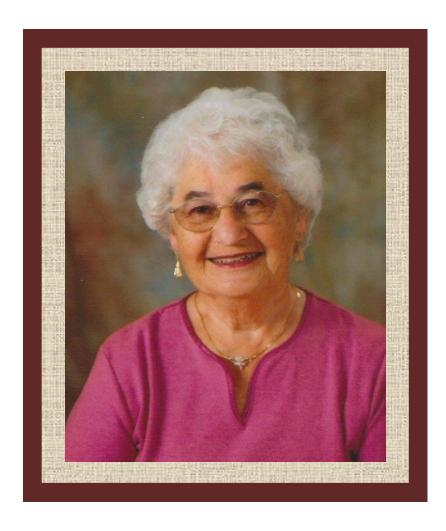


Colchester

VERMONT

93rd Annual Town & School Report July 1, 2013 -June 30, 2014



Joyce Sweeney

This 93rd Annual Town Report is dedicated to Joyce Sweeney in recognition of her continual and faithful service to the Town of Colchester.

Joyce has had a remarkable and varied career, spanning many decades.

She worked as an auditor from 1959 until 1980. She was elected to the Cemetery Commission in 1968, where she continues to serve our community today. Not one to rest on her laurels—or perhaps, simply not one to rest—Joyce became a Lister in 1973 and continued in that role until 1989. From 1986 to 1990 she was the Town's Assessor. In 1991 she was elected as the Town Clerk and served until 1995. That same year, Joyce was elected as a Justice of the Peace and has continued in that office to the present day.

Joyce's many years of dedication to our community is admirable and sincerely appreciated.



Part A Town of Colchester

Mist Over Malletts Bay



Photo by Cathy Chamberlain

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TOWN DIRECTORY

Department Heads Municipal Offices

Dawn H. Francis Town Manager	264.5509
Bob Vickery Assessor	264.5671
Aaron Frank, Assistant Town Manager and Chief Financial Officer	264.5509
Kathi Walker O'Reilly Economic Development	264.5508
Sherry LaBarge Human Resources	264.5504
Glen Cuttitta Parks and Recreation	264.5641
Sarah Hadd Planning and Zoning	264.5602
Bryan Osborne Public Works	264.5625
Karen Richard Town Clerk	264.5525
Kelly Tomaseski Burnham Memorial Library	264.5662
Water Districts	
Water Districts Fire District #1 (Southeast Colchester)	654.2872
Fire District #1	
Fire District #1 (Southeast Colchester)	862.4621
Fire District #1 (Southeast Colchester)	862.4621 878.4337 864.7454
Fire District #1 (Southeast Colchester)	862.4621 878.4337 864.7454
Fire District #1 (Southeast Colchester)	862.4621 878.4337 864.7454
Fire District #1 (Southeast Colchester)	862.4621 878.4337 864.7454
Fire District #1 (Southeast Colchester)	862.4621 878.4337 864.7454 878.1344
Fire District #1 (Southeast Colchester)	862.4621 878.4337 864.7454 878.1344



Police Fire Rescue Emergency	
Non-Emergency	264.5556
Jennifer Morrison Chief of Police	264.5555
Amy Akerlind Rescue Chief	264.5590
Michael Akerlind Harbor Master	264.3171
Michaelyn Crosby Animal Control	264.5556
Colchester Schools	
Colchester School District	264.5983 264.5700
Colchester Middle School	264.5800 264.5900
Porters Point School	
Larry Waters, Superintendent	264.5999
Town Office Fax	264.5503
CCTA - Chittenden County Transportation Authority	864.0211
SSTA -Special Services Transportation Agency	878.1527
US Post Office 218 Malletts Bay Ave	655.1376

Cemetery Plots

All Around the Town

Hours of Business

Meeting Schedules

New Year's Eve (1/2 day)

Town Offices		Colchester School Board	High School	
Monday - Friday	7:30 a.m 4:	:30 p.m.	1st and 3rd Tuesday at 7:00 p.m.	
Police	2	24 hours	Colchester Selectboard 2nd and 4th Tuesday 6:30 p.m.	Meeting House
Rescue	2	4 hours		
Library Monday Wednesday Tuesday Thursday Friday Saturday Closed Sunday	10:00 a.m 8 10:00 a.m 6 12:00 p.m 5 9:00 a.m 3	:00 p.m. :00 p.m.	For announcements, meeting age visit our website:	

Elected Town Officers And Term Expirations

Cemetery Commission

Theresa Carroll March 31, 2015 Coralee Magoon March 31, 2016 Joyce Sweeney March 31, 2015

Justices of the Peace

All terms expire January 31, 2015

Kathryn Anger	Jennifer Atkins
Todd Bergeron	Carmen Brunelle
Patrick Brennan	Maureen Dakin
Charlotte Gardner	Angela MacDonald
Kathrine Niquette	Marie-Reine Pepin
Joey Purvis	Inge Schaefer
Jeff Spengler	Kristy Kurt Spengler
Joyce Sweeney	

Library Trustees

Bob Henneberger, Chair	March 31, 2019
Leora Black	March 31, 2018
Marcia Devino	March 31, 2015
Betsy Ferry	March 31, 2017
Carol Reichard	(Retired November, 2014)

Listers

Geri Barrows	March 31, 2015
Hugh Bemis	March 31, 2017
Doug Mulac	March 31, 2016

Moderator

Jerry Flanagan March 31, 2015

Colchester School Board

March 31, 2015
March 31, 2015
March 31, 2017
March 31, 2016
March 31, 2016

Selectboard

Nadine Scibek, Chair	March 31, 2015
Herbert Downing, Vice Chair	March 31, 2017
Tom Mulcahy, Clerk	March 31, 2016
Marc Landry	March 31, 2015
Jeffrey Bartley	March 31, 2016

Town Clerk | Treasurer

Karen Richard March 31, 2015



Karen Richard, Colchester Town Clerk | Treasurer, received the 2014 Treasurer of the Year award from VMCTA.

Appointed Town Officers and Expiration of Terms

Board of Ethics	<u>-</u>	Chittenden Solid Waste District	
	0 00 0017		
Maurice Diette, Chair	September 30, 2017	Dirk Reith, Representative	May 31, 2016
Lori Lawton	September 30, 2015	Jeffrey Bartley, Alternate	May 31, 2016
Catherine Nguyen	September 30, 2015	Energy Task Force Coordinator	No Term
Keith Oldinski	September 30, 2016	Sue Deppe	
Inge Schaefer	September 30, 2017		
Community Center Initiative	No Terms	Fire Warden Mike Chmielewski	June 30, 2016
John Arby, Chair	Brian Costello	Hoalth Officer Deputy Health Of	ficer
Bob Henneberger	Pam Loranger	Health Officer Deputy Health Off	
Paul Simon	David Usher	Denise Johnson Terk	March 31, 2016
		Derek Shepardson	March 31, 2016
Conservation Commission		Chittenden County Regional Plan	ning Commission
Theresa Carroll, Chair	September 30, 2016	Marc Landry	June 30, 2015
Patrick Volz, Vice Chair	September 30, 2016	Kathrine Niquette	June 30, 2015
Lisa Halvorsen, Secretary	September 30, 2015	Kan in 10 1 viquono	30110 00, 2010
Lisa Liotta	September 30, 2018	Planning Commission	
Pam Loranger	September 30, 2017	Pam Loranger, Chair	September 30, 2017
Timothy Moran	September 30, 2018	Tim Ahonen	September 30, 2016
Robin Orr	September 30, 2015	Robert Scheck	September 30, 2016
Development Review Board		Paul Simon	September 30, 2015
-	Santambar 20, 2017	Robert Sussman	September 30, 2014
Matthew Gamage, Chair Zafir Bludevich	September 30, 2016	Recreation Advisory Board	
Bob Campbell	September 30, 2015 September 30, 2017	Lisa Liotta, Chair	Santambar 20, 2014
Angela MacDonald	September 30, 2016	Owen Banks	September 30, 2016
Keith Oldinski	September 30, 2015	Suzanne Kelley	September 30, 2015
Mickey Palmer	September 30, 2015	Steve Morton	September 30, 2015
John Swenor	September 30, 2016	Adriane Schubert	September 30, 2015 September 30, 2015
Steve Morton, Alternate	September 30, 2015	Kevin Hatin	June 30, 2016
		Buddy Marceau	June 30, 2016
Governance Committee	No Terms	Richard Pecor	June 30, 2016
Pamela Laurence Dimson	Jacob Hemmerick	Richard Fecti	Joine 30, 2016
Bud Myers	Mickey Palmer	Trace Manualan	
Curt Taylor	David Usher	Tree Warden Bryan Osborne	March 31, 2015
Champlain Water District		Winooski Valley Park District Repre	esentative .
Karen Richard, Representative	March 31, 2015	Susan Gilfillan	September 30, 2017
Dawn H. Francis, Alternate	March 31, 2015		

Appointed Town Officers and Term Expirations

State Legislators (As of December 31, 2014) District 9-1 Bob Bouchard bob4vtrep@yahoo.com Jim Condon jcondon@leg. state.vt.us District 9-2 Patrick Brennan pbrennan@leg.state.vt.us Kristy Spengler seashre@msn.com

Dates to Remember

Senator Richard Mazza

Last Monday in January	Petitions for elections due
1st Monday in March	Town Meeting
1st Tuesday in March	Election Day
March 15	Taxes due
April 1	Dog Licenses due
August 15	Taxes due
1st Tuesday in November	Election Day
November 15	Taxes due

(If the 15th falls on a weekend, due the following Monday)



The Colchester Selectboard, Left to Right: Jeffrey Bartley, Marc Landry, Tom Mulcahy, Chair Nadine Scibek, Herbert Downing

Civic Organizations

945 0340

(As of December 31, 2014)	Champlain Valley Agency on Aging 865.0360
bob4vtrep@yahoo.com	Colchester Artist Gallery
jcondon@leg. state.vt.us	Colchester Community Chorus
pbrennan@leg.state.vt.us	Colchester Community Food Shelf 879.2444
seashre@msn.com	info@colchesterfoodshelf.org
sgtatarms@leg.state.vt.us	Colchester Community Garden
emember	Colobostor Atilian Batary Club
Petitions for elections due	Colchester-Milton Rotary Club www.cmrotary.org info@cmrotary.org
Town Meeting	· · · · · · · · · · · · · · · · · · ·
Election Day	Colchester Historical Society
Taxes due	www.colcnestervi.gov/msioncar
Dog Licenses due	Colchester Lion's Club Carmelita Belisle 863.4437
Taxes due	Kenneth Emery 879.1511
Election Day	Colchester Quilter's Club Fran Allyn 862.1595
Taxes due	
due the following Monday)	Fellowship of the Wheel Mountain Biking Club www.fotwheel.org info@fotwheel.org
	Flying Hooves 4-H Club
	Lake Champlain International, Inc
	Local Motion
	Malletts Bay Lakers Snowmobile Club
	www.malletsbaylakers.club.vtvast.org
	Boy Scouts Troop 601

Girl Scouts Champlain Valley Dist. 509...888.474.9686 jgoldbergi@girlscoutsgwm.org

cabral.m@comcast.net

pack655vt@yahoo.com

Michael Cabral

Aaron Frank

WARNING ANNUAL TOWN MEETING – 2015 COLCHESTER, VERMONT

The legal voters of the Town of Colchester, Vermont are notified and warned to meet at the Colchester High School Auditorium, Laker Lane, in said Town on Monday, March 2, 2015, at 7:30 p.m. to act on the following articles not involving voting by Australian ballot (Articles 1-5):

Absentee ballots may be requested until 4:00 p.m. on Monday, March 2, 2015, by calling the Town Clerk's Office at (802) 264-5520.

ARTICLE 1

To choose a moderator, if elected moderator is not present.

ARTICLE 2

To act on reports of the Town Officers.

ARTICLE 3

To set compensation, if any, to be paid to the Selectboard.

ARTICLE 4

To transact any other business proper to come before said meeting.

ARTICLE 5

To adjourn said meeting and to reconvene at the Colchester High School, Laker Lane, in said Town on Tuesday, March 3, 2015, for voters in District 9-1 and District 9-2 to vote for Town Officers and to transact any other business involving voting by Australian Ballot with voting to begin at 7:00 a.m. and to close at 7:00 p.m.

ARTICLE 6

"Shall the voters of the Town of Colchester approve total general fund expenditures of Eleven Million, Eight Hundred Sixty-Seven Thousand, Seven Hundred Seventy-seven Dollars (\$11,867,777), of which Nine Million, Seven Hundred Ninety-nine Thousand, Four Hundred and Eighty-three dollars (\$9,799,483) shall be raised by taxes and Two Million, Eighty-Six Thousand, Two Hundred Ninety-four dollars (\$2,086,294) by non-tax revenues for the Fiscal Year July 1, 2015 through June 30, 2016?"

ARTICLE 7

"Shall the Town of Colchester reauthorize the Selectboard to maintain a reserve fund accumulating annually in the amount of Thirty-Five Thousand Dollars (\$35,000) for a period of five years, for the purpose of financing technology replacements and upgrades?"

ARTICLE 8

"Shall the Town of Colchester reauthorize the Selectboard to maintain a reserve fund accumulating annually in the amount of Twenty-Five Thousand, Five Hundred Dollars (\$25,500) for a period of five years, for the purpose of financing telephone and radio replacements and upgrades?"

ARTICLE 9

"Shall the Town of Colchester amend its Charter to add Section 703, to allow the annual assessment of a one-percent (1%) Local Option sales, rooms, meals, and alcoholic beverages tax, the proceeds of which shall be used to pay for existing or future voter approved capital projects within the Town as well as voter approved inter-municipal financial support related thereto, effective 10/1/15, pending approval of the Charter change by the Legislature?"

DATED AT COLCHESTER THIS 27th DAY OF JANUARY, 2015.

Colchester Selectboard

Nadine Scibek, Chair

Herbert Downing, Vice Chair

Tom Mulcahy, Clerk

Karen Richard, Town Clerk

Jeffrey D. Bartley

Marc Landry

Americans with Disabilities Act

In compliance with the American With Disabilities act those requiring accommodation for this meeting should notify the Town Clerk's Office at least 24 hours prior to the meeting at 802-654-0727, TDD 1-800-253-0191 (Text/Telephone), 1-800-253-0195 (Voice).



TOWN OF COLCHESTER ANNUAL TOWN MEETING MINUTES

COLCHESTER HIGH SCHOOL AUDITORIUM MARCH 3, 2014

Moderator Jerry Flanagan reconvened the Town Meeting at 8:53 p.m. In attendance were Selectboard members Nadine Scibek (Chair), Marc Landry, Herbert Downing, Tom Mulcahy and Kathrine Niquette. Town Manager, Dawn Francis, introduced the Department Heads: Robert Vickery (Assessor), Sarah Hadd (Planning and Zoning Director), Sherry Labarge (Human Resources), Amy Akerlind (Rescue Chief), Jennifer Morrison (Chief of Police), Sherry LaBarge (Human Resources Manager), Glen Cuttitta (Parks and Recreation Director), Bryan Osborne (Public Works Director), Karen Richard (Town Clerk), Kelly Tomaseski (Director Burnham Library), Aaron Frank (Assistant Town Manager/Chief Financial Officer) and Linda Kingston, Recording Secretary and Management Coordinator.

ARTICLE 8

To choose a Moderator, if elected moderator is not present. Elected moderator, Jerry Flanagan, was present. No action required.

Bob Bouchard clarified that in Article 6 of the Town Report the districts should be 9-1 and 9-2, not 7-1 and 7-2.

ARTICLE 9

To act on reports of the Town Officers.

MOTION was made by Mike Whalen and SECONDED by Zaf Bludevich to accept the reports of the Town Officers. There was no discussion.

VOTING: unanimous; the motion was carried. Article 9 was passed.

ARTICLE 10

To set compensation, if any, to be paid to the Selectboard.

MOTION was made by Dick Pecor and SECONDED by Bob Bouchard to set the compensation for the Selectboard at \$1,300 each per year. There was no discussion.

VOTING: unanimous; the motion was carried. Article 10 was passed.

ARTICLE 11

To transact any other business proper to come before said meeting.

Aaron Frank presented information on the FY15 Municipal Budget. The Selectboard requested an increase of less than 2% for FY2015. After factoring in the Grand List and revenue, a 2.9% increase is proposed, for a Fiscal Year 2015 operating budget of \$11,828,841. Eighty-two percent of revenues come from property taxes. The other 18% is from Town fees and Rescue revenue. Seventy-three percent of the Town budget is spent on employee salaries and benefits. Public Safety is the biggest core service and expenditure. Public Works, Parks and Recreation and the Library are other large expenditures. Smaller expenditures include maintaining cemeteries, IT, Economic Development, Animal Control and the Selectboard. In FYI5 more police over time for outreach is proposed; a part-time Parks employee to become full time for winter maintenance, more library substitutes and more public safety dispatch to respond to demand.

To contain costs the Town re-bid janitorial services and centralized trash and recycling, moved to a high deductible insurance plan, prolonged the interval for new vehicle purchases and began equipment sharing with Winooski and Milton. We share a phone system with the schools. New LED lights will save about 1.3 million dollars over twenty years. We recruit volunteers instead of hiring when possible and will institute cross-training for staff to perform multiple tasks. The Police and Public Works Departments now use mobile data.

Mr. Frank noted that the Colchester tax increase is less than those proposed for many other Chittenden County communities.

Bob Bouchard asked when the next round of contract negotiations for police and other employee contracts will begin. Aaron replied the two employee unions will renegotiate their 3-year contracts next year.

Erin Devries requested clarification on the overall tax increase, inclusive of schools. Mr. Frank responded it would be an increase of 1.64 cents per \$100 of property value. The Town budget is a separate from the school budget. Ms. Francis added that for a \$300,000 home, the increase would be about \$400 per year.

Sam Sparhawk commented that he would like to see a budget with a 0% increase. If salaries are to be increased then something should be reduced. He believes we are hurting future generations with debt and spoke about the history of economic collapse.

Tyler Anderson said he wants the Town budget and school budget to be separate. Mr. Frank pointed out that they are separate and can be voted up or down independent of each other. Mr. Anderson commented that he thought it was unfair to voters that if the school budget was voted down the school came back for a re-vote. Mr. Frank responded that the school needs a budget to operate and that the budget is re-worked before it is put before the voters again. Mr. Anderson then thanked the volunteers of the Town for their hard work.

Bob Magoon stated he liked the LED lights, but wondered why the Town did not apply for the same rebates the school had gotten. Mr. Frank replied that we did get rebates from Efficiency Vermont for making the switch to LED lighting.

Ben Levasseur questioned the syllogistic logic of a property tax when property tax is not mentioned in the Constitution; in other words, why do we have a property tax? Ms. Francis responded that property tax was the accepted method for raising revenue for the Town services that are requested by residents, and added that almost every town across the nation has a property tax. Mr. Downing related that a lawyer once told him that a town is not required to provide a police force, ambulance, water, or any other public services. If residents want these things the only funding mechanism for them is a property tax. He added that Vermont statutes allow raising funds by taxing grand list properties and that has been done for over 250 years. Mr. Levasseur thanked him for providing that information.

There were no more questions pertaining to the budget.

Ms. Scibek introduced Marc Landry to present information on Article 14, which would amend the Capital Equipment Plan to include maintenance for Town buildings as well as vehicles. The plan has been a great success and surplus from savings from extended vehicle use could be used for major repairs of Town buildings, such as replacing a boiler or roof. The CEP is already included in the property tax at 1.9 cents per \$100 of property value, or \$19 per \$100,000. There would be no impact on taxes if the Plan were amended.

Marilyn Sowles shared that she likes the Capital Equipment Plan and asked how much would be allocated to buildings. She is concerned it may jeopardize the maintenance of equipment if buildings are added. Mr. Landry replied that the plan worked so well they have been adding more vehicles to it over time and projected savings could support an average of \$30,000 per year for building repairs. He added no dollars would be taken away from vehicles for buildings.

Maureen Dakin addressed transparency and suggested that the name of the fund be changed since buildings are not equipment. Regarding transparency, Mr. Landry stated all financials are disclosed and audited. Ms. Francis added that the plan would be renamed as the Capital Equipment and Facility Repair Plan. Mr. Downing said Bryan Osborne will give us a better idea of building maintenance costs in the future, and that eventually the plans may be separated. Ms. Scibek observed that will be in the future, however, as we are only 2 years into a 20 year plan.

No other questions on Article 14.

Judy Peterson from the VNA presented information on Article 15. She pointed out that VNA provides home visits for all ages, not just the elderly. They provide personal care attendants, palliative care, hospice and more. In 2013 the VNA provided \$1.9 million in services to Colchester residents, but not all costs are reimbursed by insurances. Last year \$123,000 was not reimbursed and was made up by funds allocated by towns. Since the VNA is located in Colchester, the \$18,000 donation is negated by the \$18,000 the VNA owes in taxes each year. The \$18,000 increase would help cover non reimbursed expenses and would be .16% of the 2.9% tax increase.

Sam Sparhawk asked what increased expenses VNA expected under President Obama's Health Care Reform. Ms. Peterson answered that VNA's employee health benefits costs will increase. While one of the aims of Health Care Reform is to reduce health care costs, it means that health care providers will have to find ways to make up the shortfall.

No further discussion.

ARTICLE 12

To adjourn said meeting and to reconvene at the Colchester High School, Laker Lane, in said Town on Tuesday, March 4, 2014, for voters in District 9-2 to vote for Town Officers and to transact any other business involving voting by Australian ballot with voting to begin at 7:00 a.m. and to close at 7:00 p.m.

To adjourn said meeting and to reconvene at the Colchester Meeting House, Main St., in said Town on Tuesday, March 4, 2014, for voters in District 9-1 to vote for Town Officers and to transact any other business involving voting by Australian ballot with voting to begin at 7:00 a.m. and to close at 7:00 p.m.

MOTION was made by Jackie Murphy and SECONDED by Charles Elioseff to adopt Article 5, as read. VOTING: unanimous; the motion was carried. Article 5 was passed.

Moderator Flanagan adjourned the meeting at 9:45 p.m.

The following articles will be voted upon by Australian Ballot:

ARTICLE 13

'Shall the voters of the Town of Colchester approve total general fund expenditures of \$11,828,841, of which \$9,742,405 shall be raised by taxes and \$2,086,436 by non-tax revenues for the Fiscal Year July 1, 2014 through June 30, 2015?"

ARTICIF 14

"Shall the Town of Colchester change the Capital Equipment Plan to the Capital Equipment and Facility Repair Plan to include the repair and rehabilitation of Town owned buildings, and continue to fund such plan as authorized at the 2012 annual meeting of the Town?"

ARTICLE 15

"Shall the voters of the Town of Colchester appropriate \$36,000 to the Visiting Nurse Association (VNA) beginning July 1, 2014 for the purpose of assisting with care to Colchester residents?"

Respectfully Submitted,

Karen Richard, Town Clerk

Jergy Flanagan, Moderator

Selectboard Report

Nadine Scibek, Chair

Over the past year the Colchester Selectboard worked on a number of positive changes for our Town. We held fifteen extra meetings in Fiscal Year 2014 to resolve budget issues and prioritize our goals for the Town's future. We also welcomed Jeffrey Bartley who was elected to the Selectboard in March, 2014. A former member of the Development Review Board, Jeff has brought with him a fresh perspective on Town issues and boundless enthusiasm.

The proposed Town Budget for Fiscal Year 2015 required two votes before passage. Residents' responses to our Town Budget Survey were crucial as we further reduced expenditures, despite added pressures for increased services. Our staff is entrepreneurial in their work and work daily to protect and leverage your tax dollars. They are to be commended for identifying and implementing over \$350,000 worth of savings over the last year to meet the perpetual challenge of doing more with less. The result was a refined budget that preserved as fully as possible the level of services that Town residents have come to expect while containing the costs of materials and personnel.

This year the Board worked with the Governance Committee to present amendments to the Town Charter, which had not been significantly updated in nearly thirty years. The Governance Committee having put two years into this effort, reviewed the Charter thoroughly and proposed amendments that clarified language, streamlined services, eliminated positions that no longer apply and reduced late tax payment penalties. The proposal to appoint versus elect a Town Clerk was narrowly defeated. There is still more work to be done to the Charter. The Board is grateful to the Governance Committee for all of their hard work and dedication.

Other highlights and priorities of Fiscal Year 2014 included:

- The approval of the Five-Year Town Plan
- The launch of the new CCTA bus service on Route 7 and Water Tower Hill
- The development of a new Town logo and branding campaign
- Grand List and economic growth, with a new water tank and buildings on Water Tower Hill and some redevelopment in Malletts Bay
- The formation of a Firearms Committee, headed by Sgt. Jeffrey Bean, for the purpose of ensuring safety in what have become more densely populated areas.
- The review of an Energy Plan by a volunteer Energy Task Force which recommended options for the potential development of green energy sources for Colchester.

The Selectboard established the following priorities with the assistance of the Town Manager:

- Take care of what we have
- Explore the Local Option Tax to reduce the tax burden and address infrastructure needs
- Economic Development and Grand List Growth
- Public infrastructure investments
- Environmental protection investments
- Malletts Bay Redevelopment
- Improved communication, transparency and unification of the Community.

The Selectboard will continue to work to ensure that the Town's infrastructure and future growth meet the 21st century needs of our residents and businesses while respecting our natural resources and community character, as well as our ability to pay for same.

Assessor's Office

Robert Vickery, Town Assessor

The Colchester Assessor's Office is comprised of the Assessor and a Property/Tax Specialist who shares time with the Clerk's Office. Colchester also has three elected Listers who resolve assessment disputes between property owners and the Assessor.

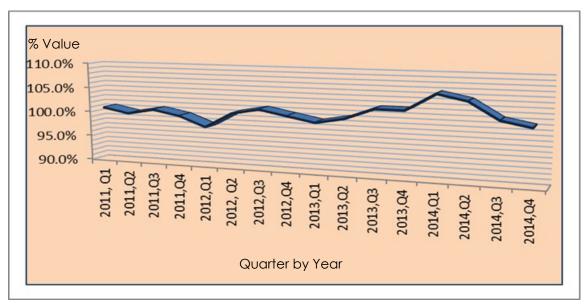
In preparation for updating the 2014 Grand List (GL) the Assessor's Office recorded 851 property visits. These visits included full interior and exterior property inspections to update data as indicated by building permits, surveys and/or field reviews. There were 584 parcels that merited assessment changes, with 170 assessments lowered and 414 assessments increased.



The Town Grand List grew by \$31,890,600 between Fiscal Year 2014 and Fiscal Year 2015 Tax Warrant. This was a 1.62% increase — the highest percentage increase since 2006 and the 3rd highest growth in the last decade.

In order to record Grand List Growth the Assessor must also track the real estate market. The chart below shows the changes in the sale prices compared to the assessed values. One hundred percent represents the assessed value, greater than 100% means the sale prices are higher than the assessed values and lower than 100% means the sale prices are lower than the assessed values.

Grand List Growth by Quarter 2011—2014



As you can see, the sales prices increased in the first quarter of 2013 and continued to do so through the second quarter of 2014. This trend was a good sign that indicated the market for property had increased since the 2011 reappraisal. Although the graph shows a dip in the 3rd and 4th quarters of 2014, Vermont's real estate market is linked to the seasons, with fewer sales in the winter months. This is typical and such dips can be expected. According to the State Tax Department, our Grand List is at 98.78% of Fair Market Value.

Burnham Memorial Library

Kelly L. Tomaseski, Director

The Burnham Memorial Library welcomes citizens of all ages to enrich their lives through the many resources the public library has to offer. Public libraries have become the bridge to the global community ensuring equitable accessibility to all. The library strives to support and encourage life long learning by offering services ranging from computer technology, main stream literature, currents news and topics, educational information, literacy, art, culture, and diversity. Our goal at the Burnham Memorial Library is to ensure access to information to all and offer a vital welcoming place where citizens can gather, explore, learn, and share ideas.

