

# City of Burlington, Vermont



## Audited Financial Statements



## Year Ended June 30, 2012



# 2012

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### ACKNOWLEDGMENTS

**Design/Production:** Futura Design

**Printing:** Queen City Printers Inc.  
 Printed on PC Recycled Paper

**Photography:** Photos by Patricia Braine ©2013  
*SilverImagesVermont.com*.  
 Available for purchase to support Burlington Parks &  
 Recreation Scholarship Program.

Cover photos: Raychel Severence, Ted Olson, Carolyn  
 Bates, Launie Kettler, Patricia Braine, Karen Pike.

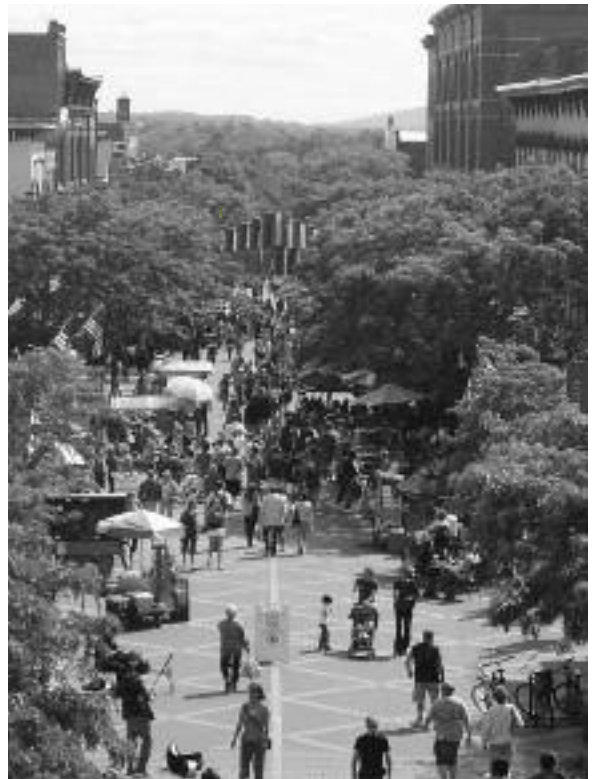
**Project Management:** Jennifer Kaulius, Mayor’s Office

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 persons with disabilities.

This report also is available online at  
[www.burlingtonvt.gov](http://www.burlingtonvt.gov).

This publication was  
 printed on paper certified  
 to the FSC® standard.

It was manufactured using  
 high solid inks containing  
 no VOCs and 100%  
 Green-e® Certified  
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# CITY ORGANIZATIONAL CHART



## THE VOTERS

**SCHOOL COMMISSIONERS \***

**WARD CLERKS & INSPECTORS OF ELECTION \***

### MAYOR ⚡

**AUTHORITY TO:**

- Carry out laws and ordinances
- Appoint department heads
- Assure performance of jobs by subordinate officers
- Recommend measures
- Act as Chief Peace Officer
- Prepare annual budget
- Act as Chair of Board of Finance

### CITY COUNCIL \*

**AUTHORITY TO:**

- Set City Policy with Mayor
- Pass Legislation through passage of Ordinances subject to Mayor's veto \*
- Pass Resolutions with Mayor\*
- Approve Mayor's budget
- Approve supplementary interbudgetary transfers
- Set annual tax rate with Mayor
- Establish rules for City Council meeting conduct

**CITY OFFICERS & DEPARTMENT HEADS ⚡**  
(for list, see page 6)

**COMMISSIONERS ⚡**  
(for list, see pages 13-17)

**SUPERINTENDENT ▲**

**PRINCIPALS**

### BOARD OF FINANCE ▼

**AUTHORITY TO:**

- Act as trustees of public money
- Establish accounting system
- Provide monthly reports and annual audit
- Select official depository
- Authorize budget line item changes
- Be responsible for care and control of public buildings

## KEY

- ⚡ Elected at large
- \* Elected at large by ward
- ⚡ Appointed by the Mayor subject to City Council approval
- ◆ Appointed by the City Council or City Council with Mayor presiding
- ▲ Appointed by the Board of School Commissioners
- \* Ordinances relate to external matters while Resolutions relate to internal matters
- ▼ Mayor, Chief Administrative Officer (non-voting), President of City Council, and three Councilors elected by the City Council

Photo by Patricia Braine

## MAYOR'S MESSAGE

I am pleased to present to you Burlington's Annual Financial Report for Fiscal Year 2012. The distribution of this report on Town Meeting Day each year is an important City tradition. In these pages, you will find reports from each of the municipal department heads and an enormous amount of information about the workings and progress of our City. We are a small City with a deep tradition of coming together to engage a wide array of challenges to move our community forward – once a year, all this work is bound together and illustrated in the volume before you.



*Mayor's Office Team, L to R: Assistants to the Mayor Mike Kanarick and Carina Driscoll, Administrative Assistant Jennifer Kaulius, and Mayor Miro Weinberger*

### **Burlington's finances – challenged, but improving**

For the first time since 2006, the Annual Financial Report published and distributed for Town Meeting Day includes fully audited and complete financial statements. I congratulate our interim Chief Administrative Officer Paul Sisson and his team for this accomplishment – the timeliness of this work is an indicator of the broader progress and return to municipal financial stability that is underway.

The financial report documents modest progress in Fiscal Year 2012 (which ended June 30, 2012, three months into the new Administration's term), addressing the financial strains caused by currently unrecoverable spending on Burlington Telecom and deficit spending in other areas. Much additional financial progress has been achieved in the months since June, including:

- **The passage of the \$9 million Fiscal Stability Bond by 72 percent of the voters last November.** This bond stabilizes the City's finances by converting risky, variable, short-term borrowing to amortizing, long-term, low-interest debt, thereby addressing the top concern of our independent auditor and one of the top concerns raised by our independent credit rating agency.

- Conversion of \$12 million of expensive, risky, short-term borrowing related to the expansion of the Airport garage into a long-term, stable, voter-approved revenue bond last December.
- Unanimous passage of an FY13 budget that will eliminate multi-million dollar deficits in the Water and Sewer enterprise funds that had contributed to the Moody's June 2012 downgrade of the City's credit rating.
- Overhaul of the FY13 budget format so that it is clear and understandable by the City Council and public for the first time.
- Transition of the City's finances to a new accounting system. The transition has been difficult and is not quite complete, but when finished, the system will give City Hall the ability to monitor the City's finances throughout the year to a far greater degree than ever before possible, and will address many weaknesses in the City's financial system that have been called out in past audits.



**Miro  
Weinberger**  
*Mayor*

While we have made considerable progress at restoring the City's finances in the first year of my Administration, our work is far from done. Burlington's once excellent credit rating was downgraded again to the edge of junk bond status in June 2012. The road back to a solid rating that saves the community millions of dollars in wasteful interest premiums will be a long one and will require more difficult decisions and hard work. Putting the City's finances in order will remain our top priority in the year ahead.





*Construction to bolster the bike path near Lakeview Cemetery—this was one of the five bike path sections badly damaged in the May 2011 floods.*

### **Investing in Burlington's future**

Fortunately, even while working our way through a period that requires financial discipline and restraint, we have been able to take advantage of opportunities to make new investments in the City's future that do not put new strains on the wallets of City taxpayers. Since Town Meeting Day 2012, the City has moved forward with a number of important investments, including:

- Substantial completion of over \$1.5 million of primarily FEMA-funded repairs from the May 2011 floods that badly damaged five sections of the Burlington Bike Path. Crews worked through the first half of winter to finish the work, and the final paving will be done as soon as weather allows this spring.
- The Parks and Recreation Department has been focused on eliminating a backlog of nearly \$1 million of funded, but not yet built, Penny for Parks upgrades by the end of 2013. As we begin the year, about a third of the projects have been completed, and the effort is on budget and on schedule.
- The City committed to and began implementing a plan to fully design, permit, and construct the first phase of the Bike Path Task Force's vision of a modernized, rebuilt Bike Path. This critical first phase of the effort will be largely paid for by Tax Increment Financing (TIF) investment that will have no impact on property tax rates.
- The Waterfront Access North project—the first major progress on the waterfront in a decade—is now shovel-ready as a result of a permit settlement in 2012 and overwhelming voter approval of ballot item #2 last November. The City will start construction of this approximately \$6 million public invest-

ment in the northern waterfront in 2013 using federal grants, TIF funds, and other sources that do not put new strains on taxpayers.

- The City achieved a new consensus in 2012 that both the long-standing Champlain Parkway and a new Railyard Enterprise Project should move forward. Following a unanimous October vote by the City Council, both of these projects are moving forward in collaboration with the State and Federal transportation departments that are responsible for more than 90 percent of the project funding.
- The multi-year PlanBTV effort to create a new consensus vision of the downtown and waterfront to guide future investment made great progress in 2012, through the leadership of the Planning and Zoning Department and the participation of over 1,000 Burlingtonians. In the coming year, the draft plan is expected to be adopted by the Planning Commission and City Council.
- The Community and Economic Development Office (CEDO) has launched the Public Investment Action Plan (PIAP) to transparently and efficiently identify what investments the City will make in its waterfront and downtown TIF districts. The first phase of the PIAP effort is scheduled to culminate with a public vote one year from now on Town Meeting Day 2014.



## MAYOR'S MESSAGE



### **Making local government more responsive, efficient, and effective**

We are working on many fronts to rebuild the public's confidence in City Hall, including:

- In 2012, we brought a new senior leadership team to the City, with fresh ideas and perspectives. The positions of City Attorney, directors of CEDO, Parks and Recreation, and the Fletcher Free Library, the CAO, and the Assistants to the Mayor all have new occupants. This senior leadership transition has been balanced by stability among the other department heads.
- We are working to make the Mayor's Office more accessible to the public with new tools - like an active Facebook page, the @MiroBTV twitter handle, and a Citywide telephone Town Meeting - and our proven traditions, such as our weekly Wednesday morning coffees in the New North End Bagel Café.
- The City continues to work to expand the cultural competency of our senior leadership and employees. Over the past year, many department heads and staff participated in the "We All Belong" program and visited and discussed ECHO's "RACE: Are We So Different?" exhibit. The Administration also collaborated with the City Council to create a Diversity and Equity Strategic Planning Committee to help shape the future of these efforts.
- In 2012, at my direction, the Code Enforcement Office began using the on-line tool SeeClickFix for the public to report and track the City's response to various code violations. This new program has been very well-received by the public and City staff and, in the year ahead, we expect to expand the use of SeeClickFix to improve other City functions.

### **Coming together to help our neighbors**

I continually am moved by the generosity of Burlingtonians. Whether it's the Red Cross on Prospect Street coordinating a massive blood donation response to Hurricane Sandy, 1,200 people plunging into Lake Champlain on a frigid February day to support Special Olympics Vermont, firefighters and their families hosting a race to raise money for the Muscular Dystrophy Association, the Lake Champlain Dragon Boat Festival supporting cancer survivors, or any of the countless other important events happening in our City, Burlington is a community that gives and acts to help our neighbors near and far.

On behalf of all City of Burlington employees, we thank you for the great honor of serving such a compassionate and engaged community. We look forward to our continued work together.



### **Mayor's Office Team**

**Miro Weinberger**, Mayor  
*mayor@burlingtonvt.gov* 865-7272

**Carina Driscoll**, Assistant to the Mayor  
for Innovation, Open Government &  
Mayoral Initiatives  
*carina@burlingtonvt.gov* 865-7274

**Mike Kanarick**, Assistant to the Mayor  
for Operations & Communications  
*mike@burlingtonvt.gov* 865-7275

**Jennifer Kaulius**, Administrative Assistant  
*jennifer@burlingtonvt.gov* 865-7272

## CITY OFFICIALS APPOINTED BY THE MAYOR

---

<b>Assistant to the Mayor</b> .....	Carina Driscoll
<b>Assistant to the Mayor</b> .....	Mike Kanarick
<b>Director of Aviation, Burlington International Airport</b> (interim) .....	Gene Richards
<b>Executive Director, Burlington City Arts</b> .....	Doreen Kraft
<b>City Assessor</b> .....	John Vickery
<b>City Attorney</b> .....	Eileen Blackwood
<b>Senior Assistant City Attorney</b> .....	Eugene Bergman
<b>Assistant City Attorney</b> .....	Richard Haesler, Jr.
<b>Assistant City Attorney</b> .....	Gregg Meyer
<b>Assistant City Attorney</b> .....	Kimberlee J. Sturtevant
<b>Executive Director, Church Street Marketplace</b> .....	Ron Redmond
<b>Chief Administrative Officer</b> (interim) .....	Paul Sisson
<b>Director, Code Enforcement</b> .....	William Ward
<b>Director, Community and Economic Development Office</b> .....	Peter Owens
<b>General Manager, Burlington Electric Department</b> .....	Barbara L. Grimes
<b>Chief, Burlington Fire Department</b> .....	Seth Lasker
<b>Director, Human Resources</b> .....	Susan Leonard
<b>Director, Fletcher Free Library</b> .....	Rubi Simon
<b>Director, Burlington Parks and Recreation</b> .....	Jesse Bridges
<b>Director, Planning and Zoning Department</b> .....	David E. White*
<b>Chief, Burlington Police Department</b> .....	Michael E. Schirling
<b>Director, Department of Public Works</b> .....	Steven Goodkind
<b>City Engineer and Surveyor</b> .....	Steven Goodkind
<b>Director, Emergency Management/Civil Defense</b> .....	Seth Lasker
<b>Harbor Master</b> .....	Jesse Bridges
<b>Superintendent, Cemetery Department</b> .....	Jesse Bridges
<b>City Grand Juror</b> .....	Eugene Bergman
<b>Assistant Grand Juror</b> .....	Richard Haesler, Jr.
<b>Assistant Grand Juror</b> .....	Kimberlee J. Sturtevant
<b>City Constable</b> .....	Eugene Bergman
<b>Second Constable</b> .....	Gordon H. Gilbert
<b>Pound Keeper</b> .....	Andi Higbee

