

*Town of Dudley
Massachusetts
Annual Report
Of
The Town Officers
Fiscal Year 2021*



Birdseye View of Bonnie View Dairy Farm~ Marsh Road

Photo Courtesy of Andrew Edwin Berg

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.

In Fiscal Year 2021 Dudley's population is 11,155 and we have 7943 registered voters. Out of the registered voters 1464 are registered as Democrats, 1152 as Republican, 48 as United Independent Party, 49 as Libertarian and 5189 as Unenrolled and 41 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 1,645 dog tags issued, 34 Marriages recorded, 93 Births recorded and 92 deaths.

The Dudley Municipal Complex located at 71 West Main Street houses the majority of the town departments and the Police Department. The Fire Department is located at 128 West Main Street and the Highway Department and Recycling Center are located on Indian Road.

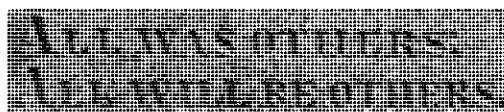
Dudley is part of the Dudley-Charlton Regional School District. We have Mason Road School located at 20 Mason Road that serves Kindergarten – grade 1; Dudley Elementary School at 16 School Street serves grades 2-4; Dudley Middle School located at 70 Dudley-Oxford Road serves grades 5-8 and Shepherd Hill Regional High School that serves Grades 9-12. Dudley is also home to the Southern Worcester County Education Collaborative located at 185 Southbridge Rd. as well as being 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 at 54 West Main Street, St. Anthony of Padua Roman Catholic Church at 24 Dudley Hill Road, Dudley Congregational Church at 124 Center Road, Calvary Assembly of God at 105 Southbridge Road (Route 131) and New Hope Church at 3 Saenger Street.

We have several recreation areas – Merino Pond Town Beach located behind Mason Rd. Elementary School, Crawford Memorial Field (Little League) on School Street, Pine Street Park and Carmignani Memorial (Fun Zone) Playground located on the grounds of the Dudley Municipal Complex.

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

Kerry Cyganiewicz, Chairman	2023
John Marsi, Vice Chairman	2024
Jason Johnson	2022
Paul Joseph	2022
Steven Sullivan	2022

BOARD OF ASSESSORS

Conrad Allen, Chairman	2023
Thomas Brousseau	2022
Jo-Ann Szymczak	2024

BOARD OF HEALTH

Jennifer Cournoyer, Chairman	2024
Roberta Johnson	2022
Lori Ducharme	2023

SWCRV SCHOOL DISTRICT

Timothy Schur	2022
Al Reich	2023

DCRSD – SCHOOL COMMITTEE

Pauline Aucoin	2023
Catherine Kabala	2022
Cathleen Carmignani	2024

DUDLEY HOUSING AUTHORITY

Donald Cristina	2023
Pellegrino J. D'Auria	2024
Leslie Sullivan	2022
Lynn Millette	state appointed

PEARLE L. CRAWFORD MEMORIAL LIBRARY TRUSTEES

Ben Craver	2022
Patricia Korch	2022
Joyce Nierodzinski	2024
Edward Bazinet	2023
Nicole Kuchеров	2024
Kathy Sandstrom	2023

TOWN MODERATOR

Christopher Starczewski	2023
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PLANNING BOARD

Daniel Edmiston, Chair	2022
Guy Horne	2022
Thomas Chojnacki	2024
Richard Clark	2023
Steve Watroba	2022

TOWN CLERK

Lori A. Smith	2022
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TOWN TREASURER/COLLECTOR

Richard A. Carmignani, Jr.	2024
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WATER/SEWER COMMISSIONERS

Jay Spahl, Chair	2024
Robert Sullivan	2022
Thomas W. Fournier	2022
Scott Zajkowski	2024
William Conley	2023

MUNICIPAL DEPARTMENTS, APPOINTED BOARDS AND COMMITTEES

TOWN ADMINISTRATOR, PERSONNEL DIRECTOR, CHIEF PROCUREMENT OFFICER

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

Amanda Jacobson, Clerk

Camille Griffin, Health Inspector

George Slingo, Title V Inspector

BOARD OF SELECTMEN

Michelle Jervis, Administrative Secretary

BUILDING DEPARTMENT

Nelson Burlingame, Building Commissioner, Fence Viewer, Zoning Official

Amanda Jacobson, Clerk

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

George Patrinos

Paul Konieczny
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
Nancy J. Vajcovec
James Koebke
Francis Mikolajczak
Samantha S. Costello
Robert Tuttle
Mathew Marro, Environmental Engineer
Thu Vo, Clerk

CONSTABLES

Mark Landry
David J. Konieczny
Michael Mayotte
Jonathan Ruda

COUNCIL ON AGING

Janice Brady
Cheryl Leyden
Catherine Desrosiers
Kathleen Cormier
Carmella D'Ambra
Charle Marlborough
Anita Hickey
Margaret Bussiere, COA Director

CULTURAL COUNCIL

Mary Kunkel
Virginia DiDonato
Jane Champagne
Patricia Biron
Audrey Resener
Annette Gion
Marilyn Kramarz
Ronald Stachelek

Louise Williams
Sheryl Barnardo

DUDLEY TRAIL AND GREENWAY NETWORK

Vincent Polletta

ECONOMIC DEVELOPMENT COMMITTEE

Jo-Ann Szymczak
Jonathan Androlewicz
Pamela Boggio
Todd Donohoe
Jason Rousseau

ELECTRICAL INSPECTORS

Neil Piasta, Inspector
James Jones, Assistant Inspector

ELECTION WORKERS AND REGISTRARS

Debbie Bazydlo
Liz Beals
Janice Brady
Linda Brink
Betty Dupree
Joann Brinker
Norma Mroczek
Zachary Davey
Paul Lachance
Carol Cook
Zachary Cournoyer
Jim Dunne
Cathy Desrosiers
Maryann Devlin
Cynthia Iwanski
Lauri Joseph
Judy Joy
Alice Kujawski
Jean Kondak
Evelyn Kullas
Diana Kuzawa
Margaret Macuga
Alice Langlois
Diane Mrozinski
Nancy Roy
Heather Bowes

Bailey Bowes
Marcia Wagner
Norma Waterhouse
Louise Williams
Joan Putney
Donald Wilson, Jr.
Lorraine Winslow
Leonard Nicoletti
Carol Antos
Leslie Manthos
Maureen O'Connor
Sheryl Bernardo

James Brinker, Registrar
Lizbeth Parent, Registrar
Lori Smith, 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
Ann Gaudreau
Mark Landry
Jon Currey
Joan Gardecki
Kelly Laskowski
Michelle Jervis, Clerk

FIRE DEPARTMENT

Career Department Staff

Chief Dean Kochanowski, EMT-P
Assistant Chief Paul Konieczny – EMT – B, CERT Coordinator, Fire Prevention

Group 1

FF Scott Benoit – EMT-P
FF Paul Latino – EMT-P

Group 2

Lt. Erik Spahl
FF Timothy Donohue – EMT-P

Group 3

Captain Steven Chenard
FF Michael Flood – EMT-P

Group 4

Lt. Patrick Reynolds
FF Antonio Trifone – EMT-P
FF Daniel Sheehan – EMT-P

Pier Diem FF/Paramedic Staff

Antony Genga – FF/EMT-P
Robbie Barton – FF/EMT-P
Nate Aubuchont – FF/EMT-P
Ryan Morton – FF/EMT-P

EMS Only Staff

Robert Edmonds – EMT-P
Paid Call Department Staff
Deputy Chief John LaRochelle – EMT-P
Deputy Chief Brian Belhumeur

Company 1

Lt. Nicholas Shelburne – EMT-P
Patrick Normandin – EMT-P
Lukasz Perzan
Bryan Erickson
Miroslaw Bujala
John Kline
Trainee Tyler Williams

Company 2

Travis McDonald – CMT-B
Michael Buchanan
Shane Nogler
Matthew Grauer
Jacob McDonald
Trainee Jess Nye

Company 3

Lt. Chris Wilson – EMT-A
Joseph Marcinkus – EMT-B
Scott Konieczny
Rob Fitzgerald – EMT-P
Jen Fitzgerald – EMT -P
Mike Bonnette
Joseph Rossik, Jr.

Company 4

Lt. Keith Nichols
Charles McGowan – EMT-P
Joshua Ziegler
Jesse Caney

Carols Torres
Brandon Warrington
Nicholas Dadalt
Trainee Albert Salonis

FUEL/OIL/GAS/PLUMBING INSPECTOR

Jay Spahl

HIGHWAY DEPARTMENT

Jeffrey Murray, Highway Superintendent
Stanley Golenski, Foreman
David Baxter
Melvin Gatzke, Jr.
Dylan Demers
Jesse Russell
Logan Miller
James Thibeault
Allen Warrington
Richard Wetherbee
Dennis Tremblay – Building and Grounds

HISTORICAL COMMISSION

Edward Bazinet
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

William Scanlan, Acting Town Planner

POLICE DEPARTMENT

Chief Steven Wojnar

Lieutenant Marek Karlowicz

Sergeant Paul Ceppetelli

Sergeant Dean Poplawski

Sergeant James Annese (promoted to Sgt. 12/21)

Officer Chandler Boyd II

Officer David Carpenter

Officer Arthur Ferreira

Officer Luis Pacheco

Officer Philp Megas

Officer Keith Remillard

Officer Ryan Daniels

Officer Tyler Smith

Officer James Mastrogiovanni

Officer Mariano Conte

Officer Paige Moroz (promoted to full time officer 12/21)

Administrative Assistant – Lauren Milosh

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

RECYCLING CENTER

Mark Meleski

Neil Sutherland

Jeff Murray, Coordinator

SOUTH WORCESTER COUNTY COMMUNICATIONS CENTER

Board of Directors:

Jonathan Ruda, Chairman

Greg Balukonis, Vice-Chairman

Randy Becker, Member

Steven Sullivan, Member

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

Samantha Putis

Nicole Albright

Abagayle Fournier

Per-Diem Public Safety Telecommunicators:

Scott Baldracchi

Steven Chenard

Elizabeth Fish

Pedro Jorge

Victoria Longo

Charles McGowan

Brittany Morgan

OFFICE OF THE TOWN CLERK

Jacqueline Phelps, Assistant Town Clerk

TOWN COUNSEL

KP Law, LLC

Mirick O'Connell

TOWN TREASURER/COLLECTOR

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

Donna Hadley-Wires, Assistant Treasurer

Danielle Glowacki, Assistant Collector

VETERAN'S AGENT

Stephen P. Rogerson

Pamela Young, Clerk

WATER/SEWER DEPARTMENT

George Patrinos, Superintendent

Brian Dorval, Primary Operator – Water

FEDERAL, STATE & COUNTY OFFICIALS

PRESIDENT

Joseph R. Biden, Jr.
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

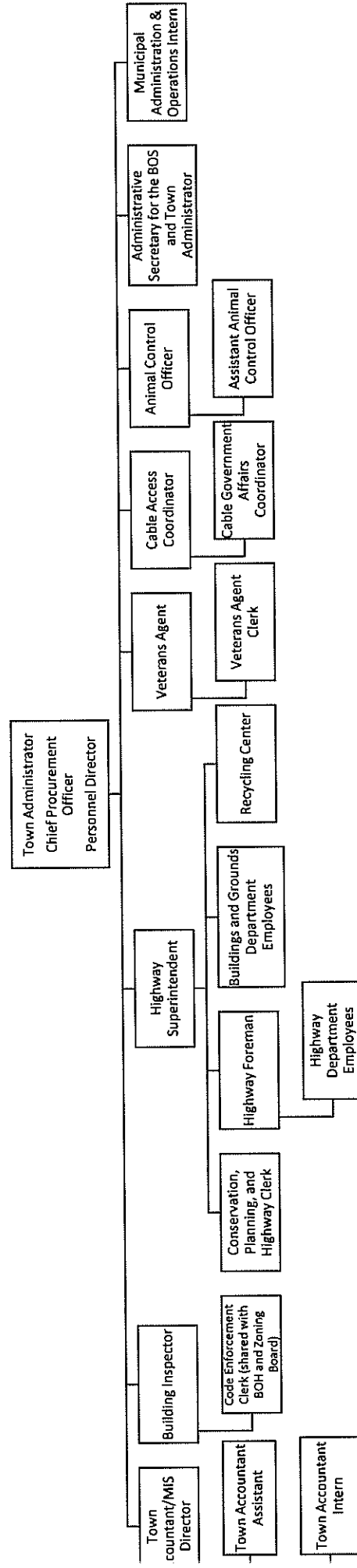
REGISTER OF PROBATE

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

WORCESTER COUNTY SHERIFF

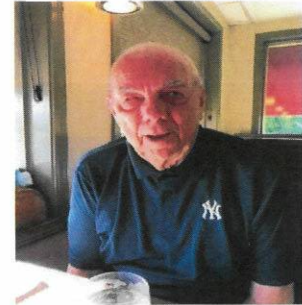
Lewis G. Evangelidis
5 Paul X Tivnan Drive
West Boylston, MA 01583
508-854-1800

Town Administrator Organizational Chart





Louis Kozlowski – With the love of Dudley we memorize one of our own. Louis was born in 1932 in Dudley and built his home on Marsh Road. His trade was a builder as well as a talented carpenter. He loved the Town as well as vacationing on the Cape and the Berkshires. Louis served for over 20 years on the Dudley Board of Health



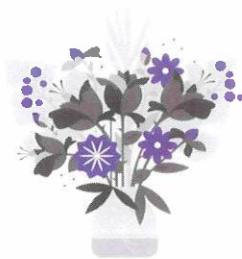


Ed Mickelson – Ed was a United States Marine during the Korean War and proudly served our country. He served on the Finance, Appropriation and Advisory Committee for several years as well as an elected official for the Dudley Housing Authority. His fairness and kindness to others was felt by all who knew him





Josephine "Josie" Bottieri – Josie was a life-long resident of Dudley and resided in her home on West Main Street. She was an election worker for decades and a member of the Council on Aging. She never missed an event in the senior center and was extremely social. A garden located on the town hall property, "Jo's Garden" was dedicated to her prior to her passing for all her volunteer work over the years. Josephine was funny, witty, and made everyone laugh. She loved her family, her faith and her town. She is dearly missed by all who knew her.



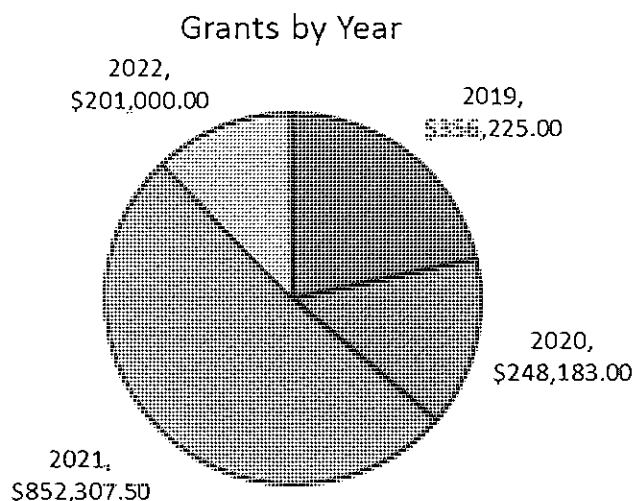
REPORT OF THE TOWN ADMINISTRATOR

Dear Honorable Citizens of Dudley:

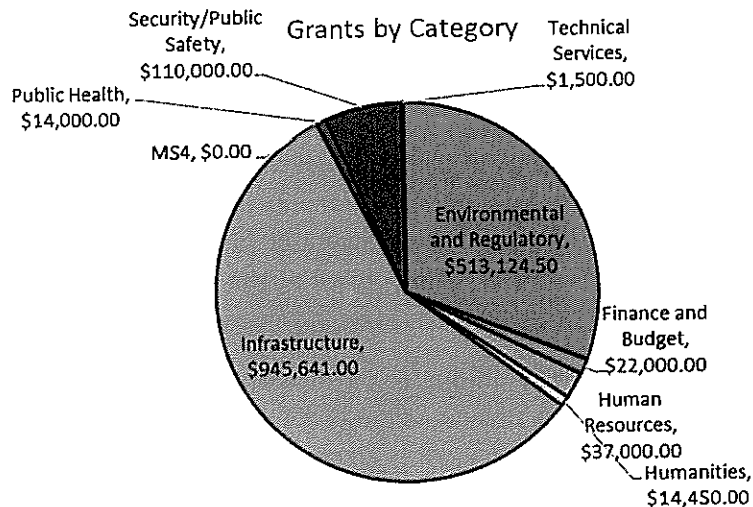
It continues to be my honor and privilege to serve you through your elected Board of Selectmen and to have been able to see and observe your public safety leadership teams and their staff, public health board and its staff, rise to the occasion in the unprecedented times of the COVID-19 pandemic. All Town Departments and elected officials, without exception have been faced with ongoing challenges that began prior to July 1, 2020. Not just public health and safety but each department, without exception has been willing to leave their comfort zone and step-up to serve the community and they have all excelled in serving and supporting one another cooperatively and readily to the benefit of our community. Instead of shrinking from the unprecedented trials brought on by the virus, your Town Staff, and elected and appointed officials performed at the highest levels. It was quite a thing to see.

Despite the challenges that the Town has faced in FY 2021, Dudley has had a successful and productive year. I'm pleased to report on the many successes of the Town, and the serious challenges ahead. It has been my goal, and the Board of Selectmen's directive to me, that throughout the pandemic, I continue to pursue funding outside of the Town's tax base, and whenever possible, avoid "losing ground" on any initiatives that the Town may have had pending, or any grant funding that may have remained available to address our community's needs. With the help of our Town Planner and Planning Board, and Highway Superintendent, our MIS Director and the Central Mass Regional Planning Commission (CMRPC), and the clear guidance and direction of the Board of Selectmen, the community has been able to secure a total of \$852,307.50 in grant funding in FY 21 and has already realized some commitments in FY 22. It is important to note that none of that total included emergency relief money such as was available through the CARE ACT or FEMA, but only includes funding that was researched and sought after, some on a very competitive basis.

Here is how we stacked-up over previous years and where we are positioned entering FY 22:



Since 2019, the below chart shows how grants have been allocated:



In 2021, the regulatory and compliance requirements, deferred in past years and further delayed during the pandemic, relative to dams, stormwater, landfill monitoring, fuel pump testing and inspection, public water supply and bridge project scope and design became an urgent focus for the Town, and full effort to begin systematically addressing these issues was prioritized. Through a combination of Chapter 90 funding, the pursuit of grants and low and no-interest loans, operational budget money and loan forgiveness, projects of the highest priority have gotten underway. A significant amount of additional funding, an \$800,000 application to the Department of Housing and Community Development was made through CMRPC for the design of and infrastructure improvements in the neighborhoods First Ave area.

Additionally, funding opportunities have been secured to address urgent updates with human resources, updated open space planning, and environmental planning such as recycling and charging stations that have begun in FY22 and will be completed in FY23.

Economic Development initiatives progressed significantly in FY21 such as several cannabis projects, a shared TIF Zone with the Town of Webster and the rehabilitation of the Stevens Mill and laid a foundation to move forward in the 24 months to follow.

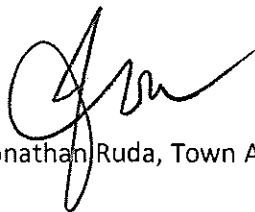
The challenges faced in the coming years will not only include compliance and regulatory mandates, but the ongoing requirement of Dudley to meet the school district assessment needs, police reform mandates and our ongoing contractual obligations. In an environment where tax revenues are quickly outpaced by rising costs, and to the degree that a small infusion of one-time funding in the form of the American Recovery Act (ARPA) can aid the Town in meeting these mandates in the next two fiscal years remains to be seen. Ultimately, the Town will need to consider long-term solution to costs that cannot be cut from the budget without significant degradation of vital services such as fire, EMS, education and

police. Further, regulatory and compliance issues can no longer be ignored without the risk of facing fines and sanctions that will allow us to accomplish even less, or likely nothing at all.

Dudley relies on its tax base to fund 63% of its annual costs, with local receipts accounting for 13% and state aid accounting for 9.6% of the omnibus budget. With a cap of 2.5% on annual tax increases, a new growth figure of less than 1% and near stagnant state aid numbers, the Town has limited options to increase revenues to meet operational needs. As illustrated above, I have prioritized grant funding to offset costs associated with regulatory, compliance and infrastructure), I've recommended raising fees to levels that were on par with neighboring Towns, and we've seen a significant uptick in actual economic development which will still take several years to realize. Everything that has been done to date, however, will not be enough. It will be necessary in the upcoming year(s) to revisit the operational override that was passed by voters in 2018 to help the community meet its required obligation(s) to the regional school district and determine how to continue to meet that obligation without cutting vital Town services on the municipal side of our local government.

Based on the Town's performance in 2021, I am confident that with guidance and help from the community, we will rise to meet the challenges. All residents should realize that even during a pandemic of unprecedented proportions, your local government did not lose site of priorities and looming big challenges, but instead met them head-on, by proactively positioning the Town for and actively seeking sustainable ways to finance the town's ongoing needs, while still finding other ways to fund one-time, necessary costs. In the next year, with a better understanding of the direction of the economy and a full understanding of the needs of the community, residents can count on the continued, open discussion and public dialogue that will lead to difficult conversations and continue to yield thoughtful solutions. One thing that everyone can agree upon is that we will not go backwards. We have survived a pandemic and national civil unrest. We will adapt to and survive the economic conditions ahead and will continue to prepare for Dudley's future by continuing to deal with issues in the present.

Respectfully Submitted

A handwritten signature in black ink, appearing to read 'JRuda', written in a cursive, flowing style.

Jonathan Ruda, Town Administrator

**TOWN OF DUDLEY
MASSACHUSETTS
BOARD OF SELECTMEN**



John J. Marsi, Jr, Chairman
Jason Johnson, Vice Chairman
Steven Sullivan, Clerk
Kerry Cyganiewicz
Paul Joseph
Michelle Jervis, Admin. Secretary

Dudley Municipal Complex
71 West Main Street
Dudley, MA 01571

Phone: (508) 949-8001

Jonathan Ruda
Town Administrator

To the residents of Dudley:

Fiscal Year 2021 was a very busy and productive year for the Town of Dudley. Our town government and the services it provides have been restored following the global pandemic. We appreciate all of those who put themselves in harm's way to care for those who need it most. We all worked together to get through the worst of it and yet we still come out a better, smoother running operation. We are still and will always remain a full-service town providing a tremendous value for its taxpaying residents and businesses.

Our local government continues to work harder than ever. The Board is committed to improving the way in which we communicate with residents and prioritize town funding commitments. Our top priorities remain the three pillars of public safety, promoting an environment that fosters economic development and improving the quality of life of our residents. We never stop working to provide the best services we can afford as a community.

Some major highlights of FY21, a period that ran from July 1, 2020 to June 30, 2021

- Voted to approve Complete Streets Policy
- PFAS Water SRF project was signed; Drinking Water SRF and Clean Water SRF for PFAS remediation
- October 19, 2020 meeting was the first in-person meeting since COVID
- Appointed new highway superintendent, Jeffrey Murray on 11/23/2020
- Accepted proposed Grade Plan Characteristic Chart and Market Equity Pay Band recommended by Personnel Board for employees (non-union) for salary increases

- Signed Host Community Agreement with Fish Rd., LLC (cannabis growing facility) and Hall Rd. LLC on 6/7/21. This will bring a tremendous amount of high value agriculture revenue to the town.
- The town was awarded \$862,984.50 in new grants for FY21
 - \$754,867.50 for Infrastructure, Human Resources and Environmental/Regulatory items
 - \$94,817+ for the fire department
 - \$13,300+ for the police department
- At our Annual Town Meeting voters approved the FY21 budget in the amount of \$19,392,402.56.

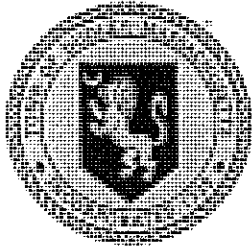
All the many achievements in this list (and many others not listed here) were accomplished by the strong management team we have in place, with the help of the town employees, numerous boards and committees, as well as our state legislature. Special thanks to our Town Administrator, Jonathan Ruda for keeping everything moving forward day in and day out.

Our residents can always 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,

John J. Marsi, Jr.
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 4, 2022

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, 2020 through June 30, 2021.

- Fiscal Year Budgeted Appropriations and Actual Expenditures 2021
General Fund / Sewer Fund / Water Fund
- Actual Expenditure Summary Comparison (FY 2017 to FY 2021) and Budget 2022
 - Fiscal Year Budgeted Revenues and Actual Revenues 2021
General Fund / Sewer Fund / Water Fund
 - Fiscal Year Activity – Revolving Accounts 2021
- Independent Auditors' Report Highlights for Fiscal Year 2021

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 & Encumbrance
Report Period: July 2020 thru June 2021

Account Number	Account Description	Net Working Budget	Current Year Expenditure	Balance Remaining
GENERAL FUND				
0001-114-5111-01	SALARY	1.00	0.00	1.00
0001-122-5111-01	SALARIES	5,000.00	5,000.00	0.00
0001-122-5200-02	HIST EXPS/PRESVTN	5,600.00	0.00	5,600.00
0001-122-5422-02	TOWN REPORTS	1,500.00	1,477.00	23.00
0001-122-5700-02	EXPENSES	4,300.00	4,275.51	24.49
0001-122-5706-02	HIST LEGAL ADS/HRGS.	150.00	110.50	39.50
0001-122-5730-02	DUES	1,500.00	1,095.89	404.11
0001-122-5731-02	AN. CTRL SALARY	11,937.20	11,708.52	228.68
0001-122-5732-02	AN CTRL ASST SALARY	1,170.46	1,210.97	(40.51)
0001-122-5733-02	DEAD ANML DISP	50.00	0.00	50.00
0001-122-5734-02	AN. CTRL-MAINT/RPRS	400.00	0.00	400.00
0001-122-5735-02	AN CTRL EXPS	1,630.00	791.75	838.25
0001-122-5736-02	AN. CTRL SPAY/NEUTER	100.00	0.00	100.00
0001-122-5737-02	AN CTRL VEHICLE	1,001.00	1,000.00	1.00
0001-123-5111-01	SALARY/BENEFITS	118,996.29	118,645.45	350.84
0001-123-5115-01	HWY/CONS/PLANNING CLERK	619.41	512.23	107.18
0001-123-5116-01	ZON/LICENSING/INSP CLERK	39,999.00	33,568.45	6,430.55
0001-123-5117-01	TEMP. FILL IN LABOR	1.00	0.00	1.00
0001-123-5121-01	MUNICIPAL HEARING OFFICER	2,500.00	2,500.00	0.00
0001-123-5123-01	SELECTMEN SECRETARY	52,315.60	52,191.62	123.98
0001-123-5300-02	LEGAL NOTICES	300.00	260.14	39.86
0001-123-5310-02	LEGAL	68,100.00	71,383.11	(3,283.11)
0001-123-5320-02	AUDITOR	17,000.00	17,000.00	0.00
0001-123-5340-02	TELEPHONE	14,250.00	16,208.51	(1,958.51)
0001-123-5345-02	LONGEVITY	400.00	400.00	0.00

0001-123-5370-02	LONGEVITY:HWY/CONS/PLNG	600.00	600.00	0.00
0001-123-5371-02	LONGEVITY:ZON/LIC/INSP	1.00	0.00	1.00
0001-123-5420-02	COPY/FAX	600.00	778.60	(178.60)
0001-123-5422-02	RAVE SYSTEM	2,500.00	1,890.00	610.00
0001-123-5700-02	EXPENSES-ADMINISTRATION	0.00	59.56	(59.56)
0001-123-5703-02	DMC-W MAIN STREET	22,701.00	22,718.00	(17.00)
0001-123-5705-02	OPERATING EXPS	25,000.00	24,209.09	790.91
0001-123-5706-02	VACATION BUYBACK	15,000.00	15,000.00	0.00
0001-123-5712-02	AUTO	2,400.00	3,000.00	(600.00)
0001-123-5730-02	MTGS/DUES	2,000.00	1,668.00	332.00
0001-123-5740-02	DMC PUBLIC SAFETY	1.00	0.00	1.00
0001-123-5745-02	Bld Mech Insp/exp	6,000.00	7,593.23	(1,593.23)
0001-123-5747-02	CENTRAL SUPPLY	600.00	1,195.39	(595.39)
0001-123-5770-02	ENG/INSPCT FUELPUMPS	1.00	0.00	1.00
0001-123-5775-02	GRANT/PROJECT DESIGN	1.00	0.00	1.00
0001-135-5112-01	SALARY	61,499.92	61,499.92	0.00
0001-135-5113-01	CLERK/HR CLERK	4,991.65	4,870.33	121.32
0001-135-5370-02	LONGEVITY BENEFIT	400.00	400.00	0.00
0001-135-5700-02	EXPENSES	300.00	300.00	0.00
0001-135-5710-02	EDUCATION - ACCTG.	200.00	74.00	126.00
0001-135-5780-02	ACCTG SOFTWARE SUPPORT	2,558.00	2,558.00	0.00
0001-136-5114-01	MIS DIRECTOR SALARY	9,165.41	9,165.41	0.00
0001-136-5780-02	EXPENSES	1,900.00	1,671.63	228.37
0001-136-5781-02	COMM/MAINT. EXPENSES	1,419.71	1,419.71	0.00
0001-136-5784-02	GIS SERVICES	2,400.00	2,400.00	0.00
0001-136-5785-02	BACKUP/RECOVERY EXP.	5,820.00	5,820.00	0.00
0001-141-5112-01	ASSISTANT SALARY	62,674.07	62,674.07	0.00
0001-141-5113-01	CLERK	29,870.98	30,321.73	(450.75)
0001-141-5370-02	LONGEVITY BENEFIT PAY	400.00	400.00	0.00
0001-141-5380-02	COMPUTER	10,962.00	10,961.31	0.69
0001-141-5390-02	MAPPING COMPANY-ASSRS	3,125.00	3,125.00	0.00
0001-141-5700-02	EXPENSES	600.00	1,271.71	(671.71)

0001-141-5710-02	EDUCATION	2,500.00	1,684.65	815.35
0001-141-5714-02	CYCLICAL INSPECTIONS	1.00	0.00	1.00
0001-141-5715-02	VISION CLOUD SYS.	5,000.00	2,680.00	2,320.00
0001-141-5717-02	RRC PERSONAL PROP.	2,000.00	2,000.00	0.00
0001-141-5900-02	ASSESSORS-INTERIM YR ADJ	4,000.00	4,000.00	0.00
0001-145-5111-01	TREAS/COLLECTOR SALARY	92,137.56	92,137.56	0.00
0001-145-5112-01	TREAS-CERTIFIED SALARY	1,000.00	1,000.00	0.00
0001-145-5121-01	ASST TREAS/CLTR SALARY	41,231.74	35,964.14	5,267.60
0001-145-5123-01	COLLECTOR CLERK	38,335.68	42,766.74	(4,431.06)
0001-145-5124-01	CLTR CLERK-PT	400.00	0.00	400.00
0001-145-5303-02	DATA PROCESSING	18,041.00	19,387.72	(1,346.72)
0001-145-5341-02	POSTAGE-TREAS.	18,500.00	25,866.06	(7,366.06)
0001-145-5370-02	LONGEVITY CLTR (WAS TREAS)	400.00	400.00	0.00
0001-145-5600-02	TAX TITLE	5,000.00	12,835.20	(7,835.20)
0001-145-5700-02	EXPENSES-treas+cltr	12,200.00	13,202.31	(1,002.31)
0001-145-5740-02	UNEMP SELF INS TRUST	41,387.00	44,513.38	(3,126.38)
0001-145-5742-01	COUNTY RETIREMENT	871,792.00	871,292.00	500.00
0001-145-5745-01	GROUP INSURANCE	919,148.00	821,964.56	97,183.44
0001-145-5747-02	MEDICARE TAX	48,815.00	65,174.18	(16,359.18)
0001-145-5751-02	INSURANCE GENERAL	272,422.00	288,354.77	(15,932.77)
0001-145-5910-02	MATURING DEBT	1,036,667.00	1,036,667.00	0.00
0001-145-5915-02	INTEREST-DEBT	273,822.92	252,974.14	20,848.78
0001-145-5920-02	W/D INTER MUNIC PRINCP.	43,476.53	43,476.53	0.00
0001-145-5925-02	W/D INTER MUNIC INTEREST	10,917.51	10,917.51	0.00
0001-145-5940-02	WBSTR DISPATCH ASSMNT	206,218.98	204,003.45	2,215.53
0001-145-5942-02	OPEB TRUST	10,000.00	10,000.00	0.00
0001-156-5105-01	SEALER WTS SALARY	2,500.00	2,500.00	0.00
0001-156-5107-02	SEALER WTS EXPS	1.00	0.00	1.00
0001-156-5225-02	STRMWTR/DAMS	22,500.00	22,500.00	0.00
0001-156-5250-02	ENERGY-MUNI EXPS	101,870.29	102,575.67	(705.38)
0001-156-5424-02	PAPER	1,000.00	508.37	491.63
0001-156-5425-02	COLA	2,338.00	0.00	2,338.00

0001-156-5705-02	COPIER MACHINE	2,400.00	1,933.81	466.19
0001-161-5100-02	ELECT REGS-WAGES	14,287.00	14,286.90	0.10
0001-161-5111-01	SALARY	61,866.10	61,866.10	0.00
0001-161-5113-01	ASST. SALARY	32,113.62	32,113.63	(0.01)
0001-161-5700-02	EXPENSES	1,500.00	1,440.58	59.42
0001-161-5715-02	ELECTION-EXPS	11,027.44	10,645.64	381.80
0001-161-5716-02	REGIST-CHAPTER 440	5,000.00	4,913.67	86.33
0001-161-5718-02	BYLAW CODIFICATION MAINT	3,050.00	3,050.00	0.00
0001-161-5870-00	PURCHASE DOG TAGS/LICENSES	1,025.00	1,525.00	(500.00)
0001-161-5877-02	VOTING EQUIP/MAINT FEE	800.00	800.00	0.00
0001-171-5700-02	CONSVRTN EXPS	1.00	0.00	1.00
0001-175-5112-01	PLANNER SALARY	46,355.20	46,350.00	5.20
0001-175-5700-02	EXPENSES	1,840.18	1,668.54	171.64
0001-175-5730-02	CENT. MA. REG. DUES	3,261.75	3,343.31	(81.56)
0001-210-5112-01	CHIEF SALARY	112,527.50	112,527.50	0.00
0001-210-5113-01	CLERK SALARY	35,921.16	34,593.25	1,327.91
0001-210-5116-01	SERGEANT SALARIES	222,226.00	218,002.27	4,223.73
0001-210-5117-01	PATROLMEN SALARIES	677,565.00	655,288.47	22,276.53
0001-210-5118-01	SERGEANT ON-CALL	5,475.00	5,025.00	450.00
0001-210-5131-01	OVERTIME	120,000.00	104,377.24	15,622.76
0001-210-5132-01	VACA BUYBACK	11,823.00	22,670.94	(10,847.94)
0001-210-5143-01	PHYSICAL FIT INCENTIVE	8,787.00	6,156.15	2,630.85
0001-210-5144-01	HOLIDAY SALARIES	45,481.00	48,444.75	(2,963.75)
0001-210-5145-01	RESERVE OFFICR SALARY	12,422.00	14,768.00	(2,346.00)
0001-210-5150-00	QUINN BILL	115,036.00	112,124.96	2,911.04
0001-210-5155-01	SHIFT DIFFERENTIAL	12,051.00	16,920.76	(4,869.76)
0001-210-5183-01	LIEUTENANT SALARY	25.00	0.00	25.00
0001-210-5320-02	TRAINING	16,074.00	9,541.61	6,532.39
0001-210-5370-02	POLICE LONGEVITY	2,600.00	2,600.00	0.00
0001-210-5580-02	DISPATCH UNIFORM EXPENS	16,200.00	16,100.00	100.00
0001-210-5700-02	EXPENSES	45,000.00	53,001.71	(8,001.71)
0001-210-5749-02	GASOLINE (NEW FY2015	28,600.00	21,256.21	7,343.79

0001-210-5760-02	COMP. SUPPLY EXPENSES	25,625.00	31,691.66	(6,066.66)
0001-210-5788-02	PHOTO & PRINTS	2,400.00	2,400.00	0.00
0001-210-5790-02	DESK COVERAGE	18,635.00	10,843.50	7,791.50
0001-220-5112-01	FIRE CHIEF	113,195.24	113,195.24	0.00
0001-220-5113-01	FF	60,072.00	53,659.04	6,412.96
0001-220-5114-01	FF	60,072.00	60,033.40	38.60
0001-220-5115-01	FF PARAMEDIC	15,864.43	27,393.75	(11,529.32)
0001-220-5116-01	FF PARAMEDIC	15,852.25	27,442.45	(11,590.20)
0001-220-5117-01	LT.	65,355.00	65,462.79	(107.79)
0001-220-5118-01	ASST. F.C.	83,580.41	83,330.88	249.53
0001-220-5119-01	FF	65,355.00	64,598.27	756.73
0001-220-5120-01	FF	60,072.00	59,649.80	422.20
0001-220-5121-01	FF #4	60,072.00	60,499.20	(427.20)
0001-220-5122-01	CALL FF SALARY	63,000.00	59,854.00	3,146.00
0001-220-5128-01	FF / P#3	55,577.00	55,360.80	216.20
0001-220-5131-01	OVERTIME	65,000.00	69,888.50	(4,888.50)
0001-220-5150-01	FILL IN LABOR+PERDIEM	40,000.00	51,344.00	(11,344.00)
0001-220-5152-01	BACK-UP AMBULANCE PAY	8,000.00	7,200.34	799.66
0001-220-5218-02	AMBULANCE BILLING SERV	35,000.00	21,116.47	13,883.53
0001-220-5240-02	PREVENTIVE MAINT.	67,385.00	69,420.96	(2,035.96)
0001-220-5320-03	EMS MISC LICENSES/FEEES	1,300.00	1,300.00	0.00
0001-220-5420-02	COPY/FAX	700.00	732.08	(32.08)
0001-220-5700-02	EXPENSE	113,386.00	89,745.04	23,640.96
0001-220-5710-02	CAREER EDUC INCENTIVE	59,000.00	59,938.14	(938.14)
0001-220-5715-02	CANCER SCREENINGS	6,000.00	5,950.00	50.00
0001-220-5733-02	EMERGENCY MGT	2,000.00	2,140.41	(140.41)
0001-220-5749-02	GAS/DIESEL(NEW FY15)	15,000.00	15,945.35	(945.35)
0001-220-5800-99	AMB CALL/CAREER EXPS	107,042.51	107,400.09	(357.58)
0001-240-5146-01	AGENT SALARY	22,000.00	19,249.96	2,750.04
0001-240-5190-01	ANIMAL INSP-STIPEND	3,000.00	3,000.00	0.00
0001-240-5700-02	EXPENSES	1,200.00	2,425.11	(1,225.11)
0001-240-5713-02	HAZMAT - BOH	1.00	0.00	1.00

0001-240-5713-04	St. Mandated Food Forms	500.00	0.00	500.00
0001-240-5715-02	ST.MANDTD TBCO CKS.	1,000.00	0.00	1,000.00
0001-242-5112-01	SALARY	26,478.75	26,408.06	70.69
0001-242-5114-01	ASSOC. INSPECTOR	400.00	0.00	400.00
0001-242-5228-02	PRINTING/SUPPLIES	400.00	343.41	56.59
0001-242-5235-02	CODE ENFORCEMENT	1,000.00	0.00	1,000.00
0001-242-5700-02	EXPENSES	700.00	1,666.58	(966.58)
0001-242-5712-02	TRAVEL	900.00	913.09	(13.09)
0001-293-5700-02	ECONOMIC DEV. COMM EXPS	1.00	0.00	1.00
0001-310-5650-02	DUDLEY-CHARLTON SCHOOLS	8,880,840.00	8,880,840.00	0.00
0001-320-5650-02	BAY PATH	997,331.00	997,331.00	0.00
0001-420-5112-01	HWY - SUPERINTENDENT SALARY	94,583.76	95,412.32	(828.56)
0001-420-5113-01	HWY - FOREMAN SALARY	69,173.00	70,790.77	(1,617.77)
0001-420-5114-01	HWY - CONTRACTED WAGES	7,000.00	12,957.84	(5,957.84)
0001-420-5117-01	HEAVY EQUIP OP	53,823.00	49,685.32	4,137.68
0001-420-5118-01	Salary Super-Plowing	1.00	0.00	1.00
0001-420-5119-01	Salary Foreman Plowing	1.00	0.00	1.00
0001-420-5120-01	MECHANIC	54,789.00	49,195.52	5,593.48
0001-420-5121-01	HWY LABORER	22,577.59	17,199.68	5,377.91
0001-420-5122-01	HWY TRUCK DR/LBR	46,692.00	44,295.68	2,396.32
0001-420-5123-01	TRUCK DRV/LABOR	47,268.00	44,507.84	2,760.16
0001-420-5124-01	TR DRIVER/LABORER	53,286.00	48,115.13	5,170.87
0001-420-5125-01	TR DRIVER/LABOR	52,054.00	44,313.12	7,740.88
0001-420-5126-01	TR DRIVER/LABORER	51,491.00	36,496.80	14,994.20
0001-420-5128-01	BLDG/GRN ASST.	383.43	407.04	(23.61)
0001-420-5129-01	BLDG GRNDS SUPER	45,373.08	45,863.96	(490.88)
0001-420-5131-01	HWY - OVERTIME	4,750.00	4,679.47	70.53
0001-420-5132-01	SICK TIME BUY BACK	8,148.41	8,458.70	(310.29)
0001-420-5370-02	HIGHWAY LONGEVITY PAY	2,200.00	1,200.00	1,000.00
0001-420-5375-02	TREE REMOVAL EXPS	28,000.00	23,920.00	4,080.00
0001-420-5420-02	HWY - COPY/FAX	250.00	97.28	152.72
0001-420-5430-02	HWY-MACH. MAINT.	36,000.00	25,020.53	10,979.47

0001-420-5435-02	EQUIPMENT	5,000.00	6,598.84	(1,598.84)
0001-420-5700-02	HWY - GENERAL EXPENSES	52,500.00	51,826.14	673.86
0001-420-5749-02	GAS/DIESEL	37,000.00	17,930.61	19,069.39
0001-420-5750-02	SIGNS	750.00	84.79	665.21
0001-423-5700-02	HWY - SNOW REMOVAL	117,354.33	117,354.33	0.00
0001-427-5700-02	HWY - HARDTOP	2,647.56	0.00	2,647.56
0001-429-5714-02	ROAD MAINTENANCE	40,724.48	43,798.24	(3,073.76)
0001-433-5100-01	RECYCLING CTR - LABORER	25,289.00	30,169.94	(4,880.94)
0001-433-5114-01	RYCL CTR - P/T SALARY	6,000.00	12,261.39	(6,261.39)
0001-433-5132-01	RYCL CTR - SICK-TIME BUY BACK	1,100.00	341.31	758.69
0001-433-5533-02	RYCL CTR - RECYCLING	131,240.81	114,858.83	16,381.98
0001-433-5700-02	RYCL CTR - EXPENSES	3,825.00	8,713.97	(4,888.97)
0001-491-5700-02	CEMETARY EXPS/STIPEND	1.00	0.00	1.00
0001-541-5470-02	COA-EQUIPMENT	1.00	0.00	1.00
0001-541-5700-02	COUNCIL ON AGING - EXPENSES	100.00	0.00	100.00
0001-543-5100-01	VETERANS SERV - SALARY	25,143.46	23,106.37	2,037.09
0001-543-5114-01	VETERANS' CLERK	9,377.39	10,290.96	(913.57)
0001-543-5200-02	VET-MEMORIAL DAY EXPS	500.00	500.00	0.00
0001-543-5700-02	VETERANS - EXPENSES	700.00	276.96	423.04
0001-543-5770-02	VETERANS - BENEFITS	160,000.00	144,594.84	15,405.16
0001-610-5112-01	LIBRARY - LIBRARIAN SALARY	67,626.00	67,626.00	0.00
0001-610-5113-01	LIBRARY - CHILD. LIBRARIAN SAL	51,000.00	51,000.00	0.00
0001-610-5114-01	LIBRARY - CUSTODIAL SERVICES	8,452.00	7,028.27	1,423.73
0001-610-5115-01	LIBRARY - AIDES SALARY	9,322.05	11,736.29	(2,414.24)
0001-610-5116-01	AIDES SALARY	8,649.96	8,266.09	383.87
0001-610-5117-01	AIDES SALARY	15,182.11	10,539.82	4,642.29
0001-610-5118-01	AIDES SALARY	14,305.57	8,898.10	5,407.47
0001-610-5119-01	AIDES SALARY	10,940.63	10,141.27	799.36
0001-610-5120-01	AIDES SALARY	12,209.45	382.13	11,827.32
0001-610-5121-01	AIDES SALARY	1.00	0.00	1.00
0001-610-5340-02	LIBRARY-TELEPHONE	1,300.00	1,365.82	(65.82)
0001-610-5380-02	LIB-COMP SOFTWARE	14,000.00	10,209.30	3,790.70

0001-610-5410-02	LIBRARY-UTILITIES	20,000.00	19,960.69	39.31
0001-610-5420-02	COPY/FAX	400.00	169.50	230.50
0001-610-5429-02	MAINT. CONTRACTS	15,000.00	14,247.77	752.23
0001-610-5431-02	EQUIPMENT	200.00	0.00	200.00
0001-610-5510-02	PROGRAM EXPENSES	0.00	80.00	(80.00)
0001-610-5580-02	MATERIALS	59,500.00	60,341.88	(841.88)
0001-610-5700-02	EXPENSES	8,000.00	5,536.83	2,463.17
0001-610-5712-02	TRAVEL/PROF DEV	500.00	0.00	500.00
0001-610-5730-02	CWMARS-IT/DATA	16,000.00	15,850.00	150.00
0001-800-5640-00	CENTRAL MASS AIR POLLUTION	3,046.00	3,046.00	0.00
0001-800-5643-00	WORCESTER R.T.A.	18,930.00	18,930.00	0.00
0001-800-5644-00	RMV NON-RENEWAL CH 90 C6	12,520.00	12,520.00	0.00
		19,286,952.52	19,038,579.93	248,372.59

ARTICLES/ENCUMBRANCES

0001-964-5818-00	RECERTIF 2018	16,050.00	0.00	16,050.00
0001-964-5819-00	RECERTIF 2023	24,000.00	0.00	24,000.00
0001-969-5813-00	ARCHIVAL REST ART 20 11/09	16,758.67	662.91	16,095.76
0001-979-5811-00	MERIT POOL (T.MTG)	9,566.01	500.00	9,066.01
0001-979-5829-00	MIS PROJECT ART 13	7,418.05	7,418.05	0.00
0001-989-5830-00	IT UPGRADES ART 11	2,793.92	2,793.92	0.00
0001-989-5855-00	HIST. PRESVTN ART 32	10,000.00	278.31	9,721.69
0001-999-5780-34	POLICE ENCMBR 2016 DISPTCH	3,186.00	0.00	3,186.00
0001-999-5780-36	TONW CLERK	655.30	0.00	655.30
0001-999-5999-99	UNPAID BILLS	15,022.09	15,022.09	0.00
		105,450.04	26,675.28	78,774.76

19,392,402.56 19,065,255.21 327,147.35

Town of Dudley

Actual & Anticipated Revenues

Report Period: July 2020 thru June 2021

Account Number	Account Description	Net Working		Current Year		Balance
		Budget		Ytd Revenues	Remaining	
GENERAL FUND (0001)						
0001-000-4110-17	NL-PERS.PROP. TAX		276,740.00	313,751.50	(37,011.50)	
0001-000-4114-00	WATERCRAFT TAXES		3,500.00	3,604.42	(104.42)	
0001-000-4120-17	NL-R.E.TAXES		13,560,264.00	13,338,339.56	221,924.44	
0001-000-4122-00	SUPP R.E. REVENUE		4,000.00	3,985.61	14.39	
0001-000-4142-17	NL-TAX LIENS REDEEMED		0.00	141,001.45	(141,001.45)	
0001-000-4150-00	MOTOR VEHICLE EXCISE (NET)		1,570,000.00	1,553,234.75	16,765.25	
0001-000-4170-00	ASSES I/E FINES		8,712.50	5,850.00	2,862.50	
0001-000-4171-00	INT/PENALTY RE & PP TAXES		24,500.00	25,905.96	(1,405.96)	
0001-000-4172-00	INT/PENALTY M.V.EXCISE		60,000.00	72,423.83	(12,423.83)	
0001-000-4173-00	INT/PENALTY TAX TITLES		20,000.00	31,260.11	(11,260.11)	
0001-000-4180-00	IN LIEU OF TAXES		871.25	849.20	22.05	
0001-000-4220-00	ZONING BD OF APP.FEES		375.00	650.00	(275.00)	
0001-000-4320-00	PLNG BRD FORMS/FEES		2,250.00	0.00	2,250.00	
0001-000-4321-00	MUNICIPAL LIENS		20,500.00	37,825.00	(17,325.00)	
0001-000-4324-00	ACCIDENT REPTS,FEES		517.63	695.00	(177.37)	
0001-000-4325-00	SEALER WTS & SCALE INSPS		2,562.50	0.00	2,562.50	
0001-000-4326-00	SOLID WASTE DISPOSAL FEES		13,000.00	17,876.05	(4,876.05)	
0001-000-4328-00	RECY.REV FOR STEEL, ETC.		1,119.00	7,648.87	(6,529.87)	
0001-000-4329-00	RECYCLING-NON RESIDENT		900.00	0.00	900.00	
0001-000-4330-00	COPIES,FEES		187.50	0.00	187.50	
0001-000-4336-00	100% ADM.FEE PLC DETAIL		27,250.00	8,534.50	18,715.50	
0001-000-4337-00	ASSESSRS ABTRS LISTS		600.00	900.00	(300.00)	
0001-000-4339-00	FIRE DPT-SMOKE NET FEES		10,000.00	15,265.00	(5,265.00)	

0001-000-4371-00	REALESTATE DEMANDS	9,045.63	5,419.34	3,626.29
0001-000-4374-00	COLLECTOR-COLL FEES ETC	15,000.00	12,624.67	2,375.33
0001-000-4375-00	FIRE DEPT - AMBULANCE FEES	550,000.00	603,871.50	(53,871.50)
0001-000-4380-00	TOWN CLERK FEES	10,000.00	14,429.30	(4,429.30)
0001-000-4410-00	ALCOHOLIC LICENSES	23,575.00	16,745.82	6,829.18
0001-000-4411-00	COMMON VICTUALER LICENSES	666.25	550.00	116.25
0001-000-4415-00	DOG LICENSES - TOWN	33,953.13	29,795.25	4,157.88
0001-000-4418-00	MEAL TAX REV	66,150.00	65,098.00	1,052.00
0001-000-4420-00	AUTO DEALERSHIPS (was "Other")	3,075.00	3,434.00	(359.00)
0001-000-4427-00	BOS-ENTERTAINMENT FEES	1,025.00	412.30	612.70
0001-000-4428-00	CABLETVREIMB-ELEC,PHONE,ETC	7,175.00	7,175.00	0.00
0001-000-4450-00	PERMITS - BUILDING	93,750.00	109,101.14	(15,351.14)
0001-000-4451-00	PERMITS - PLUMBING	2,250.00	3,361.50	(1,111.50)
0001-000-4452-00	PERMITS - ELECTRICAL	5,250.00	8,866.50	(3,616.50)
0001-000-4453-00	PERMITS - GAS	2,250.00	2,749.50	(499.50)
0001-000-4454-00	POLE PERMITS/HEARINGS	37.50	378.31	(340.81)
0001-000-4456-00	ROOM RENTALS	3,000.00	0.00	3,000.00
0001-000-4460-00	SOLID WASTE MGTSTICKER	200,000.00	181,275.00	18,725.00
0001-000-4461-00	FIRE PERMITS	10,000.00	15,533.29	(5,533.29)
0001-000-4463-00	BOH Permits & Fees	30,000.00	36,271.26	(6,271.26)
0001-000-4466-00	ANIM.SHELTER MISC FEES	512.50	90.00	422.50
0001-000-4472-00	CABLE-ANNUAL LIC.FEE	1,640.00	0.00	1,640.00
0001-000-4616-17	NL-ABTS/EXMP,VETS,ELDRLY	62,304.00	29,116.00	33,188.00
0001-000-4667-17	NL-VET REIMB FOR SERVS	118,648.00	119,140.00	(492.00)
0001-000-4668-17	NL-CH 70 EDUCN REFORM	14,383.00	980.00	13,403.00
0001-000-4671-17	NL-LOTTERY AID	1,917,252.00	1,897,257.00	19,995.00
0001-000-4694-00	PARKING SURCHARGES	2,357.50	232.80	2,124.70
0001-000-4695-00	COURT FINES	18,875.00	18,622.85	252.15
0001-000-4696-00	PARKING FINES	686.25	725.00	(38.75)
0001-000-4697-00	DOG VIOLATIONS	4,100.00	3,385.00	715.00

0001-000-4698-00	LIBRARY-FINES	3,750.00	420.49	3,329.51
0001-000-4820-00	EARNINGS ON INVESTMENTS	21,127.50	5,325.08	15,802.42
0001-000-4840-00	MISCELLANEOUS REVENUE	20,000.00	19,365.51	634.49
0001-000-4841-00	TAILINGS REVENUE	375.00	0.00	375.00
0001-000-4842-00	GRAVE OPENING	1,025.00	750.00	275.00
0001-000-4845-00	DRIVEWAY/ST ACCEPTNCE	900.00	1,050.00	(150.00)
0001-000-4846-00	TREAS:BCD CKS & MISC.	256.25	75.00	181.25
0001-000-4899-00	MV in Excess of Abtmnts	200.00	187.87	12.13
0001-000-4975-00	TRANSFER FROM ENTERPRISE	172,068.40	172,068.40	0.00
GENERAL FUND REVENUE Totals		19,034,512.29	18,965,483.49	69,028.80
		19,034,512.29	18,965,483.49	69,028.80