The following achievements helped to fulfill goals set in the library's strategic plan:

- The downstairs level of the Library was painted and re-carpeted
- A complete inventory of the adult collection was completed
- The Library registered over 300 children and teens for 2014 summer reading program
- The Library offered over 675 programs for the year to the Colchester community
- The Library had over 7,600 attendees at its annual programs
- Thanks to our partnership with the AARP, 168 senior and low-income residents received help preparing their taxes
- Adult programming was expanded, including use of the Bayside Activity Center as a program site
- Preloaded eReaders were added to our circulating collection
- The Library served as a Vermont Health Connect enrollment location with a trained navigator to assist residents needing health insurance
- The Library served as a pick up location for the Intervale Food Hub and sponsored the third season of the Colchester Farmers' Market.

FY 2014

FY 2013

Burnham Library in Numbers:

· ····································		
Hours the Library was open each week	47	47
Visits to the Library	58,459	57,970
Registered Borrowers	8,757	8,731
Items in the library collection (books & audiovisual materials)	48,023	51,317
Number of items circulated/checked out by community	88,605	98, 605
Library items exchanged via Interlibrary Loan	1,609	1,525
Hours logged by dedicated Library Volunteers	1,717	1,641
eBook downloads	1,968	1,267
Audiobook downloads	1,668	1,285

Burnham Library's successful year is due to the work of dedicated library staff, library volunteers, the Friends of the Burnham Library, the Library Board of Trustees: Bob Henneberger (Chair), Carol Reichard, Leora Black, Marcia Devino, Betsy Ferry, and support of the Town of Colchester.

Economic Development Department

Kathi Walker O'Reilly, Director



One of the first priorities of FY 2014 for the Economic Development Department was the Logo and Branding Campaign, which was kicked off in the fall of 2013. The Selectboard approved a Town-wide logo contest that inspired community pride and ownership of Colchester's identity. Resident Lindsay Colburn won with a beautiful logo that gave us a strong foundation on which to build. We partnered with the Community College of Vermont and Colchester residents Tom Bacon, Jay McKee, Brian Mullins and Tom Mulcahy, for low-cost advice on the logo design and branding implementation. The finished product is on the front cover of this Annual Report.

In the summer of 2013, the Select Board called for a study of the Town and School owned land in the Malletts Bay area for development purposes. To keep costs down, staff acted as the Project Management team and leveraged low and no cost consultant options. The scope of work included land use and traffic impacts, soils for wastewater capacity, conceptual building and site designs, build out scenarios, market analysis, community center needs and uses, forest and endangered species and archeological sensitivities. We presented the findings to the Select Board in summer of 2014.

In June, 2014 the much-awaited CCTA commuter bus service started along the Route 7 corridor allowing both residents and businesses transit access. The route runs from Milton to Burlington with three stops in Colchester at Creek Farm Plaza, Severance Corners, and the Water Tower Hill area. The three-year pilot program will allow us to determine the future viability of the service.

The filming of five promotional videos, funded by local business advertising, has been completed and the finished videos were released in August 2014. They will appear on a national relocation website, as well as the Town's website. They will promote all that Colchester has to offer and entice new residents and businesses to relocate to our wonderful community.

Severance Corners is one of only six designated Growth Centers in the state and the Economic Development Department works closely with the developer, S.D. Ireland. This designation allows for some development to be exempt from ACT 250 permits which equates to significant savings in both time and money. We will continue to promote and market this area as an attractive relocation alternative for prospective businesses.

According to a recent study, the industrial land available in Chittenden County will be completely developed within the next five years, allowing for little to no industrial growth thereafter. We are examining how best to position ourselves for sustainable projects on Colchester's vacant industrial land that will allow for thoughtful, planned growth.

We continue to work in conjunction with local, regional and state agencies and organizations to facilitate services for our business community, including permitting assistance, financial opportunities, business development, awareness of legislative bills that could impact our businesses, and more. We meet monthly with the Colchester Community Development Corporation to determine how best to meet the needs of Colchester businesses.

Colchester has much to offer our residents and business community and I am pleased to be a part of this exciting work.

Parks & Recreation Department

Glen Cuttitta, Director

"Optimizing the Experience of Living!"



The role of the Parks and Recreation Department is to provide recreational opportunities for the community through the utilization and maintenance of Colchester's diverse park system and by organizing a variety of programs for all ages. We pride ourselves on creating programs that will introduce the public to lifetime recreational pursuits and encourage lifelong learning.

Our parks shine thanks to the efforts of Ted Ryan and his seasonal crew. Pete Cote, Larry Rooney, Paul Rodrigue, Chris Jones, Ross Moberg, Jason Fyfe and Christian Parry take a great deal of pride in the work they do to make your parks a wonderful place to visit.

Our Recreation Division continues to offer quality programs and opportunities through the great work of our Assistant Director, Derek Mitchell, Program Coordinators, Jennifer Turmel and Kelly McGinley, and Administrative Assistant, Mike LaPan. Our staff works year-round to plan fresh, fun, and popular programs for individuals and families of all ages. Big opportunities are happening with the addition of our new LIFE program, which is a partnership with the Colchester School District, to create diverse programming for all ages at the schools after hours. We invite you to visit our website to see the programs we have to offer: http://colchestervt.gov/Recreation/parksNRec.shtml

We would like to thank all the instructors and volunteers that make the recreational programs in our community possible. Special thanks to the Colchester School District for allowing us to operate many of our programs in the schools.

Special events, such as the Colchester Triathlon and the Winter Carnival, have a long tradition in Colchester. Many of the same folks that started these traditions are still involved in planning them today. We are always in need of new volunteers, and would love the help of a new group of residents to assist with these events. Please contact the Parks and Recreation Office at 264-5640 if you are interested in preserving the tradition and would like to volunteer your time.

Special thanks to the Colchester Recreation Advisory Committee for helping us set the path for our department each year and into the future. The board members are led by the Chair, Lisa Liotta, and include Owen Banks, Dick Pecor, Stuart Marceau, Adriane Schubert, Kevin Hatin and Suzanne Kelley.

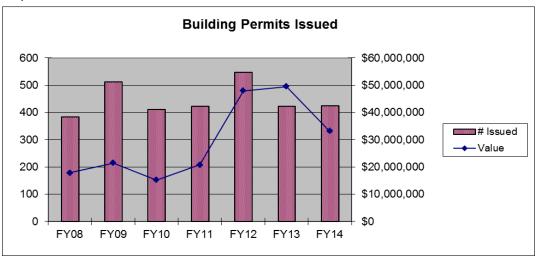
We hope that you will take time out of your busy schedule and try a program, join us at a special event or visit a Colchester park. Remember that play keeps you young and healthy. The benefits of recreation are endless.

Department of Planning and Zoning

Sarah Hadd, Director

The Colchester Department of Planning and Zoning oversees construction and development within the community and provides guidance on quality of life and environmental concerns. The department's activities are comprised of: zoning, building, wastewater, and planning. Revenue sources, mostly from permit applications, sustains over 60% of the department's operating costs. More information can be found on the department, revenues, volume of work, and responsibilities in the Department's Strategic Plan and Work Program available on-line at www.colchestervt.gov.

In fiscal year 2014, the Development Review Board (DRB) met 15 times, reviewing and approving all 75 subdivision, conditional use, site plan, variance, and appeal applications. The Board also authorized 5 site plan waivers issued by Staff.



Departmental revenues: \$200,462.64 from building/zoning permit fees, \$40,795 from state wastewater applications, \$24,579 from applications to the DRB, \$27,645 from fines, and \$19,636 from other fees. The office investigated a total of 71 health, life safety and zoning complaints and also conducted 1208 septic, site and building inspections. Permit numbers and revenue remained steady from the previous year with the exception of State Wastewater Permits that were 130% more than 2013 due to increased single family home starts. This trend of increased residential and smaller commercial projects marginally decreased total construction value for 2014.

The Planning Commission met 20 times in the past fiscal year and forwarded an update to the Town Plan to the Select Board which was adopted on April 8, 2014. The Commission also forwarded two supplements to the Zoning Regulations that created a new General Development One Commercial Overlay District for Warners Corners as well as rezonings in this neighborhood. FY15 will see the Commission revisit the shoreland and floodplain regulations, as well as more planning for Malletts Bay.

While 2014 had many positives for our department we lost our brightest smile, Cathy Neary, to cancer. She was a long time Colchester employee and resident that joined our team in recent years and we were made all the better by her enduring positive spirit. You will see several members of our team at Pink Out the Park in the fall at Bayside Park and on Colchester's CanSurvive Team. Our department has benefited from its employees and from many committed and wonderful volunteers. The Colchester Development Review Board and Planning Commission are volunteer boards that oversee the approval of construction and regulations in Colchester. They are a great way to become involved in our government. We are thankful to those that participate and serve in these functions and look forward to continuing to serve Colchester in planning for a safe and vibrant future.

Colchester Police Department

Jennifer Morrison, Chief of Police

Fiscal Year '14 was a busy year for the Colchester Police Department. We responded to a total of 12,950 calls for service versus 10,852 in the previous year. This represents a 16% increase in activity. The increase is due to a variety of factors including greater volume of calls for service from the community, more traffic stops by officers, more crashes during a long and icy winter, etc.

In the Fall the department established operational goals to help prioritize and direct department resources. The goals are:

- To reduce drug incidents & related crimes including reduce demand through public outreach/ education and to reduce related property crimes such as larcenies and burglaries
- To increase our public outreach & crime prevention activities
- To improve traffic safety, with particular emphasis on reduction in frequency and severity of crashes.

We have made progress toward all of these goals over the year and will continue to focus on these areas in the coming year. Additionally, we have spent time updating policies and procedures.



Our new dress uniforms.

In the past year CPD received help from a small group of citizens called "Friends of Colchester Police." The group raised funds from businesses and individuals that allowed us to purchase dress uniforms and equipment for our Honor Guard. The fundraising continues as we strive to provide a dress uniform for all sworn personnel. These "fancy" uniforms are ceremonial and worn only during special events such as promotions, awards, funerals, parades, etc. We sincerely appreciate the support we've received from the community in this effort!

FY 14 saw the retirement of longtime Corporal Mike Cannon. We hired Michael West to fill this vacancy. Officer West will begin sixteen weeks of training at the Vermont Police Academy in August. Following graduation, he will have three weeks of post-basic training and then another 16 weeks of field training. We expect Officer West will be working solo next spring.

Turnover is rare at CPD. We currently have twelve employees with 25+ years of service to the Town, representing nearly one third of the workforce. We work hard to be an organization that supports work/life balance and to protect and retain our best investment – our people. Clearly, Colchester is a desirable place to spend a career!

A special thanks to our partners at Colchester Center Volunteer Fire Company, Malletts Bay Fire Department and Colchester Rescue and everyone in the community that helped us during the year to keep Colchester safe.

Lastly, a heartfelt thank you to all of the community members and department personnel that have made me feel so welcome in my first year as Chief. It has been a productive year and I look forward to serving as your Chief for many years to come.

Respectfully submitted on behalf of all the men and women of CPD.

Department of Public Works

Bryan Osborne, Director



In the fall of 2013 approximately 0.5 miles of the Meadow Drive Ditch was reconstructed.

The role of the Public Works Department is to provide planning, design, review, maintenance, and management of the Town's public infrastructure in a manner that preserves the community's investment and the quality of life we all enjoy. The Public Works Department consists of 17 fulltime, and one seasonal position who work within the divisions of streets, wastewater, storm water, equipment maintenance, facility maintenance, engineering, and the administration. The infrastructure maintained by the department includes 117 pieces of Town equipment, 12 pumping stations, 16 miles of sewer lines, 200 sewer manholes, 110 miles of public and private roadways, 37 miles of sidewalks and bike paths, 6 bridges and 2,500 storm water structures and associated piping. The department also provides engineering and administrative services for all public works operations, as well as the construction and contract management services for all capital infrastructure initiatives.

Highlights for fiscal year 2014 include:

Planning/Engineering

- Severance Corners Intersection
- Mill Pond Road Bridge
- Fort Ethan Allen/Route 15 Sidewalk
- West Lakeshore Drive Multi-use Path
- River Road Sidewalk
- East Road Culvert
- Morehouse Brook Culvert
- Water Tower Hill Water Storage Tank Replacement
- Facilities Needs Assessment
- Circ Highway Alternatives

Construction

- East Road/Depot Intersection
- East Lakeshore Drive Embankment
- Exit 16 sidewalks
- Meadow Drive Drainage Ditch
- Bay Road Outfall
- Troy Avenue Storm Water Pond
- Street Lighting Upgrade Multiple Locations
- Malletts Bay Avenue Storm Drain
- Historical Society Asbestos Abatement
- Burnham Memorial Library Children's Area Renovation

I would like to acknowledge the fine efforts of all the men and women within the department who work tire-lessly, day and night, to care for the community's infrastructure and its citizens. Their dedication to their profession and the community is both admirable and greatly appreciated.



Colchester Rescue

S. Amy Akerlind, Rescue Chief



From July 1, 2013 through June 30, 2014, Colchester Rescue received 1099 calls (compared to 1,401 calls in 2012-2013). Of these, 838 were in our primary response area and 209 were mutual aid calls in surrounding communities. We also turned over 52 calls to other agencies while we were already committed to another call. This year we also received 46 requests for intercepts, to provide advanced level care to agencies that could not provide it when their patients required it.

In March we transitioned to new state protocols to match the changes in the national Rescue curriculum that is now being taught. The new curriculum and revised protocols provide a wider variety of interventions and medication options to treat our patients. However, it also requires more training to remain proficient in all of our skills. All licensed members have to obtain seventy-two hours of Continuing Education Credits every two years. This is a lot of training hours, especially for our volunteers!

We have been very fortunate in our recruitment of new members, as evidenced by our volunteer roster of 35-40 members. However, we are struggling to keep volunteers long enough to become drivers, crew chiefs, and Advanced EMTs. On average, we see volunteers move on after two to three years of service. This is the minimum amount of time it takes to train a new member to be a driver or crew chief and complete the EMT and Advanced EMT courses. Some volunteers leave to pursue further education in the health care field, either in continued EMS service, or to become physician assistants, nurses or doctors. EMS is not the "hobby" it might have been in the past!

Over the past year we have lost seven of our Advanced EMT members, the majority of whom moved out of state to pursue further education in health care. With the loss of so many experienced members in such a short period of time, we were forced to move non-volunteer, paid members onto night shifts. Although this is not ideal, it allows us to provide paramedic-level care seven days and five nights a week and to provide intercepts to the surrounding communities that do not have paramedic-level care. These intercepts also benefit our paramedics by providing more opportunities to practice their advanced skills.

Although our primary service is response to EMS calls, our members also participate in many outreach events within the schools and community. We hold our annual Family Fun & Safety Night in May. Throughout the rest of the year we teach CPR courses, assist with car seat installations, provide standby crews for various events in town and attend events such as Mock Crash and the Farmer's Market.

If you have any questions or would like to know more about Colchester Rescue and what its members do, feel free to contact the Rescue office anytime at 264.5590.



Colchester Technical Rescue

Michael Cannon, Technical Rescue Chief



The Town of Colchester takes pride in its Technical Rescue Team. Organized in 1988, the Colchester Rescue Service created a Rescue Dive Team in cooperation with the Colchester Police Department and Harbor Master. By 1991, we had acquired a small surplus van to carry Technical Rescue equipment, and a small inflatable Zodiak motorboat.

The Dive Team is now Colchester Technical Rescue, and members are proficient in swift water and dive rescue, as well as rope skills, rescue in confined spaces, trenches and collapsed structures. Many of our rescues involve swift water, technical climbing, or missing or injured hikers. These situations require significant expertise and many hours to resolve. The Technical Rescue Team demands a strong commitment from its members. Our 26 volunteers undergo a minimum of 24 trainings per year.

Our community supports Technical Rescue with an annual budget of \$40,000. Over the past six years, \$799,229 has been raised from grants and donations to pay for specialized equipment. Our most recent capital costs in 2013 included a new truck in the amount of \$207,000 to transport water rescue equipment.

Over the last five years, our Team has been on 207 technical rescue calls. Approximately half of these calls (49%) were from our community. We also respond in mutual aid to other communities, whether or not they have Technical Rescue resources. All communities' Technical Rescue teams require additional support for most of the calls they receive, as these emergencies often require the assistance of a dozen or more rescuers with specific skills and training. Mutual aid may come from Fire and Rescue, police or sheriff's departments from other communities, the Vermont State Police' Search and Rescue and Marine divisions, The Department of Fish and Wildlife, the U.S. Coast Guard, Border Patrol, and National Guard Aviation.

Colchester Technical Rescue Calls by Community

Community/Year	2010	2011	2012	2013	2014	Total
Bolton	0	1	3	1	0	5
Burlington	2	3	3	4	3	15
Chester	0	0	0	0	1	1
Canaan NH	0	1	0	0	0	1
Colchester	26	22	25	15	13	101
Essex	2	1	0	5	2	10
Fayston	0	0	1	0	0	1
Huntington	1	2	3	4	5	15
Hurricane Irene	0	1	0	0	0	1
Hurricane Sandy	0	0	1	0	0	1
Jamaica	0	1	0	0	0	1
Jericho	0	0	0	1	2	3
Jonesville	0	0	0	1	0	1
Johnson	0	1	0	0	0	1
Lincoln	0	0	1	0	0	1
Milton	1	3	1	0	0	5
Montpelier	0	1	0	1	0	2
Randolph	0	0	0	1	0	1
Richmond	1	1	0	1	1	4
Stowe	0	1	3	0	2	6
Underhill	1	3	5	4	4	17
Williston	0	0	0	1	0	1
Winooski	1	3	2	3	4	13
Total	35	45	48	42	37	207

Town Clerk's Office

Karen Richard, Town Clerk | Treasurer

The mission of the Town Clerk | Treasurer's office is defined by statute. We record vital records, land records, maps, mylars, minutes, grand list books, election results, etc. We issue marriage licenses, liquor licenses and renew motor vehicle registrations. We are responsible for storing and maintaining these records for future generations. We bill and collect tax monies; deposit the funds and invest them. We oversee the expenditures of the funds. We work diligently to collect delinquent taxes. We manage the elections by registering voters, ordering ballots, storing voted ballots, mailing absentee ballots, etc.

Filings for FY 2014 include:

Marriages	134	Land Records	14,012 pages (19 Volumes)
Births	183	Deaths	114
Property Transfers	487	Passports	514
Dogs	951		

We continue to see a decline in the number of dogs that are registered. This is disturbing at a time when the dog population is increasing. It is a law to license your dog and to have a current rabies certificate on file in the clerk's office.

In FY14 we billed \$38,870,520 and collected \$38,668,733 in taxes, penalties and interest. At the end of the fiscal year there was less than 1% in delinquent taxes to collect.

A lot of energy and effort go into tax collection. We understand the hardship of the penalty and interest so we work very closely with the taxpayers to provide as many options as possible to pay their taxes. One may have taxes debited from a bank account on the day taxes are due; taxes can be escrowed with a mortgage; and there is even an option to pay with a credit card, but there is a service fee to the taxpayer of 2.6%.

There is continual progress with the conversion of our paper records to the electronic format. This fiscal year we added maps and mylars to the land record system in the office. The next big step is to have the records available online.

We appreciate the support we receive from the community. It is a pleasure to serve you, the customer. Please let us know what we can do in the future to improve our customer service.

Our dedicated staff includes Julie Graeter, Assistant Clerk | Treasurer; Wanda Morin, Assistant Clerk; Betsy Peacock, Assistant Clerk and Nancy Pecor, Assistant Clerk.

Town Manager's Report

Dawn H. Francis, Town Manager

The fiscal year July 1, 2013 – June 30, 2014 was a year of transition and new beginnings for the Town of Colchester. Your capable staff and Selectboard helped me settle into the position of Town Manager quickly. My initial focus was on establishing solid working relationships with the myriad of governmental and non-profit entities within Colchester. The Colchester School District, three Fire Districts, some of which comprise both fire and water services/departments and the Champlain Water District are all endowed with a dedicated core of volunteers supporting these organizations. Institutions such as \$t. Michael's College, UVM, Fletcher Allen Health Care, the Albany College of Pharmacy and Health Sciences, Winooski Valley Park District and the State of Vermont also own significant property and facilities in our community and contribute to our overall vitality.

Budget

The proposed FY 16 budget presented to you is mindful of the request to contain or reduce spending while maintaining the same level of services. Ten of the twenty-six program areas reduced expenses for our budget proposal. The General Fund operating budget is proposed to increase by 1.3%, the lowest increase in over a decade except for the reappraisal year. A summary of the budget follows this report.

Cost Containment and Organizational Efficiencies

Cost containment measures and efficiencies in operations are a priority of staff and this year included:

- Reevaluation of positions as vacancies arise and combined positions across departments
- Contracting services and sharing equipment with other municipalities
- Reduced the town hall vehicle fleet from four to two
- Rebidding our telecommunications services
- Including more overhead costs in grants and contracted services.

Capital Needs

The majority of land development in Colchester occurred over the past half century. During most of the earlier years of this period (1965-1990), public infrastructure failed to keep pace with development. As a result, the Town will continue to face substantial infrastructure challenges that include:

- Lack of supporting infrastructure in older developments;
- Infrastructure that failed to meet standards and is failing pre-maturely;
- Infrastructure that has reached the end of its useful life and needs replacement;
- Infrastructure that was not constructed with future growth in mind; and
- Severe weather events causing us some unanticipated repairs and reconstruction.

To begin addressing these needs, the voters have authorized capital tax rates for equipment and facilities (\$0.019), transportation (\$0.035), parks (\$0.005) and reserve funds for technology and communications, of which, the latter two are proposed to be reauthorized by the voters by Australian Ballot, respectively. The capital tax rates total \$0.059 and will raise \$1,176,867 in FY15. Together with state and federal grants, as well as development impact fees, these rates assist us in improvements and repairs to roadways, buildings, parks, equipment and vehicles and bike/pedestrian infrastructure. Our long range capital plans, however, project over \$100 million in unmet capital needs to sustain our future. The approval of a local option tax would assist us in addressing these capital needs and special projects (only if approved by the voters) in the future.

Strategic Plan Implementation

Town staff and the Selectboard focused upon many of the major themes established by The Heritage Plan which was a Community Strategic Plan presented in 2012. Below are highlights representing some of the work done in these areas.

Governance – A hard-working group of volunteers met regularly and presented charter changes to the Selectboard that optimized the accountability, transparency, effectiveness and cost of government and public services. A town vote was held in November of 2014.

Infrastructure – A review and update of the capital budget was undertaken resulting in the voters approving an expansion of the capital equipment plan to apply to buildings and facilities. Cooperative efforts with all three Fire Districts to ensure infrastructure repairs, maintenance and expansion were also initiated and implemented. Sidewalks were installed at Exit 16, the library received long overdue renovations and major drainage projects completed. Evaluations and inventories of our communications and technology infrastructure were initiated. The Selectboard explored the Local Option Tax as a means to reduce the reliance on the property tax as a funding source.

Economic Development – An economic development plan and strategy was prepared and adopted. Resources were realigned to eliminate redundant citizen advisory committees and to replace the vacant position of Economic Development Director. Our new Director initiated and implemented a community wide contest to design a new town logo and branding initiative.

Tourism and Recreation – The community's branding and marketing efforts have embraced the importance of our natural and recreation based assets. The Recreation Advisory Board is assisting our Parks and Recreation Department with a site assessment of the Bayside/Hazelett property as well as town and school owned land in Malletts Bay. Increased visibility and publicity to market Colchester as a premier recreation destination is also being done using social media, our website, videos and a new Resident/Visitor Guide.

Education – Your town and school administrations worked together with citizen advisors to create a new lifelong learning opportunity for adult enrichment – the LIFE (Learning is For Everyone) program. Check out the course offerings to find something for everyone. Both entities continue to work together to share resources, equipment and facilities.

Environment and Agriculture – A new town plan was adopted which recognizes the importance of our natural assets. We were the first community to be granted state delegation authority for overseeing shoreland development in recognition of our shoreland protection standards. We continue to work with CFD #2 to explore municipal waste treatment and major drainage projects along East Lakeshore Drive, Meadow Drive, Bay Road, Troy Avenue, East Road, and Morehouse Brook were completed or engineering and design initiated. Very dedicated Planning Commission, Development Review Board and Conservation Commission members contribute their time to ensure high quality and sustainable development occurs in Colchester.

Personnel

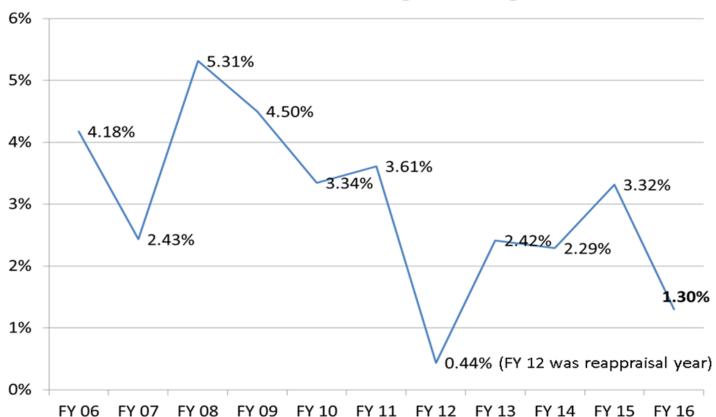
This year was particularly unusual in the number of key positions that needed to be filled due to retirements/ employee transitions. We have one Human Resources Director, Sherry LaBarge, for a staff of just over 100 which meant a heavy workload this past year. I am deeply appreciative of Sherry for her expertise and advice.

We welcomed the following new employees: Jennifer Morrison (Chief of Police); Aaron Frank (Chief Financial Officer/Assistant Town Manager); Lara Alemy (Finance Officer); Kathi O'Reilly (Economic Development Director); Rebecca Alemy (Rescue) Kelly Tomaseski (Library Director); Adam Cohen (Information Technology); Traci Paquette (Planning & Zoning Assistant); Zachary Smith (Public Safety Dispatcher) and Penny Cunningham (Library). June Campbell worked with the Town Manager's office for 4 years and we are thankful she is still working for the Town on a part-time basis for the Library.

We thank the following employees for their service to the Town who left employment during the past fiscal year: Charles Kirker (Police Chief): Joan Boehm (CFO/ATM), Coral Coleman (Finance), Richard Pecor (Telecommunications), Amanda Stevens (Dispatcher), Cathy Neary (Planning & Zoning/Library), Donna O'Connor (Assessor's Office), Deb Woolford and Rubi Simon (Library).

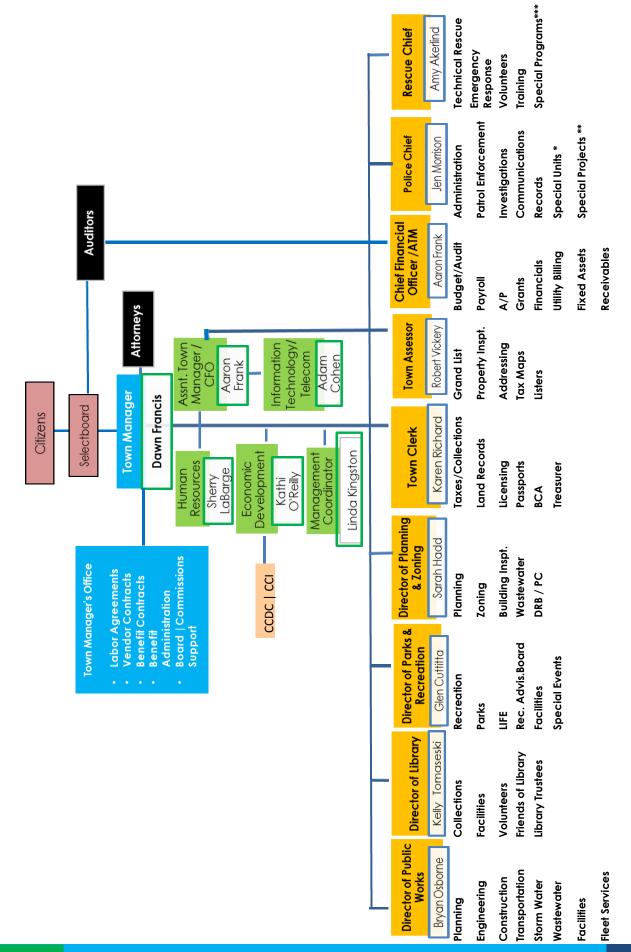
I am honored to serve as your Town Manager, welcome your input and am available to meet or answer questions as we work together to make Colchester a desirable place to live, work and play.