*\*appointed by the Planning Commission*

# VERMONT LEGISLATORS 2012-2013

## Chittenden County State Senators

**Tim Ashe (D/P)**  
45 Lakeview Terrace  
Burlington, VT 05401  
318-0903

**Philip Baruth (D/WF)**  
87 Curtis Avenue  
Burlington, VT 05408  
503-5266

**Sally Fox (D)**  
80 Bartlett Bay Road  
South Burlington, VT 05403  
860-6428

**Virginia "Ginny" Lyons (D)**  
241 White Birch Lane  
Williston, VT 05495  
863-6129

**Diane B. Snelling (R)**  
304 Piette Road  
Hinesburg, VT 05461  
482-4382

**David E. Zuckerman (P/D)**  
2083 Gilman Road  
Hinesburg, VT 05461  
598-1986

## Burlington State Representatives

**District 6-01**  
**Joanna Cole (D)**  
108 Rivers Edge Drive  
Burlington, VT 05408  
660-7175

**Kurt Wright (R)**  
31 Vine Street  
Burlington, VT 05408  
658-1410

**District 6-02**  
**Jean O'Sullivan (D)**  
37 Village Green  
Burlington, VT 05408  
658-0492

**District 6-03**  
**Jill Krowinski (D/WF)**  
27 Spring Street  
Burlington, VT 05401  
363-3907

**Curt McCormack (D/WF)**  
221 North Winooski Avenue  
Burlington, VT 05401  
318-2585

**District 6-04**  
**Christopher A. Pearson (P)**  
12 Brookes Avenue  
Burlington, VT 05401  
860-3933

**Kesha Ram (D/WF)**  
31 North Prospect Street  
Burlington, VT 05401  
881-4433

**District 6-05**  
**Johannah Leddy Donovan (D)**  
38 Bayview Street  
Burlington, VT 05401  
863-4634

**Suzi Wizowaty (D/WF)**  
177 Locust Terrace  
Burlington, VT 05401  
881-5995

**District 6-06**  
**Barbara Rachelson (D)**  
205 Summit Street  
Burlington, VT 05401  
862-1290

**District 6-07 Winooski/Burlington**  
**Clement "Clem" Bissonnette (D)**  
11 Dufresne Drive  
Winooski, VT 05404  
655-9527

**George C. Cross (D)**  
82 Dufresne Drive  
Winooski, VT 05404  
655-4611

## MAYORS OF BURLINGTON

Albert L. Catlin . . . . . 1865 - 1866  
Torrey Eglesby Wales . . . . . 1866 - 1868  
Paul D. Ballou . . . . . 1868 - 1870  
Daniel Chipman Linsley . . . . . 1870 - 1870  
L. C. Dodge . . . . . 1871 - 1874  
Calvin H. Blodgett . . . . . 1874 - 1876  
J. D. Hatch . . . . . 1876 - 1883  
George H. Morse . . . . . 1883 - 1885  
Urban Adrian Woodbury . . . . . 1885 - 1887  
W. W. Henry . . . . . 1887 - 1889  
William August Crombie . . . . . 1889 - 1891  
Seneca Haselton . . . . . 1891 - 1894  
William James Van Patten . . . . . 1894 - 1896  
H. S. Peck . . . . . 1896 - 1898  
Elliot M. Sutton . . . . . 1898 - 1899  
Robert Roberts . . . . . 1899 - 1901  
D. C. Hawley . . . . . 1901 - 1903  
James Edmund Burke . . . . . 1903 - 1907  
Walter J. Bigelow . . . . . 1907 - 1909  
James Edmund Burke . . . . . 1909 - 1911  
Robert Roberts . . . . . 1911 - 1913

James Edmund Burke . . . . . 1913 - 1915  
Albert S. Drew . . . . . 1915 - 1917  
J. Holmes Jackson . . . . . 1917 - 1925  
Clarence H. Beecher . . . . . 1925 - 1929  
J. Holmes Jackson . . . . . 1929 - 1933  
James Edmund Burke . . . . . 1933 - 1935  
Louis Fenner Dow . . . . . 1935 - 1939  
John J. Burns . . . . . 1939 - 1948  
John Edward Moran . . . . . 1948 - 1957  
C. Douglas Cairns . . . . . 1957 - 1959  
James E. Fitzpatrick . . . . . 1959 - 1961  
Robert K. Bing . . . . . 1961 - 1963  
Edward A. Keenan . . . . . 1963 - 1965  
Francis J. Cain . . . . . 1965 - 1971  
Gordon H. Paquette . . . . . 1971 - 1981  
Bernard Sanders . . . . . 1981 - 1989  
Peter A. Clavelle . . . . . 1989 - 1993  
Peter C. Brownell . . . . . 1993 - 1995  
Peter A. Clavelle . . . . . 1995 - 2006  
Robert S. Kiss . . . . . 2006 - 2012  
Miro L. Weinberger . . . . . 2012 -



# CITY COUNCIL 2012-2013

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## Ward One



**Sharon Foley Bushor (I)**  
52 East Avenue  
658-3604 (h)  
sharon.bushor@vtmednet.org  
Term ends 2013

**Kevin Worden (D)**  
23 Brookes Avenue  
343-5445 (c)  
kevinwbvtv@gmail.com  
Term ends 2014



## Ward Two



**Bram Kranichfeld (D)**  
139 Hyde Street  
338-1992 (c)  
bkranichfeld@burlingtonvt.gov  
Term ends 2013

**Max Tracy (P)**  
39 Greene St., Apt. 2  
373-1968 (c)  
maxwell.k.tracy@gmail.com  
Term ends 2014



## Ward Three



**Vincent J. Brennan (P)**  
175 Park Street  
864-0984 (h)  
vbrennan@burlingtonvt.gov  
Term ends 2013

**Rachel Siegel (P)**  
21 Pitkin Street  
777-2627 (c)  
rsiegel@burlingtonvt.gov  
Term ends 2014



## Ward Four



**Bryan Aubin (D)**  
15 Rock Point Road  
324-1546 (c)  
baubin@burlingtonvt.gov  
Term ends 2014

**David Hartnett (D)**  
27 Browe Court  
864-7895 (h)  
dhartnett@burlingtonvt.gov  
Term ends 2013



## Ward Five



**William "Chip" Mason (D)**  
33 Scarff Avenue  
373-8545 (c)  
chip.mason.btv@gmail.com  
Term ends 2014

**Joan Shannon (D), President**  
41 Central Avenue  
860-7489 (h & w)  
jshannon@burlingtontelecom.net  
Term ends 2013



## Ward Six



**Norman Blais (D)**  
487 So. Prospect St., #6  
863-5860 (h)  
normblaisvt@gmail.com  
Term ends 2013

**Karen Paul (I)**  
171 Crescent Road  
863-3817 (h)  
paulfin@sover.net  
Term ends 2014



## Ward Seven



**Paul Decelles (R)**  
96 Gosse Court  
658-4367 (h)  
pdecellesw7@aol.com  
Term ends 2014

**Vincent Dober, Sr. (R)**  
82 Heineberg Road  
865-4907 (h)  
doberv@burlingtontelecom.net  
Term ends 2013



# CITY COUNCIL STANDING COMMITTEES 2012-2013

---

*City Council President Joan Shannon is an ex-officio member of all Committees; she will serve as an alternate voting member on any Committee if a conflict of interest arises for a member of the Committee.*

## **Board of Finance**

Mayor Miro Weinberger, \* 865-7272  
Paul Sisson, Interim CAO, 865-7019  
Joan Shannon, City Council Pres., 860-7489  
Sharon Bushor, 658-3604  
Karen Paul, 863-3817  
Paul Decelles, 658-4367

## **Charter Change**

Rachel Siegel, \* 777-2627  
Paul Decelles, 658-4367  
Bram Kranichfeld, 338-1992  
Staff Support: Eileen Blackwood, 865-7121

## **Community Development & Neighborhood Revitalization**

Kevin Worden, \* 343-5445  
Bryan Aubin, 324-1546  
Rachel Siegel, 777-2627  
Staff Support: Peter Owens, 865-7174

## **Institutions/Human Resources**

Norm Blais, \* 863-5860  
Max Tracy, 373-1968  
Kevin Worden, 343-5445  
Staff Support: Susan Leonard, 865-7150  
Stephanie Hanker, 865-7145

## **License**

Vince Dober, \* 865-4907  
Max Tracy, 373-1968  
Norm Blais, 863-5860  
Staff Support: Lori Olberg, 865-7136

## **Ordinance**

Chip Mason, \* 373-8545  
Vince Dober, 865-4907  
Sharon Bushor, 658-3604  
Staff Support: Gene Bergman, 865-7121

## **Parks, Arts, Culture**

Karen Paul, \* 863-3817  
Vince Brennan, 864-0984  
Bryan Aubin, 324-1546  
Staff Support: TBD

## **Public Safety**

Bram Kranichfeld, \* 338-1992  
Dave Hartnett, 864-7895  
Norm Blais, 863-5860  
Staff Support: Richard Haesler, 865-7121

## **Transportation/Energy/Utilities**

Dave Hartnett, \* 864-7895  
Chip Mason, 373-8545  
Max Tracy, 373-1968  
Staff Support: Nicole Losch, 865-5833

## **Tax Abatement**

Vince Brennan, \* 864-0984  
Paul Decelles, 658-4367  
Bram Kranichfeld, 338-1992  
Staff Support: Gene Bergman, 865-7121

## **Channel 17 Liaison**

Dave Hartnett, 864-7895

\*Committee Chair



Photo by Patricia Braine

# CITY DEPARTMENTS AND PHONE NUMBERS

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## Office Hours

City Government

Monday–Friday  
8:00am–4:30pm

[www.burlingtonvt.gov](http://www.burlingtonvt.gov)

### Airport

Burlington International  
Airport  
Box 1, 1200 Airport Drive  
South Burlington, VT 05403  
863-2874

### Arts

Burlington City Arts  
135 Church Street  
Burlington, VT 05401  
865-7166

### Assessor

Room 17, City Hall  
Burlington, VT 05401  
865-7114

### Attorney

Room 11, City Hall  
Burlington, VT 05401  
865-7121

### Church Street Marketplace

2 Church Street, Suite 2A  
Burlington, VT 05401  
863-1648

### Clerk/Treasurer

Room 23, City Hall  
Burlington, VT 05401  
865-7000

### Code Enforcement

645 Pine Street, Suite A  
Burlington, VT 05401  
863-0442

### Community & Economic Development

Room 32, City Hall  
Burlington, VT 05401  
865-7144

### Community Justice Center

179 S. Winooski Ave.  
Burlington, VT 05401  
865-7155

### Electric

585 Pine Street  
Burlington, VT 05401  
658-0300

### Emergency Management

136 South Winooski Avenue  
Burlington, VT 05401  
864-4554

### Fire

136 South Winooski Avenue  
Burlington, VT 05401  
864-4554

### Fletcher Free Library

235 College Street  
Burlington, VT 05401  
863-3403

### Reference Desk

865-7217

### Housing Authority

65 Main Street  
Burlington, VT 05401  
864-0538

### Human Resources

179 S. Winooski Ave.  
865-7145

### Retirement

865-7097

### Job Hotline

865-7147

### Mayor

Room 34, City Hall  
Burlington, VT 05401  
865-7272

### Parks and Recreation

645 Pine Street, Suite B  
Burlington, VT 05401  
864-0123

### Cemetery

455 North Avenue  
Burlington, VT 05401  
863-2075

### Planning and Zoning

Room 17, City Hall  
Burlington, VT 05401  
865-7188

### Police

1 North Avenue  
Burlington, VT 05401  
658-2704  
(For emergencies 911 or  
658-2700)

### Public Works

645 Pine Street, Suite A  
Burlington, VT 05401

### Mailing Address:

P. O. Box 849  
Burlington, VT 05402  
863-9094

### Water Division

P. O. Box 878  
Burlington, VT 05402  
863-4501

### School District

150 Colchester Avenue  
Burlington, VT 05401  
865-5332

### Telecom

200 Church Street, Suite 101  
Burlington, VT 05401  
540-0007

## REGIONAL OFFICE AND PHONE NUMBERS

### Chittenden County Transportation Authority

15 Industrial Parkway  
Burlington, VT 05401  
864-2282

### Chittenden Solid Waste District

1021 Redmond Road  
Williston, VT 05495  
872-8111

### Winooski Valley Park District

Ethan Allen Homestead  
Burlington, VT 05408  
863-5744

## IMPORTANT DATES FOR THE YEAR 2013

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- February 27** . . . . . 5:00pm deadline to register to vote in Annual City Election 2013
- March 4** . . . . . 5:00pm deadline to request an early ballot for Annual City Election 2013
- March 5** . . . . . Annual City Election Day
- March 12** . . . . . 3rd quarterly property tax installment due for FY13
- April 1** . . . . . 4:30pm deadline for dog registrations
- April 1** . . . . . Organizational meeting of City Council and swearing-in of City Councilors
- June 3** . . . . . Annual Meeting of City Council (Mayoral and Commission/Board Appointments)
- June 12** . . . . . 4th and final quarterly property tax installment due for FY13
- August 12** . . . . . 1st quarterly property tax installment due for FY14
- November 12** . . . . . 2nd quarterly property tax installment due for FY14

## CITY HOLIDAYS FOR THE YEAR 2013

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- New Year's Day** . . . . . Tuesday, January 1, 2013
- Martin Luther King, Jr. Day** . . . . . Monday, January 21, 2013
- Presidents' Day** . . . . . Monday, February 18, 2013
- Town Meeting Day** . . . . . Tuesday, March 5, 2013
- Memorial Day** . . . . . Monday, May 27, 2013
- Independence Day** . . . . . Thursday, July 4, 2013
- Bennington Battle Day** . . . . . Friday, August 16, 2013
- Labor Day** . . . . . Monday, September 2, 2013
- Columbus Day** . . . . . Monday, October 14, 2013
- Veterans Day** . . . . . Monday, November 11, 2013
- Thanksgiving Day** . . . . . Thursday, November 28, 2013
- Christmas Day** . . . . . Wednesday, December 25, 2013