Town of Dudley
Actual & Budgeted Expenses & Encumbrance
Report Period: July 2020 thru June 2021

Account Number	Account Description	Net Working Budget	Current Year Expenditure	Balance Remaining
SEWER FUND (0060)				
0060-440-5112-01	SWR-SUPERINTENDENT	24,628.00	26,089.28	(1,461.28)
0060-440-5113-01	SWR-MAIN OPERATOR	58,448.00	58,110.80	337.20
0060-440-5114-01	SWR-SECONDARY OP	56,763.20	49,453.46	7,309.74
0060-440-5115-01	SEWER-ADMIN. ASST.	13,106.38	12,440.95	665.43
0060-440-5118-01	SEWER -Medicare Tax	2,570.00	1,303.73	1,266.27
0060-440-5119-01	SEWER - GROUP INSURANCE	50,844.36	49,683.98	1,160.38
0060-440-5120-01	UNION - OVERTIME	40,000.00	23,724.96	16,275.04
0060-440-5132-01	SEWER - SICK-TIME BUY BACK	3,140.00	2,122.64	1,017.36
0060-440-5140-01	STANDBY-SEWER	13,000.00	9,380.00	3,620.00
0060-440-5145-01	DIFFERENTIAL PAY	4,761.63	152.82	4,608.81
0060-440-5200-02	SEWER - WEBSTER PROCESSING	462,000.00	462,000.00	0.00
0060-440-5215-02	SEWER-ELECTRIC	25,000.00	20,810.38	4,189.62
0060-440-5340-02	SEWER - COMMUNICATIONS	2,900.00	2,835.11	64.89
0060-440-5341-02	SEWER - POSTAGE	2,700.00	1,573.44	1,126.56
0060-440-5370-02	LONGEVITY BENEFIT	300.00	300.00	0.00
0060-440-5410-02	SEWER - GASOLINE	5,460.00	3,223.50	2,236.50
0060-440-5430-02	SEWER-MAINTENANCE	3,075.00	1,821.16	1,253.84
0060-440-5510-02	SEWER - FUEL	3,228.75	1,760.49	1,468.26
0060-440-5691-02	SEWER - OTHER INDIRECT	86,407.59	86,407.59	0.00
0060-440-5692-02	SWR-INDIRECT-RETIREMENT	45,997.00	45,997.00	0.00
0060-440-5700-02	SEWER - OPERATING EXPENSES	43,000.00	57,726.86	(14,726.86)
0060-440-5701-02	SWR-EDUCATION LICs.	2,000.00	0.00	2,000.00
0060-440-5740-02	SEWER - INSURANCE	14,350.00	8,108.80	6,241.20
0060-440-5780-03	CAPITAL IMPROVEMENTS-SEWER	0.00	125.71	(125.71)
0060-440-5793-02	SEWER - EMERGENCY	0.00	2,618.40	(2,618.40)
0060-440-5810-02	RADIO READERS-SWR	25,000.00	27,641.55	(2,641.55)
0060-440-5870-02	SEWER - CAPITAL	25,000.00	9,855.00	15,145.00
0060-440-5900-02	SEWER - DEBT SERVICE	27,425.00	27,348.99	76.01
SEWER FUND Totals		1,041,104.91	992,616.60	48,488.31

Town of Dudley
Actual & Anticipated Revenues
Report Period: July 2020 thru June 2021

Account Number	Account Description	Net Working Budget	Current Year Ytd Revenues	Balance Remaining
SEWER FUND (0060)				
0060-000-4140-00	SEWER-TAX TITLE LIENS	0.00	1,889.39	(1,889.39)
0060-000-4170-00	SEWER-TAX TITLE LIEN FEES	0.00	377.16	(377.16)
0060-000-4175-00	PENALTIES AND INT-SEWER	7,000.00	5,524.56	1,475.44
0060-000-4200-00	SEWER USER CHARGES	1,005,105.00	1,045,974.38	(40,869.38)
0060-000-4210-00	SEWER CONNECTION	20,000.00	23,486.04	(3,486.04)
0060-000-4250-00	SEWER LIEN REVENUE	0.00	56,292.22	(56,292.22)
0060-000-4260-00	COMM INT-SEWER LIEN REVENUE	0.00	7,192.15	(7,192.15)
0060-000-4300-00	SEWER PERMITS, ETC	2,000.00	425.00	1,575.00
0060-000-4350-00	SEWER FINALS 1/2 S 1/2 W	5,000.00	10,576.95	(5,576.95)
0060-000-4500-00	APPOR ASSESS BETTERMENT/INT	0.00	266.51	(266.51)
0060-000-4820-00	INTEREST ON INVESTMENTS	2,000.00	510.80	1,489.20
SEWER FUND Totals		1,041,105.00	1,152,515.16	(111,410.16)

Town of Dudley
Actual & Budgeted Expenses & Encumbrance
Report Period: July 2020 thru June 2021

Account Number	Account Description	Net Working Budget	Current Year Expenditure	Balance Remaining
WATER FUND (0061)				
0061-450-5112-01	WATER-SUPERINTENDENT	57,371.89	62,163.80	(4,791.91)
0061-450-5113-01	WATER-ADMINISTRATIVE ASST.	30,632.12	31,135.83	(503.71)
0061-450-5114-01	WTR-PRIM. OPERATOR	57,636.80	59,323.16	(1,686.36)
0061-450-5115-01	WTR-ASST SUPER	54,662.40	13,245.12	41,417.28
0061-450-5116-01	WTR-OPERATOR	39,972.60	53,281.08	(13,308.48)
0061-450-5117-01	WATER - STANDBY	13,000.00	9,920.00	3,080.00
0061-450-5118-01	WATER - OVERTIME	40,000.00	42,626.71	(2,626.71)
0061-450-5120-01	DIFFERENTIAL PAY	4,393.23	1,035.57	3,357.66
0061-450-5121-01	WATER - COMMISSIONERS	0.00	772.75	(772.75)
0061-450-5132-01	WATER - SICK-TIME BUY BACK	4,418.25	1,662.60	2,755.65
0061-450-5200-02	ELECTRIC-WATER DPT.	86,400.00	90,760.94	(4,360.94)
0061-450-5340-02	WTR-COMMUNICATIONS	1,920.00	2,109.41	(189.41)
0061-450-5341-02	WATER - POSTAGE	3,200.00	518.36	2,681.64
0061-450-5345-02	WATER-RADIO READERS	25,000.00	24,264.79	735.21
0061-450-5370-02	LONGEVITY BENEFIT	700.00	700.00	0.00
0061-450-5380-02	RAVE	1,800.00	1,855.00	(55.00)
0061-450-5400-02	CHEMICALS	143,200.00	109,843.07	33,356.93
0061-450-5420-02	WATER - COPY/FAX	1,400.00	0.00	1,400.00
0061-450-5691-02	WATER - INDIRECT	85,660.81	85,660.81	0.00
0061-450-5691-03	RETIREMENT	37,846.00	37,846.00	0.00
0061-450-5700-02	WATER - OPERATING EXPENSES	85,000.00	139,656.23	(54,656.23)
0061-450-5720-02	EDUCATION-LICENSES	5,000.00	500.00	4,500.00
0061-450-5730-02	SAMPLING	10,000.00	14,326.00	(4,326.00)
0061-450-5740-02	WATER - INSURANCE	22,300.00	13,150.30	9,149.70
0061-450-5740-03	WATER-GASOLINE ACCT	8,595.35	4,774.74	3,820.61
0061-450-5741-02	GROUP HEALTH INS.	63,508.37	64,456.17	(947.80)
0061-450-5741-03	MEDICARE TAX	3,940.00	3,601.39	338.61
0061-450-5810-11	LEAK DETECTION	5,000.00	0.00	5,000.00
0061-450-5810-14	NEW HYDRANTS	0.00	0.00	0.00
0061-450-5870-02	WATER - CAPITAL	50,000.00	33,292.16	16,707.84
0061-450-5900-02	WATER - DEBT SERVICE	164,000.00	154,070.00	9,930.00
0061-900-5825-00	RADIO RDRS ART 20	0.00	0.00	0.00
0061-900-5899-99	WATER UNPAID BILLS	0.00	0.00	0.00
0061-900-5912-00	PREM. ON WATER BOND EXPS	0.00	0.00	0.00
0061-998-5780-00	99-22 WHP/WELL HEAD GRANT	36,542.95	0.00	36,542.95
0061-998-5780-39	MISC EXPS ENCUMBERED	0.00	0.00	0.00
0061-998-5780-40	ENC. LAFLEUR ELEC	9,060.00	8,442.93	617.07
0061-999-5780-41	ENC.LAFLEUR ELECTRIC	2,300.00	0.00	2,300.00
0061-999-5780-42	ENC. FW WEBB	389.10	0.00	389.10
0061-999-5780-43	ENC. FW WEBB	9,960.32	9,960.32	0.00
0061-999-5999-99	UNPAID BILLS WATER	0.00	0.00	0.00
WATER FUND Totals		1,164,810.19	1,074,955.24	89,854.95

Town of Dudley
Actual & Anticipated Revenues
Report Period: July 2020 thru June 2021

Account Number	Account Description	Net Working Budget	Current Year Ytd Revenues	Balance Remaining
WATER FUND (0061)				
0061-000-4140-00	WATER-TAX TITLE LIENS	0.00	3,687.46	(3,687.46)
0061-000-4170-00	WATER-TAX TITLE LIEN FEES	0.00	824.04	(824.04)
0061-000-4175-01	PENALTIES/INT-WATER CHARGES	4,000.00	6,021.69	(2,021.69)
0061-000-4200-00	WATER USER CHARGES	1,046,558.00	1,238,497.12	(191,939.12)
0061-000-4201-00	WATER METER/MTR RPRS REV	5,000.00	400.00	4,600.00
0061-000-4250-00	WATER LIEN REVENUE	0.00	51,906.82	(51,906.82)
0061-000-4260-00	COMM INT-WATER LIEN REVENUE	0.00	6,249.01	(6,249.01)
0061-000-4310-00	NEW WATER SERV/PERMITS	20,000.00	7,500.00	12,500.00
0061-000-4311-00	BACKFLOW TEST REVENUE	5,000.00	4,445.00	555.00
0061-000-4340-00	HYDRANTS-FIRE PROTECTION	15,000.00	18,115.00	(3,115.00)
0061-000-4350-00	WATER FINALS 1/2 W 1/2 S	9,000.00	10,576.95	(1,576.95)
0061-000-4820-00	INTEREST ON INVESTMENTS	2,000.00	929.65	1,070.35
0061-000-4991-00	OTHER REV. SOURCES	0.00	150,832.50	(150,832.50)
WATER FUND Totals		1,106,558.00	1,499,985.24	(393,427.24)

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, 2021. 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 \$3,498,949 (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 \$3,355,062, or a decrease of \$143,887 (4%) 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 \$3,461,005, an increase of \$500,417 (17%) in comparison with prior year.
- The General Fund's total fund balance decreased \$122,119 (9%) to \$1,194,024. The ending fund balance is 6% of revenues and transfers in and 6% of expenditures and transfers out.
- Total liabilities of the Town increased by \$2,113,984 (5%) to \$42,185,906 during the fiscal year. The major components of this increase are due to net increases in other liabilities of \$971,275, in the OPEB liability of \$925,545 and in bonds payable of \$965,000; and a net decrease in notes payable of \$645,423.
- The Town had free cash certified by the Department of Revenue in the amount of \$534,294. The key factors that attributed to the free cash amount for fiscal year 2021 were unexpended/unencumbered appropriations of \$269,300 and excess over budget other financing sources of \$172,100.

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

➤ Sewer Fund	\$ 465,118.
➤ Water Fund	\$ 723,157.

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		
	2021	2020	Change
Assets:			
Current assets	\$ 7,479,680	\$ 5,847,640	\$ 1,632,040
Capital assets	20,560,430	21,240,799	(680,369)
Total assets	28,040,110	27,088,439	951,671
Deferred Outflows of Resources	2,847,867	3,212,214	(364,347)
Liabilities:			
Current liabilities (excluding debt)	1,512,413	573,015	939,398
Current debt	1,744,077	1,650,000	94,077
Noncurrent liabilities (excluding debt)	27,906,055	27,137,232	768,823
Noncurrent debt	5,500,000	6,200,000	(700,000)
Total liabilities	36,662,545	35,560,247	1,102,298
Deferred Inflows of Resources	1,978,666	2,035,995	(57,329)
Net Position:			
Net investment in capital assets	13,487,097	13,390,799	96,298
Restricted	3,642,770	3,109,989	532,781
Unrestricted	(24,883,101)	(23,796,377)	(1,086,724)
Total net position	\$ (7,753,234)	\$ (7,295,589)	\$ (457,645)

	Business-Type Activities		
	2021	2020	Change
Assets:			
Current assets	\$ 2,800,583	\$ 2,571,955	\$ 228,628
Capital assets	6,913,416	5,780,996	1,132,420
Total assets	9,713,999	8,352,951	1,361,048
Deferred Outflows of Resources	305,013	366,030	(61,017)
Liabilities:			
Current liabilities (excluding debt)	69,396	60,824	8,572
Current debt	610,500	1,155,000	(544,500)
Noncurrent liabilities (excluding debt)	3,113,465	3,035,851	77,614
Noncurrent debt	1,730,000	260,000	1,470,000
Total liabilities	5,523,361	4,511,675	1,011,686
Deferred Inflows of Resources	241,366	266,779	(25,413)
Net Position:			
Net investment in capital assets	4,572,916	4,365,996	206,920
Restricted	1,257,876	1,156,702	101,174
Unrestricted	(1,576,507)	(1,582,171)	5,664
Total net position	\$ 4,254,285	\$ 3,940,527	\$ 313,758

Financial Highlights
Statement of Activities Highlights

	Governmental Activities		
	2021	2020	Change
Program Revenues:			
Charges for services	\$ 1,664,934	\$ 1,654,984	\$ 9,950
Operating grants and contributions	2,324,306	769,041	1,555,265
Capital grants and contributions	430,485	473,746	(43,261)
General Revenues:			
Property taxes	13,775,904	13,685,255	90,649
Motor vehicle and other excise taxes	1,657,545	1,601,499	56,046
Penalties and interest on taxes	129,590	106,003	23,587
Nonrestricted grants	1,927,353	1,940,756	(13,403)
Unrestricted investment income	4,826	44,781	(39,955)
Miscellaneous	1,934	1,661	273
Total revenues	21,916,877	20,277,726	1,639,151
Expenses:			
General government	2,988,379	2,156,042	832,337
Public safety	3,879,066	3,292,956	586,110
Public works	1,469,871	1,489,839	(19,968)
Education	9,878,171	9,711,750	166,421
Health and human services	271,899	266,369	5,530
Culture and recreation	597,131	606,479	(9,348)
Employee benefits and insurance	3,123,154	3,031,382	91,772
State assessments	34,496	28,344	6,152
Interest	251,955	288,166	(36,211)
Total expenses	22,494,122	20,871,327	1,622,795
Contributions to Permanent Funds	1,925	3,500	(1,575)
Net Transfers	117,675	72,887	44,788
Change in net position	(457,645)	(517,214)	59,569
Net position - beginning of year	(7,295,589)	(6,778,375)	(517,214)
Net position - end of year	\$ (7,753,234)	\$ (7,295,589)	\$ (457,645)

	Business-Type Activities		
	2021	2020	Change
Program Revenues:			
Charges for services	\$ 2,530,259	\$ 2,144,066	\$ 386,193
Operating grants and contributions	106,441	29,551	76,890
Total revenues	2,636,700	2,173,617	463,083
Expenses:			
Sewer	1,260,096	1,491,295	(231,199)
Water	945,171	785,020	160,151
Total expenses	2,205,267	2,276,315	(71,048)
Transfers	(117,675)	(72,887)	(44,788)
Change in net position	313,758	(175,585)	489,343
Net position - beginning of year	3,940,527	4,116,112	(175,585)
Net position - end of year	\$ 4,254,285	\$ 3,940,527	\$ 313,758

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 \$3,498,949 at the close of fiscal year 2021.

Net position of \$18,060,013 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, \$4,900,646 represents resources that are subject to external restrictions on how they may be used. The remaining balance consists of *unrestricted net position* (\$26,459,608).

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 \$457,645 (6%) during the current fiscal year. The key elements of the decrease in net position for fiscal year 2021 are attributed the depreciation expense (cost spread out over the useful life of the asset) for the year of \$1,442,843 exceeding to the acquisition of \$762,474 in new capital assets, and increases from the changes in governmental funds of \$500,417 and the repayment of debt \$700,000; and net decreases from the changes in this year's OPEB liability of \$873,475.

There was an increase of \$313,758 (8%) in net position reported in connection with the business-type activities. Of this, there was a decrease of \$133,937 attributed to the sewer department and an increase of \$447,695 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 \$3,461,005, an increase of \$500,417 (17%) in comparison with the prior year.

The breakdown of the governmental funds is as follows:

- Nonspendable fund balance – \$54,475 (2%).
- Restricted fund balance – \$2,778,251 (80%).
- Committed fund balance – \$137,718 (4%).
- Assigned fund balance – \$241,453 (7%).
- Unassigned fund balance – \$249,108 (7%).

The *General Fund* is the Town's primary operating fund and the largest source of day-to-day operations. At the end of the fiscal year, the General Fund reported a fund balance of \$1,194,024 decreasing \$122,119 (9%) from the prior year. Of the \$1,194,024, the unassigned amount is \$952,571 (80%) and the assigned amount is \$241,453 (20%). General fund revenues were \$60,588 (1%) more than the prior fiscal year and expenditures also increased by \$443,643 (2%). Other activities in the General fund are net transfers in from other funds of \$95,389.

The main components of the increase in general fund revenues were related to the increase in property taxes in the amount of \$174,586 (1%) and a decrease in licenses, permits and fees of \$113,830 (22%) from the prior year.

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

- Decrease in General Government expenditures of \$209,770 (15%).
- Increase in Public safety expenditures of \$308,557 (12%).
- Increase in Education expenditures of \$166,421 (2%).
- Increase in Employee benefits and insurance expenditures of \$149,035 (8%).

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 \$1,896,257 at the end of the fiscal year and shows an increase of \$466,816 (33%) 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 \$1,066,468 and shows a decrease of \$133,937 (11%) in total operations. This change was mainly attributed to operating costs exceeding operating revenues by \$99,783, interest income of \$511, interest expense of \$2,651 and net transfers to governmental funds of \$32,014. Operating revenues increased by \$97,100 (9%) while operating expenses decreased by \$231,050 (16%) 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 \$3,187,817 and shows an increase of \$447,695 (16%) in total operations. This change resulted from operating revenues exceeding operating costs by \$459,091, interest and other income of \$105,930, interest expense of \$31,665 and net transfers to governmental funds of \$85,661. Operating revenues increased by \$289,334 (27%) and operating expenses also increased by \$137,785 (18%) from the prior year.

General Fund Budgetary Highlights

The final general fund budget for fiscal year 2021 was \$19,316,445. This was a decrease of \$37,102 (.2%) over the previous year's budget.

There was an increase of \$508,027 between the original budget and the final amended budget. This change is attributed to votes at the special town meeting in October 2020 and the annual town meeting in May 2021 for various budget operating line items.

General fund expenditures were less than budgeted by \$347,421. Of the \$347,421 in under budget expenditures \$78,120 has been carried over to fiscal year 2022.

There were negative variances in intergovernmental receipts of \$29,924, in excise and other taxes of \$14,247 and in investment income of \$15,803 as expectations (budget) were higher than the receipts.

The variance with the final budget was a positive \$320,272 consisting of a revenue surplus of \$50,971 and an appropriation surplus of \$269,301.

Capital Asset and Debt Administration

Capital Assets. The Town's investment in capital assets for its governmental and business-type activities amounts to \$20,560,430 and \$6,913,416, 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:

- Municipal Complex energy efficiency system for \$191,170.
- Dispatch system improvements for \$101,351.
- Fire Department vehicle purchase for \$15,000.
- Fire Department building construction for \$26,499
- Highway vehicle and equipment purchases for \$185,767.
- Highway road improvements for \$242,687.

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

In the sewer fund:

- Equipment purchases for \$26,501.

In the water fund:

- Vehicle purchase for \$42,489.
- Infrastructure projects for \$1,316,774.

Debt Administration. The Town's outstanding governmental long-term debt, as of June 30, 2021, totaled \$6,200,000, of which \$760,000 is for building renovation projects and \$5,440,000 is for the new fire station improvements.

The governmental activities currently have outstanding bond anticipation notes for \$1,044,077 for various vehicle, equipment and building projects.

The business-type funds have \$2,055,000 in long-term debt for water projects.

The business-type activities currently have outstanding bond anticipation notes for \$285,500. Of this, \$100,000 is for sewer projects and \$185,500 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, 2021 do not reflect the fiscal year 2022 Town Meeting action with the exception of the stabilization fund amount. The Annual Town Meeting on May 24, 2021 authorized a fiscal year 2022 operating and capital budget as follows:

From the tax levy	\$	19,958,762
From sewer receipts		1,096,126
From water receipts		1,485,314
From Other Available Funds:		
General Fund:		
Stabilization fund		163,333
	\$	<u>22,703,535</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.

EXPENDITURE SUMMARY - FISCAL FY 2017 to FY 2021 Actual Expenses and FY 2022 Budget

	ACTUAL 2017	ACTUAL 2018	ACTUAL 2019	ACTUAL 2020	ACTUAL 2021	BUDGET 2022
Department						
Accountant	65,000	65,961	66,155	68,076	69,702	70,040
Assessors	99,615	100,791	112,135	114,832	119,118	125,631
Building & Grounds	135,064	136,951	124,273	500	-	-
Building Inspector	55,217	56,423	60,341	27,040	29,331	29,879
Cemetery Commission	200	836	522	1,000		1
Town Clerk	106,980	100,159	118,888	134,611	130,642	125,960
Conservation	7,885	8,008	9,894	-		1
Council On Aging	24	-	-			-
Dog Officer/Animal Control	15,039	14,509	13,714	-		-
Economic Dev. Committee	-	-	65	-		-
Emergency Management	2,000	1,840	1,840	-		2,000
F.A.A.	653	514	482	474		10
Fire	977,820	1,018,815	1,087,681	1,106,936	1,232,601	1,255,896
Health	32,107	32,582	34,431	24,728	24,675	28,501
Highway	858,119	906,235	881,772	866,238	860,210	950,791
Historical Comm	647	58	-	-		-
Hist Dist Study Comm	-	-	-	-		-
Information Tech	19,185	17,203	22,087	21,968	20,477	77,558
Inspectors	2,500	2,500	2,500	-		
Library	303,882	310,349	294,961	320,636	303,380	353,974
Municipal Expenses	278,370	249,000	189,166	114,815	130,018	94,201
Moderator	-	-	-	-		-
Parks & Recreation	-	-	-	-		-
Personnel Board	511	536	250	5,263	-	3
Planning	42,272	46,177	48,449	45,338	51,362	44,417
Police	1,281,003	1,329,151	1,395,167	1,359,178	1,498,334	1,595,022
Recycling	141,076	146,255	146,548	183,049	166,346	189,825
Selectmen	89,366	81,119	135,458	23,683	26,670	29,486
Town Administrator	128,431	137,769	143,039	361,732	391,381	342,483
Treasurer/Collector	2,702,485	2,773,033	3,461,686	3,783,772	3,892,897	4,214,537
Tree Warden	9,075	8,750	11,250	1,250		
Veterans Services	133,113	199,973	169,882	190,952	178,769	202,953
ZBA	3,059	3,212	3,408	235		2
State Assessments	24,522	24,384	25,807	28,344	34,496	32,769
Total General	7,515,219	7,773,091	8,561,851	8,784,650	9,160,409	9,765,940

Enterprise

Sewer Department	958,608	975,318	970,340	982,970	992,617	1,096,126
Water Department	922,916	924,260	992,319	974,037	1,056,552	1,485,314
Total Water/Sewer	1,881,524	1,899,577	1,962,659	1,957,007	2,049,169	2,581,440

Schools

D/C	7,259,790	7,848,983	9,393,316	8,780,840	8,880,840	9,310,599
Bay Path	812,386	867,460	809,225	940,529	997,331	1,078,223
Total Schools:	8,072,176	8,716,443	10,202,541	9,721,369	9,878,171	10,388,822

GRAND TOTALS	17,468,918	18,389,111	20,727,051	20,463,026	21,087,749	22,736,202
ANNUAL INCREASE:	427,629	920,193	2,337,940	(264,025)	624,723	1,648,453

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 - REVOLVING FUNDS ACTIVITY - FISCAL 2021

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	\$	-	
		\$	170.00	\$1,000
FIRE OUTSIDE DETAILS	Account #0907-000-5780-00 (Began November 2004)			
	BALANCE	\$	1,088.92	
	Cash In 0907 000 4800 00	\$	2,138.40	
	EXPENSES	\$	(8,566.00)	
		\$	(3,340.68)	\$25,000
WEBSITE EXPENSES (Began 4/2004)	Account #0904-000-5780-00			
	BALANCE	\$	1,776.44	
	Cash In 0904 000 4320 00	\$	-	
	Expenses: Webhosting/Domain Name	\$	(991.96)	
		\$	784.48	\$3,000
VETERAN'S BRICKS /MEMORIAL (Began 5/2004)	Account #0905-000-5780-00			
	BALANCE	\$	2,012.48	
	Cash In 0905 000 4320 00	\$	580.00	
	EXPENSES	\$	(65.00)	
		\$	2,527.48	\$6,000
GIFT SHOP (Began May 2004)	Account #0906-000-5780-00			
	BALANCE	\$	732.65	
	Sales In 0906 000 4320 00	\$	-	
	EXPENSES	\$	-	
		\$	732.65	\$2,000
ARREST WARRANT SERVICES (Began 2/2006)	Account #0909-000-5780-00			
	BALANCE	\$	560.55	
	Cash In 0909 000 4800 00	\$	-	
	EXPENSES	\$	-	
		\$	560.55	\$10,000
FIREARMS PERMIT SERVICES (Began 12/2005)	Account #0910-000-5780-00			
	BALANCE	\$	31,273.69	
	Cash In 0910 000 4800 00	\$	10,850.00	
	EXPENSES	\$	(23,326.81)	
		\$	18,796.88	\$15,000
GENEOLOGY SERVICE - TOWN CLERK (Began 9/2006)	Account #0911-000-5780-00			
	BALANCE	\$	3,820.75	
	Cash In 0911 000 4800 00	\$	842.00	
	EXPENSES	\$	-	
		\$	4,662.75	\$3,000
CRUISER USE @ POLICE DETAILS (Began 9/2006)	Account #0912-000-5780-00			
	BALANCE	\$	5,993.09	
	Cash In 0912 000 4800 00	\$	2,091.20	
	EXPENSES	\$	-	
		\$	8,084.29	\$50,000
FIRE PENALTIES/VIOLATIONS (Began 9/2006)	Account #0913-000-5780-00			
	BALANCE	\$	205.43	
	Cash In 0913 000 4800 00	\$	-	
	EXPENSES	\$	-	
		\$	205.43	\$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 \$80,000
	BALANCE	\$	52.50	
	Cash In 0901 000 4410,11,12,13	\$	35,647.50	
	EXPENSES	\$	(35,642.50)	
		\$	157.50	
TAX TITLE FEES (Began 7/1/2016)	Account #0914 000 5780 00			
	BALANCE	\$	24,656.50	
	Cash In 0914 000 4800 00	\$	8,512.47	
	EXPENSES	\$	(7,343.91)	
		\$	25,825.06	\$75,000

PLANNING DOCUMENTS (Began 1/2011)	Account #0915-000-5780-00			
	BALANCE	\$	99.56	
	Cash In 0915 000 4800 00	\$	-	
	EXPENSES	\$	-	
		\$	99.56	\$1,000
HAZARDOUS MATERIAL COLLECTION (Began May 2010)	Account #0916-000-5781-00			
	BALANCE	\$	1,511.00	
	Cash In 0916 000 4810 00	\$	2,000.00	
	EXPENSES	\$	-	
		\$	3,511.00	\$9,000
COA MEALS (BEGAN 11/19/2012)	Account #0917-000-5780-00			
	BALANCE	\$	1,088.92	
	Cash In 0917 000 4800 00	\$	2,136.40	
	EXPENSES	\$	(6,566.00)	
		\$	(3,340.68)	\$5,000
CEMETERY FEES-BOS (Began 11/6/2012)	Account #0405-000-5782-00			
	BALANCE	\$	7,650.00	
	Cash In 0405 000 4882 00	\$	1,300.00	
	EXPENSES	\$	(349.60)	
		\$	8,600.40	\$2,000
LIBRARY LOST BOOKS (Began 4/2008)	Account #0203-000-5780-96			
	BALANCE	\$	1,675.39	
	Cash In 0203 000 4698 00	\$	433.37	
	EXPENSES	\$	(30.00)	
		\$	2,078.76	\$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 :		\$	70,133.11	TOTAL SPENDING LIMIT: \$316,500

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, 2020 through June 30, 2021.

REGISTERED VOTERS AS OF JUNE 30, 2021

Democrat.....	1464
Republican.....	1152
Libertarian.....	49
United Independent Party.....	48
Unenrolled.....	5189
All Others.....	41
*Total.....	7943

*Total includes Inactive Voters (1925)

TOWN FALL ELECTIONS AND MEETINGS / MINUTES RECORDED:

State Election Warrant/September 1, 2020
State Election Action
Special Town Meeting Warrant/October 19, 2020
Special Town Meeting Action
Presidential Election Warrant/November 3, 2020
Presidential Election Action
Annual Town Meeting Warrant/May 24, 2021
Annual Town Meeting Action
Annual Town Election Warrant/June 14, 2021
Annual Town Election Action

TOTAL NUMBER OF RESIDENTS -

JANUARY 1, 2021 CENSUS.....	*11155
Under age 17.....	1578
Over age 17.....	9577

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

** Massachusetts no longer collects gender information

VITAL STATISTICS RECORDED JULY 1, 2020 THROUGH JUNE 30, 2021

Marriages Recorded and Indexed.....	34
Births Recorded and Indexed.....	93
Deaths Recorded and Indexed.....	92

MISCELLANEOUS LICENSES FILED JULY 1, 2020 THROUGH JUNE 30, 2021

Auctioneers Permit.....	0
Raffle Permits.....	4
Gasoline and Storage of Inflammables.....	12
Business Certificates Issued.....	82
Board of Appeals – Filing of Variances & Special Permits.....	5

DOG LICENSES ISSUED JULY 1, 2020- JUNE 30, 2021

Tags issued.....	1645
Kennels: over 4 dogs.....	8
Commercial Kennel:.....	1

Money collected July 1, 2020 - June 30, 2021 and forwarded to:

Town Treasurer (includes dog licenses/fines and Non-Criminal Dispositions)..... \$45259.55

Town Treasurer (UniBank (on-line payments))..... \$7427.50

INVENTORIES

In accordance with Article 15, Section 1 of the Town of Dudley By-Laws, the following departments filed inventories for the year ending 2021:

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

Lori A. Smith

Respectfully submitted:

Lori A. Smith, Dudley Town Clerk

COMMONWEALTH OF MASSACHUSETTS

WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

WARRANT FOR 2020 STATE PRIMARY

SS.

To the Constables of the City/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

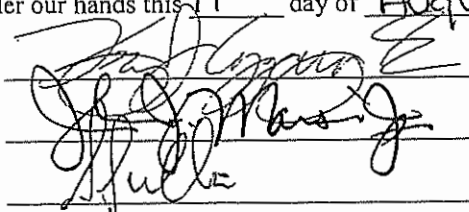
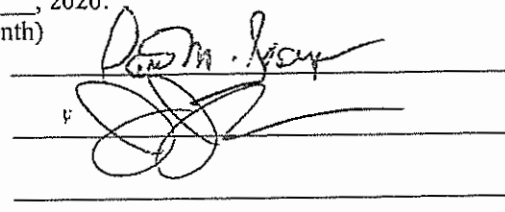
on **TUESDAY, THE FIRST DAY OF SEPTEMBER, 2020**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

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

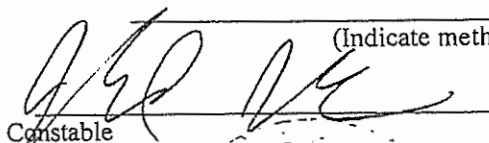
SENATOR IN CONGRESS.FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS. FIRST DISTRICT
COUNCILLOR. SEVENTH DISTRICT
SENATOR IN GENERAL COURT WORCESTER & NORFOLK DISTRICT
REPRESENTATIVE IN GENERAL COURT.SIXTH WORCESTER DISTRICT
REGISTER OF PROBATE. WORCESTER COUNTY

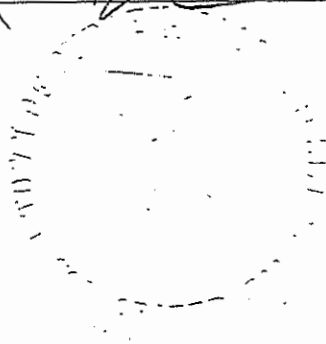
Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 17th day of August, 2020.
(month)

City Council or Selectmen of: Dudley
(City or Town)

(Indicate method of service of warrant.)
 8/18, 2020.
Constable (month and day)



Dudley STATE PRIMARY 09/01/2020				Total Registered Voters: 7,734
Precinct	#1	#2	#3	Combined Total
<i>Total Votes per Precinct</i>	915	699	617	2231

Democratic Party

SENATOR IN CONGRESS

	PCT#1	PCT#2	PCT#3	Total
Edward J. Markey	244	178	173	595
Joseph P. Kennedy, III	419	282	242	943
Write-in	12	0	0	12
Total Votes	675	460	415	1550

REPRESENTATIVE IN CONGRESS

	PCT#1	PCT#2	PCT#3	Total
Richard E. Neal	432	264	273	969
Alex B. Morse	224	180	136	540
Write-ins	10	0	1	11
Total Votes	666	444	410	1520

COUNCILLOR

	PCT#1	PCT#2	PCT#3	Total
Paul M. DePalo	341	246	227	814
Padraic Rafferty	254	169	134	557
Write-ins	16	0	0	16
Total Votes	611	415	361	1387

SENATOR IN GENERAL COURT

	PCT#1	PCT#2	PCT#3	Total
Christine Crean	11	12	30	53
Write-ins	91	57	74	222
Total Votes	102	69	104	275

REPRESENTATIVE IN GENERAL CT

	PCT#1	PCT#2	PCT#3	Total
Write-ins	84	47	42	173
Total Votes	84	47	42	173

REGISTER OF PROBATE

	PCT#1	PCT#2	PCT#3	Total
John B. Dolan, III	111	75	83	269
Kasia Wennerberg	519	354	309	1182
Write-ins	0	0	0	0
Total Votes	630	429	392	1451

Republican Party				
SENATOR IN CONGRESS	PCT#1	PCT#2	PCT#3	Total
Shiva Ayyadurai	88	87	93	268
Kevin J. O'Connor	133	141	98	372
Write-in	0	2	2	4
Total Votes	221	230	193	644
REPRESENTATIVE IN CONGRESS	PCT#1	PCT#2	PCT#3	Total
Write-ins	24	21	23	68
Total Votes	24	21	23	68
COUNCILLOR	PCT#1	PCT#2	PCT#3	Total
Write-ins	15	18	19	52
Total Votes	15	18	19	52
SENATOR IN GENERAL COURT	PCT#1	PCT#2	PCT#3	Total
Ryan C. Fattman	220	212	184	616
Write-ins	0	1	1	2
Total Votes	220	213	185	618
REPRESENTATIVE IN GENERAL CT	PCT#1	PCT#2	PCT#3	Total
Peter J. Durant	210	210	177	597
Write-ins	0	2	1	3
Total Votes	210	212	178	600
REGISTER OF PROBATE	PCT#1	PCT#2	PCT#3	Total
Stephanie K. Fattman	214	209	179	602
Write-ins	2	2	2	6
Total Votes	216	211	181	608
Green Rainbow Party				
SENATOR IN CONGRESS	PCT#1	PCT#2	PCT#3	Total
Write-ins	1	1	3	5
Total Votes	1	1	3	5
REPRESENTATIVE IN CONGRESS	PCT#1	PCT#2	PCT#3	Total
Write-ins	1	1	2	4
Total Votes	1	1	2	4
COUNCILLOR	PCT#1	PCT#2	PCT#3	Total
Write-ins	1	0	3	4

otal Votes	1	0	3	4
SENATOR IN GENERAL COURT	PCT#1	PCT#2	PCT#3	Total
Write-ins	0	0	2	2
Total Votes	0	0	2	2
REPRESENTATIVE IN GENERAL CT	PCT#1	PCT#2	PCT#3	Total
Write-ins	0	0	2	2
Total Votes	0	0	2	2
REGISTER OF PROBATE	PCT#1	PCT#2	PCT#3	Total
Write-ins	1	0	0	1
Total Votes	1	0	0	1

Libertarian Party

SENATOR IN CONGRESS	PCT#1	PCT#2	PCT#3	Total
Write-ins	1	5	1	7
Total Votes	1	5	1	7
REPRESENTATIVE IN CONGRESS	PCT#1	PCT#2	PCT#3	Total
Write-ins	1	3	0	4
Total Votes	1	3	0	4
COUNCILLOR	PCT#1	PCT#2	PCT#3	Total
Write-ins	0	2	0	2
Total Votes	0	2	0	2
SENATOR IN GENERAL COURT	PCT#1	PCT#2	PCT#3	Total
Write-ins	0	1	1	2
Total Votes	0	1	1	2
REPRESENTATIVE IN GENERAL CT	PCT#1	PCT#2	PCT#3	Total
Write-ins	1	1	1	3
Total Votes	1	1	1	3
REGISTER OF PROBATE	PCT#1	PCT#2	PCT#3	Total
Write-ins	0	2	1	3
Total Votes	0	2	1	3

A TRUE COPY ATTEST:

Yoti A. Smith

Town Clerk

TOWN OF DUDLEY
ANNUAL FALL SPECIAL TOWN MEETING WARRANT
COMMONWEALTH OF MASSACHUSETTS

Worcester, ss

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

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Dudley, qualified to vote in elections and town affairs, to meet in the Connie Vanco-Galli Auditorium at the Shepherd Hill Regional High School, 68 Dudley Oxford Road, in said Dudley on **Monday, October 19, 2020, Tuesday, October 20, 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- 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) 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 - (Board of Selectmen) Unpaid Bills of a Prior Year – To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds, including but not limited to the Stabilization Fund, Fifteen Thousand Twenty-Two Dollars and Nine Cents (\$15,022.09) to pay outstanding invoices from Commonwealth of Massachusetts Sealer of Weights and KP Law, or take any other action relative thereto.

ARTICLE 4 – (Town Administrator) FY 2021 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 2021 voted under Article 7 June 22, 2020 Annual Town Meeting, or take any other action relative thereto.

See Appendix “A” attached hereto.

ARTICLE 5 – (Town Administrator) - To see if the Town will vote to transfer the amount of Nineteen Thousand Five Hundred Fifty One Dollars and Zero Cents (\$19,551.00) from Account

No.: 0200-000-5780-00 DMC Repairs to Account No.: 0001-123-5703-02 DMC West Main Street, or take any other action relative thereto.

ARTICLE 6 - (Board of Selectmen) - To see if the Town will vote to transfer from free cash, the amount of One Hundred Thousand Dollars and Zero Cents (\$100,000.00) to the Capital Improvement Stabilization Fund and the amount of Sixty Five Thousand Dollars and Zero Cents (\$65,000.00) to the Stabilization Fund, or take any other action relative thereto.

ARTICLE 7 – (Water/Sewer Commissioners) - To see if the Town will vote to appropriate, from Water/Sewer Retained Earnings Account No.0061-000-3590-01 the sum of Forty Three Thousand Three Hundred Forty Nine Dollars and Zero Cents (\$43,349.00) for the purchase of a 2020 Ford F350 Heavy Duty Pick up with an 8 foot plow, or take any other action relative thereto.

ARTICLE 8 - (Town Administrator) - To see if the Town will vote, pursuant to its authority under the fourth paragraph of G.L c 40, §5B, to dedicate 50% of revenue derived from any Cannabis Host Community Agreement entered into by the Town, 100% of revenue derived from any Ground Lease Agreement entered into by the Town, 100% of revenue derived from the TNC Municipalities Rides and Revenues Disbursement to the Capital Stabilization Fund established under G.L c. 40, §5B, and 100% of funds collected through the sale of town-owned surplus, worthless, obsolete or scrap vehicles or equipment, such dedication to take effect from the Fiscal Year commencing July 1, 2021, or take any other action relative thereto.

ARTICLE 9 – (Board of Selectmen) - To see if the Town will vote to authorize the Board of Selectmen to (i) enter into an agreement for “payments in lieu of taxes” pursuant to G.L. c. 59, § 38H(b), in connection with a solar facility installed or to be installed on the Town’s former landfill off Indian Road being leased by the Town to the owner of such facility pursuant to the authorization voted under Article 30 of the October 30, 2017 Fall Town Meeting, and (ii) enter into an agreement for the purchase of solar credits generated by such facility, with such agreements to be for terms of years co-extensive with the term of the lease agreement between the Town and the facility owner, and on such other terms and conditions as the Board of Selectmen deem in the best interest of the Town; and to further authorize the Board of Selectmen to take any actions and execute any other instruments or ancillary agreements necessary and convenient to accomplish the foregoing and to implement and administer such agreements, or take any other action relative thereto.

ARTICLE 10 - (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, invoices, orders and payrolls under the authority of the Board of Selectmen, for funds budgeted and previously approved by Town Meeting and sign warrants for payment on behalf of the Board of Selectmen, also as budgeted and approved at the Town Meeting 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.

ARTICLE 11 - (Town Clerk) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds One Thousand Eight Hundred Fifty Dollars and Zero Cents (\$1,850.00), or such other sum for amendments and legal review fees for the By-Law Codification being conducted by General Code, or take any other action relative thereto.

ARTICLE 12 – (Planning Board) - Proposed Zoning Bylaw Amendment, Mill Conversion Overlay District, Definitions, Use Chart - 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, 3.10.08.D and 3.10.10; Section VI, Definitions, Subsection 6.01.00; and Section II, Use and Density Restrictions, Subsection 2.03.02, Use by District Chart, 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 sales or services, business or professional offices, bank or financial office, indoor commercial recreation, event center, community facility, 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.

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.

3.10.08 Number of Dwelling Units

- D. Number of affordable units, beyond the minimum required, proposed by the applicant unless a waiver is granted pursuant to Section 3.10.07(4) above.

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);
- Social, economic, or community needs which are served by the proposal;
- 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.

Section VI Definitions, Subsection 6.01.00

Insert new definitions for Community Facility and Event Center, as follows:

Community Facility - A public or private-non-profit use which is primarily intended to serve the recreational, educational, cultural, administrative, or entertainment needs of the community. (See also Public Utility in the Use by District Chart.)

Event Center –A multi-purpose venue for hosting special events such as graduations, weddings, anniversaries, holiday gatherings, trade shows, corporate functions, parties, concert settings, and similar affairs. An event center may have a catering kitchen, indoor and/or outdoor seating and a stage or event area.

Section II, Use and Density Restrictions, Subsection 2.03.02, Use by District Chart

Activity or Use	RES 10	RES 15	RES 30	RES 43	RES 87	BUS 15	IND 43	IND 130	LI 43	LI 87
COMMERCIAL										
<u>Community Facility</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>
<u>Event Center</u>	<u>N</u>	<u>N</u>	<u>N</u>	<u>N</u>	<u>SP</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>

ARTICLE 13 – (Planning Board) – Zoning By-Law Change – 115 Schofield Ave. from IND43 to IND130 - To see if the Town will vote to amend its Zoning Map and re-zone a parcel of land consisting of 4.4 acres +/- known as 115 Schofield Avenue, as shown on Assessors Map 124, Parcel 12, from the Industrial-43 Zoning District to the Industrial-130 Zoning District, or take any other action related thereto.

ARTICLE 14 - (Town Clerk) - To see if the Town will raise, appropriate or transfer the sum of Six Thousand Nine Hundred Seventy Two Dollars and Twenty Cents (\$6,972.20) to the Town Clerk Salary Account No.: 0001-161-5111-01 effective January 1, 2021 or take any other action thereto.

ARTICLE 15 - (Town Clerk and 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 making the elected positions of Town Clerk and Treasurer/Collector appointed positions, such appointment to be made by the Board of Selectmen, with such special

legislation to take effect 90 days after the General Court's passage of same; 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.

ARTICLE 16 - (Treasurer/Collector) - To see if the Town will raise, appropriate or transfer the sum of One Thousand Eight Hundred Seven Dollars and Zero Cents (\$1,807.00) to the Treasurer/Collector Salary Account No.: 0001-145-5111-01 effective January 1, 2021, or take any other action 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 fourteen (14) 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 4th day of October in the year Two Thousand Twenty.

Kerry Cyganiewicz, Chairman /s/ Kerry Cyganiewicz

John Marsi, Vice-Chairman _____

Jason Johnson, Clerk /s/ Jason Johnson _____

Paul Joseph _____

Steven Sullivan /s/ Steven Sullivan _____

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 5th of October 2020. I also observed it posted on the Town's Website and notice of availability on the Dudley Cable Access Channel on the 5th of October 2020.

Thereby making my return to the Dudley Town Clerk on the 5th of October 2020.

/s/ Jonathan J. Ruda
Constable, Town of Dudley

TOWN OF DUDLEY
ANNUAL FALL SPECIAL 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, October 19, 2020. The meeting was brought to order at 7:37 p.m. as the quorum was met and 172 voters were checked in. After the Pledge of Allegiance to the Flag, the Moderator asked for a moment of silence to remember all who have served the town in various capacities over the years, particularly William Fyffe who recently passed away and to remember all of the lives lost due to the impact of COVID 19. The Moderator made announcements regarding proper decorum at a town meeting and COVID-19 precautions and then provided a brief instruction on how to use the clickers to vote on the articles prior to addressing the articles on the Special Town Meeting.

Moderator Christopher Starczewski asked for unanimous consent that for clarification on budget items or other articles that employees or any other agent acting on behalf of the town who are not community members be permitted to speak. Hearing no objection through unanimous consent we will be allowing employees and other agents who are not residents of Dudley are allowed to speak once being recognized. The Moderator stated that as a point of information we have Carolyn Murray of KP Law who may be consulted at times as well as the attorney for the Stevens Mill, Mr. Stephen Maddock who may be called upon for clarification of any questions relating to the article on the Stevens Mill. The Moderator asked for unanimous consent to limit debate to 5 minutes per speaker. Hearing no objection we will be limiting debate to 5 minutes per speaker. The Moderator then recognized the Town Clerk to read the service of the warrant.

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.

The FAA recommended that Article 3 be approved as printed in the warrant and the source of funding be free cash.

ARTICLE 3 - As Declared by the Moderator, Passed with 4/5th vote to fund from free cash, Fifteen Thousand Twenty-Two Dollars and Nine Cents (\$15,022.09) to pay outstanding invoices from Commonwealth of Massachusetts Sealer of Weights and KP Law.

Revised 12/03/2021 to read source of funding be free cash.

The FAA recommended that Article 4 be approved as printed in the warrant with the source of funding free cash and line items transfers as specified in Appendix A.

ARTICLE 4 – Passed by a Majority 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 2021 voted under Article 7 June 22, 2020 Annual Town Meeting.

See Appendix “A” attached hereto.

Included)

**ARTICLE X – APPENDIX A
BOTTOM LINE BUDGET - FISCAL 2021**

GENERAL FUND

	COVID
	19
	RECOMMENDED

ACCOUNTANT		69,950
ASSESSORS		122,133
BUILDING INSPECTOR		29,879
CEMETERY COMM		1
TOWN CLERK		130,382
CONSERVATION		1
COUNCIL ON AGING		101
Economic Development Comm		1
F.A.A.		15,001
FIRE DEPARTMENT		1,174,121
HEALTH		28,701
HIGHWAY		974,594
INFORMATION Tech.		25,775
LIBRARY		332,589
MODERATOR		1
MUNICIPAL EXPENSES		112,739
PLANNING BOARD		44,557
POLICE		1,519,474
RECYCLING		216,214
SELECTMEN		34,339
TOWN ADMINISTRATOR		335,500

TREASURER/COLLECTOR		3,961,913
VETERANS SERVICES		195,721
TOTAL GENERAL FUND:		9,323,686
SCHOOLS		
D-C REGIONAL		8,880,840
BAY PATH		1,015,131
TOTAL SCHOOLS		9,895,971
TOTAL GF + SCHOOLS:		19,219,657

STATE ASSESSMENTS (from Cherry Sheet)

34,496

Sub Total:

19,254,153

ENTERPRISE FUNDS:		
Water Department		1,106,558
Sewer Department		1,041,105
TOTAL ENTERPRISE FUNDS:		2,147,663

Revised 12/03/2021 to add Appendix "A"

ARTICLE 5 – Passed by a Majority to transfer the amount of Nineteen Thousand Five Hundred Fifty-One Dollars and Zero Cents (\$19,551.00) from Account No.: 0200-000-5780-00 DMC Repairs to Account No.: 0001-123-5703-02 DMC West Main Street.

ARTICLE 6 – Passed by a Majority (129 yes; 9 no; achieving a 2/3rds vote) - to transfer from free cash, the amount of One Hundred Thousand Dollars and Zero Cents (\$100,000.00) to the Capital Improvement Stabilization Fund and the amount of Sixty Five Thousand Dollars and Zero Cents (\$65,000.00) to the Stabilization Fund.

The FAA recommended that Article 7 be approved as printed in the warrant with source of funding come from Retained Earnings.

ARTICLE 7 – Passed by a Majority to appropriate from Water/Sewer Retained Earnings Account No.0061-000-3590-01 the sum of Forty Three Thousand Three Hundred Forty Nine Dollars and Zero Cents (\$43,349.00) for the purchase of a 2020 Ford F350 Heavy Duty Pick up with an 8 foot plow.

The FAA recommended that Article 8 be approved as printed in the warrant with source of funding come from Capital Stabilization.

ARTICLE 8 – Moderator Declared Passed with a 2/3rd Majority pursuant to its authority under the fourth paragraph of G.L c 40, §5B, to dedicate 50% of revenue derived from any

Cannabis Host Community Agreement entered into by the Town, 100% of revenue derived from any Ground Lease Agreement entered into by the Town, 100% of revenue derived from the TNC Municipalities Rides and Revenues Disbursement to the Capital Stabilization Fund established under G.L. c. 40, §5B, and 100% of funds collected through the sale of town-owned surplus, worthless, obsolete or scrap vehicles or equipment, such dedication to take effect from the Fiscal Year commencing July 1, 2021.

FAA defers to the Board of Selectmen. Chairman Cyganiewicz made a motion to approve Article 8 as written and was seconded.

Marsha Wagner of 27 Hickory Drive wanted to know why this article is coming before the town meeting prior to negotiation and also is the town is receiving any lease money and is this another source of revenue. Jonathan Ruda, Town Administrator stated that in 2017 at Town Meeting it was voted to allow the Board of Selectmen to negotiate the lease. The host agreement provides \$55,000.00 annually. The pilot agreement which is what is now being asked is permission to negotiate is based on the amount the equipment can generate on the site.

ARTICLE 9 – Passed by a Majority to authorize the Board of Selectmen to (i) enter into an agreement for “payments in lieu of taxes” pursuant to G.L. c. 59, § 38H(b), in connection with a solar facility installed or to be installed on the Town’s former landfill off Indian Road being leased by the Town to the owner of such facility pursuant to the authorization voted under Article 30 of the October 30, 2017 Fall Town Meeting, and (ii) enter into an agreement for the purchase of solar credits generated by such facility, with such agreements to be for terms of years co-extensive with the term of the lease agreement between the Town and the facility owner, and on such other terms and conditions as the Board of Selectmen deem in the best interest of the Town; and to further authorize the Board of Selectmen to take any actions and execute any other instruments or ancillary agreements necessary and convenient to accomplish the foregoing and to implement and administer such agreements.

FAA deferred to the Board of Selectmen. Chairman Cyganiewicz made a motion to accept Article 10 as written, and was seconded.

ARTICLE 10 – Passed by Majority to authorize the Board of Selectmen to petition the General Court for Special Legislation authorizing the Town Administrator to approve all bills, drafts, invoices, orders and payrolls under the authority of the Board of Selectmen, for funds budgeted and previously approved by Town Meeting and sign warrants for payment on behalf of the Board of Selectmen, also as budgeted and approved at the Town Meeting 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.

Michael Mayotte, FAA Chairman, recommends that article 11 be accepted as written, and was seconded. Mr. Mayotte asked to amend his motion from source of funding from free cash to Account 0001-123-5703-02 and was seconded.

The Moderator asked for a voice vote for the majority to amend Mr. Mayotte's original motion. The Moderator declared the vote on the amendment to be unanimously accepted.

ARTICLE 11 – Passed by Majority transfer Account 0001-123-5703-02 One Thousand Eight Hundred Fifty Dollars and Zero Cents (\$1,850.00), or such other sum for amendments and legal review fees for the By-Law Codification being conducted by General Code.

Revised 12/03/2021 to read source of funding be Account 0001-123-5703-02.