General Fund Budget Change





Staff accepted an award for the Town's Integrated Water Resources Management (IWRM) plan which was a multiyear effort funded by the U.S. Environmental Protection Agency. The plan recognized the study as cutting edge in terms of managing water resources with an integrative and holistic approach. Sarah Hadd, Dawn Francis and Bryan Osborne accepted the award, along with consultants Aldrich + Elliott and Stone Environmental, Inc. from the American Council of Engineering Companies of Vermont (ACEC-VT) in March of 2014.



2014 Organizational Chart

**(RAD, child passenger safety, crime prevention,

* (Youth Services, K9, Marine, bikes, motor, Service

Officers)

assenger safety, crime prevention, *** (Child passenger safety, CPR and First Aid)

Town Budget Overview

Colchester Selectboard

The proposed FY 16 Town operating budget, covering twenty six areas of expenditure, was developed over six months after six public meetings and a public hearing and represents a 1.3% increase over the FY15 budget, the lowest increase in over a decade (excepting the reappraisal year). The public shared their opinions through paper, online, and email surveys, with responses from 8% of voters. In general, residents wanted to maintain the current level of services, but also wanted to reduce expenses and look to funding other than property taxes to support Town services. Ten of the twenty-six expense areas were reduced by the Select-board and Town Administration with assistance from the department heads and employees.

Public Safety makes up 44% of the budget. Round the clock police and public safety dispatchers form the core of this function with over 12,950 calls per year. Our volunteer fire departments cost us less than half that of paid departments, but require town support for equipment and operating expenses. Our two ambulances are staffed round the clock with a total crew of forty volunteers supported by one paid staff member per shift.

Public Works consumes 20% of the budget maintaining 109 miles of roads, bridges, buildings, vehicles, equipment and storm water systems. Parks, Recreation, and the Library takes about 11% of the budget to maintain our parks, staff our library and provide programming to our citizens. Two mandatory functions, Planning and Zoning and the Clerk's office use 8 percent of the budget and provide plans, standards, permitting services as well as land, passport and vital records services.

The amount to be raised by property taxes is \$9,799,483 for the operating budget and \$1,876,558 for the capital budget, a total of \$11,676,040. We project \$22,200,000 in increased property valuation, driven by new construction in our community. This increases the grand list growth to 1.11% over 2014. Under this budget, a \$300,000 property would have a municipal tax of \$1,792, an increase of \$15.24 for the year or 0.89% more than the previous year.

Below are charts and tables showing highlights of the proposed budget as well as some comparative information. Additional detail on the budget: http://www.colchestervt.gov/Manager/TownMeeting.shtml

Town of Colchester Proposed FY 16 General Fund Budget

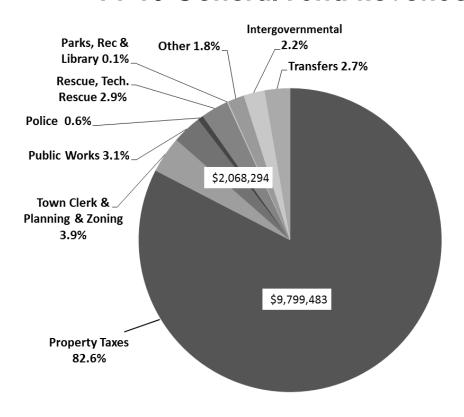
Revenues

Revenue Type	Proposed FY 16		FY 15		FY 15 % Change	
Property Taxes	\$	9,799,483	\$	9,642,986	1.6%	\$ 156,497
Other Revenues	\$	2,068,294	\$	2,072,186	-0.2%	\$ (3,892)
Total Revenues	\$	11,867,777	\$	11,715,172	1.3%	\$ 152,605

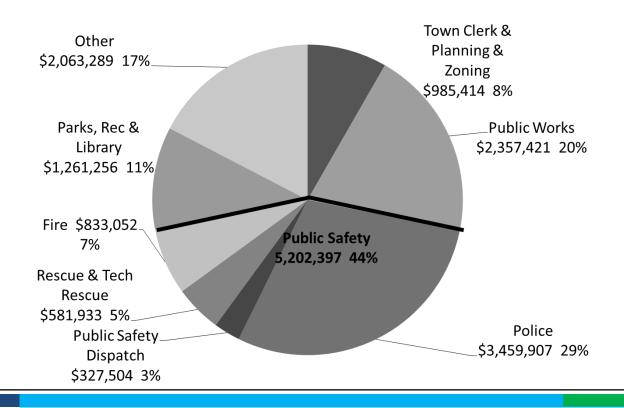
Expenses

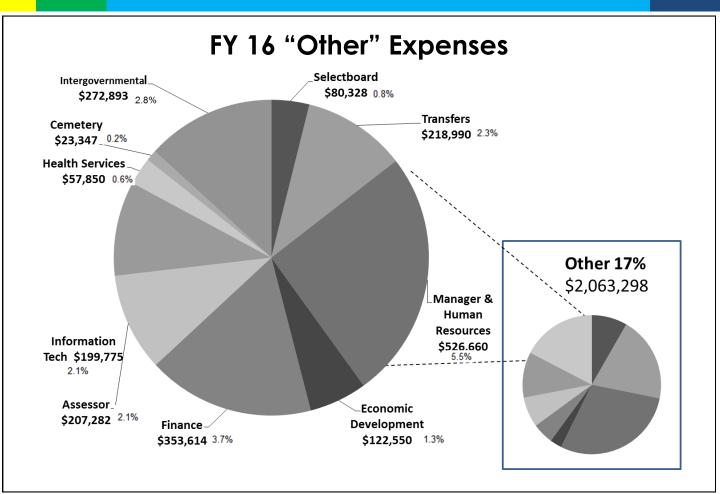
Department	Pro	oosed FY 16	FY 15		% Change	\$ Change	
Select Board	\$	80,328	\$	32,422	147.8%	\$ 47,906	
Transfers	\$	218,990	\$	-		\$ 218,990	
Civil Board	\$	42,730	\$	44,193	-3.3%	\$ (1,463)	
Manager	\$	526,660	\$	526,769	0.0%	\$ (109)	
Economic Development	\$	122,550	\$	122,376	0.1%	\$ 174	
Finance	\$	353,614	\$	355,209	-0.4%	\$ (1,595)	
Assessor	\$	207,282	\$	211,408	-2.0%	\$ (4,126)	
Town Clerk	\$	349,360	\$	355,824	-1.8%	\$ (6,464)	
Planning & Zoning & DRB	\$	593,325	\$	559,835	6.0%	\$ 33,490	
Information Technology	\$	199,775	\$	201,270	-0.7%	\$ (1,495)	
Police	\$	3,459,907	\$	3,405,081	1.6%	\$ 54,826	
Dispatch	\$	327,504	\$	535,969	-38.9%	\$(208,465)	
Fire Departments	\$	833,052	\$	815,352	2.2%	\$ 17,700	
Rescue	\$	537,764	\$	517,026	4.0%	\$ 20,738	
Tech Rescue	\$	42,169	\$	42,017	0.4%	\$ 152	
Public Works-Admin	\$	577,300	\$	559,504	3.2%	\$ 17,796	
Highway	\$	1,088,431	\$	1,140,894	-4.6%	\$ (52,463)	
Maintenance Facility	\$	333,137	\$	328,444	1.4%	\$ 4,693	
Stormwater	\$	179,077	\$	174,634	2.5%	\$ 4,443	
Buildings	\$	179,475	\$	172,386	4.1%	\$ 7,089	
Health Services	\$	57,850	\$	56,877	1.7%	\$ 973	
Parks	\$	400,452	\$	401,269	-0.2%	\$ (817)	
Recreation	\$	219,674	\$	218,879	0.4%	\$ 795	
Library	\$	641,129	\$	640,578	0.1%	\$ 551	
Cemetery	\$	23,347	\$	21,362	9.3%	\$ 1,985	
Intergovernmental	\$	272,893	\$	275,595	-1.0%	\$ (2,702)	
Total Expenses	\$	11,867,777	\$	11,715,172	1.3%	\$ 152,605	

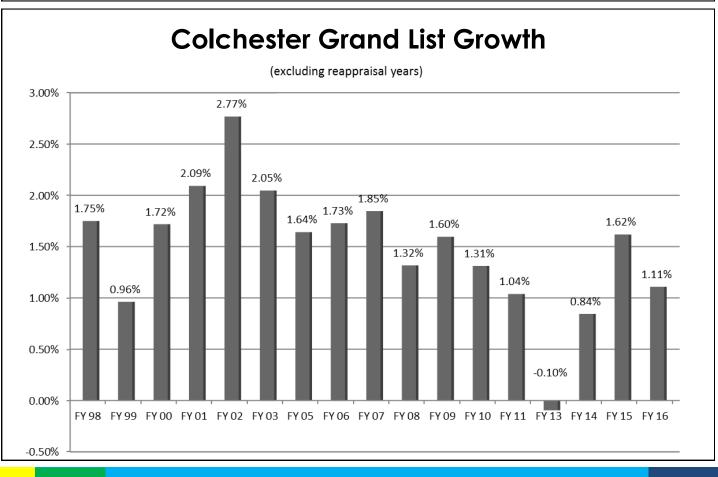
FY 16 General Fund Revenues

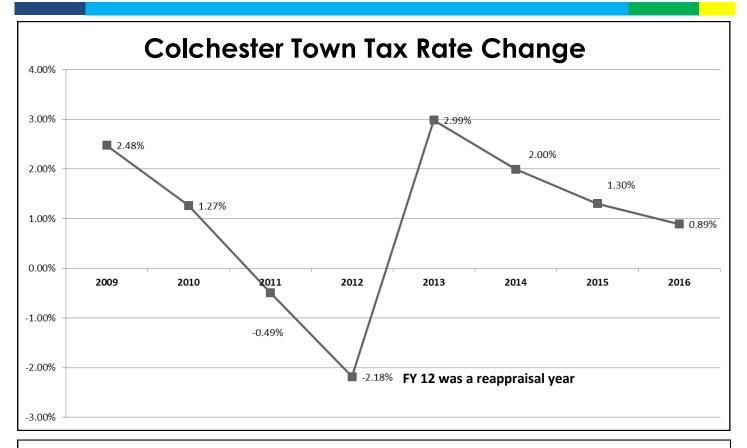


FY 16 Budget by Category









Comparison – Inner Chittenden County Town Tax Rates

Williston (LOT)	.27
So. Burlington (LOT)	.4278
Essex Town	.4834
Colchester (4 th)	.5714
Essex Jct.	.7543
Burlington (LOT)	.7958
Winooski	1.0133
Average	.6165



LOT : Towns with Local Option Tax

2014-15 MUNICIPAL TAX RATES FROM TOWN LISTER/ASSESSOR'S DATA

COLCHESTER PROPOSED FY 2016 BUD	COLCHESTER PROPOSED FY 2016 BUDGET								
Account	FY 11 Actual	FY 12 Actual	FY 13 Actual	FY 14 Actual	FY 15 Budget	FY 16 Budget			
REVENUES					_				
PROPERTY TAXES	8,722,456	8,254,872	9,095,723	9,272,577	9,642,986	9,799,483			
VETERAN EXEMPTION	0	0	0	0	(19,500)	(19,500)			
INTEREST DELINQ TAXES	62,214	69,265	51,221	49,125	40,000	48,000			
PENALTIES DELINQ TAXES	78,290	91,763	85,728	81,574	80,000	63,000			
MISC TAX SALE CHARGES	8,250	(15)	2,084	6,500	0	0			
LIQUOR LICENSES	3,650	3,200	3,220	4,120	3,200	4,100			
LICENSES - TOWN	4,515	4,690	4,410	4,400	4,500	4,500			
DEPT MOTOR VEHICLES	1,332	1,230	954	849	1,100	850			
MARRIAGE LICENSES	1,410	1,220	1,025	1,282	1,200	1,200			
DOG LICENSES	4,798	7,566	6,808	6,698	9,000	6,500			
STATE PMTS IN LIEU OF TAXES	161,947	161,773	167,996	175,710	160,000	160,000			
CURRENT USE HOLD HARMLESS	15,862	15,759	25,751	31,799	15,000	20,000			
VLCT INS DISTRIBUTIONS	19,627	28,160	28,511	20,030	10,000	10,000			
INTEREST EARNINGS	54,516 28,271	49,733	25,876	27,731	30,000 20,000	28,000 20,000			
MISCELLANEOUS	·	22,444 0	(40,626)	25,796 0	20,000	20,000			
COMM DEVEL REVENUE SUPPORT PAYMENTS	6,130 58,367	58,367	58,974	59,593	155,576	60,870			
MILTON DISPATCH	149,754	155,396	160,341	167,049	172,657	0			
POLICE	2,399	2,427	2,668	1,956	3,000	2,000			
CUSI	24,957	0	52,460	8,236	9,453	9,453			
POLICE ORDINANCE FEES	1,960	1,780	1,830	2,240	1,500	1,800			
AMBULANCE	278,987	262,054	328,384	292,518	335,000	345,050			
TECH RESCUE REIMBURSEMENT	9,887	31,921	9,140	6,888	0	5,000			
POLICE REIMBURSEMENT - IRENE	0	7,778	0	0	0	0			
RECORDING FEES	115,352	118,388	174,436	118,265	160,000	120,000			
ACCESSORY APT/SEAS CO	500	300	750	1,200	500	500			
BUILDING/ZONING PERMITS	139,401	213,894	201,565	200,463	177,500	200,000			
SEPTIC PERMITS	3,000	1,210	1,450	1,275	2,000	1,200			
DRB - PUBLIC NOTICES	1,744	1,850	1,470	1,634	1,200	1,400			
DRB/BLA APPLICATIONS	17,052	21,539	20,663	22,946	17,000	20,000			
EXCAVATION W/ROW	10,400	14,700	11,110	8,600	9,000	11,600			
CERTIFICATES OF OCCUPANCY	10,625	12,505	15,625	16,975	10,500	12,000			
GIS INCOME	400	170	192	150	350	350			
STATE WW PERMITS	20,636	21,514	33,337	40,795	27,250	28,000			
ORDINANCE AND MAP COPIES	394	197	313	386	400	400			
CERTIFIED COPIES OF VITAL REC	3,942	4,558	3,813	4,091	5,000	5,000			
COPIES AND MAPS	16,289	16,084	21,540	17,215	16,000	17,000			
USE OF VAULT	3,404	3,294	4,378	2,994	3,200	3,000			
PASSPORTS PASSPORT PHOTOS	17,070 5,985	18,470 6,408	16,545 5,858	15,760 6,866	16,000 6,000	16,000 6,500			
ROAD MISCELLANEOUS	2,240	2,665	2,694	2,916	2,500				
DOG CONTROL	1,776	1,617	1,379	1,875	1,775	1,775			
GREEN MOUNTAIN PASSPORTS	96	1,817	204	220	1,773	200			
RECREATION	14,102	15,110	11,710	16,026	13,950				
SENIOR CENTER RENTAL	30	0	0	0	150	150			
DISTRICT COURT FINES	33,910	41,432	38,604	39,981	40,000	38,000			
FINES	3,100	692	914	27,646	1,000	1,000			
GRANT REIMBURSEMENT	0	4,760	4,100	1,000	10,000	5,000			
ACT 68	47,653	47,222	50,591	54,219	45,000	50,000			
ACT 60 REIMBURSEMENT	6,856	6,753	6,734	6,751	6,850	6,850			
ANNUAL SCHOOL PAYMENT	34,342	37,930	20,008	22,856	22,659	22,750			
ANN SCH PAYMT MAINTENANCE	0	0	18,000	18,000	18,000	18,000			
STATE AID TO HIGHWAYS	181,647	181,953	189,616	189,745	183,417	202,745			
MARINE ENFORCEMENT	25,000	24,339	24,948	22,289	20,000	20,000			
TRANSFER FROM TECH RESERVE	0	30,000	0	30,000	33,600	0			
TRANSFER FROM SEWER FUND	101,000	103,861	104,021	96,540	98,146	98,895			
TRANSFER FROM CAPITAL PROJ FD	0	0	0	94,494	73,953	50,000			
TRANSFER FROM COMM DEV	6,162	0	0	0	0	0			
TRANSFER FROM W LKSH	0	0	0	3,035	0	0			
TRANSFER FROM FEA SI	0	0	0	5,131	0	0			
REDUCTION IN FUND BALANCE	0	0	0	0	17,500	50,000			
REDUCTION IN ASSIGNED FUND BALANCE	0	0	0	0	0	272,706			
FEMA REIMB DPW	0	26,677	0	0	0	0			
FHWA REIMB DPW	10.522.487	12,586	11.050.045	11 220 010	11 715 170	11.977.777			
Total Revenues	10,523,687	10,224,219	11,059,045	11,339,010	11,715,172	11,867,777			

COLCHESTER PROPOSED FY 2016 BUDGET					_	
Account	FY 11 Actual	FY 12 Actual	FY 13 Actual	FY 14 Actual	FY 15 Budget	FY 16 Budget
SELECT BOARD						
SALARIES	6,368	4,648	5,500	5,500	5,500	6,50
EMPLOYER TAXES & BENEFITS	487	356	421	421	497	497
TOWN MEETING	500	535	645	0	750	750
TOWN REPORT	1,693	482	610	1,330	1,000	1,58
PRINTING & BINDING	2,321	0	0	191	7,000	4,50
MISCELLANEOUS	156	655	45	459	175	500
CONTINGENCY	0	0	2,500	440	17,500	66,00
professional services	0	0	0	0	0	C
Total Select Board	11,525	6,676	9,721	8,341	32,422	80,32
TRANSFERS						
TRANSFER TO WELLNESS FUND	0	0	0	0	0	65,17
LEAVE TIME EXPENSES EXCEEDING BUDGET	0	0	0	0	0	153,81
TRANSFER TO PARK CAP PLAN	0	0	50,000	0	0	(
Total Transfers	0	0	50,000		+	+
			1		1	I
CIVIL BOARD				1		
SALARIES	11,281	11,807	11,876	12,359	15,88	7 16,28
C B & OTHER SALARIES	4,572	19,091	8,132	3,90	7,81	3 7,00
EMPLOYER TAXES & BENEFITS	7,837	8,885	•	10,087	1	
LEGAL	0	1,155	0	0	0	(
POSTAGE & EQUIPMENT	853	1,858			2,300	2,80
MISCELLANEOUS	5,593	3,048		2,622		
Total Civil Board	30,136	45,844	34,631	29,397	44,193	3 42,73
MANAGER						
SALARIES	282,348	290,663	313,946	315,924	322,569	9 325,10
EMPLOYER TAXES & BENEFITS	99,303	98,993	115,233	97,543	119,84	7 115,08
PERSONNEL DEVELOPMENT	4,185	1,754	1,557	3,508	5,000	5,00
EMPLOYEE & VOLUNTEER APPRECIATION	0	1,457	2,138	1,978	1,500	2,00
DUES & PUBLICATIONS	4,288	3,731	4,222	2,729	5,000	3,50
PROFESSIONAL SERVICES	5,407	0	0	3,512		
LEGAL	45,420	52,993	26,263			1
TELEPHONE & COMMUNICATIONS RECRUITING	1,165	1,216	1,455 8,614	2,672 1,364		1
FLAG REPLACEMENT	0	271	128	464	1	
PUBLIC HEARING ADVERTISING	1,269	2,914	3,967	3,310	1	
OPERATING & OFFICE SUPPLIES	8,448	8,539		7,128	•	
POSTAGE	692	447	984	510	1	
MILEAGE ALLOW & REIMBURSE	4,807	4,818	4,270	5,412	5,000	5,00
MISCELLANEOUS	31,022	26,716	20,029	31,472	20,000	20,00
GREEN UP VERMONT	489	317	374	40	+	500
WELLNESS PROGRAM	1,452	3,507	238	50	+	1
TRANSFER TO HERITAGE PROJECT MACHINERY & EQUIPMENT	6,000 2,988	0	0	0	+	
Total Manager	499,283	498,335	512,784	496,432	526,769	526,66

COLCHESTER PROPOSED FY 2016 BUDGET						
Account	FY 11 Actual	FY 12 Actual	FY 13 Actual	FY 14 Actual	FY 15 Budget	FY 16 Budget
ECONOMIC DEVELOPMENT						
SALARIES	54,797	43,410	0	48,889	65,000	65,088
EMPLOYER TAXES & BENEFITS	28,132	28,577	960	23,827	33,676	33,262
PERSONNEL DEVELOPMENT	547	952	0	728	2,000	1,500
PROFESSIONAL SERVICES	0	0	0	490	0	0
DUES & PUBLICATIONS	1,024	956	75	990	1,200	1,300
ECONOMIC DEV. PLAN	5,155	37,500	0	0	0	0
LEGAL	45	0	0	114	200	200
TELEPHONE	196	194	0	64	0	0
VEHICLE MAINT & TRANSPORTATION	309	0	0	509	400	500
MUNICIPAL MARKETING	0	0	0	1,500	0	0
advertising	363	0	0	0	300	300
PRINTING & BINDING	8,047	0	0	1,938	0	0
MARKETING & COMMUNICATION	0	0	0	0	19,400	19,400
OPERATING SUPPLIES	519	102	0	1,071	200	300
SOFTWARE	400	0	0	0	0	0
MISCELLANEOUS	476	112	0	211	0	300
PUBLIC RELATIONS	1,265	525	333	104	0	0
POSTAGE	0	0	0	393	0	400
TRANSFER TO RESERVE FUND	0	0	100,000	0	0	0
Total Economic Development	101,275	112,327	101,367	80,828	122,376	122,550

FINANCE						
SALARIES	179,381	185,437	188,272	201,950	188,305	195,338
EMPLOYER TAXES & BENEFITS	68,648	74,561	78,145	88,181	90,279	83,901
PERSONNEL DEVELOPMENT	369	381	537	408	750	2,500
DUES & PUBLICATIONS	30	70	419	0	425	425
LEGAL	0	0	0	475	0	0
professional services	41,229	38,540	33,188	33,880	47,000	44,000
TELEPHONE	827	813	791	800	850	850
RECRUITING	0	0	510	0	0	0
OFFICE SUPPLIES	2,490	2,279	2,246	1,925	2,600	2,600
POSTAGE	1,554	1,567	1,809	1,513	1,850	1,850
SOFTWARE MAINTENANCE	21,416	21,605	20,727	21,742	23,000	22,000
MISCELLANEOUS	107	324	353	171	150	150
Total Finance	316,051	325,576	326,996	351,045	355,209	353,614

ASSESSOR						
SALARIES	105,684	108,138	98,887	141,526	112,422	86,625
LISTERS	1,781	1,674	232	292	1,000	500
EMPLOYER TAXES & BENEFITS	48,478	48,916	50,224	57,155	58,548	55,470
PERSONNEL DEVELOPMENT	377	0	260	792	1,000	1,000
DUES & PUBLICATIONS	15	136	0	565	350	875
PROFESSIONAL SERVICES	8,224	8,679	20,254	12,607	17,000	29,645
LEGAL	10,109	0	1,108	2,418	7,500	7,500
REAPPRAISAL	0	47,608	29,918	0	10,000	19,000
TELEPHONE	405	405	395	349	521	500
OPERATING SUPPLIES	417	1,322	661	2,797	567	1,300
POSTAGE	124	874	584	819	700	800
GASOLINE	192	137	317	432	500	2,400
TECHNOLOGY	1,485	0	0	1,827	1,000	1,500
VEHICLE MAINTENANCE	0	79	0	220	300	167
MISCELLANEOUS	0	40	28	0	0	0
TRANSFER TO RESERVE FUND	50,000	0	0	0	0	0
Total Assessor	227,291	218,008	202,868	221,799	211,408	207,282

COLCHESTER PROPOSED FY 2016 BUDGET					_	
	EV 11 Actual	EV 12 Actual	EV 12 Actual	EV 14 Actual	EV 15 Pudget	EV 14 Pudge
Account	FY 11 Actual	FY 12 Actual	FY 13 Actual	FY 14 Actual	FY 15 Budget	FY 16 Budge
TOWN CLERK/TREASURER					21-11	
SALARIES	195,944	208,002	206,423	217,795	217,644	216,331
EMPLOYER TAXES & BENEFITS	93,801	98,597	100,230	104,854	109,093	105,954
PERSONNEL DEVELOPMENT	2,135	444	500	1,464	2,000	2,000
DUES & PUBLICATIONS	335	250	285	310	425	425
LEGAL	4,853	3,066	420	2,187	5,000	3,000
TELEPHONE	1,304	1,279	1,227	1,151	1,563	1,500
OFFICE SUPPLIES	67	537	67	0	1,349	1,400
OPERATING SUPPLIES	7,714	7,815	7,912	8,821	10,000	10,000
POSTAGE	6,046	7,248	6,150	6,489	7,000	7,000
MACHINERY & EQUIPMENT	0	0	0	0	500	500
TECHNOLOGY	400	800	0	400	750	750
MISCELLANEOUS	424	259	0	0	500	500
MISC BENEFITS	0	0	408	0	0	0
Total Town Clerk/Treasurer	313,023	328,297	323,622	343,471	355,824	349,360
	1					
PLANNING/ZONING						
SALARIES	298,308	319,407	289,350	315,741	323,156	330,160
SALARIES - PLAN COMM/ZON BD	3,836	3,774	3,450	3,776	4,102	4,102
EMPLOYER TAXES & BENEFITS	129,950	132,928	131,860	137,667	149,013	161,58
PERSONNEL DEVELOPMENT	3,000	10,388	6,698	2,229	5,350	6,000
DUES & PUBLICATIONS	1,400	1,644	1,531	1,089	2,000	6,100
PROFESSIONAL SERVICES	5,493	16,904	26,761	6,140	13,000	13,000
LEGAL	36,562	32,102	34,017	27,234	32,500	30,000
MASTER PLAN REWRITE	1,251	3,500	0	0	0	0
TELEPHONE	1,575	2,194	1,182	1,444	1,824	1,824
COMMUNICATIONS	564	655	521	543	700	800
ADVERTISING-RECRUITMENT	263 2,146	1,164 2,323	694 1,959	50 1,556	1,000 1,500	500
ADVERTISING-PUBLIC MEETINGS PRINTING & BINDING	1,380	2,323 1,569	1,939	2,132	1,300	1,800
OPERATING SUPPLIES	5,663	4,287	4,722	2,375	5,000	4,000
POSTAGE	1,902	2,083	1,722	1,598	2,000	1,800
GASOLINE	876	606	407	978	2,040	1,358
MILEAGE ALLOW & REIMBURSE	0	271	195	948	500	1,000
TECHNOLOGY	1,011	5,972	1,569	33,485	13,350	16,500
VEHICLE MAINTENANCE	2,480	635	26	759	1,000	1,200
GIS	2,000	2,480	0	12,611	500	500
3rd PARTY CONSULTANT FEES	0	0	0	0	0	10,000
ORTHO PHOTOGRAPHS	0	0	1,500	0	0	0
TRANSFER TO PARK CAPITAL PLAN	0	0	10,000	0	0	0
Total Planning/Zoning	499,660	544,886	519,173	552,355	559,835	593,325
INFORMATION TROUBLE ON						
INFORMATION TECHNOLOGY SALARIES	50,615	77,220	69,845	109,063	122,923	121,109
EMPLOYER TAXES & BENEFITS	22,811	28,488	28,797	36,776	49,981	50,838
PERSONNEL DEVELOPMENT	0	1,477	2,406	75	4,000	4,000
INTERNET PROVIDER	1,319	1,577	1,319	1,334	1,650	1,690
WEB FILE DEVELOPMENT	300	0	0		0	0
WEB FILE MAINTENANCE	1,448	1,529	552	532	1,480	0
TELEPHONE	494	453	1,516	1,647	261	261
COMMUNICATIONS	7.707	5 222	0	358	0	0
REPAIR/MAINT - EQUIP	7,787	5,320	5,982	4,441 299	8,000	4,000 299
RECRIUTING OPERATING SUPPLIES	550	550	0 495	299	0	400
MILEAGE ALLOW & REIMBURSE	122	78	55	0	800 175	175
MACHINERY & EQUIPMENT	7,106	8,405	18,236	5,458	9,000	5,000
SOFTWARE	2,030	2,413	2,496	2,239	3,000	3,000
MISCELLANEOUS	0	99	70	70	0	0
MISC BENEFITS	211	0	0		0	0
PROFESSIONAL SERVICES	0	0	3,240	1,458	0	9,000
INTERNET ACCESS	0	0	0	0	0	0
Total Information Technology	94,793	127,609	135,008	163,971	201,270	199,77