**Ward 1**

**Katharine Chasan**  
209 North Prospect Street  
865-3875 (h)  
Term ends: 2014  
kchasan@bsdvt.org

**Keith Pillsbury, Chair**  
25 University Terrace  
862-3575 (h)  
734-9344 (c)  
Term ends: 2013  
kpillsbury@bsdvt.org

**Ward 2**

**Meredith Woodward King**  
32 Booth Street  
660-2923 (h)  
Term ends: 2013  
mwking@bsdvt.org

**Erin Kranichfeld**  
139 Hyde Street  
279-6659 (h)  
Term ends: 2014  
ekranichfeld@bsdvt.org

**Ward 3**

**Dave Davidson**  
PO Box 1812  
802-598-3193 (h)  
Term ends: 2013  
ddavidson@bsdvt.org

**Rebecca Grimm**  
70 Drew Street  
863-2672 (h)  
Term ends: 2014  
rgrimm@bsdvt.org

**Ward 4**

**Bernie O'Rourke**  
213 Pleasant Avenue  
863-8847 (h)  
Term ends: 2014  
borourke@bsdvt.org

**Ben Truman**  
172 Staniford Road  
862-5183 (h)  
Term ends: 2013  
btruman@bsdvt.org

**Ward 5**

**Patrick Halladay**  
120 Hayward Street  
985-3331 (w)  
Term ends: 2014  
phalladay@bsdvt.org

**Paul Hochanadel**  
97 Howard Street  
863-6998 (h)  
Term ends: 2013  
phochanadel@bsdvt.org

**Ward 6**

**Jill Evans**  
50 Ledge Road  
658-6768 (h)  
Term ends: 2014  
jgevans@bsdvt.org

**Alan Matson**  
792 South Prospect Street  
860-7437 (h)  
735-6271 (w)  
Term ends: 2013  
amatson@gmail.com

**Ward 7**

**Linda Deliduka**  
138 Village Green  
864-5114 (h)  
Term Ends: 2014  
ldeliduka@bsdvt.org

**VACANT**



*Hunt students compete in Junior Iron Chef Vermont.*

# CITY COMMISSIONERS 2012 - 2013

## Advisory Boards, City Representatives on Regional Boards, Miscellaneous Appointments

Name	Address	Party	Ward	(H)Phone	(W)Phone	Appt	Expires
<b>*ADVISORY COMMITTEE ON ACCESSIBILITY (RESOLUTION 9/90)</b>							
Ardell Cabre	pcinvf@gmail.com					MA	
Ralph Montefusco	rmontefu@sover.net					MA	
Russ Scully	spot@thespotvt.com					MA	
Patrick Standen	patrick.standen@myfairpoint.net					MA	
Bradley Stephenson	bstephenson3@gmail.com					MA	
Shelly Waterman	shelly.waterman@vffn.org					MA	
Michael Watson	mwatsoncmhc@hotmail.com					MA	
s Kesha Ram	kram@burlingtonvt.gov						
<b>+AIRPORT COMMISSION (4 YEAR TERM) (CHARTER SECTIONS 120, 121, 276)</b>							
Peter Plumeau	33 Knoll Circle, So. Burlington	?		865-0270	383-0118	SB	6/30/14
s Tamara Gagne	Airport Dept.	--			863-2874		
Alan Newman	23 Lakeview Terrace	I	7	238-2038		CCM	6/30/15
Jeff Schulman	170 South Cove Road	D	5	658-8371		CCM	6/30/16
Bill Keogh	21 Alder Lane	D	5	862-5270		CCM	6/30/14
Jeff Munger	523 North Street	I	1	863-4997	862-6659	CCM	6/30/13
<b>BOARD OF ASSESSORS (3 YEAR TERM) (CHARTER SECTIONS 120, 126)</b>							
Peter Schubart	114 Walnut Street	I	2	859-0059	872-8200	CCM	3/31/14
John Vickery	1st Floor, City Hall	--			865-7112	CCM	3/31/14
Will Vitagliano	347 College Street	D	2	236-0720		CCM	3/31/15
<b>BURLINGTON HOUSING AUTHORITY BOARD OF COMMISSIONERS (5 YEAR TERM) (24 V.S.A. 4004)</b>							
Sheila McLaughlin Gorski	300 Lake Street			658-9391		MA	1/17/13
s Paul Dettman	Housing Authority Office	--			864-0538, x210		
c Michael Knauer	257 Van Patten Pkwy		7	863-5429		MA	1/17/14
Constance Krosney	45 Alfred Terrace		6	658-3764		MA	1/17/16
Cheryl Fatnassi	157 Saratoga Avenue		7		654-4540, x105	MA	1/17/17
	Clarence Davis		83 Lyman Avenue	5	238-1155	MA	1/17/15
<b>+CEMETERY COMMISSION (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 218)</b>							
vc Rita Church	146 Lakewood Parkway	I	4	862-8051		CCM	6/30/14
Paul Wallace	90 Muirfield Drive	D/I	4	862-2658		CCM	6/30/14
Gary G. Gile	179 Crescent Beach Drive	D	4	862-9235	864-4566	CCM	6/30/13
Jane Ewing	34 River View Drive	D	7	864-4424	363-5700	CCM	6/30/15
c Monica Lafayette	17 Rivermount Terrace	D	7	658-4442		CCM	6/30/13
<b>CHITTENDEN COUNTY REGIONAL PLANNING COMMISSION (2 YR TERM)</b>							
Andrew Montroll	409 South Union Street	D	6	658-2478		CC	6/30/13
William Aswad (Alt.)	74 Ridgewood Drive	D	4	862-2067		CC	6/30/13
<b>CHITTENDEN COUNTY TRANSPORTATION AUTHORITY (3 YEAR TERM) (24 V.S.A. 5107)</b>							
Bethany Whitaker	188 Loomis Street	D	1	864-3889	658-3247	CC	6/30/14
S. Chapin Spencer	58 Conger Avenue		5	860-7321	861-2700	CC	6/30/13
<b>CHITTENDEN SOLID WASTE DISTRICT BD OF COMMISSIONERS (2 YEAR TERM) CHARTER SEC. 1, 2 &amp; 10, (CSWD)</b>							
Steve Goodkind	260 Ethan Allen Parkway	--	7	658-7977	863-9094	CC	5/31/14
Nicole Losch	DPW-Pine Street-	I			865-5833	CC	5/31/12

c = Commission Chair  
v = Commission Vice Chair  
co = Commissioner  
s = Staff Person  
a = Alternate Member  
y = Youth Representative (non-voting, except Library)

CC = Appointed by the City Council  
CCM = Appointed by the City Council with Mayor Presiding

ExD = Ex-Officio Designate  
ExO = Ex-Officio Member  
EmA = Elected by Class A members of the City retirement system

EmB = Elected by Class B members of the City retirement system

EMP = Elected by employees of the Fletcher Free Library

FFL = Appointed by trustees of the Fletcher Free Library

MA = Appointed by the Mayor

NPA = Appointed by NPA with confirmation by the City Council

SB = Appointed by the City Council of South Burlington

I = Independent

R = Republican

D = Democrat

P = Progressive

# CITY COMMISSIONERS 2012 - 2013

Name	Address	Party	Ward	(H)Phone	(W)Phone	Appt	Expires
<b>**CHURCH ST. MKTPL. DIST. COMM. (3 YEAR TERM) (CHARTER SECTION 322)</b>							
M. Cecilia Daly	28 Overlake Park		6	864-0957	658-6665	CC	6/30/13
Phillip Merrick	82 Henry Street	D	1	578-7561		CC	6/30/15
Eli Lesser-Goldsmith	135 Lakeview Terrace	D	7	863-8999	863-9111	CC	6/30/13
Robert Fuller	30 Creamery Road	I		453-4961	863-3759	CC	6/30/15
Lorre Tucker	340 South Cove Road	I	5	658-3093	864-0414	CC	6/30/13
v Jeffrey R. Nick	151 Deer Run Drive	R		985-3633	876-6923	CC	6/30/13
Lara H. Allen	182 Hawley Road, Shelburne	D		862-9450	860-2220	CC	6/30/14
Buddy Singh	33 Killarney Drive	I	4	951-5970	652-0162	CC	6/30/14
Mathew Chabot	23 So. Maple St., Vergennes				658-2545	CC	6/30/14
<b>CONSERVATION BOARD (4 YEAR TERM) (24 V.S.A. 4502)</b>							
s Scott Gustin	Planning and Zoning Dept.	---			865-7189		
Douglas Morin	31 Latham Court	D	1	603-568-8333		CC	6/30/16
Matthew Moore	14 Adsit Court	D	1	864-0069	863-8424	CC	6/30/13
William Flender	169 Ferguson Avenue	I	5	540-0058	660-2555	CC	6/30/13
Zoe Richards	15 Catherine Street	D/P	5	864-3329		CC	6/30/16
Scott Mapes	426 South Winooski Avenue	I	6	658-9966	864-8100	CC	6/30/13
Don Meals	84 Caroline Street		5	862-6632	862-6632	CC	6/30/14
Damon Lane	71 Peru Street, Apt. 2	P	3	355-6253		CC	6/30/13
Miles E. Waite	138 Spruce Street	D	6	860-6421	860-9400	CC	6/30/15
Jeff Severson	136 Lyman Avenue	I	5	660-8312	660-8312	CC	6/30/15
<b>#DESIGN ADVISORY BOARD (3 YEAR TERM) (CODE, APPENDIX A, SECTION 2.3.2)</b>							
Steven Offenhartz	437 South Union Street	D	6	865-2114	343-6754	CCM	6/30/14
v Ron Wanamaker	462 South Willard Street	D	6		865-6056	CCM	6/30/13
s Mary O'Neil	Planning and Zoning Dept.	-			865-7556		
Todd Thomas	204 South Union Street #6	D	6	324-9825	888-6373	CCM	6/30/15
Edward Pais	62 Fairmount Street	I	6	540-2515	399-7966	CCM	6/30/13
c Sean McKenzie	137 Mansfield Avenue	I	1	660-9088	864-4354	CCM	6/30/14
a Matthew Bushey	30 Prospect Parkway	D	6	862-5179		CCM	6/30/14
a Philip Hammerslough	16 Isham Street	D	2	233-9143		CCM	6/30/14
<b>DEVELOPMENT REVIEW BOARD (4 YEAR TERM) (CODE APPENDIX A, SECTION 81(A))</b>							
Jonathan Stevens	44 Drew Street	I	3	658-6018	658-4141	CC	6/30/13
Robert Jay Schwartz	23 Appletree Point Lane	D	4	658-6414	862-1463	CC	6/30/14
c Austin D. Hart	39 Cliff Street	I	6	865-9165	864-5751	CC	6/30/15
Jim Drummond	64 North Prospect Street	I	1	863-4982	223-2044	CC	6/30/14
Kevin Stapleton	60 Roseade Parkway	I	7	318-5941	864-3334	CC	6/30/15
Michael Long	55 Henry Street	I	1	863-2056	658-1570	CC	6/30/15
Brad Rabinowitz	35 Shelburne Street	I	5	863-3504	658-0430	CC	6/30/13
s Nic Anderson	Planning and Zoning Department	---			865-7188		
a Alexandra Zipparo	68F Peru Street	I	3	(203)512-3049		CC	6/30/15
a Oscar Hernandez	76 Elmwood Avenue	D	3	862-2541	862-2541	CC	6/30/15
<b>+ELECTRIC LIGHT COMMISSION (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 226)</b>							
Jean O'Sullivan	37 Village Green	D	7	658-0492		CCM	6/30/14
Laura Babcock	Burlington Electric Dept.			865-7415			
Mark Stephenson	2 Tower Terrace	I	6	863-4585	658-6055	CCM	6/30/15
Robert Henderdeen	83 Nottingham Lane	I	4	862-5017		CCM	6/30/13
Scott Moody	62 Intervale Avenue	I	2	862-3314	310-4111	CCM	6/30/14
(c) Spencer Newman	25 Brookes Avenue	I	1	355-0699		CCM	6/30/13

+ All commissions marked with a plus (+) are subject to the restrictions that no more than 2/3 of the members may be from one political party (Charter Section 123). (See also restrictions on Church Street Marketplace District Commission and Board for Registration of Voters, below.)

\* The Advisory Committee on Accessibility must consist of four residents of Burlington and one resident of an adjacent community, and all members shall be persons with disabilities within the meaning of federal law.

\*\* The Church Street Marketplace District Commission must consist of seven legal voters of the State of Vermont, not less than five of whom must be legal voters of the City of Burlington. No more than four at any one time may be from the same political party. Two members (who need not be residents) shall at all times be proprietors or managers of a retail establishment that is within the District (Charter Section 322).

X All members of the Conservation Board must have a demonstrated commitment to environmental conservation. Three members should have expertise in one of the following areas: environmental law, environmental science, civil engineering or natural resource planning.

