	MARCIA	M	SUBSTITUTE	\$6,679.90
WILSON	ALYSSA	M	CAFETERIA - SUB	\$660.18
WILSON	CAROLYN	A	SUBSTITUTE	\$816.39
WILSON	DIANE	E	CAFETERIA	\$9,569.38
WILSON	KATHLEEN	M	NURSE	\$68,467.54
WILSON	THOMAS	R	SUBSTITUTE	\$6,385.00
WILSON JR	DAVID	W	TEACHER	\$49,571.16
WINANS	JULIANNE	P	TEACHER	\$85,959.01
WONDOLOWSKI	LISA	A	TEACHER	\$95,636.14
WOODARD	WENDY	M	TEACHER .5	\$40,926.50
YE	PAULA	A	TEACHER	\$76,778.31
YURKEVICIUS	DAVID	W	CUSTODIAN	\$54,491.33
ZABLOCKI	PAUL		CUSTODIAN	\$51,507.00
ZABLOCKI	SHERYL	M	TEACHER	\$82,240.86
ZANNOTTI	TRACY	M	TEACHER	\$94,158.14
ZIEMINSKI	DEBRA	L	CAFETERIA MANAGER	\$29,225.44
ZIEMINSKI	HANNAH	R	SUBSTITUTE	\$331.97
ZIMMER	ALEXANDER	R	SUBSTITUTE	\$1,275.00



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

2020 Annual Report

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

Of the 28 Dudley seniors who graduated, 12 are now gainfully employed in an occupation related to their training and 10 are attending College. We are proud to report that one Dudley senior has chosen to bravely serve our Country in one of the distinguished branches of the United States Armed Services. Currently, 128 students from Dudley are enrolled in one of the 22 vocational technical programs for the 2020-2021 school year.

Twenty-three Dudley students are receiving extra services from our Special Education Department. A total of 14 Dudley students have chosen to attend school in a full remote model as opposed to the hybrid model, which is a combination of in-person and remote classes. Five Dudley students are taking advantage of our cooperative education program and will be earning while learning at one of the 44 different participating local businesses and industries. Currently, we have students in cooperative education programs at 3 businesses located in Dudley.

Whenever possible, we have continued our practice of utilizing our occupational programs to provide requested services to municipalities, non-profits and residents from any of our ten district towns. During the 2019-2020 school year, our 22 programs completed 367 work orders, of which, 45 were for residents of the Town of Dudley.

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

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

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

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

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

Respectfully submitted,

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

Kyle J. Brenner
Superintendent-Director

**DUDLEY MUNICIPAL COMPLEX
71 WEST MAIN STREET
DUDLEY, MA 01571**

TOWN HALL OFFICE HOURS


MONDAY- THURSDAY 8:00AM – 4:30 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	508-949-8001
Conservation Commission	508-949-8011
Council on Aging	508-949-8015
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	508-949-8001
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.**