COLCHESTER PROPOSED FY 2016 BUDGET								
Account	FY 11 Actual	FY 12 Actual	FY 13 Actual	FY 14 Actual	FY 15 Budget	FY 16 Budget		
POLICE ENFORCEMENT								
SALARIES	1,775,362	1,860,299	1,932,753	2,006,092	2,059,080	2,121,697		
EMPLOYER TAXES & BENEFITS	787,779	822,528	835,120	873,378	992,183	981,260		
PERSONNEL DEVELOPMENT	453	199	1,110	738	3,500	3,500		
DUES & PUBLICATIONS	1,342	1,117	1,585	835	1,400	1,400		
TRAINING	13,054	14,418	11,805	16,043	16,370	17,000		
UNIFORMS AND EQUIP	36,158	36,663	29,941	43,376	32,500	32,500		
LEGAL	1,330	2,015	(30)	5	500	500		
UTILITIES	20,557	18,732	20,214	23,482	20,000	24,000		
TELEPHONE	8,261	9,041	9,634	9,798	9,500	9,000		
COMMUNICATIONS	32,382	33,744	35,778	28,851	35,000	35,000		
PUBLIC SAFETY COMMUNICATIONS	11,380	17,638	9,271	24,844	24,500	19,000		
VEHICLE MAINTENANCE	36,172	37,235	32,981	44,211	37,850	37,850		
BLDG MAINTENANCE	18,635	19,804	22,066	24,868	22,000	24,000		
OFFICE SUPPLIES	6,796	7,898	8,592	7,777	8,500	8,500		
OPERATING SUPPLIES	75	31	6	317	0	0		
PHOTO AND FINGERPRINT	5,639	5,279	5,450	5,888	6,728	6,700		
POSTAGE	801	643	778	867	1,100	1,100		
GASOLINE	61,279	75,569	74,812	83,184	80,320	88,400		
MILEAGE ALLOW & REIMBURSE	4,517	4,525	4,142	0	0	0		
MACHINERY & EQUIP	550	125	3,126	0	0	0		
TECHNOLOGY	8,443	8,225	9,670	8,908	10,300	2,500		
MISCELLANEOUS	12,079	5,529	7,104	11,549	12,000	14,000		
MARINE	19,481	51,760	11,953	9,062	8,750	9,000		
SPECIAL PROGRAMS	2,297	768	668	2,291	3,000	3,000		
TRANSFER TO CAP EQUIP BOAT	0	24,339	24,948	22,289	20,000	20,000		
TRANSFER TO RESERVE	16,088	0	0	0	0	0		
TRANSFER TO CAPITAL IMPROV	0	0	11,000	0	0	0		
TRANSFER TO PARK CAPITAL PLAN	0	0	26,000	0	0	0		
Total Police	2,880,910	3,058,124	3,130,477	3,248,653	3,405,081	3,459,907		

Total Public Safety Dispatch	449,718	455,174	487,594	484,752	535,969	327,504
TRANSFER TO DISPATCH FUND	0	0	0	0	0	327,504
PREVIOUS DISPATCH EXPENSES	449,718	455,174	487,594	484,752	535,969	0
PUBLIC SAFETY DISPATCH						

FIRE DEPARTMENTS						
MISCELLANEOUS	0	0	0	100	0	100
COLCHESTER CENTER FIRE CO	402,637	423,794	447,122	447,262	464,900	464,900
MALLETTS BAY FIRE DEPT	310,160	322,782	345,909	355,107	355,052	368,052
Total Fire Dept/Civil Defense	712,797	746,576	793,031	802,469	819,952	833,052

CEMETERY						
REPAIRS AND MAINTENANCE	15,000	26,370	16,863	17,861	17,875	19,875
MISCELLANEOUS	2,730	2,700	3,024	3,047	3,120	3,120
INSURANCE - PACIF/CL/BOND/E&O	115	368	0	327	367	352
TRANSFER TO RESERVE FUND	0	0	0	0	0	0
Total Cemetery	17,845	29,438	19,887	21,235	21,362	23,347

COLCHESTER PROPOSED FY 2016 BUDGET						
Account	FY 11 Actual	FY 12 Actual	FY 13 Actual	FY 14 Actual	FY 15 Budget	FY 16 Budget
RESCUE						-
SALARIES	271,948	273,456	266,231	308,366	309,046	321,116
EMPLOYER TAXES & BENEFITS	95,998	107,676	101,000	111,852	118,205	125,938
TRAINING	5,867	6,021	7,808	5,081	8,500	8,500
UNIFORMS	5,114	3,830	3,957	3,014	3,500	3,500
LEGAL	3,000	0	0	0	500	200
HEALTH & SAFETY	75	0	595	228	500	500
UTILITIES	8,982	11,955	12,173	12,779	11,000	13,000
TELEPHONE	558	531	478	701	500	700
COMMUNICATIONS	1,865	1,925	1,694	1,799	1,700	1,400
JANITORIAL SERVICES	1,884	1,371	1,654	1,018	1,500	1,500
VEHICLE MAINTENANCE	3,711	3,813	1,646	2,243	5,000	4,500
REPAIR/MAINTENANCE- EQUIP BLDG MAINTENANCE	832 12,293	1,292	557	825 5,914	1,000	800
COMMUNICATION R & M	433	6,762 0	6,965 568	13	5,300 500	5,500 400
OFFICE SUPPLIES	2,127	1,373	1,399	968	1,700	1,400
OPERATING SUPPLIES	12,400	13,113	15,160	15,765	16,000	16,500
POSTAGE	270	171	52	15,765	75	18,300
GASOLINE	7,169	8,206	6,317	4,611	6,400	6,750
MACHINERY & EQUIPMENT	5,103	1,338	3,156	154	1,200	1,000
TECHNOLOGY	2,131	1,638		2,956	1,500	1,500
MISCELLANEOUS	2,969	8,979	9,543	4,653	5,200	5,000
AMBULANCE PERSONNEL DONATIONS	490	564	1,196	465	500	500
SPECIAL PROGRAMS	260	207	461	26	500	300
TRANSFER TO CAPITAL EQUIP.	10,300	10,300	10,900	10,300	10,900	10,900
TRANSFER TO CAPITAL COMM.	8,000	7,000	6,100	6,300	6,300	6,300
TRANSFER TO CAPITAL IMPROV	0	0	8,000	0	0	0
Total Rescue	463,779	471,521	469,354	500,077	517,026	537,764
Total Resease	100,777	.,,,,,	107,001		017,020	00.,.0.
TECHNICAL RESCUE						
SALARIES	13,941	15,480	11,929	9,290	9,000	9,000
EMPLOYER TAXES & BENEFITS	1,653	1,748	2,738	2,996	3,354	3,506
TRAINING	2,095	2,595	4,080	967	4,000	4,000
UNIFORMS	1,537	2,164	2,299	2,307	2,500	2,500
HEALTH & SAFETY	1,360	603	1,341	1,209	1,400	1,400
UTILITIES	0	443	128	109	1,100	150
COMMUNICATIONS	4,216	4,392	2,883	2,782	2,900	2,900
VEHICLE MAINTENANCE	1,155	2,399	1,180	2,036	1,500	1,500
EQUIPMENT R&M	1,912	2,806	1,039	1,986	2,000	2,000
COMMUNICATIONS R&M	0	0	0	185	300	300
OPERATING SUPPLIES	271	390	38	214	0	250
CAPITAL UNIFORMS	0	0	190	0	0	230
	1,356			3,921		0 ((3
GASOLINE		1,101	2,365		2,663	2,663
MACHINERY & EQUIPMENT	2,620	2,618	2,777	2,819	2,800	3,000
MISCELLANEOUS - IRENE	0	15,247	0	0	0	0
BLDG MAINTENANCE	0	4	629	911	500	1,000
TRANSFER TO CAPITAL EQUIPMENT	20,000	6,000	6,000	6,000	6,000	6,000
TRANSFER TO CAPITAL COMM	1,200	2,000	2,000	2,000	2,000	2,000
TRANSFER TO HSG	0	0	0	775	0	0
PUBLIC SAFETY COMMUNICATIONS	2,201	0	0	0	0	0
Total Technical Rescue	55,517	59,991	41,617	40,507	42,017	42,169
		,	•	,,,,,	,- 1	
HEALTH SERVICES						
VISITING NURSE ASSOC	18,000	18,000	18,000	18,000		36,000
HOWARD MENTAL HEALTH	2,700	2,700	0	0	0	0
CHAMPLAIN VALLEY AGENCY ON AGING	2,880	2,880	0	0	0	0
WOMEN HELPING BATTERED WOMEN	1,950	1,950	0	0	0	0
ANIMAL CONTROL CONTRACT	15,640	15,954	13,364	14,700		17,750
ANIMAL CONTROL FEES	3,230	4,040	4,318	4,940	·	4,100
VT CARES	1,250	1,250	0	0	0	0
Total Health Services	45,650	46,774	35,682	37,640	56,877	57,850

COLCHESTER PROPOSED FY 2016 BUDGET								
Account	FY 11 Actual	FY 12 Actual	FY 13 Actual	FY 14 Actual	FY 15 Budget	FY 16 Budget		
PUBLIC WORKS - ADMIN								
SALARIES	262,658	237,335	322,453	348,927	352,147	360,950		
EMPLOYER TAXES & BENEFITS	123,234	98,188	136,535	152,310	154,584	164,571		
PERSONNEL DEVELOPMENT	928	1,915	1,358	2,286	4,500	3,500		
DUES & PUBLICATIONS	588	411	956	1,345	550	1,000		
PROFESSIONAL SERVICES	30,317	22,771	8,221	15,895	32,700	32,700		
LEGAL	1,511	4,569	1,440	855	1,000	1,000		
TELEPHONE	839	741	779	683	782	782		
COMMUNICATIONS	834	739	957	1,492	880	1,492		
VEHICLE MAINT & TRANSPORTATION	154	88	267	574	500	167		
ADVERTISING	206	38	0	200	0	0		
RECRUITMENT	40	4,002	1,195	0	250	0		
OFFICE SUPPLIES	942	3,820	1,586	1,526	950	950		
OPERATING SUPPLIES	411	2,388	17	873	400	400		
POSTAGE	592	541	646	634	501	650		
GASOLINE	1,090	1,476	1,130	794	960	338		
MILEAGE ALLOW & REIMBURSE	4,517	4,517	4,500	4,517	4,500	4,500		
MACHINERY & EQUIPMENT	13	0	0	0	0	0		
MISC BENEFITS	0	0	595	0	0	0		
TECHNOLOGY	325	0	0	5,423	4,300	4,300		
TRANSFER TO FHWA FUND	0	477	0	0	0	0		
TRANSFER TO CAPITAL IMPROV	0	0	64,000	0	0	0		

384,016

546,634

538,334

559,504

577,300

429,199

Total Public Works-Admin

HIGHWAY DEPT						
SALARIES	414,046	424,417	426,292	430,456	446,359	445,225
EMPLOYER TAXES & BENEFITS	178,782	191,216	191,014	196,808	225,702	224,571
PERSONNEL DEVELOPMENT	0	89	299		400	0
UNIFORMS	6,202	6,901	6,532	5,793	6,643	6,643
COMMERCIAL DRIVERS LICENSE	602	275	0	328	600	300
STREET LIGHTS	116,930	134,638	95,505	0	0	71,162
TRAFFIC SIGNALS	8,201	7,487	8,135	8,498	8,670	8,670
COMMUNICATIONS	734	403	538	357	998	998
TREE MAINTENANCE	5,450	10,200	5,545	9,946	12,000	5,000
TIRES AND TUBES	8,529	8,015	8,433	8,263	8,500	8,500
STRIPING	7,170	37,127	17,012	28,701	25,720	28,701
CATCH BASINS	176	135	0	0	0	0
PARTS & CONTRACTED REPAIRS	25,232	22,000	20,883	17,730	32,720	31,040
BRIDGES	123	0	0	0	250	250
ROLLER / TRAILER	58	2	116	303	50	150
PAINT TRAILER	41	0	0	0	100	100
EMERGENCY ROAD REPAIRS	38,102	55,569	0	0	0	0
HIRED EQUIPMENT - WINTER	550	0	0	810	500	500
HIRED EQUIPMENT - SUMMER	0	283	269	371	500	500
OPERATING SUPPLIES	4,125	2,792	3,531	3,651	4,000	4,000
EQUIPMENT SUPPLIES	1,566	643	1,745	1,138	1,750	1,750
SMALL TOOLS & EQUIPMENT	153	392	405	369	2,250	750
CHLORIDE	8,111	9,212	12,467	7,543	10,681	9,320
GRAVEL	34,741	24,368	18,570	17,690	17,181	17,181
ASPHALT REPAIR	4,217	4,872	3,499	16,424	3,500	3,500
SIGNS	7,439	8,616	7,313	7,260	8,000	8,000
WINTER SAND	9,871	5,864	27,556	37,098	18,531	18,531
WINTER SALT	108,708	79,025	96,125	136,070	109,524	120,780
GASOLINE	70,165	59,018	72,285	70,327	70,137	72,309
MACHINERY & EQUIPMENT	10	0	0	0	0	0
MISC BENEFITS	100	0	0	0	0	0
CULVERTS	53	0	0	0	0	0
MISCELLANEOUS	0	0	615	38	0	0
TRANSFER TO FHWA FUND	0	301	0	0	0	0
TRANSFER TO STREET LIGHT FUND	0	0	0	125,628	125,628	0
TRANSFER TO CAPITAL IMPROV	0	0	77,000	0	0	0
Total Highway Dept	1,060,18 7	1,093,860	1,101,684	1,131,600	1,140,894	1,088,431

COLCHESTER PROPOSED FY 2016 BUDGET						
Account	FY 11 Actual	FY 12 Actual	FY 13 Actual	FY 14 Actual	FY 15 Budget	FY 16 Budget
MAINTENANCE FACILITY						
SALARIES	173,291	177,621	183,991	192,641	194,420	199,399
EMPLOYER TAXES & BENEFITS	81,047	82,741	75,239	72,197	74,539	77,634
TRAINING	975	995	975	1,096	995	975
UNIFORMS	3,012	2,851	2,761	2,692	2,804	2,804
UTILITIES TELEPHONE	16,045 1,165	14,208 1,194	16,173 1,009	15,301 666	16,500 1,563	16,150 800
REPAIRS AND MAINTENANCE	13,317	13,417	11,729	11,189	13,825	12,000
VEHICLE MAINTENANCE	557	43	403	431	500	500
OFFICE SUPPLIES	98	92	122	116	150	150
OPERATING SUPPLIES	4,232	3,945	3,652	3,379	3,775	3,775
EQUIPMENT SUPPLIES	13,791	13,531	13,332	13,425	14,000	14,000
WELDING SUPPLIES	1,204	962	941	1,095	1,000	1,000
GASOLINE	346	333	323	757	1,173	750
MACHINERY & EQUIPMENT	2,991	2,977	2,979	3,001	3,000	3,000
TECHNOLOGY	0	0	0	492	200	200
MISC BENEFITS	63	125	0	0	0	0
MISCELLANEOUS	0	0	0	0	0	0
TRANSFER TO CAPITAL IMPROV	0	0	16,000	0	0	0
Total Maintenance Facility	312,134	315,035	329,630	318,478	328,444	333,137
STORMWATER						
SALARIES	74,126	80,498	81,085	84,130	86,048	88,201
EMPLOYER TAXES & BENEFITS	33,665	34,538	36,391	41,542	45,700	49,391
UNIFORMS	696	905	1,358	1,192	1,635	1,635
LEGAL	875	0	0	0	500	0
						_
CATCH BASINS	2,756		3,978	4,346	4,250	4,250
SWEEPERS PARTS	4,599	2,998	4,863	4,919	5,000	5,000
STORMWATER PUMPS	7,998	998	925	1,050	935	935
STORMWATER PERMITTING	4,289	4,551	6,439	5,064	5,200	5,200
TREATMENT STRUCTURES	2,026	1,820	1,460	1,870	2,880	2,000
SMALL TOOLS & EQUIPMENT	0	0	67	161	450	300
CULVERTS	1,391	6,838	5,004	4,739	5,000	5,000
GASOLINE	5,126	5,754	5,234	6,160	6,309	6,439
MACHINERY & EQUIPMENT	116	11	0	0	0	0
PUBLIC EDUCATION/OUTREACH	5,055	5,000	5,000	5,000	5,000	5,000
WATER QUALITY TESTING	5,722		5,977	4,716	5,727	5,727
MISCELLANEOUS	452	500	0	20	0	0
TRANSFER TO CAPITAL IMPROV	0	0	4,000	50,000	0	0
Total Stormwater	148,892	154,869	161,782	214,909	174,634	179,077
PARKS	_		_			
SALARIES	182,19					
EMPLOYER TAXES & BENEFITS	49,65 185				87,211 500	80,48 <i>6</i> 250
PERSONNEL DEVELOPMENT CONTRACTUAL SERVICES	16,42					
UTILITIES - PARKS	16,02					19,000
TELEPHONE	742		854			1,000
COMMUNICATIONS	181	232	308	313	300	325
REPAIRS AND MAINTENANCE	13,75					16,500
VEHICLE MAINTENANCE	2,62			3,642		3,500
REPAIR/MAINT - EQUIP	5,27					5,000
RENTAL EQUIP OPERATING SUPPLIES	167 14,02			732 11,587	1,000 7 15,000	1,000
GRASS SEED & BARK MULCH	2,07	-			5,500	5,500
FERTILIZER	10,17					11,000
GASOLINE	12,38					14,500
MACHINERY & EQUIPMENT	4,92					9,000
MISCELLANEOUS	0	,			0	0
TRANSFER TO PARK CAPITAL PLAN	0				0	0
Total Parks	330,80	2 340,145	347,052	341,845	401,269	400,452

COLCHESTER PROPOSED FY 2016 BUDGET						
Account	FY 11 Actual	FY 12 Actual	FY 13 Actual	FY 14 Actual	FY 15 Budget	FY 16 Budget
RECREATION						
SALARIES	112,853	119,293	116,660	122,160	122,440	125,502
EMPLOYER TAXES & BENEFITS	48,782	48,232	46,416	44,945	50,652	47,523
PERSONNEL DEVELOPMENT	724	1,279	2,306	1,318	4,000	4,000
DUES & PUBLICATIONS	975	360	736	790	1,000	1,000
PROFESSIONAL SERVICES	0	0	0	0	0	0
LEGAL	0	0	428	0	1,000	500
UTILITIES - BAYSIDE ACTIVITY CENTER	2,005	2,947	2,941	2,871	2,900	3,000
MAINTENANCE - BAYSIDE ACTIVITY CENTER	1,197	3,870	1,709	1,780	2,050	3,000
TELEPHONE	1,170	1,146	1,108	1,095	1,303	1,200
COMMUNICATIONS	296	177	184	181	900	300
VEHICLE MAINT & TRANSPORTATION	155	0	62	145	0	200
PRINTING & BINDING	1,059	388	2,085	960	2,000	2,000
OFFICE SUPPLIES	1,428	1,477	1,742	1,114	1,850	1,850
OPERATING SUPPLIES	1,155	612	532	331	1,400	1,400
OPERATING SUPP - BAYSIDE ACTIVITY CENTER	86	70	0	0	0	0
POSTAGE	1,624	917	989	978	1,200	1,000
GASOLINE	0	0	0	0	484	0
MILEAGE ALLOW & REIMBURSE	4,550	4,850	4,714	4,696	4,700	4,700
TECHNOLOGY	3,383	4,494	2,859	6,755	4,500	4,500
SPECIAL PROGRAMS	3,973	6,945	1,800	4,211	4,000	4,500
TRANSFER TO REC PROG FUND	32,066	37,513	27,500	22,000	0	0
FAIR DAY	7,500	7,500	7,500	7,500	8,500	8,500
LOCAL MATCH FOR RAD FUNDS	4,000	4,000	4,000	0	4,000	5,000
MISCELLANEOUS	0	400	0	0	0	0
TRANSFER TO PARK CAPITAL PLAN	165,000	0	10,000	0	0	0
Total Recreation	393,981	246,469	236,270	223,830	218,879	219,674

BUILDINGS						
SALARIES	46,470	42,323	46,497	48,626	46,944	51,427
EMPLOYER TAXES & BENEFITS	32,027	27,537	20,062	20,684	22,383	23,703
PERSONNEL DEVELOPMENT	340	0	0	2,041	0	0
UTILITIES - TOWN HALL	29,308	29,848	27,198	29,700	30,100	30,100
UTILITIES - MEETING HOUSE	5,725	5,510	6,041	6,214	6,272	6,272
UTILITIES - HISTORICAL SOCIETY	2,366	2,160	2,465	3,159	2,541	2,541
COMMUNICATIONS	762	643	560	602	600	600
TRACTOR	0	0	0	0	0	500
VEHICLE MAINTENANCE	445	618	1,264	700	650	1,150
MAINTENANCE - TOWN HALL	38,951	43,580	10,293	24,948	15,736	15,736
CLEANING - TOWN HALL	0	0	15,685	12,098	10,460	10,460
MAINTENANCE - MEETING HOUSE	5,893	5,955	15,670	7,213	10,000	10,000
MAINTENANCE - HISTORICAL SOCIETY	350	127	897	8,230	410	500
OPERATING SUPPLIES	2,483	2,762	3,270	3,397	2,870	3,400
OPERATING SUPP MTG HSE	421	49	0	0	0	0
OPERATING SUPP HIST SOC	63	17	0	0	0	0
GASOLINE	1,595	1,609	1,381	1,467	1,500	1,587
MILEAGE ALLOW & REIMBURSE	64	94	28	0	0	0
MISCELLANEOUS	353	437	803	672	420	500
BUILDING IMPROVEMENTS	719	0	0	0	0	0
POLICE COMMUNITY CENTER	720	0	0	0	0	0
MISC BENEFITS	66	0	0	0	0	0
REPAIR/MAINT - EQUIP	635	808	0	603	1,000	1,000
EQUIPMENT - RENTALS/LEASES	17,701	21,343	17,093	14,531	20,000	20,000
POSTAGE	571	56	(34)	0	500	0
TELEPHONE	(44)	0	0	0	0	0
Total Buildings	187,984	185,477	169,175	184,885	172,386	179,475

COLCHESTER PROPOSED FY 2016 BUDGET						
Account	FY 11 Actual	FY 12 Actual	FY 13 Actual	FY 14 Actual	FY 15 Budget	FY 16 Budget
LIBRARY						
SALARIES	304,275	335,610	310,488	342,243	349,665	359,243
EMPLOYER TAXES & BENEFITS	126,462	139,310	136,583	131,272	170,033	165,508
PERSONNEL DEVELOPMENT	0	0	651	2,286	3,500	3,500
DUES & PUBLICATIONS	290	645	573	586	690	690
PROGRAMMING	875	888	1,058	1,005	1,500	1,750
UTILITIES	12,126	13,120	12,817	14,111	13,000	13,500
TELEPHONE	2,459	3,476	2,717	4,651	2,800	2,800
COMMUN ACCESS - LIBRARY	1,222	1,128	1,128	1,128	2,950	2,500
JANITORIAL SERVICES	7,911	11,308	11,492	10,557	11,000	11,000
GENERAL MAINTENANCE	8,388	8,147	10,225	5,912	12,000	12,000
BLDG MAINTENANCE	310	194	5,366	4,490	6,000	6,000
RECRUITMENT	280	50	389	50	100	100
PRINTING - PUBLICITY	600	962	2,203	1,564	2,400	2,400
OPERATING SUPPLIES	5,410	5,819	5,548	5,822	5,400	5,500
POSTAGE	3,766	3,382	3,517	2,910	4,200	4,200
MILEAGE ALLOW & REIMBURSE	1,114	1,300	1,176	950	2,000	1,500
BOOKS - ADULT	17,642	17,935	17,500	13,839	17,750	17,750
BOOKS - JUVENILE	14,104	13,814	13,701	14,572	14,300	14,300
PERIODICALS	4,180	4,166	2,558	2,144	2,400	2,500
audio/visual materials	3,568	3,404	3,667	3,128	5,000	5,000
LIBRARY TECHNOLOGY	8,919	10,579	8,234	8,352	8,889	4,389
ELECTRONIC RESOURCES	3,049	3,424	4,945	4,407	5,000	5,000
MISCELLANEOUS	2,571	2,319	441	0	0	0
TRANSFER TO RESERVE FUND	4,000	0	0	0	0	0
TRANSFER TO CAPITAL IMPROV	0	0	10,000	0	0	0
Total Library	533,521	580,980	566,976	575,979	640,577	641,129

INTERGOVTL EXPENDITURES						
LCR CHAMBER	1,090	1,070	1,100	1,135	1,250	1,500
VT COUNCIL ON WORLD AFFAIRS	0	500	500	500	500	500
GBIC	3,000	3,000	6,000	0	6,000	6,000
CHITT CO REGIONAL PLANNING	14,247	13,002	24,581	24,921	25,123	25,089
WINOOSKI VALLEY PARK DISTRICT	41,000	42,300	42,300	42,999	43,000	43,000
VLCT	17,075	17,681	18,205	18,183	18,550	19,618
CCTA	37,176	40,562	33,587	25,815	26,100	27,663
CCTA Pilot Program	0	0	0	0	41,000	42,523
SSTA	0	0	0	11,975	17,625	14,000
METROPOLITAN PLANNING ORG	12,276	12,171	0	0	0	0
LOCAL MOTION	0	0	0	2,500	2,500	2,500
COUNTY TAX	97,142	68,110	87,092	85,814	91,447	88,000
CONSERVATION COMMISSION	0	0	2,500	4,800	2,500	2,500
Total Intergov Expenditures	223,006	198,396	215,865	218,642	275,595	272,893

Total Expenditures 10,338,959 10,574,405 10,868,879 11,131,474 11,719,772 11,867,777

Town of Colchester Report of Delinquent Taxes

Karen Richard, Treasurer

Status Report as of June 30, 2014

Taxes, interest and penalties billed, collected and balances due for FY 2013 - 2014:

Taxes		Interest	Penalty	Total
Billed	\$38,758,200	\$30,745	\$81,575	\$38,870,520
Collected	\$38,583,490	\$16,563	\$68,680	\$38,668,733
Net Due	\$174,710	\$14,182	\$12,895	\$201,787