# CITY COMMISSIONERS 2012 - 2013

Name	Address	Party	Ward	(H)Phone	(W)Phone	Appt	Expires
<b>FENCE VIEWERS (1 YEAR TERM) (24 V.S.A. 871)</b>							
Shay Totten	197 North Avenue	I	7	864-5581		CC	6/30/13
Meghan O'Rourke	145 Intervale Avenue	I	2	865-0120		CC	6/30/13
Barry Trutor	31 Matthew Avenue	D	7	658-3273		CC	6/30/13
<b>+FIRE COMMISSION (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 196)</b>							
John T. Vincent, Jr.	84 Gosse Court	D	7	862-5608		CCM	6/30/14
s Jillian Bogert	Fire Dept.	--			864-4554		
vc Kevin McLaughlin	51 Clymer Street	D	6	862-7222	863-4341	CCM	6/30/14
Jacob Perkinson	56 Ledge Road	D	6	864-3529	862-0030	CCM	6/30/15
c Mark Saba	171 Crescent Road	I	6	863-3817	479-0136	CCM	6/30/13
Linda Sheehy	139 Mansfield Avenue	D	1	658-2605		CCM	6/30/13
<b>+FIRE WARDENS (1 YEAR TERM) (CHARTER SECTION 121; ORDINANCE 13-38)</b>							
Thomas M. Costello	Burlington Fire Dept.					CCM	6/30/13
Terence J. Francis	Burlington Fire Dept.					CCM	6/30/13
Seth S. Lasker	Burlington Fire Dept.					CCM	6/30/13
Thomas Mantone	Burlington Fire Dept.					CCM	6/30/13
Aaron J. Collette	Burlington Fire Dept.					CCM	6/30/13
David J. Roberts	Burlington Fire Dept.					CCM	6/30/13
Bruce E. Bourgeois	Burlington Fire Dept.					CCM	6/30/13
Peter R. Brown	Burlington Fire Dept.					CCM	6/30/13
Robert J. Plante	Burlington Fire Dept.					CCM	6/30/13
David L. Gale	Burlington Fire Dept.					CCM	6/30/13
Barry Simays	Burlington Fire Dept.					CCM	6/30/13
Peter G. Walsh	Burlington Fire Dept.					CCM	6/30/13
Scott M. Kilpatrick	Burlington Fire Dept.					CCM	6/30/13
<b>BOARD OF HEALTH (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 277)</b>							
s Linda Ayer	Code-Admin.	--		863-0442			
David Casey	15 Clymer Street, #2	D	6	865-7860		CCM	6/30/14
Austin Sumner	27 Alfred Street	D	6	862-0676	951-4064	CCM	6/30/14
VACANT						CCM	6/30/13
Mary D. Hart	18 Billings Court	I	7	864-9014	316-9608	CCM	6/30/13
Caroline Tassey	33 Holly Lane	D	4	540-0388		CCM	6/30/15
<b>HOUSING BOARD OF REVIEW (5 YEAR TERM) (ORDINANCE 18-35 TO 18-69)</b>							
Kirstin McCracken	349 Flynn Avenue	I	5	598-1297	923-1019	CC	6/30/16
Richard T. Jeroloman	3 Cathedral Square #6-l	P	3	864-7945		CC	6/30/14
s Lisa Jones	Attorney's Office	--			865-7122		
Loyal Ploof	1571 North Avenue, Apt. 2	D	4	310-1997	310-1997	CC	6/30/13
Patrick Kearney	22 Birchwood Lane	D	4	862-1908	878-2993	CC	6/30/17
Jason L'Ecuyer	173 James Avenue	D	7	660-9669		CC	6/30/16
<b>LIBRARY BOARD OF COMMISSIONERS (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 179)</b>							
t Denise Dunbar						FFL	6/30/13
s Emer Feeney	23 Meadow Rd., S. Burlington			922-4996		EMP	6/30/13
sec Jill Krowinski	97 Hayward Street	D	5		288-8419	CCM	6/30/14
pres Eric Lindstrom	75 Lori Lane		7	862-1598		FFL	6/30/15
Mary Ellen Manock	14 Kingsland Terrace	D	6	863-6627	355-6189	CCM	6/30/13
Rachel Van Vilet	179 Elmwood Avenue, #2		3	(201) 450-2606		FFL	6/30/14
Peg Boyle Single	58 Case Parkway	D	1	862-4699		CCM	6/30/15
y VACANT							
t Daniello Balon	150 Colchester Avenue				864-8494	FFL	6/30/15
Ed Adrian	35 Brookes Avenue	D	1	233-2131		CCM	6/30/15

# The Design Review Board is subject to the requirement that three of its five members shall be members of any of the following professions: architect, landscape architect, engineer, contractor, or real estate developer (Code, Appendix A, Section 18(E)).

| One member of the Board of Health must be a health practitioner who is either a physician, physician's assistant or nurse practitioner in the City of Burlington.

@ The Board for Registration of Voters may have no more than five of its nine members of the same political party (Charter Section 43).

The City of Burlington encourages persons from diverse backgrounds to apply to serve on boards, commissions and committees. The City is committed to providing equal opportunity to all persons without regard to political affiliation, race, color, religion, age, sex, sexual preference, national origin, disability or any other non-merit factor.



# CITY COMMISSIONERS 2012 - 2013

Name	Address	Party	Ward	(H)Phone	(W)Phone	Appt	Expires
<b>BOARD OF MEDICAL EXAMINERS (3 YEAR TERM) (BCO SEC. 24-59)</b>							
David Simcoe, D.O.	7 Fayette Drive				865-3655	CCM	6/30/15
Frank J. Landry MD	1205 North Avenue	D				CCM	6/30/15
Josh Schwartzberg, D.O.	265 Aviation Avenue				877-362-5674	CCM	6/30/15
<b>+PARKS AND RECREATION COMMISSION (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 203)</b>							
John Ewing	34 River View Drive	D	7	864-4424		CCM	6/30/14
John Bossange	545 South Prospect St., Unit #3	I	6	862-1441		CCM	6/30/13
c Carolyn Pierce Hanson	118 Spruce Street	D	6	860-6638	652-0380	CCM	6/30/14
vc Christopher Pearson	12 Brookes Avenue	P	1	860-3933	324-0862	CCM	6/30/15
Nancy Kaplan	54 Muirfield Road	D	4	735-2120		CCM	6/30/13
s Joanne Putzier	Parks and Recreation Dept.	--			864-0124		
y VACANT							
<b>+PLANNING COMMISSION (4 YEAR TERM) (24 VSA 4322-4323; CHAR SEC 120, 121, 126)</b>							
vc Bruce Baker	842 South Prospect Street	I	6	860-0174	652-1400	CCM	6/30/15
Harris Roen	46 Scarff Avenue	D	5	861-3001	658-2368	CCM	6/30/15
Lee Buffinton	76 Blodgett Street	I	3	497-0776	861-7308	CCM	6/30/16
s Sandrine Thibault	Planning & Zoning	--			865-7193		
Jennifer Wallace-Brodeur	172 Staniford Road	D	4	862-5183	951-1313	CCM	6/30/14
c Yves Bradley	457 South Union Street	I	6	864-9063	863-8210	CCM	6/30/14
Andy Montroll	409 South Union Street	D	6	658-2478	383-0730	CCM	6/30/13
Andrew Saba	171 Crescent Road	I	6	863-3817		CCM	6/30/13
y VACANT							
<b>+POLICE COMMISSION (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 183)</b>							
Philip LaVigne	100 Lakeview Terrace	I	7		999-3343	CCM	6/30/13
William Bryant	61 Ferguson Avenue	I	5	660-8173	453-2486	CCM	6/30/14
c Jerome F. O'Neill	18 Harbor Watch Road	D	5		865-4700	CCM	6/30/15
Sarah Kenney	10 Ward Street	P	3	859-0064	310-7220	CCM	6/30/14
Paul Hohanadel	97 Howard Street	D	5	863-6998	864-7423	CCM	6/30/13
<b>+PUBLIC WORKS COMMISSION (3 YEAR TERM)(CHARTER SECTION 48LXIII)</b>							
Matt Conger	30 St. Louis Street	D	2	540-0759		CCM	6/30/15
Asa Hopkins	123 Foster Street	D	5	540-1038		CCM	6/30/15
Tiki Archambeau	36 Crombie St., Apt. 1	P	2	865-4927		CCM	6/30/15
c Nathan Lavery	147 Hyde Street	I	2	881-8667		CCM	6/30/13
vc Mark Porter	76 Brookes Avenue	R	1	878-6666		CCM	6/30/14
s Helen/Valerie	DPW-Admin/Eng	--			863-9094		
Bob Alberry	41 Killarney Drive	D	4	863-5452		CCM	6/30/13
Solveig Overby	87 Walnut Street	D	2	863-1024		CCM	6/30/14
<b>RETIREMENT BOARD (3 YEAR TERM) (ORDINANCES 24-47, 24-48, 24-50)</b>							
Munir Kasti	585 Pine Street			238-9631	865-7321	EmB	6/30/15
s Marina Collins	Retirement Office	--			865-7097		
Jeff Wick	15 Mount View Court	D	6	863-2870		CCM	6/30/14
Rich Goodwin	Clerk/Treasurer's Office	--			865-7013	ExO	
Bob Hooper	3 Grey Meadow Drive	D	4	862-0708	951-0029	CCM	6/30/13
Benjamin R. O'Brien	BFD, So. Winooski Ave., #1	--			865-7203	EmA	6/30/13
Cpl. Ray Nails	BPD, 1 North Avenue	--			658-2704	EmA	6/30/15
Paul Paquette	951 Sunset Hill Road, Williston	05495				EmB	6/30/13
James T. Strouse	155 Killarney Drive	R	4	864-4646		CCM	6/30/15

# CITY COMMISSIONERS 2012 - 2013

Name	Address	Party	Ward	(H)Phone	(W)Phone	Appt	Expires
<b>BOARD OF TAX APPEALS (3 YEAR TERM) (CHARTER SECTION 91, 2 REAL ESTATE PROF.)</b>							
VACANT						CCM	6/30/15
Connie Krosney	45 Alfred Terrace	P	6	658-3764	658-3764	CCM	6/30/13
Amy Mason	6 Billings Court	I	7	999-3717		CCM	6/30/14
Thomas Derenthal	32 Nash Place	I	1	865-6246	999-5572	CCM	6/30/14
s Lori Olberg	Clerk /Treasurer's Office	--			865-7136		
VACANT						CCM	6/30/15
Marc Monheimer	9 Southwind Drive	D	5	863-1959	863-1959	CCM	6/30/13
VACANT						CCM	6/30/14

<b>TELECOMMUNICATIONS ADVISORY COMMITTEE (3 YEAR TERM)</b>							
<b>(RESOLUTION 8.01, 10/12/04; RESOLUTION 6.02, 5/23/05)</b>							
Ross Nizlek	131 Hildred Drive	I	1	861-3181		CC	6/30/14
Nina G. Parris	14 East Village Drive	I	1	864-0839		CC	6/30/15
Bradley Holt	48 Hayward Street		5		383-4737	CC	6/30/14
W. Greg Hancock	69 Henry Street	D	1	865-9092	598-8251	CC	6/30/13
Jason Baker	84 Lafountain Street		3	660-8239		CC	6/30/13
Russ Elek	500 Pine Street	I	5	440-812-7082		CC	6/30/15
Peter Jewett	86 Dodds Court	D	4	578-6492		CC	6/30/14

<b>BOARD FOR REGISTRATION OF VOTERS (5 YEAR TERM) (CHARTER SECTION 43)</b>							
c Elisabeth Mickenberg	10 Nash Place	I	1	658-6250	865-6133	CCM	6/30/15
Christina McCaffrey	89 Ledge Road	R	6	862-3133		CCM	6/30/16
Katherine Miles	407 Northgate Apts.	D	4	861-2919	656-3413	CCM	6/30/14
Helen Rock	12 Lafountain Street	P	3	864-0298		CCM	6/30/17
Janet Hicks	192 East Avenue	I	1	863-3860		CCM	6/30/17
Michelle Lefkowitz	71 Park Street	P	3	864-7306	864-0218	CCM	6/30/16
Martha Gile	179 Crescent Beach Drive	D	4	862-9235	864-0123	CCM	6/30/15
Linda Chagnon	23 Matthew Avenue	R	7	318-3985		CCM	6/30/13
s Margaret Poirier	Clerk Treasurer's Office	--			865-7137		
Lenore Broughton	52 Henry Street	R	1	863-2006		CCM	6/30/14

<b>WINOOSKI VALLEY PARK DISTRICT (3 YEAR TERM)(24 VSA 4861FF;1972 AGRMNT TO CREATE WVPD)</b>							
Roger Marshall	161 Austin Drive 9	D	5	862-3186		CC	6/30/15



# REGULARLY SCHEDULED COMMISSION MEETINGS

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## **Airport Commission**

Monthly at 4:00pm, for dates call 863-2874  
Burlington International Airport  
Staff: TBD

## **Cemetery Commission**

3rd Thursday every other month, 4:30pm  
Lakeview Cemetery, 455 North Avenue  
Staff: Joanne Putzier 864-0124

## **Conservation Board**

1st Monday, 5:30pm  
Planning and Zoning Conference Room,  
City Hall  
Staff: Scott Gustin 865-7189

## **Design Advisory Board**

2nd and 4th Tuesdays, 3:00pm  
Conference Room 12/Contois, City Hall  
Staff: Mary O'Neil 865-7556

## **Development Review Board**

1st and 3rd Tuesdays, 5:00pm  
Contois Auditorium/Conference Room 12,  
City Hall  
Staff: Nic Anderson 856-7188

## **Electric Commission**

2nd Wednesday, 5:30pm  
Burlington Electric, 585 Pine St.  
Staff: Laura Babcock 658-0300

## **Fire Commission**

Tuesdays, 8:00am  
Chief O'Neil's Office  
Central Fire Station, 136 S. Winooski Avenue  
Staff: Jillian Bogert 864-4554

## **Board of Health**

Monthly from 5:30-7:30pm - 2nd Tuesday of  
each month.  
Rotates to DPW Conference Room,  
Contois, Robert Miller Recreation Center  
Staff: Linda Ayer 863-6247

## **Housing Authority**

2nd Tuesday, 6:30pm  
65 Main St., Decker Towers, Franklin Square  
Staff: Paul Dettman 864-0538 x210

## **Library Board**

2nd Thursday, 5:00pm  
Local History Room, Fletcher Free Library  
Staff: Emer Pond Feeney 863-3403

## **Parks Commission**

3rd Tuesday, 5:00pm  
645 Pine Street  
Staff: Joanne Putzier 864-0124

## **Planning Commission**

2nd and 4th Tuesdays, 6:30pm.  
Conference Room 12/Contois, City Hall  
Staff: Sandrine Thibault 865-7188

## **Police Commission**

Monthly, for dates call 540-1207  
Burlington Police Department, 1 North Avenue  
Staff: Greta Dumas 540-2107

## **Public Works Commission**

2nd Wednesday, 6:15pm  
645 Pine Street  
Staff: Valerie Ducharme 863-9094

## **Retirement Board**

3rd or 4th Thursday, 8:30am  
Conference Room 12, City Hall  
Staff: Marina Collins 865-7097

## **Voter Registration Board**

1st Tuesday, 6:00pm.  
Conference Room 12/Conference Room 19,  
City Hall  
Staff: Margaret Poirier 865-7137

## **Board of Tax Appeals**

Wednesday, 5:30 pm  
Staff: Lori Olberg 865-7136

## **Burlington Telecom Advisory Committee**

Meeting occurrence TBD  
Staff: Amber Thibeault 846-5031

## **Chittenden County Transportation Authority Board of Commissioners**

4th Wednesday, 5:00pm  
15 Industrial Parkway  
864-2282

## BURLINGTON INTERNATIONAL AIRPORT

**G**ene Richards, the new interim Director of Aviation, was appointed by Mayor Miro Weinberger and began his service to the City in July 2012. During FY12, Robert McEwing served as the interim Director of Aviation.