The Moderator asked for unanimous consent to dispense with the reading of warrant article 12. Hearing no objection we will dispense with the reading.

FAA defers to the Planning Board. Mr. Edmonson of the Planning Board made a motion to accept the article as written and was seconded.

Nicole Kucherov 72 Flaxfield Road voiced concerns about parking and traffic relative to the operation and tax revenue and wear and tear on the town's infrastructure. Jonathan Ruda stated that there would be a traffic study. He said the town would be receiving more taxes. The town is not done negotiating the specifics at this point.

The Moderator refocused the discussion to the changes to the by-law and not the use of the project.

Michelle Hayes of 74 Flaxfield Road stated that she does not feel the parking issue was addressed and has concerns on the request for a waiver of the low income housing. The Town Administrator stated that anything that passes tonight will involve public hearings with the Planning Board and Selectmen. The request for the waiver of the affordable housing allows the Selectmen the ability to determine what is best for the town. Mr. Ruda stated that the immediate benefit to the town would be income from taxes.

Selectmen Sullivan stated that this by-law change would allow us to go forward with negotiations. There have been seven potential investors in this property who have all walked away.

Several residents spoke in favor of this article stating the historical value of the building, financial impact it will have on small businesses and the economy of Dudley.

JoAnn Szymczak, 21 Schofield Ave. stated that Massachusetts has moved towards Smart Growth which is using existing properties to move forward. It takes zoning and planning changes to allow for different uses and not tearing down properties and starting over. She voiced her support for this article and stated it is not about the property but making the zoning changes to allow us to go forward.

Conrad Allen, Board of Assessors, explained the assessed value process and the revenue to the town.

ARTICLE 12 – Declared by the Moderator Passing with a 2/3rd Majority to amend the Dudley Zoning Bylaws, Section 3.10.00, Mill Conversion Overlay District. by amending Subsections 3.10.05, 3.10.07.L, 3.10.08.D and 3.10.10; Section VI, Definitions, Subsection 6.01.00; and Section II, Use and Density Restrictions, Subsection 2.03.02, Use by District Chart, By deleting text that is struck-through and inserting text that is underlined as follows:

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 sales or services, business or professional offices, bank or financial office, indoor commercial recreation, event center, community facility, 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.

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.

3.10.08 Number of Dwelling Units

D. Number of affordable units, beyond the minimum required, proposed by the applicant unless a waiver is granted pursuant to Section 3.10.07(4) above.

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);
- Social, economic, or community needs which are served by the proposal;
- 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.

Section VI Definitions, Subsection 6.01.00

Insert new definitions for Community Facility and Event Center, as follows:

Community Facility - A public or private-non-profit use which is primarily intended to serve the recreational, educational, cultural, administrative, or entertainment needs of the community. (See also Public Utility in the Use by District Chart.)

Event Center –A multi-purpose venue for hosting special events such as graduations, weddings, anniversaries, holiday gatherings, trade shows, corporate functions, parties, concert settings, and similar affairs. An event center may have a catering kitchen, indoor and/or outdoor seating and a stage or event area.

Section II, Use and Density Restrictions, Subsection 2.03.02, Use by District Chart

Activity or Use	RES 10	RES 15	RES 30	RES 43	RES 87	BUS 15	IND 43	IND 130	LI 43	LI 87
COMMERCIAL										
<u>Community Facility</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>
<u>Event Center</u>	<u>N</u>	<u>N</u>	<u>N</u>	<u>N</u>	<u>SP</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>	<u>P-SPR</u>

FAA deferred to the Board of Selectmen. Chairman Cyganiewicz made a motion to pass over this article, and was seconded.

Resident of 75 Oxford Ave wanted to know why it is recommended to pass over the article. Selectmen Joseph said the intent is to pass over for more information. He said we only have two permits and one was issued. They want to wait and see how the first is going and the financial impact to the town before issuing a second permit.

Dawid Ochocki a Webster resident requested to speak and referred to the motion at the beginning of the meeting to allow outside parties to speak. The Moderator asked if it is germane to the petition of the article and asked what his role was. He responded that he is looking to put in a dispensary on Schofield. Selectmen Joseph objected to this speaker being allowed to speak as he is not a resident of Dudley and has a financial interest in this issue. The Moderator concurred and did not allow further participation in this discussion.

Marsha Wagner of 27 Hickory Drive asked if this was an example of spot zoning. Carolyn Murray sited a case law precedence which was deemed not to be spot zoning.

ARTICLE 13 – Motion to Pass Over Passed by Majority – 115 Schofield Ave. from IND43 to IND130 - To see if the Town will vote to amend its Zoning Map and re-zone a parcel of land consisting of 4.4 acres +/- known as 115 Schofield Avenue, as shown on Assessors Map 124, Parcel 12, from the Industrial-43 Zoning District to the Industrial-130 Zoning District.

FAA Chairman Michael Mayotte raised a point of information that this transfer is in effect a salary increase and should be brought up at an Annual Town Meeting. Town Counsel stated that elected officials salaries can be brought up at any town meeting. The differences would be the quantity of the vote required at an Annual Town meeting which would be a majority vote versus a Special Town Meeting which would be a 2/3rds vote. According to the town by-law Dudley we consider our annual town meeting to be held in two sessions – one in spring and continued in the fall so it would require a majority vote. FAA recommended that this article pass with the following amendment of changing the amount from \$6,972.20 to \$3,486.10 with funding from free cash and was seconded.

Steve Flynn from 97 Southbridge Road asked if this article was submitted from the Town Clerk who is seeking a raise. Michael Mayotte stated that is money was actually cut from the previous Town Clerk's salary to balance the budget and this article is to restore the salary to the FY 19 level.

ARTICLE 14 – The Amended Motion Passed by a Majority- To transfer from free cash the sum of Three Thousand Four Hundred Eighty Six Dollars and Ten Cents (\$3,486.10) to the Town Clerk Salary Account No.: 0001-161-5111-01 effective January 1, 2021.

Revised 12/03/2021 to read source of funding be free cash and change amount to \$3,486.10.

FAA Defers Article 15 to the Board of Selectmen. Chairman Cyganiewicz stated that the Board of Selectmen recommended that this article be accepted and seconded.

Michael Mayotte asked as a point of order if this article is approved tonight would it then go to a ballot question. Carolyn Murry of KP Law stated that this article is written that if approved would it would then go through the special legislation process to be approved. Mr. Mayotte followed up with a question asking if this article would require a 2/3rds vote to be approved. Attorney Murray replied that it is just a majority vote.

Richard Raymond 191 Corbin Road asked for some background information as to how this article came about. Chairman Cyganiewicz stated that the Town Clerk requested this article to be placed on the warrant and Town Counsel recommends this position be appointed. Mr. Raymond expressed his feeling that these positions should remain elected and allow the voters to decide.

William Conley Sr. 143 Charlton Road, wants to have these positions remain elected and allow the voters to decide who to elect to these positions.

JoAnn Szymczak, 21 Schofield Ave., spoke in favor of having the Town Clerk and Treasurer/Collector positions to be made appointed. She stated that these positions are key positions and if they were made appointed the town would be able to set minimum requirements and hold them accountable.

Daniel O'Connor, 14 Village Street, spoke in favor of keeping the Town Clerk and Treasurer/Collector positions as elected. Mr. O'Connor stated that there has not been any problem getting people to run for these positions. He feels that these are the checks and balances

and wants to let the voters decide. He is opposed to taking this vote away from the people and placing more power into the hands of a fewer amount of people.

Steven Sullivan, Board of Selectmen, stated that he is happy there are so many people in attendance to vote. He stated that on the advice of town counsel and to move the process forward. Mr. Sullivan feels that these positions have become more technical over the years and requires a certain set of skills.

In response to a question raised as to how these positions have changed in the past 8 years Paul Joseph, Board of Selectmen responded that it is in the best interest of the town to have accountability. Elected officials and not employees and cannot be hired/fired, or held accountable other than being voted out.

Michael Mayotte stated that the Town Clerk's number one responsibility is to run fair elections and feels that being appointed would be a conflict of interest, as would the Treasurer/Collector position.

Lori Smith, Town Clerk stated that she can only speak to the Town Clerk portion of this and stated that she feels that this is a good time for this article to be placed on the warrant as the positions are being considered to be changed to appointed positions. This will allow the voters to decide. She stated that honestly there are pros and cons to both for her position. The previous town clerk had tried to get this article placed on the town warrant in 2019.

Peter Fox, 12 Ridge Drive, stated that as a previous member of the Personnel Board he feels that the town needs to seek the most qualified people for the town. Both positions have become more detailed over the years and it is important for the town to move forward and hold them accountable. He is not trying to take the voters rights away from anyone but feels it is important for the town to move forward to find the most qualified people for all positions in town.

Scott Zajkowski, 8 Catherine St. spoke in favor of keeping these positions as elected. He sees pros and cons of both but would like to keep trust in the voters to select the best candidates.

Jim Dunne of 60 Ramshorn Road, made a motion to move the question.

ARTICLE 15 – Defeated by a Majority to authorize the Board of Selectmen to petition the General Court for Special Legislation making the elected positions of Town Clerk and Treasurer/Collector appointed positions, such appointment to be made by the Board of Selectmen, with such special legislation to take effect 90 days after the General Court's passage of same; 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.

FAA recommended that Article 16 be approved as printed with the funding being free cash, and was seconded.

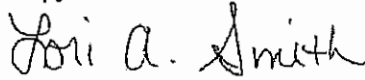
ARTICLE 16 –Motion Passed by a Majority - To see if the Town will transfer from free cash the sum of One Thousand Eight Hundred Seven Dollars and Zero Cents (\$1,807.00) to the Treasurer/Collector Salary Account No.: 0001-145-5111-01 effective January 1, 2021.
Revised 12/03/2021 to read source of funding be free cash.

Note: All articles were revised 12/03/2021 to delete the words "or take any other action relative thereto".

Michael Mayotte made a motion to adjourn at 9:52 pm. Motion was seconded. Passed by a Majority.

Brought to order at 7:37 p.m.
Adjourned: 9:52 p.m.
Voters Present: 172
Action Taken on Articles 1-16

A True Copy.

Attest: 
Lori A. Smith, Dudley Town Clerk

Seal

COMMONWEALTH OF MASSACHUSETTS

WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

WARRANT FOR 2020 STATE ELECTION

SS.

To the Constables of the City/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 Elections to vote at:

PRECINCTS ONE, TWO AND THREE

DUDLEY MUNICIPAL COMPLEX, 71 WEST MAIN STREET, DUDLEY, MA 01571

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

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

ELECTORS OF PRESIDENT AND VICE PRESIDENT	FOR THESE UNITED STATES
SENATOR IN CONGRESS	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS	DISTRICT
COUNCILLOR	DISTRICT
SENATOR IN GENERAL COURT	DISTRICT
REPRESENTATIVE IN GENERAL COURT	DISTRICT
REGISTER OF PROBATE	COUNTY

QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 5, 2020?

SUMMARY

This proposed law would require that motor vehicle owners and independent repair facilities be provided with expanded access to mechanical data related to vehicle maintenance and repair.

Starting with model year 2022, the proposed law would require manufacturers of motor vehicles sold in Massachusetts to equip any such vehicles that use telematics systems — systems that collect and wirelessly transmit mechanical data to a remote server — with a standardized open access data platform. Owners of motor vehicles with telematics systems would get access to mechanical data through a mobile device application. With vehicle owner authorization, independent repair facilities (those not affiliated with a manufacturer) and independent dealerships would be able to retrieve mechanical data from, and send commands to, the vehicle for repair, maintenance, and diagnostic testing.

Under the proposed law, manufacturers would not be allowed to require authorization before owners or repair facilities could access mechanical data stored in a motor vehicle's on-board diagnostic system, except through an authorization process standardized across all makes and models and administered by an entity unaffiliated with the manufacturer.

The proposed law would require the Attorney General to prepare a notice for prospective motor vehicle owners and lessees explaining telematics systems and the proposed law's requirements concerning access to the vehicle's mechanical data. Under the proposed law, dealers would have to provide prospective owners with, and

prospective owners would have to acknowledge receipt of, the notice before buying or leasing a vehicle. Failure to comply with these notice requirements would subject motor vehicle dealers to sanctions by the applicable licensing authority.

Motor vehicle owners and independent repair facilities could enforce this law through state consumer protection laws and recover civil penalties of the greater of treble damages or \$10,000 per violation.

A YES VOTE would provide motor vehicle owners and independent repair facilities with expanded access to wirelessly transmitted mechanical data related to their vehicles' maintenance and repair.

A NO VOTE would make no change in the law governing access to vehicles' wirelessly transmitted mechanical data.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 5, 2020?

SUMMARY

This proposed law would implement a voting system known as "ranked-choice voting," in which voters rank one or more candidates by order of preference. Ranked-choice voting would be used in primary and general elections for all Massachusetts statewide offices, state legislative offices, federal congressional offices, and certain other offices beginning in 2022. Ranked-choice voting would not be used in elections for president, county commissioner, or regional district school committee member.

Under the proposed law, votes would be counted in a series of rounds. In the first round, if one candidate received more than 50 percent of the first-place votes, that candidate would be declared the winner and no other rounds would be necessary. If no candidate received more than 50 percent of the first-place votes, then the candidate or candidates who received the fewest first-place votes would be eliminated and, in the next round, each vote for an eliminated candidate would instead be counted toward the next highest-ranked candidate on that voter's ballot. Depending on the number of candidates, additional rounds of counting could occur, with the last-place candidate or candidates in each round being eliminated and the votes for an eliminated candidate going to the voter's next choice out of the remaining candidates. A tie for last place in any round would be broken by comparing the tied candidates' support in earlier rounds. Ultimately, the candidate who was, out of the remaining candidates, the preference of a majority of voters would be declared the winner.

Ranked-choice voting would be used only in races where a single candidate is to be declared the winner and not in races where more than one person is to be elected.

Under the proposed law, if no candidate received more than 50 percent of first-place votes in the first round, the rounds of ballot-counting necessary for ranked-choice voting would be conducted at a central tabulation facility. At the facility, voters' rankings would be entered into a computer, which would then be used to calculate the results of each round of the counting process. The proposed law provides that candidates in a statewide or district election would have at least three days to request a recount.

The Secretary of State would be required to issue regulations to implement the proposed law and conduct a voter education campaign about the ranked-choice voting process. The proposed law would take effect on January 1, 2022.

A YES VOTE would create a system of ranked-choice voting in which voters would have the option to rank candidates in order of preference and votes would be counted in rounds, eliminating candidates with the lowest votes until one candidate has received a majority.

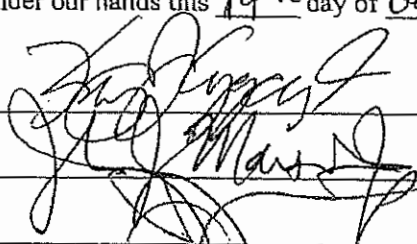
A NO VOTE would make no change in the laws governing voting and how votes are counted.

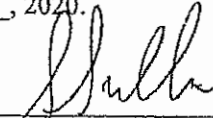
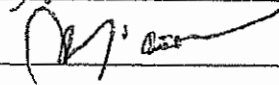
QUESTION 3

Shall the Town of Dudley be allowed to exempt from the provisions of Proposition two and one-half, so-called, the amount of Two Hundred Sixty Thousand and Zero Cents (\$260,000.00) required to pay for the bond(s) issued in order to pay for the costs associated with the purchase of one ambulance and related equipment and incidental costs and expenses related thereto, approved by the June 22, 2020 Annual Town Meeting?

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 19th day of October, 2020.




City Council or Selectmen of:

Dudley
(City or Town)

(Indicate method of service of warrant)



Constable Signature

OCTOBER 21ST, 2020.
(Month and Day)

TOWN OF DUDLEY, MASSACHUSETTS					Total Registered Voters: 7,986
Official RESULTS State & Presidential Election 11/03/2020					
Precinct	#1	#2	#3		Combined Total
Total Votes per Precinct	2,352	2,034	1,729		6,115
				VOTER TURNOUT	76%
Electors of President and Vice President					
President and Vice President	Prec #1	Prec #2	Prec #3		Total
Biden and Harris	1,071	906	767		2,744
Hawkins and Walker	10	8	9		27
Jorgensen and Cohen	46	36	21		103
Trump and Pence	1,203	1,068	921		3,192
All Others	10	9	5		24
Carroll and Patel	-	1	1		2
Blanks	12	6	5		23
Total Votes	2,352	2,034	1,729		6,115
Senator in Congress					
Senator in Congress	Prec #1	Prec #2	Prec #3		Total
Edward J. Markey	1,097	919	779		2,795
Kevin J. O'Connor	1,186	1,061	886		3,133
All Others	2	9	10		21
Dr. Shiva Ayyadurai	22	15	21		58
Blanks	45	30	33		108
Total Votes	2,352	2,034	1,729		6,115
Representative in Congress					
Representative in Congress	Prec #1	Prec #2	Prec #3		Total
Richard E. Neal	1,598	1,406	1,169		4,173
All Others	4	56	27		87
Dr. Shiva Ayyadurai	8	2	7		17
Alex B. Morse	3	2	1		6
Blanks	739	568	525		1,832
Total Votes	2,352	2,034	1,729		6,115
Councillor					
Councillor	Prec #1	Prec #2	Prec #3		Total
Paul M. Depalo	1,535	1,352	1,121		4,008
All Others	11	31	12		54
Peter A. Stefan	1	-	-		1
Blanks	805	651	596		2,052
Total Votes	2,352	2,034	1,729		6,115
Senator in General Court					
Senator in General Court	Prec #1	Prec #2	Prec #3		Total
Ryan C. Fattman	1,479	1,291	1,125		3,895
Christine Crean	777	689	547		2,013
All Others	-	1	1		2
Blanks	96	53	56		205
Total Votes	2,352	2,034	1,729		6,115
Representative in General Court					
Representative in General Court	Prec #1	Prec #2	Prec #3		Total
Peter Durant	1,787	1,625	1,339		4,751
All Others	29	14	16		59
Blanks	536	395	374		1,305
Total Votes	2,352	2,034	1,729		6,115
Register of Probate					
Register of Probate	Prec #1	Prec #2	Prec #3		Total
Stephane K. Fattman	1,359	1,186	1,026		3,571
John B. Dolan, III	774	649	545		1,968
All Others	-	3	1		4
Blanks	219	196	157		572
Total Votes	2,352	2,034	1,729		6,115
Question 1					
Question 1	Prec #1	Prec #2	Prec #3		Total
Yes	1,738	1,386	1,276		4,400
No	541	580	417		1,538
Blanks	73	68	36		177
Total Votes	2,352	2,034	1,729		6,115
Question 2					
Question 2	Prec #1	Prec #2	Prec #3		Total
Yes	668	627	531		1,826
No	1,577	1,331	1,144		4,052
Blanks	107	76	54		237
Total Votes	2,352	2,034	1,729		6,115
Question 3					
Question 3	Prec #1	Prec #2	Prec #3		Total
Yes	1,313	1,177	960		3,450
No	891	750	679		2,320
Blanks	148	107	90		345
Total Votes	2,352	2,034	1,729		6,115
A True Conv.					
Attest: Lori A. Smith					
Lori A. Smith, Dudley Town Clerk					
Date: November 18, 2020					



TOWN OF DUDLEY
ANNUAL SPRING 2021 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, May 24, 2021 and Tuesday, May 25, 2021, 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.

FAA Recommended Action: Approve Article 1 as printed in the Warrant (majority vote)

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.

FAA Recommended Action: Approve Article 2 as printed in the Warrant (majority vote)

ARTICLE 3: (Town Administrator) - FY 2021 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 2021, or take any other action relative thereto.

FAA Recommended Action: Approve Article 3 as printed in the Warrant (majority vote)

State Assessments	32,769
ENTERPRISE FUNDS:	
Water Department	1,485,314
Sewer Department	1,096,126
TOTAL ENTERPRISE FUNDS:	2,581,440
TOTAL TOWN BUDGET (with State Assessments):	22,736,303
TOTAL TOWN BUDGET (Less State Assessments):	22,703,534
GENERAL FUND BUDGET REVENUE SOURCES:	
Taxation (Real property, personal property taxes)	12,942,242
New Growth	100,000
Debt Exclusions	1,440,019
State Aid & Reimbursements	2,168,406
Free Cash	
Stabilization Fund	163,333
Local Receipts	3,487,304
*Water and Sewer Indirect Fees: (from Water and Sewer User Fees/Charges)	175,434
*Water & Sewer (from Water & Sewer User Fees/Charges:	2,406,006
SEWER FUNDING: FROM SEWER FEES & CHARGES \$1,096,126	
SEWER FUNDING: FROM SEWER RETAINED EARNINGS 0	
WATER FUNDING: FROM WATER FEES & CHARGES \$1,485,314	
WATER FUNDING: FROM WATER RETAINED EARNINGS 0	
*Note: W/S Budget: \$2,406,006+Indirect Fees \$175,434 = \$2,581,440	
GRAND TOTAL FUNDING SOURCES:	22,882,743
TOTAL BUDGET EXPENSES:	
Total Budget (including schools + Water and Sewer w/o Assessments)	22,703,534
State & County & Regional Assessments	32,769
State Assessment: Cherry Sheet Offset	26,440
Overlay – Assessors	120,000
GRAND TOTAL TOWN BUDGET:	22,882,743

ARTICLE 5: (Town Accountant) – Authorize Revolving Funds – To see if the town will vote to establish Fiscal Year 2022 spending limits for the revolving funds set forth in Article 45 of the Town's General Bylaws, as follows, or take any other action relative thereto:

Recommended Action: Approve Article 5 as printed in the warrant (majority vote).

Motion: I move to approve Article 5 as printed in the warrant. (majority vote)

Arrest Warrant Services	\$10,000
Animal Care	\$15,000
Board of Health Education Programs	\$ 1,000
Cemetery Fees	\$ 5,000
COA Meals	\$ 5,000
Cruiser Use	\$50,000

ARTICLE 9: (Town Clerk) – Amend Chapter 254, Section 7G of the General Bylaws (scrivener error) – To see if the Town will vote to amend Chapter 245, Section 7G of the Town's General Bylaws due to a scrivener error, by deleting the stricken through text and adding the bolded text as follows: "Uncontaminated water originating from residential pumping, including air-conditioning condensation and water from exterior ~~fountain~~ foundation or footing drains (not including active groundwater dewatering systems..., or take any other action relative thereto.

BOS Recommended Action: Approve Article 10 as printed in the warrant (majority vote).

ARTICLE 10: (Highway Department) – Chemical Road Pre-Treat/Brine Making Machine - To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds the sum of One Hundred Ten Thousand Dollars and Zero Cents (\$110,000.00) or other such sum, for the purchase of a chemical road treatment system with associated equipment, as recommended by the Capital Improvement Planning Committee, or take any other action relative thereto.

FAA Recommended Action: Approve Article 11 as printed in the warrant, to be funded by borrowing (2/3rds vote).

ARTICLE 11: (Highway Department) –Authorize Vehicle Purchase - To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the total sum of Ninety Thousand Dollars and Zero Cents (\$90,000.00), or some such sum for the replacement of the Highway Department Foreman's truck and the Building, Grounds, Cemeteries and Parks truck, and associated warning and communications equipment as recommended by the Capital Improvement Planning Committee, or take any other action relative thereto.

FAA Recommended Action: Approve Article 12 as printed in the warrant, to be funded by borrowing (2/3rds vote).

ARTICLE 12: (Police Department) – To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds the sum of Fifty-eight Thousand Dollars and Zero Cents (\$58,000.00), or some such sum for the purchase of a police cruiser with associated equipment, as recommended by the Capital Improvement Planning Committee, or take any other action relative thereto.

FAA Recommended Action: Approve Article 13 as printed in the warrant, to be funded by borrowing (2/3rds vote).

ARTICLE 13: (Highway Department) – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Three Hundred Fifty Thousand Dollars and Zero Cents (\$350,000.00), or some such sum for the purchase of two (2) large dump truck chassis, as recommended by the Capital Improvement Planning Committee, or take any other action relative thereto.

"Proposed Amendment for a Marijuana Cultivation Overlay District," and at the Town Clerk's Office.

FAA Recommended Action: Refer to Planning Board (2/3 Required)

ARTICLE 15: (Landowners Petition – JD&D Construction – Dariusz Ochocki) – Zoning By-law Change -115 Schofield Avenue from IND43 to IND130 – To see if the Town will vote to amend its Zoning Map and re-zone a parcel of land consisting of 4.4 acres +/- known as 115 Schofield Ave, as shown on Assessors Map 124, Parcel 12, from the Industrial 43 Zoning District to the Industrial-130 Zoning District, or take any other action relative thereto.

FAA Recommended Action: Refer to Petitioner (2/3 Required)

ARTICLE 16: (Police Department) – To see if the Town will vote to transfer to the Police Overtime Account (Account No. 0001-210-5131-01), or some such sum the sum of Fifteen Thousand Dollars and Zero Cents (\$15,000.00) from the Firearms Permit Services Revolving Fund (Account No.0910-000-5780-00) to offset costs incurred during the fiscal year, or take any other action relative thereto.

FAA Recommended Action: Approve Article 17 as printed in the warrant (majority vote).

ARTICLE 17: (Board of Assessors) - To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds a sum of Seventeen Thousand Nine Hundred Fifty Dollars and Zero Cents (\$17,950.00), or some such sum to fund the balance of the cost of re-certification of real estate and personal property values for FY2023 as required by the Commonwealth's Department of Revenue, or take any other action relative thereto.

FAA Recommended Action: Pass Over (majority vote).

ARTICLE 18: (Water/Sewer Commissioners) – Authorize Vehicle Purchase - To see if the Town will vote to transfer from Water Retained Earnings (Account No. 0061-000-3590-01) the sum of Forty-four Thousand Dollars and Zero Cents (\$44,000.00), or some such sum or other such sum, for the replacement of a Water Department pick-up truck, and associated warning and communications equipment, as recommended by the Capital Improvement Planning Committee, or take any other action relative thereto.

FAA Recommended Action: Approve Article 19 as printed in the warrant (majority vote).

ARTICLE 19: (Water/Sewer Commissioners) -Transfer from Retained Earnings - To see if the Town will vote to transfer from Water Retained Earnings (Account No. 0061- 000 -3590- 01) the sum of Two Hundred Thousand Dollars and Zero Cents (\$200,000.00), or some such sum to cover additional costs and fees associated with the PFAS Water Treatment Plan, or station renovation, or take any other action relative thereto.

FAA Recommended Action: Approve Article 20 as printed in the warrant (majority vote).

FAA Recommended Action: Approve Article 24 as printed in the warrant, to be funded by borrowing (2/3rds vote).

ARTICLE 24: (Water/Sewer Commissioners) – PFAS Water Treatment Plant and Water Main Construction – To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the sum of Eleven Million Five Hundred Thousand Dollars and Zero Cents (\$11,500,000.00) or some such sum for the construction of a PFAS Water Treatment Plant and Watermain Project consisting of: a new building at the Pump Station No. 6 parcel on New Boston Road which will include filtration, chemical feed systems, communications, controls, and related site and utility work; modifications to Pump Station No. 1, Pump Station No. 3 and Pump Station No. 6; raw water main from Pump Station No. 1 on West Main Street to the proposed Water Treatment Plant to West Main Street with associated side street and service connections; and all other related improvements; to determine whether this appropriation shall be raised by borrowing from the Massachusetts Clean Water Trust or otherwise, and to take any other action relative thereto.

FAA Recommended Action: Approve Article 25 as printed in the warrant, to be funded by borrowing (2/3rds vote).

TOWN OF DUDLEY
ANNUAL SPRING 2021 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, May 24, 2021. The meeting was brought to order at 7:08 p.m. as the quorum was met with 64 voters checked in at this point. The Moderator made announcements regarding proper decorum at a town meeting and then led the Pledge of Allegiance to the Flag. Selectmen Sullivan asked for a moment of silence to remember all who have served the town in various capacities over the years, particularly Josephine Botteri who recently passed away. Selectmen Marsi thanked public safety and all first responders for their service throughout the COVID-19 and a moment of silence for all lost lives to the impact of COVID-19. The Moderator announced COVID-19 precautions and provided a brief instruction on how to use the clickers to vote on the articles prior to addressing the articles on the Annual Town Meeting.

Moderator Christopher Starczewski asked for unanimous consent that for clarification on budget items or other articles that employees or any other agent acting on behalf of the town who are not community members be permitted to speak. Hearing no objection through unanimous consent we will be allowing employees and other agents who are not residents of Dudley are allowed to speak once being recognized. He stated that as a point of information we have Michelle Randazzo of KP Law who may be consulted at times for clarification on the laws. The Moderator asked for unanimous consent to limit debate to 5 minutes per speaker. Hearing no objection, we will be limiting debate to 5 minutes per speaker. No articles will be taken up after 10:15 pm unless it would eliminate the need for a second night session. A reminder was made that tomorrow night is Candidate's Night at 6:00 pm at the Dudley Town Hall for all candidates on the June 14, 2021 Annual Town Election ballot. The Moderator then recognized the Town Clerk to read the service of the warrant.

ARTICLE 1 – Passed by a Majority 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 and Advisory Committee.

ARTICLE 3: 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 any available funds to defray the supplemental charges and expenses of the Town and including debt and interest for Fiscal Year 2021.

FAA Chairman Michael Mayotte made a motion to approve Article 4 as printed in the warrant including sources and uses of funds, including the stabilization fund(s) and totaling \$22,882,743.00 to defray the charges and expenses of the Town and to provide a reserve fund(s), determine the compensation for elected office for the ensuing year beginning on July 1, 2021, and including payment of debt and interest. The motion was seconded and unanimously approved.

Marcia Wagner, 27 Hickory Drive asked if the solar revenues are included in these funds. Town Administrator Jon Ruda said that they were. Ms. Wagner stated that she would like to see the solar revenues broken out. Mr. Ruda said that it is difficult to break them out this close to the end of the fiscal year but can be provided in the future.

Terry Canty, 37 Center Road asked if the salaries listed for Town Clerk and Treasurer/Collector are current salaries or if it represents an increase. Mr. Ruda stated that it is their current salaries.

ARTICLE 4: Passed by a Majority greater than 2/3rds to determine the sums of money the Town will raise and appropriate, borrow, or transfer from available funds, including sources and uses of funds, including the stabilization fund(s) and totaling Twenty Two Million Eight Hundred Eighty Two Thousand Seven Hundred Forty Three Dollars and Zero Cents (\$22,882,743.00) 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, 2021.

Revised 12/03/2021 to read "including sources and use of funds, including the stabilization fund(s) totaling \$22,882,743.00."

GENERAL FUND	BUDGET FY 2022
ACCOUNTANT	70,040
ADMINISTRATION	342,483
ASSESSORS	125,631
BUILDING INSPECTOR	29,879
CEMETERY COMMISSION	1
CLERK (TOWN) – <i>Includes Town Clerk Salary of \$65,353</i>	125,960
CONSERVATION	1
COUNCIL ON AGING	101
F.A.A.	10
FIRE DEPARTMENT	1,257,896
HEALTH	28,501
HIGHWAY	950,791
INFORMATION Tech.	77,558
LIBRARY	353,974
MODERATOR	1
MUNICIPAL EXPENSES	94,201

PERSONNEL BOARD	3
PLANNING BOARD	44,417
POLICE	1,595,022
RECYCLING	189,825
SELECTMEN	29,486
TREASURER/COLLECTOR- <i>Includes Treas/Clttr Salary of \$92,137.56</i>	4,214,537
VETERANS SERVICES	202,953
ZONING BOARD OF APPEALS	2
TOTAL GENERAL FUND:	9,733,273
<u>SCHOOLS</u>	
DUDLEY-CHARLTON REGIONAL	9,310,599
SO. WORCESTER COUNTY REG. VOC.	1,078,223
TOTAL EDUCATION:	10,388,822
State Assessments	32,769
<u>ENTERPRISE FUNDS:</u>	
Water Department	1,485,314
Sewer Department	1,096,126
TOTAL ENTERPRISE FUNDS:	2,581,440
TOTAL TOWN BUDGET (with State Assessments):	22,736,303
TOTAL TOWN BUDGET (Less State Assessments):	22,703,534
GENERAL FUND BUDGET REVENUE SOURCES:	
Taxation (Real property, personal property taxes)	12,942,242
New Growth	100,000
Debt Exclusions	1,440,019
State Aid & Reimbursements	2,168,406
Free Cash	
Stabilization Fund	163,333
Local Receipts	3,487,304
*Water and Sewer Indirect Fees: (from Water and Sewer User Fees/Charges)	175,434
*Water & Sewer (from Water & Sewer User Fees/Charges:	2,406,006
SEWER FUNDING: FROM SEWER FEES & CHARGES \$1,096,126	
SEWER FUNDING: FROM SEWER RETAINED EARNINGS 0	
WATER FUNDING: FROM WATER FEES & CHARGES \$1,485,314	
WATER FUNDING: FROM WATER RETAINED EARNINGS 0	
*Note: W/S Budget: \$2,406,006+Indirect Fees \$175,434 = \$2,581,440	
GRAND TOTAL FUNDING SOURCES:	22,882,743
TOTAL BUDGET EXPENSES:	
Total Budget (including schools + Water and Sewer w/o Assessments)	22,703,534
State & County & Regional Assessments	32,769
State Assessment: Cherry Sheet Offset	26,440
Overlay – Assessors	120,000
GRAND TOTAL TOWN BUDGET:	22,882,743

ARTICLE 5: Passed with Majority Vote to see if the town will vote to establish Fiscal Year 2022 spending limits for the revolving funds set forth in Article 45 of the Town's General Bylaws, as follows:

Arrest Warrant Services	\$10,000
Animal Care	\$15,000
Board of Health Education Programs	\$ 1,000
Cemetery Fees	\$ 5,000
COA Meals	\$ 5,000
Cruiser Use	\$50,000
Electric Vehicle Charging Stations	\$10,000
Fire Penalties/Violations	\$ 7,500
Fire Outside Details	\$25,000
Firearms Permit Services	\$20,000
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
Regulatory Compliance	\$50,000
Tax Title Fees	\$75,000
Veteran Bricks/Memorial	\$ 6,000
Website	\$ 3,000

Selectman Chair, Kerry Cyganiewicz made a motion to approve Article 6 as printed in the warrant. Motion was seconded.

ARTICLE 6: Passed with a Majority Vote to authorize the Board of Selectmen, acting as the Local Licensing Board, to Petition the General Court for Special Legislation to grant up to three (3) additional license(s) under the provision of Section 15 of G.L. Chapter 138 – Sale of all Alcohol Beverages to be Drunk off the Premises.

SECTION 2. This act shall take effect upon its passage.

Selectman Chair, Kerry Cyganiewicz made a motion to approve Article 7 as printed in the warrant. Motion was seconded.

ARTICLE 7: Passes with a Majority Vote to amend Chapter 85, Section 3 of the Town's General Bylaws due to a scrivener error, by deleting the stricken through text and adding the bolded text as follows: "The Commission shall be charged with the recreation programs designed by the Commission and approved by the Board of Selectmen. The ~~Committee~~ **Commission** shall operate within the Commonwealth's guidelines and the Town of Dudley's requirements for a Town committee....

Selectman Chair, Kerry Cyganiewicz made a motion to amend Article 8 to read Chapter 254, Section 2, Definition D under Pollutant as printed in the warrant. Motion was seconded. Town Clerk questioned whether the motion can be amended to include a spelling correction. Town

Moderator stated that it cannot be amended but Mr. Cyganiewicz can rescind his motion. Selectmen Cyganiewicz rescinded his motion and made a motion to amend Article 8 to read Chapter 254, Section 2, Definition D under Pollutant as printed in the warrant and it should read ordinance and not ordinance. Motion was seconded.

ARTICLE 8: Unanimously Accepted– to amend Chapter 254, Section 2 Definition D under “Pollutant” of the Town’s General Bylaws due to a scrivener error, by deleting the stricken through text and adding the bolded text as follows: “Refuse, rubbish, garbage, litter, or other discarded or abandoned objects, ~~bylaws~~ **ordinance**, and accumulations,....

Selectman Chair, Kerry Cyganiewicz made a motion to approve Article 9 as printed in the warrant. Motion was seconded.

ARTICLE 9: Passed Unanimously- to amend Chapter 245, Section 7G of the Town’s General Bylaws due to a scrivener error, by deleting the stricken through text and adding the bolded text as follows: “Uncontaminated water originating from residential pumping, including air-conditioning condensation and water from exterior ~~fountain~~ **foundation** or footing drains (not including active groundwater dewatering systems....

The FAA recommended that Article 10 be Passed Over. The motion was seconded and approved by a majority.

ARTICLE 10: Passed Over by Majority to raise and appropriate, borrow, or transfer from available funds the sum of One Hundred Ten Thousand Dollars and Zero Cents (\$110,000.00) or other such sum, for the purchase of a chemical road treatment system with associated equipment, as recommended by the Capital Improvement Planning Committee.

The FAA recommended that Article 11 be Passed Over. The motion was seconded and unanimously approved.

ARTICLE 11: Passed Over by Unanimous Vote to raise and appropriate, borrow or transfer from available funds the total sum of Ninety Thousand Dollars and Zero Cents (\$90,000.00), or some such sum for the replacement of the Highway Department Foreman’s truck and the Building, Grounds, Cemeteries and Parks truck, and associated warning and communications equipment as recommended by the Capital Improvement Planning Committee.

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

ARTICLE 12: Passed Over by Unanimous Vote to raise and appropriate, borrow, or transfer from available funds the sum of Fifty-eight Thousand Dollars and Zero Cents (\$58,000.00), or some such sum for the purchase of a police cruiser with associated equipment, as recommended by the Capital Improvement Planning Committee.

FAA Chairman Michael Mayotte made a motion to appropriate the sum of \$350,000 for the purpose set forth in Article 13 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 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, 2/3rd majority vote required. Motion was seconded and unanimously accepted.

During the discussion, a question was asked about the funding. Mr. Mayotte responded that the funding for this he believes is reimbursable by Chapter 90 funds.

ARTICLE 13: Unanimously Accepted – To appropriate the sum of Three Hundred Fifty Thousand Dollars and Zero Cents (\$350,000.00) for the purchase of two (2) large dump truck chassis, as recommended by the Capital Improvement Planning Committee. 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 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. 2/3rd majority vote required.

Revised 12/03/2021 to include the wording in the motion authorizing the Treasure to borrow with the approval of the Selectmen . . .

FAA Chairman Michael Mayotte deferred to the Planning Board. Dan Edmiston, Planning Board Chair, made a motion to amend its zoning bylaw and zoning map as stated in Article 14 of the warrant. Motion was seconded.

Mr. Edmiston stated Robert & Lynne Doherty approached the Planning Board with a request to be able to grow marijuana outdoors on their farm on Corbin Road. Currently marijuana cultivation is only allowed in IND-130 districts by special permit of the Planning Board. The Board considered the request and decided that such cultivation could be allowed on large lots without negatively impacting neighboring properties. The Board decided to set a 15-acre minimum lot size for this purpose. The Board believes that the Doherty farm is an appropriate location to include in the overlay district. It contains over 50 acres and outdoor marijuana cultivation can take place on parts of the farm that will not negatively impact any neighbors. There was no opposition from any neighbors during our discussions. At it's May 5, 2021 and May 12, 2021 Planning Board meetings, the Board held the required public hearing on the proposed amendment. Upon closing the hearing, the Board voted unanimously to recommend approval of the amendment to Town Meeting.

ARTICLE 14: Failed to Achieve the Required 2/3rd Majority Vote to amend the Zoning Bylaw and Zoning Map to create a new "Marijuana Cultivation Overlay District" where outdoor cultivation of marijuana would be permitted by Special Permit and Site Plan Approval of the Planning Board, in accordance with the terms of Section 3.15, Medical and Adult Use Marijuana Establishments, of the Dudley Zoning Bylaw, on parcels containing a minimum of 15 acres subject to inclusion in the overlay district by Town Meeting, all as set forth below, and further, to

include a specific property on Corbin Road known as Assessors Map 210, Parcel 17 in said overlay district.

Proposed Amendments:

- In Section 2.01.01 of the Zoning Bylaw, Establishment of Districts, add a new line under the heading 'Overlay Districts' to read:

Marijuana Cultivation Overlay District (See Footnote 20 in Section 2.03.03)

- In Section 2.03.02 of the Zoning Bylaw, Use by District Chart, add new footnote number 20 to the term 'Marijuana Cultivator', and add a new footnote 20 to Section 2.03.03, Footnotes, to read as follows:

20. Outdoor cultivation of marijuana is allowed by Special Permit and Site Plan Approval of the Planning Board in the Marijuana Cultivation Overlay District in accordance with the terms of Section 3.15, Medical and Adult Use Marijuana Establishments, of this Zoning Bylaw. To be eligible for inclusion in the district by Town Meeting, parcels must contain a minimum of 15 acres. All permitted uses as a matter of right in the underlying district are permitted as a matter of right in the Overlay District; all permissible uses requiring a special permit in the underlying district are permissible uses requiring a special permit in the Overlay District.

- Amend the Dudley Zoning Map by adding the Marijuana Cultivation Overlay District to the Legend.

and

- Further amend the Dudley Zoning Map by including in said District the property owned by Robert Doherty and Lynne M. Doherty on Corbin Road, as described in the deed recorded in the Worcester District Registry of Deeds at Book 58635 Page 327, and shown as Parcel 1 on a plan recorded at Plan Book 936 Plan 18, comprising 51.179± acres, also known as Assessors Map 210, Lot 17, as further shown on the map entitled "Proposed Marijuana Cultivation Overlay District, Doherty Farm, Corbin Road," which map can be found on the Town's website, under "Planning Board documents," at <https://dudleyma.gov/documents/?dept=PB&page=1&type=GE>, under the heading "Proposed Amendment for a Marijuana Cultivation Overlay District," and at the Town Clerk's Office.

FAA Chairman Michael Mayotte deferred to the Petitioner of Article 15. Attorney Michael Jalbert, representing the petitioner, JD &D Construction, Dariusz Ochocki, spoke on his behalf to ask that the Zoning bylaw amend its Zoning Map and re-zone a 4.4 acre parcel of land known as 115 Schofield Ave from the Industrial 43 Zoning District to the Industrial 130 Zoning District as stated in Article 15 of the warrant. Dan Edmiston, Planning Board Chair, made a motion to approve Article 15 as written in the warrant. Motion was seconded.

Mr. Edmiston stated that the overall intent of the article is to provide the proper zoning to allow for an adult use marijuana retail store. This use is not allowed in IND43 but is allowed in IND 130 by special permit of the Planning Board. The Board finds that there is virtually no difference in the permitted use in IND 43 and IND 130, except for marijuana uses. Changing to IND 130 will not affect surrounding land uses which are already zoned for industry. It is consistent with the Town Meeting's preference to keep marijuana establishments in industrial districts. The property contains the required land area and frontage for the IND 130 district. At its May 5, 2021 Planning Board meeting, the Board held the required public hearing on the proposed amendment and voted unanimously to recommend approval of the amendment to Town Meeting.

ARTICLE 15: – Failed to Achieve the Required 2/3rd Majority Vote to Zoning By-law Change -115 Schofield Avenue from IND43 to IND130 – To see if the Town will vote to amend its Zoning Map and re-zone a parcel of land consisting of 4.4 acres +/- known as 115 Schofield Ave, as shown on Assessors Map 124, Parcel 12, from the Industrial 43 Zoning District to the Industrial-130 Zoning District.

Michael Mayotte, FAA Chairman made a motion to transfer the sum of \$15,000 from the Firearms Permit Services Revolving Account to the Police Overtime Account, as set forth in Article 16 of the warrant. Motion was seconded.

ARTICLE 16: Accepted by a Majority Vote to transfer to the Police Overtime Account (Account No. 0001-210-5131-01), the sum of Fifteen Thousand Dollars and Zero Cents (\$15,000.00) from the Firearms Permit Services Revolving Fund (Account No.0910-000-5780-00) to offset costs incurred during the fiscal year.

Revised 12/03/2021 to delete the words "or other such sum"

The FAA recommended that Article 17 be Passed Over. The motion was seconded and unanimously passed over.

ARTICLE 17: Unanimously Voted to Pass Over to raise and appropriate, borrow, or transfer from available funds a sum of Seventeen Thousand Nine Hundred Fifty Dollars and Zero Cents (\$17,950.00), or some such sum to fund the balance of the cost of re-certification of real estate and personal property values for FY2023 as required by the Commonwealth's Department of Revenue.

Michael Mayotte, FAA Chair, made a motion to approve a transfer a sum of \$44,000.00 from Water Retained Earnings for the purpose set forth in Article 18 as printed in the warrant. Motion was seconded and passed with a majority.

ARTICLE 18: Passed with a Majority Vote to transfer from Water Retained Earnings (Account No. 0061-000-3590-01) the sum of Forty-four Thousand Dollars and Zero Cents (\$44,000.00) for the replacement of a Water Department pick-up truck, and associated warning and communications equipment, as recommended by the Capital Improvement Planning Committee.

Revised 12/03/2021 to delete the words "or other such sum"

Michael Mayotte, FAA Chair, made a motion to approve a transfer a sum of \$200,000.00 from Water Retained Earnings for the purpose set forth in Article 19 as printed in the warrant. Motion was seconded and passed with a majority.

ARTICLE 19: Passed with a Majority Vote to transfer from Water Retained Earnings (Account No. 0061- 000 -3590- 01) the sum of Two Hundred Thousand Dollars and Zero Cents (\$200,000.00), to cover additional costs and fees associated with the PFAS Water Treatment Plan, or station renovation.

Revised 12/03/2021 deleting the words "or other such sum"

Michael Mayotte, FAA Chair, made a motion to approve a transfer of \$50,000.00 from Water Retained Earnings for the purpose set forth in Article 20 as printed in the warrant. Motion was seconded.

Bob Sullivan, Water/Sewer Commissioner, 5 Sunrise Shore Road, stated that Mr. Mayotte's motion stated it was to transfer the sum from the Water Retained Earnings and it should actually be to transfer from the Sewer Retained Earnings as written in the warrant.

Mr. Mayotte amended his motion to change the word Water to Sewer, motion was seconded.

ARTICLE 20: Unanimously Passed to transfer from Sewer Retained Earnings (Account No.: 0060 000 3590 01) the sum of Fifty Thousand Dollars and Zero Cents (\$50,000.00), to cover additional costs and fees associated with the Infiltration/Inflow Mitigation Construction Project.

Revised 12/03/2021 deleting the words "or other such sum"

FAA Chairman Michael Mayotte made a motion to appropriate the sum of \$1,000,000.00 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 or 8, or any other enabling authority 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, 2/3rd majority vote required. Motion was seconded and passed with a 2/3rd majority vote.

ARTICLE 21: Passed with a 2/3rd Majority Vote to appropriate the sum of One Million Dollars and Zero Cents (\$1,000,000.00), for the design, permitting, procurement, and construction of Temporary PFAS Water Treatment. 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 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, 2/3rd majority vote required.

Revised 12/03/2021 to include the wording in the motion authorizing the Treasure to borrow with the approval of the Selectmen . . .

FAA Chairman Michael Mayotte made a motion to appropriate the sum of \$150,000.00 for the purpose set forth in Article 22 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 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, 2/3rd majority vote required. Motion was seconded and passed with a 2/3rd majority vote.

ARTICLE 22: Passed with a 2/3rd Majority Vote to appropriate the sum of One Hundred Fifty Thousand Dollars and Zero Cents (\$150,000.00), for the Dudley Water Asset Management Project which is on the Massachusetts 2021 Drinking Water State Revolving Fund Asset Management Project List. The total project cost of \$150,000.00 is comprised of a \$90,000 grant (60% of the total project cost) which the Town will be reimbursed for in two (2) payments of \$45,000 at 50% and 100% project completion by MassDEP and the Massachusetts Clean Water Trust. The balance of the project will be comprised of in-kind services provided by the Town valued at \$30,000 and a cash contribution from Water Enterprise Funds valued at \$30,000. 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 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, 2/3rd majority vote required.

Revised 12/03/2021 to include the wording in the motion authorizing the Treasure to borrow with the approval of the Selectmen . . .

FAA Chairman Michael Mayotte made a motion to appropriate the sum of \$700,000.00 for the purpose set forth in Article 23 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 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, 2/3rd majority vote required. Motion was seconded and passed with a 2/3rd majority vote.

Marcia Wagner, 27 Hickory Drive, voiced concerns about the PFAS articles on the warrant as they include temporary treatment (article 21); water treatment plant and watermain design and Water Treatment and Water Main Construction. She stated that she knows there are companies that will remediate PFAS for under a million dollars and her concern is why do we need a whole new system and who is going to pay for this.

Scott Zajkowski, Water/Sewer Commissioner stated that the temporary treatment is just that a temporary fix to remove PFAS from the water. He said Article 21 is to fund the temporary fix and Article 23 is the engineering cost for the permanent correction. Scott stated that he does not

know where the other fixes for under a million dollars are that the previous speaker mentioned, however the town of Westfield is anticipating a cost of 5 million to correct their PFAS issues and the town of Ayer is anticipating \$5-6 million for corrections.

George Patrinos, Water/Sewer Superintendent, stated that PFAS came into play when it started being regulated. He stated that the temporary fix will consist of blending the water to acceptable levels while still allowing us to maintain our necessary flow. The permanent fix will take years to complete. He said that DEP is starting with Dudley as we are in the securing a new well. He stated we are starting off with blending and going into temporary vessels which is going to help maintain our capacity of water for what we have right now and as we go for more wells for next year for our station 1 we will be going for a final treatment facility to be constructed at our New Boston Road facility where all the pump stations can be treated directly there. This will allow for big cost savings, we also have grants, low interest loans. All we need is approval for the project to go forward.

Kerry Cyganiewicz, Board of Selectmen Chair, stated that the Board of Selectmen are in favor of these articles as we are in need of this.

Selectmen Steven Sullivan asked the Water/Sewer Superintendent to share the information that he presented to their board as to why this is important that these articles pass now; where we are in the funding process; and what are the penalties for not continuing moving forward with correcting the problem and explaining the daily fines. George Patrinos, Water/Sewer Superintendent reported: As Dudley is beginning this process now, there are grants available and low interest loans that if we don't take advantage of this now as more towns move forward with their corrections these funds will no longer be available to us. All of the construction bids have come in under the proposed bid prices so that is in our favor as well. It is mandated by the state and we need to do it. After we go through these temporary phases we will move forward with the permanent phase where everything will get treated at one plant, which will save the town money. He stated that by removing water mains going through back roads from one pumping station to another pumping station and by having them all go the main permanent treatment plant the town will save money by having asbestos piping removed from the old lines. George said that the fines for non-compliance can go up to \$50,000.00 per day. DEP is impressed with how Dudley is handling the situation at this time but if we stop moving forward the fines will come into play. Lynn Doherty of 175 Corbin Road stated that there was a well drilled on her property that produce large volumes of water. They offered the well to the town and can not understand why that couldn't be used. George Patrinos stated that the town tested the water and it can't be used because it has high levels of Radon.

ARTICLE 23: Passed with a 2/3rd Majority Vote to appropriate the sum of Seven Hundred Thousand Dollars and Zero Cents (\$700,000.00), for the design, permitting and bidding of a

PFAS Water Treatment Plant and Watermain Project consisting of: a new building at the Pump Station No. 6 parcel on New Boston Road which will include filtration, chemical feed systems, communications, controls, and related site and utility work; modifications to Pump Station No. 1, Pump Station No. 3, and Pump Station No. 6; raw water main from Pump Station No. 1 on West Main Street to the proposed Water Treatment Plant; finished water main from the proposed Water Treatment Plant to West Main Street with associated side street and service connections; and administrative items including the development and cost of easement; to determine whether this appropriation shall be raised by borrowing or otherwise. 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 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, 2/3rd majority vote required.

Revised 12/03/2021 to include the wording in the motion authorizing the Treasure to borrow with the approval of the Selectmen . . .

FAA Chairman, Michael Mayotte made a motion to appropriate \$11,500,000.00 for the purpose of financing construction of the aforementioned PFAS Water Treatment Plant and Watermain Project including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws, as most recently amended by St. 2014, C 259; that to meet this appropriation the Treasurer with the approval of the Selectmen is authorized to borrow said sum and issue bonds or notes therefore under Chapter 44 of the General Laws and/or Chapter 29C of the General Laws, as most recently amended by St. 2014, c 259 or any other enabling authority; that such bonds or notes shall be general obligations of the Town unless the Treasurer with the approval of the Selectmen determines that they should be issued as limited obligations and may be secured by local system revenues as defined in Section 1 of Chapter 29C, as most recently amended by St. 2014, c 259; that the Treasurer with the approval of the Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Clean Water Trust established pursuant to Chapter 29C, as most recently amended by St. 2014, c259 and in connection therewith to enter into a loan agreement and/or security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; that the Town Administrator is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available to the project and to take any other action necessary to carry out the project. The motion was seconded and passed by a clear 2/3rd majority vote.

Tony Grzyb, Chestnut Street asked if the \$11,500,000.00 is borrowed who is responsible from the town to pay for this?

Scott Zajkowski, Water/Sewer Commissioner responded that at this point we are asking to move forward with this through the state revolving fund at this juncture is offering us a zero percent interest with a minimum of 13 percent principal forgiveness, which would result in about 1.3 million that is gifted back, we do not have to pay back. We have two or three years to figure out how to pay for this as there may be more grant money available down the road. Scott said we are approved for the grants and loans right now that we will either need to accept or decline. If we decline, we would still be required to build this plant and it would be at the market full cost.