Current and Prior Year Taxes, Penalty and Interest Due:

Tax Year	FY 08	FY 09	FY10	FY11	FY12	FY13	FY14
01-02	895.95	959.30					
02-03	2,982.70	744.05					
03-04	1,083.30	377.88					
04-05	5,508.16	2,704.97	1,441.48	314.42			
05-06	8,196.78	5,003.05	2,872.30	441.32			
06-07	35,945.76	8,354.59	4,016.59	1,299.28	123.21		
07-08	214,364.32	45,963.79	7,101.91	3,462.98	2,908.88	1,782.29	1,967.69
08-09		187,711.60	58,791.60	15,892.11	8,769.85	7,503.96	5,782.32
09-10			222,119.50	55,819.66	17,075.91	10,544.71	10,233.10
10-11				273,147.65	117,732.73	12,663.68	12,721.84
11-12					223,659.50	38,449.89	14,084.87
12-13						197,060.20	50,912.84
13-14							201,787.01
Totals	\$268,977	\$251,819	\$296,343	\$350,377	\$370,270	\$268,005	\$297,490

% Uncollected

0.77%

Fiscal Year 2014 Town Salaries Paid

July 1, 2013 through June 30, 2014

	AKERLIND	SYLVIA	63,060		RESCUE CHIEF	LEHNEMAN	JACK	39,240		PATROL OFFICER
	AKERLIND	MICHAEL	59,104		POLICE CORPORAL *	LEMIRE	KATRINA	17,663		PUBLIC SAFETY DISPATCHER
	ALEMY	REBECCA	32,382		PARAMEDIC	MANNING	THOMAS	31,722		DPW HIGHWAY
	ALEMY	LARA	49,558		FINANCE OFFICER	MCALEER	KEVIN	60,118	**	DPW CAPITAL PROJECTS MGR
	ALLEN	DOUGLAS	81,285		POLICE LIEUTENANT	MCGINLEY	KELLY	41,460	**	RECR PROGRAMS COORDINATOR
	BARTON	JEFFREY	84,253		POLICE LIEUTENANT	MCGRATH	DANE	38,725		DPW HIGHWAY
	BEAN	JEFFREY	65,053		POLICE SERGEANT	MELLEN	CHRISTIAN	46,176		PATROL OFFICER
	BENWAY	EARL	43,542		PUBLIC SAFETY DISPATCHER	MITCHELL	DEREK	62,958	**	ASST. PARKS & RECREATION DIRECTOR
*	BOEHM	JOANELL	35,943		ASST TOWN MGR/CHIEF FINL OFFCR	MOFFATT	MICHAEL	66,866		FINANCE OFFICER
	BRESSLER	JAIME	55,694		POLICE CORPORAL	MORIN	WANDA	37,016		ASSISTANT TOWN CLERK
	BURDICK	JAMIE	42,712		PARAMEDIC	MORRISON	JENNIFER	81,000		CHIEF OF POLICE
	CAMPBELL	JUNE	30,246		LIBRARY AIDE CLERK	MURRAY	SUZANNE	24,041		FINANCE CLERK
*	CANNON	MICHAEL	59,834		POLICE CORPORAL	MUSE	JOSHUA	51,813		LIBRARY TECHNOLOGY
	COHEN	ADAM	26,602		INFO TECHNOLOGY MGR *	NEARY	MARY	8,196		PLANNING RECORDS CLERK
	COLE	CHARLES	75,692		POLICE SERGEANT	NICHOLS	KENNETH	58,534		DPW MECHANIC
*	COLEMAN	CORAL	18,621		FINANCE OFFICER *	O'CONNOR	DONNA	39,963		ASSESSOR ASSISTANT
	COOTWARE	MICHAEL	44,898		BUILDINGS MAINTENANCE	O'REILLY	KATHLEEN	47,258		DIRECTOR OF ECON DEV
	CREPEAU	MATTHEW	36,920		DPW HIGHWAY	OSBORNE	BRYAN	91,550		PUBLIC WORKS DIRECTOR
	CUNNINGHAM	PENELOPE	6,827		LIBRARY ASSISTANT/CIRCULATION	PAQUETTE	TRACI	273		TOWN CLERK/PLANNING ASSISTANT
	CURTISS	ROBERT	72,535		DPW MECHANIC -WORKING FOREMAN	PARISH	GAIL	26,033		STAFF ASSISTANT-POLICE
	CUTTITTA	GLEN	75,879		PARKS & RECREATION DIRECTOR	PARRY	ROBIN	44,883		DPW ADMINISTRATIVE COORDINATOR
	DEMAR	DONALD	66,896		POLICE CORPORAL	PEACOCK	HANNAH	56,894		ASST LIBR DIR/YOUTH SVC LIBRIA
	DEWEY	DAVID	56,809		POLICE CORPORAL	PEACOCK	ELIZABETH	36,658		ASSISTANT TOWN CLERK
	DION	MARY JANE	45,579		ASSISTANT ZONING ADMINISTRATOR	PECOR	NANCY	30,732		ASSISTANT TOWN CLERK
	DOUBLEDAY	ANN	29,376		LIBRARY ASST-TECHNICAL SVCS *	PECOR	RICHARD	21,583		TELECOM MGR
	FISH	MICHAEL	72,388		POLICE SERGEANT	PLANT	MOIRA	34,801	**	AFTER SCHOOL SITE DIRECTOR
	FISHER	ROGER	65,821		POLICE CORPORAL	PROVOST	ROBERT	52,121		DPW HIGHWAY
	FONTAINE	JEFFREY	67,925		POLICE CORPORAL					TOWN ENGINEER/ASST PUBLIC WORKS DIR
						RACKLEY	WARNER	77,927		
	FONTAINE	LOIS	47,479		PUBLIC SAFETY DISPATCHER	RICHARD	KAREN	72,314		TOWN CLERK/TREASURER
	FOURNIER	EDWARD	62,721		POLICE CORPORAL TOWN AAAAACER	RICHTER	KYE	49,003		PATROL OFFICER
	FRANCIS FRANK	DAWN	92,923 67,564		TOWN MANAGER ASST TOWN MGR/CHIEF FINL OFFCR	RIDDLE	LISA	54,298		ZONING ADMINISTRATOR
	GAMBERG	SUSAN	39,773		LIBRARY ASSISTANT	ROY	JAMES	79,085	**	POLICE SERGEANT AFTER SCHOOL SITE DIRECTOR
	GONYAW	FRANCIS	67,565		POLICE CORPORAL	ROY	KRISTIN	34,287		
	GRAETER	JULIE	51,813		ASSISTANT CLERK/TREASURER	RYAN	EDWARD	58,274		PARKS WORKING FOREMAN
	GREIG	ALICE	43,698		INFO TECHNOLOGY	SCHAFFER SHEESLEY	KEITH FLOYD	52,002 71,421		PATROL OFFICER DPW OPERATIONS MGR
	GUTIERREZ	STEPHEN	50,349		PATROL OFFICER	SHEPARD	CHRISTOPHER	39,423		PUBLIC SAFETY DISPATCHER
	GUYETTE	GIZELLE	36,099		LIBRARY ASSTIL - YOUTH SVCS	SHEPARDSON	DEREK			
	HADD	SARAH	74,145		DIRECTOR OF PLANNING & ZONING	SIPLE	MARVIN	51,813 58,534		BUILDING INSPECTOR DPW HIGHWAY
	HOAGUE	MAUREEN	44,190		PARAMEDIC	SMAIL	JEFFREY	52,121		DPW HIGHWAY
	HULL	PETER	66,896		POLICE CORPORAL	SMITH	SCOTT	52,121		DPW HIGHWAY
	JACOBS	MARK	63,975		POLICE CORPORAL	SMITH	ZACHARY	18,205		PUBLIC SAFETY DISPATCHER
	JOHNSON	CANDACE	39,423		PUBLIC SAFETY DISPATCHER	SPACAPAN	PATRICIA	51,430		POLICE RECORDS
	JOHNSON-TERK		51,813		WASTEWATER OFFCL & HEALTH OFCR	STEVENS	AMANDA	41,561		PUBLIC SAFETY DISPATCHER
	JONES	CHRISTOPHER	53,042		PATROL OFFICER	TALLMADGE	PAMELA	29,389		LIBRARY ASST/YOUTH SERVICES
	JULIEN	ARTHUR	41,352		DPW HIGHWAY	TALLMAN	LUKE	42,712		PARAMEDIC
	KENDREW	DERRICK	52,002		PATROL OFFICER	TOMASESKI	KELLY	60,680		LIBRARY DIRECTOR
	KINGSTON	LINDA	37,183		MANAGEMENT COORDINATOR	TREIER	JESSE	45,272		PATROL OFFICER
	KINNEY	TYLER	53,532		POLICE CORPORAL	TURMEL	JENNIFER	47,136	**	RECR PROGRAMS COORDINATOR
	LABARGE	SHERRY	65,923		HUMAN RESOURCES MANAGER	VANAT	DAVID	40,727		DPW HIGHWAY
	LAMPHERE	LARRY	41,561		DPW HIGHWAY	VICKERY	ROBERT	64,006		ASSESSOR
	LANDRY	DOUGLAS	45,642	**	DPW MAINTENANCE	WHEELER	JONATHAN	40,857		PUBLIC SAFETY DISPATCHER
	LANDRY	JOSEPH	34,763	**	FINANCE/ASSESSOR ASSISTANT *	WOOLFORD	DEBRA	18,238		TECH SERVICES/LIBR ASSISTANT
	LAPAN	MICHAEL	31,044	**	RECR ASSISTANT	WYSKIEL	JEREMY	47,117		PATROL OFFICER

Listing includes regular and part time employees. Seasonal employees of Parks Maintenance, Recreation, and Rescue Per-diem are not included. *Retired or left employment. **Fully or partially funded by other than properly taxes.

Colchester Water Supply and Fire Services

The water in the Town of Colchester is provided by five distinct entities and there are three fire departments, all operating under different governmental structures, boards, and bylaws.

Fire District #1 – provides water service to Winooski Park, along Route 15, Red Pines Condos and Windemere Park. St. Michael's Fire & Rescue provides emergency response service to this area, in cooperation with Colchester Center Volunteer Fire Company (CCVFC).

The annual meeting is held on the 4th Monday in January. Monthly meetings are held irregularly at the Pomerleau Center at Saint Michael's College.

Main Phone District Manager	Jerry Flanagan	802.654.2872
Superintendent	John Tymecki	802.864.7454
St. Michael's Fire & Rescue Chief	Pete Soons	
Prudential Committee One year terms e	expire January 31st	
Thomas Van Dzura	Treasurer	802.654.3404
Fr. Joseph McLaughlin	Chair, Clerk	
Brian Lee	Assistant Clerk	

For more information about Colchester Fire and Water District #1 at http://cfd1.org/town.html Learn more about St. Michael's Fire and Rescue at http://www.smfronline.org/

Fire District #2 - provides water service and fire protection to the Malletts Bay area from Burlington to Bayside Park, and to a portion of Blakely Road onto Malletts Bay Avenue. The Malletts Bay Fire Department provides fire protection for this area.

The annual meeting takes place on the 4th Monday in January. Monthly meetings are held on the 2nd Thursday at 7:00 p.m. at the Fire District #2 Office, 844 Church Road.

Water and Hydrant maintenance		802.862.4621
Mallets Bay Fire Chief Dave Scibek	Station , non-emergency	802.862.4415
District Administrator	Dick Desautels	802.802.2858
Prudential Committee Terms vary and ex	xpire on January 31st	
Steve Chagnon, 3 year term	2016	
Angela MacDonald, 3 year term	2015	
Joe Hart, 1 year term	2015	
K. Michael Whalen, 1 year term	2015	
Ed Loisier, 1 year term	2015	

For more information about Fire and Water District #2 visit: http://mallettsbayfire.org

Fire District #3 provides water service for the Village area, including Severance Road as far south as Rathe Road to Hercules Drive and north to the Milton line; Westbury Park, Winchester Place to Bayside Park, East Lakeshore Dr. to the Village area; and to the east to the Essex line. Colchester Center Volunteer Fire Company (CCVFC) provides fire protection in this and other parts of Town in cooperation with St. Michael's Fire and Rescue. Colchester Center Volunteer Fire Company has become a division of Colchester Fire District #3.

Annual meetings are held on the third Monday in January; monthly meetings occur on the first Tuesday; both are held at the Fire District #3 office at 428 Main St.

Main Phone 802.878.4337

Station, non-emergency 802.878.8961

District Administrator Dick Desautels 802.862.2858

Prudential Committee Three year terms expire January 31st

Jay Riedinger, Chair 2016

William Uzzell 2017

Stephen Roy 2015

Michael Chmielewski, CCVFC Chief 1 year term expires January 31st

Sandy Ladd, Assistant Chief 1 year term expires January 31st

Learn more about CCVFC at http://www.colchesterfire.org

Champlain Water District (CWD) Retail Division: Colchester Town Water System provides water to the Exit 16 | Water Tower Hill area and CWD: Malletts Bay Water Company provides water to the Young Street | Valleyfield | Morehouse Drive neighborhoods on the Winooski/Malletts Bay Avenue line.

For more information about CWD visit http://www.cwd-h2o.org

The Town of Essex provides water to Fort Ethan Allen. Main Phone: 802.878.1344

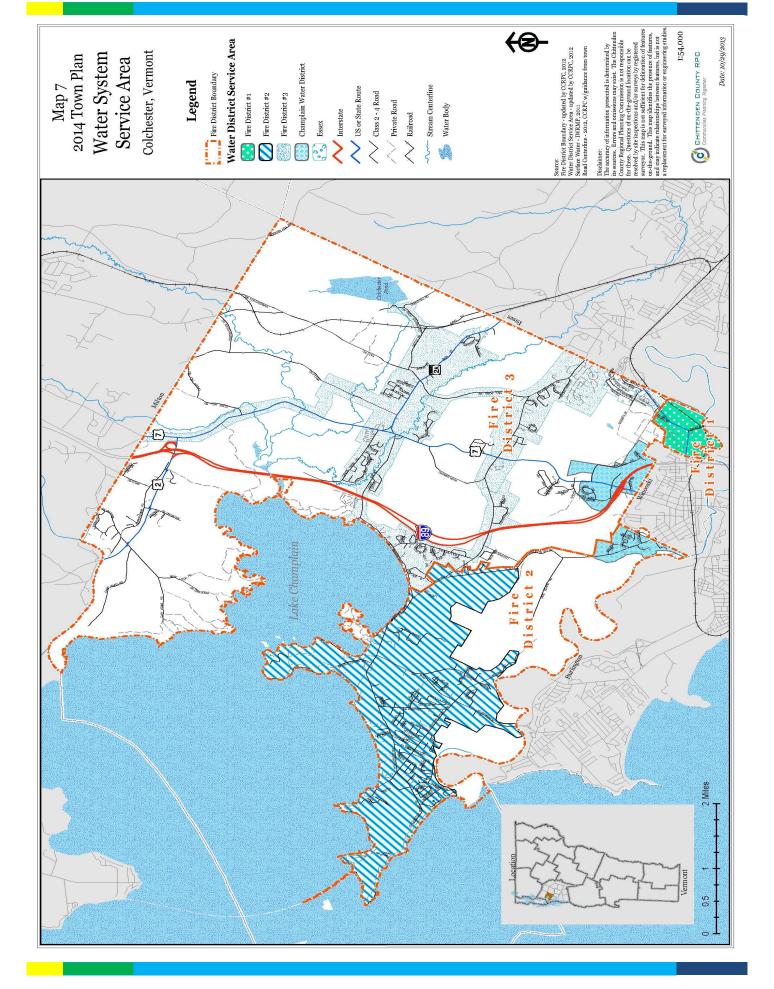
Main Phone, incl. emergencies 802.864.7454

Superintendent John Tymecki 802.864.7454 x120

CWD Commissioner 3 year term Karen Richard Expires March 31, 2017

Alternate, 3 year term Dawn Francis Expires March 31, 2017

For more information about the Town of Essex visit http://www.essex.org





David W. Scibek, Chief Stephen Bourgeois, 1st Assistant Chief Richard Desautels, 2nd Assistant Chief

Web: http://www.mallettsbayfire.com

The Malletts Bay Fire Department is having a busy year in 2013-14. The members are training hard, responding to calls and I couldn't be happier with their professionalism, skills, and enthusiasm. A lot goes into being prepared and I can assure you that your firefighters and officers are doing a great job.

We responded to over 400 calls for service this year. That includes building, vehicle, and woods fires, vehicle crashes, medical assists, hazardous materials incidents, marine emergencies, and emergencies on the ice. Some of these responses were part of an automatic mutual aid system between the Malletts Bay Fire Department, Colchester Center Fire Company, and the Winooski Fire Department. This system was put in place many years ago to make sure all three communities had the resources needed to fight structure fires. I am happy to report that the system continues to be very effective and the services each department renders is seamlessly integrated into every response. We are truly acting as one department.

The 2013-14 budget, voted on by the citizens of Colchester Fire District 2 and also by the whole town as part of that budget vote, was approved at \$339,552. That money funds the entire fleet of vehicles, the maintenance and operation of the fire station, equipment and supplies, firefighting clothing and gear, and many other things needed to provide such a high level of service to the community. This money also allowed the membership to donate over 10,000 hours of service. It's a real bargain when you see how much work gets done every year.

This has been a busy year for our fleet. Engine 2, our 1999 Seagrave, was refurbished at a cost of \$150,000. A new version of that truck would have cost over \$400,000 so the savings realized is commendable. Squad 4, our 1998 Crew Cab Hose truck, is not refurbishable and is being replaced with a new "Fast Attack" pumper costing \$200,000. This vehicle is based on a crew cab pickup chassis and will serve as an initial fire attack vehicle in remote or difficult-access areas as well as a tow vehicle for our brush UTV, HazMat trailer, and boat. We will be putting this vehicle to good use as it has expanded capabilites compared to the vehicle it is replacing.

Fireboat 5, our 2001 Silverships 28' boat was repowered with new Evinrude outboards. The original outboards had over 2300 hours on them and were no longer serviceable. Lastly, we took delivery of a 2014 Ford Expedition command car. This project cost \$50,000 and the vehicle is used daily for emergency responses, administrative duties, and training.

I can assure you that the men and women of the Malletts Bay Fire Department continue to serve their mission well. Should you have any questions, comments, concerns, or a willingness to be a part of this professional organization, please call the station at 862-4415 or visit our website at mallettsbayfire.org.

Thank you for your continued support.





Colchester Center Volunteer Fire Company, Inc. 483 Main St., P.O. Box 2091 Colchester, VT 05446-2091 www.colchesterfire.org

Michael Chmielewski, Chief Sandy Ladd, Assistant Chief

The Colchester Center Volunteer Fire Company responded to 708 calls last year. The breakdown:

- 5 Structure Fires
- 3 Vehicle Fires
- 5 Other Fires
- 7 Brush/Grass Fires
- 17 Carbon Monoxide
- 74 Misc. | Good Intent
- 126 Car Accidents
- 31 Hazardous Materials
- 185 Mutual Aid
- 72 False Alarms (malfunction)
- 96 False Alarms (unintentional)
- 87 Medical Assist

This year has been our busiest year since we started in 1951. According to the State Fire Marshal's records, Colchester Center Volunteer Fire Co. is the busiest volunteer fire department in Vermont! We are busier than some paid fire departments in terms of fire calls.

Last winter St. Michaels College had a fire in one of the Townhouse buildings. Two students were very lucky to escape from the fire. One had to jump from the second floor. St. Michael's Fire and Rescue were first on scene and help stopped the fire from spreading to other parts of the building. We were assisted by the Winooski, Malletts Bay and the Essex Junction Fire Departments due to the size of the fire and cold weather. The St. Michael's Fire Department has been a great help to the customers of this town. Having a fire station in that part of the town has saved the Town of Colchester a great deal of money, with lower taxes for all.

Our Automatic Aid system connected to Malletts Bay Fire Department and Winooski Fire Department is working extremely well. It allows a quicker and a greater response to you, our customers.

The Colchester Center Volunteer Fire Company, along with St. Michael's Fire Department, which operates under the jurisdiction of the CCVFC, have invested hundreds of hours in training, fire prevention, inspection, pre-planning, administration and emergency responses. Colchester is the only town in the area that does not pay its volunteers for fire calls. Our "volunteers" put themselves in potential danger every time they respond to a call.

I would like to thank all the volunteers and their families for their dedication to improving the quality of emergency services in Colchester. Also I would like to thank Malletts Bay Fire Department, Winooski Fire Department, Colchester Rescue and the Colchester Police for their help. These four Public Safety Organizations have been working together to improve the delivery of service to the community and also save taxpayer dollars.

If you are interested in volunteering please call 878.8961 and visit our website at colchesterfire.org.

Conservation Commission Report

Theresa Carroll, Chair

The Conservation Commission was involved in a number of projects and events that benefitted Colchester and its residents this past year:



Primary activities for the year were hosting the third annual Do-It-Yourself Rain Barrel Workshop at Biben's ACE Hardware in April and site visits to Niquette Bay State Park, Law Island and Winooski Valley Park District's newest acquisition, the Eben Wolcott property on East Road, to assess the natural resources of these sites.

Members also volunteered at Niquette Bay State Park on April Stools Day, cosponsored by the Lake Champlain Committee and Vermont Department of Forests, Parks and Recreation, to clean up dog droppings at local state parks. The Commission also is drafting a tree ordinance for the town with the assistance of the latter agency and the Vermont Urban and Community Forestry Program.

One of the Commission's biggest events was the annual Green Up Day on May 3, which attracted 323 volunteers who picked up 5.5 tons of roadside litter (more than any community in Chittenden County), 233 tires and 3.5 cubic yards of scrap metal. This is the 19th year that the Commission has organized this event.





Colchester Blooms!, established by the Commission in FY-09, again raised money to plant colorful annuals in public spaces. Volunteers spent 21 hours in June planting more than 1,200 annuals and perennials at Bayside Park, the flagpole bed by Bayview Eats, Bayside Activity Center and the traffic islands at the intersection of Blakely Road and Malletts Bay Avenue. The beds were prepared for planting by Levinsky Landscaping, a Colchester company, with watering and maintenance throughout the season by Pinnacle Properties.

The Commission also oversaw the annual leaf collection weekend, Nov. 2-3 at Airport Park, which provided residents with an accessible option to driving to the landfill to dispose of their leaves and Halloween pumpkins. The Chittenden Solid Waste District hauled 63.35 tons of leaves--seven loads in 40-cubic-yard containers to Green Mountain Compost in Williston to turn into compost for retail sale.

Commission Members

Theresa Carroll, Chair Patrick Volz, Vice Chair Lisa Halvorsen, Secretary Pam Loranger Timothy Moran, 2014 Green Up Coordinator Robin Orr Amber Van Zuilen

Governance Committee Town Report

Curt Taylor, Secretary

The Colchester Governance Committee was created in 2013 by the Selectboard per a recommendation of the Heritage Plan and charged with the following three fields of investigation:

- Review the Town Charter.
- Examine structural, operational and regional options to optimize the accountability, transparency, effectiveness and cost of Colchester's government and public services.
- Identify methods of improving citizen participation and investment in municipal governance.

In 2013 the Committee investigated the overall structure of the Town's government and discussed such issues as whether Colchester should be a City or a Town, should representation to the Selectboard be by district or at-large, should there be term limits on elected officials and other related topics. The Committee also received input from Town officials regarding any changes in the Town Charter or town operations that might be appropriate.

In 2014 the Committee's attention was focused on reviewing the Town charter and implementing any of the changes discussed during the previous year. With the November election as a target date, proposed charter changes were presented to the Selectboard in July. The Selectboard approved 11 articles of proposed charter changes to be put before the voters during the November general election. They were:

- Remove reference to grand juror and provide monetary penalties or injunctive relief.
- Change the Town Clerk/Treasurer to an appointed position.
- Make the Cemetery Commission an advisory group and remove references to positions no longer relevant.
- Authorize the Selectboard to determine the start time of the town meeting.
- Remove the bonding requirement for the Town Manager along with the requirement that the Town Manager attend all Selectboard meetings.
- Remove a comma in Section 603 to clarify language regarding budget votes.
- Clarify the corporate existence clause in Section 101 to include inhabitants as well as area.
- Amend section 103 regarding penalties and acquisition of property by the Selectboard.
- Reduce the penalty for late taxes.
- Change "Selectmen" to "Selectboard" and update capitalization and gender references.
- Amend section 106 to allow the repeal of ordinances and authorize publication of a concise summary rather than the full text of the ordinance, with the full text being available elsewhere.

Articles 2 and 8 were not approved by the voters. The remaining nine changes will be presented to the Vermont Legislature. Approval by the Legislature will complete the charter change process.

The Governance Committee also recommended to the Selectboard that the Charter paragraph relating to the plowing of private roads be removed and that an equitable policy be developed.

Because a Local Option Tax (LOT) would require a charter change, the Committee presented a white paper discussion of a LOT without a specific recommendation.

The Committee also presented the Selectboard with a report outlining concerns with Colchester's current system of water service providers. The Committee recommended the creation of a Blue Ribbon Committee with representation by all fire districts as well as other stake-holders and tasked with investigating and identifying a solution to those concerns.

Finally, to provide on-going review of the Colchester Charter that will enable town government to remain responsive to changes in the environment and emerging needs of citizens, the Committee recommended to the Selectboard that a provision be inserted in the Charter for annual review of the Charter by an appointed citizens' committee. This Committee may be charged to hold hearings on the Charter generally, to seek recommendations from citizens for Charter changes that may be placed on subsequent ballots and to identify issues of governance that should be considered by the Town.

Information and supporting material for the work of the Colchester Governance Committee can be found on the Committee's blog at: colchestergovernance.blogspot.com.

Committee Members (*current member)

Jacob Hemmerick Chair*Pamela Laurence-Dimson*Jeff BartleyDavid Usher, Vice Chair*Bud Meyers *Pam LorangerCurt Taylor, Secretary*Mickey Palmer*Rain Banbury

Jacob Hemmerick and Pamela Laurence-Dimson resigned from the committee in November of 2014.



Chittenden Unit for Special Investigations (CUSI)

50 Cherry St. Suite 102, Burlington, VT 05401 T: 802.652.6800 | F: 802.652.4167 www.cusi-vermont.org

Our mission is to protect and support all children, families, and adults by strengthening our community's response to abuse through investigation, prosecution and intervention while fostering professional collaboration to promote education and advocacy regarding the prevention of abuse.

The Chittenden Unit for Special Investigations (CUSI) is a multi-agency task force dedicated to providing criminal response to reports of sexual assaults, serious child abuse and child fatalities. CUSI defined what is now known as a true multi-disciplinary team (MDT) approach to investigating crimes of this nature and is composed of seven police detectives, a unit director, a victim advocate, an in-house investigator with the Department for Children and Families (DCF) and a dedicated prosecutor from the Chittenden County State's Attorney's Office. We work jointly with mental health providers, medical providers and Department of Corrections. In addition, CUSI houses and supports the Chittenden Children's Advocacy Center (CAC), a nonprofit entity offering a range of services to children and families affected by these crimes. CUSI also works closely with the statewide Internet Crimes Against Children Task Force (ICAC).

THE YEAR IN REVIEW

- CUSI has advocated for change in legislation for sustainable funding options for specialized investiga tive units (SIUs) on local, county and state levels. A funding study committee has been formed and will submit a report to the House and Senate Committees with its findings and any recommendations for legislative action by the end of 2014.
- The Policy Board has worked hard on Personnel Policies, revising By-Laws and establishing a more concise and less complicated framework for municipalities in regard to our Intergovernmental Agree ment.
- Presentations were made to various Selectboards around Chittenden County.
- We continued to raise awareness about the effectiveness of CACs and SIUs and expanded our out reach and communication to endorse the SIU/CAC mission.
- We increased private funding.
- We attended and provided specialized trainings for those working in the field of sexual abuse, child fatalities and severe physical abuse.
- We have investigated over 250 cases and conducted over 600 interviews.

