

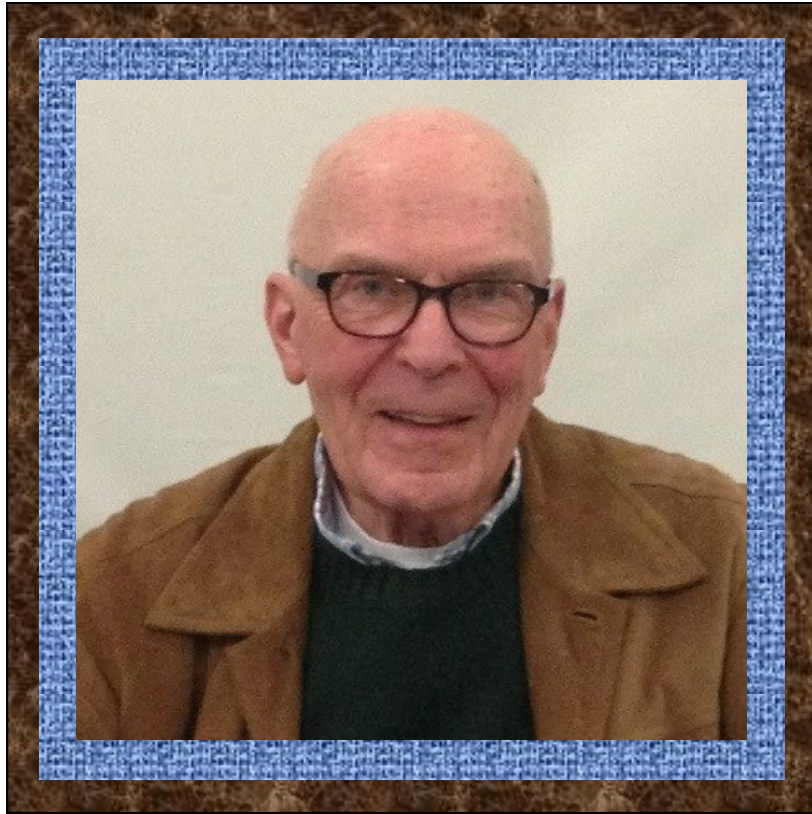
**Proud to be one of Money Magazine's
50 Best Places to Live in the U.S.**



Colchester
VERMONT

What do you want to do today?

**94th
Annual Town
& School Report
July 1, 2014-
June 30, 2015**



Bob Campbell

This 94th Annual Town and School Report is dedicated to Bob Campbell in recognition of 44 years of service to the Town of Colchester.

Bob has devoted a great deal of time to the Town for most of his adult life. He began volunteering in 1971 when he joined the Planning Commission and Regional Planning Commission. An eight-year stint on the School Board from 1975 - 1982 was followed by a seat on the Selectboard from 1983-1986 and from 2002-2006. In addition, he served on the Town School Garage Committee, the Burnham Memorial Library Board of Trustees, the Police Chief Selection Committee, and has been a member of the Development Review Board since 2007.

Bob is described as a gentleman; thoughtful, deliberative, and compassionate, with a warm, genuine, and committed interest in serving our Town. He has always made people feel comfortable and respected when they've brought their concerns and ideas before the boards on which he has served. The Town of Colchester has truly benefitted from his experience and dedication.

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Part A

Town of Colchester & Colchester School District

2016 Annual Meetings

Warnings | 2015 Minutes | Audit Information

Three Seasons, Malletts Bay



Photo by Cathy Chamberlain

WARNING
2016 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, February 29, 2016, at 6:30 p.m. to act on the following articles not involving voting by Australian ballot (Articles 1 –6).

Absentee ballots may be requested until 4:00 p.m. on Monday, February 29, 2016, 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 upon the reports of the School District Officers.

ARTICLE 3

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

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.

ARTICLE 5

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

ARTICLE 6

To adjourn said School District meeting and to reconvene at the Colchester High School, Laker Lane, in said Town on Tuesday, March 1, 2016, 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 7

Shall the voters of the school district approve the school board to expend \$37,914,750, which is the amount the school board has determined to be necessary for the ensuing fiscal year? It is estimated that the proposed budget, if approved, will result in education spending of \$13,297.47 per equalized pupil. This projected spending per equalized pupil is 1.75% lower than spending for the current year.

ARTICLE 8

Shall the remaining balance of the bonds authorized for the completed science project in an amount not to exceed \$730,000 be allocated for the purpose of renovating the school theater?

If in favor of the bond issue, make a cross (x) in this square ☐ .

If opposed to the bond issue, make a cross (x) in this square ☐ .

DATED AT COLCHESTER THIS 19th DAY OF JANUARY 2016.

SCHOOL DIRECTORS:

s/ Michael Rogers
 s/ [Signature]
 s/ [Signature]
 s/ [Signature]
 s/ [Signature]

Received for record and recorded at Colchester, January 20, 2016 at 11:38 a.m./p.m.

Attest: Karen Richard, Town Clerk and Treasurer

**WARNING
ANNUAL TOWN MEETING – 2016
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, February 29, 2016, at 6:30 p.m. to act on the following articles not involving voting by Australian ballot (Articles 9-12):

Absentee ballots may be requested until 4:00 p.m. on Monday, February 29, 2016, by calling the Town Clerk's Office at (802) 264-5520.

ARTICLE 9

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

ARTICLE 10

To act on reports of the Town Officers.

ARTICLE 11

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

ARTICLE 12

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

ARTICLE 13

To adjourn said meeting and to reconvene at the Colchester High School, Laker Lane, in said Town on Tuesday, March 1, 2016, 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 14

"Shall the voters of the Town of Colchester approve total general fund expenditures of Twelve Million, One Hundred Fifty-Five Thousand, Two Hundred Fifty-Nine Dollars (\$12,155,259), of which Ten Million, Thirty-Five Thousand, Eight Hundred and Thirty-Four dollars (\$10,035,834) shall be raised by taxes and Two Million, One Hundred Nineteen Thousand and Four Hundred Twenty-Five dollars (\$2,119,425) by non-tax revenues for the Fiscal Year July 1, 2016 through June 30, 2017?"

ARTICLE 15

"Shall the Town of Colchester authorize the Selectboard to continue to maintain a reserve fund accumulating annually through the continuation of the existing tax rate in the amount of \$0.0325 (three and one quarter cents) per one hundred dollars of assessed property value, for a period of six years, for the purpose of financing the Capital Transportation Program?"


ARTICLE 16

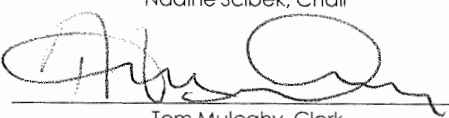
"Shall the Town of Colchester authorize the Selectboard to continue to maintain a reserve fund accumulating annually through the continuation of the existing tax rate in the amount of \$0.005 (one half cent) per one hundred dollars of assessed property value, for a period of six years, for the purpose of financing the Park Capital Plan?"


ARTICLE 17

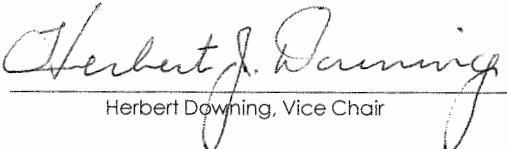
"Shall the Town of Colchester authorize the Selectboard to create and maintain a reserve fund accumulating annually in the amount of Eighteen Thousand, Seven Hundred and Fifty Dollars (\$18,750) for a period of five years for the purpose of financing the Public Safety Capital Plan?"

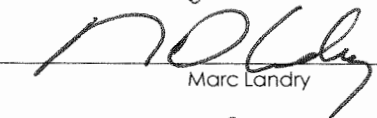
DATED AT COLCHESTER, VERMONT THIS 12th DAY OF JANUARY, 2016.

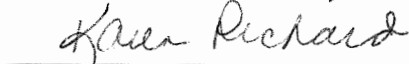

Nadine Scibek, Chair

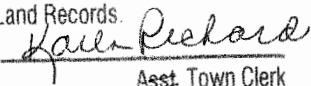

Tom Mulcahy, Clerk


Jeffrey D. Bartley


Herbert Downing, Vice Chair


Marc Landry


Karen Richard, Town Clerk

COLCHESTER, VT.
RECEIVED FOR RECORD
Jan 14 AD. 2016 AT
4 O'Clock 00 Min. P M
Recorded in Vol. ____ Page ____
of the Land Records.
Attest: 
Asst. Town Clerk

Colchester Selectboard 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 2, 2015

Moderator Jerry Flanagan opened the meeting at 7:34 p.m.

The Pledge of Allegiance was recited.

In attendance were Selectboard members Nadine Scibek, Chair; Herbert Downing; Marc Landry; Tom Mulcahy; and Jeffrey Bartley. Town staff in attendance included Dawn Francis, Town Manager; Aaron Frank, Assistant Town Manager and Chief Financial Officer; Amy Akerlind, Rescue Chief; Lt. Jeffrey Barton, Colchester Police Department; Glen Cuttitta, Director of Parks and Recreation; Sarah Hadd, Director of Planning and Zoning; Sherry Labarge, Director of Human Resources; Bryan Osborne, Director of Public Works; Karen Richard, Town Clerk; Kelly Tomaseski, Director of Burnham Memorial Library; Robert Vickery, Assessor; Kathy Walker-O'Reilly, Director of Economic Development; Linda Kingston, Management Coordinator and Recording Secretary.

Selectboard Chair, Nadine Scibek made two presentations of appreciation to residents of Colchester: Carol Reichard was awarded a plaque for Outstanding Service to the Town of Colchester; and Joyce Sweeney was given a plaque in Commemoration of 55 Years of Service to the Town of Colchester.

Ms. Scibek then introduced her fellow Selectboard members. She announced that voting on the Town budget for FY 2016 and the proposed Local Option Tax would take place on Tuesday, March 3, 2015, and she reminded everyone that the polling place for both districts would be at the high school gymnasium.

ARTICLE 1

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

The elected moderator, Jerry Flanagan was present. No action was required.

ARTICLE 2

To act on reports of the Town Officers.

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

The MOTION carried unanimously. Article 2 was passed.

ARTICLE 3

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

MOTION was made by Dirk Reith and SECONDED by Mickey Palmer to set the compensation for the Selectboard members at \$1,300 each. There was no discussion.

The MOTION carried unanimously. Article 3 was passed.

ARTICLE 4

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

Eben Wolcott noted that in the 2014 minutes it was stated [by a resident] that "Vermont statutes allow raising funds by taxing grand list properties and that has been done for over 250 years." Mr. Wolcott pointed out that Vermont was not yet a state 250 years ago.

Dawn Francis, Town Manager began the Town's budget presentation by highlighting how the Town had accomplished \$350,000 in cost savings over the past year, by adding no new positions and combining positions, sharing services with other towns, reducing the Town vehicle fleet and using fuel efficient vehicles, seeking grants and funding administration costs with grants, and re-bidding the Town's telecommunications contracts. She pointed out that it is an 8-month process to create the budget. She then referred to the Organizational Chart in the Town Report and introduced the Town's department heads. Ms. Francis pointed out that the Town's budget trends are in line with the Consumer Cost Index and the New England Employment Index.

Aaron Frank then gave the budget presentation for FY 2016. The Town is requesting a 1.3% increase in the General Budget and stated that the Selectboard's contingency funds had been added back to the budget for next year, due to the minimal increase in the budget.

Eben Wolcott had questions about the Selectboard's \$66,000 contingency fund. Mr. Frank explained that these funds were for release at the Selectboard's discretion in case of an unavoidable extra expenditure, such as beyond budget road salt in an extreme winter. Eben asked if there wasn't already such a line item in the general budget [meaning the manager's miscellaneous category]. Mr. Frank explained that this was not the use intended for the manager's miscellaneous budget.

Christine Shepard inquired why salaries and benefits for Rescue had increased if no new positions had been added. Mr. Frank responded that due to an increase in call volumes there had been an increase in volunteers and overtime, (now over 30 volunteers); and there had been a significant increase in the cost for Workers' Compensation.

Sam Sparhawk thanked the Town for the downward trend in increases and the effort to keep property taxes down. He noted we are falling behind in the Grand List and is concerned there are not enough people moving to the state and wonders if high taxes are deterring people from moving to and staying in Vermont. Marc Landry responded and agreed that Vermont has a reputation for being unfriendly to businesses. He commented on the high prices of homes that are being built in Chittenden County. Mr. Landry commented that there was also a problem with work force development in Vermont, and students are not coming away with the training necessary to fill the demands of local employers. Mr. Landry acknowledged that it is hard to meet budgetary needs when fewer residents are sharing the burden.

Christine Shepard commented that the communities with an LOT that were used for comparison to Colchester have more "big box" businesses than we do.

Eben Wolcott expounded on the economic problems of Alberta, Canada and stated that their only solution was to cut spending, raise revenues or "cook the books."

Aaron Frank continued his presentation with the re-authorization of Capital Funds for Communication and IT replacements and upgrades over five years.

Eben Wolcott asked if the \$35,000 for technology replacements and upgrades was in addition to the Selectboard's contingency fund. Mr. Frank responded that the Capital Funds are for planned ongoing capital expenses, which is not the intended use of the funds set aside for unpredictable and unplanned contingencies.

Christine Shepard asked if there was any information available about the Capital Plans' forecasted expenditures. Ms. Francis responded that the information was available on the Town's website.

Herbert Downing presented an overview of the proposed Local Option Tax (LOT - Article 9). He stated that it is estimated that 87% of the revenue from the tax will be raised by non-residents, and that of the \$1.2 million dollars that is projected to be raised the first year, \$800,000 to \$900,000 will come from Costco. Thirty percent of the revenue will be returned to the State of Vermont which in turn uses the revenue for the Payment in Lieu of Taxes program (PILOT) and some of that PILOT money comes back to Colchester. He pointed out that

Colchester has an unusually high number of State buildings and properties, such as the new Health Lab, that cannot be taxed but the Town receives a PILOT payment from the State. He stated that the LOT revenue will be used to pay for existing and proposed voter approved debt. When the debt has been cleared, the LOT revenue will be set aside for future projects to be approved by the voters.

Christine Shepard asked who was consulted for the estimates of LOT revenues. Ms. Francis responded that the Town consulted with the Vermont Department of Taxes, Department of Labor statistics and Costco. An outside consultant confirmed their projections, and all the information is available on the Town website. Ms. Shepard stated she is still concerned because Costco is Colchester's only big box store and wonders if the tax will hurt small businesses.

Herbert Downing pointed out that the Colchester Community Development Corporation, which represents small business owners, is in favor of the LOT. In addition, the results of the Budget Survey that was taken for FY 2015 showed that 72% of respondents wanted to keep the same level of Town services and favored a Local Option Tax as a way of decreasing property taxes and providing revenue for future infrastructure projects after the debt is paid. He reminded the audience that any such project would have to be approved by the voters first.

Tom Pendergrast asked to what items the LOT applied. Herbert Downing responded that it is applied only to those items which are presently subject to a sales tax. Clothing and utilities are not included.

A resident asked how long it would take to pay down the debt and whether future revenue would be used for further property tax reductions. Marc Landry answered that the debt would be paid off in 5-6 years and further revenue would be set aside to accumulate for large projects later as approved by the voters. The resident asked if there was a sunset clause built into the LOT. Mr. Landry responded no and the Town Manager explained 5 % of the voters could petition the Board to bring the issue before the voters for rescission.

Carrie Neuschel asked what was the CCDC and if they were funded by the Town. CCDC member Kevin Marchand stated that CCDC funds were not from the Town. Ms. Neuschel repeated that she did not like the brochure, the newspaper insert that contained LOT information or signage for the LOT. She added that she does not believe that property tax savings will be as great as predicted, and even if they are it is not enough. She wants hundreds of dollars in savings, not just 5%

Sam Sparhawk expressed concerned that people will stop shopping in Colchester if there is a LOT. He also stated he does not like asking Vermonters from other towns to pay Colchester's debt. He added that he wants property taxes to go down.

Eben Wolcott questioned the statistics presented for other towns' LOT revenues and asked if labor services, such as performed by contractors or electricians, will be taxed under the LOT. Herbert Downing reiterated that such labor services are not taxed. Eben Wolcott argued that the debt cannot be paid off early.

Marc Landry pointed out that if the debt service is paid by LOT revenue rather than funded by property taxes it will allow the Town to reduce property taxes by 5% the first year the LOT is instituted.

Christine Shepard asked whether there was a relationship between the CCDC and Kathy Walker O'Reilly, Director of Economic Development for the Town of Colchester. Ms. Francis explained that Ms. Walker-O'Reilly does not work for the CCDC and the Town and CCDC are not financially or otherwise affiliated in any way. However, the Town does maintain a relationship with CCDC and attends some of their meetings to keep informed about business issues.

Eben Wolcott wanted to know what inter-municipal support is. Herbert Downing explained it is service rendered by other independent Town entities, such as the fire and sewer departments.

Eben Wolcott asked if he was voting for a Charter change or a Local Option Tax. Mr. Downing explained that if the LOT is passed by the voters, then it would have to be approved as a Charter change by the Vermont Legislature and Governor. Mr. Wolcott asked if the LOT was included in the Charter changes that were voted on in November 2014. Mr. Downing replied no, the LOT had to be approved by the voters before being sent

to the Legislature as a charter change.

Carrie Neuschel asked what will happen to the rest of the LOT revenue if only half of it was required to pay the debt service for that year. Herbert Downing repeated that it would be put aside for future voter approved debt.

Carol Daigle does not like the signs for the LOT and believes the LOT will inspire the Selectboard to look for things on which to spend the revenue. She thinks that sewers would bring businesses to Colchester but she does not want to pay for someone else's sewer so that a summer home on the lake can be converted to a year-round residence. She worries that septic tanks attached to summer camps are contributing to pollution in the lake. She added that she does not like having to vote at the High School rather than the Meeting House because it is inconvenient to her home in the village. Nadine Scibek responded that the Selectboard did not change the voting location; it was changed by the Board of Civil Authority.

Marilyn Sowles asked how the LOT will help small businesses and also worries that it will inspire Selectboard spending. She talked about the relationship between sewers and water quality.

Dana Rushford asked why the Town doesn't sell the Hazelett property to pay down the debt.

Larry Schick asked what will happen if the LOT doesn't pass? Herbert Downing said that nothing will happen; there was no assumption that the LOT would pass and the proposed budget is not based on the passage of a LOT.

Joey Purvis stated that items bought in towns without an LOT will be taxed another 1% upon delivery in Colchester. Mr. Purvis said he is not in favor of the LOT and he does not like a Town to be run as a business. He said that he would vote for the Charter change in the Legislature, however, if Colchester voters pass the LOT.

Marc Landry pointed out that Mr. Purvis is in favor of clean water initiatives and infrastructure improvements, but there are no funding mechanisms proposed for those items in Montpelier. If those initiatives become unfunded mandates then it will mean raising property taxes to fund them if the LOT is not passed.

Steve Cormier pointed out that if a customer does not opt for home delivery from a business in a non-LOT town then the 1% would not be added. He added that any sewer projects would have to be approved by the voters and the Selectboard cannot spend the revenue on their own.

Kirk Shamberger stated that he is frustrated by the people who are suggesting that the Town is engaged in some impropriety or "Bait and Switch" scheme. He said he had read the information regarding the LOT and opined that the LOT is not hard to understand. He added that persons who oppose the LOT are entitled to their own opinions but they are not entitled to their own facts. He stated that the requirement for voter approval for further spending after the debt is paid off means there is no risk of unapproved spending.

Kevin Marchand said that the LOT creates a structure for non-residents who use our services, roads and parks to help pay for what they are using. He stated that for every \$16 residents spend on the LOT they get the equivalent of a \$100 "gift card" in return, as well as a vote on how to spend it. He added that is wise to create a mechanism for revenue that can be saved for future needs and that is why the CCDC supports the LOT.

Dave Olson asked when the LOT would start and could it affect this year's property taxes? The answer was that if the LOT passes the Legislature this session, then property taxes would go down starting with this year's tax bills in June. Ms. Francis and Mr. Frank reiterated that the proposed budget does not assume passage of the LOT. If the LOT passes then tax rates can be reduced in June.

Eben Wolcott opined that the LOT was a Bait-and-Switch because the bond debt cannot be paid early.

Mickey Palmer stated that the debt service would be paid down as it came due; not early, but on time. He spoke to the question of why the Town doesn't choose to sell the Hazelett property when nothing has been

done with it. He stated that the reason the property is still not developed is because the economy tanked after it was acquired, but reminded the audience that if the Town sold the property before it could afford to develop it then there would be no property to build on when the funds were available. He added that the Town is not hiding any "slush funds."

Carol Daigle stated she will not shop in towns that have Local Option Taxes and will travel to avoid them.

There were no further questions or comments.

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.

MOTION was made by Nadine Scibek and SECONDED by Mickey Palmer to adjourn the meeting.

Moderator Flanagan adjourned the meeting at 9:30 p.m.

The following articles will be voted upon by Australian Ballot:

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?"

Respectfully Submitted,


Linda Kingston, Recording Secretary


Karen Richard, Town Clerk


Jerry E. Flanagan, Moderator



**TOWN OF COLCHESTER
ANNUAL SCHOOL MEETING MINUTES**

COLCHESTER HIGH SCHOOL AUDITORIUM
MARCH 2, 2015

Moderator Jerry Flanagan reconvened the meeting at 9:40 p.m. In attendance were Larry Waters, Superintendent; George Trieb, Business /Operations Manager; Carrie Lutz, Director of Special Education; Gwen Carmolli, Director of Curriculum; Amy Minor, Colchester High School Principal; Dawn Gruss, Colchester Middle School Principal; Julie Benay, Malletts Bay School Principal; Chris Antonicci, Union Memorial School Principal; Carolyn Millham, Porters Point School Principal.

ARTICLE 10

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

Elected moderator, Jerry Flanagan, was present. No action was required.

ARTICLE 11

To act upon the reports of the School District Officers.

MOTION was made by Caitlyn Sisler and SECONDED by Scott Barrett to adopt Article 11. There was no discussion.

VOTING: The Ayes carried the Motion. Article 11 was passed.

ARTICLE 12

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

MOTION was made by Nadine Scibek and SECONDED by Scott Barrett to set compensation for the School Board members at \$1,300 each. There was no discussion.

VOTING: The Ayes carried the Motion. Article 12 was passed.

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.

MOTION was made by Nadine Scibek and SECONDED by Scott Barrett to adopt Article 13 as read. There was no discussion.

VOTING: The Ayes carried the Motion. Article 13 was passed.

ARTICLE 14

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

Mike Rogers, Chair, introduced his fellow School Board members Lincoln White, Lindsey Cox, Christine Shepard, and Craig Kieny. Christine Shepard will be stepping down from the School Board. In addition, Dick Pecor was recognized; he is in Florida after a health related event and recovering well.

Larry Waters began the review of the School Budget. The Colchester School Board member's goals were to:

- Engage the community about budget challenges and meetings were hosted at the Community Center and Library.
- Keep expenditures low. This is the third lowest budget in ten years.

- Pass the budget on the first vote.
- Support kids.

Mr. Waters noted that there are no provisions for new personnel, projects, or programs in this budget, with the exception of a Pre-K program that is mandated by the State.

Colchester's per pupil spending is low compared to many other Vermont school districts and student enrollment has been consistent over the years, as Colchester is growing. There are also 65 students from the islands that pay tuition to attend school in the Colchester School District. Colchester High School ranks high in student performance and low in per student costs, according to the L.O. Picus & Associates report on Vermont schools' finances. Mr. Waters added the evaluation is available online for those desiring more information.

Colchester School District also meets the standards for student-teacher ratios. There was a discussion about the number of Core Full Time Employees. The primary driver for the budget increase was salary and benefits for personnel. Mr. Waters observed that Federal funds for schools are declining.

The district is asking for a property tax increase of 2 cents on the dollar. The Vermont Legislature is discussing the institution of a 2% property tax cap per year; the Colchester School District is already meeting this.

In addition, the District is considering the closing of two Colchester schools in the future to consolidate campuses and costs.

Mr. Waters closed by reminded everyone that polling for both voting districts will take place at the high school gymnasium.

A resident asked why the hourly increases for teachers were not more in line with those of Town employees. Lincoln White answered that the difference lies in the necessity of negotiating with the Teachers' Union. Per Vermont statutes, schools must negotiate with the Union and cannot hire outside the Union. The School Board did not want to risk a teachers' strike as recently occurred in South Burlington. Colchester teachers perform well. Mr. White admitted that a 3.25% increase is higher than employees in many other businesses receive, but there is a salary step structure for years of service and degree of education that eventually levels off and then the increases drop to less than 2%. Additionally, the teachers in Colchester pay 20% toward their health insurance and took a reduction in sick days.

Dana Rushford inquired whether this was a three-year contract. The answer was yes. He also asked about the tuitions that were being paid for Colchester students to attend other schools. Carrie Lutz, Director of Special Education, answered that the students that are tuitioned to other schools have special education requirements or mental health considerations that Colchester Schools cannot address. Mr. Rushford noted that the tuition costs were extremely high and wondered how many tuitioned students there were. Ms. Lutz said there were twelve students, and the yearly tuitions could, indeed, be very expensive.

Janice Spargalotti is a teacher in another school district. She opined that voting down the school budget is a way of voicing the opinion that the teachers' increases are out of line with their own incomes, but it might be more useful for citizens to find another more productive way to speak to the social issue of pay inequity.

Kevin Marchand said he thought that a problem lies in the fact that there is no public discussion before the School Board agrees to the terms of the contracts. Christine Shepard pointed out that the Union and teachers opened the negotiations to the public, but no residents came to take part.

Tom Pendergrast asked how the constant increases are to be maintained. Another resident said it would be helpful to separate out budget items that benefit students, such as last year's proposed laptops and notebooks, from the other items because most residents do not want to eliminate items that affect the quality of children's educations. Mr. Pendergrast asked what would be cut if this budget did not pass the first time. Larry Waters responded that there was nothing extra in the budget to cut and the next step would be cutting out programs. Since teacher salaries cannot be cut they would have to cut positions. Lindsey Cox added that there is no place in this budget that could be cut without negatively impacting students.

Steven Moore related that he and his wife originally settled in Colchester because of the excellent schools. He attested to the quality of education that his children received. He urged the audience to bear that quality in mind when they vote tomorrow.

No other discussions followed.

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.

Motion was made by Nadine Scibek and SECONDED by Scott Barrett to adopt Article 15 as read. There was no further discussion.

VOTING: The Ayes carried the Motion. Article 15 was passed.

Moderator Flanagan adjourned the meeting at 10:29 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?

Respectfully Submitted,


Linda Kingston, Recording Secretary


Karen Richard, Town Clerk


Jerry Flanagan, Moderator

[illegible]

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. Bringham, 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, 2015.

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.

Sullivan, Powers & Company



Part B

Town of Colchester

Fog on Malletts Bay



Photo by Joan Siegel

DIRECTORY

Departments | 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	264.5509
Glen Cuttitta	
Parks and Recreation	264.5640
Sarah Hadd	
Planning and Zoning	264.5606
Bryan Osborne	
Public Works	264.5625
Karen Richard	
Town Clerk	264.5522

Kelly Tomaseski	
Burnham Memorial Library	264.5662
Town Office Fax	264-5503

Police | Fire | Rescue Emergency 911

Non-Emergency 264.5556

Jennifer Morrison, Chief of Police.	264.5555
Amy Akerlind, Rescue Chief.	264.5590
Michael Cannon, Tech. Rescue Chief	264.5590
Michael Akerlind, Harbor Master	264.3171
Stephanie Gingras, Animal Control	264.5556

Fire Departments

Colchester Center Volunteer Fire Co.	
Mike Chmielewski, Chief.	878.8961
Malletts Bay Fire Department	
Stephen Bourgeois, Chief	862.4415
St. Michael's Fire Chief: Erik Haversang	654.2328
Rescue Chief: Leslie Lindquist.	654.2327
Fire Warden, Mike Chmielewski.	878.8436



Water Districts

Fire District #1 (Southeast Colchester)	654.2872
Fire District #2 (Southwest Colchester)	862.4621
Fire District #3 (Colchester Village)	878.4337
Champlain Water District	864.7454
Town of Essex (Fort Ethan Allen)	878.1344

Colchester Schools

Colchester School District	264.5983
Colchester High School	264.5700
Colchester Middle School	264.5800
Malletts Bay School	264.5900
Porters Point School	264.5920
Union Memorial School	264.5959
Larry Waters, Superintendent.	264.5999

OTHER HELPFUL NUMBERS

DIG SAFE VT	811
CCTA - Chittenden County Transportation Authority	864.0211
SSTA -Special Services Transportation Agency	878.1527
Colchester Post Office	
218 Malletts Bay Ave.	655.1376
Cemetery Plots , Wanda Morin	264.5520

All Around the Town

Hours of Business

Town Offices

Monday - Friday 7:30 AM - 4:30 PM

Police 24 hours

Rescue | Technical Rescue 24 hours

Library

Monday | Wednesday 10:00 AM - 8:00 PM

Tuesday | Thursday | Friday 10:00 AM - 6:00 PM

Saturday 9:00 AM - 3:00 PM

Closed Sunday

Town Clerk Fees

(Some fees will increase as of 1/1/16)

Amusement License (full year)	\$80.00
Amusement License (limited term)	\$55.00
Catering Permit	No Fee
Certified Copy of Vital Record	\$10.00
Document Recording (per page)	\$10.00
Dog Licenses - Rabies certificate required	
By April 1st, Spayed Neutered	\$11.00
Not Spayed Neutered	\$14.00
After April 1st, Spayed Neutered	\$13.00
After April 1st, Not Spayed Neutered	\$18.00
Green Mountain Senior Passport	\$2.00
Liquor License 1 st class	\$115.00
Liquor License 2 nd class	\$70.00
Marriage License (incl. certified copy)	\$55.00
Motor Vehicle Registration Renewal	\$3.00
Mylar Recording	\$15.00
Notary Public Services	No Fee
Passport Photo	\$10.00
Passport Processing	\$25.00
Peddler License	\$50.00

Town Statistics

Population 2014	17,384
Registered Voters	11,348
Births	180
Deaths	120
Marriages	94

Meeting Schedules

Colchester School Board

High School

1st & 3rd Tuesdays of the month at 7:00 p.m.

Colchester Selectboard

Meeting House

2nd & 4th Tuesdays of the month at 6:30 p.m.