The Burlington International Airport (BTV) strives to provide and promote the highest quality of services to its customers, passengers, visitors to the airport, airport tenants, and the general aviation community. This includes ensuring we have effective safety and security strategies, well-maintained infrastructure, commercial air service choices, and the lowest possible costs. As the primary commercial service airport for Vermont, BTV is a key economic driver for the region, as well as



a gateway for business and leisure travelers. It is critical that the airport continue to provide economical service to the community, while also looking to provide additional routes necessary for continued community growth.

As a primary goal for FY12, BTV and the City focused efforts on ensuring the airport's fiscal soundness. A total of 652,559 passengers boarded flights at the airport in FY12, up about 1.4 percent from FY11. Nationally, the number of flights and seats available at airports has been declining. While BTV also is experiencing this decline, the decline is at a much smaller level. While our enplanements declined slightly at the end of the fiscal year, we are forecasting stable numbers and possible increases in the future as we pursue additional flights.

BTV is fortunate to have balanced service from core airlines, such as USAir, JetBlue, United, and Delta. During FY12, non-stop international flights on Porter Airlines from BTV to Billy Bishop Airport in downtown Toronto, Ontario were added twice a week. Burlington has been fortunate to have a Customs port of entry which allows for international service. The airport expects to see continued and expanded service to Toronto and other international destinations in the

future. Such a variety of carriers and service puts Burlington in an enviable position among airports of its size.

The airport carefully monitors traffic activity and strives to maintain a high level of service to key destinations, while also working to expand non-stop service. This year the airport also was awarded a Small Community Air Service Grant, which will be used to support non-stop service to Atlanta, GA and/or Charlotte, NC.

Canadian traffic at BTV continues to be steady, and the airport will be marketing heavily in the upcoming year to increase passengers from the areas surrounding Montreal. Road construction continues on Route 35 north of I89 in Canada, with sections of that highway opening in FY13, thus reducing the travel time to Quebec.

BTV completed major energy reduction projects during the year, including replacement of all lighting fixtures with highly efficient units in the terminal, parking garage, and on the airfield. Overall, energy usage at the airport has been reduced by 20 percent as a result of these projects.

Please come visit your airport. Take in the great views while relaxing in our rocking chairs; visit the gift shop, the garden on top of the parking garage, and the observation tower. Stop by the Skinny Pancake and Chubby Muffin, opening in FY13, as well as our existing restaurant, One Flight Up. Expect to see new customer amenities and services in other areas as well.

We would like to thank the residents of Burlington, Mayor Miro Weinberger, the Airport Commission, and the Burlington City Council for their support and for their sincere efforts to ensure that the people of Burlington and this region have a first-rate airport facility.



**Gene Richards**  
Interim Director  
of Aviation



**A**s a department of the City of Burlington, a local arts partner, and a 501(c)(3), Burlington City Arts (BCA) is a unique voice for the arts in the largest city in the state. This structure affords flexibility for collaboration with other City departments and an intimate relationship between arts and economic growth. BCA raises 80 percent of its operating budget from grants, donations, and fees, encouraging financial support from residents of outlying towns who benefit from Burlington's cultural services.



**Doreen Kraft**  
Executive Director

BCA's mission is to make quality arts experiences accessible to all members of the greater Burlington community by offering arts education opportunities; serving as the City's cultural planner; fostering partnerships among the arts, education, human service, and business communities; and supporting Vermont artists. Through a wide spectrum of accessible educational opportunities for all ages, thought-provoking exhibitions, and community-wide events, BCA works to advance the creation of new art, supports systems that develop the critical thinking skills necessary for creativity to flourish across many sectors, and brings people together—to celebrate, reflect, and respond to the world.

*I think BCA is an incredible part of this community, and I don't know any other place in the US where a city supports the arts in such a way. From concerts in the park, thought-provoking exhibits, various public events, classes, and access to studios, BCA enriches our lives on a multitude of levels. I personally believe that BCA adds an invaluable cultural element to Burlington and to Vermont.*

—Karen, Photography Student

## Cultural Planning

BCA received an Our Town grant from the National Endowment for the Arts (NEA) to engage the community in creative activities that imagine the future of City Hall Park and to develop an inspirational new master plan that responds to the contemporary needs of downtown Burlington's only green space. Using artist-facilitated creative activities, children, families, seniors, policy makers, park staff, and citizens explored what they loved and what they hoped for the future of the Park through clay, photography, drawing projects, facilitated illustration sessions, surveys collected during park performances, and through the "Imagination Station," a pop-up video questionnaire that traveled to events and meetings to capture input. We also developed events and exhibitions throughout the year intended to help the public "Imagine" how a new park would be activated in the future and to help guide programming for the design process, such as bi-weekly

lunch time concerts, monthly free movies, and sculpture and lighting exhibitions.

## Exhibitions

The BCA Center's exhibition calendar encouraged residents and visitors to use the arts to expand their perspective on many subjects, from celebrating a love of nature, to computer art as complex and beautiful, to our interaction with art in a public outdoor setting.

The BCA Center also is host to a growing number of performance events, featuring emerging artists who have expanded our audience and provided an exciting new downtown venue for performers to experiment in an arts-infused setting.

## Education

See!Think!Do! education programs teach students critical thinking skills with hands-on, minds-on activities that use exhibitions as the springboard for learning and doing. BCA's partnership with the Integrated Arts Academy has expanded to include a new program with VSA Vermont, the State Organization on Arts and Disability, which brings artists into the classroom and provides professional development for teachers to help them integrate the arts into curriculum.

More than 6,500 youth and adults participated in classes and education activities at BCA in 2012. Completed renovations to the print studio in Memorial Auditorium now better accommodate the needs of a diverse cross-section of users and improve health and safety issues. Among the improvements are an upgraded ventilation system, accessible sinks, and a revised layout.



*Outdoor Excursions featured work by thirteen internationally acclaimed artists exhibited throughout the BCA Center. The work celebrated Vermont's love of nature and outdoor culture and transformed the galleries into an art world version of a wilderness adventure company, with artwork offering excursions to the Swiss Alps, Icelandic volcanoes, deep forests, and Vermont ski areas. Pictured here: Roxy Paine: Model for Neuron 2.*

## Other Highlights

Other programs make the arts a central part of our downtown vitality and economic exchange. The Artist Market provides 40 artists per year with the opportunity to sell their works with minimal overhead in City Hall Park and Contois Auditorium. The Festival of Fools once again delighted visitors and residents alike, bringing the best street performers in the world to Burlington for a series of weekend performances on the streets. The event has become a regional favorite for free, family fun.

*BCA supports arts in a monumental way. For New Duds, there are a lot of things that we could not do on our own. Having BCA to rent studio space from or BCA's efforts in setting up fantastic art markets, for example, help us in tremendous ways. BCA creates spaces where art is really encouraged. I think it is really important for people to be exposed to great contemporary art shows in a small city such as Burlington.*

–Torrey Valyou, New Duds



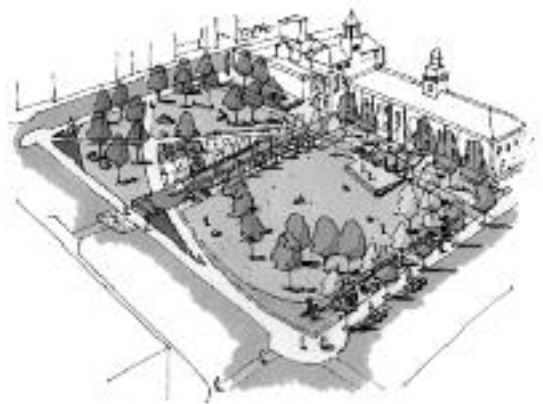
*Students discuss David Stromeyer's sculpture exhibition, which transformed Burlington's City Hall Park into an outdoor sculpture environment and featured a retrospective of his 40-year career on the first floor of the BCA Center. Students were asked, "How do you think the scale and size of a sculpture can influence the viewer?" and "How can a sculpture relate to, affect, or change the environment it's in?"*



*A volunteer from the crowd participates in the juggling act of The KamiKaze FireFlies during Festival of Fools.*



*Khaira Arby performs on the second floor of BCA.*



*"These improvements are a tribute to good design and thoughtful city planning—serving a host of activities that benefit the community and the economic growth of Burlington's town center. This will move Burlington magnificently into the 21st century!"*

–Response from citizen to master plan for City Hall Park on exhibition at BCA

## OFFICE OF THE CITY ASSESSOR

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The mission of the Assessor's Office is to establish equitable values for all properties of real estate and business personal property located in Burlington. Equitable values for each property create a fair distribution of the tax burden. Property assessed values are derived from a Computer Assisted Mass Appraisal (CAMA) system, a systematic approach for the development of valuation models capable of replicating local real estate market forces. These models are applied to properties on a mass scale which improves equity and consistency among similar property types. All property values are listed in the annual Grand List Book, which is the basis of the City's annual property tax levy. Staff follows the International Association of Assessing Officers (IAAO) Code of Ethics and Standards of Professional Conduct and follows Standard 6 of the Uniform Standards of Professional Appraisal Practice of the Appraisal Foundation.



**John Vickery**  
City Assessor

The Assessor's Office staff is comprised of a full time City Assessor, Deputy Assessor, Associate Assessor, and a seasonal temporary Clerk. The department administers the assessed values of 10,324 taxable real estate properties, 309 business personal properties, and 413 non-taxed properties. Taxes and special assessments generate approximately 53 percent of the City's General Fund.

In its administration of the above-listed responsibilities, some the Assessor's Office primary annual duties include:

1. Review properties which have changed from recent construction improvements to reflect any change in value as a result of the improvements;
2. Conduct internal reviews and field reviews of property data;
3. Run CAMA system reports for maintenance of database integrity;
4. Conduct "Sales Equity Studies" to determine the relationship of assessed values to market values;
5. Hold property grievance appeal hearings as a process of review;
6. Administrate State and local tax programs, such as the State homestead declaration program; and
7. Work with the State Tax Department on the annual "Sales Study" to determine the appropriate "Common Level of Appraisal" for Burlington, to determine the Department's allocation of education funding for Burlington.

Each year, the Assessor's Office reviews changes to properties and determines what, if any, effect these changes have upon the property's fair market value. Our office reviews permits from the Public Works and Planning and Zoning Departments. As a result of the reviews, there were 577 real estate assessment changes. All of the business personal property ac-

counts were notified of a change in value per City Charter. Overall, the total value of the current Grand List increased approximately \$24,700,000.

The Assessor's Office annually reviews appraised value equity among neighborhoods to maintain equity throughout the City.

The Assessor's Office monitors the local and regional real estate market. Fair market real estate sales are measured against the assessed values to understand the uniformity of tax equity among different classes of property and equity among different neighborhoods. Burlington had approximately 417 fair market transactions this past year, of which 194 were single family homes. Housing sale activity has increased approximately 30 percent from last year. Sale prices have remained relatively stable for the past few years, resulting in a relatively stable Level of Assessment (LOA) of 90 percent of market. The LOA is a ratio which demonstrates the relationship of assessed values to the real estate market.

Beginning this fiscal year, the tax exemption on business personal property assets has been raised from \$2,500 to \$45,000 of appraised value. This will



*Assessor's Office staff, L to R: Kenneth Nosek, John Vickery, Kim Kellington*

save small businesses in Burlington money and give the Assessor's Office more time to focus on the equity of real estate valuations.

This past May, the Board of Assessors held 34 property appeal hearings. The results were: 15 properties received no change of value and therefore were denied; 13 properties received some adjustment in value; and six owners were granted adjustments as requested. As a result of the Board of Assessors' decisions, nine property appeal requests were made to the Board of Tax Appeals.

The Assessor's Office prides itself on having easily accessible, open public property records. Basic data of every real estate parcel and information about the functions of the office may be found at [www.burlingtonvt.gov/assessor](http://www.burlingtonvt.gov/assessor). We have added a mapping link to the online property database. Our office has two public access computers with the City's property data, several years of real estate sale transactions, a printed Grand List Tax Book, parcel maps, and friendly service from a knowledgeable staff.

**E**ileen Blackwood, the new City Attorney, was appointed by Mayor Miro Weinberger and began her service to the City in September 2012. During FY12, Kenneth A. Schatz served as City Attorney.

The City Attorney serves as corporation counsel for the City and provides legal advice and representation for the Mayor, City Council, City staff, and City boards and committees. In FY12, the City Attorney's Office was well-served by seven full-time employees—Kenneth A. Schatz, City Attorney; Eugene (Gene) Bergman, Senior Assistant City Attorney; Nikki Fuller, Assistant City Attorney; Richard Haesler, Assistant City Attorney; Gregg Meyer, Assistant City Attorney; Lisa Jones, Paralegal; and Linda Blanchard, Executive Secretary—as well as by several other able outside counsel, particularly Assistant City Attorney Kimberlee Sturtevant, Joseph E. McNeil, William Ellis, Joseph Farnham, Susan Gilfillan, Colin McNeil, and Nancy Sheahan of the law firm of McNeil, Leddy & Sheahan. Thanks go to all of these wonderful folks for their exceptional service on behalf of the City of Burlington.