We want to thank each and every municipality for its continued support. Without their patronage we could not apprehend, convict or incarcerate countless perpetrators. We often receive complimentary letters and phone calls from survivors, their family members and others. We are always open to feedback and ask that you direct any concerns or compliments to the unit's Director, Sgt. Mike Warren.



110 West Canal Street, Suite 202 Winooski, Vermont 05404-2109 802.846.4490 www.ccrpcvt.org

FY 2014 ANNUAL REPORT to the TOWN of COLCHESTER

The Chittenden County Regional Planning Commission (CCRPC) is a 29-member board consisting of one delegate from each of the County's 19 municipalities; four at-large members representing the interests of agriculture, environmental conservation, business, housing/socio-economic; and representatives from the Vermont Agency of Transportation (VTrans), Chittenden County Transportation Authority (CCTA), Federal Highway Administration (FHWA), the Federal Transit Administration (FTA), the Burlington International Airport (BIA) and a rail representative.

The CCRPC appreciates the opportunity to work with its municipal members to plan appropriately for the region's future to protect the special quality of life that is shared throughout Chittenden County. The CCRPC is a cooperative regional forum for the development of policies, plans and programs that address regional planning issues and opportunities in Chittenden County. The CCRPC serves as the region's federally designated metropolitan planning organization and is responsible to all citizens of the region to ensure the implementation of the best transportation plan for Chittenden County. The CCRPC also provides technical and planning assistance to its member municipalities and VTrans.

In FY15, the CCRPC will invest more than \$5 million dollars in regional land use, transportation, emergency management, energy, natural resources, public engagement, training, and technical assistance. The program leverages \$4.5 million in federal and state investment with \$240,000 in municipal dues and another \$275,000 in local match for specific projects, **a 9:1 return on investment**.

TOWN of COLCHESTER ACTIVITIES

In FY2014, the CCRPC provided the following assistance to the Town of Colchester:

- Created online map service for permitting system
- Provided ongoing staff support to the Chittenden County Stream Team (http://www.ccstreamteam.org) and the Chittenden County Regional Stormwater Education Program (http://www.smartwaterways.org) to facilitate multimunicipal cooperation to comply with EPA stormwater permit requirements for Public Participation and Involvement.
- Population forecasts provided estimates of future population consistent with past trends and the ECOS growth strategy.
- LEOP Offered assistance with the Local Emergency Operations Plan (LEOP) and provided all pertinent emergency planning, training, and grant opportunities.
- Staff assisted with information and details regarding new rules for Emergency Relief and Assistance Fund (ERAF) and flood resiliency planning requirements.
- Reviewed and approved the Town Plan update.
- Assisted with the implementation of the Lake Champlain Byways program and facilities (http://www.lakechamplainbyway.com/).

The CCRPC provided the following transportation assistance to the Town of Colchester:

Traffic Counts

Intersections: http://www.ccrpcvt.org/data/traffic.php?town=COLCHESTER&yrs=A&year=2013&count=TM
Roadways (AADT): http://www.ccrpcvt.org/data/traffic.php?town=COLCHESTER&yrs=A&year=2013&count=ATR
Bicycle & Pedestrian: <a href="http://www.ccrpcvt.org/data/traffic.php?town=COLCHESTER&yrs=A&year=2013&count=ATR
Bicycle & Pedestrian: <a href="http://www.ccrpcvt.org/data/traffic.php?town

Transportation Improvement Program (Projects included in the State's Four Year Construction Program)

• Blakely Road/Laker Lane Intersection Improvements

\$360,000 intersection improvement project as part of CIRC Alternatives Phase III

Exit 16 Improvements

\$7.5 million intersection improvement project

• Exit 17 Improvements

\$200,000 intersection improvement project

• Fort Ethan Allen Sidewalk Improvements

\$462,000 project to use unexpended funds from completed Campus Connector project

Mill Pond Bridge Road (Bridge 12 on TH 27)

\$1.8 million bridge rehabilitation project

• Prim Road/West Lakeshore Drive Intersection Improvements

\$1.7 million intersection improvement project as part of CIRC Alternatives Phase III

• Severance Corners Intersection Project

\$6 million project as part of CIRC Alternatives Phase II

Severance Road Path and Intersection Project

\$2.4 million path and intersection improvement project as part of CIRC Alternatives Phase III

• US 2/Clay Point Road (TH58) Improvements

\$560,000 left turn lane project

VT 2A Improvements

\$3.9 million for improvements to Mill Pond Road intersection as part of CIRC Alternatives Phase III

• VT 2A / US 7 / Creek Road / Bay Road Intersection

\$5.7 million for improvements to VT 2A/US 7 Intersection to begin construction in federal fiscal year 2015

• West Lakeshore Drive Path

\$923,000 multiuse path project funded with Transportation Alternatives award, CCRPC sidewalk award and Town funds

• VT15 Multiuse Path

\$2 million for path from Lime Kiln Road to Susie Wilson Road as part of CIRC Alternatives Phase II

Scoping

- I-89 Exit 16 Diverging Diamond Interchange Project completed
- I-89 Exit 16 Park and Ride Project underway
- I-89 Exit 17 Scoping Study Project underway

Technical Assistance

- Signal optimization at Warner's Corner and Bayside
- Created sidewalk inventory and prioritization system

Transportation Assistance

• Neighbor Rides -- Nationally, one in five seniors aged 65 and older does not drive due to poor health, limited mobility, safety concerns or lack of access to a personal vehicle. Within Chittenden County, research done by UVM medical students found that among seniors who have limited or no access to a personal vehicle, 40% have difficulty getting to important daily activities and 69% sometimes or always delay their medical appointments due to transportation challenges. To help address this issue, the CCRPC is partnering with the United Way of Chittenden County, Champlain Valley Agency on Aging, SSTA, CCTA, Fanny Allen Foundation, FAHC, UVM Center on Aging, and the Department of Vermont Health Access to implement the Neighbor Rides program. Since spring 2013, Neighbor Rides partners have been integrating volunteer drivers into human services transportation to add to the fleet of contracted vans and sedans in order to increase access to transportation for seniors and persons with disabilities by offering a lower-cost mode of transport. http://www.unitedwaycc.org/volunteer/neighbor-rides-2/

Town of Colchester Representatives to the CCRPC

- CCRPC representative Marc Landry
- CCRPC alternate Renn Niquette
- Transportation Advisory Committee (TAC) Bryan Osborne
- Planning Advisory Committee (PAC) Sarah Hadd

For further information about the CCRPC please visit http://www.ccrpcvt.org/ or contact CCRPC Executive Director, Charlie Baker, cbaker@ccrpcvt.org, 802-846-4490 x23.

Judy Peterson, President &CEO Jim Madison Board Chair

VNA Mission: The VNA cares for individuals and families through health and related services in homes and other community settings.

VNA Services in Your Community

The Visiting Nurse Association of Chittenden and Grand Isle Counties (VNA) is a 108-year-old nonprofit home health agency caring for whole families with services that span a lifetime - from critically ill children to vulnerable young families to adults who need rehabilitation, long-term care, adult day services or end-of-life care.

In the past, many towns hired Town Nurses, who were responsible for providing care to residents. The VNA now has that role, caring for children, adults, seniors, and families, helping keep people where they most want to be - at home. The VNA provides medically necessary home and community-based care to individuals and families regardless of their ability to pay.

Our founders established a directive, "to serve all who turn to the VNA in their time of need," which still guides our work today. In just the past year, the VNA provided \$1.87 million in charitable care to our neighbors in need; charitable care is health care provided for free or at reduced prices.

The VNA offers the following programs and services:

- Family and Children's Services, helping families learn to thrive through pregnancy and early childhood years in homes and at the VNA Family Room Parent Child Center
- In-home nursing, physical, occupational, and speech therapy to help people regain independence after illness
- Private Care Services, offering support for everyday tasks to make living at home safe and comfortable
- Long-term in-home care, helping people live their best lives in the setting they prefer
- Adult Day Programs, helping older adults keep connected in a safe, stimulating, home-like environment
- Palliative care, Hospice and Vermont Respite House, caring for people with serious illness and their families
- Flu clinics and blood & cholesterol checks, providing preventative care for long-term health



The VNA cared for 486 people in Colchester during our past fiscal year (July 2013 - June 2014) with a total of 8,221 visits and 21,670 hours. In addition, we provided 1,167 days of hospice care. The total cost of VNA services in Colchester was \$2,156,010. Reimbursements from Medicare, Medicaid, private insurance, contracts and patient fees totaled \$2,009,492, leaving a remaining balance of \$146,518. The Town of Colchester pledged \$36,000 for FY 2015. Thank you.

The VNA requests annual reimbursements from each city and town in our two-county region. These reimbursements for services rendered are critical to supporting the \$1.87 million of unreimbursed care we provide.

Contact the VNA: 802.658.1900 www.vnacares.org info@vnacares.org



Winooski Valley Park District

Ethan Allen Homestead
Burlington, VT 05408
Nick Warner, Executive Director
Susan Gilfillan, Colchester Representative



As an inter-municipal form of government, the Winooski Valley Park District has been supported by its member municipalities for the last 42 years. Most of the Winooski Valley Park District's operating budget comes from its seven municipal members in the form of dues, based on each member community's relative population and the equalized property tax grand list.

Colchester's contribution helps to support 18 natural areas and over 25 miles of trails. The Winooski Valley Park District staff members will continue to work as hard as possible to multiply the dollars that Colchester provides by motivating volunteers to help steward the parks, soliciting donations, and by writing grants. The Winooski Valley Park District also expands its services to the community through partnerships with community organizations including community gardens, the Association of Africans Living in Vermont, the Visiting Nurses Association, the Ethan Allen Homestead Museum, and the YMCA.

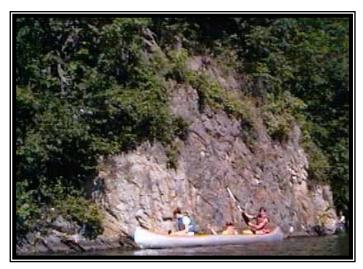
The Winooski Valley Park District owns and leases farm fields at Colchester Pond in Colchester, the Ethan Allen Homestead in Burlington, and Muddy Brook Park in South Burlington. An additional farm field is managed for free in exchange for services at the Macrae Farm in Colchester. The first three farm fields are leased to dairy farmers in a "break even" operation, where rental income is used to maintain the health of the soil. The benefit to the public is a scenic vista and full pedestrian access to the fields. The farm roads and bridges are maintained by the farmers and are used by the public. These acres are kept open and fertile, and could easily be converted to food production at a later date.

The New Farms for New Americans program no longer rents a classroom at the Homestead Education Center. The Winooski Valley Park District will do its best to find another tenant for the Education Center and/or increase its use of the space for summer camps or other educational programs for its member municipalities. The two classrooms are mostly used by non-profit organizations. Rental rates for the Education Center classrooms are \$15/hour, \$70/day, or \$300/week.

The Homestead's open air picnic shelter tends to be reserved during most summer weekends.

Picnic Shelter Rental Rates:

- Less than 50 people: \$30/half day or \$50/whole day
- 50-100 people: \$70/half day or \$140/whole day
- 100+ people: \$1.75/person



Canoeing on Colchester Pond

Visit the Winooski Valley Park District 's Parks!

Colchester Pond Natural Area | Nature Preserve | Donohue Sea Caves | Essex Overlook Park | Ethan Allen Homestead | Heineberg Wetlands | Macrae Farm Park | Mayes Landing | Muddy Brook Park | Muddy Brook Wetland Reserve | Old Mill Park | Riverwalk Trail | Salmon Hole Park | Winooski Gorge | Wolcott Family Natural Area | Woodside Park | Valley Ridge

NOTES	



Part B Colchester School District

Colchester Barn



Photo by Cathy Chamberlain

WARNING 2015 ANNUAL SCHOOL DISTRICT MEETING COLCHESTER, VERMONT

The legal voters of the Town of Colchester, Vermont are notified and warned to meet at the Colchester High School Auditorium, Laker Lane, in said Town on Monday, March 2, 2015, at 7:30 p.m. to act on the following articles not involving voting by Australian ballot (Articles 10–15).

Absentee ballots may be requested until 4:00 p.m. on Monday, March 2, 2015, by calling the Town Clerk's Office at (802) 264-5520.

ARTICLE 10

To choose a moderator, if elected moderator is not present.

ARTICLE 11

To act upon the reports of the School District Officers.

ARTICLE 12

To set compensation, if any, to be paid to the School Board Directors.

ARTICLE 13

To determine whether the District will vote to authorize the School Directors to borrow money for current and necessary expenses by issuance of notes not in excess of anticipated revenue for this school year.

ARTICLE 14

To transact any other business proper to come before said meeting.

ARTICLE 15

To adjourn said School District meeting and to reconvene at the Colchester High School, Laker Lane, in said Town on Tuesday, March 3, 2015, for voters in District 9-1 and 9-2 to vote for School Directors and to vote on the following propositions by Australian ballot with voting to begin at 7:00 a.m. and to close at 7:00 p.m.

ARTICLE 16

Shall the voters of the Colchester Town School District appropriate thirty six million four hundred twenty-two thousand four hundred twenty-four dollars, (\$36,422,424) necessary for the support of schools for the year beginning July 1,2015?

DATED AT COLCHESTER THIS 20TH DAY OF JANUARY, 2015.

SCHOOL DIRECTORS

Received for record and recorded at Colchester, January 22, 2015 at 8 a.m./p.m.

Attest: Karen Richard Town Clerk and Treasurer.

COLCHESTER SCHOOL DISTRICT SCHEDULE OF REVENUE AND EXPENDITURES BUDGET (NON-GAAP BUDGETARY BASIS) AND ACTUAL GENERAL FUND

FOR THE YEAR ENDED JUNE 30, 2014

						Variance
		Decident		A -41		Favorable
Revenue:	_	Budget		Actual	(Unfavorable)
Regular Instructional:	\$	27,306,403	\$	27,306,403	\$	0
General State Support Grants Other State Revenue	Ф	841,559	Þ	819,031	Ф	(22,528)
Tuition				*		
		791,000		832,767		41,767
Other Local Revenue		60,000		112,403		52,403
Special Education Support:		2 500 505		2 774 706		102.000
State Revenue		3,590,797		3,774,786		183,989
Federal Grants		527,410		508,482		(18,928)
Tuition		0		147,975		147,975
Interest	_	125,000		67,651		(57,349)
Total Revenue	_	33,242,169		33,569,498		327,329
Expenditures:						
Regular Instructional:						
Direct Instructional		13,607,747		13,548,073		59,674
Vocational Tuition		932,551		902,027		30,524
Student Support Services		1,568,951		1,613,375		(44,424)
Staff Support Services		993,709		1,007,934		(14,225)
General Administration		737,188		626,005		111,183
School Administration		1,874,687		1,955,083		(80,396)
Fiscal Services		1,559,477		1,233,659		325,818
Operation and Maintenance of Plant		3,296,348		3,450,361		(154,013)
Transportation Services		1,025,660		924,831		100,829
Special Education Support:						
Direct Instructional		5,724,598		5,719,679		4,919
Student Support Services		1,090,929		1,116,843		(25,914)
Staff Support Services		125,153		47,808		77,345
School Administration		354,593		356,671		(2,078)
Transportation Services		221,709		217,998		3,711
Debt Service		228,869		343,724		(114,855)
Transfer to Capital Reserve Fund	_	0		222,824		(222,824)
Total Expenditures		33,342,169		33,286,895		55,274
Excess/(Deficiency) of Revenue Over Expenditures	\$ <u></u>	(100,000)	\$	282,603	\$	382,603

P P P

TOWN OF COLCHESTER ANNUAL SCHOOL MEETING MINUTES

COLCHESTER HIGH SCHOOL AUDITORIUM MARCH 3, 2014

Moderator Jerry Flanagan called the Meeting to order at 7:30 p.m. In attendance were Larry Waters (Superintendent), George Trieb (Business Manager), Gwendolyn Carmolli (Director of Curriculum & Instruction), Carrie Lutz (Director of Special Education), Dawn Gruss (Colchester Middle School Principal), Chris Antonicci (Union Memorial School Principal), Jim Marshall (Porters Point School Principal), Julie Benay (Malletts Bay School Principal), Amy Minor (Colchester High School), as well as School Board Members Mike Rogers (chairman), Lincoln White and Craig Kieny.

There was a video presenting of the American flag and singing of the National Anthem by a Colchester High School student, during which audience stood. Therefore the Pledge of Allegiance was not recited.

Nadine Scibek, Selectboard chair, and Mike Rogers, School board chair, presented an engraved plaque to Richard Paquette, thanking him for forty years of Town Service. He was a Selectboard member and Chair for twenty years; a school board member for fifteen years; and served four years on the Colchester Planning Commission.

ARTICLE 1

To choose a Moderator, if elected moderator is not present. Elected moderator, Jerry Flanagan, was present. No action required.

ARTICLE 2

To act on reports of the School District Officers.

Mr. Flanagan noted that the reports were available in the Town booklets that were handed out. MOTION was made by David Coates and Gary Zeno SECONDED to adopt Article 2 as read. There was no further discussion.

VOTING: The Ayes carried the Motion. Article 2 is passed.

ARTICLE 3

To determine what stipends, if any, shall be paid to its School Directors for the coming year for their service and attendance at meetings.

MOTION was made by Dirk Reith and SECONDED by Richard Pecor to set a stipend of \$1,300 each for compensation to the School Board for the coming year.

There was no discussion.

VOTING: the Ayes carried the Motion. Article 3 is passed.

ARTICLE 4

To determine whether the District will vote to authorize the School Directors to borrow money for current and necessary expenses by issuance of notes not in excess of anticipated revenue for this school year.

MOTION was made by Dirk Reith and SECONDED by Greg Gillard to adopt Article 4 as read.

Bob Correll wanted clarification that laptops would be a recurring purchase. Mr. Trieb responded yes. There would be ongoing annual purchases required to bring the district to a true I:I at CMS and CHS. This would be about a three year process.

Deb Ingham questioned the choice of Chromebooks for Middle School students instead of laptops, noting that Chromebooks are less versatile than laptops. Dawn Gruss replied that yes, Chromebooks have less capacity, but are sufficient for the Google platform that CMS operates within. The instant message function will be disabled. The students will need to learn to use technology responsibly, just as they needed to learn to treat textbooks with respect. Also, cost was a factor. A Chromebook costs around \$300 vs. \$550 for a laptop. The school will have a diversified inventory with laptops and desktops being available in classrooms, as well.

Bob Magoon wanted clarification on the I:I Initiative: Would every High School student receive a laptop? Is a laptop truly useless after four years? Mr. Trieb responded that only 9th graders would be receiving the laptops as the program was being phased in. He pointed out that a computer has a "life cycle" and that the laptops would lose value and need to be replaced. Students would have the option to purchase the laptops for a nominal cost at graduation.

Mr. Magoon also inquired if the School employees' health insurance would be purchased on the Health Exchange. The answer was eventually yes, probably in 2017, large employers would need to move to the Exchange.

Sam Sparhawk shared his concerns about tax increases and asked if there would ever be any cap. He is worried for his children's and grandchildren's ability to keep up. He opined there must be a limit on purchases and none of the budgets are conservative enough. He wanted to know what Special Education is and noted it was not part of his schooling when he was growing up. He wanted to know what the schools are willing to give up. Mike Rogers answered that sustainability of costs and how to control and contain taxes is a subject of frequent conversations. They strive to choose the cheapest way to get the job done. He explained that Special Ed is mandated by the federal government, along with other state and federal mandates with which local schools are required to comply. Standards and salaries must be met. Costs will continue to go up unless the Legislature comes up with another funding mechanism. He has no answer for it and stated that change will have to come from "higher up."

Dan Carver, a former School Board member, commented schools have been given the responsibility of curing all social ills, including things that should be cured at home, but schools are now expected to fix. Schools cannot keep up with new legislation passed every year and needs that must be met. He believes a "revolution" may be coming.

Lorraine Gauch stated we know more now about Special Education and how children learn; information we didn't have years ago. Students with severe handicaps are now mainstreamed, rather than hidden. Learning disabilities are now being addressed but no funding comes with state and federal mandates for standards. She believes education should be funded at the federal level. Giving children the best education possible should be a priority of the federal government.

Carolyn Lettieri commented that we are paying state and federal taxes, as well as local, so we are paying through one way or another. She prefers local funding and local decisions on how those dollars are spent.

Maureen Dakin, also a former School Board member, commented that the problems have not changed. But she believes many of the changes that have occurred are good. Children are getting more services and good educations, which in turn will have, hopefully, a positive social impact.

Tyler Anderson, who is self-employed, expressed discouragement. He has moved in the past when taxes got too high for him to afford. He thinks the community and teachers need to "tighten their belts." He noted that teachers do not work a full year and taxes are getting out of hand. He likes to have police and fire services but he has no kids in school, so why does he have to pay for the schools?

Bob Magoon worries he may lose his house due to not being able to pay the taxes if they continue to rise. His

income does not increase when taxes go up.

Ben Lavasseur asked if student privacy was a consideration when they use Chromebook. Is Google tracking their searches? Amy Minor responded that student privacy is a concern and they have an Acceptable Use Policy for the students. Parent approval is sought for use of student identity and student work online. The students do not use Facebook and their internet use is monitored.

Ben Lavasseur also inquires about the aggregate increase of the school budget over the past 14 years. The school officials did not have that information at hand but they will contact him with that answer.

No other items were discussed.

ARTICLE 6

To adjourn said meeting and to reconvene at the Colchester Meeting House, Main Street, in said Town on Tuesday, March 4, 2014, for voters in District 9-1 to vote for School Directors and on the following propositions by Australian ballot with voting to begin at 7:00 a.m. and to close at 7:00 p.m.

To adjourn said meeting and to reconvene at the Colchester High School, Laker Lane (off Blakely Road), in said Town on Tuesday, March 4, 2014, for voters in District 9-2 to vote for School Directors and on the following propositions by Australian ballot with voting to begin at 7:00 a.m. and to close at 7:00 p.m.

MOTION was made by Richard Pecor and SECONDED by Dan Carver to adopt Article 6 as read. There was no further discussion.

VOTING: the Ayes carried the motion. Article 6 is passed. Moderator Flanagan adjourned the meeting at 8:45 p.m.

ARTICLE 7

Shall the voters of the Colchester School District appropriate thirty-six million, eight thousand, one hundred and twelve dollars, (\$36,008,112) necessary for the support of schools for the year beginning July 1, 2014?

Respectfully Submitted,

Karen Richard, Town Clerk



COLCHESTER SCHOOL DISTRICT

Lawrence Waters, Superintendent of Schools George A. Trieb, Jr., Business Manager Carrie A. Lutz, Director of Special Education Gwendolyn Carmolli, Director of Curriculum Internet Address: www.csdvt.org

Superintendent's Report 2013-14

"A Closer Look at Enrollment"

Most districts and supervisory unions across Vermont have seen a significant and steady decline in their student enrollments over the past 10 years. There is wide speculation as to why this is occurring, i.e., smaller family units, migration of families from other states with lower cost of living, high property taxes, job availability, affordable housing, etc. Along with the drop in enrollments, schools are also reporting smaller student to teacher ratios. The question that often arises is whether schools are "right-sizing" staffing with the decline or keeping the status-quo with teacher assignments.

Vermont has Educational Quality Standards that, in part, address the matter of class size, but it only speaks to "maximum" as opposed to "minimum" ratios. Here's what they state: (Title 16 VSA §§ 164 & 165 - 2121.2)

- Classes in grades K-3, when taken together, shall average fewer than 20 students per teacher.
- In grades 4-12, when taken together, classes shall average fewer than 25 students per teacher.
- The total class roll of a teacher shall not exceed 100 students, except where the specific nature of the teacher's assignment (such as in certain art, music, or physical education programs) is plainly adaptable to the teaching of greater numbers of students while meeting the educational goals of the program.

This standard, therefore, allows schools to determine their own student to teacher ratios. Common sense might suggest that the smaller the class the better academic results one finds. This is not exactly the case and current research can shed more light on the topic. So, why don't we have "minimum" class size standards? As with many social, political and educational issues in VT these decisions are left to the local community to determine. Given the challenges in Colchester to pass school budgets, we are forced to maintain relatively high student to teacher ratios. This decision has a significant impact on our per pupil spending which is typically hundreds if not thousands of dollars below the county and state average. Ironically, our performance on state assessments (NECAP) at the high school level is among the highest in the county and state. (See Picus Report-2012).

From 2006-07 to 2014-15 the overall enrollment in the CSD has declined by more than 172 students. If one was to remove the number of students who attend CHS/CMS on a tuition basis (Grand Isle Supervisory Union), then the disparity would be even greater. Each year we receive between 65-70 students from the islands which corresponds into about \$800,000 in added revenue. CSD also pays for a bus to transport students from Isle Ia Motte to South Hero to CHS and back each day. The bus costs the district about \$52,000 per year. Clearly, the tuition students help CSD to maintain programs and personnel.

So, has the administration and school board done anything to address the overall decline in the K-12 enrollment? The short answer is "yes." With regard to regular education programs, the district has reduced the number of regular education teachers at all levels. For example, at MBS in 2003 there were 27.2 classroom teachers providing direct instructions to grades 3-5. Today, there are 21 classroom teachers and the average class is between 22-24 students per teacher. So why does it appear that the ratios are actually smaller then the numbers above? Certainly if we include the school nurse, physical education teachers, library, special education teachers, art, music, guidance, etc., the numbers are distorted and class size (students to all teachers) is now on average 13 students to every professional teacher in the school. If we include support staff then the ratio is about 6 students to every adult. There is one caveat here of which one must be aware:

not all the support teachers provide services to all students and, in fact, some only see a small number based on their caseload. Additionally, the same is true about support staff as they work only with students assigned to them based on their learning plans. This same situation exists in all CSD schools. The bottom line is that we do, in fact, keep our class sizes near the state limits for a variety of reasons. Reducing the number of teachers as suggested each year would not only push the ratios beyond the standards, but also compromise the efficacy of classroom instruction and student performance levels. The state average ratio of students to teacher is 9.9. Additionally, Colchester has the highest ratio when compared to all districts/Supervisory Unions in Chittenden County. (See State Report: http://education.vermont.gov/documents/EDU-TSReport14 No PAs.pdf)

Then why hasn't the total number of teachers we employ gone down if we've cut positions? Coincidentally, the number of students eligible for Special Education, along with the severity of their needs, has dramatically increased. One place where this is clearly evident is in the EEE Program (Essential Early Education). This is a Special Education Program (an entitlement under law) for students from birth to 5 years of age. The enrollment has actually doubled over the past 4-5 years requiring the district to add programs and personnel to meet the increasing need. One of the predominant areas of service is to students with speech and language needs. In a state audit of Special Education several years ago, CSD received a negative rating for the lack of participation of non-coded students to act as "model" students in our early education program. In order to correct this we implemented a pre-kindergarten program along with the new federally funded Head Start program.

The number of students who exhibit challenging behaviors in the classroom and other areas has risen as well. Some of our schools have adopted "positive behavioral intervention" programs as recommended by the Agency of Education (formerly the Department of Education). We have also increased the amount of services, programs, and rooms available for their needs. Within the past two years we have hired three behavioral specialists at the K-5 level in order to better manage and plan long-term for students who demonstrate on-going challenges to other students, teachers and administrators. It should be further noted that the number of students enrolled in "out of district placements," such as Howard Center, Centerpoint, and Garvin Center has decreased as a result of providing our own "alternative programs" at CHS and CMS, the Infinity Program and the Colchester Alternative Program. Even though hiring teachers for these programs increased our personnel costs, we have actually saved money given the cost of an outside placement is in the range of \$45,000 to \$100,000 per student.