Visit our website: www.colchestervt.gov

For school information visit: www.csdvt.org

Cemetery Advisory Committee

Town Offices

As Needed

Community Center Initiative

Bayside Activity Center

Occasional

Conservation Commission

Bayside Activity Center

3rd Monday at 7:00 PM

Development Review Board

Meeting House

2nd & 4th Wednesdays of the month at 7:00 PM

Governance Committee

Kirker Room, CPD

As needed

Library Board of Trustees

Burnham Library

3rd Thursday at 4:00 PM

Planning Commission

Kirker Room, CPD

1st & 3rd Tuesdays 7:00 PM

Town Offices Closed | Observed Holidays

New Year's Day
 Martin Luther King Jr. Day
 Presidents' Day
 Memorial Day
 Independence Day
 Labor Day
 Veterans Day
 Thanksgiving
 Day after Thanksgiving
 Christmas Eve (1/2 day)
 Christmas Day
 New Year's Eve (1/2 day)

Elected Town Officers And Term Expirations

Justices of the Peace All expire January 31, 2017

Kathryn Anger	Carolyn Barnes
Todd Bergeron	Bob Bouchard
Patrick Brennan	Maureen Dakin
Charlotte Gardner	Pam Loranger
Marie-Reine Pepin	Joey Purvis
Wendy Simpser	Jeff Spengler
Kristy Kurt Spengler	Curt Taylor
Gary Zeno	

Library Trustees

Bob Henneberger, Chair	March 31, 2019
Leora Black	March 31, 2018
Marcia Devino	March 31, 2020
Betsy Ferry	March 31, 2017
Toni Josey	March 31, 2016

Listers

(3 year term)

Geri Barrows	March 31, 2018
Hugh Bemis	March 31, 2017
Doug Mulac	March 31, 2016

Moderator

Jerry Flanagan	March 31, 2016
----------------	----------------

Colchester School Board

Mike Rogers, Chair	March 31, 2018
Lincoln White, Vice Chair	March 31, 2017
Craig Kieny, Clerk	March 31, 2016
Lindsey Cox	March 31, 2016
Curt Taylor	March 31, 2017

Winooski Valley Park District Representative

Susan Gilfillan	September 30, 2017
-----------------	--------------------

Selectboard

Nadine Scibek, Chair	March 31, 2018
Herbert Downing, Vice Chair	March 31, 2017
Tom Mulcahy, Clerk	March 31, 2016
Marc Landry	March 31, 2017
Jeffrey Bartley	March 31, 2016

State Legislators

Senator Richard Mazza	sgtatarms@leg.state.vt.us
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District 9-1

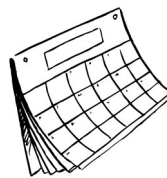
Joey Purvis	jpurvis@leg.state.vt.us
Jim Condon	jcondon@leg.state.vt.us

District 9-2

Patrick Brennan	pbrennan@leg.state.vt.us
Maureen Dakin	mdakin@leg.state.vt.us

Town Clerk | Treasurer

Karen Richard	March 31, 2017
---------------	----------------



Dates to Remember

If tax day falls on a weekend, they are due the following Monday

Last Monday in January	Election Petitions 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

Appointed Town Officers Boards & Commissions and Expiration of Terms

Board of Ethics

Maurice Diette, Chair	September 30, 2017
Keith Oldinski	September 30, 2016
Inge Schaefer	September 30, 2017

Champlain Water District Representatives

Karen Richard, Representative	March 31, 2018
Dawn H. Francis, Alternate	March 31, 2018

Chittenden County Regional Planning

Commission Representatives

Marc Landry	June 30, 2017
Tom Mulcahy (Alternate)	June 30, 2017

Chittenden Solid Waste District

Dirk Reith, Representative	May 31, 2016
Jeffrey Bartley, Alternate	May 31, 2016

Community Center Initiative

(No Terms)

John Arby, Chair	Brian Costello
Bob Henneberger	Pam Loranger
Paul Simon	David Usher

Conservation Commission

Theresa Carroll, Chair	September 30, 2016
Patrick Volz, Vice Chair	September 30, 2016
Lisa Halvorsen, Secretary	September 30, 2015
Lisa Liotta	September 30, 2018
Pam Loranger	September 30, 2017
Timothy Moran	September 30, 2018
Robin Orr	September 30, 2015

Development Review Board

Matthew Gamage, Chair	September 30, 2016
Zafir Bludevich	September 30, 2015
Bob Campbell (Ret'd 11/15)	September 30, 2018
Angela MacDonald	September 30, 2016
Keith Oldinski	September 30, 2015
Mickey Palmer	September 30, 2015
John Swenor	September 30, 2016
Steve Morton, Alt. (Ret'd 2015)	September 30, 2017

Emergency Management Coordinator

Sgt. Jeffrey Bean

Energy Task Force Coordinator (No Term)

Sue Deppe

Fire Warden

Mike Chmielewski June 30, 2016

Governance Committee

(No Terms)

David Usher, Chair	Mickey Palmer
Curt Taylor	Bud Myers

Health Officer | Deputy Health Officer

Denise Johnson Terk	March 31, 2016
Derek Shepardson	March 31, 2016

Planning Commission

Pam Loranger, Chair	September 30, 2017
Tim Ahonen (Ret'd 10/15)	September 30, 2016
Robert Scheck	September 30, 2016
Paul Simon	September 30, 2015
Robert Sussman	September 30, 2015

Appointed Town Boards and Commissions, Cont'd

Recreation Advisory Board

Lisa Liotta, Chair	September 30, 2016
Owen Banks	September 30, 2015
Suzanne Kelley	September 30, 2015
Adriane Schubert	September 30, 2015
Alicia Jacobs	June 30, 2016
Kevin Hatin	June 30, 2016
Buddy Marceau (Retired 2015)	June 30, 2016
Richard Pecor	June 30, 2016

Stormwater Advisory Committee (No Terms)

Bryan Osborne	Kathi Walker O'Reilly
Jeffrey Bartley	Karen Bates
Tom Berry	Theresa Carroll
Lee Cordner	James Ehlers
James Farrington	Brian Fitzgerald
Sarah Hadd	Stephen Roy
Mark Saba	Tom Yasewicz

Tree Warden

Bryan Osborne	March 31, 2016
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The Colchester Selectboard presents Resolutions of Recognition to Eagle Scouts Jordan Bell and Patrick McHugh for their contributions to the community.

Left to Right: Herbert Downing, Vice Chair; Jordan Bell; Tom Mulcahy, Clerk; Patrick McHugh; Jeffrey Bartley; Nadine Scibek, Chair. (Not shown: Selectboard member Marc Landry)

Civic Organizations

Boy Scouts Troop 624 . . . (Scoutmaster John Coolidge)
www.scoutingvermont.org/Troop624EssexJunctionVT/Leadership

Boy Scout Troop 658 (Scoutmaster Ken Bell)
www.winooski658.mytroop.us

**Champlain Valley Agency on Aging
& Meals on Wheels** 865.0360

Colchester Artist Gallery (Fran Allyn) 862.1595
Colchester Meeting House

Colchester Community Chorus 878.0014
(Carol Reichard) inchr65@comcast.net

Colchester Community Food Shelf 879.2444
info@colchesterfoodshelf.org

Colchester Historical Society 878.0014
www.colchestervt.gov/historical

Colchester Lion's Club (Heather Hinman). . . 881.8919
heather0905@comcast.net

Colchester-Milton Rotary Club . . . www.cmrotary.org

Colchester Quilter's Club (Fran Allyn) 862.1595

Cub Scouts Pack 655 pack655vt@yahoo.com

Fellowship of the Wheel Mountain Biking Club
www.fotwheel.org

Flying Hooves 4-H Club (Rose Garritano) . . . 656.5433
rosemarie.garritano@uvm.edu

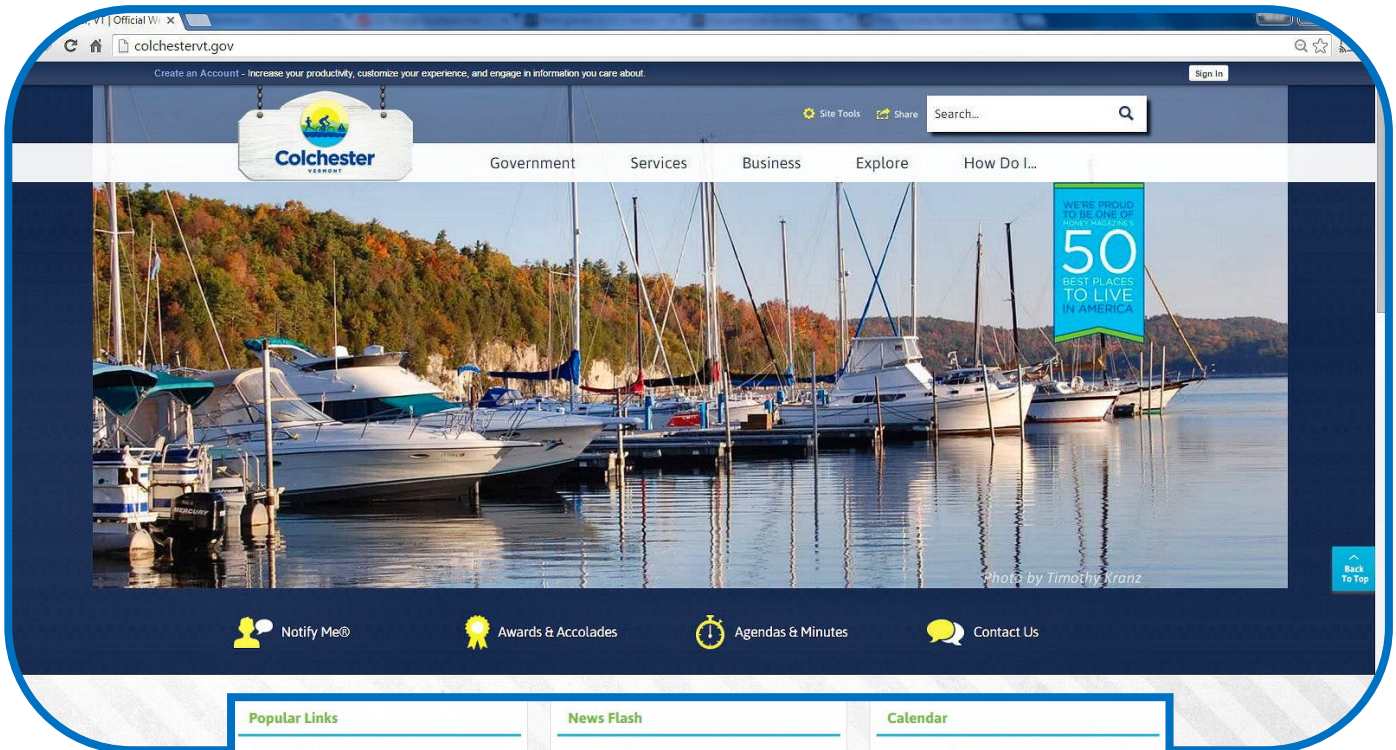
Girl Scouts www.girlscoutsgwm.org

Lake Champlain International, Inc. 879.3466
www.mychamplain.net

Local Motion 861.2700
info@localmotion.org

Malletts Bay Lakers Snowmobile Club
www.malletsbaylakers.club.vtvast.org

Visit Our New Website: www.colchestervt.gov



Popular Links

Proposed Town Budget FY17
Updated Firearms Ordinance (PDF)
Weekly Town Newsletters
Colchester Visitors Brochure (PDF)
Selectboard Priorities
Vermont Commercial Site Locator
Town of Colchester Visitor Guide (PDF)

[View All](#)

News Flash

Holiday Hours

We'd like to share the holiday hours for the Town Offices and Burnham Library.
[Read on...](#)

Changes to Dog Licenses in 2016

Starting Jan. 1, 2016, dog licensing fees are changing.
[Read on...](#)

New Permit Fees in Effect 12/30/15

New permit fees are in effect as of 12/30/15. Please click on the following link to see what fees have changed.
[Read on...](#)

RFP Warning: Community Health & Wellness Center Needs Assessment

The Town of Colchester is requesting proposals from planning consultants for a Community Health & Wellness Center Needs Assessment and Master Plan.
[Read on...](#)

Calendar

Tue Jan. 12
Selectboard Meeting

Wed Jan. 13
Recreation Advisory Board Meeting

Wed Jan. 13
Development Review Board Public Hearing

Thu Jan. 21
Library Trustees Meeting

Tue Jan. 26
Selectboard Meeting

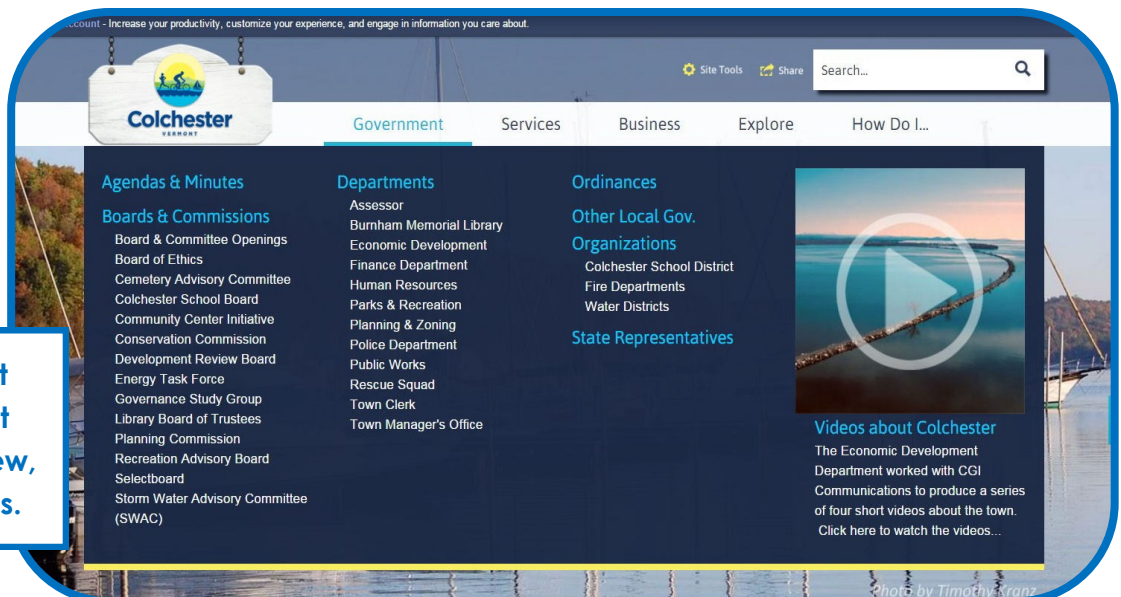
Tue Feb. 9
Selectboard Meeting

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Town news you
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Notify Me®

Up-to-date news,
handy links, and
upcoming
meetings on our
homepage.



Information about
every department
organized under new,
easy-to-use menus.

Colchester Employees Giving Back to the Community FY 2014-15

Many employees at the Town of Colchester give back to the community with contributions to the Colchester Food Shelf, United Way, Colchester Can-Survive, Making Strides Against Breast Cancer, Dragonheart Vermont and to others as needs arise.



The Colchester Police volunteer in a variety of community activities including: coaching local athletic teams; as members of the Lions and Rotary clubs; as Boy Scout leaders and hunter safety instructors. They also support Special Olympics and "Operation Fire Cuffs" a Christmas-time toy drive to benefit children who must spend their holiday in the hospital.

Left: CPD's Cpl. Edward Fournier poses with Santa at Operation Fire Cuffs.



Colchester Can-survive raised just over \$15,000 to benefit the American Cancer Society.



Above: The 2014 Dragonboat Team came in 1st in their division.



Above: Pink Out the Park is one of many fundraising events for Colchester Can-Survive.

Right: Town employees donated more than 20 turkeys to the Colchester Food Shelf for Thanksgiving 2014.



Selectboard Annual Report

Nadine Scibek, Chair

The Fiscal Year 2014-15 was a landmark year for the Town. Great progress was made on some major projects and initiatives. Highlights and accomplishments of this last year include:

Budget/Revenues

- The Local Option Tax (LOT) passed resulting in a municipal tax rate reduction (5.4% less) and allows us to pay off our debt. Subject to voter approval, the LOT may allow us to make critical capital improvements in the future.
- Charter changes were developed by the Governance Committee and approved by voters (the appointed versus elected Town Clerk issue was defeated by 13 votes).
- Voters approved reserve funds for technology, telephone and radio replacements.
- Our budget increase was the lowest in 10 years (1.3%).
- The grand list grew more than expected (1.69%).
- Our audit was clean and fixed asset inventory is substantially complete.
- We realized cost savings in the following areas: building maintenance and energy use, telecommunications contracts, bond interest, and police vehicle fleet changes.

Organization

- Undertook a complete inventory of police evidence, instituted performance reviews and updated policies and procedures in the aftermath of the Tyler Kinney matter.
- Updated Local Emergency Operations Plan and reinforced our emergency preparedness and collaboration with all Colchester emergency responders.
- Firearms ordinance was updated with resident participation.
- Town's new website launched showcasing our new logo and branding campaign and videos; a mobile app, ads and a resident/visitor guide were developed.
- CPOA and AFSCME collective bargaining agreements were signed.
- Significant progress made by Clerk/Assessor/Planning and Zoning offices to make permits and other records available to the public on-line. We lead the State in terms of on-line accessibility of records used most often by the public.

Buildings | Facilities | Infrastructure

- The appointment of the Cemetery Advisory Committee has resulted in improvements in the appearance of the Malletts Bay Cemetery. The Committee is working with Staff on clean-up and improved maintenance of all the Town's cemeteries, as well as computerizing records and mapping.
- New development at Severance Corners occurred. To meet State Growth Center requirements, an attractive Visitor Information Center was installed at no significant cost to taxpayers.
- Various Departments received over \$900,000 in grants.

Major projects such as Mill Pond Road and Colchester Pond bridge reconstruction; new sewer, water, and stormwater systems in Windemere Mobile Home Park; re-paving of several roads; Smith Estates drainage improvements; staff assisted with a water tank upgrade by CWD; facilities needs assessment and energy audit, and building repairs to the Library and the Town Meeting Hall were completed.

Services

- CCTA transit service from Burlington to Milton along the Route 7 corridor continues to attract riders.
- Expanded Library programs and public outreach and facility improvements made.
- Recreation programs were expanded; after school/summer program participation increased; paddle sport rentals at Bayside Park were introduced.
- Achieved State delegation authority from the Agency of Natural Resources to administer and enforce the Town's shoreland regulations.

Future Priorities

The Selectboard's priorities fall under two categories:

Organization

- Cost containment and revenue enhancements.
- Cross-department coordination/assistance.
- Improved external and internal communications.
- Build staff capacity and engagement as well as continue succession planning.
- Accountability and organizational alignment with overall priorities and goals.
- Updates to internal policies, procedures, fees, and revenues.

Community

- Clean Water Initiative – Sewers/Stormsewers, new Stormwater Utility, Low Impact/Green Development standards, and changes in Wastewater Standards and Land Use to improve water quality in Malletts Bay.
- Address Capital Facilities Needs such as space for expanded Library programs, Airport Park maintenance building, Town office 3rd floor meeting space, and Bayside Park Master Plan.
- Emergency service needs including staffing, training, and coordination with other agencies.
- Improved communications/social media with all Town residents.
- Governance Committee to begin work on 2nd round of Charter Changes.
- Exit 16 redevelopment/improvements plan in anticipation of new intersection.

Lastly, we would like to extend our sincere and utmost appreciation to the members of all of our numerous volunteer boards, commissions and to our volunteer Fire, Rescue and Technical Rescue emergency responders. You all make the Town shine and we could not do what we do without your assistance and tireless dedication to the safety and betterment of this community. We would also like to thank our extremely talented Town staff that show us each day how fortunate we are to live in this wonderful and caring community.



Governor Peter Shumlin awards a Vermont Community Development Program grant for the improvement of the Winchester Place Apartments to Nadine Scibek, Selectboard Chair.

Assessor's Office

Robert Vickery, Town Assessor

The Colchester Assessment Department is comprised of the Assessor (Robert Vickery) and a Property / Tax Specialist (Traci Paquette) who shares her time with the Town Clerk's Office. Colchester also has three elected Listers who resolve assessment disputes between property owners and the Assessor. The Colchester Board of Listers is currently comprised of Geri Barrows, Hugh Bemis, and Douglas Mulac.



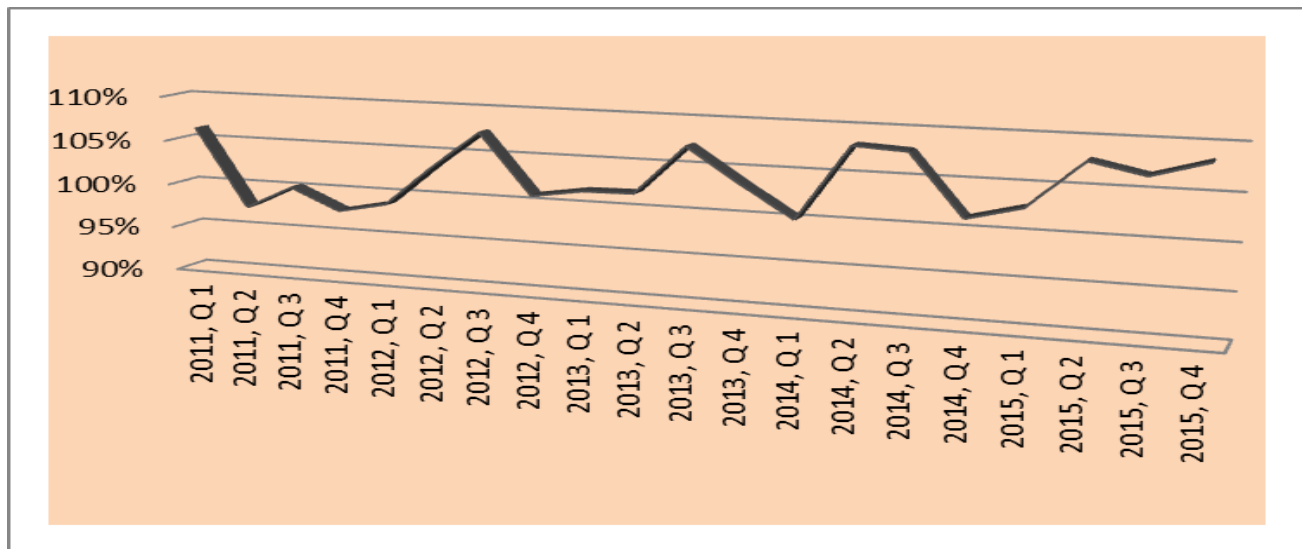
Colchester takes pride in being a leader in the property assessment field. Robert Vickery sits on the Board of Directors as the Treasurer for the Vermont Assessors and Listers Association (VALA). Traci Paquette is the Chittenden County Alternate Delegate for VALA.

To prepare the 2015 Grand List (GL), the Assessor's Office recorded 821 property visits. These visits ranged from full interior and exterior property inspections to updating data from permits, surveys and /or field reviews. There were 504 changes of assessment letters mailed; 123 assessments lowered, and 381 assessments increased.

The Town had \$33,766,500 in growth in the Grand List between the FY 2014 Tax Warrant and the FY 2015 Tax Warrant, resulting in a 1.67% increase.

In order to predict GL growth, the Assessor must also track the real estate market. The chart below shows the changes in residential sales when compared to the assessed values. The assessed value represents 100%, greater than 100% means the median sale price is higher than the assessed values and lower than 100% means the sale prices are below the assessed values.

Comparison of Residential Sales to Assessed Value



Sale prices are steadily increasing. The graph shows dips in the 4th and 1st quarters, but the Vermont real estate market is seasonal with typically fewer sales in the winter months. As of the writing of this report, we are within 98.4 percent of the State's calculated assessed value. This means we are assessing our properties in a fair and equitable manner.

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, current news and topics, educational information, literacy, art, culture, and diversity. Our goal at the Burnham Memorial Library is to ensure access to information for all and offer a vital, welcoming place where citizens can gather, explore, learn, and share ideas.

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

- An inventory of the entire youth collection was completed
- The Library registered 391 children and teens for the 2015 summer reading program
- The Library offered over 688 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, 193 senior and low-income residents received help preparing their taxes
- The Library's outreach efforts more than doubled this year with 1,849 residents served during the months of April through June alone
- The Library partnered with Niquette Bay State Park to provide a poetry trail featuring monthly installments
- The Library served as a pick up location for the Intervale Food Hub

FY 2014-15 in Numbers:

Hours the Library was open each week	47
Visits to the Library	56,793
Registered Borrowers	8,770
Items in the library collection (books & audiovisual materials)	52,653
Number of items circulated/checked out by community	84,762
Library items exchanged via Interlibrary Loan	1,722
Hours logged by dedicated Library Volunteers	1,477
eBook downloads	2,348
Audiobook downloads	1,956

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

Economic Development Department

Kathi Walker O'Reilly, Director



Fiscal Year 2015 proved to be a busy one for the Economic Development department. With the launch of a new branding and marketing campaign, business outreach, and changes in land use regulations, we saw new investments in our community. Exit 16, Water Tower Hill, and the Severance Corners Growth Center all saw new development and we continue to attract new small businesses relocating to various areas of Colchester.

After the launch of our new logo for the community there were many marketing initiatives that were natural next steps. In August 2014 we released videos promoting Colchester that appear on a national relocation

website as well as the Town's website, Facebook page, and YouTube. We also completed a Visitor's & Residents Guide which is displayed in many locations in town.

Staying competitive in both the marketing and economic development arenas requires expanding our social media marketing efforts. With the launch of the new website, we felt it was important to continue that momentum and establish a greater presence on Facebook and Instagram.

We seized opportunities for low cost, high volume advertising and marketing options. They include advertising at the I-89 Exit 12 Northbound Welcome Center which receives approximately 400,000 visitors over 15 months. Coupled with advertising in the Lake Champlain Regional Chamber of Commerce's "Experience Burlington" magazine, which has a distribution of 100,000+ we are ecstatic over the new exposure we are receiving.

In FY 15 we launched the first ever mobile app for the Town. ViewBoost is a Vermont based mobile app that allows residents and visitors to browse our community and find local business options. We were also able to open the Town's first Visitor Center using our new marketing materials. Located at Severance Corners, this center lets tourists access information about Colchester and highlights our local business community.

There was no shortage of Economic Development projects in FY 15. Severance Corners is one of only six designated Growth Centers in the state and we worked closely with S.D. Ireland, the developer, to market and attract new investment.

Exit 16 saw new investment and the relocation of new businesses on Water Tower Hill. We continue to work with the state on the proposed changes to both the landscape and streetscape at Exit 16 when the new intersection is constructed.

Planning for the future is a large part of economic development and therefore we are working on land use and infrastructure issues at Exit 17 and possible zoning changes in the Malletts Bay area. There are many obstacles to overcome, but our job is to identify how best to meet the future needs of the community. We are balancing the fiscal responsibilities and economic development priorities of our community to better position ourselves for sustainable projects that will allow for thoughtful, planned growth that compliments Colchester's character.

Parks and Recreation Department

Glen Cuttitta, Director

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 providing a variety of programs for all ages. We pride ourselves on creating programs that will introduce the public to lifelong recreational pursuits and learning. This past year was a year of growth for our department as we've expanded our programming, made some necessary upgrades to our parks and facilities, and hired new staff (the latter paid for from program fees).



Active recreational programs have always been the mainstay of our department. Over the past year we offered 500+ unique programs and had 7,000+ participants! A notable addition was a third summer Explorer Day Camp that provided a fun and varied experience for our youth. During the school year, the A.C.E. (Active, Creative, Enrichment) Before & After School program reached its maximum number of participants. We thank the Colchester School District for allowing us to use their school campuses for many of our programs throughout the year.

This summer, we opened "Bayside Paddle Sports" at Bayside Beach and now offer stand-up paddle board, kayak, or peddle boat rentals for up to six hours. By partnering with Yoga Vermont, we offered Stand-Up Paddle Board Yoga, perfect for those who want build their physical fitness while enjoying a sunrise or sunset out on the waters of Malletts Bay.

Our Parks Department will be overseeing many improvements to parks and facilities. Citizens voted in March 2015 for our department to assume the caretaking of Town-owned cemeteries and we'll be establishing a plan for their regular maintenance. A new Parks Maintenance Facility will replace the existing structure at Airport Park, creating a more efficient and user-friendly space for our seasonal staff to work and house equipment. We are also continuing work at the Village Park so residents may enjoy the walking trails near Indian Brook in the village. We have one full-time Parks Supervisor and seven seasonal Parks staff members who have done a great job of making sure our parks are some of the best in the state.

Lastly, we bid farewell to A.C.E. Site Director Emma Stevens and Program Coordinator Kelly McGinley. In a restructuring of our department we promoted Jenn Turmel to Program Director and are seeking two new program coordinators. We are confident these positions will bring new ideas and enthusiasm for new programs and special events. Assistant Director Derek Mitchell will continue to oversee our parks and supervise programming staff, while Administrative Assistant Mike LaPan continues to man our front desk and maintain our online presence on the new Town website and social media pages. We also received assistance from over 100 volunteers in the past year, including the members of our Recreation Advisory Board: Lisa Liotta (Chair), Dick Pecor (Vice Chair), Owen Banks, Suzanne Kelley, Adriane Schubert, and Alicia Jacobs.

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.

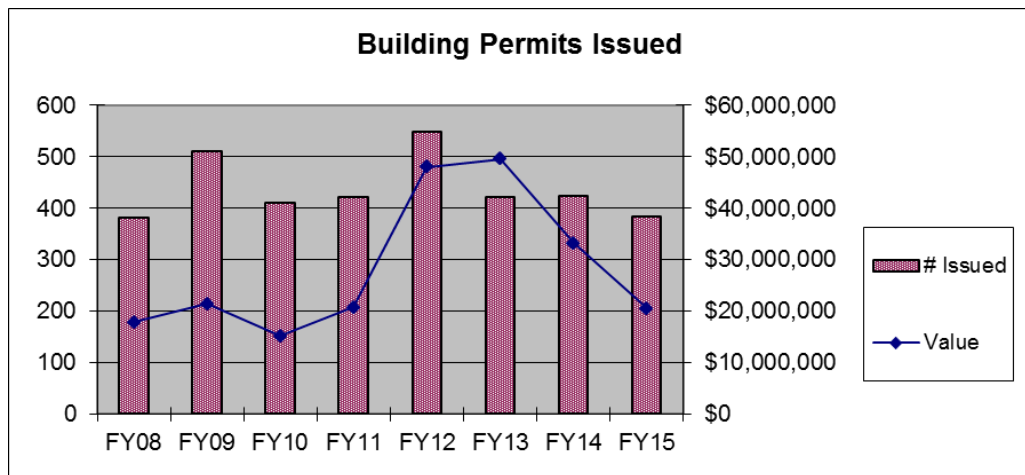
Department of Planning and Zoning

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. Its activities are comprised of zoning, building, wastewater, and planning. Department revenue sources totaled approximately \$295,880 this fiscal year, mostly from permit applications; these funded over 60% of the department's operating costs. The department's work plan can be found on the Town website.

Our Administrative Assistant moved to fill two Town vacancies that were combined to create one shared position and Karen Purinton was hired as our Planning Coordinator. The department began to scan all property records to our new software. In 2016 all of our records will be available on the web and on-line permit applications will expand further. We believe that this will improve customer service, transparency, and provide long-term efficiencies for the Town. I appreciate applicants, researchers, and the community bearing with us during these transitions.

Building permit volume declined slightly in 2015, however State Wastewater Permits and Development Review Board (DRB) activity remained strong. While commercial vacancies decreased, the decline in permits for new commercial buildings created a significant decrease in building permit value. Fiscal year 2015 saw the completion of several multi-year commercial projects as well as continued construction at Severance Corners. A continued trend of increased new residential building and fewer renovations is expected and we anticipate that 2016 will be a strong year for permit value.



By the numbers: this fiscal year the office investigated a total of 128 health, life safety, and zoning complaints. We conducted 1,113 septic, site, and building inspections. The DRB met 12 times and the Planning Commission met 20 times. Zoning Regulations amendments sent before the Selectboard included "housekeeping" changes related to the growth center; the creation of a hospice care home definition; and improvements to the Shoreland and floodplain regulations. In addition, the Town received a Vermont Municipal Planning Grant in 2015 that will allow us to begin work on the Malletts Bay Initiative in 2016.

The volunteers that make up the DRB and Planning Commission are integral to the Town's administration of development. We welcome new volunteers and appreciate those that have served and continue to serve. In closing, I would ask you all to consider becoming involved as a volunteer and help shape a safe and prosperous future for Colchester.

Colchester Police Department

Jennifer Morrison, Chief of Police

Fiscal Year 2015 was a busy year for the Colchester Police Department in a variety of ways. We handled approximately the same number of calls for service as the previous fiscal year, but the complexity and intensity of many of the cases increased. For instance, the number of overdoses in FY 2015 doubled over FY 2014 and we responded to 35% more suicide attempts. In addition, we investigated two fatal motor vehicle crashes and arrested 479 people for a total of 622 crimes. This is a 24% increase in the number of persons over the previous year and a 28% increase in the number of crimes charged (386 people/485 crimes in FY14). We did this while down three police officer positions for more than half of the year.



Numerous Colchester Police Department personnel have been recognized for their achievements in the past year. Cpl. Jeff Fontaine was awarded the Lifetime Achievement Award from the Kid-Safe Collaborative for his decades of outstanding work with youth. Lieutenant Doug Allen was selected by the Colchester High School senior class to be their graduation speaker. Sergeant James Roy and Officer Jack Lehneman were honored for their lifesaving efforts when they rescued a family of four from an aggressive structure fire. And, our Child Passenger Safety Technicians were recognized by the State as the Fitting Station of the Year.

In addition to the outstanding work being done in the community, we completed numerous administrative projects including a complete overhaul of our property/evidence procedures, issuance of new policies, promotions, hiring, and training numerous new officers and dispatchers and more. In short, it has been a whirlwind year with many outstanding accomplishments.

I would be remiss if I did not mention the arrest of former Colchester Police Department officer Tyler Kinney. This incident created unique stressors, workload demands and short staffing. I am happy to say that CPD has emerged a stronger organization because of this turmoil. Some of the improvements we have made include additional cameras in the evidence room, new software and hardware related to evidence barcoding, improved policies and procedures, a higher degree of supervision and oversight, and more training. While last November and the following months were indeed the darkest days the department has ever known, we are confident that the future is bright. The tremendous amount of support and understanding shown by the Colchester community is a significant reason that we were able to rebound and improve as quickly as we did.