A discussion continued as to who would pay for this project. Town Administrator said that at this point the full cost would be borne by the users as there is no other option right now, which would hit in 2023. Mr. Grzyb asked why the whole town couldn't pay for this. Mr. Ruda said they could if it was debt excluded and was voted to do so. The Moderator reminded people that we are not looking for a funding mechanism to pay for this tonight we are looking for approval for borrowing so that we can move forward with the project.

Mary Sansoucy, 212 Ramshorn Road, asked why there was not a study committee in place to review this project. Steven Sullivan stated that the Water/Sewer Commissioners are the study committee. She also wanted to know how the project went from 6.5 million to \$11,500,000.00. Jeff Faulkner of Tighe & Bond explained that the project was originally priced at \$6 million for treatment at one site, which was accounted for in the rate study and the progression of rates for the ten years. In August of 2020, an application was sent to the state to fund that construction project and was updated to 6.5 million due to the market at the time. Then 2 additional sites were added for treatment due to PFAS bringing the cost to 11.5 million so that all the town's water sources can be treated at this one treatment plant.

Selectmen Steven Sullivan responded to a previous speaker who wanted to amend the motion and pass the cost along to all taxpayers by stating that in order for that to happen it has be brought back to a town meeting to be voted on as a debt exclusion and if approved it would then have to go on a ballot for a prop ½ exclusion. As the Town Administrator stated, as of tonight the only option is for the users to pay for it, which is the worst-case scenario. Selectmen Sullivan reminded people that we are not here tonight to vote on funding we have two years to figure that out.

ARTICLE 24: Passed with a Clear 2/3rd Majority Vote to appropriate the sum of Eleven Million Five Hundred Thousand Dollars and Zero Cents (\$11,500,000.00) for financing the construction of a PFAS Water Treatment Plant and Watermain Project including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws, as most recently amended by St. 2014, C 259 consisting of: a new building at the Pump Station No. 6 parcel on New Boston Road which will include filtration, chemical feed systems, communications, controls, and related site and utility work; modifications to Pump Station No. 1, Pump Station No. 3 and Pump Station No.6; raw water main from Pump Station No. 1 on West Main Street to the proposed Water Treatment Plant to West Main Street with associated side street and service connections; and all other related improvements; to determine whether this appropriation shall be raised by borrowing from the Massachusetts Clean Water Trust or otherwise. the Treasurer with the approval of the Selectmen is authorized to borrow said sum and issue bonds or notes therefore under Chapter 44 of the General Laws and/or Chapter 29C of the General Laws, as most recently amended by St. 2014, c 259 or any other enabling authority; that such bonds or notes shall be general obligations of the Town unless the Treasurer with the approval of the Selectmen determines that they should be issued as limited obligations and may be secured by local system revenues as defined in Section 1 of Chapter 29C, as most recently amended by St. 2014, c 259; that the Treasurer with the approval of the Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Clean Water Trust established pursuant to Chapter 29C, as most recently amended by St. 2014, c259 and in connection

therewith to enter into a loan agreement and/or security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; that the Town Administrator is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available to the project and to take any other action necessary to carry out the project.

Revised 12/3/2021 to include all of the wording in the FAA motion.

Note: 12/03/2021 all articles were revised to delete the words "or take any other action relative thereto".

Steven Sullivan made a motion to adjourn; seconded by Jay Johnson. Motion passed with a majority vote.

Brought to order at 7:08 p.m.

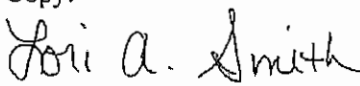
Adjourned: 8:35 p.m.

Voters Present: 83

Action Taken on Articles 1-24

A True Copy.

Attest:


Lori A. Smith, Dudley Town Clerk

TOWN OF DUDLEY
ANNUAL TOWN ELECTION
COMMONWEALTH OF MASSACHUSETTS

Worcester, ss.

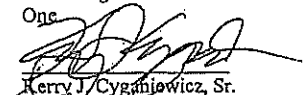
To either of the Constables of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Dudley qualified to vote in elections and town affairs, to meet in the Dudley Municipal Complex, 71 West Main Street for Precinct One, Precinct Two and Precinct Three in said Dudley, on Monday, June 14, 2021, 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:

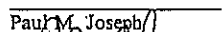
OFFICE TO BE FILLED	TERM
Selectman (2)	3 years
Treasurer/Collector (1)	3 years
Assessor (1)	3 years
Dudley-Charlton Regional School District Committee (1)	3 years
Board of Health (1)	3 years
Water/Sewer Commissioner (2)	3 years
Library Trustee (2)	3 years
Housing Authority (1)	1 year unexpired term
Planning Board (1)	3 years
Planning Board (1)	1 year unexpired term

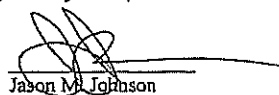
All polls shall close at eight o'clock in the evening.

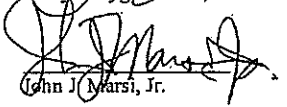
And you are hereby requested to serve this warrant by posting attested copies thereof, in the following two (2) places within the Town, to wit: Dudley Municipal Complex, the Town of Dudley Web Site and a notice of availability of the warrant on one Cable Access Channel.

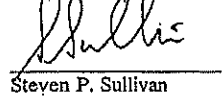
Hereof, fail not, and make due return of this warrant with your doing thereon, to the Town Clerk at the time of holding of said election. Given under our hands this 17th day of May in the year Two Thousand Twenty-One.


Kerry J. Cyganiewicz, Sr.


Paul M. Joseph


Jason M. Johnson

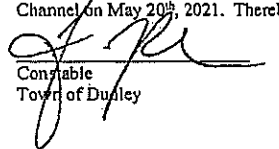

John J. Marsi, Jr.

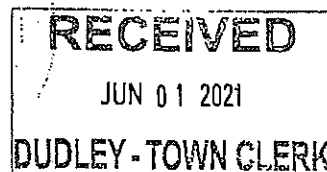

Steven P. Sullivan

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 May 20th, 2021 and observing it advertised on the Town's Internet Web Page as well as Cable Access Television Channel on May 20th, 2021. Thereby making my return to the Dudley Town Clerk on May 20th, 2021.


Constable
Town of Dudley



2:25p. M.

Dudley OFFICIAL FINAL TOTALS ATE 06/14/2021

Total Registered
Voters: 8,089

Precinct	#1	#2	#3	Combined Total
Total Votes per Precinct	333	277	221	831
Percentage of Voters Voting	4%	3%	3%	10%

Selectmen VOTE FOR TWO

Iohn J. Marsi Jr.*

Steven P. Sullivan*

Anna T. Chojnacki-Durgin

David Durgin

Blanks

Write-in:

All Other Write-ins

Total Votes

Pre #1	Pre #2	Pre #3	Total
234	200	162	596
246	204	164	614
64	47	31	142
53	55	37	145
68	46	47	161
0	0	0	0
1	2	1	4
666	554	442	1662

Treasurer/Collector VOTE FOR ONE

Richard A. Carmignani Jr. *

Kelly Marie Laskowski

Blanks

Write-in:

All Other Write-ins

Total Votes

Pre #1	Pre #2	Pre #3	Total
187	168	130	485
140	100	89	329
5	7	2	14
6	0	0	0
1	2	0	3
333	277	221	831

Assessor VOTE FOR ONE

Jo-Ann C. Szymczak*

Blanks

Write-in: David Durgin

All Other Write-ins

Total Votes

Pre #1	Pre #2	Pre #3	Total
254	205	170	629
73	59	49	181
1	7	0	8
5	6	2	0
333	277	221	831

DCRSD Committee VOTE FOR ONE

Cathleen Ann Carmignani *

Caitlynn L. Panczyk

Blanks

Write-in:

All Other Write-ins

Total Votes

Pre #1	Pre #2	Pre #3	Total
179	165	131	475
145	98	87	330
9	7	3	19
0	0	0	0
0	7	0	7
333	277	221	831

Board of Health VOTE FOR ONE

Jennifer L. Cournoyer*

Anna T. Chojnacki-Durgin

Blanks

Write-in:

All Other Write-ins

Total Votes

Pre #1	Pre #2	Pre #3	Total
256	204	173	633
58	51	34	143
18	21	14	53
0	0	0	0
1	1	0	2
333	277	221	831

Water/Sewer Commissioner VOTE FOR TWO

Jay R. Spahl*

Scott E. Zajkowski*

Blanks

Write-in: David Durgin

All Other Write-ins

Total Votes

Pre #1	Pre #2	Pre #3	Total
271	214	180	665
229	177	155	561
159	150	101	410
1	5	0	6
6	8	6	20
666	554	442	1662

Planning Board - (3 Year) VOTE FOR ONE

Thomas T. Chojnacki*

Blanks

Write-in: Daniel Edmiston

All Other Write-ins

Total Votes

Pre #1	Pre #2	Pre #3	Total
194	155	135	484
90	88	65	243
42	25	18	85
7	9	3	19
333	277	221	831

Planning Board - (1 Year) VOTE FOR ONE

Guy Earl Horne Jr.*

Blanks

Write-in: Daniel Edmiston

Write-in: David Durgin

All Other Write-ins

Total Votes

Pre #1	Pre #2	Pre #3	Total
242	202	175	619
79	65	41	185
7	3	3	13
1	4	0	5
4	3	2	9
333	277	221	831

Library Trustee VOTE FOR TWO

Joyce M. Nierodzinski*

Nicole Kucherov*

Blanks

Write-in: David Durgin

All Other Write-ins

Total Votes

Pre #1	Pre #2	Pre #3	Total
260	196	171	627
181	154	131	466
224	197	139	560
0	5	0	5
1	2	1	4
666	554	442	1662

Dudley Housing Authority VOTE FOR ONE

David Durgin

Leslie J. Sullivan*

Blanks

All Other Write-ins

Total Votes

Pre #1	Pre #2	Pre #3	Total
96	81	55	232
213	171	147	531
24	25	18	67
0	0	1	1
333	277	221	831

A True Copy

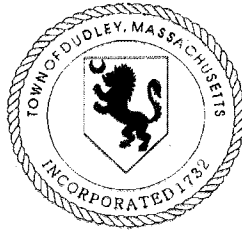
Attest: *Lori A. Smith*

Lori A. Smith, Dudley Town Clerk

Page 1 of 1

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 128 guides residents to the laws regarding dogs, cats and other domesticated animals.

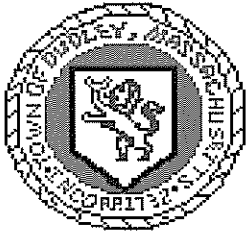
LEASH LAW -All dogs in the Town of Dudley are required to be on a leash, on the owner's property unless they have "full control" of the animal. Any hunting dog for the purpose of working, hunting, field trails or training purposes are exempt from the restraining order during such period of time as the 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, and subsequent offenses thereafter. If the offenses persist a Public Hearing will take place. In order to retain your dog, you must have a valid dog license and a valid rabies certificate. To register your dog, please call the Town Clerk at 508-949-8004.

ANNUAL LICENSING: All dogs must be licensed during the month of January of each year, or within 30 days after the dog becomes six months old. In order to obtain a license, you must have a valid rabies certificate and a spay/neuter certificate. Annual licenses are \$20.00 for males/females/neutered/spayed and go on sale on January 1st – January 31st. Late Fees apply after April 1st in the amount of \$10.00 and after June 16th the late fee increases to \$25.00. Seniors over 70 years of age may receive a free dog license for one to two dogs and must show rabies certificate. **All dogs must wear their license and rabies tags and all dogs 6 months or older must be licensed. Kennel License (cat and dog) fee is \$50.00 for residential and \$75.00 for commercial. All kennels are inspected by the Animal Control Officer prior to licensing.**

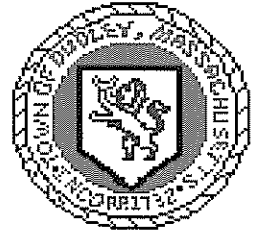
DOG BITES & ANIMAL BITES: All dog and animal bites must be reported to the Animal Control Officer immediately at 508-949-8024.

WILDLIFE- Wildlife is protected by the State of Massachusetts Department of Fisheries and Wildlife. Contact: Westborough Fisheries and Wildlife -508-389-6300. Some general parameters to consider: State law prohibits the removal or relocation of wildlife. The Animal Control officer can dispose of wildlife if it is suspicious of having rabies. - Problem Animal Control officers (P.A.C.), with the proper wildlife certificates, can remove nuisance wildlife. If a human has been exposed to Wildlife, Animal Control recommends you see your physician immediately. Please contact the Police Department and the Animal Control Officer. If your pet has been exposed to Wildlife, we recommend you see your veterinarian and contact the Animal Control Officer. It is not unusual for wildlife to be out during the day, as wildlife is on the move more and more every day due to encroachment. Please be aware of your surroundings. Please don't feed the any wild animals!

ANIMAL INSPECTOR – Jennifer FitzGerald – 508-949-8024 – aco@dudleyma.gov. The primary duty of the Animal Inspector is the control of rabies. The Animal Inspector that issues quarantine 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 2021 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.

The office maintained 5,125 real estate parcels and 40 personal property accounts. The new growth valuation for real estate and personal property amounted to \$8,764,971 which generated an additional \$114,471 in tax revenues. The tax rate was set at \$12.30 per thousand of valuation.

During FY2021, assessors granted 174 real estate tax exemptions for widows and widowers, elderly persons, veterans and others. Assessors committed 13,331 motor vehicle excise tax bills and 173 boat excise bills and processed 483 abatements during the year.

Recapitulation sheet data for Fiscal 2021 is as follows:

Appropriations.....	\$ 21,723,631.02
Estimated Receipts & Other Revenue.....	\$ 8,025,225.02
Real & Personal Property Tax Levy.....	\$ 13,857,967.57
Real Estate Valuations.....	\$ 1,101,682,224.00
Personal Property Valuations.....	\$ 24,981,806.00
Total Real & Personal Property Values.....	\$1,126,664,030.00
Overlay.....	\$ 104,793.57
Estimated Cherry Sheet Receipts.....	\$ 2,096,689.00
Estimated Local Receipts.....	\$ 2,912,853.00
Enterprise Funds Estimated Receipts	\$ 2,191,011.73
Free Cash & Other Available Funds.....	\$ 824,671.29
Snow & Ice Deficit.....	\$ 0.00
Single Tax Rate.....	\$ 12.30

All classes of property were assessed at 100% full and fair market value per state guidelines. Residential properties represented 92.4% of the tax base. Other classes were commercial, 3%; Industrial, 2.4%, and Personal Property 2.2%.

Respectfully submitted,

Lisa L. Berg

Lisa L. Berg, MAA
Principal Assessor

Cemetery Commissioners



Annual Report for FY 2021

To the Citizens of the Town of Dudley:

As Cemetery Commissioners our function is the sale of lots, maintaining records of lot sales and burials.

The Town of Dudley takes great pride in the operation of its cemeteries. The respect and care shown past citizens of this community symbolizes the town's appreciation for those who have lived her and have contributed to the community.

The basic rules of the cemeteries are posted at their entrances. A percentage of the purchase price of a lot goes to their "perpetual care". The fee for a single lot is \$550.00 and the fee for a double lot is \$1,100.00. Perpetual Care is included in those fees. Fees are subject to change by a vote of the Commissioners.

There were six (6) full burials and thirteen (13) cremations. Total amount for cremation/grave openings was \$3,075.00

Six (6) single lots were sold for a total of \$3,300.00.

In 2020 the Town received \$5,000 from the Janet Malser Humanities Trust for the purpose of obtaining an Existing Conditions Plan of Village Cemetery located on Dudley Oxford Rd. This Plan shows apparent headstones and monuments for ease of location in Village Cemetery. We thank the Janet Malser Humanities Trust for their support.

"The cemetery is an open space among the ruins, covered in winter with violets and daisies. It might make one in love with death, to think that one should be buried in so sweet a place". Shelley

CEMETERY RULES AND REGULATIONS

The Rules and Regulations of the Board of Selectmen /Cemetery Commissioners of the Town of Dudley, Massachusetts are made for the preservation & protection of the Municipal cemeteries & lot owners, to insure the proper administration & perpetual care of cemeteries and in conformity with the Town's by-laws and statutes of the Commonwealth of Massachusetts.

1. INTERNMENTS

- A. Plots available to Dudley residents only. Plots are not transferable to non-residents.
- B. Plots must be paid in full before interment. The person who has the deed for the lot is the owner.
- C. Plot prices and the available plots can be obtained from the Board of selectmen's office.
- D. The owner of the plot has the right to make any restrictions as to who can and cannot be interred on their plot.
- E. Use of plots is regulated under Massachusetts General Law.
- F. No grave openings on Sundays and Holidays, except Monday holidays.
- G. Plots shall not be used for any other purpose than as a place for human dead.
- H. One (1) full burial (casket) per single lot. Three (3) cremated remains per single lot.

- I. No double decking of caskets, vaults or urns in plots. Wooden or cardboard urns must be in concrete vault that does not exceed 16x16.
- J. All interments shall have a vault and cover. All vault and covers shall fit the size of the casket.

2. MONUMENTS & MARKERS

- A. "Monuments" are memorials, which extend above the surface of the ground and "Markers" are memorials which are flush with the surface of the ground. One upright monument per plot.
- B. Single plots may have only one flat marker, which shall be flush to the ground.
- C. Double plots may have only one upright monument, which shall be centered on the plot.
- D. Monument Stone(s) shall not exceed plot size. All stones four feet or longer shall be approved by the Cemetery Commissioners.
- E. One flat marker is allowed for each interment on a double lot or larger. (does not make sense)
- F. All foundations must be installed under the supervision of Cemetery Commissioners or their designee. Otherwise, stones, markers, etc. will be removed at owner's expense.
- G. Cemetery Commissioners are not responsible for any damage to monuments or markers, be it an act of God, vandalism or nature.
- H. Memorial Day flags shall be removed by June 21st.
- I. No corner markers allowed.

3. PLANTINGS & DECORATIONS

- A. No new shrubbery, trees, bushes, etc will be allowed as of May 1, 2017, except with written permission by the Cemetery Commissioners.
- B. Flowers may be planted, but not more than one (1) foot from the front of the monument only and not to exceed the width of the monument. Hanging plants are not permitted.
- C. No fences, ditches, bark mulch, or decorative stones are allowed around flowerbeds or grave markers.
- D. Unattended or expired flowers and plantings may be removed at the discretion of the cemetery Commissioners or their designee.
- E. Summer decorations are permitted from May 15th to September 30th.
- F. Winter decorations are permitted from Thanksgiving to March 31st.

4. GENERAL RULES

- A. All work done in any of the Town's cemeteries shall be under the direction of the Board of Selectmen / Cemetery Commissioners or their designee.
- B. All debris is to be removed and disposed of properly and not discarded beyond cemetery boundaries.
- C. The drinking of alcoholic beverages is prohibited on cemetery grounds.
- D. No ball playing, roller skating, skate boarding, sledding, 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*
Robert Tuttle, *Commissioner*

71 West Main Street, Suite 8
Dudley, MA 01571
508-949-8011
www.dudleyma.gov
conservation@dudleyma.gov
Matthew S. Marro, *Environmental Engineer*
Thu Vo, *Conservation Clerk*

FY 2021 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

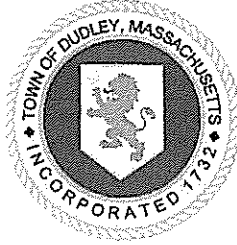
- 0 Abbreviated Notice of Resource Area Delineation
- 0 Abbreviated Notice of Resource Area Delineation Extension
- 9 Requests for Determination of Applicability
- 9 Determinations of Applicability
- 19 Notices of Intent
- 6 Orders of Conditions
- 3 Amended Order of Conditions
- 2 Extension for existing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

FY2022 Activity

Nothing was ongoing due to Covid restrictions.

Respectfully submitted,

Richard J. Androlewicz
Chairman



Margaret Bussiere, COA Dir.

Coadirector@dudleyma.gov

508-949-8015

71 W. Main St

Dudley Municipal Complex

Dudley, Ma 10571

2021 Annual Report from the Council on Aging

To the Honorable Board of Selectmen and Citizens of Dudley:

The COA is considered by the State of Massachusetts to be an essential service, and we remained active and vigilant throughout the pandemic even though our usual office setting had been closed since March 2020. We had been working with The Salvation Army and Tri. Valley Elders Inc. for Elder Nutrition needs, emotional support, and crisis support throughout these many unsettling months. It was an ongoing challenge for everyone in finding new and creative ways to reach to out our seniors, as many of our older elders weren't online and many didn't care to be. It has also been challenging reaching out and maintaining contact with our professional support systems, especially our colleagues, who kept us in focus of our direction of helping seniors get through these uncertain and unprecedented times.

The Office of Elder Affairs was always there for us, they never lost direction or waived their support or commitment of its statewide community members. They were always readily available to answer our questions and concerns, brainstorm solutions, even bring workable ideas to share amongst other COA's on how to manage senior outreach. Their laser focus always cast on our Massachusetts Senior Population and helping us navigate the ever-changing foggy terrain of information, week to week, month to month.

MDPH and Gov. Baker also kept us up to date with regular meetings, about virus transmission, masking, social distancing, contact tracing, vaccine sign ups and clinics. COA's were always invited to leave questions/concerns before any meetings, which were always addressed. Mass. Atty. General, Maura Healy took time to meet and remind us, that scammers and thieves are active and persistently creative in their schemes to defraud seniors, especially now, preying on people's fears of Covid-19, and needing COAs to bring this urgent awareness to the senior population.

The COA throughout the pandemic

The Dudley COA was actively working behind the scenes, Zoom meetings, conference calls, webinar meetings, reaching out and caring for seniors in various ways, while also learning to care for ourselves in order to prevent burnout. We were in frequent communications with MCOA and other social agencies; crucial and sometimes

overwhelming, senior outreach was never more vital, as seniors were taking the brunt of Covid-19 in both illnesses and fatalities. Many seniors remained in lockdown for months on end giving rise to possible physical, emotional, and mental health concerns, due to loneliness and isolation. Possible food insecurity in the senior population was also addressed, as almost no one was leaving home to grocery shop. There have been recognized setbacks noted for those affected by dementia, Alzheimer's, or other cognitive issues. Implementation measures to mitigate all these possible concerns became paramount. The pressing question became how can we reach out to those folks we have never met before or seldom see?

We've been staying in touch with our seniors, delivering Meals on Wheels to our regular congregated members who were displaced by the pandemic. We were still delivering some congregated meals, right up until June 2021. Thanks Inge Gassner, for helping deliver Meals on Wheels M-F and helping this COA with senior outreach.

When we started delivering the Meals on Wheels May 2020 to our congregated members, we did so to stay in touch, and stay aware of potential mental health concerns, isolation, anxiety, and fear due to being on lockdown. We spoke on the urgency of precaution protocols, measures everyone needed to follow. We offered continuous reassurance, and encouragement supporting our seniors, by phone, in-person friendly visits outside, written correspondence "snail mail". We also delivered countless creative art kits, some necessities/grocery items, and delivered special treats of yummy bakery made cookies, and flowers to uplift their senses.

We were able to hold in person, socially distanced, outdoor memory cafés in June, July, August, Sept, Oct, at Joshua Place, Dudley Senior Housing, exclusively for their residents, with positive affirmation from the Dudley BOH, (Thanks Lucille, Joshua Place Manager, for hosting our displaced memory café)! Each café lasting two hours, consisted of live music entertainment, Big Al's Pizza, H2O, and lots of happy vibes! We have since restarted the memory café for 2021 as May 20th began our sixth season! We enjoyed a special performance featuring Michael Anthony with his Neil Diamond Tribute, and Tony Funches, of the famous group The Platters. It was a beautiful day as we were also now allowed to include seniors from outside Joshua Place Housing to join us in the fun once again.

We were also able to meet on several occasions, a small, socially distanced/masked group of seniors, enjoying an outdoor setting, on a serenely shaded lakefront property. (While also consuming lots of snacks; well of course we did)! We met from July through November monthly, in uncommonly great weather which we had been enjoying, meeting until winter temperatures finally set in. It was a rare time we could chat in person, offer each other support, friendship, commiserate bad news, our limitations, health concerns, personal stories, survival suggestions, laughter, and eating, yes, eating, snack foods, cakes, and cookies! Thank You Betty Ann!

Some Great News!

In March 2021, The Dudley COA was awarded A Field Demonstration Project award, (designed to help combat senior isolation and loneliness), from the Massachusetts Association of Councils on Aging, and Council on Aging Directors Inc., to build an outdoor patio space for our seniors to enjoy, ensuring we have a place to relax, hang out, picnic, and just be together and have fun!

With this award, we were able to purchase 14 raised garden beds, which we filled with colorful annuals and perennials. We set these planters up to surround our patio area. We purchased 7 wrought iron tables and chairs, umbrellas, bases, a small generator for electrical needs, and a portable watering tank, which we fill weekly to shower the flowers! (Special thanks to Krystyna K. for donating some awesome gigantic perennials)!

Also included in this Field Demonstration Award, to Combat Social Isolation and Loneliness, was four months of Art/Live Plant workshops from Bemis Farms Nursery, to work on as a group, or to Grab n' Go to projects to work on at home. Some kits were delivered to friends who didn't want to leave the confines of their home yet but still desired a garden kit. Many a senior had stated these Grab n' Go kits were just what they needed; "Something great and creative which they could look forward to". Thank you to Tina Bemis/Bemis Farms Nursery, (Our special grant

concluded June 30th, 2021, Thank you MCOA/COA Directors Inc. For this fantastic opportunity, greatly appreciated by the Dudley Seniors)!

Hope and Remembrance

We hosted a Mother's Day Social on May 6th, enjoying the company of good friends outside in our new patio! The COA has named the patio "Jo's Garden Patio" for our dear friend and longest serving Dudley COA volunteer, Josephine Bottieri, who passed away May 18, at the age of 98. Just two weeks prior, Jo was able to attend our Mother's Day Social with her daughter Joanne; we were extremely honored to have her at this special event. Jo will be missed by all who knew her, she was a friend, my friend! I called her my Senior Ambassador of Sunshine, as she was always ready with her sharp wit to engage in friendly conversation, possessing good humor and offering uplifting pearls of wisdom with any friend, old or new. She always went out of her way to meet and greet people; her caring personality was authentic. I will miss her and keep her memory and beautiful smile in my heart.

Our dear friend Stanley Wilk passed away just a few days before Jo. Stanley was a dedicated volunteer at our senior center. He was always ready and willing to help anyone. An avid reader, he had a great command of words, and dished out a fun and quirky sense of humor. Thanks for all the books, CDs, and DVDs you donated to our senior center Stanley, you will be missed!

Going Forward, Resilience

Since opening in spring 2021, our patio garden held Memory Café's, presentations, congregate lunches, picnics, and Arts & Crafts, gardening, and exercise programs. In this upcoming "new normal," we can focus on well-being, emotional healing, and being active. I am abundantly grateful we're able to gather again after having been through this unforgettable, worrisome, and surreal year.

The Dudley BOH, together with many volunteers, including the COA, held vaccine clinics for the seniors at Joshua Place and town residents, and by June 2021, many residents have been twice vaccinated. Good news may have finally arrived.

We're really looking forward to better days and enjoying being outside in Jo's Garden Patio for the summer and beyond. It seems, our patio is now the only venue for seniors to congregate outdoors, since we've learned our senior center would likely remain closed until October.

On rainy, or on super-hot days when the patio couldn't be used, we were offered a nice space at the DFD, which we gladly took advantage of many times Thanks Chief!

With the loss of Josephine Bottieri, and retirement of COA Chair, Donna Mendelenakis, and Joyce Cordero, the COA Board is looking to recruit three new Council Members. (Current COA Board Members are Janice Brady, Jim D'Auria, and Kathleen Cormier). Extra special mention of thanks to COA Council Members Janice Brady, Jim D'Auria, and Kathy Cormier for volunteering and helping with the many unusual senior activities and programs we held throughout the pandemic FY21. Your assistance was invaluable to me and to the seniors!

We'll continue to help seniors stay active, mentally/physically, socially engaged, kept abreast and alert of issues and opportunities relevant to seniors, so they may thrive, flourish, be healthy, and continue to be hopeful, and resilient in living their lives.

Respectfully Submitted,

Margaret Bussiere, COA Director

DUDLEY CULTURAL COUNCIL
Annual Report 2022

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 \$9,400 from the Massachusetts Cultural Council for FY 2022. In addition to the current year allocation, \$400 was carried over from FY2021 due to a program costing \$400 less than was awarded. Therefore, we were able to grant a total of \$9,800 for FY2022. A total of 34 requests were received totaling \$20,747. Each of these grant requests was carefully reviewed and considered in accordance with the criteria set forth by the Massachusetts Cultural Council and the Dudley Cultural Council's local priorities. Of these, the following 14 grants were approved.

**Dudley Cultural Council
Approved Grant Requests totaling \$9,800**

- \$475 **"The Places You'll Go: A Summer Reading Performance"**- requested by Davis Bates, to be held at the Pearle L. Crawford Memorial Library.
- \$1,170 **"Dudley Grange 2022 Summer Music Series"** – requested by Dudley Grange #163, to be held at the Dudley Grange.
- \$650 **"Old Fiddlers Club of Rhode Island"** and **"Grey Whisker Pickers"** – requested by Dudley Grange #163, to be held at the Dudley Grange Apple Festival.
- \$1,150 **"Len Cabral Storyteller"** – requested by Dudley Middle School.
- \$1,872 **"Samuel Slater Experience"** for 5th graders – requested by Dudley Middle School, to be held at Samuel Slater Museum.
- \$460 **"The Titan Times Newspaper"** for 7th graders – requested by Dudley Middle School.
- \$500 **"Chainsaws, Cheeseburgers and Rock N' Roll"** – requested by Jesse Green, to be held for Dudley School students.
- \$325 **"Jumpin' Juba Senior Concert"** – requested by Steven Hurlbut, to be held at the Dudley Senior Center.
- \$635 **"Into the Dark: Stories From the Shadows!"** – requested by Rona Leventhal, to be held at the Pearle L. Crawford Memorial Library.
- \$149 **"Bushwackers and Other Misleaders – An International Poster Exhibit"** – requested by Stephen Lewis, to be held at the Pearle L. Crawford Memorial Library.
- \$600 **"Maker Space Build-Along: Chain Reactions!"** – requested by Jay Mankita, to be held at The Pearle L. Crawford Memorial Library.

\$354 “Learn Ukulele with Julie” – requested by Julie Stepanek, to be held at The Pearle L. Crawford Memorial Library.

\$460 “Island Vacation” – requested by Roger Tincknell, to be held at the Dudley Senior Center.

\$1,000 “New Greenspace Park – 71 West Main Street” – requested by Town of Dudley.

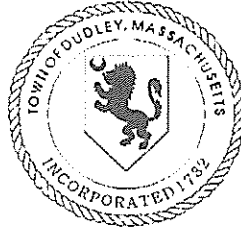
Respectfully Submitted,
Ginni Di Donato, Chair, Dudley Cultural Council

DUDLEY CULTURAL COUNCIL MEMBERS: Ginni DiDonato chair, Mary Kunkel secretary, Ron Stachelek treasurer, Marilyn Kramarz member, Patricia Biron member, Louise Williams member, Jane Champagne member, Annette Gion member

cc: Board of Selectmen, Town Clerk, Dudley Cultural Council Secretary

TOWN OF DUDLEY
MASSACHUSETTS
Finance, Appropriation and Advisory Committee

Michael Mayotte
Mark Landry
Jon Currey
Ann Gaudreau
Joan Gardecki
Kelly Laskowski
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 2021

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 FY21 Town operation budget of \$19,392,402.56 which includes the school budget totalled \$9,878,171.00 (DCRSD - \$8,880,840.00 and Bay Path - \$997,331.00) and the Enterprise Accounts (water and sewer) totaled \$2,205,915.10. 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

2021 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 2021. 2021 was a rebound year, after a year of Covid lockdowns, mask mandates, and special staffing procedures. The call volume this year increased greatly as the table in the back of this report shows. We have finally seemed to turn the corner with Covid and seem to be returning to some type of normal. I would again like to thank 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 supplies for all town departments, including the schools. Last, but most importantly, I would like to thank all the members of the department for all their hard work and efforts during the pandemic and post- pandemic era. We have had a difficult time with staffing and current members have really stepped up to work extra during this difficult time. 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 and post- 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 far ahead this year over last year as they brought in about \$560,000.00 to the town. We had a big increase 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 \$33,000.00 in EMS expenses which boosted our numbers up an additional \$33,000.00 for a total of \$593,000.00. This was a pretty significant increase over last year. We hope to see this trend continue as are call volume seems to increase every year.

Structure of the Department

The Dudley Fire and Emergency Services is a combination fire and emergency medical services department that consists of a small group of one full-time chief, a full- time Assistant Chief, 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) Captains (Full- Time), 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 (2) two call Deputy Chiefs, (2) call Captains in charge of training and operations, two (2) 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 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 three 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 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 60% of the time and Basic service was needed 40% of the time. This was a large increase in ALS procedures over last year as we enter the post pandemic era. Last year, the state did not allow for some advanced procedures in the field due to the Covid- 19 pandemic. So, the percentage of ALS calls took a big jump from 2020. I still expect that number to increase next year, as it does every year, but it won't be as dramatic. I still 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 preformed, 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 preform and how often we do them.

Grant Funding

We received several grants this past year. A few to take note of are, the FY21 Firefighter Safety Grant in the amount of \$14,607.00 to purchase new air lifting bags and struts for extrication from motor vehicle accidents and entrapments. This replaced equipment that was just about 30 years old. We also received a Department of Public Safety Grant in the amount of \$20,000.00 to replace 8 sets of firefighting gear that was non- compliant and had PFAS within the gear. The new gear is compliant and PFAS free. Next, we received a second Firefighter Safety Grant in the amount of \$10,213.00 for an extra double lift air bag, a piece of equipment the department has never owned, but this additional rescue tool will greatly aid the department in freeing trapped victims in several scenarios. Last, we received a grant from the Central Homeland Council to host 1 of 3 Pandemic trailers. This grant was worth \$49,997.00 and will give Dudley and the

Southern Worcester County Region access to PPE supplies and decontamination equipment that was so short in supply during the peak of Covid that most of the responders had to go without. This trailer will greatly reduce the risk this will ever happen again should another pandemic strike. We will be much better prepared. We also received three FEMA Covid reimbursements, again, thank you to Assistant Chief Paul Konieczny for all his hard work on this. We also received several smaller grants. All the grants are listed in the back of this report. The 11-year total for grants is \$1,654,639.69, for an average of \$150,421.79 per year in grant funding for the fire department. 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 \$4,755.00 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. The breakdown is listed below:

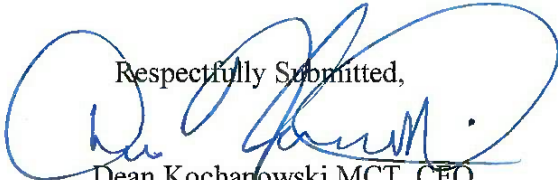
<i>Elementary School Programs</i>	<i>25- Approx. 800 students</i>
<i>College Programs</i>	<i>6</i>
<i>Fire Drills</i>	<i>25</i>
<i>SAFE House Programs</i>	<i>15</i>
<i>Pre-Prom Drill</i>	<i>1</i>
<i>Senior SAFE</i>	<i>1- Approx. 88 seniors (55 and over)</i>
<i>Smoke Detector Installs:</i>	<i>10</i>
<i>Total:</i>	<i>92</i>

In addition to our SAFE program, the town was presented with a grant in the amount of \$2,855.00 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 fourth year. The program was well received and very informative for those who attended. We also 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 10 homes last year free of charge. We would like to grow and expand this program in the upcoming year.

2021 Response Call

During 2020 Dudley Fire responded to 644 Fire calls, 1440 Emergency Medical Calls, 92 SAFE programs, and conducted a total of 529 inspections, for a total of 2,705 calls for service. This was a 518-call increase over last year and in direct relation to the post- Covid-19 pandemic as citizens start to return to normal lifestyles and are venturing out more. 2021 was an anomaly as far as call increases due to the pandemic and post pandemic era. So as a result, we have included a table in the back that also includes a comparison to 2019 call numbers, which was pre - pandemic and there was still almost a 6 percent call volume increase over that previous year. The table shows a complete breakdown of numbers for the last three years. Inspections were up over last year. The total increase for the department for the year was 17 percent over 2020. It is also important to note that out of all these calls, 64 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 the hazard. 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 MCT, CFO
Fire Chief/EMD



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

Dudley Fire Department

128 West Main Street
Dudley, Massachusetts 01571



Established 1960

CY2021 DEPARTMENT STRUCTURE

As of 4-1-22

CAREER STAFF

Chief of Department
Assistant Chief
Two House Captains
Two House Lieutenants
Eight Firefighters

PAID-CALL STAFF

Four Companies
Two Call Deputy Chiefs
Two Call Captain
Two Call 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
Captain Steven Chenard EMT- P
Lt. Erik Spahl
Lt. Patrick Reynolds

Firefighters

Michael Flood EMT-P
Scott Benoit EMT-P
Antonio Trifone EMT-P
Daniel Sheehan EMT- P
Patrick Reynolds EMT-P
Paul Latino EMT- P
Timothy Donohue- EMT- B

Call Deputy Chief

Deputy Chief John LaRoche EMT-B
Deputy Chief Brian Belhumeur

Call Captain

Captain Christopher Wilson
Captain Travis McDonald

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 Daniel Sheehan EMT-P

FF Paul Latino EMT-P: EMS Training

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



Dudley Fire and Emergency Services

128 West Main Street
Dudley, Massachusetts 01571

CAREER DEPARTMENT 2021 STAFF

Chief Dean Kochanowski EMT P
Assistant Chief Paul Konieczny EMT-B

Group 1

Captain- Vacant
FF Scott Benoit EMT-P
FF Paul Latino EMT-P

Group 2

Lieutenant Erik Spahl
FF Timothy Donohue EMT-P
FF- Vacant/Per- Diem

Group 3

Captain Steven Chenard
FF Michael Flood EMT-P
FF- Vacant/ Per- Diem

Group 4

Lieutenant Patrick Reynolds
FF Antonio Trifone EMT- P
FF Daniel Sheehan EMT-P

PER-DIEM FF/ PARAMEDIC STAFF

Anthony Genga FF/EMT-P
Robbie Barton FF/EMT-P
Nate Aubuchont FF/EMT-P
Peter Ostroskey Jr. FF/EMT-P
Ryan Morton FF/EMT-P

EMS ONLY STAFF

Robert Edmonds EMT-P

Dudley Fire Department

128 West Main Street
Dudley, Massachusetts 01571

PAID-CALL DEPARTMENT 2021 STAFF

Deputy Chief John LaRochelle EMT-B

Deputy Chief 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
Pvt. Shane Nogler
Pvt. Matthew Grauer
Pvt. Jacob McDonald
Trainee Jesse Nye

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
Pvt. Joseph Rossik Jr.

Company 4

Lt. Keith Nichols

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

x- denotes Senior Private /acting officer of company

Fire Response

Motor Vehicle Crash	56
Alarm Activation	174
Fires	64
Weather Related	30
Hazardous Conditions	68
Special Incident/Assist EMS	174
Investigations	62
Public Service	16
Total Response	644

Inspections

Smoke/Co	227
L.P. Tank	27
Building Safety	70
Other	205
Total Inspections	529
SAFE Programs	92

EMS Response

BLS Transport	536
ALS Transport	724
Lift Assist	101
No Transport	60
Cancelled	19
Total Response	1440

Permits

Trench	6
L.P. Tank	55
Storage	27
Open Burning	179
Smoke/CO	208
Other	107
Total Permits	582

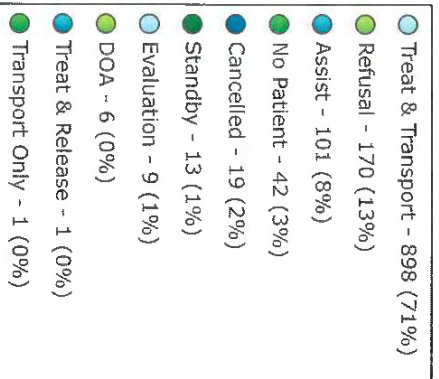
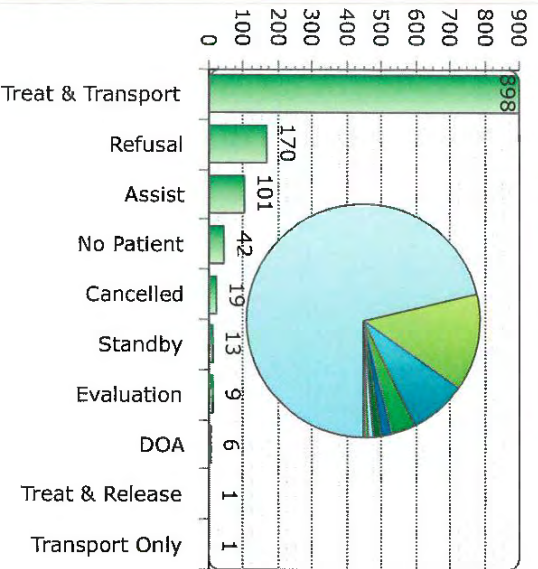
Total Calls for Service: 2705

Two Year Call Volume Increase					
Subject/Item	2021	2020	Percent Increase	2019	Percent Increase2
Fire Calls	644	510 (134)	26.30%	561 (83)	12.80%
EMS Calls	1440	1307 (133)	10.10%	1436 (4)	0.27%
Inspections	529	429 (100)	23.30%	460 (69)	13.04%
SAFE Programs	98	7	92.80%	94 (4)	4.08%
TOTALS	2711	2253 (518)	16.89%	2551 (160)	5.90%

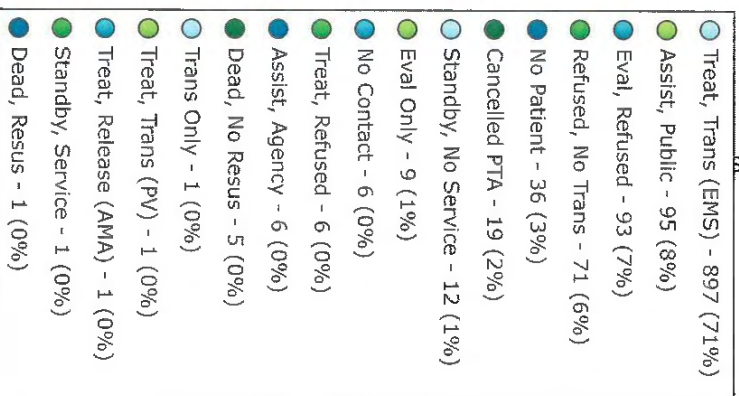
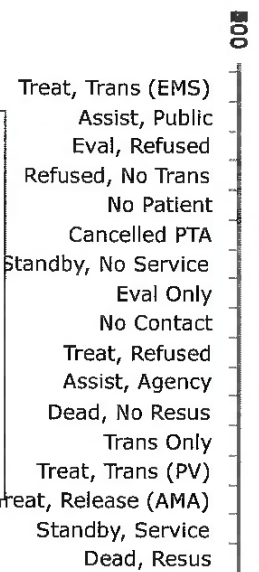


Dashboard - Disposition Dashboard

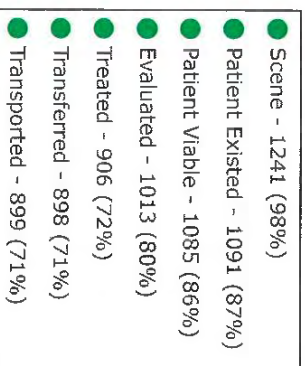
Disposition Group



Disposition

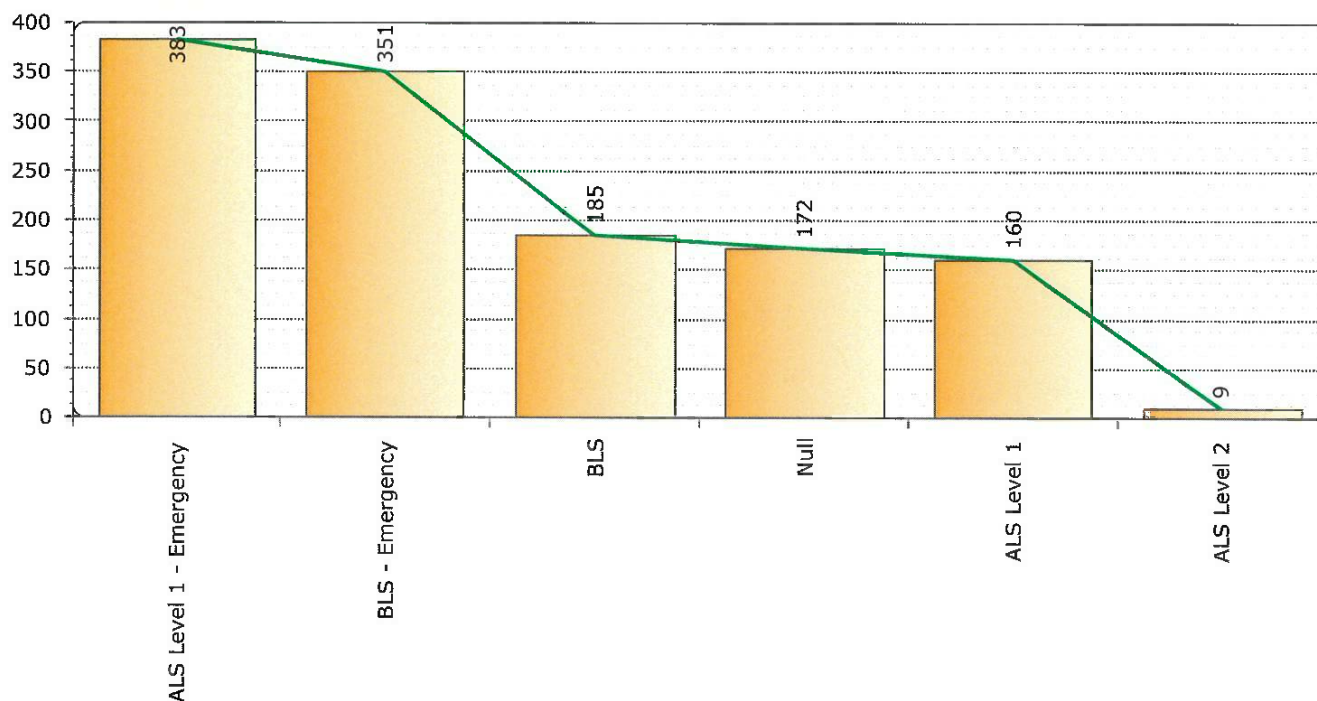


Disposition Category

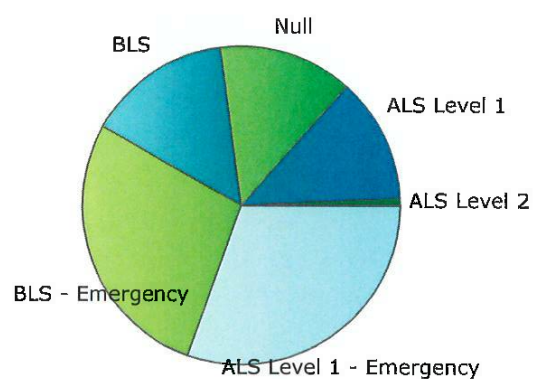


Incident Billing + Payment - Level of Service

Incident Count (top 40)



Incident Count (top 40)



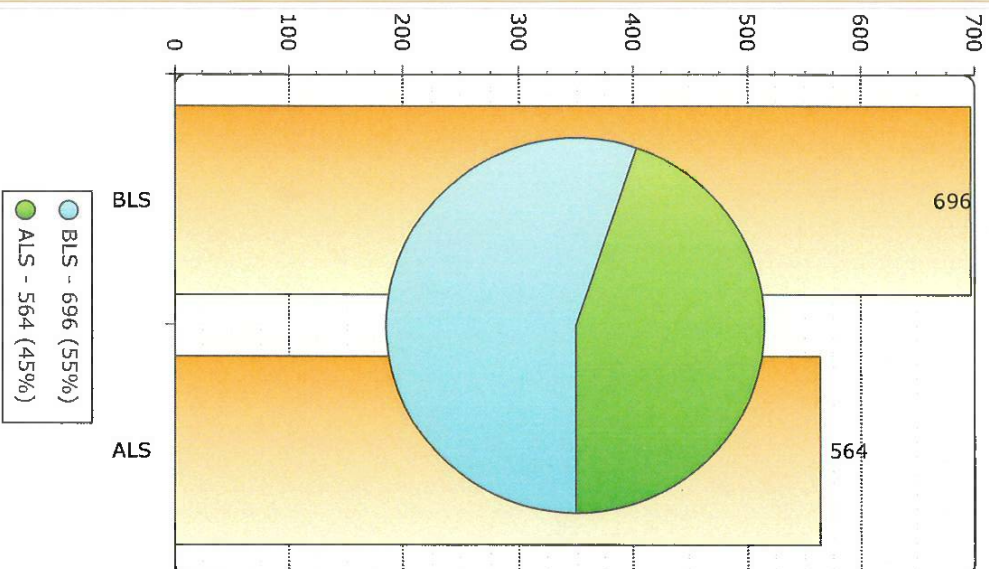
- ALS Level 1 - Emergency - 383 (30%)
- BLS - Emergency - 351 (28%)
- BLS - 185 (15%)
- (NULL) - 172 (14%)
- ALS Level 1 - 160 (13%)
- ALS Level 2 - 9 (1%)

Dudley Fire Department	1260
	172
ALS Level 1	160
ALS Level 1 - Emergency	383
ALS Level 2	9
BLS	185
BLS - Emergency	351

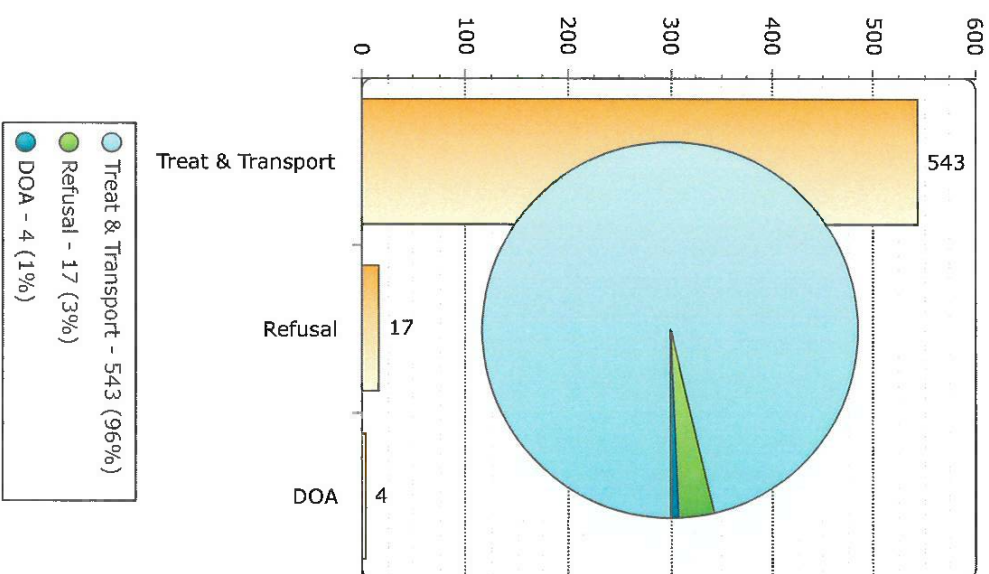
Date From >= 1/1/2021 + Date To < 1/1/2022 + Status = Active