Finally, the long-term projections seem to indicate that enrollment in Colchester schools has leveled off. It's now time to examine our buildings and program structures to determine if there are ways to better serve students and continue to provide quality educational programs and opportunities.

Respectfully,

Larry Waters Superintendent

COLCHESTER SCHOOL DISTRICT WAGES* FOR 2013-2014 SCHOOL YEAR

NAME	PRIMARY JOB TITLE	WAGES	NAME	PRIMARY JOB TITLE	WAGES	NAME	PRIMARY JOB TITLE	WAGES
ADAMS R	SUPPORT STAFF SUBSTITUTE	844.43	CABAN G	TEACHER SUBSTITUTE	4,677.59	DESLAURIERS K	PARAEDUCATOR- SPED	17,095.15
AKEY D	MATHEMATICS TEACHER	48,704.00	CALLA M	TEACHER SUBSTITUTE	296.62	DEVINO M	SUPPORT STAFF SUBSTITUTE	965.47
ALBRIGHT E ALBRIGHT W	ENGLISH TEACHER ART TEACHER	58,406.00 49,333.00	CALLAHAN C CAMPBELL A	PARAEDUCATOR PARAEDUCATOR	18,785.89 19,758.98	DEVINO M DICKIN S	DATA MANAGER PARAEDUCATOR- SPED	47,740.50 19,080.94
ALEY C	X-COUNTRY RUNNING -CMS	2,858.00	CAMPBELL-FITZGERALD A	TEACHER SUBSTITUTE	932.08	DICKINSON M	SECRETARY SPECIAL ED BLDG	24,515.88
ALGER S	CUSTODIAN	33,619.24	CANNIZZARO V	ART TEACHER	81,124.48	DIGRANDE S	ELEMENTARY TEACHER	62,316.00
ALLAIRE J	PARAEDUCATOR- EEE (1-2)	5,246.97	CANTWELL-JONES C	GUIDANCE COUNSELOR	62,967.47	DIMASI M	FIELD HOCKEY -VARSITY	4,141.00
ALLARD P	SUPPORT STAFF SUBSTITUTE	3,354.85	CARMOLLI G	DIRECTOR OF CURRICULUM 12MOS	107,155.12	DIMBERG K	TEACHER SUBSTITUTE	90.00
ALLBEE D ALLEN D	ELEMENTARY TEACHER SOCCER -CMS GIRLS	51,355.00 1,685.00	CARNEY K CARTER J	ELEMENTARY TEACHER PARAEDUCATOR- ESL	50,117.49 23,795.14	DIMERCURIO A DODSON P	ELEMENTARY TEACHER SECRETARY BUILDING	47,904.00 22,611.39
ALLING R	TEACHER SUBSTITUTE	13,635.65	CASWELL J	BEHAVIOR INTERVENTIONIST	3,563.97	DODSON F	RECEPTIONIST	18,661.46
AMOUR S	TECHNOLOGY ASSISTANT I	46,219.67	CAYCEDO N	TEACHER SUBSTITUTE	100.00	DOLOUGHTY V	SUPPORT STAFF SUBSTITUTE	1,563.61
ANDERSON C	ELEMENTARY TEACHER	62,316.00	CHAMBERLAIN C	HEAD COOK	24,916.12	DONNELLY A	ELEMENTARY TEACHER	40,597.00
ANDERSON J	MUSIC ACCOMPIANIST	1,824.34	CHAPUT S	PARAEDUCATOR- SPED	13,148.73	DONOGHUE M	PARAEDUCATOR- SPED	17,972.35
ANTONICCI C ARTHUR T	PRINCIPAL 12 MONTHS PARAEDUCATOR- SPED	105,358.68	CHASE A CHENEY J	TEACHER SUBSTITUTE ELEMENTARY TEACHER	1,375.00 69,421.00	DORSEY A DOUGLASS C	TEACHER SUBSTITUTE TEACHER SUBSTITUTE	850.00 5,854.00
ASHLEY D	FOOD SERVICE -WORKER	4,482.06	CHEVREFILS M	SPECIAL EDUCATION TEACHER	59,048.49	DOWNING M	PARAEDUCATOR- SPED	11,845.85
ASTLEFORD E	PARAEDUCATOR- SPED	9,384.90	CHITTENDEN K	ELEMENTARY TEACHER	51,943.49	DREW B	PARAEDUCATOR- SPED	15,768.08
AXWORTHY M	SCHOOL NURSE	73,663.49	CIEPLICKI B	ATHLETIC DIRECTOR 11 MOS	66,240.50	DUCHARME C	CUSTODIAN	33,366.81
BADGER J	CUSTODIAN	35,582.73	CIOFFI T	ELEMENTARY TEACHER	62,316.00	DUCHARME E	CUSTODIAN	29,781.93
BAKER C	AUTISM INTERVENTIONIST	25,431.46	CLARK S	MUSIC TEACHER	62,223.00	DUGGAN C	AUTISM INTERVENTIONIST	23,026.13
BANNISTER D BARBER M	FOOD SERVICE -WORKER FOOD SERVICE -WORKER	20,799.72 8,316.29	CLARO S CLEARY S	SPEECH & LANGUAGE PATHOLOGIST PARAEDUCATOR	38,108.69 20,983.82	DULING A DULUDE D	PARAEDUCATOR- SPED SOCIAL STUDIES TEACHER	18,984.40 80,882.00
BARCH J	TEACHER SUBSTITUTE	1,528.28	COAXR	PARAEDUCATOR- SPED	2,267.20	DUNCAN S	EARLY EDUCATION TEACHER	40,597.00
BARCOMB D	PARAEDUCATOR- SPED	22,849.95	COBURN E	PARAEDUCATOR- SPED	22,232.91	DURKIN E	BEHAVIOR INTERVENTIONIST	23,615.48
BARNES M	ELEMENTARY TEACHER	82,209.00	COLBY I	PARAEDUCATOR- SPED	18,840.19	DUSTIRA K	PARAEDUCATOR- SPED	5,447.53
BARNETT K	ELEMENTARY TEACHER	69,624.00	COLE K	NETWORK ADMINISTRATOR	27,060.94	DYE E	HUMAN RESOURCES COORDINATOR	36,127.72
BARON H BARRINO K	SCIENCE TEACHER SPECIAL ED ALT PROGRAM TCHR	62,772.99 55,709.00	COLE W COLGROVE W	ENGLISH TEACHER FOOD SERVICE - WORKER	68,108.48 6,171.62	EASTMAN E EATON D	PHYSICAL EDUCATION TEACHER SPED DRIVER- SCHOOL DISTRICT	41,149.06 9,510.30
BARROWS L	SUPPORT STAFF SUBSTITUTE	6,485.44	COLLEY W	PARAEDUCATOR	14,052.36	ECHO H	PARAEDUCATOR- SPED	17,901.58
BARTON N	TEACHER SUBSTITUTE	1,083.09	COLLINS A	TEACHER SUBSTITUTE	2,985.54	ELDRED C	LIBRARIAN	59,008.00
BATSON A	PARAEDUCATOR- ESL	21,738.04	COLLINS L	PARAEDUCATOR	22,123.79	ELLINGSON M	BOOKKEEPER	40,514.86
BELASKI M	ELEMENTARY TEACHER	78,129.49	COLLINS S	FOOD SERVICE -WORKER	18,024.61	ELLINGSON M	ELEMENTARY TEACHER	58,368.98
BELISLE C	SUPPORT STAFF SUBSTITUTE	2,093.01	COMEAU K	FIELD HOCKEY -CMS	1,685.00	ELLIS L	BASKETBALL -VARSITY GIRLS	5,854.00
BENAY A BENAY J	TEACHER SUBSTITUTE PRINCIPAL 12 MONTHS	261.82 101,821.00	COMI K CONDRY-BOWLES C	FOOD SERVICE -WORKER 504 TEACHER	14,918.51 55,160.55	ELLWOOD G ELMER T	TEACHER SUBSTITUTE TEACHER SUBSTITUTE	110.00 910.00
BENEDICT M	PARAEDUCATOR	2,994.34	CONLIN K	NON-INSTRUCTIONAL AIDE	5,716.41	EMERY T	ASSISTANT PRINCIPAL 12 MOS	102,778.96
BENJAMIN J	FOOD SERVICE -WORKER	20,678.32	CONNOR K	PARAEDUCATOR- SPEECH	18,100.14	ENSEY S	COMMUNICATIONS SPECIALIST	63,774.01
BENOURE J	WRESTLING -VARSITY	5,854.00	COON J	ENGLISH TEACHER	76,947.00	EPSTEIN G	HEALTH EDUCATION TEACHER	69,626.98
BERGERON M	CUSTODIAN	35,241.31	COPE C	SUPPORT STAFF SUBSTITUTE	668.92	EPSTEIN K	ELEMENTARY TEACHER	83,894.00
BERRY J BISSONNETTE D	SUPPORT STAFF SUBSTITUTE ELEMENTARY TEACHER	1,992.96 82,459.00	COPEN B CORMIER J	PARAEDUCATOR- SPED AUTISM INTERVENTIONIST	10,860.50 25,549.48	ERVINE-TREINIS E FARINEAU G	PARAEDUCATOR- SPED	25,533.62 7,068.00
BJORK S	BEHAVIOR INTERVENTIONIST	24,214.47	CORRELL L	TEACHER SUBSTITUTE	3,183.66	FARLEY T	PARAEDUCATOR- ASL	11,085.38
BLAKE \$	LITERACY COORDINATOR	81,782.00	COSTANTINO-FOLEY L	SPECIAL EDUCATION TEACHER	82,209.00	FIELDEN S	ADMINISTRATIVE ASSISTANT	38,408.16
BLANCHARD J	EARLY EDUCATION TEACHER	7,181.76	COSTELLO J	SUPPORT STAFF SUBSTITUTE	1,848.54	FINELLI H	ADMINISTRATIVE ASSISTANT SPED	34,904.80
BLEAKNEY I	ELEMENTARY TEACHER	62,316.00	COUGHLIN H	PARAEDUCATOR	17,284.07	FISKE S	SOCIAL STUDIES TEACHER	76,402.00
BODREAU M BOEHMCKE A	TEACHER SUBSTITUTE SCIENCE TEACHER	1,686.39 52,795.69	COUILLARD K	SYSTEMS ADMINISTRATOR BOARD ANNUAL STIPEND	52,929.51 400.00	FITZGERALD N FITZPATRICK J	SUPPORT STAFF SUBSTITUTE TEACHER SUBSTITUTE	380.90 3,580.79
BOENDER J	TEACHER SUBSTITUTE	7.680.28	CRAIG J	PARAEDUCATOR- SPED	17,777.96	FLANAGAN J	LIBRARIAN	82,209.00
BOLDUC C	PARAEDUCATOR	21,476.46	CRITCHLOW T	BASEBALL -JUNIOR VARSITY	2,484.60	FRABONI D	SUPPORT STAFF SUBSTITUTE	14,508.64
BOMBARDIER M	FOOTBALL -ASSISTANT VARSITY	2,927.00	CRONIN A	PARAEDUCATOR- TITLE I	17,302.28	FRATINI K	TEACHER SUBSTITUTE	3,464.15
BONFIGLI K	ELEMENTARY TEACHER	69,624.00	CRUZ R	PARAEDUCATOR- SPED	17,328.81	FRAZIER C	AUTISM INTERVENTIONIST	30,567.26
BOSTROM I	PARAEDUCATOR- SPED	16,636.12	CULLEN L	PARAEDUCATOR TEACHER SUBSTITUTE	19,083.61	FREDETTE L	TEACHER SUBSTITUTE	2,269.72
BOUCHARD C BOUCHER M	PARAEDUCATOR-SPED CUSTODIAN	19,226.55 3,922.31	CULVER M CUMMINGS A	ART TEACHER	3,506.36 72,784.75	FRIEBERG T FRIEDMAN D	SCHOOL NURSE TEACHER SUBSTITUTE	69,624.00 1,123.28
BOUCHER T	TECHNOLOGY INTEGRATION SPECIAL	80,816.00	CURCIO A	TEACHER SUBSTITUTE	795.81	FULTON A	SCHOOL PSYCHOLOGIST	82,209.00
BOUTWELL C	FOOD SERVICE -WORKER	6,954.74	DANILUK M	SPECIAL EDUCATION TEACHER	68,314.98	GAGNE M	SOCIAL STUDIES TEACHER	54,993.75
BOYD S	CUSTODIAN LEAD	39,304.59	DAVIS S	FOOD SERVICE DIRECTOR 11 MOS	68,282.25	GALATI G	ELEMENTARY TEACHER	57,851.00
BOYD T	PARAEDUCATOR- MATH LAB	10,383.24	DAVIS T	ELEMENTARY TEACHER	73,460.49	GALLAS D	TEACHER SUBSTITUTE	10,506.70
BOYEA C BRADLEY D	PARAEDUCATOR- SPED	82,209.00 16,849.37	DAYVIE A	SUPPORT STAFF SUBSTITUTE PHYSICAL EDUCATION TEACHER	10,124.38 78,432.47	GALLI K GAMACHE J	PARAEDUCATOR- SPED SPECIAL EDUCATION TEACHER	17,063.94 56,836.00
BRADY E	SOCIAL STUDIES TEACHER	45,133.49	DEANE G	SOCIAL STUDIES TEACHER	59,070.22	GARRETT J	PARAEDUCATOR- SPED	16,294.73
BREAULT M	CUSTODIAN	39,824.18	DECELLE R	ADMINISTRATIVE ASST GUIDANCE	40,301.12	GARRISON A	LANGUAGE ARTS TEACHER	63,261.48
BRENIN K	PARAEDUCATOR- SPED	20,074.01	DECOFF K	ART TEACHER	55,009.00	GAUDET J	BEHAVIOR SPECIALIST	61,382.99
BRENNAN J	SPED DRIVER- SCHOOL DISTRICT	9,597.61	DELARICHELIERE A	BUSINESS EDUCATION TEACHER	70,612.00	GAY D	SPECIAL EDUCATION TEACHER	82,209.00
BRENNAN L BRIER M	MEDICAID COORDINATOR PARAEDUCATOR- SPED (3-6)	39,438.32 26,492.75	DELIBAC J DEMAGGIO C	PARAEDUCATOR- 504 BEHAVIOR INTERVENTIONIST	8,938.93 25,311.58	GELINAS G GEORGE N	FOOD SERVICE -WORKER BEHAVIOR INTERVENTIONIST	1,828.24
BRIER R	MATHEMATICS TEACHER	28,843.28	DEMULDER D	SPECIAL EDUCATION TEACHER	25,311.58 82,629.00	GEORGE N GILE M	PARAEDUCATOR-LIBRARY	25,121.06
BRIGANTE H	PARAEDUCATOR- SPED	15,216.78	DENNIS A	FOOTBALL -ASSISTANT VARSITY	2,927.00	GILLARD P	ASSISTANT PRINCIPAL 12 MOS	91,993.49
BROSIUS R	PARAEDUCATOR- SPED	17,622.08	DENNIS C	CUSTODIAN	5,881.31	GILLESPIE P	PARAEDUCATOR- SPED	13,432.32
BROWN J	ASSISTANT PRINCIPAL 12 MOS	88,355.00	DENNIS J	CUSTODIAN	30,088.25	GIORDANI M	PARAEDUCATOR BUS	3,399.74
BROWN V	EARLY EDUCATION TEACHER	59,475.00	DERRY C	ART TEACHER	74,988.50	GIROUX J	SPEECH & LANGUAGE PATHOLOGIST	63,128.00
BUCKTON L BURNS M	LIBRARIAN PARAEDUCATOR- SPED	53,182.00 16,583.82	DESAUTELS E DESAUTELS S	MUSIC TEACHER PARAEDUCATOR	59,218.85 23,915.12	GLENN C GODDARD R	MATHEMATICS TEACHER FOOD SERVICE -WORKER	62,316.00 16,420.75
BUSWELL D	ELEMENTARY TEACHER	70,436.00	DESCHAMPS D	NURSE SUPERVISOR	81,289.39	GOETZ C	PHYSICAL EDUCATION TEACHER	61,969.60
BUTLER J	PARAEDUCATOR- SPED	5,267.49	DESJARDIN J	BASKETBALL - J. V. GIRLS	3,512.40	GOLDBERG J	TEACHER SUBSTITUTE	165.00