In FY 2016 we will continue to focus on public outreach & crime prevention, traffic safety, and collaborative efforts to curb the opiate epidemic that is impacting every community in the State.

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

Department of Public Works

Bryan Osborne, Director

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 19 fulltime, and one seasonal position who work within the divisions of streets, wastewater, storm water, equipment maintenance, facility maintenance, engineering, and 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 with the associated piping. The buildings division maintains 9 primary buildings and provides support to 6 additional buildings. 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 2015 include:

Planning/Engineering

- Blakely Road / Laker Lane Intersection
- Exit 16 Interchange
- Fort Ethan Allen Sidewalk
- Mill Pond Bridge Replacement
- Mill Pond Road Reconstruction
- Morehouse Brook Culvert
- Mountain View Drive Sidewalk
- River Road Sidewalk
- Severance Corners Intersection
- Severance Road Shared-Use Path
- West Lakeshore Drive Multi-Use Path
- Tree Hazards Assessment Phase 2

Construction

- Braeloch Road Culvert Repair
- Colchester Point Road Paving
- Colchester Rescue Building Roof Replacement
- East Lakeshore Drive Paving
- East Road Culvert Repair
- Meeting House Cupola and Roof Repair
- Mills Point Paving
- Smith Estates Outfall
- Williams Road Paving



The Mill Pond Bridge replacement and road reconstruction project began in the summer of FY15 and will be completed in the fall of FY16.

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



Colchester Rescue

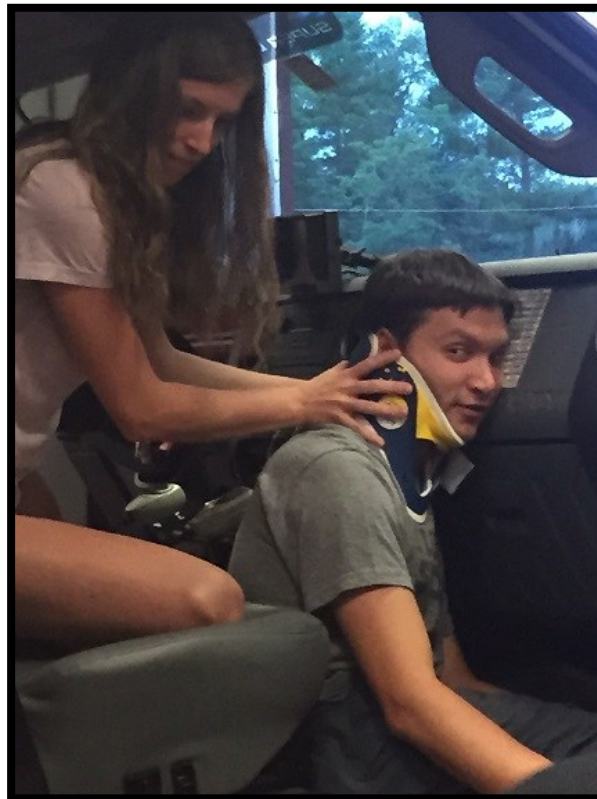
S. Amy Akerlind, Rescue Chief



From July 1, 2014 – June 30, 2015 we received 1,234 calls. Of these, 940 were in our primary response area and 294 were mutual aid calls from surrounding communities.

We have been very fortunate and continue to recruit many new volunteers, as evidenced by our roster of 35-40 members! However, we do continue to struggle to keep volunteers long enough for them to become drivers, crew chiefs, and Advanced EMTs. On average, we see volunteers move on after 3 years of service. Unfortunately, this is about the amount of time it takes for a new member to advance through the levels of training necessary to take on these positions.

Most of our members move on because they wish to pursue further education or are hired in other healthcare or Emergency Medical Service positions and no longer have the time to volunteer. EMS has become a career rather than something people volunteer to do long-term anymore. Luckily, we do have a great group of dedicated volunteers and employees who love what they do!



Rescue Training



Due to extenuating circumstances this year, it was necessary for our volunteers to cover more shifts than usual; they stepped up and assisted us admirably. We rely heavily on our volunteer members as we have only 5 full time employees covering a 24 hours a day | 7 days a week | 365 days a year operation.

At the end of June we bid farewell to Jaime Burdick to start a new career in another health care field. The opening allowed us to re-evaluate staffing and options. We had discussed the idea of a paid Assistant Chief before; not only to help cover shifts but also to assist the Chief with the management and leadership of our 45+ members. We decided to eliminate the Career Captain position and have begun the recruitment process for an Assistant Rescue Chief.

We have been through a lot this past year and look forward to what fiscal year 2016 brings us!

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

FY 2014-15 was Colchester Technical Rescue's 25th year of proud service to Town residents. Since 1989 the team has grown from a Dive Rescue Unit to a respected Urban Search and Rescue (USAR). We respond to a wide range of emergencies, including confined spaces, collapsed trenches and buildings, rope rescues, and water rescues involving missing persons to dive recovery operations.

We demand a strong commitment from our 26 team members; they are required to complete a minimum of 24 in-house trainings per year as well as hundreds of hours of advanced training through the State Fire Academy and other third-party testing institutions.

Technical Rescue is supported by the Town with an annual operating budget of just under \$42,000. The Town is reimbursed by the State of Vermont for many of the calls outside our service area; our remaining funds are acquired through donations and grants. We've obtained hundreds of thousands of dollars of grants through the Department of Homeland Security. Our most recent grant provided us with an upgraded underwater sonar scanner unit that allows our divers to search safely and efficiently for drowning victims or critical evidence for criminal investigations in zero-visibility waters.



From 2011 to 2015, we've responded to 212 calls upon request by the VT Department of Public Safety and in mutual aid to surrounding Chittenden County communities. We thank these communities as well as the VT State Police SCUBA Team; State Police Marine Unit; U.S. Coast Guard; United States Border Patrol; Grand Isle Sherriff, the VT Army National Guard Aviation Unit and the VT Fish and Wildlife Department.

Colchester Technical Rescue Calls by Town FY 2014-15

Barre	1	Northfield	1
Bolton	1	Richmond	2
Burlington	3	Stowe	1
Colchester	14	Underhill	1
Duxbury	1	Waterbury	1
Essex	2	Williston	2
Huntington	1	Winooski	2
Middlesex	1	Airport	5
Montpelier	1	Total	40

Town Clerk's Office

Karen Richard, Town Clerk | Treasurer

Fiscal 2015 was another year of progress and change in the Clerk's Office. We continue to transition the records to an electronic format and finally have many of the records available on-line. Viewing is free. Visit our newly updated website at www.colchestervt.gov for more information.

The mission of the Town Clerk/Treasurer's office is defined by state statute. We record vital records, land records, maps, mylars, minutes, grand list books, election results, and more. 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. We deposit the funds and invest them. We oversee the expenditures of the funds. We work diligently to collect delinquent taxes. We manage the elections, register voters, order ballots, store voted ballots, mail absentee ballots, etc.

Filings for FY2015 include:

Marriages: 94	Land Records: 13, 950 pages (19 Volumes)
Births: 175	Property Transfers: 718
Deaths: 120	Passports: 639
Dogs Licensed: 935	

In FY15 we billed \$40,995,421 and collected \$40,723,947 in taxes, penalties and interest. At the end of the fiscal year there was less than 1% to collect.

A successful initiative by the Clerk's office was included in the Charter changes that passed in November. We advocated to the Selectboard to reduce the 8% penalty for delinquent tax payment. That has been reduced to 5% for the first 30 days, after 30 days the assessment increases to 8%. We hope this change will be beneficial to the people who are late in paying their taxes on occasion.

A change in personnel was necessitated with the retirement of Nancy Pecor. Nancy was a dedicated member of our team that worked with us for 15 years. She is well known in the community for her involvement in church, the Triathlon and many other events. Nancy served the public with grace and a smile. We wish her well in her retirement.

The newest member of our team is Traci Paquette. Traci took Nancy's position and is a shared employee with the Assessor's Department and balances her duties with both departments. Traci has a paralegal background, which is valuable in her position as Tax Specialist.

As always, we are here to serve you, the customer. We appreciate your business!

Town Manager's Report

Dawn Francis, Town Manager

The 2015 Fiscal Year has come to a close and the Selectboard and I are appreciative of our staff for helping us come in under budget and our voters for approving the local option tax. The revenue from the local option tax, along with cost savings from operational efficiencies allowed us to deliver a 5.4 % lower municipal tax bill to Colchester residents for FY 16. Thanks to a team effort, we realized cost savings in: building maintenance and energy use, telecommunications contracts, bond interest, and the police vehicle fleet. Our Grand List also increased by 1.69%, some of which is due to our economic development marketing efforts.

A FY 14 budget surplus of \$207,530 is being used to reduce taxes in FY 16 and a FY 15 year end budget surplus of \$187,791 is being used to reduce the need for property taxes in FY 17.

Budget

The proposed FY 17 budget is presented to you so as to maintain the same level of services, but recognizes that we have needs for more public safety dispatch and police coverage given the increase in crime as well as additional needs for our volunteer fire departments. We are also challenged by state mandated increases in the management of stormwater. Eight of the twenty-six program areas were reduced and one level funded in our budget proposal. The General Fund operating budget is proposed to increase by 2.4%, but the anticipated tax rate continues a declining trend of 1.3%. A summary of the budget and our cost containment efforts follows this report.

Capital Needs

Colchester voters and previous administrations have been forward thinking in their approach to planning for our infrastructure needs. Capital tax rates for equipment and facilities (\$0.019), transportation (\$0.035), parks (\$0.005) and reserve funds for technology and communications have helped us avoid borrowing costs and spikes in the tax rate. Two of our capital rates are proposed to be reauthorized by the voters by Australian ballot. Together with state and federal grants, as well as development impact fees, these rates assist us in paying for improvements and repairs to roadways, stormwater structures, 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. (Refer to our FYE 2016-21 Capital Budget Program and Plan on our website for details.) Taxpayers will continue to see lower costs for capital upkeep if these plans are reauthorized and if a new public safety reserve fund is approved.

Local Option Tax

The Colchester local option tax was approved by the voters in March of 2015, and began to be assessed on October 1, 2015. As promised, we reduced the Town property tax rate for FY 16 by 5.4% below the prior year.

The reduction in taxes was due to three factors:

1) The adoption of the local option sales tax, which is now funding \$671,648 in annual town debt payments for energy efficient streetlights, drainage improvements to the Bellwood neighborhood, the purchase of the Bayside/Hazlett property, and improvements to the police building, a public works garage and the Town Hall on Blakely Road.

2) Property value growth of 1.69% which increases the tax base that covers the costs of Town services such as police, fire, rescue, winter and summer street maintenance, parks, and the library.

3) Reduction of operating expenses in ten of twenty six areas, which all together resulted in an operating budget increase of 1.3%.

Further information about the local option tax for businesses is available from the State of Vermont at 802.828.2551 or <http://tax.vermont.gov/business-and-corp/sales-and-use-tax/local-option-tax> Information for Colchester residents is available at <http://www.colchestervt.gov/366/Local-Option-Tax-Proposal>

Strategic Plan Implementation

Town staff and the Selectboard focused upon many of the major themes established by the 2012 Heritage Plan, Town Plan and Economic Development Action Plan. Many of our accomplishments are outlined in the Selectboard's report.

Personnel

The Town of Colchester is blessed with a dedicated and talented work force. Given the experience and tenure of our employees, every year we experience transition in personnel.

We welcomed the following new employees, who replaced existing positions:

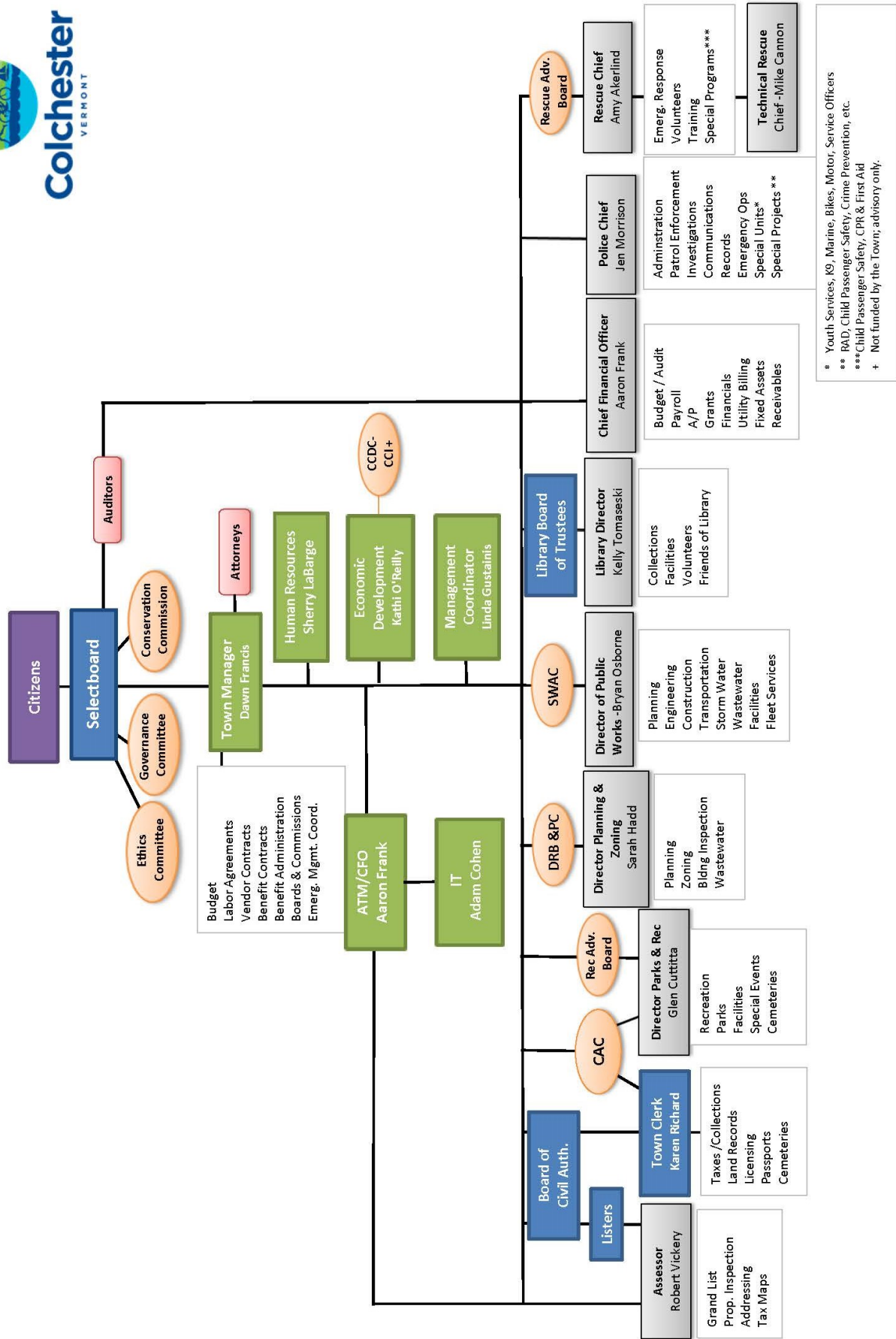
- Karen Purinton, Planning Coordinator
- Victor Bitca and Michael West, Police Officers
- Michael Schmoll and Cole Hayes, Public Safety Dispatchers
- Larry St. Peter, Public Works
- Kelsey Lowe, Library
- Linda (Kingston) Gustainis moved from the Planning and Zoning Office to become the Management Coordinator in the Manager's Office
- Traci Paquette is now in a shared position with the Town Clerk's and Assessor's Office.

We thank the following employees who left employment during the past fiscal year for their dedicated service with the Town:

- Robert Provost, Public Works Maintenance – 37 years of service!
- Charles Cole, Police – 29.5 years
- Nancy Pecor, Assistant Town Clerk - 15.5 years
- Gizelle Guyette, Library -10 years
- Christopher Shepard, Dispatcher - 5 years
- Matt Crepeau, Public Works Maintenance - 1.5 years

Thank you for your continued support of our community and making it the 40th best place to live in America (according to money.com). Our staff should also be recognized for their work on reducing expenses, keeping us safe, and providing Colchester with high quality public services.

2015 Town Organizational Chart



Town Budget Overview

Aaron Frank, Assistant Town Manager | Chief Financial Officer

Proposed Budget

We are proposing a 1.2% budget increase to maintain our same level of services. An additional 1.2% increase will provide:

- a public safety dispatcher, funded in part by the Town of Milton
- additional police overtime of \$25,653
- an increase of \$45,648 to support our volunteer fire departments
- \$23,684 in *mandated* State stormwater costs

These proposed additions result in a 2.4% budget increase overall; however, we will be continuing a three year trend of lower tax rate increases for another year.

Cost Containment Measures

We continue to focus upon cost containment and operational efficiencies:

- Conducted an energy audit of all facilities to reduce energy consumption.
- Restructured the police vehicle fleet with more fuel efficient vehicles and to reduce fit-up costs.
- * Focused on non-tax revenues for support of operating expenses. Budgeted non-tax revenues are projected to increase 5.1% by our increasing building permit fees and ambulance service fees.
- * Obtained grants for critical infrastructure improvements.
- * Shared equipment and services with other municipalities.
- * Emphasized employee safety and wellness.
- * Renegotiated bond interest rates and terms as well as various service contracts.
- * Continued evaluation of positions and staffing with some positions combined, eliminated or re-structured.

Budget Impact Estimate

Our preliminary conservative estimate is that a 2.4% budget increase will increase the tax rate by about 3/4 of 1 cent per hundred dollars of property valuation, or 1.3%. For a home valued at \$300,000, this translates into an annual increase of \$21.30 per year. If we see increased grand list growth over the next five months, this amount may be even lower. The local option tax, which began to be assessed in October, is being used to pay for our debt service which will be \$643,136 in FY 2017 and also contributes to the lower tax rate.

Following are charts and tables showing the highlights of the proposed budget as well as some comparative information.

Additional details on the budget may be found at "<http://colchestervt.gov/349/Budget-Documents>"

Town of Colchester Proposed FY 17 General Fund Budget

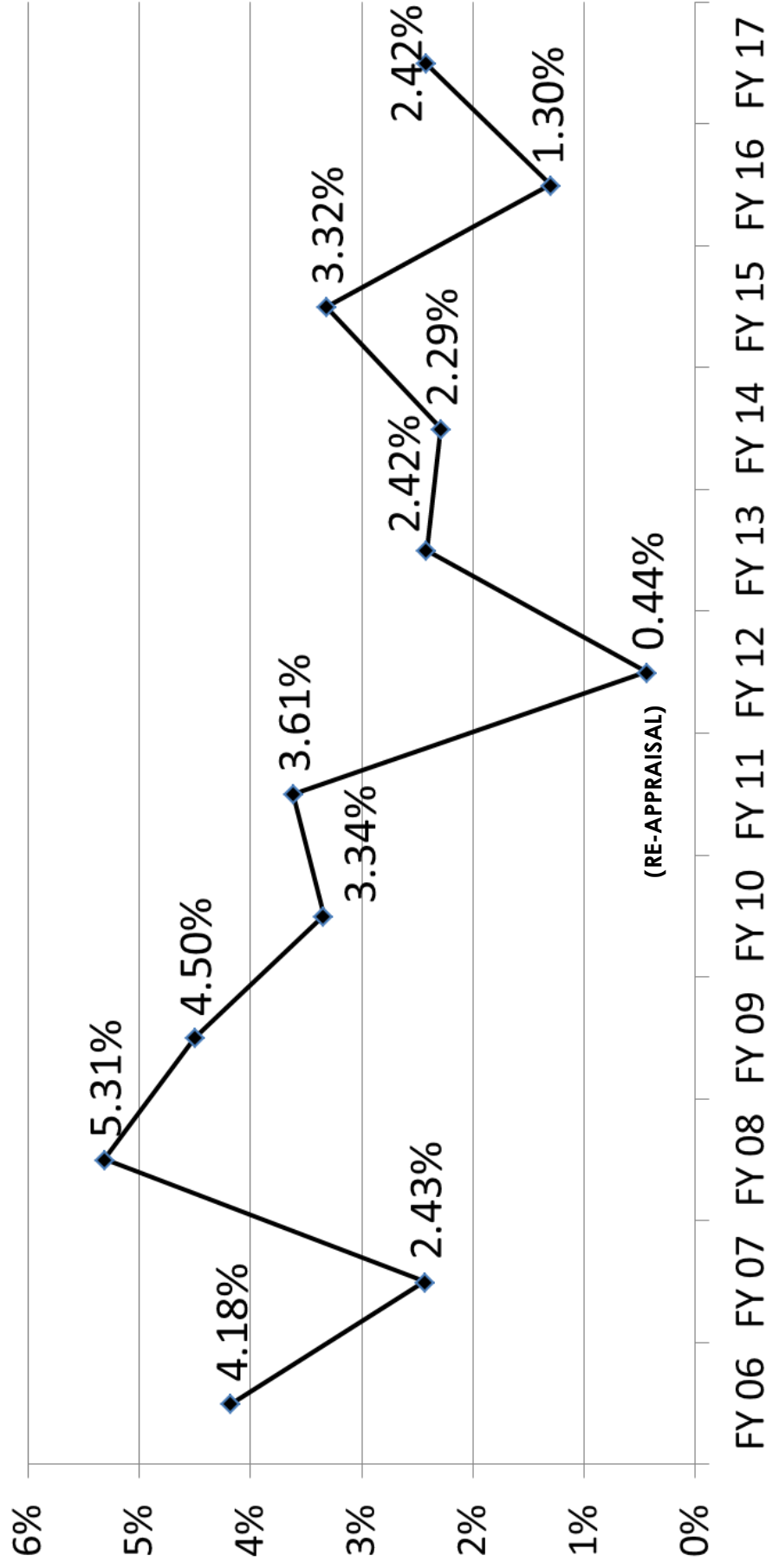
Revenues

Revenue Type	Proposed FY 17	FY 16	% Change From FY 16	\$ change from FY 16
Property Taxes	\$ 10,035,834	\$ 9,799,483	2.4%	\$ 236,351
Other Revenues	\$ 2,119,425	\$ 2,068,294	2.5%	\$ 51,131
Total Revenues	\$ 12,155,259	\$ 11,867,777	2.4%	\$ 287,482

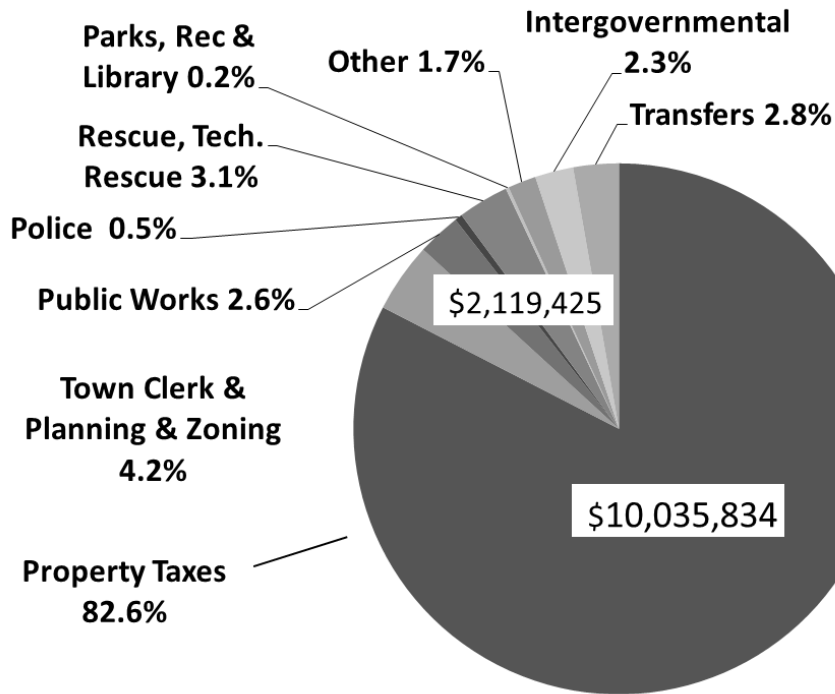
Expenses

Department	Proposed FY 17	FY 16	% Change From FY 16	\$ Change from FY 16
Selectboard	\$ 77,828	\$ 80,328	-3.1%	\$ (2,500)
Transfers	\$ 182,742	\$ 218,990	-16.6%	\$ (36,248)
Civil Board	\$ 45,228	\$ 42,730	5.8%	\$ 2,498
Manager	\$ 548,397	\$ 526,660	4.1%	\$ 21,737
Economic Development	\$ 126,789	\$ 122,550	3.5%	\$ 4,239
Finance	\$ 376,416	\$ 353,614	6.4%	\$ 22,802
Assessor	\$ 193,720	\$ 207,282	-6.5%	\$ (13,562)
Town Clerk	\$ 363,863	\$ 349,360	4.2%	\$ 14,503
Planning & Zoning, DRB	\$ 611,233	\$ 593,325	3.0%	\$ 17,908
Information Tech	\$ 158,957	\$ 199,775	-20.4%	\$ (40,818)
Police	\$ 3,537,453	\$ 3,459,907	2.2%	\$ 77,546
Dispatch	\$ 396,800	\$ 327,504	21.2%	\$ 69,296
Fire Departments	\$ 878,600	\$ 833,052	5.5%	\$ 45,548
Rescue	\$ 567,019	\$ 537,764	5.4%	\$ 29,255
Tech Rescue	\$ 34,140	\$ 42,169	-19.0%	\$ (8,030)
Public Works-Admin	\$ 594,536	\$ 577,300	3.0%	\$ 17,236
Highway	\$ 1,105,671	\$ 1,088,431	1.6%	\$ 17,240
Maintenance Facility	\$ 346,034	\$ 333,137	3.9%	\$ 12,897
Stormwater	\$ 206,028	\$ 179,077	15.1%	\$ 26,951
Buildings	\$ 178,879	\$ 179,475	-0.3%	\$ (596)
Health Services	\$ 57,850	\$ 57,850	0.0%	\$ -
Parks	\$ 387,891	\$ 400,452	-3.1%	\$ (12,561)
Recreation	\$ 224,440	\$ 219,674	2.2%	\$ 4,766
Library	\$ 657,171	\$ 641,129	2.5%	\$ 16,043
Cemetery	\$ 20,558	\$ 23,347	-11.9%	\$ (2,789)
Intergovernmental	\$ 277,016	\$ 272,893	1.5%	\$ 4,122
Total Expenses	\$ 12,155,259	\$ 11,867,777	2.4%	\$ 287,482

General Fund Budget Change

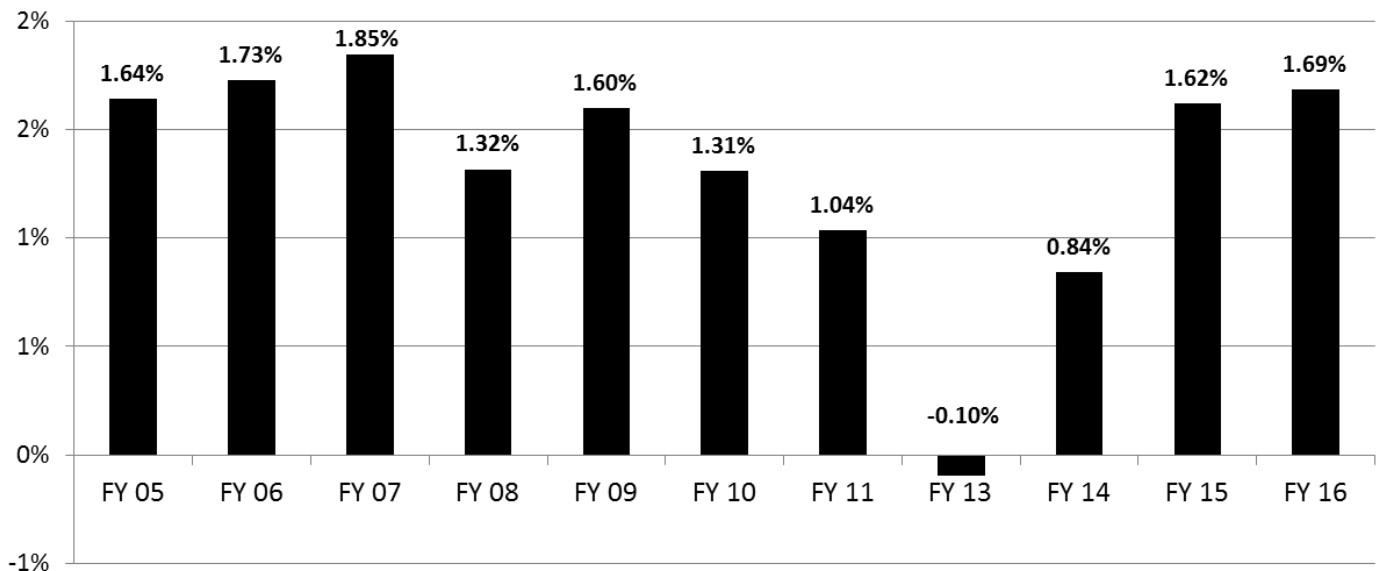


FY 17 General Fund Revenues

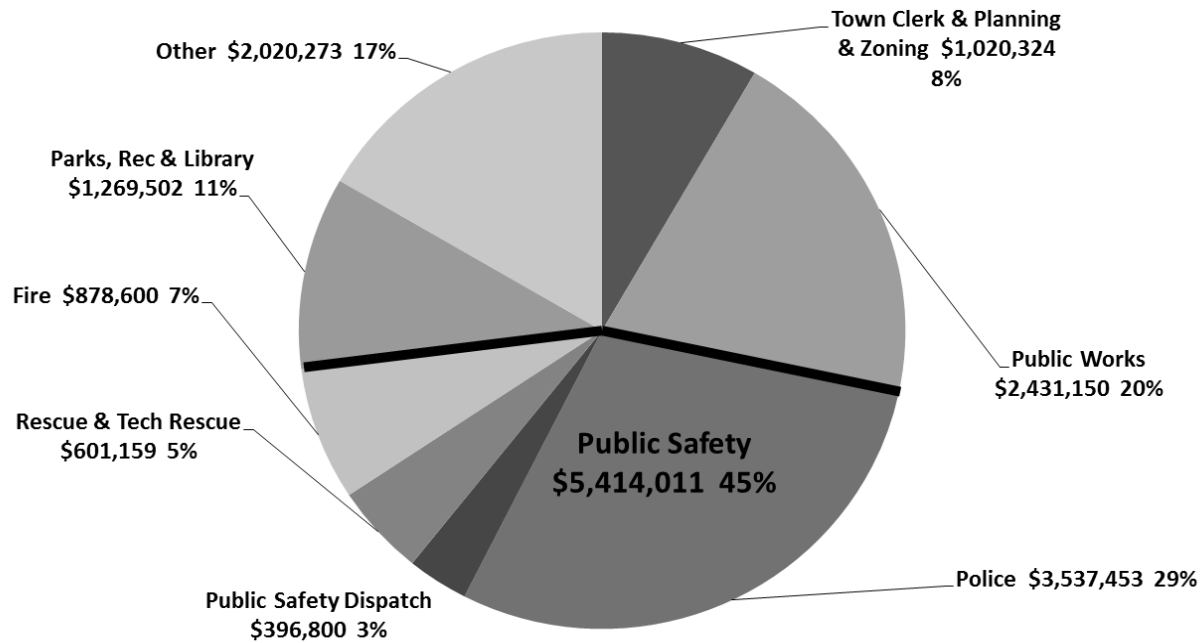


General Fund Budget only. With Milton Dispatch Funds, Sewer Fund, and Recreation Program Fund, 35% of Revenues are from non-tax sources