The City Attorney's Office handled many routine matters over the year. The City Attorney and/or Assistant City Attorneys attended all meetings of the City Council, providing legal and parliamentary support for the meetings. Prior to each meeting, Resolutions for the Council's consideration were reviewed by an attorney and prepared by Ms. Blanchard for Council consideration. The office also provided staff support to several committees and legal advice to other boards, committees, and task forces. Appeals of City parking tickets were handled administratively by Ms. Jones and the attorneys in the office. The attorneys also regularly reviewed contracts, negotiated leases and real estate transactions, and advised about the numerous legal issues that arise during the daily operations of the City. Prosecution and enforcement of municipal ordinance tickets and review of City-issued licenses and permits were part of the daily work of the City Attorney's Office. Collection of delinquent fines and fees also was handled. Background checks, hearings, and appeals on taxi licensing matters were conducted. Review of employment actions and collective bargaining of union contracts occurred throughout the year.

Among the more specific activities on which the City Attorney's Office collaborated with other City departments this past year were the following:

## **Burlington Airport**

Burlington joined with Heritage Air to contest the City of South Burlington's tax assessments of certain property at the airport. This case was pending in state court at the end of the fiscal year. The airport also has appealed South Burlington's FY13 tax assessment of City-owned properties. An appeal of stormwater charges by South Burlington also is pending. Both of these matters are pending in administrative tribunals in South

Burlington. The airport also was engaged in responding to an FAA inquiry about compliance with federal grant assurances.

## **CEDO**

**Moran:** During most of FY12, the City was negotiating with potential tenants, securing permits, and working on financing arrangements. Brownfields remediation work with the State also was ongoing. After the change of Administration in April 2012, the City Attorney's Office provided information and legal advice to the new Administration as it analyzed how to move forward with the project.



**Eileen  
Blackwood**  
City Attorney

## **South Meadow Housing Project:**

Negotiations with Champlain Housing Trust and South Meadow Housing Associates were conducted to ensure reinvestment of the City's original financial contribution and to maintain affordable units at the project. That project was completed in FY13.

## **Clerk/Treasurer's Office**

The City's preparation and conduct of every election involves legal issues that range from the legality of ballot language to the timing of when notices must be sent. In addition, the City receives numerous public records requests each year, and the City Attorney's Office works with the Chief Administrative Officer, who is the custodian of City records, as well as the individual departments involved, to review requests, gather records, and analyze them for production.

## **Code Enforcement**

Dangerous buildings were remediated at several locations on St. Paul Street, South Champlain Street, and Manhattan Drive. The City Attorney's Office also continued to work with the various City offices in their efforts to improve the coordination of permitting processes between and among the various City departments.

## **Burlington Electric Department**

The Burlington Electric Department (BED) obtained Public Service Board approval of its Automated Metering Infrastructure Plan and opt-out provisions for its operating guidelines. Counsel also represented BED's interests in the Public Service Board proceeding concerning the merger of Green Mountain Power and Central Vermont Public Service Corporation.

## **Planning and Zoning**

On average, about a dozen appeals of Burlington zoning decisions are pending in the Vermont Superior or Supreme courts at any one time. During FY12, these included appeals of the denial of a request for encroachment into a setback; approval of a two-lot subdivision; approval of an accessory unit; approval of a



single family home on a vacant lot; determination of no zoning violation; denial of addition onto historic single family home; approval of extension of a deadline to complete a permit; approval of a carport with a studio above; approval of extensions for amendments to the original Moran proposal; denial of request for increase in occupancy numbers; and denial of a certificate of occupancy.

## Taxes

The City Attorney's Office works with the City Assessor, the Board of Tax Abatement, and the Board of Tax Appeals to ensure that taxes are fairly assessed and collected throughout the City. A tax case involving a property on Shelburne Street was in discovery during the last year and went to trial successfully in December 2012. Another case involving a request for a tax exemption resulted in a finding that certain properties owned by Champlain Housing Trust should receive a tax exemption.

## Burlington Telecom

In addition to providing ongoing support for telecom operations, such as review of contracts, the City Attorney's Office has continued to work with outside counsel in representing the City in the three ongoing legal proceedings concerning BT.

**Public Service Board proceeding:** Since October 2010, the PSB has been giving the City an opportunity to cure the violations of its Certificate of Public Good (CPG) that were determined in October 2010. BT was able to maintain fiscal stability in 2012, but attempts to resolve the violations are ongoing. The City has been filing monthly status reports with the PSB on BT's operations and prospects.

**Citibank v. City and McNeil, Leddy & Sheahan:** This ongoing litigation concerns the termination of a municipal leasing agreement. Citibank filed a motion for a preliminary injunction in late 2011. At a hearing on that motion in March 2012, a stipulated agreement was reached providing that BT will set aside 60% of its net cash flow each month. Of that amount, a portion that represents the interest due on the \$16.9 million owed to Burlington's general fund, approximately \$29,000 per month, is being paid into court, and any balance is paid to Citibank on account of the continued use of certain equipment. An early neutral evaluation (mediation) was scheduled in the case for January 2013.

**Osier and Shaver v. City and Jonathan Leopold:** This ongoing litigation is a taxpayer action to recover the \$16.9 million borrowed by BT from the City's pooled cash management system. Cross motions for summary judgment were pending during FY12 with final action expected from the court in FY13.



Photo by Patricia Braine

## Interdepartmental Initiatives

**Champlain Parkway:** The City has been proceeding through the Act 250 process for the Champlain Parkway with the law firm of Dunkiel, Saunders, Elliott, Raubvogel, Hand as lead counsel for the City.

**Negotiated Agreements:** Real estate agreements were negotiated on behalf of various City departments. For example, the City Attorney's Office assisted in negotiating the permits for the new Hotel Vermont at 41 Cherry Street. Agreements with CCTA were developed or renewed for the use of City property, and the City Market ground lease was renegotiated. An agreement was negotiated with the School Board for the use of the Miller Center parking.

**TIF Audit:** The State Auditor's Office conducted an audit of the City's tax increment financing (TIF) program over much of FY12. TIF is a state program that permits a municipality to retain certain amounts of state and municipal taxes to pay for public infrastructure to support economic development. Burlington currently has two TIF districts known as the Waterfront TIF and the Downtown TIF districts. The City Attorney's Office worked with City officials and the City's bond counsel, Thomas Melloni, to secure voter approval of a ballot item authorizing the potential to incur debt up to \$10 million for public infrastructure projects within the Downtown TIF district. In addition, discussions and negotiations began about prospective projects for the district. The State Auditor's June 2012 report and its subsequent audit of other TIF municipalities, high

lighted ambiguities and differences in the operations of the TIF districts, signaling the potential need for a legislative fix.

**Waterfront Access North:** Appeals of the Development Review Board's zoning permits for the Moran/Waterfront Access North projects were successfully defended. An appeal of a jurisdictional opinion by the Act 250 Commission on this project was defended with a successful result in early FY13.

## **Staff Support for Boards, Committees and Task Forces**

**Burlington Housing Board of Review:** This Board hears appeals of minimum housing orders, appeals under the Minimum Energy Efficiency Standards Ordinance, and disputes regarding security deposits. The Board hears more than 65 cases a year, most of them disputes over security deposits. Ms. Jones staffs the hearings and provides support, along with Assistant City Attorneys, including assistance in preparing written findings for decisions.

**Urban Agriculture Task Force:** This Task Force developed a plan for urban agriculture throughout the City, and the City Attorney's Office provided legal advice and support in the development of the Task Force's findings.

**Ordinance Committee:** Over the last year, City attorneys worked with the City Council's Ordinance Committee on developing or revising ordinances concerning minimum housing penalties, fire safety smoke detectors, animal control, confidentiality of zoning complaints, health access buffer zone, residential high density occupancy, and electronic message display ordinances.

## **Other Departments and Issues**

- Ordinance changes were passed to enhance several key quality of life issues on the Church Street Marketplace.
- The Department of Public Works terminated the gas collection and generation facility at the old landfill on Manhattan Drive.
- The Farmers' Market was extended from City Hall Park onto a portion of St. Paul Street.
- Legal issues also were handled in connection with the Conservation Legacy Fund, a marijuana dispensary, and community gardens.
- The City Attorney's Office provided legal advice to the Mayor and other departments concerning the Occupy Wall Street group's occupation of City Hall Park.
- City Attorneys continue to work with City departments on compliance with the Americans with Disabilities Act and reviewing public accommodations accessibility of businesses on the Church Street Marketplace.

- Liquor control violation prosecutions were brought against several local establishments.
- Several appeals of minimum housing and vacant building orders by the Public Works Commissions were handled.



Photo by Patricia Braline

## CHURCH STREET MARKETPLACE

The Church Street Marketplace is a City department, responsible for managing the business improvement district (BID) on Church Street between Main and Pearl Streets. The Department provides administrative, maintenance, and promotion services for the public right-of-way. The department receives 100 percent of its funding from fees assessed on Marketplace property owners, plus sidewalk café and cart vendor fees and corporate sponsorships.



**Ron Redmond**  
Executive Director

Burlington's downtown is one of the state's largest retail concentrations, equaling Williston, with approximately one million square feet of retail space, including Burlington Town Center Mall. Despite the breadth of visits to Church Street from visitors from around the country and world, a recent market analysis found that more than one in every four (27.7 percent) Church Street customers reported living in the Burlington zip codes of either 05401 or 05408. South Burlington residents represented 7.4 percent of total visitors. Visits by residents of Winooski, Colchester, Essex, Essex Junction, Williston, and Shelburne represented 15.8 percent. Residents of greater Chittenden County represented 54.8 percent of total visits. Overall, Vermonters represent 71.7 percent of those who come to Church Street and downtown.



*Church Street electrical and lighting project construction, summer 2012*



*Senator Patrick and Marcelle Leahy celebrate with Samuel de Champlain at mural unveiling.*

This past year has been an important one for the Marketplace. As the economy has re-bounded, our vacancy rate has dropped to less than four percent!

**"Lights On!" for Church Street:** This past year, we concluded the majority of our "Lights On!" project, funded by the Federal Highway Administration to replace Church Street's aging lighting and electrical system, originally built in 1981. The project included new underground conduit, replacing our existing street lights with 46 new LED street lights and improved access to electricity for cart vendors and special events.

The new streetlights provide a very uniform and safe level of lighting for the Marketplace, while preserving the ambiance of a downtown plaza and meeting place. The drop lenses on the lights have avoided glare that is typical with many other LED fixtures. People's faces are more visible than ever before without being overly lit. This is the ambiance that we strive for as it is a prime indicator of a safely lit street. This spring of 2013, the final leg of the project will be completed with the planting of 22 new Callery pear trees, primarily on the Top Block.

The economic impact of construction on our merchants and restaurateurs was minimized, thanks to thoughtful planning, communication, and execution by our engineering and construction team: Mark Sammut and Tim Crowley of Wright & Morrissey; Paul Ewell of Alpha Electric; Charlie Lane of Lane Associates; Jon Olin of Hoyle Tanner & Associates; Dan Gregoire of Stantec; Dave Allerton of the Department of Public Works; and Greg Thayer of the Burlington Electric Department.

**New Businesses on Church Street:** In addition to these Capital Improvements, we welcomed new businesses to the Church Street Marketplace, including East Shore Vineyard Tasting Room, Earthbound Trading Company, Saratoga Olive Oil Company, City Sports, Mr. Crepe, and E.B Strong's Steakhouse. Ri Ra

## CHURCH STREET MARKETPLACE

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*CSM staff, L to R: Jim Daly, Mimi Gutchell, Becky Cassidy, Adna Karabegovic, Ron Redmond*

Irish Pub opened up the Whiskey Room next door to their establishment. Leunig's Bistro expanded to an upstairs lounge, and Lululemon moved from its upstairs "hidden" location down to the bricks at 31 Church Street. In February 2013, Aristelle, a women's lingerie boutique will open on the Mall Block.

**Everyone Loves a Parade!** In summer 2012, we dedicated a new mural in the alleyway between the Marketplace and Marketplace Garage. Titled "Everyone Loves a Parade!", the 140-foot long, custom-designed mural by Canadian muralist Pierre Hardy depicts the evolution in time from the arrival of Samuel de Champlain in 1609 to present day. Notable and everyday Burlingtonians and Vermonters, downtown businesses, and iconic images of the past 400 years are featured. Hardy competed with 14 other muralists from the U.S., Quebec, and France and was chosen by the Marketplace's public art review panel comprised of 25 Church Street business and property owners and Burlington residents. Sponsors who made the mural possible include Judy Shea, Robert Fuller/Leunig's, Burlington Free Press, The Optical Center, Salaam, Billy Mauer/Grandview Farms, Outdoor Gear Exchange, Garcia's Tobacco Shop, Ken's Pizza and Pub, Three Tomatoes Trattoria, Lyric Theatre, Flynn Theatre, American Flatbread, Farmhouse Tap and Grille, Ben and Jerry's Homemade, Inc., Burlington Town Center, WPTZ - NewsChannel5, Courtyard Harbor Marriott, Sweetwaters, Meyer Dana, and Vermont Paint Company.

At the dedication ceremony, we renamed the alleyway to be called "Leahy Way," in honor of Senator Patrick Leahy, who has been instrumental in securing transportation funding to improve infrastructure on the Marketplace and throughout the downtown and waterfront.

**Road Trips: A 30-Year Tradition Lives On.** In May, the Marketplace led a group of 20 downtown stakeholders from the public, private, and non-profit sectors to meet with downtown stakeholders in Madison, Wisconsin. In 2010, the Marketplace also led a group of downtown stakeholders to Boulder, Colorado's Pearl

Street Mall and Denver's 16th Street Mall. The visits to Madison and Boulder follow in the footsteps of Church Street's founding mothers and fathers, who took road trips to other U.S. cities in the late 1970s and early 1980s to discover programs and strategies that could enhance our downtown's economic and cultural vitality.

Our sincerest thanks to our valued Marketplace sponsors: FairPoint Communications, Stowe Mountain Resort, Hall Communications (WOKO, KOOL-105, The Buzz, WIZN, WJOY), Northfield Savings Bank; NewsChannel 5, Magic Hat Brewing Company and North American Breweries, Burlington Free Press, and Long Trail Ale. Double thank yous to Burlington's Finest, particularly Police Chief Michael Schirling, Deputy Chief Andi Higbee, Lt. Bruce Bovat, Sgt. Jon Young, and Corporal Ethan Thibault, for helping to maintain a safe Marketplace.