Control Cont			SCHOOL NURSE	84,109.49	KEYSER P	PARAEDUCATOR- SPEECH	12,472.25	MCHUGH E	PARAEDUCATOR- SPED	6,470.81
Perform			TEACHER SUBSTITUTE	1,176.10	KICHURA E	PARAEDUCATOR- SPED	1 200 00	MCINTYRE E	PARAEDUCATOR- SPED	18,086.04
COMPONE M. P. COMPONE M. P. COMPONE M. COMPONE										
Control Cont										
	GO	UDREAU R		18,400.00	KLUIS BRIGGS E	FOOD SERVICE -WORKER	14,287.15	MEADOWS T	PARAEDUCATOR- SPED	10,203.39
Month	GO	OVE M	PARAEDUCATOR- SPED	11,389.51	KNAPP S	SUPPORT STAFF SUBSTITUTE	2,120.09	MEROLA L	SUPPORT STAFF SUBSTITUTE	941.80
CAMERIES PASCESS CAMERIES MOSCONERY CAMERIES ARROYS CAMERIES ARROYS CAMERIES ARROYS CAMERIES ARROYS CAMERIES ARROYS CAMERIES ARROYS CAMERIES CAMERIE	GR.	AHAM L	TEACHER SUBSTITUTE	1,900.00	KNEELAND V	ELEMENTARY TEACHER	75,287.49	MEROLA S	TEACHER SUBSTITUTE	15,528.61
CAMESTREE PARTICULATION SPORT 1,840.00 CARRESTREE			TEACHER SUBSTITUTE							
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MADIENE PROPERTY SERVICE 19,882 MORTE 19,882										
MAIL MARCHE MAR										
MARTINATION PROPERTY ALMONISTIC PARTINATION PARTINATION PROPERTY SECURITY SECU			GUIDANCE COUNSELOR		LABONTE L					19,634.12
MANIGHED MARTICONO PICT 19.57	HAI	MILTON R	SECRETARY SPECIAL ED BLDG	36,948.00	LABOUNTY M	PARAEDUCATOR- SPED	20,013.87	MOCK N	PARAEDUCATOR- SPED	19,698.18
MANUSON MANU	HAI	MLIN D	SPEECH & LANGUAGE PATHOLOGIST	82,209.00	LABRIE M	PARAEDUCATOR- SPED	19,392.80	MOFFETT A	SPECIAL EDUCATION TEACHER	80,300.00
MANDELIN MARCHEL CALLON SPED 19,756 MARCHER MA	HAI	MMOND D	PARAEDUCATOR- SPED	17,761.59	LAFOUNTAIN R	MAINTENANCE WORKER	41,456.25	MOORE C	PARAEDUCATOR- SPED	20,574.44
MASSINIARY MAS	HAI	MMOND J	SOCIAL STUDIES TEACHER	57,198.32	LAMOTHE K	FINANCIAL MANAGER	83,051.11	MOORE E	PARAEDUCATOR HEAD START	10,646.08
MARSHON MARSHOL MARSHON MARS	HAI	MMOND P		19,357.63	LAMOTHE N		19,878.92	MOORE S	TEACHER SUBSTITUTE	6,344.47
MARTINE										
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PAPENTIA SUPPORTEATE SUBSTITUE	HEL	.ME J			LAPAN T	CUSTODIAN	33,404.98	MULCAHY D	ELEMENTARY TEACHER	56,836.00
Pubbe Pubb	HEN	NRY L	PARAEDUCATOR-TITLE I	4,418.87	LAPLANT J	BEHAVIOR INTERVENTIONIST	15,884.48	MUNCY T	TEACHER SUBSTITUTE	1,450.00
PARE TRACHE SUSTITUE 19.50 SASAT PAREDICATOR SPED 26.177.8 MILT M. MILDE ENCAIGNER M. 50.000 PAREDICATOR SPED 26.177.8 MIRT M. SECTION DESCRIPTION OF SPECIAL MANUAL PERMANDIAL PROPERTY PAREDICATOR SPED 26.177.8 MIRT M. SECTION PROPERTY PAREDICATOR SPECIAL MANUAL PERMANDIAL PROPERTY PAREDICATOR SPECIAL MANUAL PROPERTY PAREDICATOR SPECIAL PAREDICATOR SPE	HEV	WITT J	SUPPORT STAFF SUBSTITUTE	144.31	LAPOINTE K	TEACHER SUBSTITUTE	18,232.42	MURRAY G	HOCKEY -VARSITY BOYS	5,854.00
PAMES TACHER SURSTRUTE	HILL	LIS J	SPEECH & LANGUAGE PATHOLOGIST	82,296.50	LAROSE N	ELEMENTARY TEACHER	52,528.00	MURRAY J	PARAEDUCATOR- SPED	21,643.22
COCAMI N. SPECTA LANGLAGE PARABOLOGIST 24.94 LINEMA ELNEMIAY TRACHER 4.8700 NELSON PARABOLOGIST PARABE DOCINE PARABOLOGIST 4.77835										
HOLMES SPECH & LANGIAGE PATISLOGIST 2,499.4 LAIRCELLA NO-INSTRUCTIONAL AIRCELENC 15,173.8 REWTON N. ACCOUNTS NYABILE ROCKETERY 4,974.5 HOLMES REWINTRY TEACHER 62,791.0 LAWGHE LAQUERREM REALTH EDUCATION TEACHER 23,316.0 NOBIEL SPECIAL EDUCATION TEACHER 63,816.0 HOUSIGN J TRACHES USSTITUTE 2,300.0 LEHOULIER PAREDUCATOR FEED 2,239.23 NOSSTROM TECHNOLOGY EDUCATION TEACHER 62,970.0 HOWARD D ELEMPHARY TEACHER 62,970.0 LEHOULIER HOCKEY ASTLY ANSITY CRIS 5,854.0 HOWARD D ELEMPHARY TEACHER 51,965.0 LEHOULIER HOCKEY ASTLY ANSITY CRIS 5,854.0 HUGHES J PARABDUCATOR FEED 4,970.0 LEHOULIER HOCKEY ASTLY ANSITY CRIS 5,854.0 HUGHES J PARABDUCATOR FEED 4,970.0 LEHOULIER HOCKEY ASTLY ANSITY CRIS 5,854.0 HUGHES J REMEMBARY TEACHER 51,865.8 LEHOUX HOCKEY ASTLY ANSITY CRIS 5,854.0 HUGHES J REMEMBARY TEACHER 51,865.8 LEHOUX HOCKEY ASTLY ANSITY CRIS 5,845.2 HURTI B LEMPHARY TEACHER 51,865.8 LEHOUX HOUSE HOCKEY ASTLY ANSITY CRIS 5,845.2 HURTI B LEMPHARY TEACHER 51,865.8 LEHOUX HUGHES HOCKEY ASTLY ANSITY CRIS 5,845.2 HURTI B LEMPHARY TEACHER 51,865.8 LEHOUX HURTING AND										
HOLOPER'S ELEMPHAYP TEACHER 6278/00 LAURNI M. PARAEDUCATOR-REF 21,316.44 INCIDENT SPECIAL EDUCATION TEACHER 80,2588.25 HOLOSE PARAEDUCATOR-SPED 13,000.01 LEMOULER PARAEDUCATOR-SPED 22,252.23 NORSTROM TECHNOLOGY EDUCATION TEACHER 80,2588.25 HOUSTON J TRACHER SUSSTRUICE 33,000.01 LEMOULER PARAEDUCATOR-SPED 22,252.23 NORSTROM TECHNOLOGY EDUCATION TEACHER 80,2570.01 HOUSTON J TRACHER SUSSTRUICE 33,000.01 LEMOULER PARAEDUCATOR-SPED 22,252.23 NORSTROM TECHNOLOGY EDUCATION TEACHER 80,2570.01 HOUSTON J TRACHER SUSSTRUICE 34,000.01 LEMOULER PARAEDUCATOR-SPED 22,252.23 NORSTROM TECHNOLOGY EDUCATION TEACHER 80,2570.01 HUSTON J PARAEDUCATOR-SPED 24,407.01 LEMOSTROW TEACHER 56,470.00 SBRIEN K HUGHES I ELEMPHAYR TEACHER 83,951.08 LEWIS K PARAEDUCATOR-SPED 56,470.00 HUSTON TEACHER SUSSTRUICE 25,000.00 LEWIS K PARAEDUCATOR-SPED 30,000.00 HUSTON CONTROL TEACHER 83,951.08 LEWIS K PARAEDUCATOR-SPED 30,000.00 HUSTON CONTROL TEACHER 33,000.00 LEWIS K PARAEDUCATOR-SPED 33,000.00 HUSTON CONTROL TEACHER 33,000.00 LEWIS K PARAEDUCATOR-SPED 33,000.00 HUSTON CONTROL TEACHER 33,000.00 LEWIS K PARAEDUCATOR-SPED 30,000.00 HUSTON CONTROL TEACHER 33,000.00 LEWIS K PARAEDUCATOR-SPED 30,000.00 HUSTON CONTROL TEACHER 33,000.00 LEWIS K PARAEDUCATOR-SPED 30,000.00 HUSTON CONTROL TEACHER 33,000.00 LEWIS K PARAEDUCATOR-SPED 20,000.00 HUSTON CONTROL TEACHER 33,000.00 LEWIS K PARAEDUCATOR-SPED 20,000.00 HUSTON CONTROL TEACHER 30,000.00 HUSTON CONTROL TEACH										
HOURIS REMETIANY TRACHER 82,700 LANGMELAQUERE M MEATHERUCATION TEACHER 63,316.00 MORIE L SPECIAL EDUCATION TEACHER 80,089.00 HOURIS N TEACHER SUBSTITUTE 3,300.00 LEHOULER PARABEDUCATION TEACHER 56,407.40 MINN P ELEMENTARY TEACHER 70,703.30 MINN										
MOUSTON TECHER MISSTRIFE 19,041										
HOUNARD TEACHER QUESTILITE 3,200,00 LEHOUILLER FAMYEDUCATION TEACHER 54,409,40 NIN P ELEMENTARY TEACHER 7,7103.25 HUCHES I PARADUCATOR SPED 24,497,50 LEHOVILLER HOCKEY ASST, VARSTY QRIS 5,885,00 ORBIN TEACHER SUBSTITUTE 5,864,37 HUCHES I PARADUCATOR SPED 24,497,50 LEHOVILLER HOCKEY ASST, VARSTY QRIS 5,885,00 ORBIN HOCKEY ASST, VARSTY GOTS 2,811,30 HUCHES I ELEMENTARY TEACHER 51,485,88 LEHOXK BICLISH TEACHER 6,477,00 ORBIN HOCKEY ASST, VARSTY GOTS 2,811,30 HURT B LEMENTARY TEACHER 71,538,50 LILLEY SPECIAL BULCATION TEACHER 79,19,49 OWERAR SPECIAL BULCATION TEACHER 7,103,49 LILLEY SPECIAL BULCATION TEACHER 7,103,49 OWERAR SPECIAL BULCATION TEACHER 7,103,40 OWERAR SPECIAL BULCATION TEACHER SPECIAL BULCATION TEACHER SPECIA										
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HUGHEST ELEMENTARY TEACHER 51.485.68 LEHOX K ENGLISH TEACHER 45.477.00 O'HABA R TEACHER SUBSTITUTE 23.944.39 HUNT B PHYSICAL EDUCATION TEACHER 83.91.98 LEWIS R TEACHER SUBSTITUTE 270.00 O'LOUGHIN C SCIENCE TEACHER 62.162.24 HUNT B PHYSICAL EDUCATION TEACHER 71.583.60 UEFY J SPECIAL EDUCATION TEACHER 63.30 HUSTSSON C SUPPORT STAFF SUBSTITUTE 74.88 LOSEAU J FERNCH TEACHER 33.41.14 O'NEL M FERNCH TEACHER 25.550.00 JANKOWSKI S PARAEDUCATOR SPED 5.319.20 LONGCHAMP H ELEMENTARY TEACHER 61.890.40 O'RELLY K ADMINISTRATIVE ASSISTANT 12.034.72 JAPHET N FOOD SERVICE -WORKER 18.70.48 LUCAS G PARAEDUCATOR SPED O'CIVIES TEACHER SUBSTITUTE 1.874.85 JAQUES D PARAEDUCATOR - SPED T.441.74 LUCIER R PARAEDUCATOR - SPED SUPPORT STAFF SUBSTITUTE A.741.74 LUCIER R JAPHET N FOOD SERVICE -WORKER 18.70.48 LUCAS G PARAEDUCATOR - SPED O'CIVIES TEACHER SUBSTITUTE 1.874.85 JAPONINSKI M BEHAVIOR STEED T.441.74 LUCIER R PARAEDUCATOR - SPED O'CIVIES TEACHER SUBSTITUTE 6.383.20 JOHNSON R BEHAVIOR STEED T.441.74 LUCIER R PARAEDUCATOR - SPED O'CIVIES TEACHER SUBSTITUTE 6.383.20 JOHNSON R BEHAVIOR STEED T.471.92 LUTA O SPECIAL EDUCATION DESCRICE SEED 0.150.00 J BEHAVIOR NITERVENTIONST 31.466.34 JOHNSON R MANTENANCE FOREMAN 43.796.35 LYNCH SPED DRIVER SCHOOL DISTRICT 23.772.44 O'SE K FOOTBALL JULISOR VARSITY 7.653.40 JOHNSON R MANTENANCE FOREMAN 43.796.35 LYNCH SPED DRIVER SCHOOL DISTRICT 23.772.44 O'SE K FOOTBALL JULISOR VARSITY 7.653.40 JOHNSON R MANTENANCE FOREMAN 43.796.35 LANCAEDLE S BIGISTITE CHER 43.010.40 JULICATI C TEACHER SUBSTITUTE 2.355.44 MACERI P FOOD SERVICE WORKER 15.316.44 PALAEDUCATOR SPED 17.775.40 JULICATI C TEACHER SUBSTITUTE 2.355.44 MACERI P FOOD SERVICE WORKER 15.316.44 PALAEDUCATOR SPED 17.775.40 JULINA S S PARAEDUCATOR SPED 20.112.00 MARINEN J SUPPORT STAFF SUBSTITUTE 47.04.00 PA										
HUNT B	HUG	GHES J	PARAEDUCATOR- SPED	24,497.60	LENOROVITZ K	SCIENCE TEACHER	51,882.00	O'BRIEN M	HOCKEY -ASST. VARSITY BOYS	2,811.50
PHYSICAL EDUCATION TEACHER	HUG	GHES T	ELEMENTARY TEACHER	51,485.68	LENOX K	ENGLISH TEACHER	65,477.00	O'HARA R	TEACHER SUBSTITUTE	23,964.39
HUBRISSON C SUPPORT STAFF SUBSTITUTE 7,6 1,8 LOBEAU J FRENCH TEACHER 33,411,67 ONBIL M FRENCH TEACHER 26,550,60 IABA B FOOD SERVICE WORKER 13,679,67 LONG CHAMP H ELEMENTARY TEACHER 61,870,47 ONBIL M IABANCOWINS PEP S.319,20 LONG-CHAMP H ELEMENTARY TEACHER 61,870,47 ONBIL M IABANCOWINS PRABEDUCATOR SPED 17,411,74 LUCIER R PARAEDUCATOR 504 18,714,00 OGILVE S TEACHER SUBSTITUTE 1,874,88 JAQUES D PARAEDUCATOR SPED 17,411,74 LUCIER R PARAEDUCATOR 504 18,714,00 OGILVE S TEACHER SUBSTITUTE 1,874,88 JAQUES D PARAEDUCATOR SPED 17,411,74 LUCIER R PARAEDUCATOR 504 18,714,00 OGILVE S TEACHER SUBSTITUTE 63,83,24 JOHNSON R SUPPORT STAFF SUBSTITUTE 4,713,72 LVIVANA D PARAEDUCATOR ETCH 110,600,00 OLSON M TEACHER SUBSTITUTE 63,83,24 JOHNSON R SUPPORT STAFF SUBSTITUTE 4,713,72 LVIVANA D PARAEDUCATOR ETCH 110,600,00 OLSON M TEACHER SUBSTITUTE 63,83,24 JOHNSON M AMINIENANCE FORDAM 63,794,35 NINCH J SPED DISTRYS CHOOLD ISTRICT 3,837,13 OPPERMAN M PARAEDUCATOR SPED 61,145,40 JOHNSON M NON-INSTRUCTIONNA JAIDE 64,149 MACCIBER MET CLICKOSSE JUNG VARSITY 1,740 PALAZA L PARAEDUCATOR SPED 17,779,50 JUCIER C TEACHER SUBSTITUTE 5,275,48 MACCIBER MET POOD SERVICE WORKER 15,318,44 PARAEDUCATOR SPED 20,604,91 JUCIER C TEACHER SUBSTITUTE 5,276,78 MACCIBER A PARAEDUCATOR SPECH 17,530,55 PALMER L FEACHER SUBSTITUTE 2,205,44 MACCIBER M POOD SERVICE WORKER 15,318,44 PARAEDUCATOR SPED 20,604,91 JUCIER C TEACHER SUBSTITUTE 1,000 MARCOTTE D POOD SERVICE WORKER 15,318,44 PARAEDUCATOR SPED 20,604,91 JUCIER C TEACHER SUBSTITUTE 1,000 MARCOTTE D POOD SERVICE WORKER 19,703,34 PARAEDUCATOR SPED 20,604,91 JUCIER C TEACHER SUBSTITUTE 1,000 MARCOTTE D POOD SERVICE WORKER 19,703,34 PARAEDUCATOR SPED 20,604,91 JUCIER C TEACHER SUBSTITUTE 1,000 MARCOTTE D POOD SERVICE	1UH	NT B	ELEMENTARY TEACHER	83,951.98	LEWIS R	TEACHER SUBSTITUTE	270.00	O'LOUGHLIN C	SCIENCE TEACHER	62,162.24
MAIA B	1UH	NT B	PHYSICAL EDUCATION TEACHER	71,538.50	LILLEY J	SPECIAL EDUCATION TEACHER	79,150.49	O'MEARA E	SPECIAL EDUCATION TEACHER	61,301.00
JANKOWSKI S PARAEDUCATOR SPED 5,319.20 LONGCHAMP H ELEMENTARY TEACHER 61,890.49 O'REILLY K ADMINISTRATIVE ASSISTANT 12,034.72 JAPHET N FOOD SERVICE -WORKER 18,701.68 LUCA G PARAEDUCATOR-504 18,714.60 O'ROILVES TEACHER SUBSTITUTE 1,874.88 JAROUNISSI M BEHAVIOR NIEREVENTIONIST 21,713.45 LUTZ SPECIAL EDUCATION SPECED 29,972.28 OLSON J BEHAVIOR INTERVENTIONIST 31,465.34 JARONINSSI M BEHAVIOR NIEREVENTIONIST 21,713.45 LUTZ SPECIAL EDUCATION DIRECTOR 12M 110,600.00 OLSON M TEACHER SUBSTITUTE 638.32 JOHNSON R BANDING NIEREVENTIONIST 21,713.45 LUTZ SPECIAL EDUCATION DIRECTOR 12M 110,600.00 OLSON M TEACHER SUBSTITUTE 638.32 JOHNSON R MAINTENANCE FOREMAN 63,796.35 LYNCH J SPECI DRIVER -SCHOOL DISTRICT 23,772.44 OSE K FOOTBALL -JUNIOR VARBITY 7,653.40 JOHNSON R MAINTENANCE FOREMAN 63,796.35 LYNCH J SPECI DRIVER -SCHOOL DISTRICT 23,772.44 OSE K FOOTBALL -JUNIOR VARBITY 7,653.40 JOHNSON R MAINTENANCE FOREMAN 63,796.35 MACARDLE S ENGUISH TEACHER RUBSTITUTE 2,355.44 MACERI P FOOD SERVICE -WORKER 1,780.54 PALAEL L PARAEDUCATOR -SPEC 17,777.50 JUCKET C TEACHER SUBSTITUTE 2,355.44 MACERI P FOOD SERVICE -WORKER 1,530.55 PALMER L PARAEDUCATOR -SPEC 20,604.91 JUCGEA SPECIAL EDUCATION TEACHER 31,774.79 MAHEUS J BASCEBALL-VARSITY BOYS 5,954.00 PAONEL SECRETARY BUILDING 3,634.64 JURINAK H SPECIAL EDUCATION TEACHER 44,988.86 MALTBY J SUPPORT STAF SUBSTITUTE 270.00 PARAEDUCATOR -SPEC 20,112.00 MARINELI J TEACHER SUBSTITUTE 270.00 PARAEDUCATOR -SPEC 20,112.00 MARINELI J TEACHER SUBSTITUTE 270.00 MARINELI J TEACHER SUBSTITUTE 200.00 MARINELI J	HUS	skisson c	SUPPORT STAFF SUBSTITUTE	76.18	LOISEAU J	FRENCH TEACHER	33,611.69	O'NEIL M	FRENCH TEACHER	26,550.60
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JURNAK S TEACHER SUBSTITUTE 110.00 MARCOTTE D FOOD SERVICE -WORKER 19,705.38 PARADEE A TEACHER SUBSTITUTE 8,472.20 KABUSK S PARAEDUCATOR-SPED 20,112.00 MARINELLI J TEACHER SUBSTITUTE 270.61 PARISEAU A ADMINISTRATIVE ASSISTANT 29,234.18 KADISH K TEACHER SUBSTITUTE 220.00 MARSHALL C ELEMENTARY TEACHER 69,421.00 PASTORE J GUIDANCE COUNSELOR 72,159,90 KADISH M TEACHER SUBSTITUTE 1,806.93 MARSHALL J PRINCIPAL 12 MONTHS 109,652.74 PAUL J SOCCER -VARSITY GIRLS 4,141.00 KALAMASZ D SPECH & LANGUAGE PATHOLOGIST 71,906.49 MARSHALL J PRINCIPAL 12 MONTHS 109,652.74 PAUL J SOCCER -VARSITY GIRLS 4,141.00 KALAMASZ D SPECH & LANGUAGE PATHOLOGIST 71,906.49 MARTIN M PARAEDUCATOR-SPED 19,367.31 PAWLUSIAK K GUIDANCE COUNSELOR 58,725.48 KAJUSZ J TEACHER SUBSTITUTE 500.00 MARTIN P MATHEMATICS TEACHER 78,283.00 PECOR P PHYSICAL EDUCATION TEACHER 66,270.00 KAPUSTA L AUTISM INTERVENTIONIST 22,915.99 MASSIE B SUPPORT STAFF SUBSTITUTE 3,086.69 PECOR R BOARD ANNUAL STIPEND 800.00 KEENAN P NETWORK ADMINISTRATOR 32,413.79 MAYO K HEAD COOK 24,796.96 PELKEY H TEACHER SUBSTITUTE 315.00 KELLAR L TITLE I TEACHER 61,542.55 MAZZA L TITLE I TEACHER 54,887.20 PELLETIER F CUSTODIAN LEAD 44,428.06 KELLY H BEHAVIOR SPECIALIST 54,659.46 MCCANNELL D HUMANITIES TEACHER 68,135.50 PELLETIER K CUSTODIAN 28,493.65 KELLY H ELEMENTARY TEACHER 57,648.00 MCCLEARY C GUIDANCE COUNSELOR 80,882.00 PELTER E MUSIC TEACHER 48,892.94 KELLY K SCHOOL NURSE 57,648.00 MCCLEARY C GUIDANCE COUNSELOR 80,882.00 PELTIER E MUSIC TEACHER 48,892.94 KELLY K SCHOOL NURSE 77,040.00 MCCLINTOCK W MATHEMATICS TEACHER 76,950.00 PERKINS J PARAEDUCATOR-SPECH 18,205.44 KELNER M SPEECH & LANGUAGE PATHOLOGIST 39,287.24 MCCUIN C AUTISM INTERVENTIONIST 28,825.37 PERROTTE K TEACHER SUBSTITUTE 27,480.61 KENNETT K PARAEDUCATOR-SPED 20,574.81 MCGURRY S SUPPORT STAFF SUBSTITUTE 770.59 PETERSON M TEACHER SUBSTITUTE 56,00.00 KENNETT K PARAEDUCATOR-SPED 20,574.81 MCGURRY S SUPPORT STAFF SUBSTITUTE 770.59 PETERSON M TEACHER SUBSTITUTE 56,00.00 MCGURRY S SUPPORT STAFF SUBSTITUTE 770.59 PETERSON M TEACHER SU	JUE	OGE A	SPANISH TEACHER	31,774.79	MAHEUX J	BASKETBALL -VARSITY BOYS	5,954.00	PAONE L	SECRETARY BUILDING	36,387.66
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PHELAN J STAFF ACCOUNTANT - PAYROLL 44,601.23 SCHROEDER D ELEMENTARY TEACHER 73,575.00 VIGNEAULT K PARAEDUCATOR-SPED 16,771.36			SCIENCE TEACHER		MCCUIN G	CUSTODIAN LEAD	32,921.28		PHYSICAL EDUCATION TEACHER	75,546.00
PHILLIPS C CUSIODIAN 20,780,92 SCHULTZ K SUPPORT STAFF SUBSTITUTE 36.30 VILMONT M SPECIAL EDUCATION TEACHER 75,577.97										
	PHII	LLIPS C	CUSIODIAN	20,780.92	SCHULIZ K	SUPPORT STAFF SUBSTITUTE	36.30	VILMONT M	SPECIAL EDUCATION TEACHER	/5,577.97

PHILLIPS P	SCIENCE TEACHER	87,297.14	SCOTT T	SPECIAL EDUCATION TEACHER	51,355.00
PHILLIPS S	ADMINISTRATIVE ASSISTANT	37,933.31	SEAMAN K	PARAEDUCATOR- EEE (1-2)	11,227.02
PHIPPEN W	SUPPORT STAFF SUBSTITUTE	263.09	SEBO S	TECHNOLOGY ASSISTANT I	48,595.25
PLACE L	PARAEDUCATOR- SPED	21,103.43	SEE R	SPECIAL EDUCATION TEACHER	52,370.00
PLANTE M	SOCCER -ASST VARSITY GIRLS	2,070.50	SHAGAM I	PARAEDUCATOR- SPED SPECIAL EDUCATION TEACHER	23,330.88
PLOOF B PLOOF H	HEAD COOK INTENS NEED INTERVENTIONIST	23,852.00 21,739.51	SHARKEY D SHARKEY T	MATHEMATICS TEACHER	61,621.58 60,355.48
PLUNKETT K	ELEMENTARY TEACHER	82,209.00	SHEA J	DIRECTOR OF STDT SPT SVCS	89,395.00
POOR M	CLINICAL COORDINATOR	28,810.00	SHEARMAN K	SUMMER PROGRAM SPED	2,951.44
PORTER T	SUPPORT STAFF SUBSTITUTE	10,357.71	SHEETS C	SOFTBALL -CMS	1,620.00
POWSNER T	TEACHER SUBSTITUTE	5,610.00	SHEPARD C	BOARD ANNUAL STIPEND	1,200.00
PRATT D	FOOD SERVICE -WORKER	17,545.33	SHEPARD S	PARAEDUCATOR- SPED	16,285.84
PRATT T PRICE J	SOCCER -ASST VARSITY BOYS SOCIAL STUDIES TEACHER	2,070.50 62,376.00	SHEPHERD D SHEPPARD H	ELEMENTARY TEACHER PARAEDUCATOR- SPED	69,712.49 15,379.04
PRITCHARD K	TEACHER SUBSTITUTE	12,602.92	SIKORSKI K	PARAEDUCATOR- SPED	15,379.04
PUTTLITZ J	WELLNESS COORDINATOR	16,511.27	SILVERBERG J	ELEMENTARY TEACHER	82,209.00
QUINTIN R	HEAD COOK	28,875.22	SIMMONS R	MATHEMATICS TEACHER	70,436.00
RACICOT J	SECRETARY BUILDING	37,121.36	SISSON K	SUPPORT STAFF SUBSTITUTE	4,562.04
RANDALL J	ELEMENTARY TEACHER	50,543.00	SLUSSER G	TEACHER SUBSTITUTE	296.18
RANSOM M	PARAEDUCATOR- SPED	17,500.39	SMITH B	PARAEDUCATOR	12,976.51
RATTA-ROBERTS RAYNER-CYR A	PARAEDUCATOR- SPED ELEMENTARY TEACHER	1,134.77 74,090.00	SMITH C SMITH K	SCIENCE TEACHER PARAEDUCATOR- SPED	89,807.47
REAL J	CUSTODIAN	27,750.58	SMITH M	PHYSICAL THERAPIST	17,339.85 43,179.66
REAL S	MAINTENANCE WORKER	44,076.42	SMITH N	EARLY INTERVENTIONIST	61,760.18
REED K	INTENS NEED INTERVENTIONIST	28,900.61	SNELLING D	PARAEDUCATOR- SPED	19,454.23
REICHARD C	MUSIC ACCOMPIANIST	1,685.00	SOLTAU J	MATHEMATICS TEACHER	58,011.90
REILLY M	SCIENCE TEACHER	63,988.00	SOMMARIVA L	MATHEMATICS TEACHER	54,650.50
REITH P	ADMINISTRATIVE ASSISTANT	45,239.98	SORENSON E	ELEMENTARY TEACHER	64,529.49
RENADETTE H	SECRETARY ATTENDANCE	32,707.47	SPATES L SPEAR K	PARAEDUCATOR- SPED	16,126.70
RENNER N REVILLA C	ELEMENTARY TEACHER GUIDANCE COUNSELOR	67,979.49 82,209.00	SPEAR K ST GERMAIN L	PARAEDUCATOR- SPED CUSTODIAN	21,488.38 31,273.97
REYNOLDS C	NORDIC SKIING - CMS	1,429.00	ST. GELAIS S	TRACK & FIELD ASST, VARSITY	1,668.50
REYNOLDS T	PARAEDUCATOR-TITLE I	26,382.07	ST. PETER R	TEACHER SUBSTITUTE	3,010.84
RICH G	PARAEDUCATOR- SPED	17,909.13	STAPLETON E	PARAEDUCATOR- SPED	4,064.05
RICHEY J	SCIENCE TEACHER	74,214.00	STENROOS E	ALTERNATIVE EDU TEACHER	68,234.00
RIDOLFO D	TEACHER SUBSTITUTE	1,128.43	STETZ C	TEACHER SUBSTITUTE	2,800.00
RILEY N	TEACHER SUBSTITUTE	8,748.74	SUDOL M	TEACHER SUBSTITUTE	2,226.36
RITTER R	TEACHER SUBSTITUTE	23,788.09	SUMNER L	HEAD COOK	31,854.16
ROACH J	BASKETBALL - J. V. BOYS	3,512.40	SWEENEY M	ALTERNATIVE EDU TEACHER	55,403.25
ROBBIE D	TEACHER SUBSTITUTE	3,290.00	SWEET M	TEACHER SUBSTITUTE	3,355.00
ROBERGE J ROBINSON C	LANGUAGE ARTS TEACHER SPANISH TEACHER	80,900.97 52,627.71	SYLVIA L TANDY B	DANCE TEAM CHS MAINTENANCE WORKER	3,357.00 34,214.96
RODOLFY D	TEACHER SUBSTITUTE	365.00	TANDY T	TECHNOLOGY ASSISTANT I	49,702.53
	PARAEDUCATOR- SPED	17,467.25	TANGUAY J	SPED ALT PROGRAM TCHR	85,584.38
ROGERS M	ELEMENTARY TEACHER	85,222.32	TAYLOR J	ELEMENTARY TEACHER	51,355.00
ROGERS M	BOARD ANNUAL STIPEND	1,200.00	TERRIEN M	ELEMENTARY TEACHER	55,259.00
ROGERS W	PARAEDUCATOR-TITLE I	18,386.59	THAYER N	TEACHER SUBSTITUTE	315.00
ROLSTON K	SUPPORT STAFF SUBSTITUTE	7,833.26	THIBAULT S	ELEMENTARY TEACHER	69,624.00
ROMANO L	SPECIAL EDUCATION TEACHER	46,528.00	THIBAULT S	FOOD SERVICE -WORKER	46.16
ROMARY M	FRENCH TEACHER	58,052.32	THIME J	ENGLISH TEACHER	48,974.00
ROSATO S	ELL TEACHER	71,671.00	THOMPSON D	AUTISM INTERVENTIONIST	1,277.56
ROSE L	PARAEDUCATOR- SPED	21,711.74	THOMPSON J	PARAEDUCATOR- SPED	17,644.33
ROSENTHAL M	PARAEDUCATOR- SPED	19,414.04	TIERNAN FISHER M	SPANISH TEACHER	30,740.32
ROTH K	HUMAN RESOURC GENERALIST	47,907.41	TILLEY M	CUSTODIAN	25,636.72
ROUTSONG L ROWSE C	GUIDANCE COUNSELOR MAINTENANCE WORKER	80,382.00 36,895.65	TOSCH A TOUNTAS L	LANGUAGE ARTS TEACHER TEACHER SUBSTITUTE	75,094.74 90.00
ROZZI J	GOLF	2,700.00	TOWLEM	MUSIC TEACHER	54,057.14
RUCKI S	AUTISM INTERVENTIONIST	26,051.50	TOZZI B	MUSIC TEACHER	77,616.00
RUPERT M	SPEECH & LANGUAGE PATH	22,003.60	TRAINQUE M	CUSTODIAN LEAD	34,615.35
RUTHERFORD S	TEACHER SUBSTITUTE	600.00	TRAQUAIR R	PHYSICAL EDU TEACHER	82,209.00
RUTZ J	MATHEMATICS TEACHER	87,457.98	TREMBLAY M	TEACHER SUBSTITUTE	787.50
SAHAGIAN S	BEHAVIOR INTERVENTIONIST	21,273.58	TRIEB C	SUPPORT STAFF SUBSTITUTE	539.03
SAMLER M	PHYSICAL EDUCATION TEACHER	76,622.47	TRIEB G	BUSINESS MANAGER	109,684.49
SANFORD E	SUPPORT STAFF SUBSTITUTE	274.59	TROIA M	ADMINISTRATIVE ASSISTANT	38,361.63
SARRAZIN F	TEACHER SUBSTITUTE	2,600.00	TROMBLEY D	ELEMENTARY TEACHER	58,061.00
SATO E	ELEMENTARY TEACHER	55,009.00	TRUDEAU M	SUPPORT STAFF SUBSTITUTE	8,094.89
SAWYER T	PARAEDUCATOR- SPED	1,839.48	TURNER K	SPANISH TEACHER	63,854.76
SCANLON C	TEACHER SUBSTITUTE	126.64	UPCHURCH J	SOCIAL STUDIES TEACHER	56,836.00
SCHENCK R	EMPLOYMENT SPECIALIST	82,209.00	UZZELL W	SUPPORT STAFF SUBSTITUTE	1,717.29
SCHEUCH D	SCIENCE TEACHER	57,114.49	VAN KLEECK C	SOCIAL STUDIES TEACHER	28,580.40
SCHICK L	PARAEDUCATOR	17,005.85	VAN TINE E	TEACHER SUBSTITUTE	2,070.76
SCHILLER P	BUSINESS EDUCATION TEACHER	57,680.80	VERGE C	PARAEDUCATOR- SPED	16,638.12
SCHMIDT E	SPECIAL EDUCATION TEACHER	64,616.99	VIAU A	SUPPORT STAFF SUBSTITUTE	4,922.13
SCHNEIDMULLER	SUPPORT STAFF SUBSTITUTE	833.33	VIGNEAU T	TECHNOLOGY ASSISTANT I	29,844.79
*Includes all wages	paid to employees, not just those fr	om their primar	y job.		

VON LEHMEN-MAH SUPPORT STAFF SUB 8,593.80 608.37 WAITE K TEACHER SUBSTITUTE WALTON T PARAEDUCATOR- EEE 22,040.45 WARD C OFFICE COORDINATOR 58,030.75 WARD J 3,991.47 TEACHER SUBSTITUTE WARD P ADMIN ASST GUIDANCE 46,164.94 WARD T TEACHER SUBSTITUTE 1,133.51 WARREN T ELEMENTARY TEACHER 42,424.00 WARREN W SCIENCE TEACHER 83,601.48 WATERMAN M PARAFDUCATOR- SPED 11.247.94 WATERS L SUPERINTENDENT 140,566.50 WEBB G PARAEDUCATOR- SPED 9,287.49 WEST J PARAEDUCATOR- SPED 21,897.83 WHALEN L SUPPORT STAFF SUBSTITUTE 2,334.05 WHEATLEY M PARAEDUCATOR- SPED 22,995.27 WHITE J BOARD ANNUAL STIPEND 1,200.00 WHITNEY L MATHEMATICS TEACHER 79,570.00 WIEBE K HOCKEY -ASST. VARSITY GIRLS 2,927.00 WILKINSON J SPEECH & LANGUAGE PATH 80,382.00 WILLIAMS H LACROSSE- JUNIOR VARSITY 1,620.00 WILLIS S PARAEDUCATOR- SPED 8,176.10 21,969.47 WILLWERTH P BEHAVIOR INTERVENTIONIST WINTERS D PARAEDUCATOR- SPED 10,779.06 WISE C PARAEDUCATOR- SPED 18,360.68 WOOD R 55,428.25 SOCIAL STUDIES TEACHER WRIGHT J PARAEDUCATOR- SPED 18,771.79 WYCKOFF D TEACHER SUBSTITUTE 470.90 YAGODA D ASSISTANT PRINCIPAL 10 MOS 74,713.00 YATES A TEACHER SUBSTITUTE 9,706.78 YEL S CUSTODIAN 12,960.93 ZANE N SPECIAL EDUCATION TEACHER 86,248.49 7ITFR M PARAFDUCATOR- SPED 19.459.64 ZWONIK A FOOD SERVICE -WORKER 5,865.03 ZWONK L SUPPORT STAFF SUBSTITUTE 91.88

Part C Town of Colchester and Colchester School District Information

Double Rainbow over Malletts Bay



Photo by Cathy Chamberlain

Sullivan, Powers & Co., P.C.

CERTIFIED PUBLIC ACCOUNTANTS

77 Barre Street P.O. Box 947 Montpelier, VT 05601 802/223-2352 www.sullivanpowers.com Fred Duplessis, CPA Richard J. Brigham, CPA Chad A. Hewitt, CPA Wendy C. Gilwee, CPA VT Lic. #92-000180

Selectboard School Board Town of Colchester Colchester, Vermont 05446

We have audited the financial statements of the Town of Colchester, Vermont and the Colchester School District as of and for the year ended June 30, 2014.

The financial statements, our reports, and the management discussion and analysis are available for public inspection at the Town and School District offices and web sites.

Sillivan, Powers & Company

NOTES



IN MEMORIAM

Cathy Neary 1959-2014

Cathy was hired at the Colchester Town Offices on May 31, 2005 as an Administrative Assistant in the Parks and Recreation Department. She had a cheerful smile and positive attitude that brightened everyone's day.

In May, 2012 she resigned her position in Parks and Recreation for health reasons, but returned to the Town Offices in January 2013 as a part-time Records Clerk in the Planning and Zoning Department and as a substitute at the Burnham Memorial Library.

Cathy left us in the spring of 2014. She is remembered with joy and sorely missed.