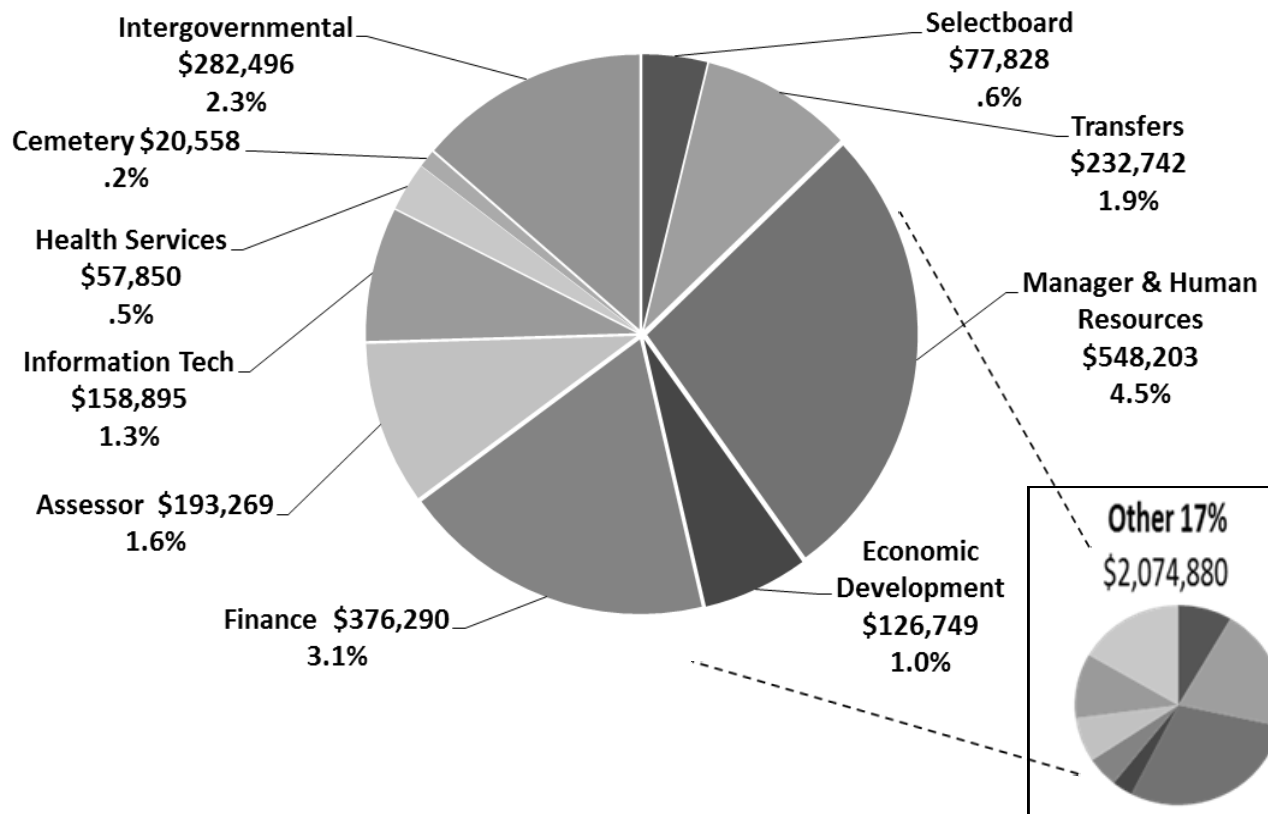
Grand List % Increase (excluding reappraisal years)



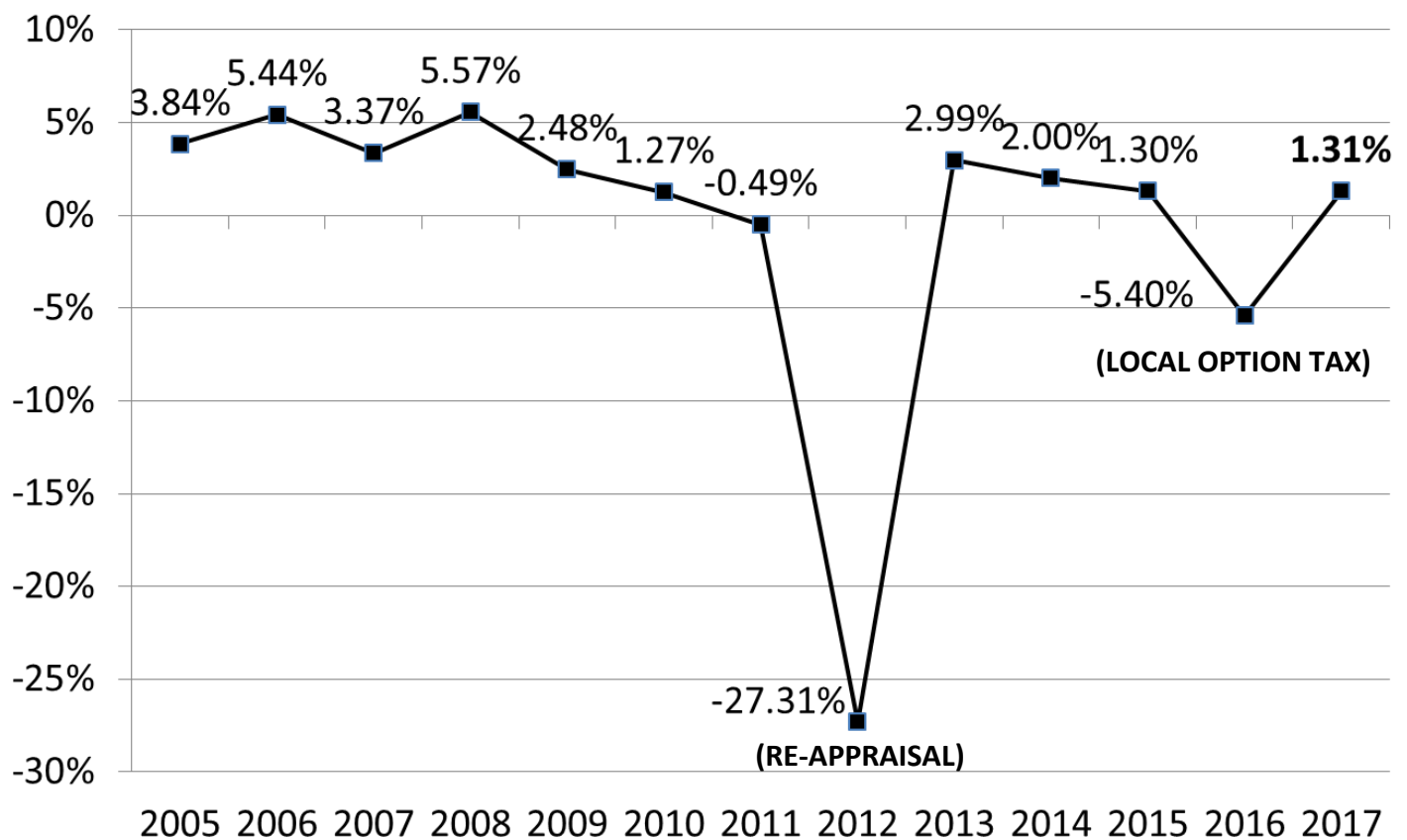
FY17 Budget by Category



FY 17 "Other" Expenses



Colchester Tax Rate Change



Comparison – Inner Chittenden County Town Tax Rates

Williston	.285
So. Burlington	.4560
Essex Town	.4880
Colchester	.5405
Essex Jct.	.7704
Burlington	.7926
Winooski	1.025
Average	.6225



2015-16 MUNICIPAL TAX RATES FROM TOWN LISTER/ASSESSOR'S DATA
Colchester is 13% below average for inner Chittenden County

COLCHESTER PROPOSED FY 2017 BUDGET

Account	FY 12 Actual	FY 13 Actual	FY 14 Actual	FY 15 Actual	FY 16 Budget	FY 17 Budget
REVENUES						
PROPERTY TAXES	8,254,872	9,095,723	9,272,577	9,552,676	9,799,483	10,035,834
VETERAN EXEMPTION	0	0	0	0	(19,500)	(21,000)
INTEREST DELINQ TAXES	69,265	51,221	49,125	52,392	48,000	50,000
PENALTIES DELINQ TAXES	91,763	85,728	81,574	75,412	63,000	63,000
MISC TAX SALE CHARGES	(15)	2,084	6,500	1,672	0	0
LIQUOR LICENSES	3,200	3,220	4,120	3,865	4,100	4,100
LICENSES - TOWN	4,690	4,410	4,400	3,240	4,500	4,500
DEPT MOTOR VEHICLES	1,230	954	849	897	850	850
MARRIAGE LICENSES	1,220	1,025	1,282	972	1,200	1,200
DOG LICENSES	7,566	6,808	6,698	8,064	6,500	9,000
STATE PMTS IN LIEU OF TAXES	161,773	167,996	175,710	176,367	160,000	168,000
CURRENT USE HOLD HARMLESS	15,759	25,751	31,799	34,011	20,000	26,000
VLCT INS DISTRIBUTIONS	28,160	28,511	20,030	13,435	10,000	9,000
INTEREST EARNINGS	49,733	25,876	27,732	19,171	28,000	20,000
MISCELLANEOUS	22,444	(40,626)	25,796	11,943	20,000	12,000
SUPPORT PAYMENTS	58,367	58,974	59,593	92,225	60,870	50,250
MILTON DISPATCH	155,396	160,341	167,049	163,207	0	0
POLICE	2,427	2,668	1,956	3,116	2,000	3,000
CUSI	0	52,460	8,236	0	9,453	0
POLICE ORDINANCE FEES	1,780	1,830	2,240	2,780	1,800	2,500
AMBULANCE	262,054	328,384	292,518	352,697	345,050	376,649
TECH RESCUE REIMBURSEMENT	31,921	9,140	6,887	0	5,000	0
POLICE REIMBURSEMENT - IRENE	7,778	0	0	0	0	0
RECORDING FEES	118,388	174,436	118,265	118,579	120,000	120,000
ACCESSORY APT/SEAS CO	300	750	1,200	950	500	500
BUILDING/ZONING PERMITS	213,894	201,565	200,463	197,242	200,000	235,218
SEPTIC PERMITS	1,210	1,450	1,275	1,290	1,200	1,200
DRB - PUBLIC NOTICES	1,850	1,470	1,634	1,839	1,400	1,600
DRB/BLA APPLICATIONS	21,539	20,663	22,946	21,833	20,000	20,500
EXCAVATION W/ROW	14,700	11,110	8,600	10,625	11,600	12,600
CERTIFICATES OF OCCUPANCY	12,505	15,625	16,975	19,800	12,000	18,000
GIS INCOME	170	192	150	226	350	350
STATE WW PERMITS	21,514	33,337	40,795	30,575	28,000	33,440
ORDINANCE AND MAP COPIES	197	313	386	180	400	400
CERTIFIED COPIES OF VITAL REC	4,558	3,813	4,091	5,533	5,000	5,000
COPIES AND MAPS	16,084	21,540	17,215	17,726	17,000	17,000
USE OF VAULT	3,294	4,378	2,994	2,729	3,000	3,000
PASSPORTS	18,470	16,545	15,760	20,020	16,000	18,000
PASSPORT PHOTOS	6,408	5,858	6,866	8,050	6,500	7,500
ROAD MISCELLANEOUS	2,665	2,694	2,916	3,181	2,500	2,500
DOG CONTROL	1,617	1,379	1,875	1,595	1,775	1,500

COLCHESTER PROPOSED FY 2017 BUDGET - Continued

Account	FY 12 Actual	FY 13 Actual	FY 14 Actual	FY 15 Actual	FY 16 Budget	FY 17 Budget
REVENUES						
GREEN MOUNTAIN PASSPORTS	158	204	220	241	200	200
RECREATION	15,110	11,710	16,026	21,586	13,950	17,500
SENIOR CENTER RENTAL	0	0	0	0	150	0
DISTRICT COURT FINES	41,432	38,604	39,981	27,029	38,000	27,000
FINES	692	914	27,646	21,400	1,000	1,000
GRANT REIMBURSEMENT	4,760	4,100	1,000	11,332	5,000	5,000
ACT 68	47,222	50,591	54,219	57,412	50,000	54,000
ACT 60 REIMBURSEMENT	6,753	6,734	6,751	6,876	6,850	6,900
ANNUAL SCHOOL PAYMENT	37,930	20,008	22,856	23,451	22,750	23,433
ANN SCH PAYMT MAINTENANCE	0	18,000	18,000	18,000	18,000	18,540
STATE AID TO HIGHWAYS	181,953	189,616	189,745	196,344	202,745	196,369
MARINE ENFORCEMENT	24,339	24,948	22,289	23,677	20,000	22,000
833 BLAKELY LEASE REVENUE	0	0	0	0	0	26,337
LIBRARY GRANT	0	0	0	0	0	4,650
TRANSFER FR TECH RESERVE	30,000	0	30,000	0	0	0
TRANSFER FROM SEWER FUND	103,861	104,021	96,540	98,146	98,895	102,606
TRANSFER FROM MTN VIEW SW	0	0	0	3,096	0	0
TRANSFER FROM CAPITAL PROJ	0	0	94,494	73,953	50,000	0
TRANSFER FROM COMM DEV	0	0	0	29,000	0	0
TRANSFER FROM W LKSH	0	0	3,035	3,746	0	0
TRANSFER FROM FEA SI	0	0	5,131	3,074	0	0
REDUCTION IN FUND BALANCE	0	0	0	0	50,000	66,000
REDUCTION IN ASSIGNED FUND BALANCE	0	0	0	0	207,530	187,791
TRANSFER FR WELLNESS FUND	0	0	0	0	65,176	0
TRANSFER FR Reserve Fund for Malletts Bay infrastructure planning	0	0	0	0	0	82,742
PROMOTIONAL	0	0	0	180	0	0
FEMA REIMB DPW	26,677	0	0	0	0	0
FHWA REIMB DPW	12,586	0	0	0	0	0
Total Revenues	10,224,219	11,059,045	11,339,010	11,648,656	11,867,777	12,155,259

SELECTBOARD

SALARIES	4,648	5,500	5,500	6,500	6,500	6,500
EMPLOYER TAXES & BENEFITS	356	421	421	497	497	497
TOWN MEETING	535	645	0	0	750	750
TOWN REPORT	482	610	1,330	1,381	1,581	1,581
PRINTING & BINDING	0	0	191	1,078	4,500	2,000
MISCELLANEOUS	655	45	459	0	500	500
CONTINGENCY	0	2,500	440	2,000	66,000	66,000
Total Select Board	6,676	9,721	8,341	11,456	80,328	77,828

TRANSFERS

TRANSFER TO WELLNESS FUND	0	0	0	0	65,176	0
TRANSFER TO LEAVE TIME FUND FOR EXPENSES EXCEEDING BUDGET	0	0	0	0	153,814	100,000
TRANSFER TO PARK CAP PLAN	0	50,000	0	0	0	82,742
Total Transfers	0	50,000	0	0	218,990	182,742

CIVIL BOARD

SALARIES	11,807	11,876	12,359	12,897	16,283	13,200
C B & OTHER SALARIES	19,091	8,132	3,901	3,200	7,000	10,000
EMPLOYER TAXES & BENEFITS	8,885	9,117	10,087	10,199	11,647	11,428
LEGAL	1,155	0	0	0	0	0
POSTAGE	1,858	1,066	428	693	2,500	2,500
MACHINERY & EQUIPMENT	0	0	0	0	300	600
MISCELLANEOUS	3,048	4,440	2,622	8,127	5,000	7,500
Total Civil Board	45,844	34,631	29,397	35,115	42,730	45,228

MANAGER

SALARIES	290,663	313,946	315,923	313,630	325,105	333,720
EMPLOYER TAXES & BENEFITS	98,993	115,233	97,543	82,561	115,086	119,108
PERSONNEL DEVELOPMENT	1,754	1,557	3,508	7,568	5,000	5,000
EMPLOYEE & VOLUNTEER APPRECIATION	1,457	2,138	1,978	2,402	2,000	2,500
DUES & PUBLICATIONS	3,731	4,222	2,729	3,958	3,500	4,000
PROFESSIONAL SERVICES	0	0	3,512	9,324	8,800	9,000
LEGAL	16,338	18,802	11,482	9,159	19,000	19,000
LEGAL UNION NEGOTIATING	28,511	1,220	60	0	3,000	0
LEGAL HUMAN RESOURCES	8,144	6,241	7,271	8,225	3,000	8,500
TELEPHONE	1,216	1,219	1,266	922	869	869
COMMUNICATIONS	0	236	1,406	1,446	2,200	2,200
RECRUITING	0	8,614	1,364	1,939	0	0
FLAG REPLACEMENT	271	128	464	162	500	500
PUBLIC HEARING ADVERTISING	2,914	3,967	3,313	7,285	3,400	4,000
OPERATING SUPPLIES	2,067	3,553	4,737	616	4,000	1,000
OFFICE SUPPLIES GENERAL	6,472	5,814	2,391	10,491	5,000	8,000
POSTAGE	447	984	510	3,627	700	3,500
MILEAGE ALLOW & REIMBURSE	4,818	4,270	5,412	5,048	5,000	5,000
MISC	26,716	20,029	31,472	21,394	20,000	22,000
GREEN UP VERMONT	317	374	40	252	500	500
WELLNESS PROGRAM	3,507	238	50	0	0	0
Total Manager	498,335	512,784	496,431	490,010	526,660	548,397

ECONOMIC DEVELOPMENT

SALARIES	43,410	0	48,889	61,771	65,088	67,701
EMPLOYER TAXES & BENEFITS	28,577	960	23,827	34,169	33,262	34,888
PERSONNEL DEVELOPMENT	952	0	728	105	1,500	2,000
PROFESSIONAL SERVICES	0	0	490	15	0	0
DUES & PUBLICATIONS	956	75	990	1,237	1,300	1,250
ECONOMIC DEV. PLAN	37,500	0	0	0	0	0
LEGAL	0	0	114	187	200	0
TELEPHONE	194	0	64	84	0	90
VEHICLE MAINT & TRANS	0	0	509	954	500	1,000
MUNICIPAL MARKETING	0	0	1,500	24,769	0	0
ADVERTISING	0	0	0	218	300	0
PRINTING & BINDING	0	0	1,938	0	0	0
MARKETING & COMMUNICATION	0	0	0	0	19,400	19,400
OPERATING SUPPLIES	102	0	1,071	318	300	300
SOFTWARE	0	0	0	0	0	0
MISCELLANEOUS	112	0	211	0	300	160
PUBLIC RELATIONS	525	333	104	45	0	0
POSTAGE	0	0	393	0	400	0
TRANSFER TO RESERVE FUND	0	100,000	0	0	0	0
Total Economic Development	112,327	101,368	80,828	123,870	122,550	126,789

FINANCE

SALARIES	185,437	188,272	201,950	188,640	195,338	209,257
EMPLOYER TAXES & BENEFITS	74,561	78,145	88,179	90,026	83,901	95,334
PERSONNEL DEVELOPMENT	381	537	408	344	2,500	2,500
DUES & PUBLICATIONS	70	419	0	0	425	425
LEGAL	0	0	475	0	0	0
PROFESSIONAL SERVICES	38,540	33,188	33,880	36,695	44,000	40,000
TELEPHONE	813	791	800	503	850	500
RECRUITING	0	510	0	0	0	0
OFFICE SUPPLIES	2,279	2,246	1,925	2,733	2,600	2,800
POSTAGE	1,567	1,809	1,514	1,703	1,850	1,900
SOFTWARE MAINTENANCE	21,605	20,727	21,742	22,354	22,000	23,500
MISCELLANEOUS	324	353	171	40	150	200
Total Finance	325,576	326,997	351,044	343,038	353,614	376,416

ASSESSOR

SALARIES	108,138	98,887	141,526	81,174	86,625	88,105
LISTERS	1,674	232	292	165	500	500
EMPLOYER TAXES & BENEFITS	48,916	50,224	57,155	45,379	55,470	47,148
PERSONNEL DEVELOPMENT	0	260	792	1,127	1,000	2,400
DUES & PUBLICATIONS	136	0	565	948	875	3,400
PROFESSIONAL SERVICES	8,679	20,254	12,607	22,787	29,645	23,000
LEGAL	0	1,108	2,418	720	7,500	7,500
REAPPRAISAL	47,608	29,918	0	0	19,000	15,000
TELEPHONE	405	395	349	168	500	500
OPERATING SUPPLIES	1,322	661	2,797	498	1,300	1,300
POSTAGE	874	584	819	710	800	800
GASOLINE	137	317	432	833	2,400	2,400
TECHNOLOGY	0	0	1,827	373	1,500	1,500
VEHICLE MAINT	79	0	220	0	167	167
MISC	40	28	0	0	0	0
Total Assessor	218,008	202,868	221,799	154,881	207,282	193,720

TOWN CLERK/TREASURER

SALARIES	208,002	206,423	217,795	231,323	216,331	222,887
EMPLOYER TAXES & BENEFITS	98,597	100,230	104,855	103,762	105,954	109,376
PERSONNEL DEVELOPMENT	444	500	1,464	1,599	2,000	3,000
DUES & PUBLICATIONS	250	285	310	270	425	500
LEGAL	3,066	420	2,187	8,748	3,000	5,000
TELEPHONE	1,279	1,227	1,151	587	1,500	600
OFFICE SUPPLIES	537	67	0	0	1,400	1,500
OPERATING SUPPLIES	7,815	7,912	8,821	11,772	10,000	12,000
POSTAGE	7,248	6,150	6,489	6,692	7,000	7,250
MACHINERY & EQUIPMENT	0	0	0	0	500	500
TECHNOLOGY	800	0	400	0	750	750
MISCELLANEOUS	259	0	0	0	500	500
MISC BENEFITS	0	408	0	0	0	0
Total Town Clerk/Treasurer	328,297	323,622	343,472	364,754	349,360	363,863

PLANNING/ZONING

SALARIES	319,407	289,350	315,741	306,820	330,160	353,926
SALARIES - PLAN COMM/ZON BD	3,774	3,450	3,776	3,600	4,102	3,600
EMPLOYER TAXES & BENEFITS	132,928	131,860	137,666	139,153	161,581	159,454
PERSONNEL DEVELOPMENT	10,388	6,698	2,229	2,682	6,000	7,875
DUES & PUBLICATIONS	1,644	1,531	1,089	934	6,100	6,100
PROFESSIONAL SERVICES	16,904	26,761	6,140	10,715	13,000	22,500
LEGAL	32,102	34,017	27,234	26,952	30,000	27,000
MASTER PLAN REWRITE	3,500	0	0	0	0	0
TELEPHONE	2,194	1,182	1,444	838	1,824	553
COMMUNICATIONS	655	521	543	875	800	900
ADVERTISING-RECRUITMENT	1,164	694	50	231	500	500
ADVERTISING-PUBLIC MEETINGS	2,323	1,959	1,556	2,265	1,600	2,200
PRINTING & BINDING	1,569	1,008	2,132	524	1,300	600
OPERATING SUPPLIES	4,287	4,722	2,375	5,098	4,000	4,000
POSTAGE	2,083	1,722	1,598	1,760	1,800	1,800
GASOLINE	606	407	978	951	1,358	1,025
MILEAGE ALLOW & REIMBURSE	271	195	948	731	1,000	1,000
TECHNOLOGY	5,972	1,569	33,485	21,900	16,500	16,500
VEHICLE MAINT	635	26	759	715	1,200	1,200
GIS	2,480	0	12,611	300	500	500
3RD PARTY CONSULTANT FEES	0	0	0	0	10,000	0
ORTHO PHOTOGRAPHS	0	1,500	0	0	0	0
TRANS TO PARK CAPITAL PLAN	0	10,000	0	0	0	0
Total Planning/Zoning	544,886	519,172	552,354	527,044	593,325	611,233

INFORMATION TECHNOLOGY

SALARIES	77,220	69,845	109,063	122,656	121,109	103,781
EMPLOYER TAXES & BENEFITS	28,488	28,797	36,777	44,658	50,838	28,826
PERSONNEL DEVELOPMENT	1,477	2,406	75	0	4,000	4,000
INTERNET PROVIDER	1,577	1,319	1,334	294	1,693	500
WEB FILE MAINTENANCE	1,529	552	532	0	0	0
TELEPHONE	453	1,516	1,647	533	261	300
COMMUNICATIONS	0	0	358	1,350	0	850
REPAIR/MAINT - EQUIP	5,320	5,982	4,441	3,584	4,000	4,000
RECRUITING	0	0	299	12,105	299	0
OPERATING SUPPLIES	550	495	221	0	400	100
MILEAGE ALLOW & REIMBURSE	78	55	0	63	175	100
MACHINERY & EQUIPMENT	8,405	18,236	5,458	0	5,000	5,000
SOFTWARE	2,413	2,496	2,239	8,156	3,000	0
MISC	99	70	70	4,003	0	4,000
PROFESSIONAL SERVICES	0	3,240	1,458	2,225	9,000	7,500
Total Information Technology	127,609	135,008	163,972	199,629	199,775	158,957

POLICE ENFORCEMENT

SALARIES	1,860,299	1,932,753	2,006,092	2,083,568	2,121,697	2,165,256
EMPLOYER TAXES & BENEFITS	822,528	835,120	873,378	954,462	981,260	1,030,647
PERSONNEL DEVELOPMENT	199	1,110	738	3,711	3,500	4,000
DUES & PUBLICATIONS	1,117	1,585	835	2,299	1,400	2,500
TRAINING	14,418	11,805	16,043	17,319	17,000	20,400
UNIFORMS AND EQUIP	36,663	29,941	43,376	40,140	32,500	40,000
LEGAL	2,015	(30)	5	174	500	500
UTILITIES	18,732	20,214	23,482	22,929	24,000	23,000
TELEPHONE	9,041	9,634	9,798	10,113	9,000	9,000
COMMUNICATIONS	33,744	35,778	28,851	31,521	35,000	35,000
PUBLIC SAFETY COMMUNICATIONS	17,638	9,271	24,844	24,426	19,000	19,000
VEHICLE MAINT	37,235	32,981	44,211	30,231	37,850	37,850
BLDG MAINTENANCE	19,804	22,066	24,868	28,218	24,000	24,000
OFFICE SUPPLIES	7,898	8,592	7,777	11,460	8,500	8,500
OPERATING SUPPLIES	31	6	317	183	0	0
PHOTO AND FINGERPRINT	5,279	5,450	5,888	7,259	6,700	6,700
POSTAGE	643	778	867	1,198	1,100	1,100
GASOLINE	75,569	74,812	83,184	66,893	88,400	79,000
MILEAGE ALLOW & REIMBURSE	4,525	4,142	0	0	0	0
MACHINERY & EQUIP	125	3,126	0	0	0	0
TECHNOLOGY	8,225	9,670	8,908	6,854	2,500	2,500
MISCELLANEOUS	5,529	7,104	11,549	12,719	14,000	16,000
MARINE	51,760	11,953	9,062	9,256	9,000	9,500
SPECIAL PROGRAMS	768	668	2,291	2,413	3,000	3,000
TRANS TO CAP EQUIP BOAT	24,339	24,948	22,289	20,054	20,000	0
TRANS TO CAPITAL IMPROV	0	11,000	0	0	0	0
TRANS TO PARK CAPITAL PLAN	0	26,000	0	0	0	0
Total Police	3,058,124	3,130,477	3,248,653	3,387,402	3,459,907	3,537,453

PUBLIC SAFETY DISPATCH

PREVIOUS DISPATCH EXPENSES	455,174	487,594	484,752	484,460	0	0
TRANS TO DISPATCH FUND	0	0	0	0	327,504	396,800
Total Public Safety Dispatch	455,174	487,594	484,752	484,460	327,504	396,800

FIRE DEPARTMENTS

MB FIRE COMMUNICATIONS	8,382	15,472	15,555	0	0	0
CC FIRE COMMUNICATIONS	16,494	16,307	16,447	0	0	0
MISCELLANEOUS	0	0	100	0	100	0
COLCHESTER CENTER FIRE CO	407,300	430,815	430,815	460,300	464,900	489,200
MALLETTS BAY FIRE DEPT	314,400	330,437	339,552	355,052	368,052	389,400
Total Fire Dept/Civil Defense	746,576	793,031	802,469	815,352	833,052	878,600

RESCUE

SALARIES	273,456	266,231	308,367	328,936	321,116	334,564
EMPLOYER TAXES & BENEFITS	107,676	101,000	111,850	119,943	125,938	155,531
TRAINING	6,021	7,808	5,081	5,834	8,500	8,500
UNIFORMS	3,830	3,957	3,014	1,702	3,500	3,500
LEGAL	0	0	0	0	200	0
HEALTH & SAFETY	0	595	229	0	500	500
UTILITIES	11,955	12,173	12,779	12,938	13,000	13,250
TELEPHONE	531	478	701	754	700	700
COMMUNICATIONS	1,925	1,694	1,799	1,666	1,400	2,000
JANITORIAL SERVICES	1,371	1,654	1,018	1,853	1,500	1,800
VEHICLE MAINT	3,813	1,646	2,243	6,052	4,500	4,500
REPAIR/MAINT - EQUIP	1,292	557	825	1,314	800	3,500
BLDG MAINTENANCE	6,762	6,965	5,914	5,353	5,500	5,500
COMMUNICATION R & M	0	568	13	0	400	400
OFFICE SUPPLIES	1,373	1,399	968	1,247	1,400	1,400
OPERATING SUPPLIES	13,113	15,160	15,765	16,463	16,500	17,000
POSTAGE	171	52	46	85	60	75
GASOLINE	8,206	6,317	4,611	4,843	6,750	5,500
MACHINERY & EQUIPMENT	1,338	3,156	154	878	1,000	1,000
TECHNOLOGY	1,638	1,746	2,956	826	1,500	1,500
MISC	8,979	9,543	4,653	4,567	5,000	5,000
AMBUL. PERSONNEL DONATIONS	564	1,196	465	772	500	1,000
SPECIAL PROGRAMS	207	461	26	12	300	300
TRANSFER TO CAPITAL EQUIP.	10,300	10,900	10,300	10,900	10,900	0
TRANSFER TO CAPITAL COMM.	7,000	6,100	6,300	6,300	6,300	0
TRANS TO CAPITAL IMPROV	0	8,000	0	0	0	0
Total Rescue	471,521	469,354	500,077	533,236	537,764	567,019

TECHNICAL RESCUE

SALARIES	15,480	11,929	9,290	10,955	9,000	9,000
EMPLOYER TAXES & BENEFITS	1,748	2,738	2,996	3,394	3,506	2,475
TRAINING	2,595	4,080	967	4,005	4,000	4,000
UNIFORMS	2,164	2,299	2,307	1,296	2,500	2,500
HEALTH & SAFETY	603	1,341	1,209	0	1,400	1,400
UTILITIES	443	128	109	140	150	150
COMMUNICATIONS	4,392	2,883	2,782	3,076	2,900	2,900
VEHICLE MAINT	2,399	1,180	2,036	1,344	1,500	1,500
EQUIPMENT R&M	2,806	1,039	1,986	2,004	2,000	2,000
COMMUNICATIONS R&M	0	0	185	33	300	250
OPERATING SUPPLIES	390	38	214	0	250	300
CAPITAL UNIFORMS	0	190	0	0	0	0
GASOLINE	1,101	2,365	3,921	2,062	2,663	2,665
MACHINERY & EQUIPMENT	2,618	2,777	2,819	3,381	3,000	4,000
MISC - IRENE	15,247	0	0	0	0	0
BLDG MAINTENANCE	4	629	911	1,876	1,000	1,000
TRANS TO CAPITAL EQUIPMENT	6,000	6,000	6,000	6,000	6,000	0
TRANS TO CAPITAL COMM	2,000	2,000	2,000	2,000	2,000	0
TRANS TO HSG	0	0	775	0	0	0
Total Technical Rescue	59,991	41,617	40,507	41,567	42,169	34,140

PUBLIC WORKS - ADMIN

SALARIES	237,335	322,453	348,927	353,544	360,950	370,444
EMPLOYER TAXES & BENEFITS	98,188	136,535	152,309	157,588	164,571	171,895
PERSONNEL DEVELOPMENT	1,915	1,358	2,286	4,796	3,500	3,500
DUES & PUBLICATIONS	411	956	1,345	1,356	1,000	1,000
PROFESSIONAL SERVICES	22,771	8,221	15,895	37,076	32,700	32,700
LEGAL	4,569	1,440	855	0	1,000	1,000
TELEPHONE	741	779	683	419	782	700
COMMUNICATIONS	739	957	1,492	2,135	1,492	2,130
VEHICLE MAINT & TRANS	88	267	574	198	167	167
ADVERTISING	38	0	200	229	0	0
RECRUITMENT	4,002	1,195	0	216	0	0
OFFICE SUPPLIES	3,820	1,586	1,526	1,198	950	950
OPERATING SUPPLIES	2,388	17	873	94	400	400
POSTAGE	541	646	634	507	650	650
GASOLINE	1,476	1,130	794	302	338	200
MILEAGE ALLOW & REIMBURSE	4,517	4,500	4,517	4,529	4,500	4,500
MISC BENEFITS	0	595	0	0	0	0
TECHNOLOGY	0	0	5,423	0	4,300	4,300
TRANSFER TO FHWA FUND	477	0	0	4,375	0	0
TRANS TO CAPITAL IMPROV	0	64,000	0	0	0	0
Total Public Works-Admin	384,016	546,634	538,333	568,563	577,300	594,536