**We thank you for the opportunity to be of service to you—as what we believe is the nation's best pedestrian mall!**

Ron Redmond, Executive Director  
ron.redmond.vt@gmail.com, 238-5598

Mimi Gutchell, Manager, Permits & Licensing  
mgutchell@burlingtonvt.gov, 865-5381

Jim Daly, Working Foreman  
jdaly@burlingtonvt.gov, 238-7628

Adna Karabegovic, Marketing Manager  
akarabegovic@burlingtonvt.gov, 865-7596

Becky Cassidy, Marketing Consultant  
bcassidy@burlingtonvt.gov, 865-7253

[www.churchstreetmarketplace.com](http://www.churchstreetmarketplace.com)



**P**aul Sisson, the new interim Chief Administrative Officer, was appointed by Mayor Miro Weinberger and began his service to the City in April 2012. During FY12, Scott Schrader served as interim Chief Administrative Officer.

The mission of the Office of the City Clerk/Treasurer is to oversee and manage the City's finances and to maintain and strengthen five basic structures of local democracy: elections, public records, City Council proceedings, licensing, and the dissemination of public information. We maintain a system of accounting consistent with recognized accounting standards and full disclosure of the City's financial position and activities. We coordinate the preparation of the Mayor's annual budget and maintain budgetary control throughout the year.



**Paul R. Sisson,**  
**CPA**  
*Interim Chief  
Administrative Officer*

We also provide administrative leadership, direction and support to the Mayor, City Council, City Departments, and the public. We continually strive to improve our services for the citizens of Burlington and the various members of City government. Please call 865-7000 with questions for the Clerk/Treasurer's Office or go to <http://burlingtonvt.gov/CT/>.

### **General Fund Finances Continue to Improve**

The nation has begun to recover from the worst recession and financial crisis since the Great Depression. Many municipalities and states, including Vermont, continue to experience their own budget problems, particularly sluggish revenue growth as a result of the recession. The inability to rely on increased revenue has resulted in deficits, budget cuts, and reduced critical personnel, including safety services positions in many municipalities around the country.

Burlington largely has avoided these financial problems and has had a balanced budget and maintained programs and services, while at the same time avoiding a general City property tax rate increase. The development of the 2013 General Fund Budget maintained the general City tax rate at the same level as the prior seven years, and includes tight controls on additions to personnel and slight reductions in certain costs, offset by contractually-required salary and wage increases based on the cost of living index and years of service.

Despite the lack of additional revenue, the finances of the City's General Fund improved modestly in Fiscal Year 2012 (FY12). The improvement in General Fund finances included an increase of \$2.3 million in the Fund Balance to more than \$15.6 million.

Limiting the rate of growth in City expenses continues to be a priority consistent with the City Council's

goals established in 2006. General Fund operating expenditures for FY12 increased 3.6 percent over FY11. The FY12 budget continued the trend to moderate growth in General Fund personnel and related expenditures. Revenues and expenditures were consistent with the budget proposed by the prior administration and adopted by the City Council in June 2011. General Fund Capital Improvements decreased 6.0 percent from \$4.8 million in FY11 to \$4.5 million in FY12. The three-year repaving program to upgrade streets was substantially completed in 2012.

The overall municipal, non-school tax rate for FY12 increased \$0.008 for a total rate of \$0.728 per hundred dollars of assessed value. The increase in the rate over 2011 was a direct result of a reduction in the tax rate for debt service of \$0.0069 being offset by an increase for the retirement system of \$0.0141.

General Fund revenues and other sources amounted to nearly \$56.7 million and exceeded conservative budget estimates by \$2.4 million. General Fund expenditures and other uses totaled \$55.5 million for FY12, which was \$1.1 million over budget, due primarily to Safety Services and Capital expenditures. Overall, revenues and other sources exceeded expenditures and other uses by just over \$1.2 million.

The City's efforts to moderate expenses in workers' compensation, general liability, and health insurance continued in 2012. In prior years, the rate of growth in the cost of these insurances significantly exceeded the rate of inflation and was a major factor in the growth in City expenditures. The moderation of these costs reflects strong risk management, employee wellness programs, and competitive bidding. Health insurance costs were level funded in the FY12 budget for the third straight year.

### **Burlington Employees' Retirement Fund**

The investments of the Burlington Employees' Retirement System (BERS) appreciated slightly this year, continuing the recovery after the major downturn in investments from the recession and financial crisis. The actuarial report for the year ended June 30, 2012, calculates an actuarial valuation of the fund's assets of approximately \$137.8 million, an increase of 2.0 percent from \$135.1 million on June 30, 2011. The projected actuarial liabilities for benefits owed for current and past service is approximately \$196.4 million. Thus, the unfunded liability based on these actuarial calculations is approximately \$58.6 million, an increase of \$3.5 million.

The actuarial value of the assets represents 70.2 percent funding of the projected liabilities. The ratio of assets to liabilities declined 0.8 percent from the previous year level of 71.0 percent. The increase in unfunded liabilities will require additional increases in the tax rate for the pension system and further highlights the continued need for changes in the Plan.

The Plan's investment performance for the one-year, three-year, and ten-year periods ended June 30 was 1.9 percent, 13.5 percent, and 5.8 percent, respectively.

For more information about BERS, please refer to the "Retirement Office Highlights" section of the Human Resources Department's annual report narrative.

## **Credit Rating, Bonds and Financings**

On June 20, 2012, Moody's Investors Service (Moody's) lowered the City's credit rating on the City's general obligation debt from A3 to Baa3 with a negative outlook. The rating for the City's certificates of participation was lowered from Baa2 to Ba1, also with a negative outlook.

Factors cited by Moody's for the downgrade include the continuing exposure to loss related to the Burlington Telecom (BT) lawsuit, the lack of liquidity resulting from the \$16.9 million of City funds used for the build-out of BT, the long-term viability of BT, and the operating deficits in the Water and Wastewater funds.

In August 2011, the City issued \$6.575 million in general obligation bonds, Series 2011A and \$4 million in general obligation bonds, Series 2011B to finance various capital projects. The Series 2011A bonds were issued to finance City street repairs and capital improvements, to finance certain capital improvements at the Electric Department, to finance vehicles for the Fire Department, and to refund bond anticipation notes that were due in August 2011. The Series 2011B bonds were issued to finance certain City capital improvements and to finance certain capital improvements at both the Electric and School Departments.

In March 2010, the voters of the City of Burlington approved a \$21.5 million revenue bond issue for the construction of two additional levels of parking to the North portion of the Airport parking garage. The project created 600 new parking spaces to alleviate parking constraints. The revenue refunding bonds were issued in December 2012. See note 22 to the audited financial statement included herein for more information.

For additional information on long-term debt, please refer to note 17 to the audited financial statements included herein.

## **Licenses and Records**

The administrative activities of the Office include the coordination of elections, the issuance of licenses and permits, as well as vital and land records. During the past year we issued and recorded the following:

- 97 First-class Liquor Licenses
- 52 Second-class Liquor Licenses
- 371 Marriage Licenses
- 731 Property Transfers
- 931 Death Certificates

- 1,252 Dog Licenses
- 2,255 Birth Certificates

## **Fiscal Year 2013**

In March 2012, City residents elected Miro Weinberger as Mayor, and his administration took office on April 2, 2012. Mayor Weinberger has set an ambitious program to stabilize the City's finances, to address concerns raised by the credit rating agencies, and to resolve several matters that were left unresolved by the prior administration. Most notable among the achievements through December 2012 for which the Clerk/Treasurer's office played a significant role include:

- Voter approval in November 2012 of a \$9 million Fiscal Stability Bond, which will be issued in the first quarter of 2013;
- Issuance of \$25 million of Airport Revenue Refunding Bonds in December 2012 to refinance a bond anticipation note, as well as two prior Airport bond issues;
- Passage of a balanced budget for FY13 without an increase in the general City tax rate and that addresses deficits in the Water and Wastewater funds;
- Implementation, beginning on July 1, 2012, of a new budgeting, accounting, and financial reporting system, the selection of which was made by the prior administration; and
- Issuance of \$11.25 million of general obligation debt in October 2012 for the benefit of the City, the School Department, and the Burlington Electric Department.

## **Appreciation**

In closing, I want to acknowledge the dedication and commitment of the staff of the Clerk/Treasurer's Office, especially my two assistant CAOs, Scott Schrader, Assistant CAO for Administration, and Rich Goodwin, Assistant CAO for Finance. The City benefits greatly from the dedicated and high quality service of the Clerk/Treasurer's Office staff, which also includes payroll services, voter registration, and information technology personnel. I would like to acknowledge the years of service and contributions of Marie Friedman, Sue Trainor, and Laurel Moffat, all of whom left the Clerk/Treasurer's Office in the past year.

The Code Enforcement Office provides enforcement and education focused on minimum housing, zoning, vacant building, and health laws. The mission is to support peaceful enjoyment in a safe environment for Burlington citizens.

## Primary Services to the Public



**William Ward**  
Director

- **Minimum housing enforcement** includes maintaining an annual apartment registry of approximately 9,500 rental dwelling units, billing and collecting rental unit registration fees, inspecting rental housing units, enforcing minimum housing standards, issuing certificates of compliance to landlords, funding

tenant and landlord advocacy services, and providing ongoing public education (Burlington Code of Ordinances (BCO) Chapter 18).

- **Zoning enforcement** includes issuing Notices of Violation, civil tickets, seeking enforcement through the Environmental Court, and issuing zoning certificates of occupancy when zoning permits have been fully complied with (BCO App. A).
- **Vacant building enforcement** includes maintaining a registry of vacant buildings, issuing permits for those buildings, inspecting these buildings on at least a quarterly basis, enforcing vacant building standards, and collecting vacant building permit fees (BCO, Chapter 8, Art. 3).
- **Health laws enforcement** includes initiating public health actions and ensuring compliance with the pesticide ordinance (BCO Chapter 17).
- **Miscellaneous enforcement** includes signs in the greenbelt (BCO § 21-5), storm water control (BCO Chapter 26), and illegal dumping of solid waste (BCO Chapters 14 & 27).

## FY 2012 Highlights

**Housing:** The Minimum Housing inspection rate in FY12 was doubled over the prior two years. Code Enforcement staff conducted 3,228 initial minimum housing inspections through calendar year 2011, which was more than 1,000 rental units greater than during the previous calendar year. We surpassed our goal for calendar year 2011, which was to conduct at least 3,000 initial inspections. In the first six months of calendar year 2012, we conducted 1,681 initial inspections. We remain on pace to meet a new normal of 3,000 initial inspections per year. By maintaining that inspection rate, the Code Enforcement Office can assure property owners and tenants that all properties in the City will be inspected within the required three year cycle.

**Complaint inspections:** The Code Enforcement Office is responsible for patrolling neighborhoods for signs

of disorder and violations of minimum housing standards. The complaints are designated as "Street Patrol" in Code Enforcement terms. The annual street patrol complaints in 2011 totaled 274. One of the goals for the 2012 calendar year was to increase that proactive effort in the neighborhoods. In the first 6 months of calendar year 2012, our street patrol complaints had increased to a total of 305. This is an indication of the extra attention to problem areas and not a sign of increased trouble. We expect to see those numbers decrease as our vigorous efforts remain consistent and set an expectation of order in the neighborhoods.

**Zoning:** The Code Enforcement Office is responsible for enforcement of the City's Zoning Ordinance and issuing certificates of occupancy under the Unified Certificate of Occupancy (UCO) protocol. Our office works regularly with the City's Building Inspector and with the Planning & Zoning Department to help customers through the process of obtaining certificates of occupancy for projects. The UCO certifies that the building met the conditions and site plan specified in the zoning permit and the specifications required in the building permit. A total of 814 UCOs were issued in FY12, which represents a 19 percent increase over FY11.

**Board of Health:** The Board of Health is a five-person citizen panel appointed by the City Council with a primary mission of public health education. The Board is the hearing and appeal body for health orders issued in Burlington and has responsibility for prevention, removal, or destruction of public health risks. Veteran Board of Health members Fern Crete and Jay Vos completed their terms on the Board at the start of the fiscal year. Both had graciously served the citizens of Burlington for many years and were great advocates for public health through education. Their work on the pesticide ordinance and the public education cam-



Fred Stetson and volunteers from Phi Gamma Delta, UVM chapter

## CODE ENFORCEMENT

paing to promote healthy alternatives to pesticide use was exemplary. David Casey and Austin Sumner were appointed as the new members of the Board of Health.



*Jon Gailmor performing at the Winter Sprouts event in Memorial Auditorium.*

The Board of Health continues its work to promote the reduction in use of pesticides in the City and to encourage citizens to use healthy alternatives for their lawns and gardens. The Board has completed another year of the "Healthy Lawns, Healthy Lives" project, which is designed to demonstrate sustainable lawn care without harmful pesticides with 22 Burlington homeowners participating. A "Winter Sprouts" event with activities for families inside Memorial Auditorium was offered during the Winter Festival in February 2012. This was a collaborative effort with Friends of Burlington Gardens and Parks and Recreation with contributions by UVM, Gardener's Supply, and Claussen's Greenhouses. Activities included a puppet show by Puppets in Education, a song-writing workshop with Jon Gailmor, and freshly grown turf for participants to run their fingers through while they dreamt of warmer weather. The event promoted healthy alternatives to pesticide use and was truly family-friendly. Healthy lawn labs resources for interested citizens are available through the City of Burlington website.

### Administration & Budget

In February 2012, we marked the retirement of Code Enforcement inspector George Coutrayer. He was presented with his badge on a plaque with an inscription that thanked him for his 19 years of dedicated service to the City of Burlington. George is a well-known face around town, but sadly he will not be seen as often at the Code Enforcement Office. Inspector Kim Ianelli joined our Code Enforcement team in March 2012. She comes to us with vast experience with landlord/tenant issues, and we expect her to be an invaluable asset to the department for many years.