Dashboard - ALS Overview Dashboard

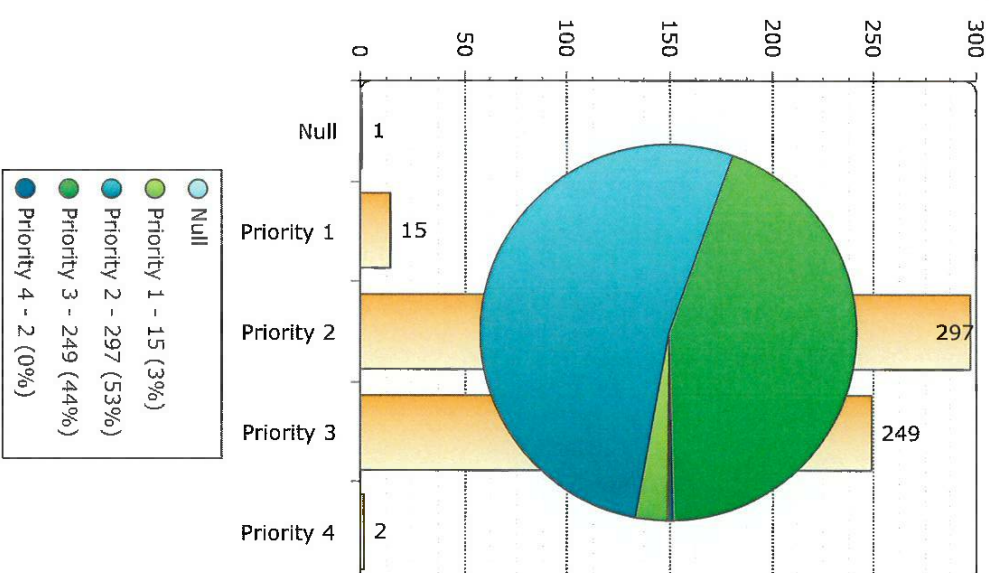
ALS vs. BLS Totals



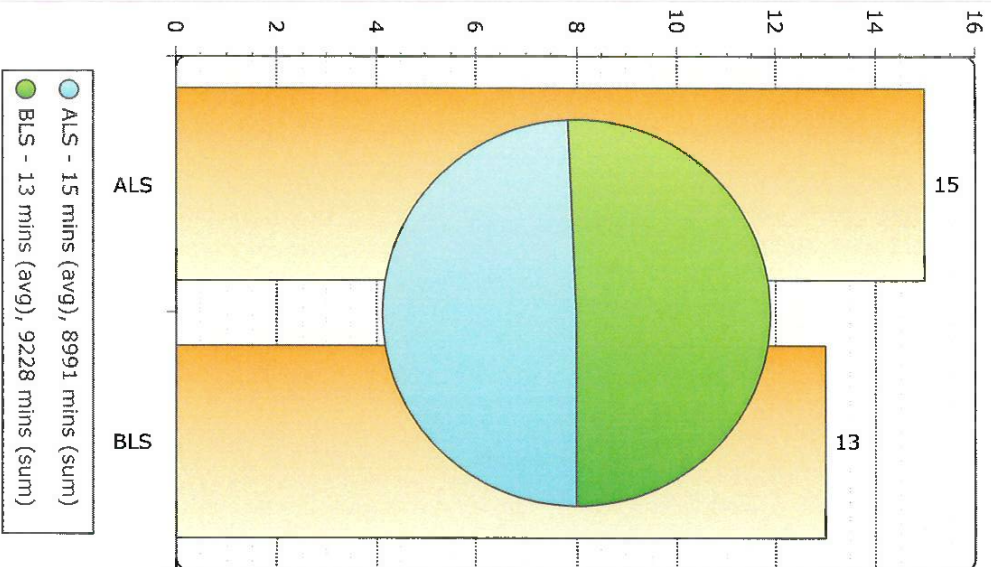
ALS Disposition Group



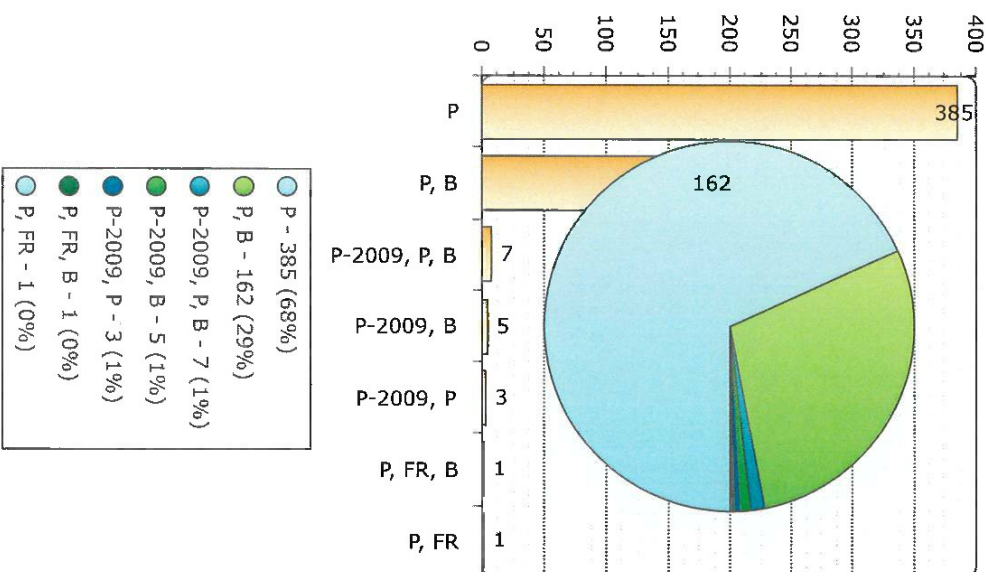
ALS Situation Priority



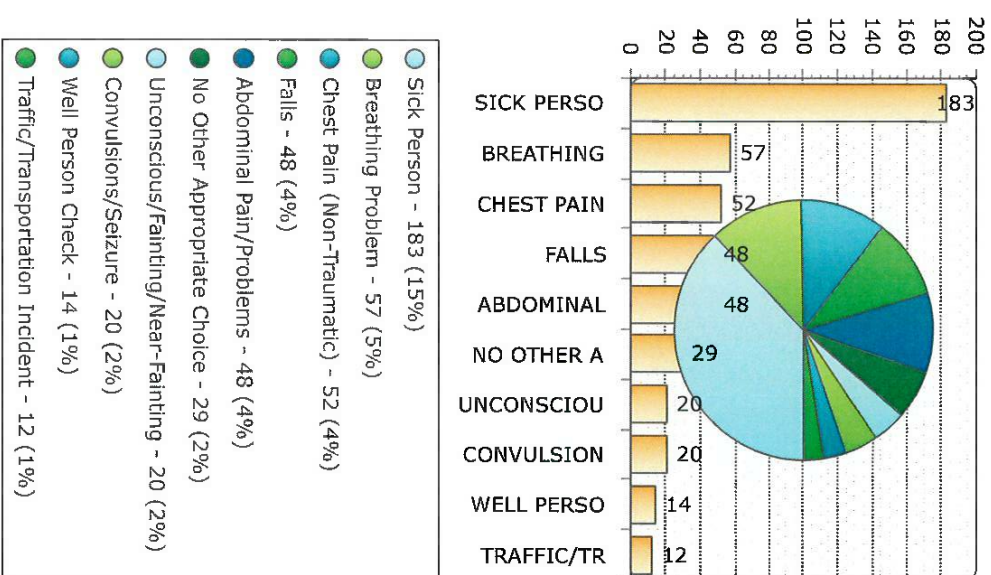
ALS vs. BLS Scene Time



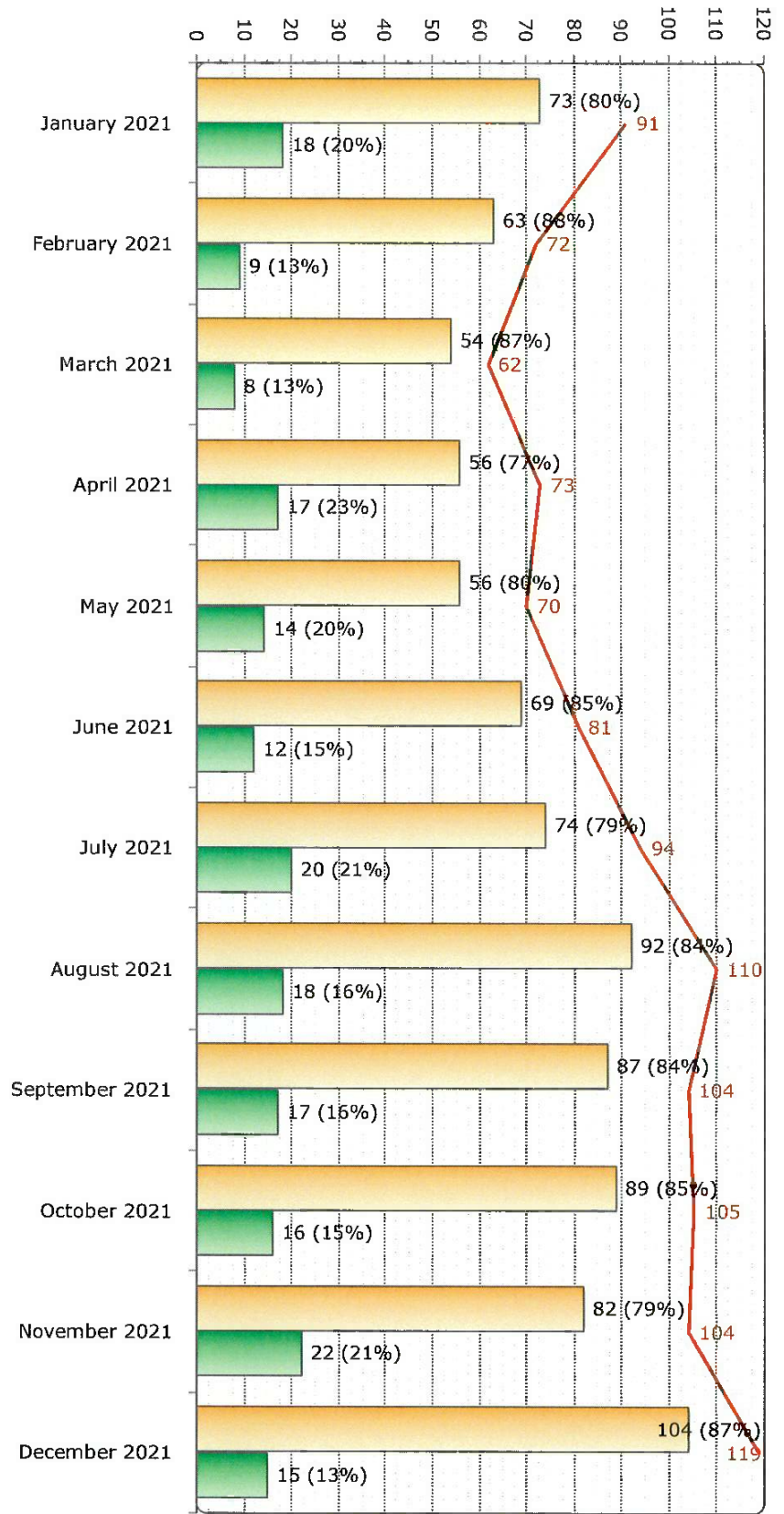
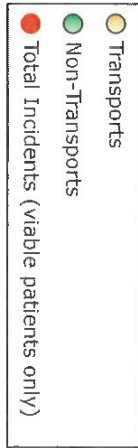
ALS Crew Level



ALS Dispatch Complaint (top 10)

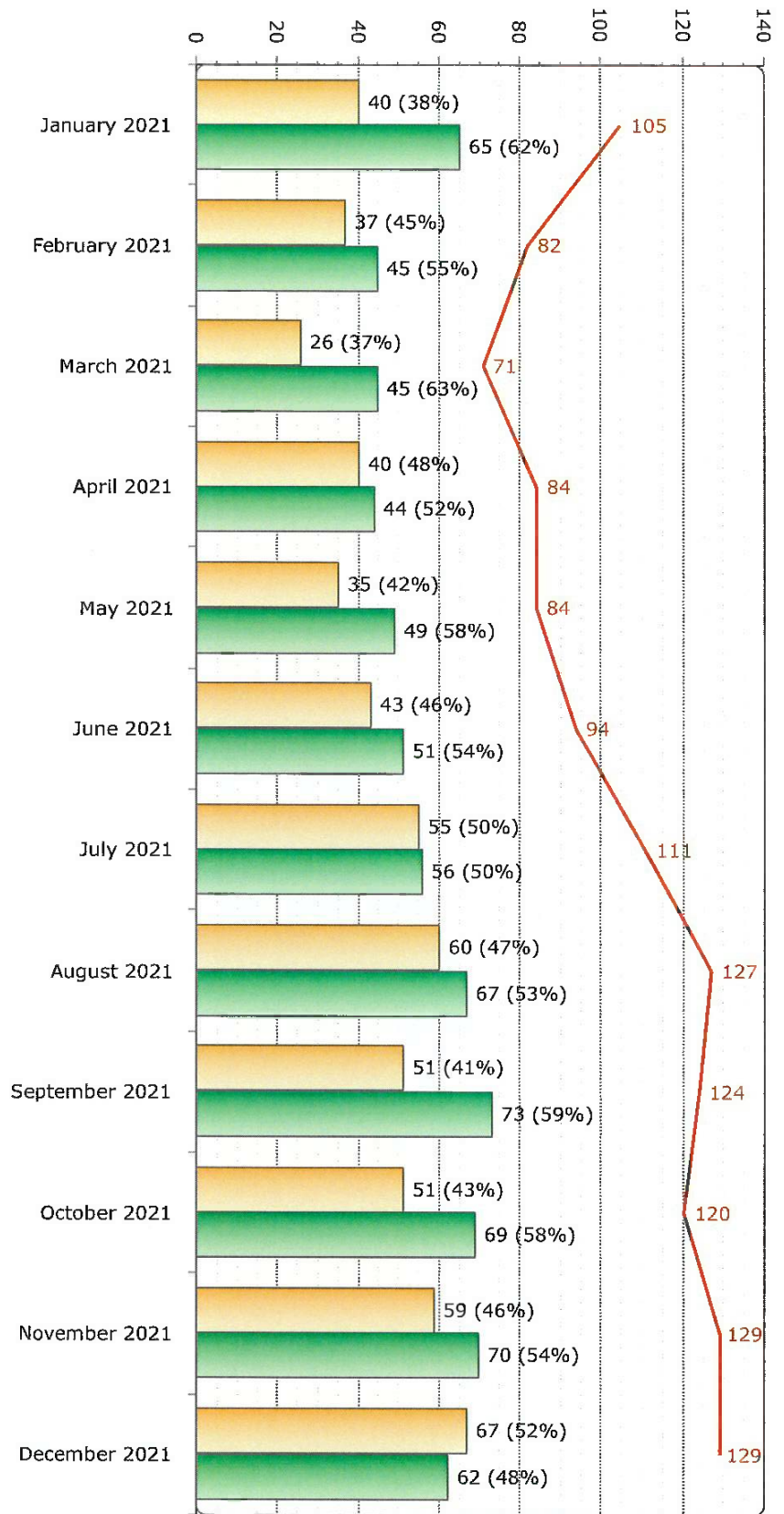
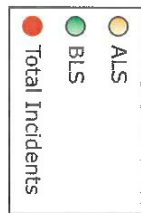


Date From: >= 1/1/2021 + Date To: < 1/1/2022 + Status = Active



Transport / Non-Transport Trend

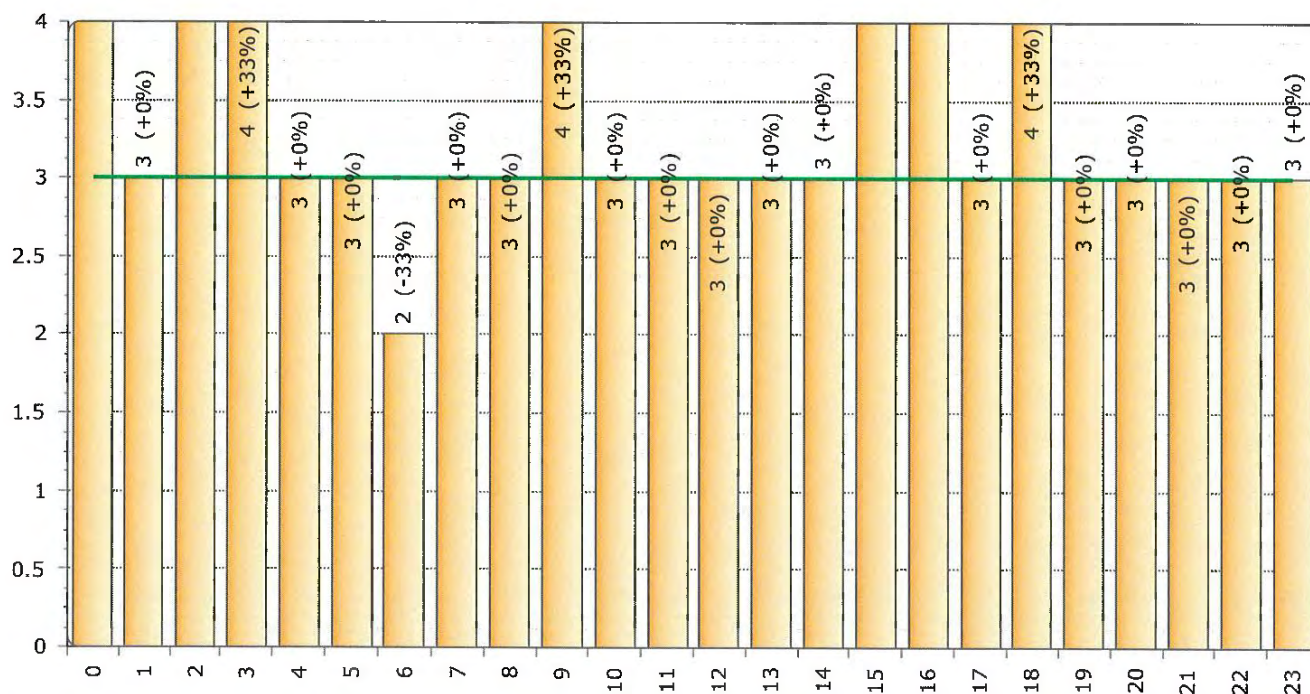
Date From >= 1/1/2021 + Date To < 1/1/2022 + Status = Active



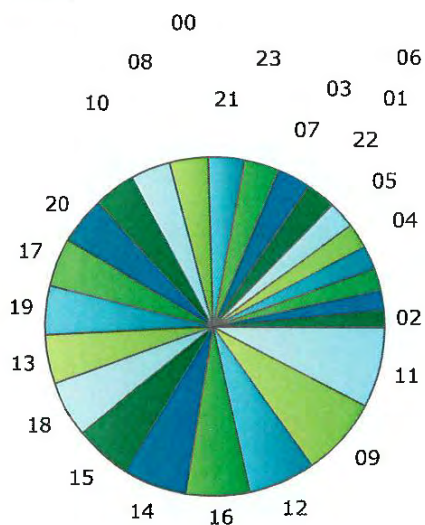
ALS vs. BLS Trend

Incident Time Elapsed Response - Respond to Arrive Scene by Hour

Average (top 40)



Sum (top 40)



- 11 - 364 (7%)
- 09 - 355 (7%)
- 12 - 299 (6%)
- 16 - 285 (6%)
- 14 - 284 (6%)
- 15 - 263 (5%)
- 18 - 253 (5%)
- 13 - 223 (4%)
- 19 - 221 (4%)
- 17 - 216 (4%)
- 20 - 215 (4%)
- 10 - 194 (4%)
- 08 - 178 (3%)
- 00 - 173 (3%)
- 21 - 162 (3%)
- 23 - 154 (3%)
- 07 - 151 (3%)
- 03 - 131 (2%)
- 22 - 122 (2%)
- 05 - 111 (2%)
- 01 - 108 (2%)
- 04 - 99 (2%)
- 06 - 90 (1%)
- 02 - 76 (1%)

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

FY21 Firefighter Safety Grant- \$14,607.00

FY21 Department of Public Safety Grant- \$20,000.00

FY21 EMPG \$3500.00

FY22 Firefighter Safety Grant- \$10,213.00

FY22 Automated Defibrillator Grant \$2,427.99

FY21 FEMA Covid Payment \$68,492.82

FY21 FEMA Covid Payment 2 \$50,567.11

FY21 FEMA Covid Payment 3 \$96,926.57

FY21 Central Homeland Region Pandemic Trailer- \$49,997.00

FY22 SAFE and Senior SAFE- \$7610.00

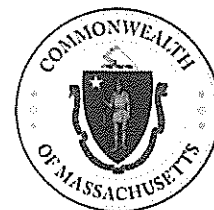
Total to date: \$1,654,639.69 (Since July 2011).

Yearly Avg. \$150,421.79



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 seventh full year of operation during the 2021 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 \$3,370,000 in Support and Incentive Grant funding, \$213,000 in Training Grant funding, and \$38,200 in EMD Grant funding as part of its annual grant programs to offset operational costs.

In 2021, the SWCCC answered a total of 32,354 calls for service, which represents a 1.7% increase from 2020. Of these, 21,875 calls for service originated in the Town of Webster while 10,479 calls for service originated in the Town of Dudley. Requests for police services totaled 23,618, fire services totaled 1,393, and EMS services totaled 7,343.

A total of 9,879 wireless and wireline 911 calls were answered by the center. This represents an unprecedented increase of 28.5% over the number of calls received in 2020. 99.44% of all 911 calls were answered within 10 seconds, far exceeding the industry standard of 90% of calls being answered within 10 seconds. 6,645 calls originated from cellular devices with 97.5% of those coming to SWCCC directly without the need for a transfer from a relay center. Due to a statewide reporting error, town by town breakdown of 911 calls is only available for January through September. In that timeframe, 5,191 911 calls originated in Webster and 1,795 911 calls originated in Dudley. 567 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 14 Text to 911 sessions. As texting becomes a far more prominent

Board of Directors:

Jonathan Ruda - Chairman
Greg Balukonis – Vice Chairman
Randy Becker - Member
Steven Sullivan - Member

Operations Board:

Dean Kochanowski - Chairman
Michael Shaw - Vice Chairman
Steven Wojnar - Member
Brian Hickey – Member
Gary Milliard - Member

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.

The COVID-19 Pandemic continued to provide a challenge to the SWCCC throughout 2021. 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. Unfortunately, this year the SWCCC experienced a side effect of the pandemic that has affected many professions. A lack of applicants willing to be employed made replacing several dispatchers who moved on very challenging. Dispatchers were forced to work an extraordinary amount of hours throughout the year due to experiencing the reality of two long term vacancies for nearly half of the year.

Also worthy of note, 2021 marked the third 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 2021, SWCCC dispatchers averaged a remarkable 91% rating for the 392 911 medical calls that were reviewed!

As we move into 2022, 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.

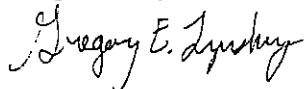
I'd like to thank Dispatcher Elizabeth Fish who stepped down in February after 1 year to take a position as a Dispatcher in Waterford, CT; Dispatcher Bryan Blomgren who stepped down in June after 3 years to take a position as a Police Officer for the Southbridge Police Department; and Dispatcher Paige Moroz who stepped down in December after 5 years to take a position as a Police Officer for the Dudley Police Department. I'd also like to recognize Dispatcher Pedro Jorge who had left us in 2020 but returned in early 2021 to provide us much needed assistance to cover an unexpected vacancy. Dispatcher Jorge did move on in September, 2021 to take a position as a Gaming Agent for the Massachusetts Gaming Commission. Dispatchers Fish and Jorge remain with the SWCCC in a per-diem capacity.

In 2021, SWCCC received two formal complaints. Following review of the circumstances, one complaint had sustained findings while one complaint was unfounded.

I would also like to wish the very best to Town Administrator Doug Willardson, who left the Town of Webster and the SWCCC Board of Directors in September. Mr. Willardson's 5 years as Administrator were nothing short of remarkable and we are extremely grateful for his unwavering support of the SWCCC and all of our Dispatchers.

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,



Gregory Lynskey

Board of Directors

Jonathan Ruda – Chairman
Greg Balukonis – Vice Chairman
Randy Becker – Member
Steven Sullivan – Member
John Marsi – 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
Samantha Putis
Nicole Albright
Abagayle Fournier

Per-Diem

Public Safety Telecommunicators

Scott Baldracchi
Steven Chenard
Elizabeth Fish
Pedro Jorge
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



Board

Jennifer Cournoyer, Chairman

Lorri Ducharme, Member

Roberta Johnson, Member

STAFF

Camille Griffin, Health Inspector

George Slingo, Title V Inspector

Amanda Jacobson, Clerk

The members of the Board of Health are pleased to submit the following report FY2021:

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 FY2021:

Permits issued for new or repaired septic systems	18
Food Related Permits, Inspections, and re-Inspections	83
Septic Hauler Permit	6
Septic Installer Permit	10
Mobile Food Permit	5
Tobacco Sale Permit	10
Trash Haulers Permits	9
Outdoor Wood Boiler Permit	0
Pools	9
Portable Toilet Permit	0
Percolation Permit	14
Well Permit	19
General Complaints Investigated	21
Title 5 Variance	2
Camp	0
Beaver Permits	7
Drain Layer License	0
Nail Salon Permits	1

Fees collected General Fund FY 21: \$ 40,659.26

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 Seventy (70) 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-one (21) 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 Eighteen (18) 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.

2021 proved to be a challenging year for the Board of Health with the continuation of a global pandemic. The Public Health Nurse continued with the contact tracing, quarantining, isolation, and education of COVID. The Board and staff took its guidance from the Department of Public Health and provided support for local businesses during this constantly changing time. We joined with the town of Webster in hiring a shared Public Health Agent. We held regular monthly meetings to update the public and provide any information available. 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.

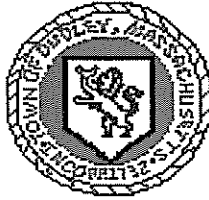
Respectfully Submitted,
Dudley Board of Health


Jennifer Cournoyer, Chairman

TOWN OF DUDLEY MASSACHUSETTS HIGHWAY DEPARTMENT

Jeffrey Murray,
Superintendent

Mailing Address
71 West Main St.
Dudley, MA 01571



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

HIGHWAY DEPARTMENT ANNUAL REPORT.

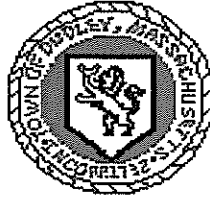
To the Honorable Board of Selectmen, Highway Commissioners, and citizens of the Town of Dudley, I submit the following report for the period of July 1, 2020, thru June 30, 2021

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, crosswalks were painted 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 / 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 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

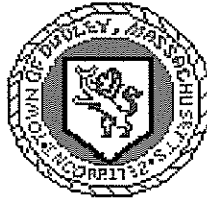
Dennis Tremblay

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 FY21 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, 2021

Permits Sold

Regular 1 Year	\$103,680
Senior 1 Year	\$60,395
Non-Resident 1 Year	\$16,320
Grass and leaves	\$2,485
Total amount collected for permits	\$182,880

General Expenses/Salary/Benefits	\$42,431.33
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Bulk Collections (B+D, White goods, Mattresses, AC's, Furniture, Etc.) \$15,403.00

Cost of Bulk Disposal, 100.72 Tons	\$9,064.87
Cost of Bulk Equipment Rentals	\$1,100.00
Cost of Bulk Trucking	\$5,740.00

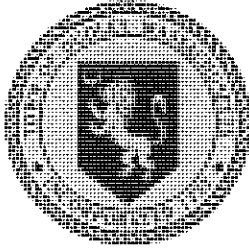
Single Stream Recycling 163.96 Tons Cost of Disposal	\$13,936.60
Cost of Equipment Rentals	\$2,500.00
Cost of Trucking	\$7,215.00

Trash 611.25 Tons, Cost of Disposal	\$55,012.50
Cost of Equipment Rentals	\$1,900.00
Cost of Trucking	\$15,575.00

Planet aid	\$000.00
Electronics Disposal 3.60 Tons	\$1,325.00
Tires Cost of Disposal	\$687.00
	\$198,283
	\$156,487.30

Sincerely,

Jeffrey P. Murray
Superintendent,
Dudley Highway Department



TOWN OF DUDLEY
Massachusetts
Historical Commission
Dudley Municipal Complex
71 West Main Street • Room 207
Dudley, MA 01571

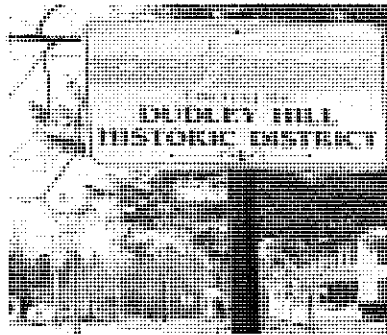
Edward Bazinet, Chairman
David Proulx, Clerk
Frederick Meyer
Patricia Biron
Charles Cierpich

Phone 508-949-8004
Fax: 508-949-7115

HISTORICAL COMMISSION ANNUAL REPORT

To the Honorable Board of Selectmen and the citizens of Dudley, I submit the following report for the year ending December 31, 2021.

After delays caused by Covid, signs along the new Dudley Center Historic District were finally installed. These signs were funded by a previous grant from the Janet Malser Humanities Trust.



We were also fortunate to receive another grant from the Janet Malser Humanities Trust this past year for seven artisans (Old Sturbridge Village trained) to present their craftsmanship on the town common during the annual Black Tavern Craft Fair and Grange Apple Festival event in early October.

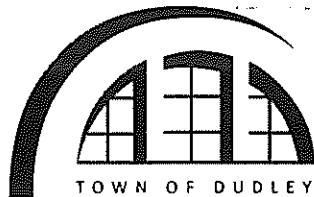
We continue to offer assistance with historical questions for residents, and are present in the Pearle Crawford Library on Wednesday mornings from 10 to 11:30 am for folks to stop by and see us in the local history room.

No demolition permits were necessary for a significant structure this year. That is good news!

We have a vacancy on our commission, and welcome applicants interested in preserving Dudley's past!

Respectfully submitted,

Edward B. Bazinet, Chairman



Pearle L. Crawford Memorial Library

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

ANNUAL REPORT — July 1, 2020 to June 30, 2021

This Fiscal Year 2021 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 July 1, 2020 through November 2020 due to the Covid-19 pandemic, and in-person programs were limited when the library did reopen due to state guidelines for building occupancy. The library did provide many programs live via Facebook and Zoom, which reached record numbers of patrons.

Total number of registered borrowers	6,677
Total attendance at the library	10,742

Library Material Holdings

Books (Children's, Young Adults' and Adults')	41,058
Print periodicals, newspapers, other print serials	871
Audio (compact discs, cassettes, etc.)	1,738
Video (VHS/Discs/DVD's. etc.)	5,188
E-books*	120,318
Downloadable audio (audiobooks, music, etc.)*	49,425
Downloadable video*	128
Materials in electronic format (including CDs)	290
Miscellaneous (e-book readers, laptops, kits, framed art prints, puppets, etc.)	642
TOTAL Library Holdings	219,658

*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')	14,276
Print periodicals, newspapers, other print serials	277
Audio (compact discs, cassettes, etc.)	880
Video (VHS/Discs/DVD's. etc.)	3,923
E-books	5,887
Downloadable audio (audiobooks, music, etc.)	4,296
Downloadable video	0
Materials in electronic format (including CDs)	223
Miscellaneous (e-book readers, laptops, kits, framed art prints, puppets, etc.)	78
TOTAL Items Circulated	29,840

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	3,487
Loans provided to other libraries	7,547

Library Programs

A variety of programs were held throughout the year including music, historical presentations, gardening how-tos, and craft events. Due to the Covid-19 pandemic many programs were held virtually, reaching a record number of residents through online views while they were unable to come into the library building.

Total number of children's programs held	65
Total attendance at children's programs	11,316
Total number of young adults' programs	0
Total attendance at young adults' programs	0
Total number of adults' programs held in the library	11
Total attendance at adults' programs	123

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 the 4 non-internet computers for small children are heavily used. 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	21

Library Staff

J. Drusilla Carter	<i>Library Director</i>
Lida Carroll	<i>Youth Services Librarian</i>
Dawn Grossi	<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</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. Due to the pandemic volunteers were not able to serve in the library until spring of 2021.

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 FY2021. Officers of the Friends through April 2021 were Jeanne Samples, 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 2021 Budget Overview

NET WORKING BUDGET (EXPENDED)	\$300,102.44	
TOTAL LIBRARY OPERATING EXPENSES**	\$307,136.41	
AMOUNT EXPENDED TO FROM SPECIAL ACCOUNTS* TO MEET OPERATING EXPENSES		\$7,033.97

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

** Due to staff furlough 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 2020–June 2021 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.

Joyce Nierodzinski	<i>Chair, term expires 6/30/2024</i>
Pat Korch	<i>Secretary, term expires 6/30/2022</i>
Benjamin Craver	<i>Vice Chair, term expires 6/30/2022</i>
Edward Bazinet	<i>Term expires 6/30/2023</i>
Nicole Kuchеров	<i>Term expires 6/30/2024</i>
Kathy Sandstrom	<i>Term expires 6/30/2023</i>

In closing, we extend our sincere gratitude...

- To the citizens of Dudley for their continued patronage and support
- To all whose generosity allowed us to continue library activities and programming
- To the Library staff, the Friends, to all committee members and volunteers for their dedicated efforts and support on behalf of the Crawford Library

This Report is Respectfully Submitted by the Trustees of the Pearle L. Crawford Memorial Library:

Joyce Nierodzinski, *Chair*

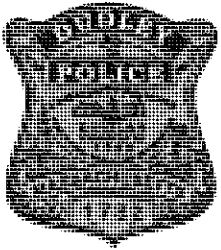
Pat Korch, *Secretary*

Edward Bazinet

Benjamin Craver

Nicole Kuchero

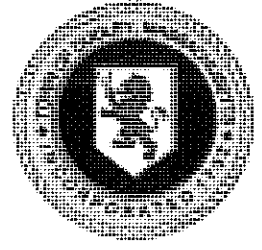
Kathy Sandstrom



Chief Steven J. Wojnar
Lt. Marek Karłowicz

**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. James L. Annese

2021 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 2021. As I begin my twentieth year as Chief of Police, and thirty-fourth 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 continued 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. I appreciate the attention and support; he and your Board have given our department. Since dealing with my health issues, each year that comes my way has greater personal meaning for me. In the fall of 2021, I passed my seventh-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, 2021 included many significant events and the department experienced several changes. As the year 2022 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 once again comprised of sixteen (16) full-time officers. This occurred late in 2021 with the re-establishment of the Lieutenant's position, along with the addition of a patrol position, within the department. This Lieutenant's post had been vacant for over sixteen (16) years. With the recent appointment of Officer Paige Moroz, we have now returned to the same staffing levels as 2004. Staffing always remains an area of concern and I thank the Board and Administrator for working with us secure these positions to restore police service in Town to the appropriate level. With the training and other requirements associated with the Police Reform measures, which came into effect in January of 2021, the future of our staff and hiring is in a state of uncertainty. We will continue to work on enacting the many changes in the legislation to provide the best possible direction for the future. We continue to have a life-long Dudley resident, and former police intern, Ms. Lauren Milosh. Lauren has done an excellent job as the Administrative Assistant with the department. At one time, these job 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. The Lieutenant's position was re-activated in 2021 for the first time since 2004. An examination and assessment center had been conducted in November and a list of candidates was established. Four members of our department participated. Sergeant Marek Karłowicz was appointed by the Board in December and has

assumed his duties as of January 2022. A Sergeant's opening exists, because of Marek's promotion, and it will be filled in early 2022.

We finished our seventh 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 financial resources 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 seven (7) 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. With all the reform measures, we remain optimistic we can maintain these positions in some future capacity, although it is still to be determined. 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
Lieutenant (1)
Three (3) Sergeants
Ten (10) Patrolmen
One (1) Detective
Administrative Assistant (1)
Reserve Police Officers (7)

POLICE CHIEF

Steven J. Wojnar

Lieutenant

Marek Karlowicz

SERGEANTS

Dean Poplawski

Paul Ceppetelli

DETECTIVE

*James Annese**

REGULAR PATROLMEN

David Carpenter

Philip Megas

*Ryan Daniels
Keith Remillard
Arthur Ferreira
Luis Pacheco
Paige Moroz***

*Chandler Boyd II
Tyler Smith
James Mastrogiovanni
Mariano Conte*

ADMINISTRATIVE ASSISTANT

Lauren Milosh

POLICE RESERVES

*John Glowacki
Eric Gulkin
Kristen (Robinson) Megas
Elizabeth Wojnar*

*Robbie L'Heureux
James Rivera
Anthony Didonato*

*Detective Annese was promoted to Sergeant in February of 2022

** Officer Paige Moroz offered a full-time position in December of 2021, pending academy training in 2022

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. He continued to work through the pandemic related changes of part-time and remote days, alternating his service to the school and community during these difficult times. Officer Megas was deeply involved in COVID related activities at the schools, including counseling students and assisting with the various protocols imposed by the State. He participated in classes such as Biology, English, History, Health, and Mathematics classes, regarding his specific role in the school and community. He also worked with the other schools in town on programs and issues they were experiencing. Officer Megas also assisted Bay Path with lockdown procedures. Various Resource Officers from the area participated in his as well, as students at that facility are members of their respective communities. On Friday, November 12th at approximately 9:30 am, School Resource Officer Megas requested an ambulance and backup assistance for a student in crisis at the high

school. A female student had a kitchen style knife and was threatening to harm herself. Officer Megas worked with Assistant Principal Resener in calming the girl. She was later disarmed and escorted to the office. She was taken to the hospital for evaluation. The school was in a temporary stay in place during this time. Also in November, our officers assisted the staff at the Southern Worcester County Collaborative School on Route 131 with a student assaulting staff. We have responded numerous times to this location. It is a school for troubled or at-risk youth from around the county. The staff does very well, working under very challenging circumstances.

Officer Megas had previously organized several "High 5" Fridays 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, and we hope these will be back soon. He also organized and conducted the school's first LEGO Summer Camp. Elementary and Middle School students participated in this program and learned more about this fun activity. 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 that September, which continued into 2021. The schools are now fully open to in person education once again.

In addition to Officer Megas, 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. Fortunately, this started once again after a one-year pandemic related hiatus. It was great to have this, and other programs, back in full swing. Finally, I continue my work with the "Officer Friendly" program at the Mason Road School. This is something I have participated in for over 22 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 in years past, but I was able to resume some visit to the school in the fall.

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 2021. 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, 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 2020, members of my staff and I maintained contact 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 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.

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. The Task force received financial support for operations from District Attorney Joseph Early's Office in the form of a \$10,000 donation from drug forfeiture funds. Several investigations occurred in Dudley and the partner communities of Webster, Oxford, Charlton, and Southbridge. On Friday, February 12th and Wednesday, February 17th, Detective Annese and some of our other officers assisted members of the Webster Police with the apprehension of some drug suspects. These parties had been under surveillance and were observed conducting narcotic transactions. We had arrested at least one subject, who is known to us, on outstanding warrants.

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 us with much needed additional personnel and equipment.

In 2021, 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 utilized a grant we received in 2020, for approximately \$24,000, to upgrade computer equipment in the station and purchase new portable breathalyzers. Much of our equipment was in desperate need of upgrade and, thanks to this funding, there was 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. We also applied for a grant for \$20,000 to purchase a Drone to assist with outdoor events, crime scene reconstruction, searching for lost individuals, and other functions. We were not successful in obtaining it at this time, however, we will continue to pursue these and other avenues to advance our technology. Officer David Carpenter conducts our bullet proof vest grant program. Money is available for these valuable pieces of equipment. Funding is split 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 \$60,000 dollars in reimbursements. 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 2021. 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 (such as a Bloodhound), or even pursue a potential “comfort animal.” 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, and certainly the impacts of the pandemic, hampered our efforts to maintain many of our past programs; however, we continue to conduct these when possible. Some for 2021 include:

1. DARE (Drug Abuse Resistance Education) – conducted at Dudley Middle School
2. School Safety Programs
3. Community Speaking Events
4. Community Patrols for Special Events – Parades and other functions
5. Seat Belt Awareness and Safety Programs
6. Pre-Prom and Health Assembly Presentations – Shepherd Hill High School
7. “Officer Friendly Program” – Mason Rd. School

8. Drug Take Back Program -- Resumed in 2021 after COVID postponement in 2020. Held in April and October of 2021, we collected old, or unused, medications for disposal- several boxes of needles from over 75 people and filled 12 large boxes of prescription medications, which 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. Bicycle Rodeo -- Returned after many years out. We collaborated with the Board of Health, the Town Clerk and other town employees to conduct bicycle safety programs and distribute helmets to local children.
12. First Annual Car Show conducted by Officers Remillard and Pacheco. This was held on September 12th at Shepherd Hill. A large field of vehicles were on hand and the officers raised several thousand dollars for the family of fallen Worcester Police Officer Manny Familia.
13. Goods for Guns Program sponsored by DA Joseph Early and UMass Hospital. (Held in December and 8 weapons were collected and turned in for destruction)
14. Holiday Card Contest - through Dudley Elementary- providing our department with its seasonal card- These cards are sent to residents, businesses, and Police Departments, President Biden, Governor Baker, as well as all the New England Sports Teams. This resumed after a hiatus in 2020 and the 2021 winner was fourth grader Sage Webster.
15. Holiday Toy and Clothing Drive -- Held annually during Christmas season- Sergeant Karlowicz and Officers Boyd and Pacheco spearheaded this project once again. We provided gifts to some 25 local families, which included over 60 children.
16. 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. We also completed a one- and one-half year stint on Instagram. These have been valuable in sharing information, including communicating with a younger audience. Our Facebook page shut down for several weeks in the fall. Thanks go to Officers Megas and Conte for the work to restore the account late in the year. Social media has proven to be a great tool for information sharing and the solving of crime.

In addition to our Prescription Drug Disposal Kiosk in the department lobby, were able to resume our Drug Take Back events sponsored by the DEA. They resulted in the collection of 12 boxes of prescription medications. These were then 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 2022. Between the kiosk and these events, we can rid local homes of hundreds of pounds of medications as well as medical sharps. This assists in the proper disposal of unused or expired medications and reduces the likelihood of them ending up in the wrong hands.

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 once again. The Town Beach opened again for use and 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. On Friday, November 26th for the second straight year, our officers, along with members of the Fire Department, drove Santa and Buddy the Elf around town to a variety of neighborhoods. This began as a replacement for the Annual Tree Lighting, which was cancelled in 2020. The duo rode on the ladder truck and spread some Christmas cheer to a variety of neighborhoods in Town. It was the perfect way to kick off the holiday season. The Annual Tree lighting made its return to town once again in December. Kudos to Michelle Jervais, Jennifer

Cournoyer, and numerous other town hall employees for another successful event. Many local children and families enjoy celebrating during this time and meeting Santa for all their gift requests.

We again conducted our Holiday Toy and Clothing Drive. Thanks go to Sergeant Karlowicz and Officers Boyd and Pacheco, for their 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 25 Dudley families with over 60 children. Many people had a great Christmas as a result, and we sincerely appreciate the continued support from the community in this effort.

On December 11th, we participated in the Goods for Guns program in conjunction with Umass Hospital and the District Attorney's Office. It is an opportunity for people to turn in older or unused firearms to prevent injury or death. We took in 8 guns from 6 residents. We plan to participate in this event once again in December of 2022.

2021 CALLS FOR SERVICE

During 2021 the Dudley Police Department received 10,498 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 2021 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 156 arrests were made and over 165 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 1,819 traffic stops and issued 549 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 2021, totaled 2,181 an approximate 14% increase over 2020. 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 2021, our department investigated some 287 motor vehicle accidents, up by roughly 50 over 2020. Much of this can be attributed to an overall increase in traffic, with many people returning to work as the pandemic restrictions were lifted. Some crashes were very serious.

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 recover. We look forward to working with our community partners, to try and reduce these incidents. We are fully engaged in a county wide tracking system of overdoses through a program funded by District Attorney Early's Office. We are now able to determine when residents and non-residents overdose and track these events. Many people will overdose outside of their hometown, so this data is important to identify people in need of services. The goal of gather data is to understand drug related trends and identify those who have repeated this activity. We wish to direct those involved to services. DA Early's office now has dedicated professionals assigned to assist communities, such as ours, in providing some direction to these victims. Thanks go to DA Early for his support of this important initiative.

COVID-19

By far the most significant event of the last two years has been the impact of the Corona or COVID-19 Virus. Approximately halfway through the month of March 2020, 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. Spikes in case occurred at the beginning and end of the year. The Town Hall re-opened in March of 2021 and other closures slowly withdrew until June of 2021, when the State of Emergency was lifted. Later in the year, with the outbreak of the Delta and Omicron variants, many restrictions returned to private businesses as well as cities and towns around the state. We continued participating in meetings throughout the year with the Board of Health, Fire Department, Town Administrator, and other Town offices as needed. We met with businesses, the schools, and the Town Clerk, and others as time progressed to address issues such as school openings, elections, parades, and other community efforts. We also assisted the Board of Health with vaccination clinics and other associated events. These meetings 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 everything associated with this pandemic and our community response. One major assist to all of us in this situation continued to be 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. We experienced several incidents, particularly late in the year, where officers were out of service for periods of time with the virus or due to possible exposures. Some 8 or 9 members were out at one time or another, particularly in

December. This placed an added burden on the available staff and stretched the overtime budget very tight. I extend my sincere thanks and appreciation for everything Roberta has done, along with Jen Cournoyer and the entire Board of Health, for the members of the department and the town. As first responders, we participated in some of the first vaccine clinics, through Harrington Hospital, in December of 2020. Several of us received our second doses in January of 2021, enabling us to be considered fully vaccinated. Credit goes out to Mrs. Johnson and Fire Chief Kochanowski for coordinating this effort. As first responders, we needed to continue operation for emergency / non-emergency responses. 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.

Late information and poor communication by some of the state departments continued to add to the frustration and confusion of this situation. Details on how to conduct business during the shutdowns was slow to arrive in many cases and often varied 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 continued to conduct Court business over the phone from time to time. Officers continued to assist with the issuance of restraining and harassment orders, and even mental health and substance abuse commitments, in addition to other procedures normally handled by the courts. 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 the first half of the year, all schools began slowly with re-opening. By fall, they were fully open and masks orders were placed in effect by the State Department of Elementary and Secondary Education. Naturally, this issue, as well as other concerns, caused some parents to become vocal during School Committee meetings. This resulted in our providing a presence at several of them in the fall. Most meetings have occurred without major problems and our officers performed well, balancing between lawful, free speech, and disruptive illegal activities. Town Hall re-opened fully by July and much of our business returned to normal activities. Later in the year, some distancing and protections measures were observed, but business as usual remained in effect as much as possible.

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 placed upon the profession. I again credit our officers, along with others from across the state and country, who continue to provide these services despite all the difficulties. In addition, thanks go out to Administrator Jonathan Ruda 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 through everything.

Some events of significance for 2021 include the following:

January

On Friday, January 1st at approximately 4:10 am, Officer Pacheco observed a vehicle crossing the center line on Dudley Oxford Rd. He conducted a motor vehicle stop and was assisted by Officer Conte. After

investigation, the operator was believed to be under the influence of alcohol. He was taken into custody. Alcohol, marijuana, cocaine, and drug related paraphernalia were discovered inside the vehicle. He also had a large amount of cash in his possession. He was charged with numerous offenses including operating under the influence, possession of a Class B substance, and possession with intent to distribute a Class D substance. These were subsequent offenses, and he was held on bail for court.

On Monday, January 4th at approximately 8 pm, Officers Remillard and Smith were dispatched to the area of 15 Southbridge Rd for a two-car crash. One vehicle appeared to have collided with the rear end of the other. Fortunately, no one was seriously injured. A female operator was identified as possibly under the influence of some substance. Crack Cocaine and prescription medications (not belonging to her) were found in the vehicle and in her bag. After refusing medical treatment, she was taken into custody and transported to the police department for booking. She was held on \$500 cash bail for a court appearance the next day.

On Sunday, January 24th at approximately 7:30 am, Officers Boyd and Ferreira investigated a reported Abuse Prevention Order violation. A male subject had reported to our station, and he was taken into custody. It was discovered he was in his final days of Quarantine, post COVID-19. He was held without bail and arraigned the next day via the phone. He was released and sanitization procedures took place after that time. This was always an additional challenge with the COVID-19 pandemic, since a violation of these orders is a mandatory arrest.

February

On Saturday, February 6th at approximately 3:30 pm, Sgt. Ceppetelli and Officer Megias responded, along with Fire and EMS Personnel, to a car versus bicycle crash on West Main Street near the Courthouse. The bicyclist was traveling west, on the eastbound side of the road, when he collided with an eastbound vehicle's mirror. He was not seriously injured and one of the females present had warrants for her arrest. She was taken into custody at that time.

On Saturday, February 6th at approximately 11:57 pm, Sergeants Ceppetelli and Karlowicz, as well as Officer Rivera and Fire Department personnel, responded to a fire alarm call at a residence on Center Rd. Upon arrival, it was determined there was an alarm malfunction and no fire was present. There were some 50-100 people present at an off-campus college party. This was reported to both the college officials and our local government offices for further action under COVID-19 protocols. Fortunately, there was not a large spike in cases known to be associated with this gathering. Our officers also responded to the college campus on later in the month, for smaller gatherings at the request of Public Safety Officers. There were no major issues, other than outside parties visiting the campus. One person was arrested for possession of a false identification.

On Saturday, February 13th, Sergeant Poplawski and Officer Carpenter were at the station when an Uber driver stopped in the lot and dropped off two passengers. Both people, a male and a female, were intoxicated and arguing on their way to Webster from Sturbridge. The driver was too distracted and left these individuals at our location. Both people were placed in protective custody and later transported to Hubbard Hospital for treatment and evaluation due to high intoxication levels.

On Friday, February 26th at approximately 2:45 pm, Sergeant Poplawski and Officers Carpenter and Ferreira, were dispatched to the area in front of 21 West Bar for a person on the sidewalk. It was later determined this male subject was involved in an argument with his girlfriend on a drive back from Harrington Hospital. He had just been released from stomach surgery. During the argument, the female is alleged to have punched him in the stomach. He was able to get out of the vehicle and the girlfriend left the

scene. He was found by his ex-wife who notified us. The male was taken to the hospital by Dudley Ambulance for treatment and the girl was later arrested at her residence on charges of domestic assault and battery.

March

On Thursday, March 11th at approximately 4:20 am, Sgt. Karlowicz and Officers Mastrogiovanni and Conte responded to a residence on Oxford Ave. for a male subject smashing property. It was at a location that we have responded to on numerous occasions and involved a party who we are very familiar with. This person also had three outstanding warrants for his arrest. Upon arrival, they encountered the violent male in a back bedroom. After some resistance, he was taken into custody. He was held for a court appearance in the morning. He experienced some drug withdrawal episodes but was able to get to court on time.

On Saturday, March 20th, at approximately 1:02 am, Officer Mariano Conte was conducting traffic control on West Main Street at the intersection of Mason Road. At this time, he observed a Red Saturn Vue traveling eastbound. The vehicle was found to have license plates attached to it which belonged on another car. A motor vehicle stop was conducted. Officer James Rivera arrived to assist. During the investigation, the officers identified a 31-year-old male passenger. He was found to have in his possession 2 knives, approximately 57 grams of a substance believed to be Crack and powdered Cocaine, and some 12 grams of what was believed to be Heroin. There was also drug paraphernalia present, along with over \$3,000 in cash. He was taken into custody and charged with Trafficking Class B Cocaine, Possession with Intent to Distribute Class B Cocaine, and Possession with Intent to Distribute Class A Heroin. He was held on \$25,000 bail for a court appearance at Dudley District Court. He was also later transported to the hospital for complications of drug withdrawals. This again required officers to spend a great deal of time on prisoner watch. The owner of the car was issued a criminal citation for illegally attaching plates as well as an unregistered, uninsured motor vehicle.

April

On Friday, April 2nd, I had a conversation with the new manager at Dudley Park N Shop. During that time. I was informed they had staff working overnights, cleaning, and repairing the facility. On this day, I was told a car had approached the front of the building around 1 am. The occupants stole flowers which were planted in the front of the building, and they left the area. The employees were able to provide vehicle information and Detective Annese was able to locate the suspect (s). They admitted to the theft / damage, and arrangements were made to have this handled privately between the parties.

On Friday, April 2nd at approximately 5:00 pm, Officers Remillard and Pacheco responded to a domestic incident at a residence on Alton Drive. A woman claimed her adult daughter was destroying things in the home, grabbed a knife, and fled out the door of the residence. A Mass State Police K9 unit assisted with a search, and she was located a short time later, in the woods in the rear of Park N Shop, off Airport Road. She was intoxicated and combative. She was later taken into custody. She was held on bail and taken to the hospital for a mental health evaluation. A prisoner watch was conducted over the weekend, which resulted in a great deal strain on the staff as well as overtime cost; all in addition to the Easter holiday.

On Saturday, April 3rd at approximately 8:20 pm, Officers Remillard, Pacheco, and Elizabeth Wojnar responded to a motor vehicle crash on Chase Avenue near #40. It was reported the operator was attempting to leave the scene. The vehicle fled the area, heading toward Webster. Information received indicated a female was operating and, after the crash, she switched seats with a front male passenger. The vehicle was later located by Officer Pacheco and stopped on West Main Street near the Webster Town line. Both parties

appeared under the influence of alcohol, and they were both arrested for that offense. The female was also charged with leaving the scene of the crash and negligent operation. Both were bailed for a court appearance.

On Easter Sunday, April 4th at approximately 8:15 am, Sgt. Poplawski and Officer Ferreira, responded to the Bates Road area for a report of a suspicious male in a parked vehicle. Upon arrival, they encountered a disoriented male who appeared to be under the influence of a narcotic. He admitted to smoking heroine. The Dudley Ambulance was summoned to evaluate the person. In the meantime, it was discovered this person had an outstanding, non-bailable, warrant for his arrest. He was transported to the hospital, and he was found to have over two thousand dollars in cash, drug paraphernalia, and heroine in his possession. He also required medical treatment in the hospital over the weekend for withdrawals. He was transported to court on Monday, April 5th.

On Monday, April 5th, Detective Annese responded to a business on Oxford Avenue for breaks into the company vehicles. Tools and other items were stolen. Investigation led to a nearby residence that we are very familiar with. A suspect was identified and taken into custody the next day. The suspect stated he was COVID-19 positive. He was bailed and our facility was cleaned. Necessary precautions were taken and fortunately we did not have any positive cases because of exposure.

On Thursday, April 15th at approximately 10 pm, Sgt. Karlowicz, along with Officers Conte and Pacheco, responded to a domestic incident at a residence on First Avenue. A male subject had assaulted and threatened his girlfriend, in front of their young children. One child told our officer that he thought the male was going to kill his mommy. The suspect was taken into custody for domestic assault and battery. He also had crack cocaine and other drugs in his possession. He was held on bail for court.

On Saturday, April 24th at approximately 11:30 pm, Officers Mastrogiovanni and Conte, responded to a single car crash in the vicinity of 250 West Main Street. While responding, they were informed the suspect vehicle had fled the scene and a description was provided. Officer Pacheco, who was clearing a paid detail assignment, observed a vehicle matching the description, in the Mill Street area. Officer Mastrogiovanni responded and located the suspect vehicle on Pine Street. The vehicle had sustained front end damage and the operator appeared under the influence of alcohol. He also had open containers of alcohol in the passenger compartment. He was taken into custody and charged with driving under the influence of alcohol, leaving the scene of the crash, and other offenses.