HIGHWAY DEPT

SALARIES	424,417	426,292	430,456	436,232	445,225	454,726
EMPLOYER TAXES & BENEFITS	191,216	191,014	196,807	203,377	224,571	237,472
PERSONNEL DEVELOPMENT	89	299	0	0	0	0
UNIFORMS	6,901	6,532	5,793	5,860	6,643	6,643
COMMERCIAL DRIVERS LICENSE	275	0	328	700	300	150
STREET LIGHTS	134,638	95,505	0	121,256	71,162	60,000
STREET LIGHT MAINTENANCE	0	0	0	0	0	5,000
TRAFFIC SIGNALS	7,487	8,135	8,498	7,139	8,670	8,670
COMMUNICATIONS	403	538	357	897	998	998
TREE MAINTENANCE	10,200	5,545	9,946	3,485	5,000	5,000
TIRES AND TUBES	8,015	8,433	8,263	8,395	8,500	8,500
STRIPING	37,127	17,012	28,701	23,091	28,701	28,701
CATCH BASINS	135	0	0	0	0	0
REPAIR PARTS & CONTRACTED						
REPAIR FOR 17 VEHICLES PLUS	22,000	20,883	17,732	28,112	31,040	31,540
PLOWS, SANDERS, & EQUIPMENT						
BRIDGES	0	0	0	0	250	250
ROLLER / TRAILER	2	116	303	0	150	150
PAINT TRAILER	0	0	0	580	100	100
EMERGENCY ROAD REPAIRS	55,569	0	0	0	0	0
HIRED EQUIPMENT - WINTER	0	0	810	1,000	500	500
HIRED EQUIPMENT - SUMMER	283	269	371	465	500	500
OPERATING SUPPLIES	2,792	3,531	3,651	3,576	4,000	4,000
EQUIPMENT SUPPLIES	643	1,745	1,138	1,712	1,750	1,750
SMALL TOOLS & EQUIPMENT	392	405	369	2,527	750	750
CHLORIDE	9,212	12,467	7,543	9,046	9,320	9,320
GRAVEL	24,368	18,570	17,690	18,156	17,181	17,181
ASPHALT REPAIR	4,872	3,499	16,424	5,184	3,500	5,500
SIGNS	8,616	7,313	7,260	5,120	8,000	7,000
WINTER SAND	5,864	27,556	37,098	25,347	18,531	18,531
WINTER SALT	79,025	96,125	136,070	112,754	120,780	123,718
GASOLINE	59,018	72,285	70,327	50,623	72,309	69,021
MISC	0	615	38	0	0	0
TRANSFER TO FHWA FUND	301	0	0	0	0	0
TRANS -ST. LGHT RES. FND	0	0	125,628	41,488	0	0
TRANS TO CAPITAL IMPROV	0	77,000	0	0	0	0
Total Highway Dept	1,093,860	1,101,684	1,131,601	1,116,123	1,088,431	1,105,671

MAINTENANCE FACILITY

SALARIES	177,621	183,991	192,641	195,468	199,399	204,048
EMPLOYER TAXES & BENEFITS	82,741	75,239	72,197	74,610	77,634	85,853
TRAINING	995	975	1,096	975	975	975
UNIFORMS	2,851	2,761	2,692	2,806	2,804	2,832
UTILITIES	14,208	16,173	15,301	17,392	16,150	17,400
TELEPHONE	1,194	1,009	666	503	800	800
REPAIRS AND MAINTENANCE	13,417	11,729	11,189	13,098	12,000	11,000
VEHICLE MAINT	43	403	431	303	500	300
OFFICE SUPPLIES	92	122	116	100	150	150
OPERATING SUPPLIES	3,945	3,652	3,379	3,854	3,775	3,775
EQUIPMENT SUPPLIES	13,531	13,332	13,425	13,705	14,000	14,000
WELDING SUPPLIES	962	941	1,095	950	1,000	1,000
GASOLINE	333	323	757	687	750	700
MACHINERY & EQUIPMENT	2,977	2,979	3,001	3,010	3,000	3,000
TECHNOLOGY	0	0	492	0	200	200
MISC BENEFITS	125	0	0	26	0	0
TRANS TO CAPITAL IMPROV	0	16,000	0	0	0	0
Total Maintenance Facility	315,035	329,630	318,478	327,489	333,137	346,034

STORMWATER

SALARIES	80,498	81,085	84,130	86,332	88,201	90,429
EMPLOYER TAXES & BENEFITS	34,526	36,391	41,542	42,522	49,391	50,430
UNIFORMS	905	1,358	1,192	1,865	1,635	1,865
LEGAL	0	0	0	0	0	0
CATCH BASINS	4,136	3,978	4,346	1,807	4,250	4,250
SWEEPER (1986)	811	1,335	2,450	2,464	2,500	2,500
SWEEPER (2007)	1,735	3,528	2,469	3,311	2,500	2,500
WATER FOR SWEEPER	452	0	0	788	0	788
STORMWATER PUMPS	998	925	1,050	867	935	935
FLOW MONITORING	0	0	0	0	0	8,484
STORMWATER PERMITTING	4,551	6,439	5,064	4,703	5,200	20,400
TREATMENT STRUCTURES	1,820	1,460	1,870	3,170	2,000	2,000
SMALL TOOLS & EQUIPMENT	0	67	161	435	300	300
CULVERTS	6,838	5,004	4,739	5,204	5,000	5,000
GASOLINE	5,754	5,234	6,160	4,146	6,439	5,421
MACHINERY & EQUIPMENT	11	0	0	0	0	0
PUBLIC EDUCATION/OUTREACH	5,000	5,000	5,000	5,000	5,000	5,000
WATER QUALITY TESTING	6,323	5,977	4,716	5,418	5,727	5,727
MISC BENEFITS	12	0	20	0	0	0
MISCELLANEOUS	500	0	0	0	0	0
TRANS TO CAPITAL IMPROV	0	4,000	50,000	0	0	0
Total Stormwater	154,869	161,782	214,909	168,033	179,077	206,028

BUILDINGS

SALARIES	42,323	46,497	48,626	50,395	51,427	52,603
EMPLOYER TAXES & BENEFITS	27,537	20,062	20,684	20,999	23,703	23,897
PERSONNEL DEVELOPMENT	0	0	2,041	0	0	0
UTILITIES - TOWN HALL	29,848	27,198	29,700	31,446	30,100	31,000
UTILITIES - MEETING HOUSE	5,510	6,041	6,214	7,379	6,272	7,400
UTILITIES - SENIOR CENTER	0	0	0	0	0	0
UTILITIES - HISTORICAL SOCIETY	2,160	2,465	3,159	2,388	2,541	2,400
COMMUNICATIONS	643	560	602	461	600	600
TRACTOR	0	0	0	0	500	500
VEHICLE MAINT	618	1,264	700	52	1,150	550
MAINTENANCE-TOWN HALL	43,580	10,293	24,948	18,903	15,736	15,900
CLEANING - TOWN HALL	0	15,685	12,098	9,700	10,460	10,691
MAINTENANCE-MEETING HOUSE	5,955	15,670	7,213	6,463	10,000	10,000
MAINTENANCE - HIST SOCIETY	127	897	8,230	1,235	500	1,000
MAINTENANCE - SENIOR CENTER	0	0	0	0	0	0
OPERATING SUPPLIES	2,762	3,270	3,397	3,343	3,400	3,640
OPERATING SUPP MTG HSE	49	0	0	0	0	0
OPERATING SUPP HIST SOC	17	0	0	0	0	0
GASOLINE	1,609	1,381	1,467	1,133	1,587	1,148
MILEAGE ALLOW & REIMBURSE	94	28	0	0	0	50
MISC	437	803	672	522	500	500
JANITORIAL SERVICES	0	0	0	886	0	0
REPAIR/MAINT - EQUIP	808	0	603	0	1,000	0
EQUIPMENT - RENTALS/LEASES	21,343	17,093	14,531	13,972	20,000	17,000
POSTAGE	56	(34)	0	0	0	0
Total Buildings	185,477	169,175	184,885	169,275	179,475	178,879

HEALTH SERVICES

VISITING NURSE ASSOC	18,000	18,000	18,000	36,000	36,000	36,000
HOWARD MENTAL HEALTH	2,700	0	0	0	0	0
CHAMPL VALLEY AG ON AGING	2,880	0	0	0	0	0
WOMEN HELPING BATTERED WOM- EN	1,950	0	0	0	0	0
ANIMAL CONTROL CONTRACT	15,954	13,364	14,700	16,037	17,750	17,750
ANIMAL CONTROL FEES	4,040	4,318	4,940	3,575	4,100	4,100
VT CARES	1,250	0	0	0	0	0
Total Health Services	46,774	35,682	37,640	55,612	57,850	57,850

PARKS

SALARIES	176,604	178,091	185,530	186,471	201,891	190,918
EMPLOYER TAXES & BENEFITS	56,839	51,238	53,599	67,371	80,486	74,623
PERSONNEL DEVELOPMENT	100	75	80	448	250	750
CONTRACTUAL SERVICES	16,576	12,462	10,406	11,754	16,500	12,000
UTILITIES - PARKS	17,387	22,419	18,789	24,325	19,000	23,000
UTILITIES - PARKS MAINT BLDG	0	0	0	0	0	5,575
TELEPHONE	861	854	1,016	1,226	1,000	1,200
COMMUNICATIONS	232	308	313	309	325	325
REPAIRS AND MAINTENANCE	12,375	14,330	18,134	13,556	16,500	16,500
VEHICLE MAINT	1,839	709	3,642	2,797	3,500	3,500
REPAIR/MAINT - EQUIP	4,341	5,443	6,543	2,575	5,000	5,000
RENTAL EQUIP	809	323	732	0	1,000	1,000
OPERATING SUPPLIES	14,167	13,439	11,587	19,786	15,000	15,000
GRASS SEED & BARK MULCH	2,638	1,555	904	762	5,500	5,500
FERTILIZER	12,656	11,287	10,760	10,853	11,000	11,000
GASOLINE	14,530	14,569	15,765	11,618	14,500	13,000
MACHINERY & EQUIPMENT	3,334	9,951	4,020	7,153	9,000	9,000
MISC	4,858	0	25	779	0	0
TRANS TO PARK CAPITAL PLAN	0	10,000	0	81,000	0	0
Total Parks	340,145	347,052	341,845	442,782	400,452	387,891

RECREATION

SALARIES	119,293	116,660	122,160	126,130	125,502	128,639
EMPLOYER TAXES & BENEFITS	48,232	46,416	44,945	48,618	47,523	47,651
PERSONNEL DEVELOPMENT	1,279	2,306	1,318	3,339	4,000	5,000
DUES & PUBLICATIONS	360	736	790	935	1,000	1,200
LEGAL	0	428	0	270	500	500
UTILITIES - ACTIVITY CENTER	2,947	2,941	2,871	2,584	3,000	3,000
MAINTENANCE - ACTIVITY CENTER	3,870	1,709	1,780	1,751	3,000	3,000
TELEPHONE	1,146	1,108	1,095	671	1,200	1,200
COMMUNICATIONS	177	184	181	181	300	300
VEHICLE MAINT & TRANS	0	62	145	0	200	200
PRINTING AND BINDING	388	2,085	960	711	2,000	2,000
OFFICE SUPPLIES	1,477	1,742	1,114	1,965	1,850	1,850
OPERATING SUPPLIES	612	532	331	1,703	1,400	1,400
OPERATING SUPP Activity Ctr	70	0	0	0	0	0
POSTAGE	917	989	978	1,317	1,000	1,200
GASOLINE	0	0	0	0	0	0
MILEAGE ALLOW & REIMBURSE	4,850	4,714	4,696	4,805	4,700	4,800
TECHNOLOGY	4,494	2,859	6,755	4,518	4,500	4,500
SPECIAL PROGRAMS	6,945	1,800	4,211	4,552	4,500	4,500
TRANSFER TO REC PROG FUND	37,513	27,500	22,000	0	0	0
FAIR DAY	7,500	7,500	7,500	8,500	8,500	8,500
LOCAL MATCH FOR RAD FUNDS	4,000	4,000	0	4,000	5,000	5,000
MISCELLANEOUS	400	0	0	0	0	0
TRANS TO PARK CAPITAL PLAN	0	10,000	0	0	0	0
Total Recreation	246,469	236,270	223,829	216,548	219,674	224,440

LIBRARY

SALARIES	335,610	310,488	342,243	351,173	359,243	376,630
EMPLOYER TAXES & BENEFITS	139,310	136,583	131,272	136,559	165,508	162,651
PERSONNEL DEVELOPMENT	0	651	2,286	1,685	3,500	3,500
DUES & PUBLICATIONS	645	573	586	576	690	690
PROGRAMMING	888	1,058	1,005	1,510	1,750	2,000
UTILITIES	13,120	12,817	14,111	13,873	13,500	14,000
TELEPHONE	3,476	2,717	4,651	3,458	2,800	2,800
COMMUN ACCESS- LIBRARY	1,128	1,128	1,128	1,034	2,500	2,500
JANITORIAL SERVICES	11,308	11,492	10,557	9,877	11,000	11,000
REPAIR/MAINT - EQUIP	0	0	0	0	0	0
GENERAL MAINTENANCE	8,147	10,225	5,912	3,904	12,000	12,000
BLDG MAINTENANCE	194	5,366	4,490	2,112	6,000	6,000
RECRUITMENT	50	389	50	525	100	100
PRINTING/PUBLICITY	962	2,203	1,564	2,453	2,400	2,500
OPERATING SUPPLIES	5,819	5,548	5,822	5,859	5,500	5,700
POSTAGE	3,382	3,517	2,910	3,975	4,200	4,200
MILEAGE ALLOW & REIMBURSE	1,300	1,176	950	1,165	1,500	1,500
BOOKS - ADULT	17,935	17,500	13,839	17,402	17,750	17,750
BOOKS - JUVENILE	13,814	13,701	14,572	13,971	14,300	14,500
PERIODICALS	4,166	2,558	2,144	2,436	2,500	2,750
AUDIO/VISUAL MATERIALS	3,404	3,667	3,128	4,560	5,000	5,000
LIBRARY TECHNOLOGY	10,579	8,234	8,352	4,036	4,389	4,400
ELECTRONIC RESOURCES	3,424	4,945	4,407	5,700	5,000	5,000
MISC	2,319	441	0	0	0	0
TRANSFER TO RESERVE FUND	0	0	0	331	0	0
TRANS TO CAPITAL IMPROV	0	10,000	0	0	0	0
Total Library	580,980	566,976	575,979	588,175	641,129	657,171

CEMETERY

REPAIRS AND MAINTENANCE	26,370	16,863	17,861	17,915	19,875	19,875
MISCELLANEOUS	2,700	3,024	3,047	4,282	3,120	500
INSURANCE-PACIF/CL/BOND/E&O	368	0	327	335	352	183
Total Cemetery	29,438	19,887	21,235	22,532	23,347	20,558

INTERGOVTL EXPENDITURES

LCR CHAMBER	1,070	1,100	1,135	1,170	1,500	1,500
VT COUNCIL ON WORLD AFFAIRS	500	500	500	500	500	500
GBIC	3,000	6,000	0	12,000	6,000	6,000
CHITT CO REGIONAL PLANNING	13,002	24,581	24,921	25,123	25,089	25,083
WINOOSKI VALLEY PARK DISTRICT	42,300	42,300	42,999	42,999	43,000	43,543
VLCT	17,681	18,205	18,183	18,550	19,618	20,200
CCTA ADA	40,562	33,587	25,815	24,238	27,663	23,520
CCTA Pilot (Rt 15 & Rt 7)	0	0	0	41,285	42,523	43,799
SSTA (E&D)	0	0	11,975	12,549	14,000	14,000
METROPOLITAN PLANNING ORG	12,171	0	0	0	0	0
LOCAL MOTION	0	0	2,500	2,500	2,500	2,500
COUNTY TAX	68,110	87,092	85,814	90,503	88,000	93,871
CONSERVATION COMMISSION	0	2,500	4,800	2,500	2,500	2,500
Total Intergov Expenditures	198,396	215,865	218,642	273,917	272,893	277,016

Total Expenditures	10,574,405	10,868,880	11,131,472	11,460,864	11,867,777	12,155,259
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Sunrise Over Colchester Pond



Photo by Timothy Kranz

Town of Colchester

Report of Delinquent Taxes

Karen Richard, Treasurer

Status Report as of June 30, 2015

**Taxes, interest and penalties billed,
collected and balances due for FY 2014 - 2015:**

	Taxes	Interest	Penalty	Total
Billed	\$40,865,996	\$42,127	\$87,298	\$40,995,421
Collected	\$40,624,041	\$25,802	\$74,104	\$40,723,947
Net Due	\$241,955	\$16,325	\$13,194	\$271,474

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 2015 Town Salaries Paid

July 1, 2014 through June 30, 2015

AKERLIND	MICHAEL	59,716.87	**	POLICE CORPORAL	*	MACHIA	KAYLEIGH	7,805.20	**	PUBLIC SAFETY DISPATCHER
AKERLIND	SYLVIA	64,413.43		RESCUE CHIEF		MANNING	THOMAS	42,267.43		DPW HIGHWAY
ALEMY	LARA	58,381.94		FINANCE OFFICER		MCALDER	KEVIN	61,645.61	**	DPW CAPITAL PROJECTS MANAGER
ALEMY	REBECCA	41,928.42		PARAMEDIC		MCGINLEY	KELLY	42,350.06	**	RECREATION PROGRAMS COORDINATOR
ALLEN	DOUGLAS	86,196.50		LIEUTENANT		MCGRATH	DANE	39,709.34		DPW HIGHWAY
BARTON	JEFFREY	85,343.00		LIEUTENANT		MELLEN	CHRISTIAN	47,583.82		PATROL OFFICER
BEAN	JEFFREY	83,110.53		POLICE SERGEANT		MITCHELL	DEREK	64,309.08	**	ASSISTANT PARKS AND RECREATION DIRECTOR
BENWAY	EARL	44,476.48	**	PUBLIC SAFETY DISPATCHER		MOFFATT	MICHAEL	68,301.03		FINANCE OFFICER
BITCA	VICTOR	17,181.20		PATROL OFFICER		MORIN	WANDA	38,538.10		ASSISTANT TOWN CLERK
BRESSLER	JAIME	56,272.52		POLICE CORPORAL		MORRISON	JENNIFER	91,879.93		CHIEF OF POLICE
BURDICK	JAMIE	39,149.99		PARAMEDIC		MURRAY	SUZANNE	24,556.49		FINANCE CLERK
COHEN	ADAM	65,379.44		INFO TECHNOLOGY MGR		MUSE	JOSHUA	52,925.18		LIBRARY TECHNOLOGY
* COLE	CHARLES	41,332.21		POLICE SERGEANT		NICHOLS	KENNETH	59,789.89		DPW MECHANIC
COOTWARE	MICHAEL	45,861.34		BUILDINGS MAINTENANCE		O'REILLY	KATHLEEN	61,488.76		DIRECTOR OF ECONOMIC DEVELOPMENT
* CREPEAU	MATTHEW	20,536.10		DPW HIGHWAY		OSBORNE	BRYAN	91,749.33		PUBLIC WORKS DIRECTOR
CUNNINGHAM	PENELOPE	26,623.03		LIBRARY ASSISTANT/CIRCULATION		PAQUETTE	TRACI	35,988.13		TOWN CLERK/PLANNING ASSISTANT
CURTISS	ROBERT	74,091.98		DPW MECHANIC-WORKING FOREMAN		PARISH	GAIL	26,892.97		STAFF ASSISTANT-POLICE
CUTITTA	GLEN	77,507.60		PARKS & RECREATION DIRECTOR		PARRY	ROBIN	46,057.88		DPW ADMINISTRATIVE COORDINATOR
DEMAR	DONALD	68,916.41		POLICE CORPORAL		PEACOCK	ELIZABETH	38,186.19		ASSISTANT TOWN CLERK
DEWEY	DAVID	57,398.11		POLICE CORPORAL		PEACOCK	HANNAH	57,990.16		ASST LIBR DIR/YOUTH SVC LIBRARIAN
DION	MARY JANE	46,736.83		ASSISTANT ZONING ADMINISTRATOR	*	PECOR	NANCY	26,378.36		ASSISTANT TOWN CLERK
DOUBLEDAY	ANN	31,782.61		LIBRARY ASST-TECHNICAL SVCS		PLANT	MOIRA	33,464.48	**	AFTER SCHOOL SITE DIRECTOR
FISH	MICHAEL	74,575.82		POLICE SERGEANT		PROVOST	ROBERT	53,239.08		DPW HIGHWAY
FISHER	ROGER	65,933.84		POLICE CORPORAL		PURINTON	KAREN	2,403.51		PLANNING COORDINATOR
FONTAINE	LOIS	48,498.10	**	PUBLIC SAFETY DISPATCHER		RACKLEY	WARNER	79,599.82		TOWN ENGINEER/ASST PUBLIC WORKS DIRECTOR
FONTAINE	JEFFREY	68,943.84		POLICE CORPORAL		RICHARD	KAREN	73,865.30		TOWN CLERK/TREASURER
FOURNIER	EDWARD	63,371.77		POLICE CORPORAL		RICHTER	KYE	49,511.73		PATROL OFFICER
FRANCIS	DAWN	100,658.35		TOWN MANAGER		RIDDLE	LISA	55,462.89		ZONING ADMINISTRATOR
FRANK	AARON	95,282.77		ASST TOWN MGR/CHIEF FINANCIAL OFFICER		ROY	KRISTIN	35,023.07	**	AFTER SCHOOL SITE DIRECTOR
GAMBERG	SUSAN	40,626.88		LIBRARY ASSISTANT		ROY	JAMES	81,473.35		POLICE SERGEANT
GONYAW	FRANCIS	70,947.43		POLICE SERGEANT		RYAN	EDWARD	59,524.04		PARKS WORKING FOREMAN
GRAETER	JULIE	52,925.20		ASSISTANT CLERK/TREASURER		SAWYER	JESSE	18,094.27		PATROL OFFICER
GREIG	ALICE	26,698.42		INFO TECHNOLOGY		SCHAFER	KEITH	52,542.23		PATROL OFFICER
GUSTAINIS	LINDA	42,350.02		MANAGEMENT COORDINATOR		SCHMOLL	MICHAEL	18,542.92	**	PUBLIC SAFETY DISPATCHER
GUTIERREZ	STEPHEN	51,511.79		PATROL OFFICER		SHEESLEY	FLOYD	72,953.24		DPW OPERATIONS MANAGER
* GUYETTE	GIZELLE	9,220.36		LIBRARY ASST II - YOUTH SVCS		SHEPARD	CHRISTOPHER	34,825.25	**	PUBLIC SAFETY DISPATCHER
HADD	SARAH	75,736.56		DIRECTOR OF PLANNING & ZONING		SHEPARDSON	DEREK	52,925.21		BUILDING INSPECTOR
HAYES	COLE	4,648.26	**	PUBLIC SAFETY DISPATCHER		SIPLE	MARVIN	59,789.90		DPW HIGHWAY
HOAGUE	MAUREEN	43,367.59		PARAMEDIC		SMALL	JEFFREY	53,238.96		DPW HIGHWAY
HULL	PETER	68,065.95		POLICE SERGEANT		SMITH	ZACHARY	40,268.76	**	PUBLIC SAFETY DISPATCHER
JACOBS	MARK	65,909.19		POLICE CORPORAL		SMITH	SCOTT	53,239.01		DPW HIGHWAY
JOHNSON	CANDACE	40,268.76	**	PUBLIC SAFETY DISPATCHER		SPACAPAN	PATRICIA	52,533.76		POLICE RECORDS
JOHNSON-TERK	DENISE	52,925.30		WASTEWATER OFFCL & HEALTH OFCR		ST PETER	LARRY	14,716.66		DPW HIGHWAY
JONES	CHRISTOPHER	53,592.95		PATROL OFFICER	*	STEVENS	EMMA	27,122.10		AFTER SCHOOL SITE DIRECTOR
JULIEN	ARTHUR	42,239.51		DPW HIGHWAY		* STEVENS	AMANDA	9,333.84	**	PUBLIC SAFETY DISPATCHER
KENDREW	DERRICK	52,542.23		PATROL OFFICER		TALLMADGE	PAMELA	30,019.97		LIBRARY ASST/YOUTH SERVICES
* KINNEY	TYLER	26,962.86		POLICE CORPORAL		TALLMAN	LUKE	33,443.69		PARAMEDIC
LABARGE	SHERRY	67,337.86		HUMAN RESOURCES MANAGER		TOMASESKI	KELLY	59,461.43		LIBRARY DIRECTOR
LAMPHERE	LARRY	41,581.29		DPW HIGHWAY		TREIER	JESSE	46,638.50		PATROL OFFICER
LANDRY	JOSEPH	36,240.73	**	FINANCE ASSISTANT		TURMEL	JENNIFER	48,147.21	**	RECREATION PROGRAM DIRECTOR
LANDRY	DOUGLAS	45,984.89	**	DPW MAINTENANCE		VANAT	DAVID	41,600.46		DPW HIGHWAY
LAPAN	MICHAEL	34,499.48	**	RECR ASSISTANT		VICKERY	ROBERT	65,379.47		ASSESSOR
LEHNEMAN	JACK	51,511.79		PATROL OFFICER		WEST	MICHAEL	39,014.40		PATROL OFFICER
LOWE	KELSEY	18,685.46		LIBRARY ASST/YOUTH SERVICES		WHEELER	JONATHAN	41,733.02	**	PUBLIC SAFETY DISPATCHER
						WYSKIEL	JEREMY	49,511.73		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 property taxes. Some salaries represent a partial year.

Colchester Water Supply and Fire Services

The water in the Town of Colchester is provided by six 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 Chief	Erik Haversang	
St. Michael's Rescue Chief	Leslie Lindquist	

Prudential Committee	One year terms expire January 31 st	
Thomas Van Dzura	Treasurer	802.654.3404
Fr. Joseph McLaughlin	Chair, Clerk	
Brian Lee	Assistant Clerk	
Fr. Marcel Rainville	Committee Member	

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
Malletts Bay Fire Chief Stephen Bourgeois	Station, non-emergency	802.862.4415
District Administrator	Dick Desautels	802.802.2858

Prudential Committee	Terms vary (1 year or 3 years) and expire on January 31 st	
Michael Whalen, Chair		
Angela MacDonald		
Joe Hart		
Steve Chagnon		
Ed Loisier		

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

Fire District #3 provides water and fire 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) is a division of Colchester Fire District #3 and provides fire protection in this and other parts of Town in cooperation with St. Michael's Fire and Rescue.

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 (Water)	802.878.4337
Fire 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	2018
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. **Malletts Bay Water Company** provides water to the Young Street | Valleyfield | Morehouse Drive neighborhoods on the Winooski | Malletts Bay Avenue line.

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 CWD visit <http://www.cwd-h2o.org>

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

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

Map 7 2014 Town Plan Water System Service Area Colchester, Vermont

Legend

- Fire District Boundary
- Water District Service Area**
- Fire District #1
- Fire District #2
- Fire District #3
- Champlain Water District
- Essex
- Interstate
- US or State Route
- Class 2 - 4 Road
- Private Road
- Railroad
- Stream Centerline
- Water Body



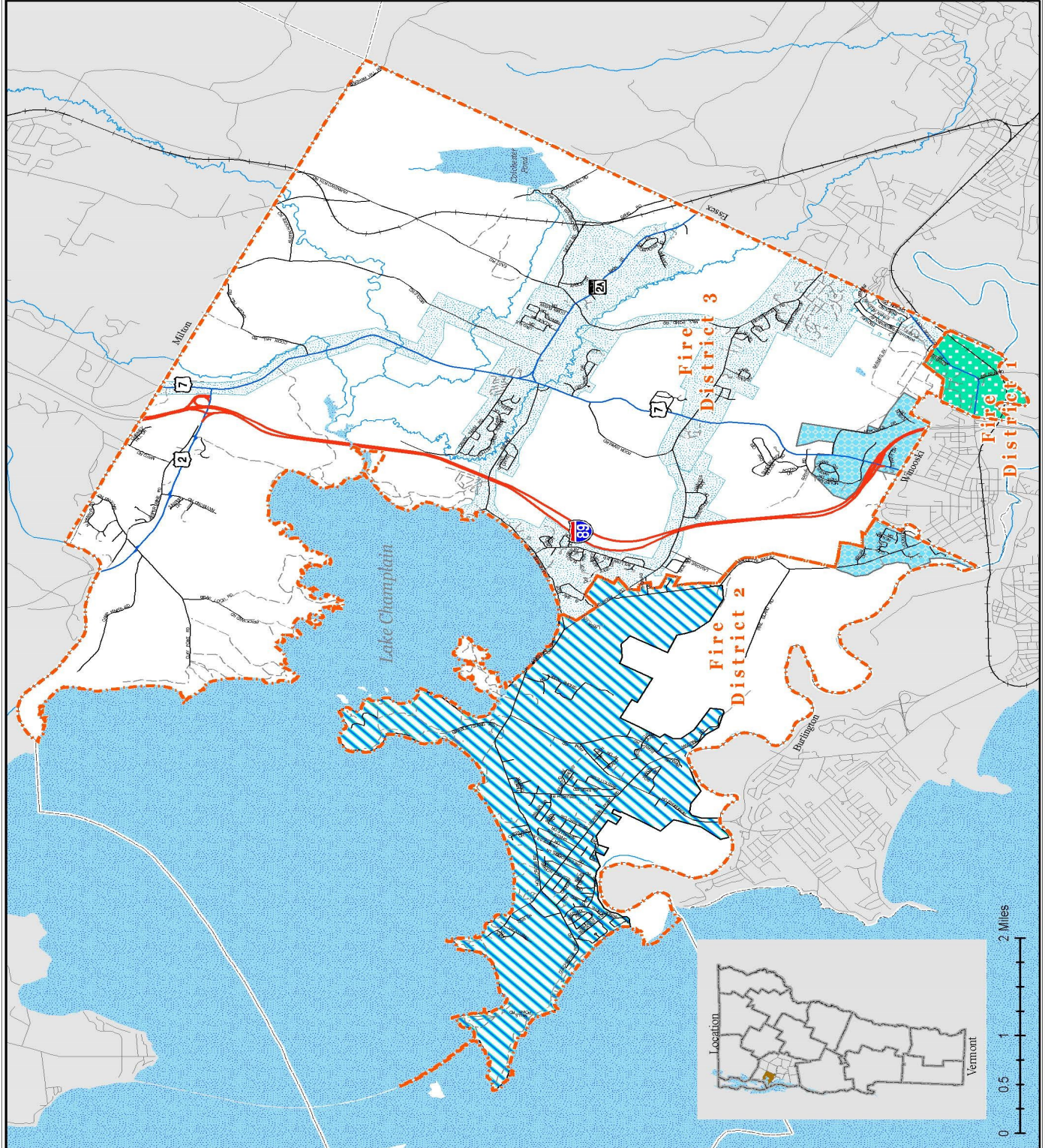
Source:
Fire District Boundary - updated by CCRPC, 2012
Water District Boundary - updated by CCRPC, 2012
Surface Water - IVEMP, 2011
Road Centerline - 2012, CCRPC w/ guidance from town

Disclaimer:
The accuracy of information presented is determined by its sources. Errors and omissions may exist. The Chittenden County Regional Planning Commission is not responsible for these. Questions of on-the-ground location can be resolved by site inspections and/or surveys by registered professional engineers and/or surveyors. This map identifies the presence of features on-the-ground. This map identifies the presence of features, and may indicate relationships between features, but is not a replacement for surveyed information or engineering studies.

1:54,000

CHITTENDEN COUNTY RPC
Communities Planning Together

Date: 10/29/2013





Malletts Bay Fire Department

844 Church Road
P.O. Box 4
Colchester, VT. 05446
Telephone: 862.4415

Stephen Bourgeois, Chief
Richard Desautels, 1st Assistant Chief
David Weissenstein, 2nd Assistant Chief
www.mallettsbayfire.com

The Malletts Bay Fire Department is a professional volunteer organization established in 1952 to respond to emergencies for the protection of life, property, and the environment for those who live, work, and visit our fine community. In the last year our department has worked with the other emergency services here in the town, Winooski, and Burlington to try to better utilize our resources to respond to emergencies. This was accomplished with the establishment of a run card system used at the dispatch center at Colchester Police Department.

In the past year our department responded to 444 calls for service. That included building, vehicle, and woods fires, vehicle crashes, medical assists, hazardous materials incidents, marine and water emergencies. Also the department responded mutual aid to Colchester Center, Winooski, Burlington, Milton, Essex Jct., and Lake Champlain.

Malletts Bay Fire Department members have taken part in over 4,000 hours of training in the last year to include incident command, structure fire scenarios, vehicle extrication, emergency medical, hazardous materials, emergency vehicle operation, and marine firefighting.

We continue to work hard to keep our budget as low as possible but understand that we need to provide the tools and equipment necessary to provide the best protection possible to our members and the people we protect.

In closing, I would like to thank the members of the department for their hard work and dedication in providing the high level of service to the people of Colchester. Thank you as well, to the residents of Colchester for your continued support. I assure you as Chief of this department that we will continue to work hard to bring you the highest level of service possible with the resources we have.



A Weekly Training Exercise



Thank you and stay safe.

Touch a Truck Day



**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 782 calls last year. The breakdown is as follows:

Structure Fires	4	Vehicle Fires	3
Other Fires	10	Brush Grass Fires	5
Carbon Monoxide	19	Miscellaneous Good intent	112
Car Accidents	116	Hazardous Materials	17
Mutual Aid	210	False Alarms (malfunction)	57
False Alarms (unintentional)	134	Medical Assist	95

This has been Colchester Center Volunteer Fire Company's (CCVFC) busiest year since we started in 1951. According to the State Fire Marshal's records, CCVFC receives the most calls of any volunteer fire department in Vermont; we answer more fire calls than some paid fire departments.

In the past year CCVFC became part of Colchester Fire District #3. We are now part of a municipal corporation, instead of a nonprofit one. We are the fire protection division for the Fire District. This has been a very good fit for both organizations; it has helped us reduce the interest rate we were paying on two of our vehicles. The Fire District is in the water business and we use the water system to put out fires; together we understand and coordinate the needs of both entities to better serve our customers.

We have fire stations located on Main Street and Clay Point Road. At the Main Street station our equipment includes a 100-foot ladder tower, two engines/tankers, one tanker for areas without hydrants, one brush/utility pickup and one Command and Control vehicle. There is one engine/tanker at the Clay Point Station.

In addition, St. Michaels Fire Department, which operates under CCVFC's jurisdiction, has been of great benefit to the residents of Colchester. Their fire station houses two engines that are supplied to us and we provide the engines' equipment and personal protection gear to their firefighters. Having a fire department on that side of the Town has saved a great deal of response time as well as money and has resulted in lower taxes for all. CCVFC and St. Michael's Fire Department have invested hundreds of hours in training, fire prevention, inspection, pre-planning, administration, and emergency responses.

Our automatic aid system with Malletts Bay and Winooski Fire Departments is working extremely well. It allows a faster and larger response to you, our customers.



A training exercise.

Colchester is the only town in the area that does not pay its volunteers. They put themselves in potential danger every time they respond to a call. I would like to express our thanks to all of the volunteers, as well as their families, for their dedication to improving the quality of emergency services to the citizens of Colchester.

I would like also to thank Malletts Bay Fire Department, Winooski Fire Department, Colchester Rescue, and the Colchester Police for their assistance. These four public safety organizations work together to improve service to the community and save taxpayers' dollars.

If you are interested in volunteering please call 878-8961. Visit our website at colchesterfire.org.



**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

Revenues and Expenses
For The Year Ended June 30, 2015

Receipts

Town of Colchester	\$ 460,300.00
Contributions	0.00
Interest Income	191.96
Miscellaneous	1,351.00
Reimbursements	2,383.66
Lock box reimbursements	922.00
Grants	0.00
Sale of Equipment	<u>12,500.00</u>
Total Revenues	\$ 477,648.62

Expenditures

Building Maintenance	\$ 31,784.72
Vehicle Maintenance	52,418.49
Insurance	35,868.00
Fire Fighting Equipment	73,696.91
Communications	8,008.52
Training	6,097.00
Office Expense	3,619.20
Food & Beverages	10,408.65
Dues & Subscriptions	2,993.48
Miscellaneous	6,548.51
Fuel	49,705.86
Fire Prevention	2,700.78
Note Principal & Interest	106,900.85
Legal & Professional	3,470.00
Hep/B - Physicals	<u>0.00</u>
Total Expenditures	\$ 394,220.97

Excess (deficit) revenues over expenditures	\$ 83,427.65
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Other Financial Resources

Proceeds from loan	
Proceeds from Capital Equipment Fund	\$ 95,461.15
Reserve for capital expenses	0.00
Purchase of equipment	<u>\$ (174,574.00)</u>
Excess (deficit) revenues and other financial re- sources over expenditures	\$ 4,314.80
Operating cash balance beginning of year	<u>(4,439.33)</u>
Operating Cash Balance End of Year	\$ (124.53)

Capital Equipment Account	\$ 122,590.52
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Colchester Cemetery Advisory Committee

Pam Loranger, Chair

In 2014 the Colchester Governance Committee proposed a change in the Town Charter to make the elected office of Cemetery Commissioner an appointed one. Colchester voters and the State Legislature approved the change and the Cemetery Advisory Committee was created.

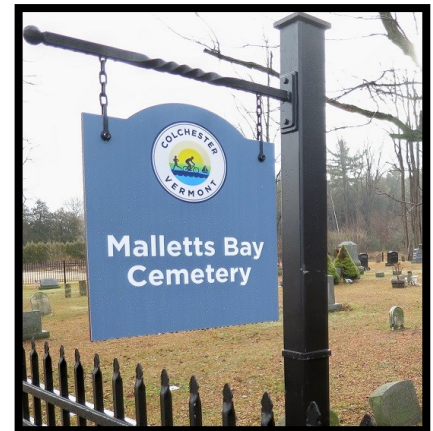
The three to seven member Committee is presently comprised of six members. Applications are being accepted for one more member, and any Town resident is welcome to apply.

The Committee's Mission Statement and Purpose is to "advise the Staff and Selectboard on the proper operation of the Town's Cemeteries, activities and properties." The Committee serves in an advisory role without fiduciary responsibilities, providing non-binding strategic advice to the Selectboard and Staff on modifications, capital improvements, and long-term planning. The Town Manager or his/her designee, in consultation with the Selectboard has the authority to implement the recommendations of Committee as funding permits.

The day-to-day administration and operation of the Colchester cemeteries is now under the direction of the Town; maintenance has been turned over to the Parks Department and the sale of lots is conducted through the Town Clerk's office. During FY 2014-15 seven cemetery lots were sold and there were eleven burials.

The six Town cemeteries and their locations include:

- Village Cemetery Main Street
- Methodist Cemetery Main Street
- Champlain Cemetery Jasper Mine Road
- Munson Cemetery Roosevelt Highway
- Malletts Bay Cemetery West Lakeshore Drive
- Fort Ethan Allen Cemetery College Parkway



There is much work to be done and plans are progressing for repair, renewal, and restoration of the cemeteries. An expansion of the Munson Cemetery is also planned, as well as initiating the keeping of detailed records via recently installed software. This software will allow us to accurately identify the location and history of each individual interred and the records will be available on-line for the public.

We are pleased to announce the completion of our first cemetery rehabilitation. The Malletts Bay Cemetery back lot line was cleared of detritus and dangerous trees, a new fence added, and new signs now grace this historic cemetery.

To help fund necessary future maintenance and repairs, and to make our fees comparable to those of other municipal cemeteries, our lot fees will increase as of January 1, 2016 as follows:
Colchester Residents: \$600; Non-residents: \$1,000; Veterans: \$450.

The care of our cemeteries is a reflection of our reverence for our past. We are working diligently and purposefully for the future restoration of all the Town cemeteries to places of serenity, beauty, and quiet tribute.

Conservation Commission Report

Theresa Carroll, Chair

In FY15, the Conservation Commission continued its involvement with long-time activities, including coordinating the annual leaf collection weekend and Green Up Day, but also worked with outside agencies on community forestry projects.

The leaf drop off, held the first weekend in November, was a collaborative effort of the Commission, the Town and the Chittenden Solid Waste District. A total of 49.82 tons of leaves were collected and turned into compost by Green Mountain Compost in Williston.



Leaf Drop

Green Up Day on May 2 attracted 394 volunteers who picked up 5.1 tons of trash, 275 tires and 2 cubic yards of scrap metal. This was the second highest turnout of residents in the 19 years that the Commission has been involved. Colchester also ranked first, out of 18 towns, for collecting the most roadside trash.

The Commission continued its efforts to beautify the town through its yearly maintenance of the rain garden on Holy Cross Road and through participation in Colchester Blooms. The latter, an all-volunteer committee, raises money for the planting and maintenance of flowerbeds in high-traffic areas of Colchester. In June, volunteers planted more than 1,200 annuals at five sites including Bay-side Park and the Bayside Activity Center.

Colchester was one of 20 Vermont communities selected to participate in the Care of the Urban Forest Project, offered through the Vermont Urban and Community Forestry Program to assist communities in the review or creation of a master tree plan and tree inventory as well as provide training for volunteers in the maintenance and care of town trees.

The Commission also consulted with staff from this program, the Vermont Department of Forests, Parks and Recreation and University of Vermont Extension to draft a town tree ordinance with Keith Thompson, Chittenden County forester to eradicate invasive tree species.



Green Up Day

The annual Do-It-Yourself Rain Barrel Workshop at Bibens ACE Hardware in April provided an opportunity to educate the public about the importance of installing a rain barrel. The workshop was attended by 12 residents who built their own rain barrels.

Commission Members: Theresa Carroll, Chair; Patrick Volz, Vice Chair; Lisa Halvorsen, Secretary; Robin Orr; Pam Loranger; Lisa Liotta; Timothy Moran.

Governance Committee

David Usher, Chair

The Colchester Governance Committee was created by the Selectboard in 2013, based on a recommendation from the Heritage Project. We were charged with three tasks:

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

The Charter changes that had been recommended by the Governance Committee from its work of 2013-2014 and voted for by Colchester voters were approved by the Legislature and implemented by Town officials in 2015.

The Governance Committee completed its second review of the Charter with frequent meetings during the summer of 2015 and presented recommendations to the Selectboard on November 10, 2015.

We considered the following subjects:

- **Ethics and conflict of Interest**

We judged the Town's Conflict of Interest Policy to be current, effective and compliant with Vermont law and the recommendations of the Vermont League of Cities and Towns. We recommended that it be enshrined in the Charter as a requirement rather than a Selectboard policy and reviewed/updated at 5-year intervals.

- **Stormwater utility issues**

The Charter enables the Selectboard to act as a stormwater commission to implement the Town's stormwater management requirements. We encourage regionalization for administrative functions where appropriate. No Charter changes recommended.

- **Town Clerk/Treasurer elected or appointed**

We reaffirmed our previous recommendation that the Clerk/Treasurer be appointed rather than elected because of the increasing complexity and skills required to perform the duties. We urge the Selectboard to schedule another vote when appropriate.

- **Budget requirements and flexibility**

The committee recommended various Charter language changes that provide increased operating flexibility in an increasingly complex financial environment as well as a Charter requirement for voters to approve the Town budget by Australian ballot.

- **Publication of Selectboard policies**

We recommended Charter language requiring that all adopted Selectboard policies be published online.

- **Town Manager considerations**

Recommended language clarification that the Town Manager can be removed for cause and that the requirement for an annual written performance review be included in the charter.

- **Snow plowing of private roads**

Again recommended that the Charter language concerning private roads be removed and that the Town, after study, adopt a policy for plowing (or not) private roads that is fair and equitable.

- **Future Charter review process**

Recommended including language in the Charter that requires review at 5-year intervals.

The Governance Committee expresses sincere thanks to Dawn Francis, Aaron Frank, Bryan Osborne, Karen Richard and Linda Gustainis for their research, input and support for the work of our committee. In addition, the video record of our meetings was created by LCATV for which we are very grateful. We also appreciate the support of our work from the Selectboard and the voters since 2013.

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

The full report to the Selectboard can be found online. The link is on the Town website at: <http://colchestergovernance.blogspot.com/>

The video recordings of our meetings are available for viewing online at www.LCATV.org

Sunset, Mallett's Bay



Photo by Lee Krohn



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

The Chittenden Unit for Special Investigations (CUSI) is a multi-agency task force dedicated to investigation and prosecution of sexual assaults, serious child abuse and child fatalities. For over 21 years, our primary focus has been to protect and support all the victims of these crimes: children, adults, and families.

CUSI defined what is now known as a multi-disciplinary team (MDT) approach to investigating crimes of this nature. The MDT is the heart of CUSI and is composed of six 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. CUSI epitomizes community oriented policing. In fiscal year 2014-15, we continued to strengthen and expand our contacts with community partners. CUSI's success is reflected in statewide recognition that multidisciplinary style units are effective.

In addition, CUSI houses and supports the Chittenden Children's Advocacy Center (CAC), a 501(c)(3) nonprofit offering a range of services to children and families affected by these crimes. The primary goal of The Children's Advocacy Center is to ensure that children are not further traumatized by the intervention system intended to protect them. This program has many benefits, with an approach that allows faster follow-up to child abuse reports, more efficient medical and mental health referrals, fewer child interviews, more successful prosecutions, and consistent support for child victims and their families. It is our goal to support them and meet their emotional needs.

CUSI and the CAC investigate crimes in Chittenden County, with a population of approximately 158,000 residents. From July 1, 2014 through June 30, 2015 we investigated 215 cases, 149 of which involved children and 66 that involved adults, and a high number of case referrals from DCF and local law enforcement agencies.

Cases include sexual assaults, lewd and lascivious conduct, serious child abuse, child fatalities, human trafficking, sex offender registry and violations, and child pornography. In recent years we have noticed increasingly complex cases with a rise in crimes using computers and handheld devices and new technology components are being created on a fairly frequent basis. Investigations are lengthy and detectives often must apply for multiple search warrants and /or subpoenas from a judge before they are permitted to search for documentation and information from internet sources such as Facebook, Google, Yahoo, Snapchat, Plenty-o-Fish, Instagram, cell phone wireless carriers, etc. Data is then reviewed and evidence gathered, all taking significant man-hours.

Sexual abuse cases are considered among the most heinous crimes to investigate, secondary only to murder. They take a toll on investigators, given that certain cases are all consuming. Therefore we continue to explore the possibility of adding another detective.

The trauma of these crimes stay with a victim for a lifetime. We strive to do the most comprehensive investigations and build the strongest cases possible against the perpetrators of these crimes. We maintain a high conviction rate, even in the most challenging cases. We take pride in our success.



110 West Canal Street, Suite 202
 Winooski, Vermont 05404-2109
www.ccrpcvt.org
 Marc Landry, Town representative
 Tom Mulcahy, Alternate rep.

Chittenden County Regional Planning Commission FY 2014-15 Annual Report Town of Colchester

The Chittenden County Regional Planning Commission (CCRPC) is a cooperative regional forum for the development of policies, plans and programs that address regional issues and opportunities in Chittenden County. Its vision is to be a pre-eminent, integrated regional organization that plans for healthy, vibrant communities, economic development, and efficient transportation of people and goods while improving the region's livability. The CCRPC serves as the region's federally designated metropolitan planning organization (MPO) and is responsible to all citizens of the region to ensure the implementation of the best regional and transportation plan for Chittenden County. It also provides technical and planning assistance to its member municipalities and the Vermont Agency of Transportation (VTrans).

The CCRPC is governed by a 29-member board consisting of one representative from each of the County's 19 municipalities; transportation representatives from VTrans, Chittenden County Transportation Authority (CCTA), Federal Highway Administration (FHWA), the Federal Transit Administration (FTA), the Burlington International Airport (BIA) and a rail industry representative; and, at-large members representing the interests of agriculture; environmental conservation; business; and housing/socio-economic. The legislative body of each Chittenden County municipality selects its own representative and alternate. The full Commission selects the at-large representatives.

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. In FY15, the CCRPC invested about \$5 million in regional land use, transportation, emergency management, energy, natural resources, public engagement, training, and technical assistance. The program leverages \$4.7 million in Federal and State investment with \$245,000 in municipal dues and another \$300,000 in local match for specific projects—a 9:1 return on investment.

TOWN of COLCHESTER ACTIVITIES

- Assisted Colchester as a pilot project for the FEMA Community Rating System, including analysis and mapping.
- The Lakeshore Drive & Town Services Neighborhood Buildout Analysis & Transportation Circulation Study determined how the roadway functions given future growth modeled on current land use planning policies and tested alternative land use/transportation scenarios.
- The I-89 Exit 17 Interchange Scoping Study developed conceptual designs, identified potential impacts and developed cost estimates for improvements to the I-89/US2/US7 Interchange area.
- The I-89 Exit 16 Park and Ride developed conceptual designs, identified potential impacts and developed costs for development of a Park & Ride facility for state use in Colchester.
- Colchester Sidewalk Inventory and Assessment – CCRPC staff developed a tool to inventory, assess and prioritize sidewalk conditions and improvements.
- Signal optimization plan at the Warner's Corner intersection (Prim/Macrae/Porters Point/Heineberg) to improve traffic flow and safety.
- Traffic Counts: <http://vtrans.ms2soft.com/>
- CCRPC Sidewalk Grant award of \$82,639 for sidewalk along Water Tower Hill.
- Provided development review assistance.
- Continue updates to map service which links to the Town's VueWorks Asset Management system.

Colchester Projects in the Transportation Improvement Program (TIP)

- 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. Project also includes longer term improvements including reconstruction of the US2 Bridge over I-89.
- 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 VT2A through Colchester Village and to the VT2A/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 2016
- 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

REGIONAL ACTIVITIES: These are just a few of CCRPC's regional activities in FY2014-15

- Neighbor Rides – Since Spring 2013, CCRPC has been investing in Neighbor Rides; volunteer drivers for seniors and persons with disabilities. (www.unitedwaycc.org/volunteer/neighbor-rides-2/)
- Lake Champlain Byway - Assisted with the implementation of the Lake Champlain Byway program and facilities. (www.lakechamplainbyway.com/)
- Legislative Forum – Hosted a Legislative Forum in December to discuss priority issues of jobs & the economy; smart growth; state & municipal budgets; and water quality. Developed positions on integrated permitting reform and water quality. (<http://www.ccrpcvt.org/aboutus/policies/>)
- MS4 - Provided ongoing staff support to the Chittenden County Stream Team (www.ccstreamteam.org) and the Chittenden County Regional Stormwater Education Program (www.smartwaterways.org) to facilitate multi-municipal cooperation to comply with EPA stormwater permit requirements for Public Participation and Involvement.

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



VISITING NURSE ASSOCIATION
OF CHITTENDEN AND GRAND ISLE COUNTIES

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

Each year the Visiting Nurse Association of Chittenden and Grand Isle Counties (VNA) provides essential health care services to your residents regardless of their ability to pay.

In the past, many towns hired Town Nurses to care for residents and help them remain in their homes. With support from towns, the VNA took on this role. Last year, the VNA cared for over 5,500 individuals and families and provided \$1.87 million in charitable care (the gap between what we are paid and the actual cost of providing services). Annual contributions from the 22 cities and towns we serve help cover a portion of the debt the VNA incurs. Meanwhile, we continually take a multi-faceted approach to keep our costs as low as possible while improving quality of care.

The VNA, like your local EMS, police and fire departments, is a vital part of your community's safety net. Supporting home health care helps Colchester residents stay in their homes and community, rather than ending up in emergency rooms, hospitals and nursing homes.

The VNA cared for 494 people in Colchester during fiscal year 2014-15 with a total of 6,710 visits and 20,047 hours. We provided the following services:

- Nursing
- Physical Therapy
- Speech Therapy
- Occupational Therapy
- Social work, Social Service
- Licensed Nursing Assistants
- Homemaking
- Waiver Attendants
- Personal Care Attendants
- Hospice Care.



The total cost of VNA services in Colchester was \$1,959,251. Reimbursements from Medicare, Medicaid, private insurance, contracts and patient fees totaled \$1,826,465, leaving a remaining balance of \$132,786. 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. Our goal is to have each city and town cover 50% of the debt the VNA incurs. Colchester pledged \$36,000 for FY2017.



Agency of Human Services

State of Vermont
Department of Health
 Burlington District Office
 108 Cherry Street, STE 102
 Burlington, VT 05402

Phone: 802.863.7323
 Fax: 802.863.7571
 Toll Free: 888.253.8803

HealthVermont.gov

Vermont Department of Health Report for Colchester

Your local health district office is in Burlington at the address and phone number above. Come visit or give us a call! At the Vermont Department of Health, we are working every day for your health. With twelve district offices around the state, including the Burlington District Office and laboratory in Chittenden County, we deliver a wide range of public health services and support to your community. For example, in 2015 the Health Department:

Supported healthy schools: Worked with the schools in your community to support the school wellness policies, nutrition, physical activity and substance abuse prevention initiatives.

Provided WIC nutrition services and healthy foods to families: Half of all Vermont families with pregnant / postpartum women and children to age 5 benefit from WIC; Women, Infants and Children Supplemental Nutrition Program. WIC provides individualized nutrition counseling and breastfeeding support, home-delivered foods, and a debit-like card to buy fruit and vegetables. In Colchester, 474 women, infants and children were enrolled in WIC. The average value of foods provided is \$50 per person per month. WIC families supported farmers by purchasing Vermont grown fruits and vegetables at farmers markets around Chittenden County by redeeming \$12, 216 in Farm to Family coupons.

Worked to prevent and control the spread of disease: In 2014 we responded to 454 cases of infectious disease in Chittenden County. In 2014, \$13,916,297 of vaccine for vaccine-preventable diseases was distributed to healthcare providers statewide, \$4,219,687.60 which was in your district's area.

Aided communities in emergency preparedness: In 2014/15, \$10,000 was contributed to fund training for Chittenden County's Medical Reserve Corps. The Chittenden County Medical Reserve Corps is a group of health care and public health volunteers who are trained to provide support to the hospital, the Health Department, and communities. The MRC has supported the Burlington District Office at several events and trainings during 2015. If you are interested in becoming an MRC volunteer you can register at <http://www.oncallforvt.org/>

In addition, since July 2013, \$131,751.00 funding of supported emergency preparedness capabilities at University of Vermont Medical Center.



For more information, news, alerts and resources: Visit us on the web at www.healthvermont.gov.

Join us on <https://www.facebook.com/VTDeptHealthChittendenCo> and follow us on www.twitter.com/healthvermont



Winooski Valley Park District

Ethan Allen Homestead, Burlington, VT 05408

Nick Warner, Executive Director

Susan Gilfillan, Colchester Representative



Annual Report for July 1, 2014 - June 30, 2015

The Winooski Valley Park District's mission is to plan, acquire, and manage lands and waters within the boundaries of its member municipalities for purposes of conservation, preservation of natural areas, establishment of parks, and resource-based education and recreation. The WVPD's system of natural areas offers over 13 miles of shoreline and 25 miles of trails throughout the Winooski River Valley. Colchester's contribution helps to support 18 natural areas and over 25 miles of trails, including Colchester Pond Natural Area, Delta Park, Macrae Farm Park, and most recently, the 63-acre Wolcott Family Natural Area. Work will begin in the latter in spring 2016 with the Vermont Youth Conservation Corps (VYCC) as a partner. The Town of Colchester has been a supporting member for 43 years; Susan Gilfillan is Colchester's representative.

Financial Sustainability: In years past, the funding formula was applied to the entire WVPD operating budget. This year, despite an increase in the overall FY2017 budget, the formula is being applied to the amount of the FY 2015 budget (\$305,400). This is possible due to increased revenues from leasing buildings and camp programs. The WVPD staff works to identify and obtain other funding, especially for capital projects, and leverages resources to help keep costs low for member towns. Volunteers from local schools and community organizations contribute nearly 1,000 hours of labor annually to help complete projects such as repainting the Allen House, removing invasive plant species and repairing trails. This year, the WVPD received grants from a Lake Champlain Basin Program, the Department of Environmental Conservation and a Recreation Trails Grant; a lease was signed for a new pre-school program at the Ethan Allen Homestead Museum; and the expansion of the S.O.L.E Camp program enhanced revenue. A contract with L.L. Bean also provided income for WVPD, as they conduct snowshoeing and fly fishing programs at the Ethan Allen Homestead. In addition, Corbett Torrence was hired as the new Executive Director at the Ethan Allen Homestead Museum; under his leadership changes are underway that will greatly expand programming and events, and increase rental income from weddings, special events, educational programs, and other uses.



Activities and Programs: WVPD offers nature trails, scenic overlooks and wildlife viewing, picnic facilities, cross-country skiing and snowshoeing trails, canoe/kayak launches, fishing access, and public garden plots. The Ethan Allen Homestead Museum (a partner organization) provided tours of Ethan and Fanny Allen's 1787 restored farmhouse, historic lectures, programs and special events for a total outreach to 3,895 visitors. Many school groups, local Colleges and Universities, summer camps, and scout groups visit the WVPD's parks as part of their curriculum. The Burlington Area Community Gardens, the Vermont Community Garden Network, and New Farms for New Americans lead educational gardening programs at the Ethan Allen Homestead.

Visit the Winooski Valley Park District's 18 Parks:

Colchester Pond Natural Area | Delta Park | Derway Island 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

Please visit www.wvpd.org or stop by the WVPD's headquarters at the Ethan Allen Homestead in Burlington.



Part C

Colchester School District

The Old School House, Colchester



Photo by Tom Mulcahy



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 2014 - 15

Changes in Education

The landscape of education continues to change at the state and federal levels with many of these changes impacting students, parents, educators and taxpayers. Most of the changes are not as obvious as others. The purpose of this report is to shed some light on our ever-changing requirements in education and try to provide some balance in our approach.

Act #166-Universal Prekindergarten: In 2014 the legislature provided universal access to publicly funded prekindergarten education for children three, four and five years of age who are not eligible for kindergarten. Students can attend a certified program in the district or with outside prekindergarten providers. The law allows for students to attend prekindergarten for 10 hours per week for 35 weeks during the school year. In addition, parents will receive a \$3,000 credit to their annual tuition. During its first year of implementation the state allowed districts to opt out in order to plan more effectively for it. Our school board wisely determined to act and implement the program. Currently, funding from the state to school districts is funneled to the providers and then credited to parents. Act #166 will increase our overall enrollment numbers and reduce per pupil spending amount.

Research shows that pre-kindergarten has a positive impact on children's learning and behavior prior to their entry in kindergarten. This year, we have about 60 students participating in the district pre-kindergarten program and about 160 children attending area programs. The program also provides the district with additional revenue. The district expects to collect over \$400,000 in revenue from Act 166. Again, similar to all programs provided by the state, the payment is from tax dollars. In any case, we expect that prekindergarten will have a positive influence on young children and help address early education learning.

Smarter Balance Assessment: This (SBAC) is the new state assessment that tests students in grades 3 to 8 and grade 11 in Reading, Math and Writing. The assessment is based on the new Common Core State Standards and replaces the New England Common Assessment. The test is administered over a period of weeks in the spring and is administered on-line to students. To be very clear, the purpose of the test is **not** for student tracking or to discourage them from considering college as an option, but to provide our systems with feedback on whether and how students are progressing towards the goals we have set for them. Because students in all schools participate in the same assessment, we receive statewide data on student performance. This allows us to evaluate overall progress statewide with respect to mastery of standards, as well as performance gaps between different groups of students, such as students living in poverty and their more affluent peers, and students with and without disabilities. The test does, however, require a significant amount of time which impacts our learning schedules. Parents will receive a report on their child's performance and should discuss the report with the teachers if there are questions. In the future the reports will

be used to determine whether schools are "making the grade" necessary under federal/state laws.

Act #77-Flexible Pathways: The heart of flexible pathways reflects a combination of high-quality academic and experiential paths that will lead to high school graduation and postsecondary readiness. Students in grades 7-12 will have a Personalized Learning Plan (PLP) to help direct their desired learning outcomes. A wide range of learning experiences may be incorporated into one's learning plan that might include school-based course offerings combined with virtual learning opportunities, community work-based learning and dual enrollment options through area colleges (early college programs). Currently, the cost for tuition in college programs is provided by the state but will eventually be shifted to the local level. It's evident that the learning environment has shifted to a multi-dimensional level with access to greater technology and programs from a wide array of institutions. Teachers work with students who in turn discuss their learning plans with parents and then develop an electronic record. Plans may change as the student progresses through their academic programs, but the idea is to allow for students to develop a plan of study that reflects their interests and needs in learning.

Act #46-School: There are two components to the new law established during the 2015 session. Under the School Governance some school districts and supervisory unions will need to consider consolidation/merger in order to meet the new requirements regarding student enrollment. Colchester is not impacted by the law as we are one of the larger districts in Vermont with an enrollment over 2,100 students. The second part of Act 46 attempts to control the growth in per pupil spending for all districts and supervisory unions. The Amount of Allowable Growth for Colchester for FY17 is about 2.35% in per pupil spending. This simply means that we have a soft cap of about \$316 per pupil over this current year's spending of \$13,535. Many district/supervisory unions will be challenged by the limits. Any district exceeding their allowable growth amount will have the excess amount taxed again. Though challenging, we expect to meet or spend less than the allowable growth. Our goal is to have no increase in education taxes.

Science Center Project/Bond: The Science Center Project at CHS was completed this past summer and the district was able to spend the bond money wisely. When the final payments were completed in the fall, the district had an excess of \$730K in bond dollars. The school board will seek permission from the community to use the remaining funds to renovate the CHS auditorium with new lighting, seating, sound system, etc. If the ballot item is not approved, then the balance amount will be used to pay down the bond over its term.

Search for New Superintendent: In September, I announced to the school board that this will be my final year as superintendent of schools in Colchester. After 41 years, I plan to explore the idea of retirement. I have worked as an educator in 3 states, 7 school districts as a teacher, principal and superintendent. That said, it has been a great privilege for me to provide leadership for the students, staff, teachers, parents and community for the past 15 years.