Wednesday, April 28th at approximately midnight, Officers Conte and Pacheco responded, along with Dudley Fire and EMS personnel, to 12 Green Street for a report of a male being shot. They arrived a short time later and treated a 26-year-old male resident, who had suffered a gunshot wound to the chest. He was transported by Dudley Ambulance to UMass Hospital in Worcester for treatment. He is expected to recover, thanks to the quick work of the responders. Initial reports indicate multiple suspects forced their way into the first-floor apartment and confronted the victim. A female resident and two children were also present at that time. No one else was injured. After the shooting, the suspect (s) fled on foot in an unknown direction. This is not believed to be a random act. The Massachusetts State Police responded to investigate. Members of the Webster and Oxford Police Departments also assisted with this incident. Detective Annese lead the investigation and Sergeant Marek Karlowicz, Officer Remillard, and I also responded to assist. A suspect was identified later in the year and a warrant was issued for his arrest. He was believed to have left the state.

May

On Saturday, May 1st at approximately 2:27 am, Sgt. Poplawski, along with Officers Remillard, Mastrogiovanni, and Moroz, were dispatched to a residence on Francis Drive for a person yelling and smashing windows. Upon arrival, they encountered a female subject who was the victim of a domestic violence. She had been assaulted by her husband, who is someone we have dealt with on prior occasions. He also is alleged to have destroyed her phone, dumped gasoline on the kitchen floor (with the stated intention of burning the home), and began smashing windows with a can of Spaghetti O's. He was taken into custody and charged with Domestic Assault and Battery, Destruction of Property, Intimidation of a Witness, and Threatening to Commit Arson. He was held on bail for court and the Department of Children and Families was also notified due to children being present.

On the morning of Tuesday, May 4th, we assisted the FBI with apprehending a male subject from West Dudley who was wanted on white collar offenses associated with larceny of federal stimulus money. He came to the station and was processed by us on the warrant and transferred to the agents for his appearance in Federal Court.

On Monday, May 10th at approximately 5:30 pm, Sgt. Ceppetelli and Officer Megas responded to a residence on Green Street for a possible break in. Upon arrival, several people were observed running from the scene. One male was located at the Webster line, and he was taken into custody. He had several warrants for his arrest.

On Thursday, May 13th at approximately 11:35 pm, Officers Luis Pacheco and Paige Moroz were dispatched, along with Dudley Fire and EMS Personnel, to a single car crash on Chase Avenue. There were three female occupants. It was determined the vehicle involved, a gray 2017 Toyota Camry, was traveling southbound when it failed to negotiate the sharp turn in the road. It collided with a guard rail and utility pole, before coming to rest on the lawn of #43 Chase Avenue. All occupants refused medical treatment. The female operator was believed to be under the influence of alcohol. She was taken into custody and charged with Operating Under the Influence, Negligent Operation of a Vehicle, and a Marked Lanes violation. She was released on personal recognizance for a court appearance.

On Friday, May 28th at approximately 12:50 am, Officers Keith Remillard and Luis Pacheco were advised by the South Worcester County Dispatch Center of a 73-year-old female who was being treated at Hubbard Hospital. She was reported as the victim of an assault who had had driven herself to there for treatment. She had serious injuries to her face and other parts of the body. As a result of information obtained during the investigation, it is alleged a 56-year-old male from Marshall Terrace, who is known to the victim, entered her residence on Brandon Road, assaulted her, and threatened her with a firearm. He then left. Detective Annese assisted with obtaining an arrest warrant for this subject as well as a search warrant for his home. Several lawfully possessed firearms and other evidence were seized from the residence. He was taken into custody without incident at approximately 9 am during a traffic stop on Brandon Road. He was transported to Dudley District Court for arraignment. Officers Carpenter and Ferreira also assisted with this investigation. The subject was charged with Assault and Battery on a person over 60 with serious injury, Home Invasion, Threatening to Commit a Crime, Assault with a Dangerous Weapon on a person over 60, Intimidation of a Witness, and Larceny from a Building.

June

On Friday, June 4th at approximately 9:45 am, Officer Ferreira was conducting radar operations on Charlton Road near Pine Street. He observed a vehicle travel through the intersection without stopping at the sign. A check of the vehicle's license plate revealed the operator had a warrant for his arrest for larceny. Officer Ferreira was unable to locate the vehicle but radioed the description out to other officers. Officer

Mastrogiovanni was working a construction paid detail on Mason Road near the School. He observed the vehicle approach his location and stopped it. He instructed the driver to shut off the vehicle. He refused and the officer attempted to open the door to shut off the car. The driver proceeded to try to drive off. Officer Mastrogiovanni was able to place the vehicle in park, remove the seat belted person from the vehicle, and place him under arrest. He was not injured seriously. The driver was picked up by Officer Ferreira and transported to our station for booking. In addition to the warrant, he was charged with assault and battery with a dangerous weapon, assault and battery on a police officer, and resisting arrest. He was brought to court later that day.

On the same date at approximately 4:15 pm, Sergeant Ceppetelli assisted Webster Officers in locating and apprehending a subject who had reportedly entered Clippin Tymes Barber Shop on Main Street and threatened people inside with a large knife. He was found wandering in and out of traffic and was taken into custody without incident. Drugs and two knives were on his person.

On Saturday, June 5th at approximately 5:57 pm, Officers Daniels and Glowacki were dispatched to the area of 7 Green Street for a reported breaking and entering of a vehicle which had just occurred. A description of the suspect was provided, and the officers began to investigate and attempted to locate the person. Officer Daniels located the male suspect just over the Webster line on Davis Street. As he was attempting to take him into custody, the subject fled, and a foot chase began. The officer was able to catch him by the railroad tracks in Webster near the 7/11 Store. He continued to struggle, and Officer Daniels was able to maintain control of him until help arrived. The person was then taken into custody. He was charged with numerous offenses including breaking and entering of a motor vehicle, possession of Class B "crack" Cocaine, resisting arrest, and disorderly conduct. He was held on bail for court.

On Sunday June 6th at approximately 12:14 pm, Officers Megas and Daniels were clearing an incident in the Green Street area, when Officer Megas observed what appeared to be a car vs pedestrian crash on Chestnut Street. A pickup truck was involved, and it left the scene heading toward Pine Street. Officer Daniels followed the vehicle while Officer Megas rendered aid to the victim (female who was not seriously injured). The vehicle was eventually located and stopped on Slater Street in Webster. Investigation revealed this person apparently had stolen a purse from the victim prior to striking her with the vehicle. He had in his possession some prescription medications that did not belong to him as well as a cell phone. He was charged with numerous offenses including assault and battery with a dangerous weapon (vehicle) leaving the scene of the crash, larceny from the person, and numerous motor vehicle offenses. He was held on bail for court.

On Sunday, June 6th at approximately 8:37 pm, Officers Daniels and Mastrogiovanni were dispatched to the Dudley Beach parking area (Mason Road School) for a report of a fight which appeared ready to start. The report of a gun being involved was also made. One of the suspect vehicles was located and stopped as it was attempting to leave the school. The occupants were ordered out of the vehicle and secured for the investigation. No firearm was located, however, pills believed to be Ecstasy, were found in the driver's possession. He was taken into custody and charged with possession of a Class B drug, and cited for an unregistered, uninsured motor vehicle.

On Wednesday, June 23rd at approximately 3:30 am, Sergeant Ceppetelli and Officer Mastrogiovanni were dispatched to the intersection of Pierpont and Dudley Oxford Roads for a report of a male at the intersection, passed out behind the wheel of a vehicle. Upon arrival, they noticed a male subject who was known to them, slumped over the wheel. The car was still in drive and the officers positioned their vehicle close to it to prevent it from rolling into the intersection in the event the driver took his foot off the brake. They were able to wake him, and he appeared under the influence of something. He then attempted to flee.

He backed up into one of the cruisers, nearly striking one of the officers, then he sped off colliding with the rear bumper of our Cruiser 545. A brief chase began but it was discontinued when the officer lost sight of him. A warrant was requested for numerous offenses including assault with a dangerous weapon, leaving the scene of a crash, failure to stop for a police officer, negligent operation, and destruction of property. Ironically, this was the same individual that Officer Mastrogiovanni had apprehended during his detail stop on Mason Road earlier in the month.

On Tuesday, June 29th at approximately 2:07 am, Sergeant Ceppetelli and Officer Conte were dispatched to a home on Fairview Ave for a report of a recent car break in. Upon arrival they obtained a description of the suspect and learned he fled toward George Street. Sergeant Ceppetelli was able to find a person matching the description on Fairview Ave. He fled on foot. He was caught behind a residence on Warsaw Ave. The subject was a 17-year-old juvenile who had approximately \$400 in cash, electronic equipment, and other miscellaneous items in his possession. A second suspect was also later identified, and this person had a variety of stolen items in his possession. Detective James Annese assisted with this investigation, and it was discovered some 14 vehicles had been broken into that evening. Most of the property taken was able to be returned to victims. This was good work by all the officers involved and we are glad citizens took the time to report this immediately. That assisted in the quick apprehension of those responsible.

July

On Saturday, July 3rd at approximately 4:20 pm, Officers Daniels and Pacheco responded to the Dudley Middle School for a reported alarm in the gym area. Upon arrival, Officer Daniels discovered a young male subject inside the building. Upon seeing the officer, he ran further into the building. A Webster K9 unit responded to assist in locating the subject. A search of the building later revealed the suspect(s) had exited a side door and fled into the woods. Officers continued searching the area and later located two juveniles, ages 16 and 14. It was later discovered the two had entered the building through an unlocked door and fled when the officers arrived. They were returned to their parents and summoned to juvenile court for breaking and entering.

On Monday, July 5th at approximately 4:08 pm, Sgt. Karlowicz, and Officers Megas and Daniels, were dispatched to a report of a hit and run crash in the vicinity of 144 West Main Street. It was reported a vehicle was stopped in traffic eastbound, awaiting the red light to change, when a silver SUV passed them on the right, drove onto a curb, and collided with the rear of their vehicle. The SUV then drove east on West Main Street. No one in the vehicle was injured. A section of a vehicle side mirror was located at the scene and Officer Megas was able to determine it belonged on a Scion SUV. A check of the area resulted in the discovery of a Silver Scion SUV parked near #34 Chase Ave in town. The vehicle had extensive drivers side damage. Further investigation revealed that the owner had allowed a friend to use this car and the person claimed someone "ran into him" near the fire station. The operator was later identified. The person has a suspended driver's license. He was summoned to court for several motor vehicle offenses including the suspension and leaving the scene of the crash.

On Thursday, July 22nd at approximately 1:00 am, Officer Mastrogiovanni had conducted a traffic stop of a vehicle on Mason Road for a stop sign violation. A male and female were present. Sgt. Ceppetelli and Officer Conte later arrived to assist. The male operator claimed he did not have his license in his possession. During the stop, the officer discovered what appeared to be a crack smoking pipe in the driver's door. The subject had a knife on his person, as well as cocaine, heroin, and prescription medication (which did not belong to him). He was taken into custody. The female was also found to have similar drugs in her possession. She resisted arrest briefly but was later taken into custody. Both parties were charged with possession of drugs and held on bail for a court appearance the next day.

August

On Tuesday, August 3rd at approximately 5:30 pm, Officers Daniels and Pacheco responded, along with Fire and EMS Personnel, to a car vs motorcycle crash at the intersection of Warsaw Ave. and George St. Initial investigation revealed a car traveling west on George St. turned left into the path of the motorcycle. The bike rider suffered some serious injuries, and he was transported to Umass Hospital in Worcester for treatment. Members of the Central Mass Law Enforcement Council - Accident Reconstruction Unit responded to assist with this investigation.

On Sunday, August 22nd at approximately 12:10 am, Officers Mastrogiovanni and Conte were dispatched to a reported fight at the PNA Club on West Main Street. It was later determined a male and two females entered the establishment a short time earlier. They were refused service by the bartender. At that point one of the females become belligerent and assaulted the bartender. A male patron stepped in to assist and he was assaulted by the woman. She gouged his eye with her finger, causing an injury. The female was taken into custody and charged with assault and battery causing serious injury and other offenses. She was held on \$500 bail for a court appearance the next day.

On Wednesday, August 25th, at approximately 2 pm, Sgt. Poplawski and Officers Carpenter and Ferreira, along with Fire and EMS Personnel, responded to the intersection of Old Southbridge Rd. and Rt. 131 for a single car crash with an unresponsive driver. Investigation revealed the male driver apparently suffered a medical emergency while driving. The vehicle went off the road and collided with a tree stump. The operator was unfortunately, declared deceased at the scene. Mass State Police Detectives assigned to the District Attorney's Office responded and took the lead in the investigation.

September

On Friday, September 3rd at approximately 7:20 am, Officers Carpenter, Boyd, Ferreira, and Detective Annese responded, along with Fire and EMS Personnel, to a head on crash on West Main Street in the vicinity of the Town Hall. A westbound vehicle appears to have crossed the center line and collided with an eastbound vehicle. The driver of the first car suffered some serious injuries. The female operator of the second vehicle was not seriously hurt, fortunately. The Central Mass Law Enforcement Council - Accident Reconstruction Unit responded to assist with the investigation. The operator of the first vehicle was summoned to court for negligent operation, operating under the influence of drugs, and other offenses

On Wednesday, September 8th, at approximately 7:20 pm, Officer Mastrogiovanni conducted a traffic stop on Brandon Road near the West Main Street intersection. The operator of the vehicle was a 54-year-old male from Webster. Sergeant Ceppetelli and Officer Daniels assisted with this incident. During the investigation, it was determined the driver's right to operate in Massachusetts was currently under suspension. Officers also observed several containers and baggies containing both powdered and "crack" cocaine. Based on the quantity, packaging, and associated paraphernalia present, it was believed it was sufficient to rise to the level of possession with the intent to distribute a Class B Controlled Substance. A quantity of prescription medications, not belonging to this individual, were also located. He also had a knife with a spring release, aka "switch blade." in his possession. He was taken into custody and held on bail for a court appearance at Dudley District Court the next morning. He was charged with Operating After Suspension Subsequent Offense, An Inspection Sticker Violation, Possession with Intent to Distribute Class B (Cocaine), Subsequent Offense, Possession with Intent to Distribute Class B (Crack Cocaine), Subsequent Offense, Possession of Class E Substance, and Carrying A Dangerous Weapon, Subsequent Offense.

On Thursday, September 30th at approximately 4:45 pm, Sergeant Karlowicz and Officer Megas responded, along with Fire and EMS Personnel to Chestnut Street for a report of a pedestrian struck by a vehicle. It was later discovered; this incident was tied to a domestic incident. A male victim was struck twice by a pickup truck operated by his girlfriend. Fortunately, he suffered only minor injuries. The female left the area and was later found in Webster. She was taken into custody and charged with assault and battery with a dangerous weapon

During the month, Detective Annese worked with an 86-year-old resident on a financial scam. A suspect of interest has been identified in the State of Michigan. The case involved the theft of several thousand dollars in a false Publisher's clearing house scam. Charges were filed in connection with this case. Nice job by Jim in identifying a person in this challenging case.

October

Back in June, our officers responded to a serious crash on West Main Street near the Dudley District Court. One female operator was believed to be responsible for the incident and was charged with driving under the influence of alcohol and other offenses. At the end of September, Officer Conte received reports from 2 of the victims who have several broken bones, which resulted in surgery and some permanent plates inserted to repair them. As a result, the charges were upgraded to OUI Causing Serious Bodily Injury.

On Tuesday, October 5th, at approximately 10:50 pm, Sergeant Karlowicz, and Officers Remillard and Pacheco, were dispatched to 6 Dudley-Southbridge Rd. for a report of an assault involving a knife. Dudley Fire and EMS personnel also responded, along with members of the Webster Police Department. Upon arrival, officers discovered two residents on scene, a 19-year-old female and a 39-year-old male. The male had suffered what appeared to be knife wounds to his face, neck, chest, and arm. He was transported by Dudley EMS Personnel to UMass Hospital in Worcester for treatment and later determined to be in stable condition. The female did not suffer any serious injuries during this incident. Initial investigation revealed both residents were in bed asleep. A 40-year-old male suspect, (later determined to be the father of the female resident), was identified as the assailant. The suspect is believed to have entered the residence, without permission or knowledge of the parties. He then proceeded to the bedroom of the home, where the female had awakened and noticed the suspect standing over the male victim. At this time, the suspect is alleged to have stabbed the male several times. The female was able to intervene, and the suspect stopped his assault. He then left the residence on foot. A search of the area was unsuccessful in locating him. Detective James Annese responded to assist with the investigation, and he sought a warrant for the suspect's arrest on the following charges: Attempted murder, Assault & Battery with dangerous weapon (knife), Home invasion, Breaking & Entering in the nighttime for a felony. On Thursday, October 7th at approximately 8:20 am, the suspect was observed riding a bicycle on Mill Road in Dudley, near the West Dudley Rail Trail. Detective Annese, and Dudley Police Officers Arthur Ferreira and Mariano Conte, worked with the Massachusetts State Police and other agencies to attempt to locate him. A search of the area took place, and he was later found at the "Big Y" Plaza in Southbridge by members of the Mass State and Southbridge Police Departments. He was taken into custody and transported to the Dudley Police Department for booking. He appeared in Dudley District Court later that day for arraignment.

On Saturday, October 9th at approximately 10:20 pm, Officers Daniels and Conte were dispatched to a residence on Wayne Ave for a report of a domestic disturbance. It was determined a 47-year-old resident was intoxicated and on medication when he damaged property inside the home of his elderly parents. The officers dealt with the person, who was in an agitated state. They were able to handcuff him after some de-escalation techniques. He did, however, threaten the officers, kick and head butt the rear window in the

cruiser, and spat on the floor several times. He was charged with disorderly conduct, disturbing the peace, and destruction of property. He was held on bail for court.

On Thursday, October 14th at approximately 5:20 pm, Sergeant Ceppetelli, along with Officers Daniels and Conte, responded to the area of Green and Oak Streets for a reported two-car crash. Upon arrival, no one appeared to be injured. It is believed a male subject was backing up his vehicle and collided with the second car. The male did not have a license and provided some mis-leading information to the officers. He was taken into custody and was found to have prescription medication on his person that did not belong to him. He was taken into custody and charged with the motor vehicle violations as well as obstruction of justice and possession of a Class B substance. He was held on bail for court the following day

November

On Tuesday, November 2nd at approximately 8:30 pm, Sergeant Karlowicz and Officers Daniels and Conte responded to a residence on Brandon Rd. for a reported domestic. An 11-year-old child was present and witnessed the incident. The female confronted the male regarding some missing money. He violently assaulted her causing her to lose consciousness briefly. She suffered a concussion and a swollen and bruised left eye. She was taken to the hospital for treatment. The male fled and a warrant was sought for his arrest on charges of domestic assault and battery.

On Friday, November 26th at approximately 1:15 pm, Officer Ferreira was dispatched to Cumberland Farms on West Main Street for a property damage, hit and run, crash. It was determined a darker colored vehicle was performing donut maneuvers in the lot, when it struck and knocked over an exit sign. The vehicle fled up Alton Drive. Officer Ferreira observed a suspect vehicle with some damage on Mason Road near Jesse. The vehicle traveled north on Mason Road and eventually was stopped on Sawmill Road. The male operator claimed he did not have enough insurance money to cover the cost, which is the reason he fled. He was summoned to court for leaving the scene of a property damage accident and having no valid vehicle inspection sticker.

On Tuesday, November 30th at approximately 9:15 pm, Officer Daniels and Smith responded to the intersection of Schofield Ave and West Main for a person lying in the road / sidewalk. Upon arrival they observed a male subject who appeared to be intoxicated, lying on the sidewalk partially in the street. He had apparently fell while carrying some food and suffered some minor leg injuries. In lieu of being placed into protective custody, the person voluntarily went to the hospital for treatment.

December

Detective Annese worked on several matters during the month. A male subject was arrested in Michigan by the US Marshals in connection with the scam of an 86 year-old male was a victim, losing approximately \$5,000 in connection with a false Publisher's Clearing House scam. In another matter, an arrest warrant was obtained for a suspect in connection with a shooting on Green Street from April of 2021. Finally, he investigated several breaks at Dunkin Donuts at 10 West Main Street. These were smash and grab type incidents.

On Saturday, December 4th at approximately 1:30 am, Officers Mastrogiovanni and Rivera responded to Southbridge Road for a report of a vehicle on fire. While responding to the scene Officer Mastrogiovanni noticed a sign damaged and fresh tire marks near Cumberland Farms on West Main Street. The sign had apparently been dragged from Cumberland to very near the PNA Club. Upon arrival at the scene, the vehicle was in the opposite lane of travel near the Quinebaug bridge. The operator was identified as a 29-

year-old male. He was believed to be under the influence and was involved in the earlier crash on West Main. He was not injured. He was taken into custody and charged with several offenses, including OUI Alcohol and Leaving the scene of the crash.

On Saturday, December 12th at approximately 1:50 am, Sgt. Ceppetelli and Officer Remillard responded to an apartment on Oak Street for a report of a domestic assault. A female had gone to the Webster Police Department reporting her husband had punched her in the face, giving her a bloody nose, and he pushed her out of their vehicle. She was taken by ambulance to the hospital for treatment. Officers attempted to locate the suspect, but they were unsuccessful. An arrest warrant for domestic assault and battery was sought. He was arrested by the Webster Police on Christmas Day.

On Tuesday, December 21st at approximately 3:15 pm, Officers Megas and Daniels investigated a call for a disabled motor vehicle at a residence on Oxford Ave. Upon his arrival, Officer Megas observed a male and female in the vehicle engaging in sex. In addition, the homeowner had produced photos of the two engaged in the same activity outside the vehicle, shortly before Officer Megas arrived. The entire family, including their children, witnessed this activity. The male subject had an active warrant for his arrest, and he was taken into custody. He claimed the vehicle had broken down and they parked at this residence and began their activities. The female was intoxicated and transported from the scene. Charges were filed for trespassing and open and gross lewdness.

On Monday, December 27th. Officer Megas was working a paid detail traffic assignment on Dudley Oxford Road near Shepherd Hill High School. He was struck by a passing vehicle's mirror. The vehicle proceeded to leave the scene. A search was conducted, and Officer Megas was evaluated by EMS personnel and released. The vehicle returned approximately one-half hour later. The driver claimed he had suffered a medical issue. He did provide documents stating he was positive for COVID. He was transported to the hospital by the EMS personnel for treatment. He was summoned to court for leaving the scene of the crash. Officer Megas is currently out of work with injuries sustained in the incident.

Other Events of Note:

January

Dudley District Court had closed several days during the month due to positive COVID cases. When the facility is closed, all business is conducted over the phone. These include arraignments, restraining and harassment orders, mental health commitments and more. All are conducted by our personnel virtually or over the phone. Several arraignments had taken several hours to complete remotely. This places additional strain on our resources. Credit again goes to our officers, particularly Officer Carpenter, for working with the courts to handle arraignments and other actions smoothly.

February

The computer equipment we received under our \$24,000 grant from the Executive Office of Public Safety, is beginning to be installed. We also transitioned over new switches and other technology equipment recommended by our infrastructure assessment in 2020. These initiatives have enhanced our communication and operational services. I thank all the officers, particularly Officer Megas, for not only working on the grants, but also assisting with the installation of the equipment. We continued to work with the Administrator, and our telephone vendor, to arrange for backup internet service in the event of a power outage, as well the activation of laptop computers.

On Thursday, February 4th at approximately 7:30 pm, Officers Remillard, Daniels, and Mastrogiovanni responded to a call for a missing 12-year-old boy from Fairview Ave. It was reported the child and his father had an argument over schoolwork and the child left the residence. The child was entered into the state computer system as missing, and the state police and other area departments were notified to assist. They responded with a K9 unit and were going to have their air wing assist in the search, due to the cold temperatures and the need to account for everyone involved. Before they engaged in the track, a State Police Sergeant located the boy on Kleibart Ave. in Webster. He was unharmed and returned to his residence, as the mother is a nurse. All the appropriate paperwork was filed. Glad this had a good outcome.

March

The installation of the computer equipment we received under our \$24,000 grant from the Executive Office of Public Safety, was completed. We also were able to secure backup internet connections for our phone system in the event of a power outage. These initiatives have enhanced our communication and operational services. During this computer installation, several of our officers worked to clean, organize, and dispose of a volume of older equipment in the station. Some of this pre-dated our move to the building over 15 years ago. Special thanks go out to Officers Carpenter, Megas, and Ferreira for all their work on these projects.

May

On Saturday, May 1st at approximately 11:45 am, Sergeant Karlowicz and Officer Annese responded, along with Fire and EMS Personnel, to Corbin Rd. near the Hayden Pond Intersection, for a reported car vs. pedestrian crash. It was believed to be a slow speed collision and there were no serious injuries. It is believed a jogger may have been somewhat distracted and crossed into the path of the vehicle.

June

On Wednesday, June 8th, Sergeant Karlowicz and Officer Conte reported to mutual aid service in the City of Worcester. One of their officers, Manny Familia, had died in the line of duty the week earlier while attempting to save a drowning child. Several of our officers and I attended the wake on Tuesday, June 7th. The officers worked in the City of Worcester and responded to calls for service, along with members of the Massachusetts State Police. This enabled all available city personnel to attend the service. It was an educational experience for these officers and their assistance was appreciated by Worcester Chief Sargent.

July

We experienced several weather events and trees down during the month. July 2021 ended with the highest recorded rainfall amount on record for the time. Several times during the month, roadways flooded, trees came down, and power was impacted in many locations. Our officers worked well with the Fire, EMS, and Highway Department to open roads and respond to emergencies whenever needed.

August

The Board of Selectmen Voted to re-activate the Lieutenant's Position within the Department. This post had been vacant for over 16 years. I appreciate the support of the Board and Administrator for taking positive measures toward re-building our department.

We experienced several weather events and trees down during the month, including Hurricane Henri' and the remnants of Hurricane Ida. These caused some damage, power outages, and extensive flooding in the

area. This was on top of the July 2021 record rainfall. Additional patrols were brought in at times to respond to the emergencies. Our officers worked well with the Fire, EMS, and Highway Department to open roads and respond to emergencies whenever needed.

On August 25th, we assigned an officer to provide coverage during the School Committee meeting at Shepherd Hill High School for discussions surrounding mask mandates and other programs. The discussion was contentious at times and at least one person had to be removed from the meeting. I subsequently met with the Superintendent, Principal, and School Committee Chair to discuss response strategies at future meetings

September

On Saturday, September 4th at approximately 11:50 am, two pedestrians were allowed to cross West Main Street, from the Jimmy's Pizza lot, heading to Cumberland Farms. It appears one of the pedestrians ran into the right turn lane on West Main Street, without looking, and collided with the side of a westbound vehicle. Fortunately, she was not seriously injured. No charges were filed.

We once again experienced several weather events and trees down during the month. These caused some damage, power outages, and extensive flooding in the area. Officers even arrested a person with an outstanding warrant on September 1st who disregarded the road closure by Marty's. He had driven into the area and became stuck in the flooding.

We responded to several drug overdose events during the month. On Tuesday, September 14th Detective Annese, Sergeant Ceppetelli, and Officers Daniels and Ferreira responded, along with EMS Personnel, to a 911 call from a female who reported a male party overdosing at the waterfall area near the Steven's Linen building. They located an unconscious male. Narcan was administered and EMS Personnel transported him to Harrington Hospital in Webster. Fortunately, he made a full recovery.

October

We began entering our reserve officers into further training under the so called "Bridge Academy." This requires all these officers to attend at least an additional 200 hours of training to stay active. These new requirements will, unfortunately, in essence eliminate our reserve force over time. We are exploring ways to maintain service levels while planning for future hires. The reform law is something we will live with; however, it is a wide-reaching, challenging piece, that will require a great deal of time, work, and money.

November

During the first week of November, four candidates participated in an examination and assessment, conducted by Public Safety Consultants LLC. They took an 80-question written test, based on Massachusetts laws and our policies. The assessment consisted of five exercises ranging from emergency response and personnel issues. All four passed the process and scored very close to one another. The Board promoted Sgt. Marek Karlowicz to the position of Lieutenant. He assumed his duties in early 2022.

Santa and Buddy, the Elf, worked with the Fire Department and our officers, to travel around town on the ladder tuck to welcome in the holiday season. This took place on Friday, November 26th and took some four plus hours to complete. The first snowfall of the season took place and weather was a challenge. Despite this, the entire route was covered and people along the way really appeared to enjoy themselves.

December

The Board promoted Reserve Officer Paige Moroz to a full-time position during the month and declared a sergeant's opening, to replace the vacancy created by the promotion of Lieutenant Karlowicz.

On Thursday, December 16th, our department, as well as the Charlton Police, worked with officials from the Dudley and Charlton Schools, to investigate some on-line school-related threats. These began as a challenge through the social media platform TikTok, to promote warnings of school shootings and bomb threats nationwide. These posts did not originate in our community - however they did name several juveniles who reside in and attend school in our neighboring towns. These juveniles were investigated and cleared of any wrongdoing or participating in the online threats. School Resource Officer Phil Megas was an excellent resource in this investigation. These threats are believed to have originated outside the country and the matter is still under investigation.


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

ANNUAL REPORT of the PLANNING BOARD for FISCAL YEAR 2021

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 2021 which started July 1, 2020 and ended June 30, 2021.

In the 2020 election, Richard Clark was re-elected to the Board. During the year, Louis Perrin resigned from the Board and Guy Horne agreed to return to the Board to fill out the seat until the Annual Election in 2021. The Planning Board re-organized at the beginning of the year with Daniel Edmiston continuing as Chairman of the Board, Richard Clark as Vice-Chairman, and Steven Watroba as Clerk. William LePage continued as a member. Michelle Jervis continued to provide administrative support to the Board among her many other duties. The Board is assisted by a part-time Town Planner, William Scanlan, who came on-board the previous year.

Over the course of Fiscal Year 2021, the Planning Board and Town Planner continued to work with the Board of Selectmen and subdivision developers to finish the construction of several old subdivision streets and have these streets accepted by the Town as public ways.

Town Meeting acted on several bylaw amendments, which the Planning Board reviewed and made recommendations:

- In the October 2020 Town Meeting, the Planning Board supported an amendment to the Mill Conversion Overlay District to clarify what constitutes a commercial use to qualify as a mill conversion project, and to allow a waiver from the affordable housing requirement that ten percent (10%) of the dwelling units be restricted to low and moderate income households. The article also proposed to add new definitions for “community facility” and “event center”; and to add the two uses to the Use Chart, designating which districts they may be permitted. The article passed.
- At the Annual Town Meeting in May, the Board supported an article to create a Marijuana Cultivation Overlay District and to place a property on Corbin Road in the district. The article failed to achieve the required two-thirds majority.

Under Subdivision Control, the Board took the following actions:

- Approved nine Approval Not Required Plans (ANRs).
- Approved a preliminary subdivision plan known as Butler’s Way off Jaybee Ave. containing 6 lots; the Board later allowed the applicant to withdraw the definitive plan application without prejudice.
- Approved a two-lot industrial subdivision preliminary plan at the end of Fish Road. The definitive plan was submitted in FY ’22.

The Board approved a site plan to allow a building contractor facility at 24 Oxford Avenue.

The Board granted a special permit and site plan approval for a cannabis cultivation, manufacturing, and retail sales establishment at the former Chase Mill at 35-37 Chase Avenue.

The Planning Board and Town Planner, along with the Economic Development Committee, have continued to work to bring about economic development and ensure a sustainable future for the Town. During FY 21, the EDC and Town Planner, 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.

During FY 21, the Planning Board and staff assisted on the following activities:

- The Planning Board served as the Complete Streets Committee for this program which encourages communities to plan for multiple uses of public streets, including walking, bicycling, wheel chair accessibility, and public transit. The Board prepared a Complete Streets policy, which was approved by the Board of Selectmen. The Planning Board then began working with CMRPC on a Complete Streets Prioritization Plan, which identifies numerous locations in town that would benefit from new sidewalks and other pedestrian safety measures.
- Assisted CMRPC staff on the Town's Community Development Block Grant (CDBG) program for an Infrastructure Planning Project for the Jericho and Brandon neighborhoods and an ADA Self-Evaluation and Transition Plan for the Town. The grant was awarded in July 2019 and the plans were approved in FY '21. Dudley also received CDBG funds to start a Housing Rehabilitation Program, which is also managed by CMRPC.
- Assisted residents and developers with answering questions pertaining to application procedures and bylaw interpretations in order to insure timely action on local permits.
- Richard Clark 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 the past year.

Respectfully Submitted,

Daniel Edmiston, Chair
Richard Clark, Vice Chair
Steven Watroba, Clerk of the Board
William LePage
Guy Horne

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, 2020 through June 30, 2021.

While the issues at home and abroad present challenges, the Treasurer/Collector's office strives to maintain a higher level of service to the Town's employees and citizens. Our efforts continued towards loss control for the property and casualty lines of insurance. The Hampshire Council of Governments Insurance Trust has stood out as an exemplary provider of health benefits with strong reserves and proactive management. Infrastructure upgrades throughout the Town have been a priority this past year. The additional debt service requires substantial compliance and financial reporting to ensure the regulatory thresholds are met for both State and Federal agencies. This fiscal year will prompt a Federal audit as the Town has received funds in excess of \$750,000. Banking services have shifted to a new "normal" where we see expanded taxpayer access for information and fulfillment. This trend will most certainly continue into the next year and beyond.

Many thanks to the voters who re-elected me to another three-year term at the June 2021 Town Election. I look forward to the upcoming year with two new employees. Donna Hadley-Wires and Danielle Glowacki have joined the office as Assistants. Both bring professionalism, ambition and attention to detail to the office. As a team, we have the makings of a brilliant year.

Respectfully submitted,

Richard A. Carnignani 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, 2020		\$	5,244,770
Receipts:			
Treasurer	\$	9,466,416	
Collector	\$	17,858,114	
Total Receipts		\$	27,324,530
Expenditures			
Payables	\$	21,504,360	
Payroll	\$	5,182,092	
Total Expenditures		\$	26,686,452
Balance as of June 30, 2021		\$	5,882,848

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	\$	5,325
Non-major funds other	\$	2,741
Enterprise accounts	\$	1,441
Stabilization	\$	6,214
Special Revenue	\$	2,281
Permanent Funds	\$	238
Total Interest Receipts	\$	18,240

NON-INTEREST BEARING FUNDS	June 30, 2020	June 30, 2021
General Cash	\$ -	\$ -
Grant Funds	\$ -	\$ -

INVESTMENTS/INTEREST BEARING FUNDS

General Cash			
General Fund	\$	1,673,910	\$ 2,335,866
Stabilization			
Fund Balance General	\$	206,942	\$ 110,530
Fund Balance Cap. Imp.	\$	155,206	\$ 257,610
Enterprise Funds			
Water Funds	\$	1,763,456	\$ 1,962,836

Sewer Funds		\$	544,437	\$	543,189
	Sub-total	\$	2,307,893	\$	2,506,025
Fiduciary Funds					
Escrow/Deposits/					
Warrants Payable		\$	235,815	\$	302,093
Special Revenue					
300th Anniversary		\$	784	\$	786
Clarinda Wood Fund		\$	165,904	\$	164,977
Compensated Absences Trust		\$	7,238	\$	7,259
Municipal Insurance Fund		\$	7,144	\$	7,164
Unemployment Trust		\$	43,927	\$	86,010
Worker's Compensation Trust		\$	484	\$	485
Federal & State Grants		\$	300,313	\$	167,938
Special Revenue Other		\$	531,769	\$	460,069
	Sub-total	\$	1,057,563	\$	894,688
Capital Projects					
Fire Station Construction		\$	19,313	\$	-
Ambulance		\$	(55,000)	\$	-
Municipal Complex Roof		\$	-	\$	(300,000)
LED Light Conversion		\$	(200,000)	\$	(133,333)
Police Dept Vehicles		\$	-	\$	-
Fire Dept Vehicles		\$	-	\$	-
Highway Vehicles		\$	(245,000)	\$	(180,000)
Capital Other		\$	367	\$	319
	Sub-total	\$	(480,320)	\$	(613,014)
Permanent Funds					
Cemetery Funds		\$	83,303	\$	84,579
A. Perry Library Trust		\$	3,455	\$	3,465
Helen Piasta Mem. Library Trust		\$	1,003	\$	1,006
	Sub-total	\$	87,761	\$	89,050
Total Cash/Investments		\$	5,244,770	\$	5,882,848
Portfolio Allocation for Non-FDIC/State Pool Investments		\$	44,213	\$	45,229
Government Agency		\$	160,407	\$	59,721
Treasury Bond		\$	155,013	\$	200,171
CD		\$	140,865	\$	102,575
Corporate Bond		\$	235,217	\$	447,436
Bond Fund		\$	133,879	\$	67,460
Money Market Mutual Fund		\$	58,893	\$	27,234
Cash		\$	1	\$	1
<i>*Rate of return for FY2021 0.97%</i>		\$	884,275	\$	904,598

Insurance Claims
July 1, 2020 through June 30, 2021

	Property	General Liability	Employee Injury	Police/Public Liability	Auto Liability
Highway	0	0	2	0	2
Fire	0	0	1	0	2
Police	0	0	1	0	4
Town Hall	0	0	0	0	0
Sewer	0	0	0	0	0
Water	0	0	0	0	0
Library	0	0	0	0	0
Recycling	0	0	0	0	0
Unclassified	0	0	0	0	0
Open	0	0	0	0	0
Total	0	0	4	0	8

OUTSTANDING DEBT ACCOUNTS - SHORT TERM

Issuance	Date	Article	Outstanding July 1, 2020	Issued FY 21	Retired FY 21	Outstanding June 30, 2021	Interest
Ambulance New	10/30/2017	12	\$55,000	\$0	\$55,000	\$0	\$647
Highway Paver	10/24/2016	5	\$20,000	\$0	\$20,000	\$0	\$235
Municipal Complex Roof	5/21/2018	7	\$450,000	\$0	\$150,000	\$300,000	\$5,295
LED Streetlights	5/21/2018	9	\$200,000	\$0	\$66,667	\$133,333	\$2,353
Highway Street Sweeper	10/28/2019	5	\$225,000	\$0	\$45,000	\$180,000	\$3,881
Sewer I and I Study	10/28/2019	19	\$125,000	\$0	\$25,000	\$100,000	\$2,156
Water Stations 1,3,7	10/28/2019	21	\$900,000	\$0	\$900,000	\$0	\$10,590
Highway Loader	6/30/2021	Ch. 70	\$0	\$170,744	\$0	\$170,744	\$0
PFAS Engineering	6/22/2020	19	\$0	\$185,500	\$0	\$185,500	\$434
PFAS Project	6/22/2020	18	\$0	\$1,000,000	\$1,000,000	\$0	\$1,972
Ambulance Fire	6/22/2020	9	\$0	\$260,000	\$0	\$260,000	\$609
Total Short Term Debt			\$1,975,000	\$1,616,244	\$2,261,667	\$1,329,577	\$28,172

OUTSTANDING DEBT ACCOUNTS - LONG TERM

Issuance	Date	Article	Outstanding July 1, 2020	Issued FY 21	Retired FY 21	Outstanding June 30, 2021	Interest
<i>Inside the Debt Limit</i>							
Town Hall Rehab	12/15/2002	-	\$855,000	\$0	\$285,000	\$570,000	\$32,917
Town Hall Rehab Pt 2	4/18/2004	-	\$285,000	\$0	\$95,000	\$190,000	\$11,163
Sewer Phase II	5/10/2000	-	\$0	\$0	\$0	\$0	\$0
Fire Station Rehab	10/24/2016	11	\$5,760,000	\$0	\$320,000	\$5,440,000	\$194,400
Sub-total			\$6,900,000	\$0	\$700,000	\$6,200,000	\$238,480
<i>Outside the Debt Limit</i>							
Water PFAS Schofield	10/28/2019	-	\$0	\$1,795,000	\$0	\$1,795,000	\$0
Water Healy/Oxford	10/15/2012	-	\$390,000	\$0	\$130,000	\$260,000	\$6,500
Water Corrosion Control	10/1/1999	-	\$0	\$0	\$0	\$0	\$0
Sub-total			\$390,000	\$1,795,000	\$130,000	\$2,055,000	\$6,500
Total Long Term Debt			\$7,290,000	\$1,795,000	\$830,000	\$8,255,000	\$244,980
Total Debt			\$9,265,000	\$3,411,244	\$3,091,667	\$9,584,577	\$273,152

AUTHORIZED AND UNISSUED DEBT

Purpose	Date of Vote	Article Number	Amount Authorized	Issued	Rescinded	Unissued 06/30/2021
Water Wells, Tanks, Roadwork	6/22/2020	16	\$ 5,225,000	\$	- \$	- \$ 5,225,000
Sewer I and I	6/22/2020	17	\$ 1,300,000	\$	- \$	- \$ 1,300,000
Water Transitional Main	6/22/2020	18	\$ 1,000,000	\$	1,000,000 \$	- \$ -
Water PFAS Improvements	6/22/2020	19	\$ 200,000	\$	185,500 \$	- \$ 14,500
Fire Ambulance	6/22/2020	9	\$ 260,000	\$	260,000 \$	- \$ -
Highway Dump Trucks	5/24/2021	13	\$ 350,000	\$	- \$	- \$ 350,000
Water PFAS WTP	5/24/2021	24	\$ 11,500,000	\$	- \$	- \$ 11,500,000
Water PFAS Design	5/24/2021	23	\$ 700,000	\$	- \$	- \$ 700,000
Water Asset Mgmt	5/24/2021	22	\$ 150,000	\$	- \$	- \$ 150,000
Water Temporary WTP	5/24/2021	21	\$ 1,000,000	\$	- \$	- \$ 1,000,000
						\$ 20,239,500

TAX TITLE AND TAX LIEN REDEMPTION

Uncollected Accounts July 1, 2020	\$399,523
Commitments	\$178,123
Net Collections	<u>\$141,001</u>
Uncollected Accounts June 30, 2021	\$399,523

FUEL USAGE FOR FY 2021 (in Gallons)

DEPARTMENT	UNLEADED	DIESEL	TOTAL
Police	9,391.80	0.00	9,391.80
Fire	1,394.20	3,382.10	4,776.30
Highway	3,906.70	8,636.80	12,543.50
Sewer	1,680.80	179.40	1,860.20
Water	1,468.90	1,477.20	2,946.10
Buildings and Grounds	648.00	64.90	712.90
Administration	127.20	0.00	127.20
Totals	18,617.60	13,740.40	32,358.00

WORCESTER REGIONAL RETIREMENT SYSTEM 2021

Amount withheld from employee wages	\$391,954
Amount contributed by the Town	<u>\$955,135</u>
Total paid to the Worcester Regional Retirement Board	\$1,347,089

PAYROLL AND DEDUCTIONS FOR CALENDAR YEAR 2021

GROSS WAGES \$ 5,389,419.01

DEDUCTIONS WITHHELD:

Federal Tax	\$ 557,928.84
State Tax	\$ 232,340.62
Medicare Tax	\$ 70,268.82
Retirement	\$ 391,953.73
Boston Mutual Life Ins.	\$ 15,445.62
Health Insurance	\$ 267,532.25
Mutual of Omaha	\$ 260.00
AFLAC	\$ 84,372.90
Union Dues	\$ 26,070.23
Family Service	\$ 52,012.00
Deferred Comp	\$ 82,400.60
OBRA	\$ 49,292.40

Personal Use of Auto	\$	5,728.00
Clothing Allowance	\$	1,006.70
 TOTAL DEDUCTIONS WHELD	 \$	 1,836,612.71
 NET WAGES PAID	 \$	 3,552,806.30

GROSS WAGES FOR CALENDAR YEAR 2021

	Curr Gross Amt
Aker, Michelle	\$ 4,685.20
Andujar, Joshua	\$ 210.00
Annese, James	\$ 125,889.69
Antonson, Olivia	\$ 3,625.16
Asselin, Luke	\$ 74,387.26
Aubuchont, Nathan	\$ 900.00
Bain, John	\$ 58,921.86
Bardellini, Joseph	\$ 7,122.38
Baron Sr, Theodore	\$ 7,580.03
Barton, Robbie	\$ 29,025.00
Baxter, David	\$ 62,663.98
Belhumeur, Brian	\$ 4,413.00
Benoit, Scott	\$ 101,881.79
Berg, Lisa	\$ 66,859.33
Blanchard, Shawn	\$ 1,660.50
Bonnette Jr., Michael	\$ 1,234.00
Boyd II, Chandler	\$ 119,481.61
Brackett, Alan	\$ 11,206.00
Brackett, Joshua	\$ 312.00
Buccelli-Costen, Lena	\$ 15,897.93
Buehanan, Michael	\$ 2,208.00
Bujala, Miroslaw	\$ 730.00
Burlingame, Nelson	\$ 28,649.72
Bussiere, Margaret	\$ 15,283.54
Buzanoski, Patricia	\$ 14,161.60
Caney, Jesse	\$ 4,776.00
Carmignani Jr, Richard	\$ 96,534.51
Carpenter Jr, David	\$ 98,145.21
Carroll, Lida	\$ 51,339.01
Carter, Janet Drusilla	\$ 68,029.67
Castonguay, Austin	\$ 153.00
Ceppetelli, Paul	\$ 116,624.31
Chenard, Steven	\$ 84,560.85
Conte, Mariano	\$ 110,083.55
Coraceio, Tatum	\$ 20,857.93
Courmoyer, Jennifer	\$ 50,252.82
Courmoyer, Zachary	\$ 10,173.42
Cyganiewicz Sr, Kerry	\$ 1,000.00
Daly, Nicholas	\$ 20,138.94
Daniels, Ryan	\$ 104,843.00
Davey, Zachary	\$ 10,042.54
Demers, Dylan	\$ 60,941.39
Demers, Dustin	\$ 613.47
DiDonato, Anthony	\$ 575.00
Dorval Jr, Brian	\$ 97,319.21
Edmonds, Robert	\$ 4,937.50
Erickson, Bryan	\$ 1,031.00
Ethier, Anne	\$ 16,396.62
Fairbanks, Logan	\$ 1,400.00
Ferreira Jr, Arthur	\$ 95,841.05
Fitzgerald, Jennifer	\$ 12,950.42
Fitzgerald, Robert	\$ 4,030.48
Fitzgerald, Jennifer	\$ 6,668.71
Fitzgerald, Robert	\$ 17,350.99
Flood, Michael	\$ 38,061.72
Galvin, Timothy	\$ 73,371.72
Gatzke, Shane	\$ 1,299.19
Gatzke Jr, Melvin	\$ 62,818.14
Genga, Anthony	\$ 3,550.00
Gibson, Brodie	\$ 168.00
Glowacki, Danielle	\$ 19,658.71
Glowacki Jr, John	\$ 5,002.00
Golenski III, Stanley	\$ 78,579.88
Grauer, Matthew	\$ 1,796.00
Grossi, Dawn	\$ 6,853.32
Gulkin, Eric	\$ 807.00
Gustafson, Susan	\$ 16,941.73
Hadley-Wires, Donna	\$ 31,712.30
Hayes, Desiray	\$ 2,303.84

Jacobson, Amanda	\$	43,896.18
Jervis, Michelle	\$	54,856.09
Johnson, Roberta	\$	51,436.00
Johnson, Jason	\$	1,000.00
Johnson, Jillian	\$	11,478.44
Jones Jr, James	\$	315.00
Joseph, Paul	\$	1,000.00
Karlowicz, Marek	\$	161,760.62
Keefe, Jack	\$	1,488.00
Kline, John	\$	948.00
Kochanowski, Dean	\$	126,774.61
Konieczny, David	\$	613.47
Konieczny, Paul	\$	91,271.62
Konieczny, Scott	\$	1,975.00
Krajcik, Michael	\$	81,529.28
L'Heureux, Robbie	\$	2,207.00
LaRochele, John	\$	6,472.00
Latino, Paul	\$	83,103.66
Majorowski, David	\$	500.00
Mangan, Ryan	\$	1,677.00
Marcinkus, Joseph	\$	13,219.00
Marsi Jr, John	\$	1,000.00
Mastrogiovanni, James	\$	99,309.49
Mayen, Tasha	\$	508.29
McDonald, Travis	\$	10,280.00
McDonald, Jacob	\$	845.00
McGowan, Charles	\$	9,137.00
Megas, Philip	\$	120,910.15
Meleski, Mark	\$	14,559.94
Miller, Logan	\$	55,166.53
Milosh, Lauren	\$	36,522.21
Moroz, Paige	\$	15,858.00
Moroz Jr, Chester	\$	97,612.28
Morton, Ryan	\$	3,100.00
Murray, Jeffrey	\$	89,602.44
Nichols, Keith	\$	6,849.00
Nogler, Shane	\$	4,308.00
Nonnandin, Patrick	\$	27,059.43
O'Shea, Shannon	\$	10,198.13
Orawsky, Andrew	\$	702.40
Pacheco, Luis	\$	69,917.45
Patrinos, George	\$	97,109.59
Pelley, Brooke	\$	459.00
Perzan, Lukasz	\$	655.00
Petro, Mary	\$	35,059.15
Phelps, Jacqueline	\$	41,281.50
Piasta, Neil	\$	19,036.50
Poplawski, Dean	\$	123,381.59
Poznanski, Joshua	\$	1,500.00
Prefontaine, Jessica	\$	100.00
Remillard, Keith	\$	102,194.33
Reynolds, Patrick	\$	52,143.84
Rivera, James	\$	27,375.08
Roberts, Heather	\$	6,645.62
Robinson, Kristen	\$	240.00
Rogerson, Stephen	\$	26,830.80
Rossik Jr, Joseph	\$	2,384.00
Rozenas, Wayne	\$	1,153.13
Ruda, Jonathan	\$	141,536.46
Russell, Jesse	\$	56,655.67
Russell, James	\$	1,306.88
Salonis III, Albert	\$	2,510.00
Sgariglia, Brian	\$	6,068.15
Sheehan, Daniel	\$	76,224.85
Shelburne, Nicholas	\$	7,836.00
Slingo, George	\$	2,970.00
Smith, Lori	\$	68,348.45
Smith, Tyler	\$	85,626.10
Sousa, Carlos	\$	3,348.89
Spahl, Jay	\$	14,735.00
Spahl, Erik	\$	77,595.10
Stencel Jr, John	\$	5,180.62
Sugar, Ferdinand	\$	5,020.04
Sullivan, Steven	\$	1,000.00
Sutherland, Neil	\$	13,320.00
Thibaudeau, Deborah	\$	74,359.61
Thibeault, James	\$	53,982.97
Tonelli, Deborah	\$	6,120.00
Torres, Carlos	\$	3,295.00

Tremblay, Dennis	\$	28,563.21
Trifone, Antonio	\$	85,092.47
Tryba, George	\$	11,753.40
Vo, Thu	\$	8,740.74
Warrington, Allen	\$	61,442.47
Warrington, Brandon	\$	5,011.52
Wetherbee, Richard	\$	60,639.26
Wieloch, Paul	\$	145.76
Wieloch, Connor	\$	8,094.70
Williams, Tyler	\$	3,180.00
Wilson, Christopher	\$	4,996.00
Wojnar, Steven	\$	170,698.23
Wojnar, Elizabeth	\$	1,375.00
Wong Kam, Sarah	\$	1,437.75
Young, Pamela	\$	12,471.14
Ziegler, Joshua	\$	698.00
	\$	<u>5,389,419.01</u>

COLLECTOR RECEIPTS FOR FISCAL YEAR 2021

Real Estate Tax	2019	\$	(17,887.18)
	2020	\$	102,550.14
	2021	\$	13,242,882.68
	2022	\$	-
Total Real Estate Tax		\$	<u>13,327,545.64</u>

**Negative value denotes a credit folled forward to a successive fiscal year*

Supplemental Tax	2020	\$	3,985.61
Total Supplemental Tax		\$	<u>3,985.61</u>

Personal Property Tax	2020	\$	464.63
	2020	\$	313,362.11
Total Personal Property Tax		\$	<u>313,826.74</u>

Motor Vehicle Excise	Excise Collected in excess of Abatement 2006 & Prior	\$	56.78
	2007	\$	-
	2008	\$	33.75
	2009	\$	149.58
	2010	\$	105.00
	2011	\$	284.90
	2012	\$	194.48
	2013	\$	148.13
	2014	\$	100.00
	2015	\$	684.17
	2016	\$	1,489.69
	2017	\$	2,210.65
	2018	\$	4,608.32
	2019	\$	27,085.94
	2020	\$	224,780.18
	2020	\$	<u>1,318,729.87</u>
Total Motor Vehicle Excise		\$	<u>1,580,661.44</u>

Boat Excise	2018	\$	90.00
	2019	\$	243.00
	2020	\$	3,316.42
Total Boat Excise		\$	<u>3,649.42</u>

Water	Usage	2017	\$	44.62
	Fees	2017	\$	-
	Usage	2018	\$	-
	Fees	2018	\$	-
	Usage	2019	\$	70.00
	Fees	2019	\$	-
	Usage	2020	\$	33,189.53
	Fees	2020	\$	1,422.32

	Usage	2021	\$	1,201,005.87
	Fees	2021	\$	4,566.40
Total Water			\$	1,240,298.74

Sewer	Usage	2020	\$	42,392.49
	Fees	2020	\$	1,198.00
	Usage	2021	\$	999,330.96
	Fees	2021	\$	4,566.40
Total Sewer			\$	1,047,487.85

Water Sewer Liens & Betterments & Title 5 Betterments

2020	Sewer Lien	\$	748.90
	Sewer Lien Interest	\$	131.94
	Water Lien	\$	840.00
	Water Lien Interest	\$	115.25
	Water/Sewer Fees	\$	280.00
	Sewer Betterments	\$	247.92
	Sewer Betterments Interest	\$	18.59
	Betterments Paid In Advance	\$	-
	Inc. & Exp. Fees	\$	300.00
2021	Sewer Lien	\$	51,213.32
	Sewer Lien Interest	\$	7,060.21
	Water Lien	\$	46,736.82
	Water Lien Interest	\$	6,133.76
	Water/Sewer Fees	\$	8,360.00
	Sewer Betterments	\$	-
	Sewer Betterments Interest	\$	-
	Betterments Paid In Advance	\$	-
	Inc. & Exp. Fees	\$	5,550.00

Total W/S Liens, Betterments & Title 5 **\$ 127,736.71**

**Negative value denotes a credit rolled forward to a successive fiscal year*

Municipal Lien Certificates **\$ 37,725.00**

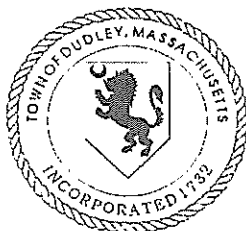
Charges	Advertising	\$	554.34
	Bank Charge	\$	50.00
	Release of Lien	\$	-
	Demand	\$	47,585.00
	DPW Demand	\$	19,220.00
	Mark Clear	\$	13,340.00
	Notice of Warrant	\$	14,688.00
	Service of Warrant	\$	13,651.00
	Warrant	\$	12,280.00
Total Charges		\$	121,368.34

Total Receipts **\$ 17,682,917.15**
Interest **\$ 53,828.88**
Charges **\$ 121,368.34**

Combined Cash Total **\$ 17,858,114.37**

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 9:00PM-4:00PM
Or by Appointment
Phone: (508) 949 8010
Fax: 508-949-8033

January 5, 2022

Annual Report Veterans' Officer 2021

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

1. 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 2021, 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. Attendance at mandatory annual training and certification to keep up to date with changes in both Massachusetts General Law Chapter 115 and Federal Law Title 38 which is provided by the Massachusetts Department of Veterans Services. Attend training sessions, conferences, veterans' organizations seminars such as Disabled American Veterans, Veterans of Foreign Wars, etc. to ensure current knowledge of programs/benefits / laws. There are also two week-long additional training conferences offered by the Massachusetts Veterans' Services Officers Association (MVSOA) which requires a fee for attendance and is held every February in Leominster as a way to confer with other MSVOA's and share knowledge as well as classes. There is one conference in July held on Cape Cod with seminars and classwork also for an additional fee which is the responsibility of the municipality of Dudley. This is a coordinated effort of both Massachusetts Department of Veterans' Services and the MVSOA.

Fiscal Year 2021 was also challenging in a way never before experienced by this office as the veterans' information management system was revamped and expanded upon especially in the technical portion of the benefits system. This system manages Massachusetts State veterans' benefits. For nearly two months the veterans' office did not have access to the new system as the files were being switched from the former VISMIS system which was the information management system used since 2009 by the Commonwealth to the upgraded Onbase system. It has been a learning curve with the veterans' office due to the extensive protocol now involved. Because of the complexity of the new system, there have been glitches to be worked out by both the Commonwealth and local Veterans Officers and this continues to this day. We expect that by the years end, everything will have an SOP which entails every detail that could be experienced in the day-to-day management of these cases.

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 2021, the Town of Dudley appropriated \$145,543.70 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. Some benefits are reimbursable at 100% to the Town of Dudley from the Commonwealth such as homeless benefits, burial benefits, medical benefits, etc. Fiscal year 2022 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 FY2021 I received training and became certified from the Massachusetts Department of Veterans Services as a State Veterans Services Officer. I also became certified by the Disabled American Veterans Organization as a Veterans Services Officer. During the fiscal year of 2021, 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 2021 has been a very challenging year in obtaining better employment opportunities for many Veterans in as much as could be obtained during this semi-post COVID-19 period. 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. The inflation which we are seeing at this time creates a real burden on the veterans on fixed incomes as it does to all senior citizens and disabled persons. Many older veterans also required much assistance with telehealth programs with the VA during this post 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

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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, Primary Operator
Luke Asselin, Secondary Operator
James Thibeault, 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

As always, the Dudley Water Department continues to strive on repairing and upgrading its water distribution system for its customers. This past year, our department has been plagued by injuries and sickness stemming from the Corona Virus, which has inhibited adequate manpower for a period of time.

This past year the Water Department has completed or is in the process of completing the following projects and/or upgrades to its distribution system.

- Integration of a Temporary Treatment Vessel (GAC) with new Well #7 at the Schofield Ave Pump Station #3. The Granulated Activated Carbon Vessel (GAC) has already been mounted in front of the station and is awaiting final plumbing, piping, and electronic controls along with State approvals before becoming operational. This temporary treatment vessel will allow the Well #7 pump to run at a much higher capacity while the (GAC) vessel removes "PFAS" from the distributed water. (The department is

- currently blending the water to meet state regulations but at a reduced capacity.)
- At present time, the blending water transmission water main from Station #3 to Station #6 continues to temporarily mitigate the “PFAS” substances in the drinking water to meet State water quality standards. (This method however, limits output of water into distribution system and must be monitored.)
- The department has been working on the development of a large-scale Water Treatment Facility for the Dudley Water distribution system. This new facility will be located next to Water Pump Station #6 on New Boston Road. It will be designed to take untreated water from all working pump stations and treat it at this one location, eliminating the need for individual treatment centers. (Huge savings) This project is SRF funded and expected to take two (2) years or more to complete. The treatment facility is also expected to treat other forms of substances that may need treatment in the future.
- Implementation of a new water transmission main from Station #1 on West Main Street to Station #6 on New Boston Rd (soon to be the treatment facility) through an SRF funded project and is designed to have the untreated well water from Station #1 carried over to Station #6 to be treated for “PFAS” (if required) or other possible contaminants. Along with the construction of this new water main, will be the elimination of the transite (asbestos) water mains on the following streets: Warsaw Ave, Fairview Ave, Ellis Ave, Prospect Ave, and sections of George Street along with new hydrants. This project will include an 8-inch raw water main from Station#1 to Station #6 and a 12-inch return main for the treated water back to the Distribution System.
- Completed the Mason Road and Mason Road Extension water main project this past Fall, which is also a SRF project and has eliminated approximately two (2) miles of transite water pipe. This project has increased the water main size from 6-inch to 8-inch and has allowed for a new pressure reducer valve at Sawmill Road. In addition, nineteen (19) new hydrants have also been installed on both Mason Road and Mason Road Extension. (The final pavement should take place in Spring/Summer)
- SFR funded projects to rehabilitate both the Dresser Hill Road reservoir tank and the Bates Hill reservoir tank. (On schedule for this summer)
- Continued yearly town wide leak detection program to locate leaks or water loss in distribution system.
- On-going town wide water meter replacement program to upgrade and replace all water meters and bases in the water system.
- The Water Department also continues to participate in State programs to analyze and identify its resilience and redundancy, along with how our infrastructure is maintaining itself.
- Water Department has replaced approximately twenty-three (23) water main or service breaks throughout the year.
- Water Department is continually on a mission to find new sources of water supply, especially in the western parts of town.

Sewer Department

The Dudley Sewer Department has made great progress in trying to correct and improve its aging infrastructure. One of the main issues that has plagued the sewer system has been its

aging pump stations, its irregular pipe sizes in highly populated areas, and its infiltration of external water in the sewer system. However, through the state funded I & I (Inflow and Infiltration) project that has been implemented in town this past year, we have been able to identify areas of infiltration into the sewer system and have taken steps to initiate pipe lining methods throughout those areas that were affected. At this time, the department has also increased its area of coverage, with the I & I project to include parts of Alton Drive, Budd Drive, Susan Drive and Francis Drive.

The Sewer Department has also performed the following upgrades or improvements to the system along with the I & I project.

- New sewer ejector pumps for the Lyons Road Pump Station.
- Upcoming new pump rail system for Eisenhower Drive Pump Station. (Not accepted)
- Have identified manhole locations and have made necessary repairs or improvements.
- Continue to upgrade sewer meters in conjunction with the Water Department to improve accuracy.
- Continued use of the camera system to inspect sewer mains to identify any areas of concern or in need of repair.
- Installed eight (8) new sewer connections.
- Extensive work to Tanyard Road Pump Station and generator.

Sewer Stats

Total of 20.66 miles of gravity mains.

Total of 0.46 miles of low pressure forced mains.

Total of 566 working manholes in use.

The Water Sewer Department Superintendent would again like to express his appreciation to all the Water and Sewer employees for their hard work (especially in these difficult times) and dedication along with the Board of Water Sewer Commissioners and citizens of the Town of Dudley for their continued support.

Respectfully Submitted,

George Patrinos, Water Sewer Superintendent
and
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
John Julian
Hugh Cushing
John Glynn
Wesley Pettit
Roberto Sinni

Amanda Jacobson, Clerk
Phone 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 FY2021

The Zoning Board of Appeals is composed of five regular members, one alternate member and one clerk. Massachusetts State Statute has authorized the Zoning Board of Appeals to perform the following:

- **Special Permits**
 - Zero
 - Fees Collected - \$0.00
- **Variances**
 - Seven Residential Variances
 - Fees Collected - \$1050.00
- **Commercial Variances**
 - One Commercial Variance
 - Fee Collected - \$350.00
- **Appeals**
 - Zero
 - Fee Collected - \$0.00

Total Fees Collected
\$1,400.00

Respectfully submitted,

George Slingo
Chairman Zoning Board of Appeals

DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

Steven M. Lamarche
Superintendent of Schools



Robert J. Bergeron
Director, Pupil Personnel
Services

Dr. Brian J. Ackerman
Assistant Superintendent for
Teaching and Learning

68 Dudley-Oxford Road
Dudley, Massachusetts 01571
508-943-6888
508-943-1077 – fax
www.dcrsd.org

Richard J. Mathieu
Director of Finance and
Operations

Annual Report of the Towns
Dudley-Charlton Regional School District
68 Dudley-Oxford Road
Dudley, MA 01571
508-943-6888

Town Report Information – January 2021– December 2021

Members of the Dudley-Charlton Regional School Committee, 2021

Pauline J. Aucoin, Chair

Jamie L. Terry, Vice Chair

Cathleen Carmignani

Jordan Willow Evans

Catherine M. Kabala

Kenneth J. Laferriere

Jeanne Costello

Trevor Wallace, Student Representative

General Descriptive summary of the School District's activities

Charlton Elementary School
9 Burlingame Road
Charlton, MA 01507
508-248-7774
Jennifer Lilley, Principal
Enrollment: 327

Notable Achievements:

Department of Education Early Grades Literacy Grant (EGLG) 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 and have entered their second year of grant participation. The EGLG provides resources and professional development for selected teachers to bring research-based literacy practices to their schools.

English Language Arts Curriculum

With the support of the EGLG funding, Charlton Elementary School, along with all DCRSD K-4 schools, adopted a new literacy curriculum, Core Knowledge Language Arts. Staff received professional development and the school received curriculum materials for all kindergarten and first grade classrooms.

Learning in New Ways

Due to the COVID-19 Pandemic, students, families, and staff persevered through a variety of learning modalities including fully remote (online) learning and hybrid (a combination of online and in-person) learning. A return to fully in-person learning was offered in the spring and by the fall, learning fully in-person was again the sole learning model.

Afterschool and Out-of-School Time Grant

Along with other district schools, Charlton Elementary School hosted a summer program for DCRSD students funded by the Massachusetts Department of Education's Afterschool and Out-of-School Time (ASOST) Grant. The ASOST summer program at CES followed a camp-like model incorporating not only math and reading but fitness and games, art, and social activities.

Community Service Projects:***A Parade to Thank the Community***

In May, students and staff created a parade route through town with banners students created to thank and celebrate those such as the police, fire, library, and town hall department employees who help make our community safe and special.

Charitable Donations

Charlton Elementary collected and donated canned and paper goods, coins, and staff casual-for-a-cause donations to benefit local charities.

Veteran's Day Cards

Students from Charlton Elementary created posters and cards for Veterans at the invitation of the Charlton Council on Aging/Senior Center.

Heritage School

34 Oxford Rd.

Charlton, MA. 01507

508-248-4884

Peter J. Olson, Principal

Enrollment: 436

(All schools were allowed minimal visitors due to COVID-19.)

Notable Achievements:***Students Return to School Full-time – April 2021***

Students were able to return to school full-time in-class after an extended period of remote and part-time in-school learning. Students had the opportunity to return to in-person learning with social distancing and masks. It was wonderful to see children in the school again.

Enrichment Program (Virtual) – March & April 2021

Students had the chance to participate in *virtual* Child Yoga and Mindfulness classes. The benefits of yoga and mindfulness are numerous. This class was designed to teach children multiple strategies to use that will help to increase focus and reduce anxiety.

Cartooning Workshop (Virtual) – April 2021

Students had the exciting opportunity to participate in a virtual After School Cartooning Workshop. It was sponsored by the Charlton PTO and featured Author/Illustrator Alan Silberberg. This was a fun after school event that allowed students a creative outlet.

Italian Ice Day / Field Day – May 2021

Students participated in a fun-filled day of activities. Field Day was a chance to unwind and have some fun! It is a wonderful way for the children to spend a day being active and was a well-deserved break from the classroom. Students also had a hint of summertime with Italian Ice Day in May sponsored by the Charlton PTO.

Wax Museum - June, 2021

Parents of fourth grade students were invited to attend an outdoor wax museum. Students came to life at this well-attended event as famous Americans in history. The students dressed up as wax portrayals of their figures and shared significant events of their lives and their contributions to history with the push of a "button". This project combined public speaking with social studies, reading, and language arts.

Open House for Grade 2 Families – August, 2021

Students in Second Grade and their families were invited to an Open House to meet their new teacher and tour Heritage School. This event was sponsored by the Charlton PTO.

Champions – September-December, 2021

A new opportunity for all of our students! Working with Champions Before and After-School care is now available within the school building.

Afterschool Social – September, 2021

All students were invited to a "kick" off social. The big event of the afternoon was a staff versus student kickball game. There was also an inflatable obstacle course that the students could race through. Finally, an ice cream truck was available for students to purchase some treats. This event was sponsored by the Charlton PTO.

After the Bell, Enrichment Program – September & October, 2021

All students had an opportunity to participate in after school enrichment classes that allow students to explore areas of interest while building collaborative and inter-personal skills. This session offered a variety of programs including, Fall Crafts, Tennis, Candy Melts, Legos & Literature, and Board Games.

Choose to Be Nice Club – September & October 2021

Choose to Be Nice is an after-school character education club. Members routinely clean up the outside areas on the playground. Some fun projects they enjoyed: Making bird feeders and hanging them around the school, spreading messages of kindness enclosed in spider rings to give out with Halloween

candy, creating holiday cards to send to the residents of Overlook, and participating in a pen pal program with elementary school students in Maine.

Community Service Projects

Overlook Tree Lighting – December, 2021

Heritage contributed two trees to the Light Up Charlton Christmas Tree Drive-Through at the Overlook in Charlton. The students and staff created edible treats for one of the trees. The second tree was decorated using school supplies that the students donated. Staff and students were invited to the tree lighting and to help set up the tree outside at the Overlook common.

Scholastic Book Fair – December 2021

Hosted by our staff, this event is an opportunity for students of all ages to build their home libraries and further their love of reading. All purchases benefit our school library. After missing out on many beloved traditions, the Book Fair was a familiar and safe event for our students.

Collecting for the Community – October & November 2021

Heritage students and staff assisted the Shepherd Hill National Honor Society with their various drives; collecting candy for their “Haunting on the Hill” drive through trick or treating event in October and food collections in November for families that were identified as in need in the district.

Hello Hero Fridays – January - December 2021

Once a month, members of the Fire Department greet the students as they unload from their buses and enter the school. These important community members welcome the students with enthusiasm and excitement.

Charlton Middle School

2 Oxford Road

Charlton, MA 01507

508-248-1423

Dean W. Packard, Principal

Enrollment: 621

Notable Achievements:

We welcomed back 621 students in September 2021 to a regular school day. Navigating the COVID pandemic during 2021 wasn't easy. I want to personally thank all of our teachers and parents/caregivers for their commitment to support all of our students. We are all very thankful to be back in school and working to re-establish our learning community. As I have stated multiple times: It takes a village to maximize the highest level of education for our students. I am honored and proud to serve as the instructional leader of Charlton Middle School. It's our commitment to you and our students that we will continue to seek creative and meaningful learning experiences that promote, engage and challenge age appropriate adolescent growth for all students.

Supporting All Students

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 continue to strengthen 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. Further, we are continuing with the Herron Project as an additional platform for Social Emotional Wellness and mental balancing practices for our student body, as well as using our adjustment counselors (Student Support Team) in conjunction with our health teachers to build student capacity around four themes: ***Courage, Gratitude, Forgiveness and Compassion in Action***. Finally, we continue to offer many non-curricular activities which support the growth and development of the whole child, such as: sports, drama productions, Show Choir, band, concerts, after-school clubs and student leadership opportunities.

Continued Partnerships

We have been able to continue to foster meaningful relationships with local town sponsored organizations, such as: town sports: soccer, basketball, baseball, lacrosse; Boy Scouts & Girls Scouts; Town Meetings and various other local community events. Our school will continue to be a hub for community involvement and usage.

Commitment to Helping

We were able to expand upon our charitable and connectedness within our community and beyond with service projects that focused in the following areas: CHIP-IN, American Heart Association, Diabetes Association, Cancer Research through Dana Farber, TEARS Foundation, Alzheimer's Association and other various local organizations. Our staff, STUCO (Student Council) and NJHS (National Junior Honor Society) will continue to be committed to recognizing the need to assist, inspire and provide support for additional student & family needs. I'm very proud of all the commitment and dedication toward understanding and compassion exuded from within the staff and student body of CMS. In addition, we will continue to work with agencies like: The Friends of John Paire Student Support Fund, Lion's Club and the Angel Fund, as we continue to help fill the needs of our students and families. These partnerships are essential as we move forward.

In closing, Charlton Middle School is a magical place where students begin to change from an elementary mindset into young adults. During the years between ten and fourteen so much happens: academically, socially and emotionally. I/we will stay committed to being a ***CHAMPION*** for every student that walks through our doors. Being the portal that focuses on helping students move into young adulthood isn't always easy; however, it can be the most rewarding job in the world. I can't wait to see and be part of the development of what we can still become as we begin to dream about tomorrow for our children and our community.

Mason Road School
20 Mason Road
Dudley, MA 01571
508-934-4312
Jennifer A. Desto, Principal
Enrollment: 263

Notable Achievements:

Choose to be Nice Program – September 2021

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, 2021 – TBD

All four Dudley-Charlton Regional School District elementary continue to participate in the 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.*

Core Knowledge Instruction (CKLA)– September, 2021

Core Knowledge Language Arts is a comprehensive language arts curriculum program for students in preschool through grade 6. While teaching skills in reading, writing, listening, and speaking, Core Knowledge Language Arts (CKLA) also builds students’ knowledge and vocabulary in literature, history, geography, and science. The curriculum covers concepts specified in the Core Knowledge Sequence.

** Information regarding CKLA is provided by <https://www.coreknowledge.org/curriculum/language-arts/>*

Community Service Projects

It Starts at Home – December, 2021 & January, 2022

Mason Road School worked closely with the It Starts at Home program that support families of students and senior citizens who are in need. This year, It Starts at Home donated gifts for approximately 30 Mason Road, Dudley Elementary, and Dudley Middle School families. In addition, they donated 100 backpacks filled with all kinds of supplies to the middle and high school.

It Starts at Home is such an amazing program where people dedicate their time to make sure that the children in our community have what they need. Jill St. Cyr will reach out to schools as she begins new initiatives. For more information, please visit <https://www.itstartshome.org/>. Staff at Mason Road School will often raise money through jeans day or any other means to donate back to It Starts at Home.

Dudley Elementary School

16 School Street

Dudley, MA 01571

508-934-3351

Kelly True, Principal

Enrollment: 346

Notable Achievements:***Return to Full Time, In-Person Learning***

The staff at Dudley Elementary were happy to welcome students back into the building full time on August 30, 2021. Students were excited to return to school and teachers made their classrooms welcome spaces. We were very happy to be returning with minimal mandates from the state and Department of Education. It was amazing to see students working together on projects and coming to the rug for a story.

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. This is the second and final year of the grant which is aimed at improving 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 are continuing the use of a standardized reading assessment that will help us make decisions about how to support struggling readers. The focus this year has primarily been on building students' language comprehension skills, while continuing to work on their decoding skills. We are looking forward to our continued partnership with the State Department of Education and learning more about early literacy instruction.

After School/Out of School Time Grant

During the summer of 2021, The Dudley Charlton Regional School District ran its first ever summer academy for learners. This academy was held on the Charlton side but had a significant population of Dudley Elementary students attend. This additional programming was aimed at helping to accelerate learning for students who were most affected by the COVID school shutdowns. The program was very popular, and we hope to run something similar in the summer of 2022.

Community Service Projects:***John Paire Foundation – December, 2021***

The John Paire Foundation donated 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.

We also had donations from "It Starts at Home," which provided gifts and food for families in need during the holiday season. Many families from our community also donated to this cause.

Students held a food drive in the fall to support the Dudley Food Pantry. We were able to raise a significant amount of non-perishable food for donation.

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 and Sock Drive 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
Christopher E Starczewski, Principal
Enrollment: 562

Notable Achievements:

Robotics Club

Returned to the competition arena and the team achieved at a high level.

District Art Show

Virtual art displays shared with families and community members.

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. These gateway courses encourage students to engage deeply in mathematics, science and technology experiences that provide opportunities for extension in the PLTW courses as they progress towards the high school level. Social Emotional Well-Being - January & February 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.

Grade 8 Promotional

This in-person event was held on the turf at Shepherd Hill and recognized the tremendous accomplishments of our 8th grade students as well as faculty and staff who endured an exceptionally challenging year of remote, hybrid and in-person learning.

Start of School September 2021

The school year began with in-person learning for all and while we had mitigations in place, there was a buzz of normalcy within our school. The Fall Social and Halloween Dance were held and students were afforded opportunities to engage with peers in a number of other social events. Athletics returned in full force and our Cross Country and Soccer teams represented DMS quite well. Jazz Band, Show Choir, Drama Club, the after-school activities program, peer tutoring, and more all brought life back to normal beyond dismissal.

Community Service Projects

You Inc., Adopt a Child Project (September-December 2020)

Coordinated primarily by Ms. Lesa Patrock, over 250 children of the greater Worcester area were provided with Christmas Presents in situations where they otherwise would not. This is a tremendous program which involved donations from various members of our Dudley community including families, staff, Nichols College, DCEF members, Dudley Women's Club, and other groups in town.

Helping Hands Club

Founded 2018 - Student members complete random acts of kindness here in school and the community. Examples of the activities: students began "Titan Trade Ins" where gently used clothing may be swapped out for other clothing when outgrown or is needed.

Final Thought from Principal Starczewski

While we have been able to engage in many events and activities that we hold near and dear to our hearts as an educational community, we have much more to accomplish and have learned that our relationships with one another and the great community are key to our success and continued drive to offer students all that they deserve.

Shepherd Hill Regional High School

68 Dudley-Oxford Road

Dudley, MA 01571

William F Chaplin, Principal

Enrollment: 1004

Notable Achievements:

2021 continued to be 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 continued response to educate our students and find a common ground to provide as normal as possible high school experiences for our students and school community. This included coming out of remote classes and transitioning to end the school year with students being back full time following the April vacation break under continued mitigating protocols within the school campus. This came with a level of creativity to make every effort to provide as much a normal experience for our students as possible. This included having as many of our planned students' events outside in the open air. This included for the graduating class of 2021 a Prom at the WooSox stadium, our Senior Banquet at Wachusett Mountain, an outdoor sunset concert by Class of 2021 member Liam Coleman and our Graduation Commencement in the Arena of the DCU Center. Pandemic protocols continued into the Fall following a summer of recharging our batteries as a school community. We continued to provide as many outdoor activities as possible including our first ever Outdoor Homecoming Dance which took over a majority of our parking lot. The weather agreed with us on this day as it was a seasonable warm October weekend. Our pep rally in November also transitioned to an outdoor event with a chill in the air; however, our students and staff enjoyed the energy prior to our traditional Thanksgiving football game. We also got back a few of our holiday traditions within our performing arts programs with our scheduled Holiday concert as well as our Holiday Spectacular that highlighted some of our best talent to open up the holiday season for our school communities.

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 2021 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.).

Special Committees – Current Membership

Budget and Finance Subcommittee: Cathleen Carmignani, Catherine M. Kabala, Kenneth J. Laferriere Meets on the Tuesday prior to the full committee's second monthly meeting. Subcommittee Topics and Recommendations discussed by the subcommittee in 2020-2021 include: capital planning, roof replacement at Charlton Middle School, preparing for extraordinary expenses, personnel reorganization, purchasing general ledger software, COVID impact on students, and Social and Emotional Learning

Capital Outlay and School Safety Committee: Kenneth J. Laferriere, Jamie L. Terry. Topics of discussion over the last year surrounds the status of the roofs at the Middle Schools and the safety of the SHRHS bleachers, as well as an update technology system.

Curriculum Subcommittee for Teaching and Learning: Cathleen Carmignani, Jamie L. Terry, Jeanne Costello

Equity Committee: This committee is currently on hold.

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 negotiation 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. This year, Catherine M. Kabala, Kenneth J. Laferriere and Jamie L. Terry were part of the Dudley Charlton Teachers' Association Negotiations.

Policy Review Subcommittee: Jordan W. Evans, Catherine M. Kabala, Jeanne Costello. The Subcommittee has discussed policies regarding Homeless Students Enrollment, Public Comment during School Committee meetings, General Complaints from the Community and Library Materials Selection and Adoption.

Salaries

Last Name	First Name	MI	Job Title	Salary
ABASCIANO	MARYANN	H	PAYROLL	\$60,717.83
ABERLE	JILL	F	TEACHER	\$84,159.00
ABRUZZISE	DENISE	J	MONITOR	\$8,297.21
ACKERMAN	BRIAN	J	ADMIN	\$133,421.56
ADAMUSKA	LEAH		TITLE ONE	\$50,200.82
AGANIS	KRISTYN	M	TEACHER	\$81,049.07
AIELLO	DARLENE	M	INSTRUCTIONAL ASSISTANT	\$26,893.02
ALBERTS	BRIANNA		TEACHER	\$63,202.06
ALLARD	CAMERON		SUBSTITUTE	\$118.24
ALLARD	CARISSA		SUBSTITUTE	\$236.47
ALLEN	LORINDA		DIRECTOR	\$68,369.67
ANDERSON	ERIN	L	TEACHER	\$86,176.50
ANDRADE	YORELIS		TEACHER	\$78,545.14
ANDRE	ALLAN	S	INSTRUCTIONAL ASSISTANT	\$33,992.80
ANDRE	ERNEST	A	CUSTODIAN	\$52,656.40
ANDRE'	LORETTA	A	ADMINISTRATIVE	\$58,422.04
ANDRE'	MARK	J	CUSTODIAN	\$76,661.86
ANDREWS	COLBY	D	SUBSTITUTE	\$3,627.22
ANDROLEWICZ	JOWITA	H	SUBSTITUTE	\$1,925.00
ANDUJAR	CHELSEA	R	SUBSTITUTE	\$11,799.53
ANTOS	MELANIE	A	SUBSTITUTE	\$1,505.00
ARCHAMBAULT	JAMES	A	VAN DRIVER	\$14,673.92
ARES	SHANNON	J	SUBSTITUTE	\$113.69
ARMSTRONG	SARAH	J	TEACHER	\$80,910.06
ARSENAULT	DEVAN	T	TEACHER	\$70,494.44
ASHTON	JARROD	O	TEACHER	\$81,690.78
ATHANASSIADES	KIMBERLY	R	SUBSTITUTE	\$525.00
AUCOIN	SCOTT	V	TEACHER	\$88,240.64
AYOTTE	KIM	M	Instructional Assistant	\$26,619.64
AYOTTE	RAYMOND	J	EXTRACURRICULAR	\$4,703.00
BAILEY	TYSON	E	EXTRACURRICULAR	\$2,810.00
BAILLARGEON	ELYSE	M	SUBSTITUTE	\$2,640.00
BAILLARGEON	ISABEL	R	SUBSTITUTE	\$7,502.44
BAKER	VICTORIA	K	INSTRUCTION ASSISTANT	\$11,973.97
BALEZOS	KELLY		TEACHER	\$58,319.44

BANNISTER	JANE	L	TEACHER	\$87,569.92
BARBOUR	KELSEY	J	SUBSTITUTE	\$339.56
BARCELO	GRETER	B	SUBSTITUTE	\$3,211.26
BARON	CAROL	A	TREASURER	\$18,866.10
BARTLETT	CARA	T	TEACHER	\$66,725.56
BARTLETT	EVAN	J	TEACHER	\$70,088.56
BARTON	SHERRYN	M	INSTRUCTIONAL ASSISTANT	\$15,763.73
BASSETT	AMY	D	TEACHER	\$85,598.00
BATEMAN	NICOLE		TEACHER	\$81,643.48
BATISTA	GRACES	Y	TEACHER	\$90,882.29
BATOR	VINCENT	H	INSTRUCTIONAL ASSISTANT	\$30,392.84
BEAULIEU	ISABELLA	M	SUBSTITUTE	\$61.84
BEGG	MELISSA	A	INSTRUCTIONAL ASSISTANT .8	\$21,198.82
BELAND-DUNN	SHANNON	M	TEACHER	\$66,425.56
BELLERIVE	TAMMY		TEACHER	\$85,459.92
BELLOFATTO	MARIE	N	OCCUPATIONAL THERAPIST	\$75,769.19
BENNETT	SARAH	J	TITLE ONE	\$22,364.77
BENOIT	BRIAN	P	CUSTODIAN .5	\$22,570.28
BENOIT	LYNN	A	INSTRUCTION ASSISTANT	\$28,340.64
BERG	BRIANNA	L	SUBSTITUTE	\$62.50
BERG	KATHLEEN	L	TEACHER	\$80,310.06
BERGERON	ROBERT	J	ADMINISTRATIVE	\$32,987.99
BERK JR	ROBERT	E	INSTRUCTIONAL ASSISTANT	\$24,786.73
BERMAN	ANDREA	S	TEACHER	\$91,985.36
BERNARD	ERIN	F	CAFETERIA	\$42,575.86
BERNARDONE	RINALDO		CUSTODIAN	\$45,629.01
BERNIER	JAMES	A	CUSTODIAN	\$49,206.48
BERTHIAUME	AMBER	R	INSTRUCTIONAL ASSISTANT	\$26,747.07
BERTHIAUME	SHANNON	L	SUBSTITUTE	\$4,861.51
BESHAW	ALICIA	M	INSTRUCTION ASSISTANT	\$20,250.95
BILIS	LISA	M	TEACHER-ELL	\$70,834.26
BIRON	LISA	M	INSTRUCTIONAL ASSISTANT	\$31,835.04
BISSELL	NICOLE	M	TEACHER	\$85,984.92
BLAKE	CAROLINE	A	TEACHER	\$46,394.94
BLANCHARD	HEATHER	S	TUTOR	\$36,375.00
BLANCHET	VALAPHORN		CAFETERIA	\$3,294.39
BOGGIO	LESTER	M	EXTRACURRICULAR	\$1,050.50
BOLIO	JEFFREY	P	TEACHER	\$59,189.72
BOND	JACOB	J	SUBSTITUTE	\$7,300.52
BOND	LINNEA	A	TEACHER	\$79,872.29
BOND	RICHARD	J	SUBSTITUTE	\$2,617.50
BOND	TARA	M	INSTRUCTIONAL ASSISTANT	\$36,789.07
BOND	TISHA	R	TEACHER	\$59,983.42

BONNER	KELLY	C	TEACHER	\$92,637.42
BOOTH	RANDI	L	TEACHER	\$76,812.39
BOUCHER	MELISSA	I	ADMINISTRATIVE	\$39,540.89
BOUFFARD	TRACY	M	INSTRUCTIONAL ASSISTANT	\$33,171.65
BOUVIER	BRITTANY	R	TEACHER	\$2,713.58
BOUVIER	KERRIE	B	INSTRUCTIONAL ASSISTANT	\$30,498.27
BREAULT	PAULETTE	J	CAFETERIA	\$10,049.74
BRETON	KRISTIN	L	TEACHER	\$85,689.92
BRIERE	SUSAN	M	TEACHER	\$90,422.64
BRODEUR	MEGAN	L	TEACHER	\$81,750.78
BROGNA	LISA	A	TEACHER	\$82,090.50
BROSNIHAN	JAMES	P	TEACHER	\$28,529.85
BROTHERS	HEATHER	M	TEACHER	\$88,074.44
BROTHERTON	AMANDA	B	TEACHER	\$81,456.78
BROUSSEAU	AMY	L	BEHAVIORAL SPECIALIST	\$26,252.55
BROWN	CRYSTAL	M	INSTRUCTIONAL ASSISTANT	\$31,556.03
BROWN	GARY		CUSTODIAN	\$50,496.18
BROWN	JULIE	V	EXTRACURRICULAR	\$3,794.50
BROWN	LEONA	J	CAFETERIA MANAGER	\$21,478.50
BROWN	NICOLE	D	TEACHER	\$87,276.50
BRUNELLE	KRISTEN	D	TEACHER	\$81,720.78
BUCHANAN	DAVID	P	EXTRACURRICULAR	\$7,940.00
BUEL	KARLI	F	INSTRUCTIONAL ASSISTANT	\$18,575.10
BUGAN	JACK	T	TEACHER	\$54,191.79
BURDETT	JENNIFER	M	ATTENDANCE OFFICER	\$1,000.00
BURKE	SEAN	M	TEACHER	\$84,702.50
BURLOCK	LAURIE	A	ADMINISTRATIVE	\$13,846.50
BURON	SANDRA		SUBSTITUTE	\$50.00
BURTT	KATIE	D	TEACHER	\$38,476.21
BUSSIERE	BECKY	L	TEACHER	\$108,261.72
BUSSIERE	GREG	R	EXTRACURRICULAR	\$975.00
BUTLER	ANYA	V	INSTRUCTIONAL ASSISTANT	\$30,098.68
BUTZKE	ERIK		EXTRACURRICULAR	\$1,791.00
BYRNES	MICHAEL	J	SUBSTITUTE	\$6,513.00
CABRERA	CHRISTINA	P	INSTRUCTION ASSISTANT	\$25,757.87
CANTY-MELLO	MAUREEN	R	SUBSTITUTE	\$1,061.57
CARAVELLA	LISA	M	DATA MANAGER	\$12,866.64
CARLSON	KATHLEEN	M	TEACHER	\$82,110.06
CARLSON	TYLER	J	SUBSTITUTE CUS	\$918.75
CARPENTER	DAVID	A	ATTENDANCE OFFICER	\$2,000.00
CARPENTER	LARA	A	INSTRUCTION ASSISTANT	\$23,623.00
CARRIER	EWA	B	CAFETERIA	\$6,863.45
CATRON	AMY	M	CAFETERIA MANAGER	\$28,732.79

CEMINSKI	DEBRA	P	TEACHER	\$97,896.16
CERBONE	MARY ELLEN		BENEFITS	\$87,184.27
CHAMPAGNE	CATHY	M	ADMINISTRATIVE	\$16,639.20
CHAMPEAU	NICHOLAS	E	TEACHER	\$61,808.22
CHAPLIN JR	WILLIAM	F	PRINCIPAL	\$128,422.22
CHENEY	MARK	E	DRIVERS ED	\$19,050.00
CHOQUET	SERENA	L	TEACHER	\$68,192.01
CHUPKA	CHRISTINE	M	TEACHER	\$80,970.06
CIUCHTA	JENNIFER	L	CAFETERIA	\$6,834.18
CLARDY	SARAH	A	TITLE ONE	\$44,895.00
CLEM	ANN	MARIE	INSTRUCTIONAL ASSISTANT	\$31,320.78
CLOUATRE	MADISON	C	TEACHER	\$53,690.50
COAKLEY	MONICA	R	INSTRUCTIONAL ASSISTANT	\$32,938.04
CODDINGTON	SARAH	E	TEACHER	\$67,091.16
COLLETTE	JENNIFER	L	SUBSTITUTE	\$1,250.63
COLLINS	LINDA	M	CAFETERIA	\$25,738.68
CONGDON	JAMIE	A	TEACHER	\$98,552.44
CONLEY	ROSEMARIE		INSTRUCTIONAL ASSISTANT	\$33,315.39
CONNOR	CAROL	L	TITLE ONE	\$46,205.86
CONNOR	SYDNEY	C	SUBSTITUTE	\$429.68
CONWAY	RONALD	W	CUSTODIAN	\$49,736.40
COOPER	CHERI	L	SUBSTITUTE	\$7,415.63
CORMIER	AMY BETH		TEACHER	\$80,310.06
CORMIER	TIMOTHY		TEACHER	\$85,997.56
CORREIA	ALEC	M	EXTRACURRICULAR	\$1,791.00
COSTA	KALEIGH	R	INSTRUCTIONAL ASSISTANT	\$29,284.07
COURCHAIINE	KATHERINE	E	SPEECH .6	\$48,186.09
COURTEMANCHE	JANA	E	TEACHER	\$82,740.78
COURTEMANCHE	THOMAS	J	TEACHER	\$88,690.78
COUTURE	AMANDA	L	TEACHER	\$41,072.92
COVILL	PATRICIA	A	TEACHER	\$89,296.64
CROWE	DIANE	C	TEACHER	\$79,571.42
CROWELL- MELESKI	MELANIE		SUBSTITUTE	\$880.00
CURTIS	NORMA	JEAN	INSTRUCTIONAL ASSISTANT	\$20,845.52
CUSHING	SCOTT	A	CUSTODIAN	\$75,128.37
CYR	TYLER	J	SUBSTITUTE	\$2,673.86
D'AGOSTINO	DAMIANA	F	SUBSTITUTE	\$1,615.00
D'ANDREA	ASHLEY	M	SUBSTITUTE	\$9,070.00
D'ARCANGELO	ALEXANDRA	M	SUBSTITUTE	\$3,398.67
D'ARCANGELO	DANIEL	S	TECHNOLOGY	\$101,836.00
D'ARCANGELO	KRISTIE	L	TEACHER	\$89,872.15
DALEY	MICHAEL	J	TEACHER	\$85,550.73

DAMELIO	FRANK	M	TEACHER	\$83,776.29
DAMELIO	MELISSA	A	TEACHER	\$47,603.02
DANIELS	ADRIENNE	N	TEACHER	\$86,542.29
DANNER- CONNOLE	CATHERINE	D	TEACHER	\$74,650.10
DASILVA	STEPHANIE	L	SUBSTITUTE	\$720.75
DAVEY	DAWN	M	TEACHER	\$88,450.64
DAVIS	JACKSON	A	TEACHER	\$42,716.83
DAVIS	JESSICA	A	TEACHER	\$86,274.71
DAVIS	KRISTINA	E	TEACHER	\$81,690.78
DAVISON	FIONA	K	TEACHER	\$84,049.35
DEAUSEAULT	DEBORAH	J	TEACHER	\$84,421.79
DECARO	PETER	M	TEACHER	\$97,835.35
DECATALDO	LOUIS	A	TEACHER	\$85,538.00
DEMAO	DANIELLE	E	SUBSTITUTE	\$8,871.92
DEMORRIS	ANNE	MARIE	ADMINISTRATIVE	\$58,293.70
DENARDIS- DUMAS	DAYNA		ADMINISTRATIVE	\$24,099.20
DEREMIAN	DAVID	M	TEACHER	\$81,138.92
DESIMONE	ALANA	C	TEACHER	\$58,574.44
DESMARAIS	PAULA	D	INSTRUCTIONAL ASSISTANT	\$32,640.11
DESTO	JENNIFER	A	PRINCIPAL	\$104,095.35
DETARANDO	ALICIA	M	TEACHER	\$82,404.35
DIBONAVENTURA	SAMANTHA		INSTRUCTION ASSISTANT	\$15,250.85
DIETERLE	STEPHANIE	E	SPED TEACHER	\$80,610.06
DIFUSCO	JILL	A	INSTRUCTIONAL ASSISTANT	\$27,322.38
DILEGGE	MARK	J	SUBSTITUTE	\$27,040.00
DINSDALE	LAURIE	J	TEACHER	\$81,410.06
DIPIETRO	EVE	M	BEHAVIORAL SPECIALIST	\$22,042.30
DOHERTY	DIANE	E	SUBSTITUTE	\$39.43
DOMBROWSKI	LYNN	A	TEACHER	\$85,569.92
DONOVAN	ERIN	E	SUBSTITUTE	\$175.00
DOSTOLER	DENISE	M	CAFETERIA	\$14,823.52
DOUCIMO- GARCIA	NANCY	R	TEACHER	\$84,969.92
DOWD	DANIEL	P	ATTENDANCE OFFICER	\$1,000.00
DOWD MURPHY	KATHLEEN	A	TEACHER	\$59,124.07
DOYON	JENNIFER	M	TEACHER	\$51,311.76
DRAKE	COLIN	M	SUBSTITUTE	\$62.50
DRAPER- SANCHES	DONNA		TEACHER	\$71,954.44
DRINON	LAURA	S	TEACHER	\$87,044.28
DUBEY	KYLIE		TEACHER	\$61,365.44
DUCA	CASSIE	L	TEACHER	\$2,232.09

"...to advance the knowledge and well-being of our children and our community."

DUCHARME	SHAUNE	M	TEACHER	\$84,402.21
DUCHARME	TAMMY	M	SUBSTITUTE	\$2,990.36
DUFFY	DANIEL	R	TEACHER	\$68,192.01
DUGAN	RYAN	W	TEACHER	\$75,769.28
DUGAN	VERA		INSTRUCTIONAL ASSISTANT	\$31,594.46
DUMAS	VERONICA	B	SUBSTITUTE	\$18,475.76
DUMONT	JAIME	L	TEACHER	\$53,135.38
DUNN	KATHRYN	A	TEACHER	\$53,766.06
DUNN	KATHRYN	M	TEACHER	\$21,507.21
DUNN	LAWRENCE	T	TEACHER	\$82,679.50
DUNN	MEGHAN	E	EXTRACURRICULAR	\$7,001.00
DURANT	KATHRYNE	A	TEACHER	\$64,343.86
DURKAN	LIAM	A	TEACHER	\$84,452.50
DURWARD	BRIDGET	M	SUBSTITUTE	\$235.22
DURWARD	KERRYANN	M	INSTRUCTIONAL ASSISTANT .4	\$11,782.67
DURWARD	ROBERT	F	CUSTODIAN	\$3,329.00
DUVAL	GINA	M	TEACHER	\$52,984.66
DUVAL	GREGORY	G	CUSTODIAN	\$81,613.42
DWORMAN	LAURA	R	CAFETERIA	\$5,067.53
DYSON JR	JON	W	TEACHER	\$66,336.50
DZIVASEN	MARISSA	L	SUBSTITUTE	\$926.19
EAGLETON	CLAUDETTE	L	TEACHER	\$82,720.50
EARLE	RICHARD	B	TEACHER	\$89,323.35
EBBELING	BRIDGETTE	J	SUBSTITUTE	\$6,920.40
EDOUARD	MARILYN		SUBSTITUTE	\$7,373.49
EISNOR	NANCY	A	TEACHER	\$60,511.21
ELLIOTT	LISA	A	TEACHER	\$87,670.64
ELLOIAN	KATHLEEN	P	SUBSTITUTE	\$875.00
ERICKSON	MARK	J	CUSTODIAN	\$50,471.28
FALCONE	BONNI	J	TEACHER	\$88,000.64
FARRAR	CHARLES	D	TEACHER	\$68,492.01
FAUBERT	DAWN	M	TEACHER	\$85,709.92
FAULKNER	SHAUNA	R	SUBSTITUTE	\$1,881.81
FAVREAU	SAMANTHA	M	TEACHER	\$22,543.71
FIGUEROA	KISH	D	INSTRUCTIONAL ASSISTANT	\$31,714.70
FINIZZA	KELLY	C	INSTRUCTIONAL ASSISTANT	\$33,347.22
FITTON	LISA	A	TEACHER	\$82,390.78
FITZGERALD	JENNIFER	J	SUBSTITUTE	\$1,140.00
FITZGERALD	PATRICIA	A	TEACHER	\$82,020.78
FLEMING	KATHERINE	L	TEACHER	\$51,215.21
FLIBBERT	LINDA	J	INSTRUCTIONAL ASSISTANT	\$32,941.87
FLOURY	LISA	J	TITLE ONE	\$42,795.00
FOLEY	JAMES	A	TEACHER	\$73,912.01

FOLEY	JODI		Teacher	\$71,401.44
FOLEY	KEVIN	L	TEACHER	\$53,554.07
FONTAINE	JAMIE	N	TEACHER	\$60,064.50
FORTIN	JACOB	J	SUBSTITUTE	\$312.50
FOSKETT	MATTHEW	J	SUBSTITUTE CUS	\$18,885.96
FOSSAS	MISAEAL		TEACHER	\$80,391.42
FOSSAS	NICOLE	H	INSTRUCTIONAL ASSISTANT	\$47,502.59
FOURNIER	MATTHEW	T	TEACHER	\$79,606.78
FRANKS	PATRICK	R	SUBSTITUTE	\$5,109.54
FREDETTE	TONI	M	CAFETERIA	\$23,695.90
FUHRMANN	FARA	L	TEACHER	\$86,574.44
FUREY	MARGUERITE	J	ADMINISTRATIVE	\$56,019.68
FURTADO	HEATHER	T	SUBSTITUTE	\$784.68
GADBOIS	PAULA	S	SUBSTITUTE	\$591.17
GAGNE	REBECCA	E	TEACHER	\$21,922.38
GAGNON	KAYLA	L	TEACHER	\$72,785.63
GAJEWSKI	KIMBERLY	A	TEACHER	\$69,287.64
GALICIA	COURTNEY	B	GUIDANCE	\$32,725.58
GALLONI	DELIA	R	GUIDANCE	\$38,368.65
GAMACHE	LAURA		INSTRUCTIONAL ASSISTANT	\$31,056.45
GAMMETTO JR	WILLIAM	J	TEACHER	\$53,345.85
GARCEAU	CHELSEA	E	TEACHER	\$62,353.68
GARDECKI	THOMASINA		CAFETERIA	\$13,830.92
GARDINER	LISA	A	CAFETERIA MGR	\$30,954.65
GARNETT	SHANNON	B	TEACHER	\$66,126.50
GARREPY	ELAINE	M	CAFETERIA	\$16,712.44
GARREPY	STACY	P	TEACHER	\$82,839.79
GASCO	JOANNA	S	MONITOR	\$12,529.90
GATSOGIANNIS	SAMANTHA	R	TEACHER	\$80,560.06
GATZKE	JAMES	A	CUSTODIAN	\$68,110.80
GATZKE JR	JAMES	A	CUSTODIAN	\$55,850.70
GAUDREAU	MICHELE	A	SUBSTITUTE	\$5,995.17
GAULIN	SAMANTHA	L	EXTRACURRICULAR	\$6,513.00
GAUVIN	MAUREEN	E	CAFETERIA	\$24,723.04
GELINEAU	BRIAN	S	EXTRACURRICULAR	\$6,079.00
GENDRON	COREY	M	GUIDANCE	\$85,165.79
GERING	CHRISTINA	I	TEACHER	\$68,252.01
GERRARD	MARILYN	Y	NURSE	\$76,779.84
GIBBONS	ROBIN	M	TEACHER	\$83,659.00
GILES	LINDA	B	TEACHER	\$89,336.16
GILL	LAURA	E	TEACHER	\$81,940.78
GILLESPIE	KATHLEEN	M	TEACHER	\$81,790.50
GLENN	ERIN	K	ADMINISTRATIVE	\$16,741.80

GODING	MAUREEN	M	INSTRUCTIONAL ASSISTANT	\$30,831.45
GOETZ	RACHAEL	A	NURSE	\$74,784.60
GORDON	GRACE	E	SUBSTITUTE	\$2,837.33
GORDON	MAURA	G	INSTRUCTIONAL ASSISTANT	\$31,669.94
GOULD	GLORIA	J	TEACHER	\$58,217.08
GOULD	STEVEN	R	TEACHER	\$81,990.78
GRAHAM	DANIELLE	A	TEACHER	\$77,028.87
GRANGER	STEPHANIE	J	TEACHER	\$84,145.50
GRANT	JENNIFER	L	GUIDANCE	\$26,271.74
GRAVEL	DAWN	M	TEACHER	\$63,064.36
GRAVES	GINA		TEACHER	\$70,172.01
GRAVES	LUCILLE	A	CAFETERIA SEC	\$16,135.84
GRAY	MICHELLE	A	TEACHER	\$82,551.57
GREEN	MONICA	A	SUBSTITUTE	\$8,242.75
GREENBERG	MATTHEW	H	FOOD SERVICE DIRECTOR	\$64,798.34
GRIECO JR.	NICHOLAS	P	TECHNOLOGY	\$69,287.78
GRIFFIN	DEBORAH	L	TEACHER - .5	\$31,152.76
GRIFFITHS	KRISTIN	M	TEACHER	\$90,568.35
GRUSZECKI	SEBASTIAN	P	SUBSTITUTE	\$3,556.76
GRZYB	CYNTHIA	T	ADMINISTRATIVE	\$45,301.04
GRZYB	DENISE		CAFETERIA	\$28,574.44
GUSTAFSON	CLAIRE	M	CAFETERIA RET	\$8,610.92
HAAS	JENNIFER	E	TEACHER	\$65,417.57
HACKENSON	MAURA	K	INSTRUCTIONAL ASSISTANT	\$37,964.46
HAGAN	BONNIE	J	TEACHER	\$87,670.64
HAIG	DARIN	W	TEACHER	\$81,049.71
HANNA	ROBERT	W	TEACHER	\$56,533.99
HANNAN	MELINDA	S	TEACHER	\$88,969.64
HANNEN	GILDA		TEACHER	\$37,149.01
HANNON	MELISSA	D	SUBSTITUTE	\$12,728.72
HANSON	CHRISTIAN		EXTRACURRICULAR	\$3,006.00
HARDT	NATHANIEL	L	TEACHER	\$97,020.67
HARKINS	PATRICIA		INSTRUCTIONAL ASSISTANT	\$34,149.05
HARMON	LEONARD	K	EXTRACURRICULAR	\$14,679.00
HARRIMAN	HEATHER	M	ADMINISTRATIVE	\$105,058.63
HARRINGTON	CHRISTINE		NURSE	\$44,726.24
HARRIS	CRISSY	L	ADMINISTRATIVE	\$39,423.80
HART	ANGELA	M	SUBSTITUTE	\$10,705.00
HARWOOD	CAROL	A	CAFETERIA	\$17,406.38
HAST	JESSICA	S	TEACHER	\$84,452.50
HEGEDUS	JENNIFER	L	TEACHER	\$85,022.50
HENNIGAN	JOSEPH	E	TEACHER	\$59,664.37
HENSEL	ERIC	A	TEACHER	\$81,810.78

HERNANDEZ	DIANA	E	TEACHER	\$83,572.50
HEROUX	NICOLE	E	ADMINISTRATIVE	\$57,019.32
HERRICK	MARGARET	D	TEACHER	\$65,078.56
HESTER	DIANA	JEAN	SUBSTITUTE RET - MTR	\$5,674.71
HIGGINS	KAROLYN	M	TEACHER	\$56,486.58
HIGGINS	KATHARINE	A	TEACHER	\$88,514.72
HILL	ANNA	E	TEACHER	\$54,663.35
HINES	LISA	M	TEACHER	\$89,729.29
HOFFMAN	SHERRI	A	TEACHER	\$91,742.72
HOKE	KAREN		INSTRUCTIONAL ASSISTANT	\$33,822.97
HOLDEN	CHRISTIAN	G	SUBSTITUTE	\$85.00
HOLDEN	KATELYN	J	INSTRUCTIONAL ASSISTANT	\$16,489.20
HOLLAND	SCOTT	E	EXTRACURRICULAR	\$7,989.00
HOLT	TRACY	M	TEACHER	\$75,769.28
HOLTON	AMANDA	J	TEACHER	\$90,842.50
HOOPER	MICHELLE	A	TEACHER	\$84,686.29
HOUGHTON	JENNIFER	M	OCCUPATIONAL THERAPIST	\$83,446.05
HOULE	SHERI	A	CAFETERIA	\$14,034.74
HOWARD	ARIANA	M	TEACHER	\$70,494.44
HOWARD	CYNTHIA		INSTRUCTIONAL ASSISTANT	\$34,305.59
HOWARD	TIMOTHY	D	TEACHER	\$69,665.56
HOWARD-				
DONLIN	MATTHEW	P	TEACHER	\$77,832.49
HURLEY	ELIZABETH	K	TEACHER	\$86,934.44
IDE	ADAM	S	SUBSTITUTE	\$413.82
IDE	STEVEN	P	TEACHER	\$77,594.28
IDE	TRACY	A	TEACHER	\$91,557.72
INCUTTO	LISA		TEACHER	\$85,419.92
IRISH	KAYLEIGH	M	SUBSTITUTE	\$5,654.01
JANUSZ	EMILIA		CUSTODIAN	\$47,892.46
JAROMINSKI	MANDY	K	SUBSTITUTE	\$2,559.69
JARVIS	STACY	L	TEACHER	\$81,690.78
JETTE	AMY	C	TEACHER	\$77,727.23
JOHNSON	MISTY	A	CAFETERIA	\$2,536.36
JOHNSON	ROBERTA		NURSE	\$36,504.03
JOHNSON	SAMANTHA	M	INSTRUCTION ASSISTANT	\$10,157.48
JONES	HARRY	E	TEACHER	\$88,961.06
JONES	KRISTI	L	TEACHER	\$83,646.29
JORGE	NICOLE	M	TEACHER	\$77,769.28
JORRITSMA	CYNTHIA	M	TEACHER - EE5	\$7,910.00
JOYCE	AMY	M	INSTRUCTIONAL ASSISTANT	\$30,399.77
JULIAN	TRACY	A	TEACHER	\$82,190.78
JYRINGI	AMANDA	L	TEACHER	\$86,738.72