Respectfully,

Larry Waters
Superintendent

COLCHESTER SCHOOL DISTRICT
SCHEDULE OF REVENUE AND EXPENDITURES
BUDGET (NON-GAAP BUDGETARY BASIS) AND ACTUAL
GENERAL FUND
FOR THE YEAR ENDED JUNE 30, 2015

	Budget	Actual	Variance Favorable (Unfavorable)
Revenue:			
Regular Instructional:			
General State Support Grants	\$ 28,129,591	\$ 28,129,591	\$ 0
Other State Revenue	709,020	762,473	53,453
Tuition	890,800	801,705	(89,095)
Other Local Revenue	85,000	144,164	59,164
Special Education Support:			
State Revenue	3,775,545	3,964,118	188,573
Federal Grants	517,904	559,972	42,068
Tuition	0	93,086	93,086
Interest	125,000	58,952	(66,048)
Total Revenue	<u>34,232,860</u>	<u>34,514,061</u>	<u>281,201</u>
Expenditures:			
Regular Instructional:			
Direct Instructional	13,830,715	13,753,381	77,334
Vocational Tuition	804,876	792,023	12,853
Student Support Services	1,589,029	1,693,323	(104,294)
Staff Support Services	980,853	989,200	(8,347)
General Administration	712,291	544,488	167,803
School Administration	1,915,871	1,930,040	(14,169)
Fiscal Services	1,685,021	1,458,364	226,657
Operation and Maintenance of Plant	3,392,411	3,215,864	176,547
Transportation Services	1,044,000	922,261	121,739
Special Education Support:			
Direct Instructional	6,138,218	5,839,157	299,061
Student Support Services	1,120,346	1,200,795	(80,449)
Staff Support Services	78,153	41,724	36,429
School Administration	371,432	360,009	11,423
Transportation Services	254,238	244,712	9,526
Debt Service	365,406	355,682	9,724
Transfer to Capital Reserve Fund	0	19,467	(19,467)
Total Expenditures	<u>34,282,860</u>	<u>33,360,490</u>	<u>922,370</u>
Excess/(Deficiency) of Revenue Over Expenditures	<u>\$ (50,000)</u>	<u>\$ 1,153,571</u>	<u>\$ 1,203,571</u>

COLCHESTER SCHOOL DISTRICT WAGES* FOR 2014-2015 SCHOOL YEAR

NAME	PRIMARY JOB TITLE	WAGES	NAME	PRIMARY JOB TITLE	WAGES	NAME	PRIMARY JOB TITLE	WAGES
ABAIR F	PARAEDUCATOR- SPED	15,963.36	BURKE J	ASSIST. PRINCIPAL 12 MOS	83,240.00	DEVINO M	DATA MANAGER	49,172.72
ADAMS R	FOOD SERVICE -WORKER	9,499.21	BURKE M	SUPPORT STAFF SUBSTITUTE	1,424.30	DICKIN S	PARAEDUCATOR- SPED	19,318.99
AKEY D	MATHEMATICS TEACHER	49,455.00	BURNS M	PARAEDUCATOR- SPED	15,019.04	DICKINSON M	SUPPORT STAFF SUB.	15,899.65
AKIKI S	TEACHER SUBSTITUTE	1,079.37	BUSSIERE T	SECRETARY BUILDING	22,917.48	DIGRANDE S	ELEMENTARY TEACHER	65,219.00
ALBRIGHT E	ENGLISH TEACHER	61,305.00	BUSWELL D	ELEMENTARY TEACHER	73,238.00	DIMASI M	FIELD HOCKEY -VARSITY	4,197.00
ALBRIGHT W	ART TEACHER	48,551.00	BUTLER J	PARAEDUCATOR- SPED	19,072.76	DODSON P	SECRETARY BUILDING	23,582.06
ALEY C	X-COUNTRY RUNNING -CMS	3,020.00	BUTTERFIELD B	PARAEDUCATOR- SPED	7,838.52	DOHERTY S	ADMINISTRATIVE ASSISTANT	35,472.30
ALGER S	CUSTODIAN	32,875.68	CALDERON- BATIOJA J	TEACHER SUBSTITUTE	3,369.51	DOLOUGHTY V	SUPPORT STAFF SUBSTITUTE	708.65
ALLARD P	SUPPORT STAFF SUBSTITUTE	3,148.72	CALLAHAN C	PARAEDUCATOR- SPED	19,824.46	DONNELLY A	ELEMENTARY TEACHER	43,294.50
ALLBEE D	ELEMENTARY TEACHER	54,400.00	CAMPBELL A	PARAEDUCATOR	20,231.81	DONOGHUE M	PARAEDUCATOR- SPED	18,777.64
ALLEN D	SOCCER -CMS GIRLS	1,708.00	CANNIZZARO V	ART TEACHER	83,772.48	DOUD B	TEACHER SUBSTITUTE	1,308.16
ALLING R	WELLNESS COORDINATOR	8,552.14	CANNON S	PARAEDUCATOR BUS	1,939.56	DOUGLASS C	TEACHER SUBSTITUTE	5,933.00
AMOUR S	TECHNOLOGY ASSISTANT I	47,144.61	CANTWELL-JONES C	GUIDANCE COUNSELOR	18,178.65	DUCHARME C	CUSTODIAN	15,359.28
ANDERSON C	ELEMENTARY TEACHER	63,158.00	CARMOLLI G	DIR. of CURRICULUM 12MOS	115,159.08	DUCHARME E	CUSTODIAN	23,844.59
ANNINO D	TEACHER SUBSTITUTE	2,098.00	CARNEY K	ELEMENTARY TEACHER	55,657.26	DUGGAN C	AUTISM INTERVENTIONIST	1,670.52
ANNIS M	PARAEDUCATOR- SPED	2,011.94	CARROLL T	SECRETARY SPED BLDG	4,465.31	DULING A	PARAEDUCATOR- SPED	8,858.41
ANTONICCI C	PRINCIPAL 12 MONTHS	108,123.00	CARTER J	PARAEDUCATOR- ESL	24,075.78	DULUDE D	SOCIAL STUDIES TEACHER	83,319.00
ARTHUR T	PARAEDUCATOR- SPED	16,953.09	CASTINE R	TEACHER SUBSTITUTE	9,417.05	DUNCAN S	EARLY EDUCATION TEACHER	43,110.53
ASTLEFORD E	PARAEDUCATOR- SPED	19,318.96	CHAMBERLAIN C	HEAD COOK	25,035.63	DURKIN E	BEHAVIOR INTERVENTIONIST	25,257.16
AXWORTHY M	SCHOOL NURSE	75,285.26	CHAUNCEY R	TEACHER SUBSTITUTE	8,425.23	DYE E	HUMAN RES. COORDINATOR	38,161.10
BADGER J	CUSTODIAN	34,734.73	CHENEY J	ELEMENTARY TEACHER	72,209.00	EASTMAN E	PHYSICAL ED. TEACHER	41,424.67
BAKER C	AUTISM INTERVENTIONIST	1,916.39	CHESNUTS C	SUPPORT STAFF SUB.	231.27	EATON D	SPED DRIVER- SCHOOL DIST.	7,966.48
BANNISTER D	FOOD SERVICE -WORKER	20,524.39	CHEVREFILS M	SPECIAL ED. TEACHER	61,999.26	ECHO H	PARAEDUCATOR- SPED	18,375.56
BARBER K	PARAEDUCATOR- SPED	5,853.58	CHITTENDEN K	ELEMENTARY TEACHER	52,772.26	ELDRED C	LIBRARIAN	62,129.00
BARBER M	FOOD SERVICE -WORKER	9,527.53	CIEPLICKI B	ATHLETIC DIRECTOR 11 MOS	68,137.59	ELLINGSON M	BOOKKEEPER	43,825.92
BARCOMB D	PARAEDUCATOR- SPED	24,250.13	CIOFFI T	ELEMENTARY TEACHER	63,595.50	ELLINGSON M	ELEMENTARY TEACHER	63,432.95
BARNES M	PARAEDUCATOR- LIBRARY (1-2)	11,618.82	CLEVELAND M	TEACHER SUBSTITUTE	655.00	ELLIS L	BASKETBALL -VARSITY GIRLS	5,933.00
BARNETT K	ELEMENTARY TEACHER	70,774.00	COBURN E	PARAEDUCATOR- 504	22,344.68	EMERY T	ASSIST. PRINCIPAL 12 MOS	102,584.26
BARON H	SCIENCE TEACHER	62,158.99	COLE T	TEACHER SUBSTITUTE	135.00	EMMELL A	TEACHER SUBSTITUTE	460.00
BARRINO K	SPED ALT PROGRAM TEACHER	58,303.00	COLE W	ENGLISH TEACHER	72,639.48	ENSEY S	COMMUNIC. SPECIALIST	1,671.55
BARRY T	TEACHER SUBSTITUTE	968.77	COLGROVE W	FOOD SERVICE -WORKER	9,467.59	EPSTEIN G	HEALTH ED. TEACHER	73,337.95
BATSON A	PARAEDUCATOR- ESL	22,329.80	COLLEY W	PARAEDUCATOR	17,627.66	EPSTEIN K	ELEMENTARY TEACHER	85,877.00
BEAUDOIN B	TEACHER SUBSTITUTE	1,000.00	COLLINS A	TEACHER SUBSTITUTE	1,045.00	ESPOSITO K	PARAEDUCATOR- SPED	17,385.76
BECK H	PARAEDUCATOR	17,642.84	COLLINS C	ELEMENTARY TEACHER	72,314.00	EUSTACE S	TEACHER SUBSTITUTE	1,049.96
BELASKI M	ELEMENTARY TEACHER	84,047.26	COLLINS S	FOOD SERVICE -WORKER	18,070.73	FARINEAU G	PARAEDUCATOR- SPED	815.82
BELISLE C	SUPPORT STAFF SUBSTITUTE	2,932.31	COMEAU K	FIELD HOCKEY -CMS	1,708.00	FARINEAU J	TEACHER SUBSTITUTE	1,165.00
BENAY J	PRINCIPAL 12 MONTHS	107,351.01	COMI K	FOOD SERVICE -WORKER	15,638.99	FARLEY T	PARAEDUCATOR- ASL	9,169.72
BENEDICT M	PARAEDUCATOR- SPED	17,384.44	CONDRY-BOWLES C	504 TEACHER	7,392.90	FELDEN S	ADMIN. ASSISTANT	41,121.29
BENJAMIN J	FOOD SERVICE -WORKER	7,309.71	CONNOR K	PARAEDUCATOR- SPEECH	19,131.34	FINELLI H	ADMIN. ASSISTANT SPED	36,004.88
BERARD J	BEHAVIOR INTERVENTIONIST	21,984.95	COON J	ENGLISH TEACHER	78,412.00	FISKE S	SOCIAL STUDIES TEACHER	77,222.00
BERGERON M	CUSTODIAN	36,409.14	COPE C	SUPPORT STAFF SUB.	4,486.59	FITZGERALD N	PARAEDUCATOR- SPED	20,811.19
BERRY J	PARAEDUCATOR- SPED	15,102.66	CORMIER J	AUTISM INTERVENTIONIST	255.55	FITZPATRICK J	TEACHER SUBSTITUTE	2,964.05
BEVINS D	SUPPORT STAFF SUB.	662.45	CORRIGAN N	SUPPORT STAFF SUB.	1,444.39	FLANAGAN J	LIBRARIAN	83,819.00
BILLINGS E	PARAEDUCATOR- 504	9,095.89	COSTANTINO-FOLEY L	SPECIAL ED. TEACHER	83,651.50	FLYNN M	BASKETBALL "B" -CMS GIRLS	1,086.00
BISHOP R	PARAEDUCATOR- SPED	20,938.17	COTA A	SUPPORT STAFF SUB.	148.25	FRANK J	STEM TEACHER	32,529.92
BISSONNETTE D	ELEMENTARY TEACHER	83,619.00	COUGHLIN H	PARAEDUCATOR	18,018.88	FRAZIER C	AUTISM INTERVENTIONIST	31,288.80
BJORK S	BEHAVIOR INTERVENTIONIST	26,925.22	COUILLARD K	SYSTEMS ADMINISTRATOR	54,517.40	FREDENBURGH C	AUTISM INTERVENTIONIST	26,825.82
BLACK C	MUSIC ACCOMPANIST	1,708.00	COX L	BOARD ANNUAL STIPEND	1,300.00	FREGEAU D	PARAEDUCATOR- EEE	3,715.16
BLAKE S	LITERACY COORDINATOR	87,799.00	CRITCHLOW T	BASEBALL -JUNIOR VARSITY	2,518.20	FRIEDMAN D	TEACHER SUBSTITUTE	422.72
BLEAKNEY I	ELEMENTARY TEACHER	245.00	CRUZ R	PARAEDUCATOR- SPED	12,092.57	FULTON A	SCHOOL PSYCHOLOGIST	83,931.50
BOEHMCKE A	SCIENCE TEACHER	58,741.68	CULVER M	TEACHER SUBSTITUTE	2,400.00	FURLANI C	TEACHER SUBSTITUTE	1,988.65
BOENDER J	TEACHER SUBSTITUTE	8,192.94	CUMMINGS A	ART TEACHER	75,856.00	GAGNE M	SOCIAL STUDIES TEACHER	55,106.96
BOLDUC C	SUPPORT STAFF SUB.	1,203.74	CURKOV A	ELEMENTARY TEACHER	55,138.70	GAGNE M	ALT. EDUCATION TEACHER	58,411.50
BOMBARDIER M	FOOTBALL -ASSIST. VARSITY	2,966.50	CURRIER B	TEACHER SUBSTITUTE	135.00	GALATI G	ELEMENTARY TEACHER	59,262.00
BOND E	PARAEDUCATOR- SPED	17,759.56	DABNEY D	ALT. EDUCATION TEACHER	49,118.10	GAMACHE J	SPECIAL ED. TEACHER	59,560.00
BONFIGLI K	ELEMENTARY TEACHER	80,871.50	DAHLIN J	BEHAVIOR INTERVENTIONIST	13,804.08	GARRISON A	LANGUAGE ARTS TEACHER	66,555.48
BOUCHARD C	PARAEDUCATOR- SPED	18,830.96	DANILUK M	SPECIAL ED. TEACHER	73,810.95	GASTONE L	TEACHER SUBSTITUTE	110.00
BOUCHER T	ELEMENTARY TEACHER	79,003.00	DAVIS F	TEACHER SUBSTITUTE	450.00	GAUDET D	BEHAVIOR SPECIALIST	71,482.30
BOUTWELL C	FOOD SERVICE -WORKER	8,073.84	DAVIS S	FOOD SERV. DIR. 11 MOS	65,563.62	GAUDET J	BEHAVIOR SPECIALIST	60,143.03
BOYD S	CUSTODIAN LEAD	39,460.40	DAVIS T	ELEMENTARY TEACHER	76,430.26	GAUDING E	SOCIAL STUDIES TEACHER	47,720.99
BRADLEY D	PARAEDUCATOR- SPED	17,229.86	DAYVIE A	PHYSICAL ED. TEACHER	84,802.12	GAY D	SPECIAL ED. TEACHER	83,319.00
BRADY E	SOCIAL STUDIES TEACHER	45,871.66	DEANE G	SOCIAL STUDIES TEACHER	69,603.76	GELINAS G	FOOD SERVICE -WORKER	14,389.81
BREAULT M	CUSTODIAN	41,432.31	DECELLE R	ADMIN. ASST GUIDANCE	38,589.44	GILE M	PARAEDUCATOR- LIBRARY	29,787.42
BRENIN K	PARAEDUCATOR- SPED	20,503.73	DECOFF K	ART TEACHER	58,103.00	GILLARD M	PARAEDUCATOR- SPED (3-6)	7,999.92
BRENNAN J	SPED DRIVER- SCHOOL DIST.	10,414.08	DELARACHELIERE A	BUSINESS ED. TEACHER	72,792.50	GILLARD P	ASSIST. PRINCIPAL 12 MOS	96,491.88
BRENNAN L	MEDICAID COORDINATOR	37,220.16	DELIBAC J	AUTISM INTERVENTIONIST	21,661.55	GILLESPIE P	PARAEDUCATOR- SPED	18,624.49
BRIER M	PARAEDUCATOR- SPEECH	26,477.17	DEMULDER D	TEACHER SUBSTITUTE	9,267.42	GIORDANI M	PARAEDUCATOR BUS	252.04
BRIGANTE H	PARAEDUCATOR- SPED	22,616.29	DENNIS A	FOOTBALL -ASSIST. VARSITY	2,966.50	GIROUX A	PARAEDUCATOR- SPED	14,988.02
BROSIOUS R	PARAEDUCATOR- SPED	11,634.23	DENNIS J	CUSTODIAN	21,452.35	GIROUX J	SPEECH & LANGUAGE PATH.	65,832.00
BROWN J	PARAEDUCATOR- SPED	13,592.41	DENTON B	CUSTODIAN	7,846.26	GLENN C	MATHEMATICS TEACHER	63,158.00
BROWN J	ASSISTANT PRINCIPAL 12 MOS	90,996.00	DESAUTELS E	MUSIC TEACHER	58,159.40	GODDARD R	FOOD SERVICE -WORKER	19,481.33
BROWN V	EARLY EDUCATION TEACHER	67,204.00	DESAUTELS S	SUPPORT STAFF SUB.	3,428.78	GOETZ C	PHYSICAL ED. TEACHER	70,491.65
BROWNELL C	PARAEDUCATOR- SPED	6,532.29	DESCHAMPS D	NURSE SUPERVISOR	85,630.94	GOLDBERG M	SCHOOL NURSE	85,465.26
BUCKTON L	LIBRARIAN	55,751.91	DESJARDIN J	BASKETBALL -J.V. GIRLS	3,559.80	GOLDBERG R	TEACHER SUBSTITUTE	1,627.55
BULLINGER L	TEACHER SUBSTITUTE	5,952.72	DESLAURIERS K	PARAEDUCATOR- SPED	19,413.80	GOLDMAN J	SUPPORT STAFF SUB.	567.90
BURGESS M	ADMINISTRATIVE ASSISTANT	6,128.70	DEVINO M	SUPPORT STAFF SUB.	398.84	GORDON J	CUSTODIAN	31,932.96

GORDON K	AUTISM INTERVENTIONIST	25,074.75	KEYSER P	SUPPORT STAFF SUB.	77.09	MCGARRY S	SUPPORT STAFF SUB.	385.45
GOUDREAU R	TEACHER SUBSTITUTE	9,200.00	KIENY J	BOARD ANNUAL STIPEND	1,300.00	MCGRAB A	PARAED. HEAD START	16,408.73
GOVE M	PARAEDUCATOR- SPED	25,914.83	KING C	COMPUTER LAB MONITOR	18,909.48	MCINTYRE E	PARAEDUCATOR- SPED	16,601.20
GRAHAM L	TEACHER SUBSTITUTE	770.00	KLUIS BRIGGS E	FOOD SERVICE -WORKER	160.86	MCINTYRE K	BEHAVIOR INTERVENTIONIST	22,299.71
GRASSLEY M	READING SPEC. TEACHER	70,564.00	KNAPP S	SUPPORT STAFF SUB.	4,827.92	MCAHON R	CUSTODIAN	11,629.71
GRATTON Y	SUPPORT STAFF SUB.	1,014.24	KNEELAND V	ELEMENTARY TEACHER	78,492.26	MCMANNON J	TEACHER SUBSTITUTE	660.00
GREENLESE A	SUPPORT STAFF SUB.	142.32	KOPERSKI H	LACROSSE- JUNIOR VARSITY	1,641.60	MEAD E	TEACHER SUBSTITUTE	180.00
GRELLA A	PARAEDUCATOR- SPED	18,522.09	KRAMER Z	MATHEMATICS TEACHER	71,688.00	MEADOWS T	PARAEDUCATOR- SPED	22,684.08
GRUSS D	PRINCIPAL 12 MONTHS	105,141.31	KRAUSE M	PARAEDUCATOR- SPED	23,343.38	MEIGS T	TEACHER SUBSTITUTE	31,921.60
GUERINO J	SUPPORT STAFF SUB.	237.60	KREIGER A	ELEMENTARY TEACHER	77,151.00	MEROLA L	SUPPORT STAFF SUB.	7,059.27
GULIZIO P	ALT. EDUCATION TEACHER	72,909.00	KRIEGER H	PARAEDUCATOR- SPED	17,935.31	MEROLA S	TEACHER SUBSTITUTE	15,627.46
HAJROVIC L	FOOD SERVICE -WORKER	6,236.60	KRIGER G	GUIDANCE COUNSELOR	57,708.00	MERRICK S	SUPPORT STAFF SUB.	205.72
HALL R	GUIDANCE COUNSELOR	94,722.86	KRUPA K	TEACHER SUBSTITUTE	7,462.80	MICHALSKI M	AUTISM INTERVENTIONIST	1,812.72
HAMILTON R	SECRETARY SPED BLDG	37,495.23	KULIKOWSKI C	SUPPORT STAFF SUB.	1,031.83	MIGA M	SPANISH TEACHER	43,017.81
HAMLIN D	SPEECH & LANGUAGE PATH.	83,319.00	LABOMBARD M	SCIENCE TEACHER	72,812.75	MILES E	TEACHER SUBSTITUTE	3,575.00
HAMLIN R	SUPPORT STAFF SUB.	77.09	LABONTE D	PARAEDUCATOR	19,700.54	MILLER S	ELEMENTARY TEACHER	71,859.50
HAMMOND D	PARAEDUCATOR- SPED	20,049.98	LABONTE L	BEHAVIOR INTERVENTIONIST	98.30	MILLHAM C	PRINCIPAL 12 MONTHS	98,570.00
HAMMOND J	SOCIAL STUDIES TEACHER	58,965.42	LABOUNTY M	PARAEDUCATOR- SPED	527.80	MINOR A	PRINCIPAL 12 MONTHS	116,114.63
HAMMOND P	PARAEDUCATOR- SPED	20,202.20	LABRIE M	PARAEDUCATOR- SPED	21,178.16	MITCHELL A	PARAEDUCATOR- SPED	18,740.25
HAMMOND S	TEACHER SUBSTITUTE	455.00	LAFOUNTAIN R	MAINTENANCE WORKER	40,959.87	MOCK N	PARAEDUCATOR- SPED	19,852.63
HARRIS D	PARAEDUCATOR- SPED	13,839.73	LAMBRECHT J	PARAEDUCATOR- SPED	22,025.28	MOFFETT A	SPECIAL ED. TEACHER	81,324.00
HARTSHORN B	PARAEDUCATOR- SPED	27,800.27	LAMOTHE K	FINANCIAL MANAGER	85,542.64	MOODY J	PARAEDUCATOR- 504	3,528.21
HAWKINS H	BEHAVIOR SPECIALIST	56,879.24	LAMOTHE N	PARAEDUCATOR- LIBRARY (3-6)	12,676.81	MOORE B	MATHEMATICS TEACHER	44,258.21
HAYDEN R	SUPPORT STAFF SUB.	4,906.19	LAMOTHE P	TEACHER SUBSTITUTE	937.14	MOORE C	PARAEDUCATOR- SPED	21,310.05
HAYES M	TITLE I TEACHER	79,826.22	LAMPHIER D	ADMIN. ASSISTANT-TEMP	13,116.38	MOORE M	SUPPORT STAFF SUB.	98.52
HEBERT L	LIBRARIAN	63,158.00	LANDRY C	FOOD SERVICE -WORKER	15,833.85	MOORE S	TEACHER SUBSTITUTE	1,760.00
HELFRICH T	ELEMENTARY TEACHER	62,016.00	LANDRY P	TEACHER SUBSTITUTE	440.00	MOREL P	BUILDING NURSE	27,123.12
HELM E J	ALT. EDUCATION TEACHER	26,941.87	LANDSBERG J	OCCUPATIONAL THERAPIST	60,216.62	MORGAN-MITCHELL M	LIBRARIAN	71,156.26
HENDERSON J	TEACHER SUBSTITUTE	7,087.20	LANDSBERG M	TRACK & FIELD -ASST. VARS.	1,049.25	MORIN P	CUSTODIAN LEAD	37,580.72
HERSHMAN M	ELEMENTARY TEACHER	60,632.10	LANG C	SCIENCE TEACHER	68,038.50	MORIN S	MATH COORDINATOR	85,069.00
HILLIS J	SPEECH & LANGUAGE PATH.	83,319.00	LANG J	SCHOOL NURSE	51,710.73	MORRISSETTE S	FOOD SERVICE -WORKER	13,782.44
HINDES M	TEACHER SUBSTITUTE	214.18	LAPAN T	CUSTODIAN LEAD	33,353.31	MOSELEY R	SPECIAL ED. TEACHER	62,305.00
HINNES J	TEACHER SUBSTITUTE	15,348.53	LAROSE N	ELEMENTARY TEACHER	59,391.00	MULAC J	SUPPORT STAFF SUB.	423.75
HOENIGSBERG J	ELL TEACHER	51,629.18	LASKA T	PARAEDUCATOR- SPED	17,636.49	MULCAHY D	ELEMENTARY TEACHER	61,320.59
HOGAN K	TEACHER SUBSTITUTE	1,463.76	LATULIPPE A	PARAEDUCATOR- SPED	29,558.06	MURPHY K	PARAEDUCATOR- SPED	18,874.99
HOLMES B	SUPPORT STAFF SUB.	6,204.05	LAURENT A	ELEMENTARY TEACHER	52,275.50	MURRAY G	HOCKEY -VARSITY BOYS	5,933.00
HOOPER S	ELEMENTARY TEACHER	83,424.00	LAVIGNE- LAQUERRE M	HEALTH ED. TEACHER	65,158.00	MURRAY J	PARAEDUCATOR- SPED	42,194.12
HOULE E	PARAEDUCATOR- SPED	1,368.31	LAVOIE H	PARAEDUCATOR- SPEECH	20,403.59	MUTZ M	MUSIC TEACHER	84,970.26
HOUSTON J	TEACHER SUBSTITUTE	4,513.19	LAWRENCE A	PARAEDUCATOR- TITLE I	13,050.10	NEALY M	SPECIAL ED. TEACHER	83,819.00
HOWARD D	ELEMENTARY TEACHER	83,616.50	LEHOULLIER D	EARLY EDUCATION TEACHER	59,150.26	NEHRBAUER K	ELEMENTARY TEACHER	66,252.00
HUGHES J	PARAEDUCATOR- SPED	24,925.74	LEHOULLIER R	HOCKEY -ASST. VARS. GIRLS	5,933.00	NELSON E	PARAEDUCATOR- SPEECH	18,942.43
HUGHES T	ELEMENTARY TEACHER	63,850.50	LENOROVITZ K	SCIENCE TEACHER	53,804.00	NEWTON K	ACCTS PAYABLE BKKEEPER	49,416.19
HULL N	BEHAVIOR INTERVENTIONIST	23,830.60	LENOX K	ENGLISH TEACHER	72,473.00	NGUYEN C	SUPPORT STAFF SUB.	623.60
HUNT B	ELEMENTARY TEACHER	85,920.95	LESSOR T	PARAEDUCATOR- SPED	6,361.91	NOBLE L	SPECIAL ED. TEACHER	82,412.12
HUNT B	PHYSICAL ED. TEACHER	72,915.00	LEWIS B	TEACHER SUBSTITUTE	420.00	NORSTROM B	TECHNOLOGY ED. TEACHER	62,952.00
HUSKISSON C	SUPPORT STAFF SUB.	822.63	LIGUORI A	SUPPORT STAFF SUB.	2,156.73	NUNN P	ELEMENTARY TEACHER	83,202.42
HUTCHINSON R	PARAEDUCATOR- SPED	5,699.98	LILLEY J	SPECIAL ED. TEACHER	82,985.26	O'BRIEN K	TEACHER SUBSTITUTE	8,343.61
IARIA B	FOOD SERVICE -WORKER	23,319.60	LOISEAU J	FRENCH TEACHER	35,247.76	O'BRIEN M	HOCKEY -ASST. VARS. BOYS	2,966.50
JANKOWSKI S	PARAEDUCATOR- SPED	17,240.47	LONG M	ENGLISH TEACHER	83,319.00	O'HARA R	TEACHER SUBSTITUTE	25,017.83
JAPHET N	FOOD SERVICE -WORKER	19,444.74	LONGCHAMP H	ELEMENTARY TEACHER	62,853.26	O'LOUGHLIN C	SCIENCE TEACHER	60,540.00
JAQUES D	PARAEDUCATOR- SPED	17,845.64	LORD E	SUPPORT STAFF SUB.	714.81	O'MEARA E	SPECIAL ED. TEACHER	63,980.00
JAROMINSKI M	BEHAVIOR INTERVENTIONIST	22,439.99	LOWE P	TECHNOLOGY DIRECTOR	79,652.01	O'NEIL M	FRENCH TEACHER	33,874.39
JOHNSON R	SUPPORT STAFF SUB.	5,224.84	LOWELL S	FOOD SERVICE -WORKER	6,125.72	O'NEILL C	ELEMENTARY TEACHER	64,385.50
JOHNSON R	MAINTENANCE FOREMAN	65,710.24	LURZ R	TEACHER SUBSTITUTE	220.00	OLSON J	BEHAVIOR INTERVENTIONIST	33,877.10
JOHNSTON C	PHYSICAL ED. TEACHER	73,678.81	LUTZ C	SPED. DIRECTOR 12M	113,909.00	OLSON J	TEACHER SUBSTITUTE	185.46
JONES H	PARAEDUCATOR BUS	53.37	LYMAN D	PARAEDUCATOR- EEE (1-2)	2,872.28	OLSON M	TEACHER SUBSTITUTE	759.02
JONES M	NON-INSTRUCTIONAL AIDE	6,778.65	LYNCH J	SPED DRIVER- SCHOOL DIST.	24,730.50	OPPERMAN M	PARAEDUCATOR- SPED	11,373.90
JOYNER V	TEACHER SUBSTITUTE	2,035.00	MACARDLE S	ENGLISH TEACHER	67,639.26	ORR J	PARAEDUCATOR- SPED	21,271.25
JUCKETT C	TEACHER SUBSTITUTE	18,898.80	MACERI P	FOOD SERVICE -WORKER	15,882.47	OSE K	FOOTBALL -JR VARSITY	7,756.80
JURNAK H	SPECIAL ED. TEACHER	63,335.00	MACKNEY A	PARAEDUCATOR- SPEECH	1,085.60	OSE L	PARAEDUCATOR- SPED	7,763.44
KABUSK S	PARAEDUCATOR- SPED	20,646.82	MAHEUX J	BASKETBALL -VARSITY BOYS	5,933.00	PALAZA L	PARAEDUCATOR	18,320.15
KADISH M	TEACHER SUBSTITUTE	2,512.50	MARCOTTE D	FOOD SERVICE -WORKER	23,290.03	PALMER L	PARAEDUCATOR- SPED	21,663.27
KALAMASZ D	SPEECH & LANGUAGE PATH.	74,785.26	MARTIN M	AUTISM INTERVENTIONIST	26,152.12	PAONE L	SECRETARY BUILDING	8,904.58
KANE C	PARAEDUCATOR- SPED	9,251.23	MARTIN P	MATHEMATICS TEACHER	84,442.19	PAPIN A	PARAEDUCATOR- TITLE I	18,955.65
KAPLAN A	TEACHER SUBSTITUTE	660.00	MAST T	MUSIC TEACHER	47,988.00	PARISEAU A	ADMIN. ASSISTANT	45,398.11
KAPUSTA L	AUTISM INTERVENTIONIST	25,800.91	MATHIS K	PARAEDUCATOR- SPED	17,473.66	PASTORE J	GUIDANCE COUNSELOR	75,226.52
KEENAN P	NETWORK ADMINISTRATOR	61,800.00	MAYO K	HEAD COOK	25,565.80	PAUL J	SOCCER -VARSITY GIRLS	4,197.00
KEEP A	SPECIAL ED. TEACHER	57,603.00	MAZZA L	TITLE I TEACHER	57,109.60	PAWLUSIAK K	GUIDANCE COUNSELOR	60,277.00
KELLAR L	TITLE I TEACHER	66,100.92	MCCANNELL D	HUMANITIES TEACHER	69,536.50	PECOR P	PHYSICAL ED. TEACHER	68,904.50
KELLY H	ELEMENTARY TEACHER	60,487.00	MCCARTHY J	TEACHER SUBSTITUTE	550.00	PECOR R	COMMUNICA. SPECIALIST	18,562.50
KELLY K	SCHOOL NURSE	48,551.00	MCCARTHY K	SUPPORT STAFF SUB.	167.09	PELLETIER F	CUSTODIAN	48,487.47
KELLY S	PARAEDUCATOR- 504	19,818.02	MCCLEARY C	GUIDANCE COUNSELOR	83,919.00	PELLETIER K	CUSTODIAN	31,833.12
KELNER M	SPEECH & LANGUAGE PATH.	41,184.50	MCCLINTOCK W	MATHEMATICS TEACHER	77,853.50	PELTIER E	MUSIC TEACHER	48,761.00
KENDRICK D	SCIENCE TEACHER	75,415.26	MCCUIN G	CUSTODIAN LEAD	36,683.13	PERKINS J	PARAEDUCATOR- SPEECH	18,600.70
KENNEDY N	TEACHER SUBSTITUTE	14,410.93	MCCULLAGH M	TEACHER SUBSTITUTE	6,000.00	PERROTTE K	TEACHER SUBSTITUTE	31,741.08
KENNETT K	PARAEDUCATOR- SPED	20,870.35	MCDONALD A	TEACHER SUBSTITUTE	270.00	PERRY T	PHYSICAL ED. TEACHER	83,772.00