JYRINGI	SHELBY	W	INSTRUCTIONAL ASSISTANT	\$30,857.31
KALLGREN	STACEY	L	INSTRUCTIONAL ASSISTANT	\$30,914.83
KALMIN	NOENA	F	CAFETERIA	\$8,446.90
KALWARCZYK	WENDY	R	TEACHER	\$77,014.78
KANE	RAYMOND	J	TEACHER	\$55,820.42
KARALUS	DAVID	A	SUBSTITUTE	\$3,560.56
KARLE	ASHLEY	M	SUBSTITUTE	\$1,755.00
KASIERSKI	PATRICIA	A	ADMINISTRATIVE	\$50,195.00
KAST-TUTTLE	JAY	V	SUBSTITUTE-RET - MTR	\$35,796.13
KELLEHER	PAULA		CAFETERIA	\$16,513.67
KELLEY	MARK	E	TEACHER	\$84,452.50
KEMP	CHELSEA	J	INSTRUCTION ASSISTANT	\$12,659.09
KENNEDY	ANJA	T	TEACHER	\$80,310.06
KENNEY	LAURA	E	INSTRUCTIONAL ASSISTANT	\$28,584.83
KENT	VANESSA	L	EXTRACURRICULAR	\$4,287.00
KENT	WILLIAM	F	CUSTODIAN	\$70,855.36
KERLE	MELISSA	A	TEACHER	\$68,922.04
KIELY	ROXANNE		CAFETERIA	\$1,934.03
KIMBALL	MICHELE	L	CAFETERIA	\$10,516.13
KIMBLE	JUDITH	D	TEACHER	\$89,348.14
KIRKLAND	KARIN	S	CAFETERIA RET	\$483.13
KIROUAC	AMY	J	TEACHER	\$83,529.50
KLAVEN	LOUISA	A	SUBSTITUTE-RET	\$9,252.64
KOBEL	DENA	R	TEACHER	\$75,345.15
KOKOSZKA	KEVIN	L	SUBSTITUTE CUS	\$19,879.81
KOZLOWSKI	STEPHANIE	K	INSTRUCTIONAL ASSISTANT	\$10,136.45
KOZUB	CHERYL	A	FINANCE SECRETARY	\$55,769.68
KUNKEL	KATHLEEN		SUBSTITUTE	\$14,111.67
KUPSTAS	HEATHER	M	EXTRACURRICULAR	\$1,040.00
KUSTAR	JENNIFER	A	TEACHER	\$83,130.78
LAABS	STEVEN		CUSTODIAN	\$52,724.94
LABBE	JENNIFER	L	SUBSTITUTE	\$125.00
LABONTE	LISA		TEACHER	\$54,663.81
LACHANCE	STEPHANIE		SUBSTITUTE	\$717.35
LAFOND	ANNE	M	ADMINISTRATIVE	\$53,475.52
LALIBERTE	JAMES	M	TEACHER	\$94,804.00
LAMARCHE	STEVEN	M	SUPERINTENDENT	\$163,410.77
LAMARINE	PETER	C	SUBSTITUTE	\$5,538.18
LAMBERT	REBECCA		NURSE	\$2,107.63
LANDRY	BONNIE	L	INSTRUCTIONAL ASSISTANT	\$31,154.48
LANGE	LYNN-MARIE		COTA	\$29,298.62
LANGVIN	KATHLEEN	A	TEACHER	\$90,636.16
LANGLEY	JAYNE	A	INSTRUCTIONAL ASSISTANT	\$19,102.27

LANGLEY	VERNON	H	SUBSTITUTE	\$1,430.15
LAPIERRE	BROOKE	L	ADMINISTRATIVE	\$45,208.15
LAPLACA	DEVIN	P	INSTRUCTIONAL ASSISTANT	\$34,039.23
LAPORTE	CHRISTINA	M	TEACHER	\$91,238.14
LARSEN	DENISE	J	INSTRUCTIONAL ASSISTANT	\$36,030.80
LARSEN	HEATHER	D	INSTRUCTIONAL ASSISTANT	\$29,949.81
LASHUA	STEPHANIE	L	TEACHER	\$85,877.78
LAVITT	KRISTIN	R	INSTRUCTIONAL ASSISTANT	\$30,010.20
LAW	LISA	B	CUSTODIAN	\$50,379.40
LEACH JR	ANDREW	J	ASSISTANT PRINCIPAL	\$117,210.67
LEBEAU	KARIN	E	TEACHER	\$67,619.37
LEBLANC	GABRIELLE	J	SUBSTITUTE	\$31,460.00
LEBLANC	JACQUELINE	F	ADMINISTRATIVE	\$32,858.07
LEBLANC	TRACY	L	TEACHER	\$84,452.50
LEBRUN	CHRISTA	C	TEACHER	\$54,916.93
LECHIARA	CAROL	V	SUBSTITUTE	\$2,787.10
LEDUC	PETER	E	SUBSTITUTE	\$4,248.63
LEIGHTON	WENDY	L	SUBSTITUTE	\$7,657.72
LELAND	KRISTINA	A	SUBSTITUTE	\$688.67
LEMANSKY	RACHEL	T	LIBRARY	\$21,486.42
LEMBERGER	JOANNE	D	INSTRUCTIONAL ASSISTANT	\$1,621.35
LEMON	CARLIE	A	SUBSTITUTE	\$350.00
LEONARD	JESSICA	R	SUBSTITUTE	\$393.47
LEPPER	LANETTE	S	SUBSTITUTE	\$10,710.00
LEVESQUE	HEATHER	J	INSTRUCTIONAL ASSISTANT	\$32,801.38
LILLEY	JENNIFER	R	PRINCIPAL	\$57,884.68
LINDSTROM	CHRISTOPHER	P	EXTRACURRICULAR	\$2,755.00
LIVERNOCHE	ANN	MARIE	CUSTODIAN	\$50,510.68
LIVSEY	LISA	R	SUBSTITUTE	\$873.02
LLOYD-EVANSKI	KATIE	A	INSTRUCTIONAL ASSISTANT	\$10,578.12
LOCANTORE	LYNN	A	TEACHER	\$59,710.72
LOGAN	CRYSTAL	C	TEACHER	\$92,603.66
LOGHRY	SARA	E	BEHAVIORAL SPECIALIST	\$41,426.66
LOMBARDI	COLLEEN	R	SUBSTITUTE	\$8,865.50
LOMBARDI	SARAH	A	INSTRUCTIONAL ASSISTANT	\$8,619.32
LOMBARDO	HANNAH	M	SUBSTITUTE NURSE	\$220.00
LOREDO	AARON	D	SUBSTITUTE	\$1,662.50
LORINCZ	ALEXANDER	G	SUBSTITUTE	\$14,070.00
LOTTER	AMANDA	V	TEACHER	\$69,551.50
LOTTER	DAVID	B	TEACHER	\$88,590.78
LOTTER	JENNIFER	G	INSTRUCTION ASSISTANT	\$12,484.40
LOUGHLIN	MICHELE	L	ADMINISTRATIVE	\$47,940.00
LOVELY	MEGHAN	R	TEACHER	\$72,506.56

LUBENOW	CHRISTINE	L	TEACHER	\$81,690.78
LUNDQUIST	KIMBERLY	L	TEACHER	\$91,205.64
LYNCH	STACY	M	TEACHER	\$83,857.56
LYONS	KATIE	L	TEACHER	\$79,900.96
MACARUSO-				
CARIGNAN	DIANA	M	TEACHER	\$50,428.28
MACUGA	DAVID	W	TEACHER	\$45,530.14
MAGLIONE	MICHELE	M	TEACHER	\$93,020.16
MAKIE	MICHELLE	A	TEACHER	\$85,058.00
MANSKE	MICHAEL	J	TEACHER	\$77,458.15
MAN5KE	SARAH	G	SUBSTITUTE	\$2,891.63
MANSUR	CHRISTA	L	TEACHER	\$86,394.92
MANTHA	SUZETTE	M	INSTRUCTIONAL ASSISTANT	\$32,218.77
MANZOV	RACHEL	S	TEACHER	\$62,621.50
MARDEROSIAN	BARBARA		TEACHER	\$96,860.86
MARKLEY	SYDNEY	E	TEACHER	\$63,578.43
MARRIER	CHRISTINE	L	TEACHER	\$87,877.78
MARS	SAMANTHA		TEACHER	\$26,244.29
MARSHALL	AMY	E	TEACHER	\$52,149.42
MARTIN-ALLISON	TAMMY	M	ADMINISTRATIVE	\$32,131.14
MARTINEZ	CHARISSE	R	SUBSTITUTE	\$454.96
MARTOCCI	KAREN	A	CAFETERIA MANAGER	\$28,363.61
MASSEY	LINDSEY	A	TEACHER	\$59,456.96
MASTRAPASQUA	JAMIE	A	TEACHER	\$85,194.72
MATHEWS	KATIE	A	TEACHER	\$65,048.22
MATHIEU	RICHARD	J	FINANCE DIR	\$127,649.10
MATTHEWS	CHRISTINE		COTA	\$40,925.99
MATTSON	SHANNON	L	SUBSTITUTE	\$7,257.33
MCCANN	DAVID	W	TEACHER	\$86,574.44
MCCANN	PATRICIA	A	CAFETERIA	\$11,013.10
MCCARTHY	MELISSA	E	TEACHER	\$82,050.78
MCCARTHY	SHANNON	M	SPEECH	\$60,824.12
MCDERMOTT	KRISTI	L	INSTRUCTIONAL ASSISTANT	\$31,572.49
MCDONALD	KELLY	E	TEACHER	\$90,192.31
MCELROY	ANNE	L	TEACHER	\$83,750.78
MCGOVERN	VICKI	M	BEHAVIORAL SPECIALIST	\$78,150.54
MCGRAIL	JENNIFER	L	TEACHER	\$69,035.50
MCGRAIL	SHEILA	M	ADMINISTRATIVE	\$39,370.45
MCGRATH	RICHARD	M	SUB RET - WCR	\$4,232.01
MCHUGH	JOHN	J	SUBSTITUTE	\$3,205.00
MCLARNON	MICHELLE	M	CAFETERIA MANAGER	\$28,682.79
MCMAMARA	MARIBETH	A	SUBSTITUTE RET - MTR	\$3,615.08
MCMAMARA	SHAWN	M	TEACHER	\$80,794.35

MCQUADE	KATIE	L	TEACHER	\$28,160.64
MENDOZA	KRISTIN	M	OCCUPATIONAL THERAPIST	\$47,881.73
MENZONE	ANN	C	SUB-RET- WCR	\$969.35
MESSIER	ERIN	E	TEACHER	\$60,751.41
MESSIER	TIMOTHY		TEACHER	\$74,062.15
MIGLIONICO	BONNIE	J	SUBSTITUTE	\$3,201.25
MIGLIONICO	JAIME	L	SUBSTITUTE	\$10,775.00
MIGLIONICO	REBECCA	L	TEACHER	\$79,638.42
MILLER	KIRSTIE	L	TEACHER	\$80,717.79
MILLER	MARK	G	TEACHER	\$52,149.42
MINER	SANDRA	L	MONITOR	\$2,709.06
MITCHELL	LAURA	J	SUBSTITUTE	\$47.50
MOISAN	STEPHANIE	N	NURSE	\$64,309.51
MONTVILLE	AMANDA	S	CAFETERIA MGR	\$37,297.94
MONTVILLE	MICHELLE	A	TEACHER	\$60,177.07
MOORE	ZACHARY	P	EXTRACURRICULAR	\$1,093.00
MORAN	JOSEPH	P	TEACHER	\$88,688.92
MORGAN	SHANNON	M	SUBSTITUTE NURSE	\$220.00
MORIN	DONNA	L	TEACHER	\$79,902.29
MORRIS	NATALIE	A	SUBSTITUTE RET	\$656.74
MORRISON	CHELSEA	A	SUBSTITUTE	\$301.19
MORROW	ALEX	T	SUBSTITUTE	\$4,327.50
MORWAY	MATTHEW	J	TEACHER	\$81,412.23
MORWAY	PENNY	E	SUBSTITUTE RET - MTR	\$86,896.22
MRAZIK	JOHN	J	DRIVERS ED	\$780.00
MULCAHY	ERIN	P	TEACHER	\$84,135.79
MURPHY	BRITTANY	R	SUBSTITUTE	\$14,040.00
MURRAY	KAITLYN	P	TEACHER	\$81,457.56
MYERS	ALEX	K	SUBSTITUTE	\$2,432.50
NAVAROLI	DENISE	J	MONITOR	\$5,501.78
NAWROCKI	JUDITH	A	TEACHER	\$81,690.78
NOLETTE	TERRI	N	Teacher	\$60,054.28
NOLLE	KRISTEN	M	TEACHER	\$91,523.78
NOWOSADKO	LAURIE	J	CAFETERIA	\$13,551.69
NUGENT	KATHLEEN	E	TEACHER	\$88,179.44
NUTTALL	ALLYSON	M	SUBSTITUTE	\$2,816.51
O'CONNOR	SUSAN	L	INSTRUCTIONAL ASSISTANT	\$25,979.57
O'DONNELL	TINA	M	TEACHER	\$77,056.21
O'REGAN	VICKI	A	TEACHER	\$33,639.06
OJEDA	KAREN	M	INSTRUCTIONAL ASSISTANT	\$32,707.27
OLSON	PETER	J	PRINCIPAL	\$109,216.79
ORTIZ	ARELIS		CAFETERIA - SUB	\$2,409.34
OSLOWSKI	KATHLEEN	A	INSTRUCTIONAL ASSIISTANT	\$31,063.08

OSTROWSKI	KRISTINE	M	INSTRUCTIONAL ASSISTANT	\$32,944.73
PACHECO	LORI	A	PRINCIPAL	\$59,296.34
PACKARD	DEAN	W	PRINCIPAL	\$127,987.45
PACKARD	KATE	M	TEACHER	\$80,310.06
PALACIOS	COLLEEN		INSTRUCTIONAL ASSISTANT	\$8,367.89
PANAYIOTOU	ANDREAS		SUBSTITUTE-RET	\$5,217.50
PANU	JASMINA		SUBSTITUTE	\$21,157.50
PAQUETTE	AMY	B	TEACHER	\$86,121.98
PARADISE-BROTHERS	KELLY	A	TEACHER	\$63,633.58
PARMENTER	DEBORAH	P	CAFETERIA	\$11,026.96
PASTORE	KATHLEEN	E	PRINCIPAL	\$56,578.34
PATROCK	LESA	A	TEACHER	\$89,042.66
PATTERSON	REBECCA	L	TEACHER	\$88,270.64
PECORE	KELSEY	M	SUBSTITUTE	\$2,150.00
PECORE	NANCY	L	INSTRUCTIONAL ASSISTANT	\$32,799.78
PELLA	DYLAN	C	SUBSTITUTE	\$2,290.00
PELOQUIN	TODD	S	TEACHER	\$74,813.44
PEREA-BEAULIEU	MARIA	F	SUBSTITUTE	\$10,029.73
PERSSON	EVAN	J	TEACHER	\$26,161.65
PFIZENMAIER	RACHAEL		TEACHER	\$70,552.01
PFROMMER	PERRI	R	TEACHER	\$68,659.64
PICARD	MADELENE	M	SUBSTITUTE	\$12,190.00
PIEHL	CYNTHIA		TEACHER	\$81,930.78
PIEHL	DYLAN	T	TEACHER	\$57,710.72
PIEHL	KATHERINE	M	TEACHER	\$51,866.58
PIEKARCZYK	GARY	P	CUSTODIAN	\$49,938.65
PIERANGELI	MARY	A	EXTRACURRICULAR RET	\$5,000.00
PIETRZAK	JOSEPH	M	EXTRACURRICULAR	\$6,787.00
PISCITELLI	DEBRA	L	INSTRUCTION ASSISTANT	\$31,111.97
POBLOCKI	LISA	M	TEACHER	\$76,806.21
PONCE DE LEON	JOSHUA	A	TEACHER-EES	\$3,832.00
PONCE DE LEON	SUSAN	L	LIBRARY COORDINATOR	\$23,560.13
PONTBRIAND	SUSAN	M	TITLE ONE	\$19,273.03
POWAZA	KAREEN	M	NURSE	\$65,150.79
POWELL	JUDITH	E	ADMINISTRATIVE	\$99,743.01
PROCOPIO	LISA	A	TEACHER	\$73,349.79
PROFFER	LILY	E	TEACHER	\$75,230.25
PROSCO	STACEY	A	ADMINISTRATIVE	\$31,846.14
PROVOST	HOLLY	A	TEACHER	\$88,517.26
PROVOST	KARINA	L	SUBSTITUTE	\$62.50
PROVOST	LISA	J	INSTRUCTIONAL ASSISTANT	\$31,058.59
PROVOST	SCOTT	R	TEACHER	\$112,844.65

PUCCI	SUSAN	M	TEACHER	\$24,422.22
PUGH	JUDITH	C	SUBSTITUTE-RET	\$2,900.00
RACICOT	ASHLEY		TEACHER	\$67,262.56
RACICOT	EMILY	B	TEACHER	\$72,954.15
RACICOT	KEVIN	M	TECHNOLOGY	\$51,336.56
RAMSEY	KIM	M	INSTRUCTIONAL ASSISTANT .4	\$7,957.53
RAPOZA	MICHAEL	W	TEACHER - EES	\$41,186.76
RAPPOLD	MARY	K	SUBSTITUTE NURSE	\$1,210.00
REGAN	JESSICA	T	EXTRA CURRICULAR	\$2,254.00
RESENER	ELIZABETH	L	SPEECH	\$81,794.35
RESENER	MICHAEL		ASSISTANT PRINCIPAL	\$118,788.33
RESLOCK	SUZANNE	S	INSTRUCTIONAL ASSISTANT	\$25,286.07
REYNOLDS	CHERYL	L	INSTRUCTIONAL ASSISTANT	\$33,873.42
RHYNHART	ERIC		TEACHER	\$83,108.35
RICHARD	DEBRA	L	TEACHER	\$71,131.08
RIEXINGER	KIMBERLY		INSTRUCTIONAL ASSISTANT	\$10,482.83
RIM	ERIN	L	MONITOR	\$2,400.56
RIVERA	JAMES		CUSTODIAN	\$81,841.74
RIVERA	SADIE	V	SUBSTITUTE	\$17,356.53
RIVERA	SIENNA	T	SUBSTITUTE	\$1,858.59
RIVERA JR	JAMES	B	CUSTODIAN SUB	\$9,315.56
ROACH	ELLEN	M	TEACHER	\$58,098.15
ROBERTS	HEATHER	J	SUBSTITUTE	\$3,045.62
ROBICHAUD	JILL	A	NURSE	\$64,564.79
ROBINSON	TARA	B	INSTRUCTIONAL ASSISTANT	\$29,510.98
RODRIGUES	ANDREA	B	ADMINISTRATIVE	\$47,590.00
ROGALSKI	JOSEPH		ASSISTANT PRINCIPAL	\$84,986.28
ROHR	JOHN	W	CUSTODIAN	\$42,913.59
ROMANELLI	ALYSON	M	INSTRUCTIONAL ASSISTANT	\$19,203.06
ROSARIO	TIFFANY	A	INSTRUCTIONAL ASSISTANT	\$28,655.05
ROSE	JILLIAN	M	SUBSTITUTE	\$1,029.33
ROSSI	ALLISON		TEACHER	\$52,149.42
ROUSAKOS	JESSICA	E	SUBSTITUTE	\$85.00
ROUSAKOS	SUSAN	E	INSTRUCTIONAL ASSISTANT	\$34,004.42
ROWE	NANCY	C	SUBSTITUTE	\$13,152.45
ROY-HACHEY	VERONICA	M	SUBSTITUTE	\$893.72
RUSSELL	JULIE	M	EXTRACURRICULAR	\$1,093.00
SA	CAITLYN	M	TEACHER	\$23,356.66
SAMIA	DEBORAH	L	TEACHER	\$62,374.91
SAMIA	LAURYN	R	INSTRUCTION ASSISTANT	\$29,992.86
SAMPSON	BRADLEY	M	TEACHER	\$22,985.58
SANBORN	SARA	L	TEACHER	\$61,085.58
SANDSTROM	SAMANTHA		INSTRUCTION ASSISTANT	\$24,914.03

"...to advance the knowledge and well-being of our children and our community."

SANTIC JR	WILLIAM	J	TEACHER	\$68,627.64
SARGENT	TONI	M	INSTRUCTION ASSISTANT	\$29,282.11
SAUVAGEAU	JUSTIN	D	TEACHER	\$90,995.35
SAVOIE	CHRISTINE	L	INSTRUCTIONAL ASSISTANT	\$31,163.98
SCANLON	JAMES	D	TEACHER	\$86,990.78
SCHIMKE	SHANE	R	TEACHER	\$80,610.06
SEAGRAVE	PATRICIA	R	TEACHER	\$77,901.70
SEALEY	SAMANTHA	J	TITLE ONE	\$14,033.43
SEVERANCE	SARAH	H	NURSE	\$4,653.10
SGARIGLIA	MIRANDA	L	TEACHER	\$49,351.46
SHAW	BRIAN	M	CUSTODIAN	\$50,416.72
SHEERIN	AMY	A	TEACHER	\$74,554.58
SHORTEN	MICHELE	M	TEACHER	\$29,873.43
SIEGMUND	PAUL	D	SUB RET	\$1,931.25
SIELAWA	JOHN	F	SUBSTITUTE	\$22,790.07
SILK	RYAN	F	SUBSTITUTE	\$4,405.00
SIMOES	RICARDO		TEACHER	\$81,690.78
SIMONCINI	BETHANN		TEACHER	\$75,432.49
SINICO	BRIAN	D	TEACHER	\$67,906.50
SINISCALCHI	DAVID	W	ADMINISTRATIVE	\$29,353.52
SKERMONT	NATHAN	E	TEACHER	\$91,914.78
SKONIECZNY	MELANIE	L	TEACHER	\$80,310.06
SMALL	JARED	B	TEACHER	\$72,954.15
SMALL	KATHLEEN	E	TEACHER	\$82,066.21
SMITH	CRAIG	H	CUSTODIAN	\$75,792.44
SMITH	FREDERICK	J	CUSTODIAN	\$50,769.28
SMITH	NICOLE	C	TEACHER	\$63,999.87
SNAY	EMILY	N	SUBSTITUTE	\$375.00
SNOW	CINDY	M	TEACHER	\$94,285.50
SNOW	JUSTINE	M	TEACHER	\$80,273.92
SNYDER	JOHN	W	EXTRACURRICULAR	\$5,721.00
	MARY-			
SOLOMITA	ELIZABETH		TEACHER	\$89,056.44
SOUSA	CHELSEA	M	INSTRUCTIONAL ASSISTANT	\$31,299.44
SPAHL	LYNN	A	ADMINISTRATIVE	\$55,233.88
SPAULDING	SUSAN		SUBSTITUTE RET	\$4,606.77
SPENCE	SYDNEY	S	SUB-RET	\$1,487.50
SPRAGUE	LAURA	C	SUBSTITUTE	\$47,940.00
ST GERMAIN	MIKAYLA	B	SUBSTITUTE NURSE	\$7,100.00
ST. FRANCIS	JULIE	M	TEACHER	\$83,856.29
ST. JEAN	DAVID	D	TEACHER	\$86,328.29
ST. JOHN	SARAH	J	TEACHER	\$49,787.21
STACHURA	AMANDA		COTA	\$14,074.39

STAFFORD	CHELSEA	E	ATHLETIC TRAINER	\$45,390.49
STANLEY	AMY	L	SUBSTITUTE	\$11,630.73
STARCZEWSKI	CHRISTOPHER	E	PRINCIPAL	\$120,998.12
STEFAN	COREY	F	TEACHER	\$72,445.51
STEFANIK	DONNA	M	ACCOUNTS PAYABLE	\$59,000.33
STEVENS	CRYSTAL	I	INSTRUCTIONAL ASSISTANT	\$32,631.51
STEWART	AMBER	M	TEACHER	\$83,226.21
STOKOWSKI	KRISTEN	M	TEACHER	\$83,170.06
STOLBERG	BRITTANY	E	ADMINISTRATIVE	\$9,303.96
STOMSKI	MICHAEL	C	EXTRACURRICULAR	\$4,008.00
STONE	ELIZABETH	R	SUBSTITUTE	\$788.03
STONE	SARAH	A	INSTRUCTIONAL ASSISTANT	\$34,949.13
STOWE	CHRISTOPHER	L	TEACHER	\$91,352.50
STRAZZULLO	CARL	F	TEACHER	\$89,850.98
STRETCH	MARY	ANNE	INSTRUCTIONAL ASSISTANT	\$26,101.49
STURTZE	HEATHER		SUBSTITUTE	\$4,054.45
SUAREZ-				
BOWDEN	MIRVA	R	INSTRUCTIONAL ASSISTANT	\$31,959.76
SULKOSKI	KRISTINA	M	SUBSTITUTE	\$1,087.12
SULLIVAN	DEBRA	M	TEACHER	\$69,165.58
SULLIVAN	SANDRA	G	ADMINISTRATIVE	\$73,871.82
SULLIVAN	SHANNON	K	TEACHER	\$67,453.55
SULLIVAN JR	RAYMOND	L	TEACHER	\$81,094.35
SUTHERLAND	LYNN	A	INSTRUCTIONAL ASSISTANT	\$34,919.08
SWENSON	KAREN	L	TEACHER	\$85,952.50
TAYLOR	CHRISTINE	M	TEACHER	\$82,583.13
THERIAULT	BILLIE	JEAN	SUBSTITUTE	\$125.00
THIBAUDEAU-				
DRAGON	ERIKA	L	TEACHER	\$17,654.81
THOMAS	AMY	E	TEACHER	\$36,970.88
THOMAS	MARY	K	INSTRUCTIONAL ASSISTANT	\$32,835.26
THOMAS	MEGHAN	J	SUBSTITUTE	\$85.00
THOREN	JANET	M	CUSTODIAN	\$50,655.81
THORNBRUGH	DANIELLE	M	SUBSTITUTE	\$9,320.95
TITTLE	CAROLYN		TEACHER	\$81,800.06
TITTLE	CHRISTOPHER	J	CUSTODIAN	\$76,100.13
TOLLEY	NICHOLE	D	TEACHER	\$35,576.10
TOMBENO	JENNIFER	L	SUBSTITUTE	\$235.31
TORRES	ALICE	A	TEACHER	\$23,666.40
TOWER	WAYNE	A	CUSTODIAN	\$71,745.93
TREMBLAY	KYLIE	N	SUBSTITUTE CUS	\$4,540.54
TRUE	KELLY		PRINCIPAL	\$108,709.57
TUCKER	JENNIFER	L	INSTRUCTIONAL ASSISTANT	\$26,144.54

TUCKER	MICHAEL		ASSISTANT PRINCIPAL	\$91,800.28
TUOHIG	STEPHEN	P	CUSTODIAN .S	\$32,420.87
VALLEE	AMY	M	TEACHER	\$88,305.64
VALLEY	CHELSEA	L	TEACHER	\$68,396.50
VEILLEUX	THERESA	V	TEACHER	\$87,574.44
VESOVSKI	MARJORIE	C	INSTRUCTIONAL ASSISTANT	\$32,548.91
VIGEANT	LAURA	L	TEACHER	\$60,152.56
VILLANI	ANGELO		TEACHER	\$80,610.06
VITKUS	AIMEE	D	TEACHER	\$67,351.50
VO	LINDSAY	M	SUBSTITUTE	\$126.17
VUONA	DEBORA	A	SUBSTITUTE-RET	\$900.19
VYSKOCIL	JACQUELINE	J	TITLE ONE	\$44,565.00
WADE	ANJA	E	TEACHER	\$80,794.35
WALKER	COURTNEY	L	TITLE ONE	\$42,795.00
WALKER	JOHNNA		TEACHER	\$81,539.70
WALKER	JULIE	A	GUIDANCE	\$81,693.56
WALSH	MARY	T	SUBSTITUTE	\$5,821.98
WALSH	PAMELA	L	TEACHER	\$83,227.00
WARREN	KATIE	M	NURSE	\$4,846.44
WAYE-BETZ	ELIZABETH	A	TEACHER	\$80,310.06
WEBERT	KAYLEIGH	M	NURSE	\$18,697.93
WELCH	ALYCIA	K	TEACHER	\$70,999.50
WELLS	KYM	M	INSTRUCTIONAL ASSISTANT .8	\$20,346.97
WHEELER	JULIE	A	CAFETERIA	\$22,585.47
WHITE	AMANDA	T	SUBSTITUTE	\$3,133.75
WHITE	SANDRA	L	SUBSTITUTE	\$1,381.70
WIELOCH	ANN	M	CAFETERIA	\$19,403.36
WIELOCK	MARIAN	T	CAFETERIA MANAGER	\$30,794.16
WILDES	LYNN	N	TEACHER	\$89,854.28
WILLIAMSON	MARCIA	M	SUBSTITUTE	\$12,182.90
WILSON	ALYSSA	M	CAFETERIA - SUB	\$3,050.56
WILSON	CAROLYN	A	SUBSTITUTE	\$1,726.69
WILSON	DIANE	E	CAFETERIA	\$12,932.24
WILSON	KATHLEEN	M	NURSE	\$68,059.86
WILSON JR	DAVID	W	TEACHER	\$56,957.38
WINANS	JULIANNE	P	TEACHER	\$84,452.50
WONDOLOWSKI	LISA	A	TEACHER	\$89,336.16
WOODARD	WENDY	M	TEACHER .5	\$42,938.89
YE	PAULA	A	TEACHER	\$75,732.49
YURKEVICIUS	DAVID	W	CUSTODIAN	\$54,809.86
ZABLOCKI	PAUL		CUSTODIAN	\$52,158.75
ZABLOCKI	SHERYL	M	TEACHER	\$81,403.13
ZANNOTTI	ANTHONY	R	EXTRA CURRICULAR	\$1,722.00

ZANNOTTI	TRACY	M	TEACHER	\$94,177.01
ZAPPULLA	CAROL	L	NURSE	\$65,054.21
ZELANO	GINA	M	SUBSTITUTE	\$22,003.50
ZIELINSKI	MAX	A	EXTRA CURRICULAR	\$4,417.00
ZIEMINSKI	DEBRA	L	CAFETERIA MANAGER	\$30,237.19
ZIEMINSKI	HANNAH	R	SUBSTITUTE	\$3,321.27



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
2021 Annual Report

Bay Path Regional Vocational Technical High School graduated a class of 267 students June 7, 2021. To comply with COVID-19 guidelines, the graduation was conducted in the main hall of the DCU Center in Worcester, MA. The ceremonies were very well received by students, families and staff. Bay Path accepted a class of 327 freshmen in September 2021. Our current enrollment has reached an all-time high of 1,173 students.

Of the 25 Dudley seniors who graduated, 7 are now gainfully employed in an occupation related to their training and 13 are attending an Institute of higher education. Currently, 129 students from Dudley are enrolled in one of the 23 vocational technical programs for the 2021-2022 school year.

Twenty-three Dudley students are receiving extra services from our Special Education Department. Twelve Dudley students are taking advantage of our cooperative education program and will be earning while learning at one of the 52 different participating local businesses and industries. Currently, we have students in cooperative education programs at 1 business 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 2020-2021 school year, our 23 programs completed 176 work orders, of which, 26 were for residents of the Town of Dudley.

Due to current COVID-19 restrictions, our Minuteman Shoppe, and Cosmetology program remain closed to the general public. Our Hilltop Restaurant continues to provide delicious meals to the public through their Curb-Side Pick-Up. 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 235 students in 23 evening classes. 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.

Our Licensed Practical Nursing (LPN) Program continues to provide an excellent opportunity to adults in our surrounding communities. I am delighted to share that our LPN Program was just ranked 15th for top nursing schools in Massachusetts. For the 2021-2022 class we have 37 students from eight municipalities and two states.

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 an out of district tuition cost for each student ranging in cost between \$16,129 and \$18,091. These towns also pay the transportation costs for those students.

The Dudley-Charlton Regional School District continues to provide cooperation for our recruiting program and allowed Bay Path to present information about the many virtues of career vocational technical education to middle school students. While Dudley-Charlton did not formally participate in our 8th grade tours on October 13th, and no Dudley students attended on their own, it is our hope that our colleagues join us, once again, in providing all students 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

Bay Path Regional
Employee Gross Wages Report
 Date Range from 01/01/2021 to 12/31/2021

Employee	Department	Earnings
ALICEA TILTON KATHLEEN	CAFE. MANAGER SALARY	61,469.56
ANDERSON MARC	ENGLISH SALARIES	90,211.29
ANDERSON SCOTT	GRANT 240 94-142	81,555.32
ARMATA GIACOMO	CULINARY ARTS SALARIES	96,912.93
ARONSON MICHELLE	GENERIC CONSULTANTS	88,196.29
ASKEW JESSICA	SPEC. ED. TEACHERS	86,448.66
AUGER ROXANNE	SECRETARY GENERAL	57,306.06
BACHAND RONALD	VOCATIONAL AIDES	27,468.51
BARON CAROL	TREASURER SALARY	23,350.00
BARRETTE RITA	FINANCIAL AID DIRECTOR	20,393.00
BECK RAYMOND	AUTO BODY SHOP SALARIES	99,001.00
BEDARD HEIDI	LPN SECRETARY SALARY	442.50
BELLERIVE WILLIAM	CUSTODIAN	60,430.21
BETZ RUTH	LPN SECRETARY SALARY	43,513.06
BLAIN TODD	MATHEMATICS SALARIES	87,587.07
BLAIR II STEVEN	CULINARY ARTS SALARIES	22,434.57
BLANCHETTE BRENDA	TRANSPORTATION	12,242.20
BOLANDRINA GRETHELINE	PN SALARY	114,661.18
BOLANDRINA LILLY	EVE. SCH. INSTR. SALARY	2,655.01
BONNEAU CALLIE	SOCIAL STUDIES SALARIES	56,158.19
BOROWSKI CINDY	SPECIAL ED AIDES	33,325.86
BOUCHER BILL	CUSTODIAN	20,977.03
BOUCHER CINDY	CUSTODIAN	57,266.18
BOWEN ASHLEY	CUL. ARTS AIDE	3,932.32
BRENNER KYLE	SUPT. DIRECTOR	181,746.87
BRODEUR ROBERT		19,819.65
BRUMBY LISA	SOCIAL STUDIES SALARIES	90,146.29
BRUNELLE JEAN	GUIDANCE SECRETARY	55,224.22
CAHILL CHERYL	PN SALARY	18,075.00
CAMPBELL DOUGLAS	GR. MAINT./CUSTODIAN	57,119.92
CAPLETTE DINNA	SOCIAL STUDIES SALARIES	97,467.93
CARPENTIER DAVID	PHYSICAL ED SALARIES	89,556.72
CARRERO RICARDO	SOCIAL STUDIES SALARIES	100,234.02
CARRON THOMAS JAMES	DIR. OF TECH.	109,750.16
CASALT MELISSA	CAFETERIA EXPENSE	11,808.06
CASTILLO KERRIE	GENERIC CONSULTANTS	99,726.29
CHALUPKA TODD	ELECTRICAL SALARIES	96,401.79
CHAMPEAU PAUL	MASONRY SALARIES	22,434.57
CHAUVIN NANCY	TITLE 1 PARA PROF	19,580.76
CHENEY MARK	TRANSPORTATION	9,155.03
CHRISTIANSSEN JON	AUTOMOTIVE SALARIES	61,699.51
CHRISTIANSSEN MARC	SCIENCE SALARIES	70,016.50

Bay Path Regional
Employee Gross Wages Report
Date Range from 01/01/2021 to 12/31/2021

Employee	Department	Earnings
CLAYBORNE MICHELE	SCIENCE SALARIES	56,532.98
CLOUTIER CLIFFORD	PRINCIPAL SALARY	162,608.34
CLOUTIER GLENNA	SPECIAL ED AIDES	15,081.99
COLEMAN LYNN	NURSES AIDE	50,078.40
COLEMAN TRACEY	ASST. PPS DIRECTOR	31,118.43
CONNOR THOMAS		11,095.00
CONSIGLIO CHRISTIAN	AUDIO VISUAL AIDE	3,118.50
CORMIER BETHANN	CURR. COORDINATOR	72,383.35
CORSI MARGARET	SECRETARY GENERAL	54,424.22
COTE BARBARA	ENGLISH SALARIES	93,782.93
CRISTO LAUREN	NURSE SUBSTITUTE	300.00
CURBOY DENNIS		3,859.36
CURTIS MARY	SOCIAL STUDIES SALARIES	18,659.22
CUSSON DAVID	CUSTODIAN	19,752.00
DAHLSTROM MICHELLE	SPEC. ED. TEACHERS	85,055.50
DALESANDRO SUSAN		28,915.29
DALEY LYNN	GUIDANCE COUNSELORS	81,557.48
DANIELS MCKENNA	COSMO AIDES	27,970.43
DAOUST PAUL	PLUMBING SALARIES	87,674.79
DAVIS GAIL	SPECIAL ED AIDES	19,535.94
DEFILIPPO JENNIFER	PN SALARY	29,625.00
DEKKER BRIAN	IN HOUSE SUSPENSION	93,187.02
DENNIS JILL	GUIDANCE COUNSELORS	97,868.06
DESAUTELS KENNETH	DIR. OF TECH.	26,924.30
DESHIRO SCOTT	VOCATIONAL AIDES	8,943.48
DESROCHERS MICHAEL	TITLE 1 TEACHERS	95,537.77
DIGIULIO DONNA	SCIENCE SALARIES	86,127.98
DOCKSTADER VIRGINIA	PN SALARY	13,800.00
DONAIS ANDREW	AUTOMOTIVE SALARIES	96,512.93
DONOVAN KARA	ESL	68,145.78
DOUTHWRIGHT LORI	EVE. SCH. INSTR. SALARY	62,800.94
DUMAS LAURA	CUL. ARTS AIDE	9,975.52
DUQUETTE JULIA	SPECIAL ED AIDES	4,995.80
DUQUETTE KELLIE	ENGLISH SALARIES	72,829.14
ELIE MICHAELA	GRANT 240 94-142	88,507.48
ESPER GEOFFREY	ELECTONICS SALARIES	100,681.27
ESTABROOKS BENJAMIN	SCIENCE SALARIES	74,152.64
FACTEAU TARA	MATHEMATICS SALARIES	100,728.93
FALL MATTHEW	PHYSICAL ED SALARIES	103,060.93
FARRELL JULIE	LIBRARIAN	84,773.65
FAUCHER CHRISTOPHER	ASST. PROJECT DIRECTOR	124,430.85
FERRITER - ALPINE NANCY	PUPIL PERSON SERV DIRECT	139,079.41

Bay Path Regional
Employee Gross Wages Report
Date Range from 01/01/2021 to 12/31/2021

Employee	Department	Earnings
FOGARTY PATRICK	METAL FAB SALARIES	81,103.01
FOGWILL KEVIN	SUBSTITUTES	1,365.00
FOSKETT WANDA	EXECUTIVE SECRETARY	81,392.96
FULGINITI ANTHONY	PLANT MAINT/ SUPERVISOR	93,200.12
GAJEWSKI CRAIG		3,750.00
GALLIEN WENDY	CAFETERIA EXPENSE	15,735.21
GAMELIN ALISON	DENTAL ASSISTING SALARY	71,087.21
GARREPY ELLEN	GRANT 240 94-142	91,266.29
GEMME FITZPATRICK SHARON	COSMETOLOGY SALARIES	90,400.15
GENATOSSIO CHRISTINA	DENTAL ASSISTING SALARY	98,095.90
GIAMPA CODY	ENGLISH SALARIES	93,620.01
GIAMPA DANA		8,924.00
GIAMPA EMILY	SCIENCE SALARIES	71,074.50
GILES JOHANNA	ENGLISH SALARIES	102,672.84
GOGAN JOANNA	MATHEMATICS SALARIES	99,999.01
GOMES KAEI	CAFETERIA EXPENSE	11,016.27
GONYEA GARY	CUSTODIAN	21,057.43
GOODELL JOAN	SPECIAL ED AIDES	679.44
GOYETTE ELIZABETH	CUSTODIAN	4,985.28
GRANT SARAH	PN SALARY	23,970.00
GREEN MICHAEL	MASONRY SALARIES	86,689.35
GREENOUGH ALAN	ENGLISH SALARIES	112,806.93
GRENIER DEBORAH	NURSE	86,223.01
GUERIN ASHLEY	CAFETERIA EXPENSE	7,918.03
GUERTIN JASON	CERT. NURSING SALARIES	68,281.08
GUERTIN LINDSAY	PN SALARY	9,615.00
HART ROBERT		840.00
HEALY ADELINA	PN SALARY	13,675.00
HENN DONALD		1,595.00
HENRICKSON DEREK	CULINARY ARTS SALARIES	95,223.99
HEVY LYNN	SPEC. ED. TEACHERS	61,267.99
HICKEY KARENLEE	CAFETERIA EXPENSE	35,235.10
HICKMAN CHRISTOPHER	DATA PROC. SALARIES	97,834.07
HOULE IRENE	BUSINESS MANAGER	37,728.16
HUMMEL NICHOLAS	SPECIAL ED AIDES	31,907.40
IACOBUCCI DEAN	BUSINESS MANAGER	133,602.42
JANKOWSKI DEBRA	SECRETARY GENERAL	54,424.22
JOHNSON CHRISTINE	DATA PROC. SALARIES	96,439.28
JOHNSON PAMELA	SECRETARY GENERAL	1,074.00
JOHNSON RONALD	CARPENTRY SHOP SALARIES	95,457.93
JORDAN SHARON	LIBRARY AIDE	28,438.24
KAIFER MAUREEN	SPEC ED. PSYCHOLOGIST	10,175.40

Bay Path Regional
Employee Gross Wages Report
Date Range from 01/01/2021 to 12/31/2021

Employee	Department	Earnings
KARALUS KRISTEN	SPECIAL ED AIDES	8,055.42
KEARNS ETHAN	READING SALARIES	88,321.32
KELLEY MATTHEW	CUSTODIAN	58,343.26
KITCHELL JESSICA	MATHEMATICS SALARIES	105,829.94
KLOTTER JILLIAN	GENERIC CONSULTANTS	96,712.06
KOLISS JR. JOHN	CARPENTRY SHOP SALARIES	96,102.50
KOLODZIEJCZAK MARY	CUSTODIAN	21,100.25
LAMOTHE LEONARD	METAL FAB SALARIES	4,680.00
LANCTOT BRYANT	VOCATIONAL AIDES	20,514.31
LANDINO ANGELA	SPECIAL ED AIDES	29,465.66
LAPOMARDO BRITTANY	TRANSPORTATION	3,580.98
LARSON REBECCA	GRAPHIC ARTS SALARIES	98,334.11
LATOUR LOIS	CAFETERIA EXPENSE	9,387.67
LEGERE TAMMY	PHYSICAL ED SALARIES	111,124.84
LEHMAN II THOMAS	SCIENCE SALARIES	91,820.48
LEO MAIDA	SPEC. ED. TEACHERS	73,455.86
LEPAGE DINA	MATHEMATICS SALARIES	97,116.11
LOPEZ DOBSKI ELISA	ENGLISH SALARIES	113,927.15
LOSAVIO JOSEPH	AUDIO VISUAL AIDE	54,225.19
LYONS PAUL	SOCIAL STUDIES SALARIES	58,790.89
MAESTO DENISE	COSMETOLOGY SALARIES	94,569.36
MAHAN BONNIE	SPEC ED. SECRETARY	67,359.01
MAHLER ILANA	SPEC. ED. TEACHERS	69,146.00
MARTEL BARBARA	PN SALARY	100.00
MARTINSON DAVID	CABINET/MILLWORK SALARIES	99,768.43
MARTINSON KRISTEN	SUBSTITUTES	11,439.64
MASKELL JUDITH	SECRETARY GENERAL	469.00
MASSEY KEVIN	CABINET/MILLWORK SALARIES	71,432.21
MCGOWAN DANIEL	DEAN OF STUDENTS	114,656.93
MCGRATH ANGELA	PN SALARY	3,802.50
MCMAMARA EILEEN	SOCIAL STUDIES SALARIES	88,525.65
MCMAMARA JANICE	CAFETERIA EXPENSE	6,466.62
MEDINA SILVIA	PN SALARY	12,270.00
MESSIER DAVID	ELECTRICAL SALARIES	89,406.92
MONGEON BUFFY	CAFETERIA EXPENSE	17,425.20
MONGEON DANIEL	PHYSICAL ED SALARIES	42,311.15
MONTVILLE DONALD	VOCATIONAL DIRECTOR	17,850.00
MORWAY BALESTRACCI JENNIFER	GUIDANCE COUNSELORS	88,196.29
MURPHY KASSIDY	SPECIAL ED AIDES	8,869.62
MURPHY KAYLEE	SPEC. ED. TEACHERS	67,143.62
MURPHY JR RICHARD	SUBSTITUTES	3,675.00
OAKLEY MICHELLE	ENGLISH SALARIES	81,238.01

Bay Path Regional
Employee Gross Wages Report
Date Range from 01/01/2021 to 12/31/2021

Employee	Department	Earnings
OBRIEN MOLLY	MATHEMATICS SALARIES	66,521.71
OLIVAR ANA	PN SALARY	25,030.70
OLSEN KERRY	SOCIAL STUDIES SALARIES	99,288.37
OSTIGUY TAMMY	CERT. NURSING SALARIES	95,288.22
OSTIGUY TATE	MACHINE SHOP SALARIES	102,965.98
PALMER JR JAMES	PLANT MAINT. SALARIES	74,430.38
PALMERINO KELLY	PHYSICAL ED SALARIES	64,057.64
PANDOLFO JEREMY	ISSN	72,287.21
PARADIS JANET	SPECIAL ED AIDES	29,923.24
PARADIS JEAN MARIE	VOCATIONAL AIDES	28,179.77
PEPE JENNIFER	SPEC. ED. TEACHERS	28,915.29
PERKINS CAROL	CUL. ARTS AIDE	20,044.86
PETERS BRIAN	CUSTODIAN	70,203.70
PETERS JENNIFER	CUSTODIAN	20,629.49
PETERS LISA	OFFICE OCCUP. SALARIES	86,243.85
PETTIFORD CREVIER JESSICA	ENGLISH SALARIES	85,128.58
PHILION ROBERT		3,402.00
PIAZZO MARCUS	CUSTODIAN	54,069.89
PIEHL CHRISTINE	CERT. NURSING SALARIES	98,627.93
PLOUFFE SUSAN	PAYROLL & BENEFIT ADMIN	62,230.11
PLOURDE MARIE	TRANSPORTATION	2,148.75
PRIMES JAMES	PLUMBING SALARIES	87,922.57
PROVENCHER RICHARD	PLANT MAINT. SALARIES	69,704.08
PROVOST LORI ANN	TRANSPORTATION	38,555.52
PUTIS ROSDELY	SPECIAL ED AIDES	4,953.72
PUTIS SUZANNE	94-142 PARA FY 2010	30,695.38
RAKOWSKI MATTHEW	AUDIO VISUAL AIDE	53,745.03
RAULLI DEBORAH	SOCIAL STUDIES SALARIES	100,842.93
RAYMOND ELIZABETH	MATHEMATICS SALARIES	74,494.36
REIL JENNIFER	Title 1 FY 2009	108,706.35
RIBAUDO JAMIE	ASST. PPS DIRECTOR	91,261.46
RICE LAUREN	SPEC ED. PSYCHOLOGIST	63,759.35
RICE MARK	GRAPHIC ARTS SALARIES	83,355.73
RICHARD STELLA	VETERINARY SCIENCE	45,359.95
RICHARDS BRYAN	GUIDANCE COUNSELORS	83,827.11
RICHARDSON MARY	CAFETERIA EXPENSE	14,337.71
RICKSON MARY JANE	VOCATIONAL DIRECTOR	116,691.01
RICKSON MATTHEW	CARPENTRY SHOP SALARIES	84,079.16
RIVERA JAMES	TRANSPORTATION	8,354.69
ROBBINS DEREK	AIR COND. & REFRIG SALARI	48,522.43
ROBILLARD LAUREN	GUIDANCE COUNSELORS	73,568.85
ROCHE JENNIFER	GEN. MARKETING SALARIES	96,114.69

Bay Path Regional
Employee Gross Wages Report
Date Range from 01/01/2021 to 12/31/2021

Employee	Department	Earnings
RODRIGUEZ LAURA	SPECIAL ED AIDES	29,668.24
ROEMER MICHAEL	AUTO BODY SHOP SALARIES	89,446.29
ROMANO RIANNA	PN SALARY	3,870.00
ROUNDS JR IRVING	AIR COND. & REFRIG SALARI	4,634.60
ROZENAS KAREN	TRANSPORTATION	4,007.91
ROZZEN KENNETH	VOCATIONAL AIDES	22,337.29
RYAN ERIN	ACCOUNTS PAYABLE CLERK	49,035.39
SALVAGGIO MICHAEL	VOCATIONAL AIDES	10,519.99
SANSOUCY MARK	SUBSTITUTES	107,046.14
SCOBIE JR GEORGE	MASONRY SALARIES	62,623.85
SELEN JOHN	SOCIAL STUDIES SALARIES	107,429.93
SEPUKA SALLY	TRANSPORTATION	60,883.30
SHORES RHONDA		17,082.69
SHORT TREVOR	GUIDANCE COUNSELORS	9,831.75
SKOWRON KAMILA	CUSTODIAN	40,910.35
SKOWRON RYSZARD	CUSTODIAN	24,507.05
SPEAR KELSEY	GEN. MARKETING SALARIES	46,837.35
SPOKIS RONALD	SUBSTITUTES	3,990.00
STACHURA JENNIFER	OFFICE OCCUP. SALARIES	96,728.05
STANEY CHRISTOPHER	CABINET/MILLWORK SALARIES	83,055.73
STANEY PAMELA	COSMETOLOGY SALARIES	90,368.65
STEVENS MAURA	CERT. NURSING SALARIES	99,315.55
STONE STEPHANIE	MATHEMATICS SALARIES	80,227.01
STURGIS MATTHEW		1,875.00
SUROZENSKI KRISTIN	ACCOUNTS PAYABLE CLERK	60,211.83
SZYDLO HEIDI	SCIENCE SALARIES	87,959.93
TAFT JEFFREY	CUSTODIAN	21,727.74
TARRANT MICHAEL	VOCATIONAL AIDES	3,558.84
TAYLOR LESLIE	PN SALARY	2,407.50
TELICKI THOMAS	CURR. COORDINATOR	37,408.79
TENEROWICZ TRISTAN	SUBSTITUTES	3,150.00
THOMAS LEE	AUTO BODY SHOP SALARIES	77,622.57
TIERNEY RYAN	AUTOMOTIVE SALARIES	22,434.57
TOMAILOLO RICHARD	AIR COND. & REFRIG SALARI	101,374.55
TRIPP POCKEVICIUS JAMES	VOCATIONAL DIRECTOR	13,939.44
VAILLANCOURT JONATHAN	DRAFTING SHOP SALARIES	98,195.65
VANDEMARK KRISTIN	SECRETARY GENERAL	54,424.22
VERHAM JUSTIN	ELECTRICAL SALARIES	83,113.01
VIEL CYNTHIA	SCIENCE SALARIES	92,822.93
VIGEANT DANIEL	PLUMBING SALARIES	98,087.36
WADE KRISTINE	SCIENCE SALARIES	72,238.86
WATSON SARAH	PN SALARY	67,988.42

Bay Path Regional
Employee Gross Wages Report
Date Range from 01/01/2021 to 12/31/2021

Employee	Department	Earnings
WESTWELL III JOSEPH	AUTOMOTIVE SALARIES	95,889.07
WHITE MICHAEL	DRAFTING SHOP SALARIES	88,741.34
WILLIAMS JESSICA	MATHEMATICS SALARIES	77,157.36
WILLIAMS NICOLE	SCIENCE SALARIES	58,826.72
WILLIAMS THOMAS	SOCIAL STUDIES SALARIES	108,913.93
WILSON DAWN	GRAPHIC ARTS SALARIES	101,870.65
WILSON SELENA	TITLE 1 TEACHERS	61,750.65
WOJCIECHOWSKI NICHOLAS	DATA PROC. SALARIES	74,105.65
WONG KAM CHRISTOPHER	METAL FAB SALARIES	84,009.63
WOOD ELIZABETH	SPEC. ED. TEACHERS	84,943.65
WOOD MARCIE	CULINARY ARTS SALARIES	89,969.01
WRIGHT II KENNETH	2ND SHIFT CUST. SUPERVISO	59,015.24
ZAIKOWSKI MICHAEL	ISSN	97,319.55
ZEVESKA STEPHAN	MACHINE SHOP SALARIES	101,181.71
Report Total	266	15,390,011.94

**DUDLEY MUNICIPAL COMPLEX
71 WEST MAIN STREET
DUDLEY, MA 01571**

TOWN HALL OFFICE HOURS

MONDAY- THURSDAY 8:00AM – 4:30 PM


THURSDAY EVENINGS – PLEASE CALL

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
or like  us on Facebook – Town of Dudley.