PETRELLI A	TEACHER SUBSTITUTE	135.00	SCHENCK R	EMPLOYMENT SPECIALIST	83,319.00	VIAU A	SUPPORT STAFF SUB.	664.60
PFEIFFER N	BEHAVIOR INTERVENTIONIST	22,311.79	SCHEUCH D	SCIENCE TEACHER	59,420.26	VIGNEAULT K	PARAEDUCATOR- SPED	17,697.17
PHELAN J	STAFF ACCTNNT - PAYROLL	43,491.14	SCHICK L	PARAEDUCATOR	17,785.82	VILMONT M	SPECIAL ED. TEACHER	77,662.74
PHILLIPS C	CUSTODIAN	29,325.27	SCHILLER P	BUSINESS ED. TEACHER	30,841.00	VON LEHMEN-MAHER M	SUPPORT STAFF SUB.	183.83
PHILLIPS P	SCIENCE TEACHER	87,480.46	SCHMIDT E	SPECIAL ED. TEACHER	67,379.26	WAITE K	TEACHER SUBSTITUTE	3,646.74
PHILLIPS S	ADMIN. ASSISTANT	38,899.53	SCHROEDER D	ELEMENTARY TEACHER	75,913.00	WALSH K	PARAEDUCATOR- SPED	21,524.99
PILLSBURY K	PARAEDUCATOR- SPED	17,411.89	SCOTT T	SPECIAL ED. TEACHER	53,900.00	WALTON T	PARAEDUCATOR- EEE	21,849.32
PLACE L	PARAEDUCATOR- SPED	21,505.55	SCRIVANI S	TEACHER SUBSTITUTE	315.00	WALZ K	PARAEDUCATOR- SPED	10,009.41
PLANTE M	SOCCER -ASST VARS. GIRLS	2,098.50	SEAMAN K	PARAEDUCATOR- EEE	18,784.12	WARD C	OFFICE COORDINATOR	59,771.67
PLOOF B	SUPPORT STAFF SUB.	103.25	SEBO S	TECHNOLOGY ASSIST. I	48,826.23	WARD P	ADMIN. ASST GUIDANCE	46,641.17
PLOOF H	INTENS. NEED INTERVEN- TION.	5,770.93	SEE R	SPECIAL ED. TEACHER	54,929.00	WARK J	CLINICAL COORDINATOR	40,335.91
PLUMB A	NON-INSTRUCTIONAL AIDE	6,284.78	SHAGAM I	PARAEDUCATOR- SPED	24,497.39	WARREN T	ELEMENTARY TEACHER	50,903.00
PLUNKETT K	ELEMENTARY TEACHER	83,319.00	SHARKEY D	SPECIAL ED. TEACHER	65,809.95	WARREN W	SCIENCE TEACHER	93,847.72
POOR M	TEACHER SUBSTITUTE	12,430.36	SHARKEY T	MATHEMATICS TEACHER	67,911.29	WASKO A	TEACHER SUBSTITUTE	1,100.00
POWSNER T	TEACHER SUBSTITUTE	8,360.00	SHEA J	DIR. OF STDT SPT SVCS	93,068.00	WATERS L	SUPERINTENDENT	139,897.00
PRATT D	FOOD SERVICE -WORKER	21,861.87	SHEARMAN K	SUMMER PROGRAM SPED	2,625.89	WEST J	PARAEDUCATOR- SPED	22,338.36
PRATT T	SOCCER -ASST VARS. BOYS	2,098.50	SHEPARD C	BOARD ANNUAL STIPEND	1,300.00	WHALEN L	SUPPORT STAFF SUB.	222.38
PRICE J	SOCIAL STUDIES TEACHER	63,158.00	SHEPARD S	PARAEDUCATOR- SPED	16,779.27	WHEATLEY M	PARAEDUCATOR- SPED	23,862.45
PRITCHARD K	TEACHER SUBSTITUTE	770.00	SHEPHERD D	ELEMENTARY TEACHER	71,482.26	WHITE C	ELEMENTARY TEACHER	48,551.00
PUTTLITZ J	WELLNESS COORDINATOR	746.65	SHEPPARD H	PARAEDUCATOR- SPED	16,799.63	WHITE J	BOARD ANNUAL STIPEND	1,300.00
PYTHON E	TEACHER SUBSTITUTE	360.00	SIKORSKI K	PARAEDUCATOR- SPED	16,734.00	WHITNEY L	MATHEMATICS TEACHER	81,144.00
QUINN C	PARAEDUCATOR- EEE	10,651.23	SILVERBERG J	ELEMENTARY TEACHER	84,064.00	WILDER O	TEACHER SUBSTITUTE	270.00
QUINTIN R	HEAD COOK	28,564.71	SIMMONS R	MATHEMATICS TEACHER	73,738.00	WILKINSON J	SPEECH & LANGUAGE PATH.	83,319.00
RACICOT J	SECRETARY BUILDING	37,531.22	SINES J	TEACHER SUBSTITUTE	1,510.00	WILLIS S	PARAEDUCATOR- SPED	18,719.56
RALSTON D	BEHAVIOR INTERVENTIONIST	12,613.39	SINGH J	TECHNOLOGY ASSISTANT I	33,166.55	WINCHESTER M	TITLE I TEACHER	17,387.00
RANDALL J	TEACHER SUBSTITUTE	3,377.09	SISSON K	SUPPORT STAFF SUB.	770.00	WISE C	PARAEDUCATOR- SPED	20,910.47
RANDALL K	PARAEDUCATOR- SPED	14,929.29	SMITH B	PARAEDUCATOR	11,889.12	WOLF D	PLANNING ROOM TEACHER	61,177.46
RANSOM M	PARAEDUCATOR	18,266.90	SMITH C	SCIENCE TEACHER	91,256.74	WOOD R	SOCIAL STUDIES TEACHER	59,137.00
RAYNER-CYR A	ELEMENTARY TEACHER	79,843.50	SMITH K	PARAEDUCATOR- SPED	8,020.21	WRIGHT J	PARAEDUCATOR- SPED	19,104.83
REAL J	CUSTODIAN	30,503.63	SMITH M	PHYSICAL THERAPIST	44,475.05	YAGODA D	ASSIST. PRINCIPAL 10 MOS	76,941.00
REAL S	MAINTENANCE WORKER	40,183.13	SMITH N	EARLY INTERVENTIONIST	72,098.86	YEL S	CUSTODIAN	5,300.03
REED K	INTENS. NEED INTERVEN.	6,165.03	SNELLING D	PARAEDUCATOR- SPED	20,216.01	ZANE N	SPECIAL ED. TEACHER	87,855.26
REICHARD C	MUSIC ACCOMPANIST	1,708.00	SNELLING N	LACROSSE- JR VARSITY	1,641.60	ZITER M	PARAEDUCATOR- SPED	22,985.54
REILLY M	SCIENCE TEACHER	69,091.14	SOLTAU J	MATHEMATICS TEACHER	60,133.00	ZWONIK A	SUPPORT STAFF SUB.	1,232.73
REITH P	ADMIN. ASSISTANT	45,586.25	SOMMARIVA L	MATHEMATICS TEACHER	64,144.50			
RENADETTE H	SECRETARY ATTENDANCE	30,079.33	SPATES L	PARAEDUCATOR- SPED	16,697.01			
RENNER N	ELEMENTARY TEACHER	70,876.26	SPEAR K	PARAEDUCATOR- SPED	22,261.55			
REVILLA C	GUIDANCE COUNSELOR	83,319.00	SPENCER L	SPEECH & LANGUAGE PATH.	40,196.70			
REYNOLDS C	NORDIC SKIING - CMS	1,510.00	ST GERMAIN L	CUSTODIAN	32,406.11			
REYNOLDS T	ELEMENTARY TEACHER	50,464.13	ST. GELAIS S	TRACK & FIELD -ASST. VARS.	886.75			
RICHEY J	SCIENCE TEACHER	73,462.00	ST. PETER R	TEACHER SUBSTITUTE	220.00			
RIDOLFO D	TEACHER SUBSTITUTE	165.00	STACEY J	FIELD HOCKEY -JR VARSITY	2,029.20			
RIGGS A	TEACHER SUBSTITUTE	869.59	STENROOS E	ELEMENTARY TEACHER	71,530.50			
RILEY N	TEACHER SUBSTITUTE	10,369.24	SUDOL M	TEACHER SUBSTITUTE	1,229.26			
RINERE A	PARAEDUCATOR- SPED	4,652.30	SUMNER L	HEAD COOK	31,626.96			
RITTER R	TEACHER SUBSTITUTE	21,274.78	SWEET M	TEACHER SUBSTITUTE	4,955.16			
ROACH J	BASKETBALL -J. V. BOYS	3,559.80	SYLVIA L	DANCE TEAM CHS	3,403.00			
ROBBIE D	TEACHER SUBSTITUTE	2,265.00	TAMPAS-WILLIAMS C	PARAEDUCATOR- EEE	6,286.21			
ROBERGE J	LANGUAGE ARTS TEACHER	88,665.74	TANDY B	MAINTENANCE WORKER	35,449.83			
ROBINSON C	SPANISH TEACHER	83,409.00	TANDY T	TECHNOLOGY ASSIST. I	50,439.16			
ROGERS M	ELEMENTARY TEACHER	83,861.50	TANGUAY J	SPED ALT PROGRAM TCHR	87,441.73			
ROGERS M	BOARD ANNUAL STIPEND	1,300.00	TAYLOR J	ELEMENTARY TEACHER	54,110.00			
ROGERS W	PARAEDUCATOR- TITLE I	12,092.64	TAYLOR J	TEACHER SUBSTITUTE	860.00			
ROLSTON K	SUPPORT STAFF SUB.	10,105.93	TERJELIAN M	RECEPTIONIST	15,282.62			
ROMANO L	SPECIAL ED. TEACHER	49,523.50	TETRICK E	PARAEDUCATOR- SPED	13,553.61			
ROMARY M	FRENCH TEACHER	63,603.92	THIBAUT S	ELEMENTARY TEACHER	70,774.00			
ROSATO S	ELL TEACHER	73,709.00	THIME J	ENGLISH TEACHER	49,606.00			
ROSE L	PARAEDUCATOR- SPED	21,135.21	TIERNAN FISHER M	SPANISH TEACHER	61,399.48			
ROSENTHAL M	PARAEDUCATOR- SPED	20,237.52	TILLEY M	CUSTODIAN	31,263.31			
ROSZMAN K	PARAEDUCATOR- SPED	5,686.30	TOSCH A	LANGUAGE ARTS TEACHER	76,618.00			
ROTH K	HUMAN RES. GENERALIST	49,429.29	TOWLE M	MUSIC TEACHER	55,411.14			
ROUTSONG L	GUIDANCE COUNSELOR	83,319.00	TOZZI B	MUSIC TEACHER	79,801.00			
ROWSE C	MAINTENANCE WORKER	37,639.03	TRAINQUE M	CUSTODIAN LEAD	36,491.12			
ROZUMALSKI M	PARAEDUCATOR- SPED	21,347.91	TRAQUAIR R	PHYSICAL ED. TEACHER	83,319.00			
ROZZI J	GOLF	5,472.50	TRIEB G	BUSINESS MANAGER	117,512.14			
RUCKI S	AUTISM INTERVENTIONIST	3,099.52	TROMBLEY D	ELEMENTARY TEACHER	20,335.00			
RUPERT M	SPEECH & LANGUAGE PATH.	23,041.20	TUPAJ M	TEACHER SUBSTITUTE	90.00			
RUTHERFORD S	TEACHER SUBSTITUTE	200.00	TURNER K	SPANISH TEACHER	63,248.00			
RUTZ J	MATHEMATICS TEACHER	83,819.00	TURNER S	CUSTODIAN	17,059.10			
RYAN R	SOFTBALL -J. V.	2,320.80	UPCHURCH J	SOCIAL STUDIES TEACHER	61,306.00			
SAHAGIAN S	BEHAVIOR INTERVENTIONIST	25,747.42	UZZELL G	SUPPORT STAFF SUB.	90.00			
SAMLER M	PHYSICAL ED. TEACHER	78,997.88	UZZELL W	SUPPORT STAFF SUB.	1,737.16			
SANFORD E	SUPPORT STAFF SUB.	90.00	VAN KLEECK C	SOCIAL STUDIES TEACHER	28,966.00			
SARRAZIN F	TEACHER SUBSTITUTE	1,700.00	VAN TINE E	TEACHER SUBSTITUTE	6,310.99			
SATO E	ELEMENTARY TEACHER	61,047.00	VELLA A	ART TEACHER	50,197.00			
SAXER S	PARAEDUCATOR- SPED	10,496.19	VERGE C	PARAEDUCATOR- SPED	16,445.41			

*Includes all wages paid to employees, not just those from their primary job.

**Proud to be one of Money Magazine's
50 Best Places to Live in the US.**



Colchester
VERMONT

What do you want to do today?

**Supplement to
94th
Annual Town Report
July 1, 2014-
June 30, 2015**



Frank Cioffi, President
Ernie Pomerleau, Chair
www.gbicvt.org

Greater Burlington Industrial Corporation (GBIC) Activities for FY 2015

Over the past year the Town of Colchester and its residents have benefited in several ways from GBIC's initiatives. GBIC has worked with value-added and manufacturing businesses located in Colchester, like Hazelett, Champlain Cable, Hayward Tyler, Bia Diagnostics, VIP and others, to facilitate their growth, and to ensure that their needs are met so that they are able to continue to provide high-paying jobs in Chittenden County. GBIC continues to work with the state and local government to strengthen the local economy and provide jobs for all residents.

GBIC also continued to work closely in cooperation with Vermont Technology Council and the Vermont Center for Emerging Technology (VCET) to develop the young businesses with dynamic growth potential to provide the future job opportunities for Colchester and the region.

GBIC has worked on many initiatives for the benefit of our County and our region. In partnership with the Chittenden County Regional Planning Commission, GBIC updated the new Comprehensive Economic Development Strategy (CEDS) for Chittenden County. Updating the CEDS makes our county EDA compliant and potentially enables Chittenden County organizations and municipalities to apply for and receive up to 50% federal funding for projects that directly aid and support economic development. Working closely with municipalities and communities to ensure the inclusion of qualifying projects is an important component of building a meaningful CEDS.

Regional Contacts

During the past year GBIC conducted **138 visits/contacts** with our region's high value-added businesses and essential organizations and institutions critical to economic development in Northwestern Vermont and statewide. Our business visits/contacts during the past twelve months involved companies employing over 20,000 Vermonters.

Vermont Training Program

GBIC facilitated the award of **12 grant contracts** from the Vermont Training Program with Chittenden County businesses. These contracts served to train new employees and retrain incumbent workers, and greatly contributed to our continued regional economic development.

Vermont Economic Development Authority

In FY15, **31** area businesses applied to VEDA for financing, resulting in over \$9 million dollars worth of VEDA commercial loans being closed in Chittenden County.

Vermont Employment Growth Incentive Program

In FY15, GBIC facilitated, through the Vermont Economic Progress Council, the approval of Vermont Employment Growth Incentive awards totaling over \$2.9 million for six businesses in the Chittenden County region.

Government Affairs

The vibrant partnership between GBIC and the Lake Champlain Regional Chamber of Commerce continues to provide top notch legislative advocacy for the economic backbone of our region. In addition to tracking and providing input on issues, we proposed a number of ideas to help our region, our employers and their employees succeed. We are pleased to report that many of those ideas were not only enacted, but embraced by the Legislature.



CHAMPLAIN WATER DISTRICT

Dedicated to Quality Water & Service | First In The Nation:
Excellence In Water Treatment | Partnership For Safe Water



MANAGEMENT LETTER - 2014

Champlain Water District (CWD) is a regional municipal organization supplying drinking water and fire protection to the following (12) municipal water systems: South Burlington, Shelburne, Williston, Essex, Essex Junction, Village of Jericho, Winooski, Milton, Colchester Fire District #1, Colchester Fire District #3, Colchester Town, and the Malletts Bay Water Company since 1973. This past year CWD celebrated our 15th anniversary of continuing to maintain the Partnership for Safe Water Program's Excellence in Water Treatment Award criteria. CWD was the first water supplier in North America to receive the Excellence in Water Treatment Award in 1999, and is presently one of 13 water utilities that have attained this level of water treatment optimization, which signifies continuous performance protective of public health. CWD has maintained this level of excellence through successful submission of a comprehensive annual report that is reviewed for water quality test results, as well as demonstration and documentation of the operational tenacity toward continued quality improvement as required by the Partnership for Safe Water Program. The Partnership for Safe Water program utility membership collectively serves a total population of 85 million people, or nearly two-thirds of the U.S. citizens using surface water as the drinking water source.

Over the past year CWD has steadily continued its efforts toward completion of its Twenty-Year Master Plan reported by Dufresne & Associates in September 2002. This past fiscal year CWD's accomplishments are as follows:

- Continued to manage a long term asset management contract with Utility Services Company Inc. for on-going inspection, maintenance, and rehabilitation of (14) of CWD's welded steel water storage tanks
- Completed the interior and exterior rehabilitation and recoating of two water storage tanks in South Burlington and Essex
- Completed the installation of an upgrade to CWD's County-wide security surveillance system
- Completed the construction for the relocation of a meter vault on the Colchester/Winooski boundary
- Continued design work on two water transmission main relocation projects dictated by upcoming Vermont Agency of Transportation roadway projects in Colchester
- As part of our ongoing annual capital program, a deep bed multimedia filter was rebuilt, along with interior pipe reconditioning at the water treatment facility
- Completed construction of the replacement of two treatment process additive systems at the water treatment facility
- Completed construction of a mezzanine within CWD's Plant Cold Storage Building for additional inventory storage capacity
- Continued coordination of expanded water storage at Water Tower Hill for multiple served water systems' future needs
- Continued CWD's replacement program for Supervisory Control and Data Acquisition (SCADA) units that bring in critical county wide information to the treatment control facility, as well as upgrading specific process control technology for redundancy and reliability reasons
- Continued investment with Efficiency Vermont to optimize daily energy usage and reduce overall annual electrical costs
- Continued to serve as the Vermont Training Center for the New England Water Works Association
- Continued implementation of a long term asset management database system for all CWD property, plant, and equipment
- Continued enhancement of emergency response planning via training and collaboration with Vermont Emergency Management and the Department of Homeland Security
- Continued the documentation process toward executing infrastructure ownership Memoranda of Understanding with all served municipal water systems

We thank our employees and elected officials for their effort, support, and dedication in allowing CWD to be proactively managed and operated to supply a drinking water product protective of public health. As always, we welcome groups of any size to tour our facility. Please call 864-7454 to arrange a tour, or if you have questions, or need further information on Champlain Water District.

Tom Besette, Chair CWD Board of Water Commissioners

Jim Fay, CWD General Manager

CHITTENDEN SOLID WASTE DISTRICT

July 2013 - June 2014

CSWD owns and oversees 10 solid waste or recycling facilities in Chittenden County for its 18 member municipalities. A Board of Commissioners, who sets policy and oversees financial matters, governs CSWD. One Commissioner is appointed by each member community.

THE BOARD OF COMMISSIONERS OFFICERS include: Chair Paul Stabler of South Burlington; Vice Chair Michelle DaVia of Westford, and Secretary/Treasurer Alan Nye of Essex. EXECUTIVE BOARD MEMBERS include Paul Stabler, of South Burlington, Michelle DaVia of Westford, Alan Nye of Essex, Craig Abrahams of Williston, and Chapin Spencer of Burlington. CSWD GENERAL MANAGER is Thomas Moreau.

FINANCES:

The unaudited FY14 General Fund expenditures were \$8.31 million and the revenues were \$9.23 million. This represents a \$63,000 decrease in expenditures (0.9%) and an \$834,000 (9.9%) increase in revenues compared with the FY13 General Fund operating results. The primary factor in the expenditure decrease is the lower costs associated with persistent herbicides in Green Mountain Compost (GMC) products in FY14 as compared with FY13. These lower costs were partially offset by cost increases in several other programs, most notably the Drop-Off Centers (DOC) and the Materials Recovery Facility (MRF). Of the \$834,000 revenue increase for FY14 over the prior year, \$530,000 is Solid Waste Management Fee revenues. While the tonnage of material subject to this fee increased only 1% over FY13, the revenue is up almost 20%, because the per-ton rate was increased from \$22.06 to \$27.00 effective September 1, 2013 (two months after the start of FY14). Also, DOC revenues were \$190,000 higher (11%) in FY14 vs. FY13, primarily due to tip fee rate increases that went into effect at the start of FY14.

SIGNIFICANT CHANGES/EVENTS:

In FY14, CSWD's major initiatives were: 1) to continue to work on the Consolidated Collection proposal that weighs the advantages and disadvantages of municipal contracts for trash collection in Chittenden County and hold public information meetings with citizens and our member communities; 2) to work in the Vermont Legislature towards the passage of Act 175 that mandates the recycling of certain construction and demolition materials that have established markets and meet minimum tonnage and proximity to facilities requirements; 3) to assist in the passage of a battery product stewardship bill by the Vermont Legislature that will facilitate the recycling of these items throughout the state; 4) to complete work on a consultant study evaluating residential curbside collection of organics in terms of economic and environmental impacts for various scenarios; 5) to oversee a contract to upgrade the equipment at our Materials Recovery Facility (MRF) and to negotiate a revised operations contract; 6) to implement a higher solid waste management fee (5-year projection) due to lower trash volumes subject to our fee; 7) to prepare a succession plan for a new General Manager due in early 2016; and 8) to initiate a new 5-year strategic plan.

ONGOING OPERATIONS:

DROP-OFF CENTERS located in Burlington, Essex, South Burlington, Milton, Williston, Richmond, and Hinesburg are available to District members who prefer to self-haul their trash and recyclables. Drop-Off Centers collected 3,116 tons of recyclables, a decrease of 0.38% from FY13, and 6,326 tons of household trash during FY14, a 0.11% increase from FY13.

The **MATERIALS RECOVERY FACILITY** in Williston is owned by CSWD and privately operated by Casella Waste Management. In FY14, 40,465 tons of recyclables were collected, sorted, baled, and shipped to markets. This represents a 1.43% increase from the previous year. The average sale price for materials was \$93.75 per ton, which is a 1.96% decrease over last year's average.

The **ENVIRONMENTAL DEPOT** and the **ROVER** are CSWD's hazardous waste collection facilities for residents and businesses. In FY14, 9,435 households and 670 businesses brought in 605,817 pounds of waste that were collected and processed at these facilities. This included 63,390 pounds (6,339 gallons) of latex paint re-blended and sold as "Local Color", 8,082 pounds of leftover products given away through the "Hazbin" reuse program, and 128,000 pounds (12,800 gallons) of latex paint processed for recycling in Canada and Illinois.

FY14 was a good year for CSWD's COMPOST facility. Spring 2014 marked the first time in over a year that bulk compost was available for sale to the public following the discovery of persistent herbicides in compost in 2012. Customers reported great results from growing in the new batches of compost and topsoil. Staff continued their efforts to research and educate around the presence of persistent herbicides in commercial composts everywhere. Ongoing testing and recipe modifications have translated into abundant saleable very high quality material. FY14 marked the launch of bag-your-own compost which extends the convenience of purchasing compost to customers with smaller gardens and no means of hauling large volumes. Compost inputs have continued to increase steadily as awareness around compost continues to spread and large generators are mandated to divert materials through Vermont's new Universal Recycling law. FY15 will mark a return of compost to garden centers as well as a return of the complete bagged product line. A total of 9,684 tons of material was accepted for composting in FY14 which included 3,629 tons of diverted food.

CSWD brokered 13,784 wet tons of sewage sludge for our member communities in FY14, which is 1.7% more material than last year. Most of the sewage sludge generated from the Essex Junction WWTF was landfilled over FY 14 due to a plant upgrade. The City of South Burlington's thermo-meso anaerobic digestion, 2PAD system, generated class "A" product which was distributed to local farms for land application, beneficial reuse, starting in October of FY 14. CSWD entered a 5-year contract with Casella Organics to send at minimum 78% of the sludge brokered by the district to a beneficial reuse facility called Grasslands, located in Chateaugay, NY. The BIOSOLIDS program is also looking at a sludge characterization study to optimize the beneficial reuse of the districts material for the future of the program.

MARKETING –

CSWD participated in a state-wide working group that developed symbols and language for communicating Act 148 mandates consistently statewide. The group was made up of Solid Waste Management (SWM) entity staff, ANR staff, and interested stakeholders, including some haulers.

CSWD participated in a state-wide working group that developed symbols and language for communicating Act 148 mandates consistently statewide. The group was made up of Solid Waste Management (SWM) entity staff, ANR staff, and interested stakeholders, including some haulers.

We turned our attention to upgrading our event waste reduction toolkit to include more clear information, better tools, and fresh ways of getting people interested in putting on waste-free events. Every two years we send out an encyclopedic booklet detailing how to best dispose of recyclables, compostables, reusables and trash. The 2014-2016 book went out at the end of June, 2014.

We focused on how to revive the Green Mountain Compost brand after a two-year hiatus on the heels of the discovery that persistent herbicides had found their way into our compost. That two years was spent working with state and federal regulators, the chemical industry, and experts from around the country to set up a firewall of sorts to prevent a reoccurrence. Our transparent treatment of the issue has helped maintain our customers' trust. Our new protocols, testing, and on-site growth trials have yielded compost that we can stand behind with confidence, leaving us well positioned to reenter the market in Fall 2014.

Our part-time Web & Marketing Specialist position became full-time, which led our current specialist, Veronika Travis, to depart so she could focus more fully on her career path as a pastor. We wish her well as we crack into over a hundred resumes to find the best fit for the position.

A variety of EDUCATIONAL PROGRAMS and tools are available to assist residents, schools, municipalities, organizations, and businesses to reduce and properly manage their wastes. The CSWD Hotline (872-8111); Website: (www.cswd.net), e-newsletter, presentations, technical assistance, displays, workshops, facility tours, informational brochures, recycling bins and compost collectors (9,100 distributed), signage, discount compost bins, special event container loans, and grants (\$8,500 awarded) are part of this positive community outreach.

Thousands of employees, residents, students, and others were impacted by CSWD's business, school and youth, and community outreach programs.

RESEARCH AND DEVELOPMENT efforts, which have dual goals of reducing the amount of waste generated and landfilled along with making programs more convenient and cost-effective, focused on recycling and composting incentives and collection, trash collection systems, and markets for recyclables.

CSWD provides funding and staff time to support GREEN UP DAY efforts in Chittenden County. In May, 38 tons of litter, 2,648 tires, and 6.5 cubic yards of scrap metal were collected. CSWD covered the \$6,200 cost for recycling the tires and waived its fee on disposed litter. CSWD also contributed \$4,050 to Green Up Vermont on behalf of its member municipalities for bags, posters, and promotion. The COMMUNITY CLEAN UP FUND helps members keep their communities clean and litter free throughout the year. \$4,600 were expended by CSWD's member municipalities.





PRESIDENT'S MESSAGE

PHOTO CREDIT
David Seaver Photography



Good year-end reviews begin with what was planned to be accomplished and then reflect on the opportunities that we were able to capitalize on. This year is no different. We had committed to the Board and to our members to achieve certain results and I am pleased to report that we were either successful or are substantially processing towards success.

It is no surprise that health care reform was at the top of our members' legislative concerns. We committed to continuing to search for ways to improve quality while controlling escalating costs. Above all, we did not believe that increasing the tax burden on employers or their employees was sound health care or fiscal policy. I am pleased to report that the Chamber was successful in arguing against the proposed payroll tax to fund health care while reinforcing the need for an independent Green Mountain Health Care Board to have greater control over aspects of spending. We are seeing a slowdown in cost escalation and a drive to bring efficiencies to a system in need of collaboration.

As the legislature debated tax policy this year, it became obvious to many of us in the for-profit; not for profit and social mission sectors that there were many more issues where our thoughts aligned than where we were on opposite sides. Working together with umbrella and independent organizations, we presented a unified message to lawmakers helping them understand the interrelatedness of tax policy, philanthropy and the sustainability of the very organizations that make Vermont unique. The Chamber will continue to seek alignment with these partners in the coming year. All Vermonters need strong private and mission driven organizations to thrive.

Service to our members forms the hub from which we develop programs. We strive to understand how to assist you as you grow, remain strong and successful in our state. Through our direct staff-to-member visits, surveys and committee meetings, the never ending refrain that we heard was the need to recruit and retain talent across all business sectors. It was enlightening to hear companies as diverse as construction, moving, technology, start-ups, legacy enterprises, financial institutions and non-profits all express frustration with the lack of a labor pool in Vermont. Perhaps the greatest programmatic achievement of your Chamber this year was our organizational commitment to workforce and talent development and the retention of existing human resources. We have invested additional staff and financial resources to our initiatives. This past year we added two new high school job readiness programs to our already existing high school leadership program; we worked with our Launch VT business pitch competition to add a Collegiate Competition (and have six colleges signed up) as well as sponsoring Hack VT; we have expanded the professional training and mentoring opportunities available to the Burlington Young Professionals group and we are a founding member of BTV Ignite. Recently our second AmeriCorps staff person joined us to assist with these programs. Your Chamber is an active member of the state Workforce Investment Board and the Commission on Successful Aging. The goal of each of these efforts, which are coordinated across all platforms, is to make both employers, current members of the work force and those seeking employment aware of job possibilities, job training opportunities and of the robust eco-system that exists to support them.

Finally, I would be remiss in failing to point out the effort and resources we are committing to improve our already robust tourism economy. Led by an active and engaged Convention Bureau staff and its board; a likewise engaged Tourism Committee and the work of our Tourism Ambassadors stationed at our Information Centers, your Chamber recognizes that we must stay ahead of the curve in our work to attract tourists and visitors to the state. Tourist dollars sustain our regional and state economy in the worst of economic times and provide the kind of additional revenue that allows for wise investments during better times. While we are fortunate to have this great state and region to promote, we cannot afford complacency. For that reason we have committed and begun to add additional staff resources and to bring all of our programs under a single division. This coordinated approach is long overdue and the results will be obvious as this year progresses.

To close, I would like to thank you for your continued support to the Chamber, its mission and its staff. It is an honor to work for your interests and to, in some small way, improve the quality of life in our region.

A handwritten signature in black ink, appearing to read "Tom", with a stylized flourish extending from the end.



Vermont Council on World Affairs
60 Main St.
Burlington, VT 05403
802.961.2343
www.vcwa.org

The international visitor program has been in full swing for many months and the Vermont Council on World Affairs has so far hosted more than 80 people from the farthest reaches of the globe. They come to learn what Vermont has to offer across a range of disciplines. As you see below, many come because of Vermont's pre-eminence in energy and the environment. They visit colleges and universities, law firms, businesses, state and local government, and often meet with LCRCC staff to learn about the Chamber's many endeavors to promote a healthy and growing business environment. But there is more—this year a group came to learn about Vermont disaster management and preparedness because of our management of hurricane Irene and the lessons we were able to pass on to other states from that recovery process.

Many visitors are younger and increasingly engaged with the digital economy, like the young people from South East Asia who came to develop their knowledge and skills. The group had won an award for developing a mobile app to track deforestation, which is a huge problem in South East Asia. Here they learned about making the prototype a reality—not only by working with tech experts to improve the app, but also about putting together a business plan, marketing, funding, product development and everything they need to know to become successful. Here is a short list of visitors we have hosted so far in 2015, with more on the way:

April

Inclusion of people with disabilities (Russia)
Disaster Management (India)

May

Women's Economic Equality (Kosovo)
Higher education (Afghanistan and Pakistan)

June

Accountable governance and the environment (Russia)
Climate change and renewable energy (Multinational group)
Conflict resolution (Africa)
Green technology and business incubation (New Zealand)

July

Renewable energy regulation (Caribbean)
US environmental technology (Brunei, Cambodia, Indonesia and Singapore)
Higher education (Afghanistan and Pakistan)
Local economic development (Chile)

And of course, that's not all we do. The second annual international career forum and job fair was a great hit and we plan to continue to help business and young people make global career links. We continue to host the Global Burlington International Dinners about once a month and we are delighted that they have become a part of the community fabric in building bridges among old and new Vermonters. We have hosted a dinner with the Hong Kong Economic and Trade Office, a conference on the Vermont-Quebec energy nexus, not to mention our many stand-alone speakers, films and other community events.

Check us out at www.vermont.org/vcwa

Gail Stevenson
Executive Director



Women Helping Battered Women

July 1, 2014 – June 30, 2015

Women Helping Battered Women served 4,534 individuals. Of those served, 1,889 adults and 2,645 children were impacted by domestic violence.

- 92% of the people we served live in Chittenden County.
- We provided emergency shelter to 251 adults and 114 children for a total of 18,739 bednights.
- The Economic Justice program provided economic advocacy and support to 389 people. We provided transitional housing to 34 adults and children for a total of 7,826 bednights. We also provided transitional rental assistance to 91 adults and children for a total of 4,455 bednights.
- 50 adults were served through support groups.
- The hotline fielded 4,800 calls, assisting individuals in crisis and offering emergency services, support and referrals.
- An average of 86 new survivors called the hotline each month to access emergency services and support for the first time.
- 206 adults were assisted with filing relief-from-abuse orders. These adults had 156 children who also benefited from the assistance given to their parents.
- We provided legal advocacy to 390 adults seeking support with divorce, custody/parentage, immigration, criminal justice, and filing for relief-from-abuse orders.
- Our Children and Youth Services program spent 4,740 hours providing playgroups and advocacy and parenting support to 231 adults and 425 children.
- 18,050 individuals were reached through more than 253 workshops/events.
- 197 volunteers provided over 6,925 hours of service - the equivalent of nearly 3.3 full-time positions. The approximate dollar value of these contributed hours is \$111,486, equivalent to 10.7% of our 2015 budget.
- 18.19 full-time paid staff equivalents worked at WHBW.
- Our budget for FY 2015 was \$1,042,749.