**Budget:** The Code Enforcement office exceeded revenue expectations and had lower than anticipated expenses for both FY12 and FY11. The cost savings to tax payers was approximately \$200,000 during that two-year period.

### Community Partnerships

The staff participated in the twelfth annual Spring Move Out Project (SMOP) on May 23, 2012. Code Enforcement staff partnered with other volunteers from the UVM Office of Student and Community Relations, Champlain College, the Vermont Tenants Association, the Vermont Apartment Owners Association, the Chittenden Solid Waste District, local trash haulers, and ReSOURCE. We continued the strategy of early pickup time for trash haulers during SMOP, warning letters to past offenders, daily patrols of the worst streets from previous years, and flyers for tenants and landlords outlining tips to keep the neighborhoods clean during move out. We also continued to provide two drop off/pick up locations for the SMOP, one on Loomis Street and the other in the parking lot of the Ethan Allen Center, thanks to Champlain College. Residents from the West Hill Neighborhood Association volunteered their time to help staff this second location. Each location had a dumpster staffed by either Myers Container Service or Casella Waste Management. The event recycled tons of household items and also filled three 40-yard dumpsters with items that could not be recycled.

We look forward to our continued work with all residents to keep Burlington neighborhoods clean and safe.



*Deborah Dalton, Case Manager, and Bill Ward, Director of Code Enforcement*



**P**eter Owens, the new Director of the Community and Economic Development Office (CEDO), was appointed by Mayor Miro Weinberger and began his service to the City in July 2012. During FY12, Larry Kupferman served as CEDO Director.

CEDO works with the community to foster economic vitality, to preserve and enhance neighborhoods, to improve the quality of life and the environment, and to promote equity and opportunity for all residents of Burlington. CEDO is the lead City agency for planning and implementing the City's affordable housing, economic development, and anti-poverty agendas and provides a range of community engagement, prevention, intervention, and restorative services. CEDO administers a wide variety of grant programs, which fund CEDO's activities and support the local nonprofit infrastructure.



**Peter Owens**  
Director

*Highlights of our activities are described below, as defined by the City Charter:*

**We are charged to develop, coordinate, implement, and administer a comprehensive program to address the City's housing needs.**

- The Thayer Commons/Avenue Apartments project was divided into three phases. The first two phases were completed this past year and included 33 affordable rental units for families, around 33 rental units for seniors, and 47 market rate rental units. An additional 36 senior units are under construction. This project is anticipated to produce \$229,000 annually in new property tax revenues.
- Construction, including \$4.8 million of renovations, was completed on the Salmon Run project, preserving the affordability of 36 units and converting 25 existing market rate units to perpetually affordable units.

- Work also continued on the City Neighborhoods project, which includes refinancing and major rehabilitation of 40 scattered site affordable rental units. Construction was completed on 26 units, and 24 are occupied.
- The City, working with the U.S. Department of Housing and Urban Development (HUD), the Burlington Housing Authority (BHA), the Vermont Housing Finance Agency, Housing Vermont, and the property owner, succeeded in ensuring the continued affordability of 37 units housing low-income persons with disabilities at Wharf Lane and 51 low-income families at Bobbin Mill. Renovations at Wharf Lane are underway, and a BHA and Housing Vermont partnership plans to acquire and renovate the Bobbin Mill in FY13
- With Neighborhood Stabilization Program (NSP) funding, the Champlain Housing Trust acquired, rehabbed, and sold two foreclosed single-family homes, with three more homes in process.
- The Burlington Lead Program (BLP) completed testing for Lead-Based Paint hazards on 10 housing units, performed Lead Hazard Control activities on 23 housing units, trained 356 individuals on the Vermont Essential Maintenance Practices Lead Law (EMP), trained 122 individuals on the U.S. Environmental Protection Agency Renovation, Repair, and Painting Rule (RRP), trained 30 individuals (program staff and partners) in the Essentials for Healthy Homes Practitioners, and conducted 68 Outreach and Education events that reached over 848 individuals.
- Utility assistance, home sharing, access modifications, home- and center-based senior services, and other housing retention assistance helped over 2,500 residents remain housed and living independently.



*CEDO staff*



**We are charged to work on behalf of the City to stimulate investment and to attract and retain the development of both existing and new businesses.**

- CEDO provided technical assistance to 214 business owners and entrepreneurs, resulting in the start-up of seven new businesses, the expansion of five businesses, the creation of 33 new permanent FTE jobs, and the retention of 82 jobs.
- CEDO's technical assistance also supported the creation of 60,000 new square feet and the renovation of 4,500 square feet of commercial space.
- The Intervale Center provided technical assistance, equipment rental, business planning, and marketing assistance for Intervale farmers and additional support to farmers who all suffered catastrophic losses from flooding in 2011. A total of 12 farms, with 50 workers, grossed \$800,000 with 140 acres under cultivation.
- Mercy Connections provided entrepreneurial training for 14 women interested in starting Burlington business, with six students submitting business plans.
- Four agencies provided high-quality early care and education for 123 children from working families.
- Free tax services helped over 1,000 low-income,



Graffiti removal

working Burlington taxpayers access tax credits and rebates while saving over \$300,000 in fees, and credit and budgeting education for 203 residents helped them improve their credit, decrease debt, and reduce spending.

**We are charged to develop, coordinate, implement, and administer waterfront development activities other than those activities which the Planning Commission and the City Council must exercise under the Vermont Planning and Development Act.**

- The Moran Plant received all local and federal permits, neighbors have appealed some permits in court, and the City is defending the permits in court. Construction and bid documents were completed, and two estimates based on these documents were completed and reconciled.
- HUD's Community Development Block Grant (CDBG) program was part of the match for transportation infrastructure improvements. Downtown Side Streets began construction in May 2011 and were completed in October 2011. The Waterfront North project leveraged an additional \$80,000 in grants and submitted 95 percent engineering and design plans to the Vermont Agency of Transportation. The Scenic Byways program has created six interpretive panels throughout Burlington, as well as a joint county website, audio interpretation using cell phones, and maps and brochures that promote the Byways. Work continues on the update to the Byways plan. Design and specs for a new pedestrian oriented map for downtown were completed.

**We are charged to coordinate and facilitate citizen participation in economic and community development with community organizations, City Commissions, and the Neighborhood Planning Assemblies.**

- CEDO served in a supportive role to all of the City's Neighborhood Planning Assemblies (NPAs).
- The first annual "Celebrate Burlington" (a combined Neighborhood Night of Success and Legacy Town Meeting event) honored the more than 250 volunteers who serve on the City's Boards and Commissions, including the 2012 Peter Clavelle and Herb Bloomenthal award winners.
- CEDO helped to organize the annual "Green Up Day" for which over 500 volunteers turned out to help clean up the City's greenbelts and public spaces.
- Citizens selected through the NPAs reviewed all CDBG applications and made funding recommendations that were accepted by the Mayor and City Council.

- Citizen-generated neighborhood projects funded by CDBG included the completion of renovations to the Myrtle Street and Starr Farm Community Gardens. The new Callahan Community Garden was completed. Two neighborhoods, Farrington and Rose Street, completed neighborhood clean-up projects.

**We are charged to administer Community Development Block Grants and Urban Development Action Grants and to manage such grants-in-aid programs in accordance with the laws and regulations pertaining thereto.**

- CEDO managed 25 CDBG sub-grants to community non-profits and five CDBG-funded CEDO programs.
- CDBG-funded agencies provided shelter and services to 3,015 homeless residents, groceries and meals for 5,082 residents, including meals for children during afterschool programs, afterschool and summer programming for over 760 City youth, including academic and summer English Language services, and crisis and support services for 821 victims of sexual assault, as well as prevention education for students and clients of other agencies.
- CDBG also served as the match for an American Battlefield Protection Program grant. These funds have helped address the 1812 burial ground that lies beneath the Old North End. The City has removed 14 burials that were in conflict with redevelopment projects. A cultural landscape inventory of Burlington's War of 1812 battlefield and associated sites is complete, and development of a Burial Ground Delineation and Archeological Management Plan still is underway. A Burlington War of 1812 walking tour was conducted in Battery Park (site of the 1812 cantonment) as part of the July 3 Independence Day celebrations, and brochures were distributed.

**We are charged to develop, coordinate, implement, and administer economic and community development strategies and projects for the City.**

- **We All Belong Program:** The We All Belong Program guides agencies to create more inclusive workplaces and better serve our diversifying community. We All Belong is run by CEDO and provides a unique coaching and training package to facilitate change in organizations. Eleven agencies completed the program in 2012, with 70 staff, board, directors, and volunteers participating in the year-long experience. In addition to the training, the program provided 11 full- and part-time AmeriCorps members to help agencies reach the community more effectively and create culturally relevant services. The City has been successful in recruiting AmeriCorps members from marginalized populations, promoting leadership and creating solutions directly from the beneficiary communities.

- **Community Justice Center (CJC):** CEDO's Burlington Community Justice Center (CJC) provides a community-based response to crime and conflict utilizing the principles of restorative justice to mend the harm that crime and conflict cause victims, the community, and offenders. CJC's role is to work with and alongside its partners of the criminal justice system. The CJC saw the following accomplishments this past year:

- **Graffiti Removal:** City Staff and volunteers remediated graffiti by cleaning tags as quickly as possible to avoid more occurring in the same location. This three-year program has seen a marked decrease in graffiti vandalism in Burlington. A total of 409 properties were cleaned by 43 volunteers in a combined 343 hours.
- **Parallel Justice for Victims of Crime:** A collaboration between the CJC, Burlington Police Department and the Vermont Center for Crime Victim Services, Parallel Justice works to ensure that victims receive the services they need regardless of whether an offender has been caught or prosecuted. Parallel Justice provided 387 victims of crime with direct services and support through this national demonstration project.
- **Restorative Justice Program:** Provided 237 low-level offenders with an alternative way to be held accountable for their actions by participating in Restorative Justice Panels. Participants met with a group of community volunteers and the victims (or victims' proxies) of their crime and made amends for their actions.
- **Offender Reentry:** The CJC supports individuals who have been incarcerated to successfully reintegrate into the community by providing resource navigation and employment support. The CJC developed workforce opportunities to gain soft and marketable skills for 197 offenders returning to the community following their incarceration by partnering with the Vermont Association for Business Industry and Rehabilitation (VABIR). Forty-two individuals enrolled in intensive training programs developed in collaboration with our program and community partners, and 26 already have jobs.



## BURLINGTON LEGACY PROJECT

Over a decade ago, hundreds of Burlington residents developed a shared vision for Burlington as a desirable place to live, work, and play. The Burlington Legacy Action Plan expresses our shared belief that, by working together on initiatives ranging from business development to transportation to housing and environmental health, we can ensure a thriving city for our children and our children's children.

This year, Legacy continued an exciting partnership with the Chittenden County Regional Planning Commission (CCRPC) and the new Environment, Community, Opportunity, and Sustainability (ECOS) project. With a \$1 million federal grant from the U.S. Department of Housing and Urban Development (HUD), the CCRPC, the Legacy Project, and other key players created a region-wide sustainability plan and worked towards an updated Legacy Action Plan. For more information about Legacy and the ECOS project, visit [www.burlingtonvt.gov/Legacy](http://www.burlingtonvt.gov/Legacy).

In addition to this work, the following illustrates some of the exciting initiatives of FY12 that are helping Burlington move this important sustainability vision to reality:

### Schools

The Partnership for Change, a joint effort and collaboration between the Winooski and Burlington School Districts, funded by the Nellie Mae Education Foundation, was launched. This exciting initiative is seeking to remodel public education in the districts and align with what our young people need to thrive in a complex global society.

The Burlington School District has undertaken energy efficiency measures, designed not only to make the learning environment more physically comfortable, but also to save tax dollars through energy savings while reducing our environmental footprint. Over this year, energy work concluded at CP Smith School and the Sustainability Academy at Barnes (SA) and was launched at Flynn Elementary and Hunt Middle School.

### Equity and Community Engagement

The Burlington School District and the City of Burlington continued to dedicate staff time, training, and resources to forward cultural competency training among all staff as a means to better serve Burlington's changing demographics. The District and the City created Diversity & Equity task forces, and the School Board accepted a strategic equity plan in FY12.

The UVM Office of University Relations, in conjunction with the multi-sector Community Coalition, works to improve the quality of life in our neighborhoods. The University provided resources to the City

for additional Burlington Police officers to patrol neighborhoods most impacted by students. In addition, this year saw the completion of Redstone Lofts, a 403-bed privately-owned apartment facility, giving upper-class students the option of living on-campus in independent apartments, in support of a key Legacy Action Plan goal.

### Equity and Community Engagement

Burlington's vibrancy also depends on ensuring that our residents are healthy and active. To help address the growing challenges around food and health, Hunger Free Vermont partnered with Legacy Partner United Way of Chittenden County (UWCC) to launch Eat Well, Age Well, a new project designed to help more seniors enroll in 3SquaresVT, a federal nutrition program. Local United Way volunteers, ages 55 and above, have been trained to speak with their peers about the importance of healthy eating and to share how 3SquaresVT can help them afford fresh and healthy food all year long. Additionally, they are available to provide confidential, one-on-one application assistance.

In addition to the work of the UWCC, Fletcher Allen Health Care's Community Health Improvement Office (CHI) continues to work aggressively towards community health and well-being through such initiatives as the Frymoyer Community Health Resource Center, a safe and convenient space that provides easy-to-understand health information and resources to help community members make sense of the health information maze.

### Environmental Health

In FY12, Vermont was the recipient of a \$69 million smart grid grant from the U.S. Department of Energy. Legacy Partner Burlington Electric Department (BED) participated in this state-wide proposal, called the eEnergy Vermont Project. This was the only proposal in the country that used a statewide approach and one of the few that was awarded the full amount it requested. The grant will cover half the cost of electrical infrastructure improvements that will lay the foundation for smart grid technology in Vermont. The smart meters will let customers know how much electricity they are using in much more detail and encourage customers to conserve electricity.

Legacy staff continued to work with the Department of Planning and Zoning and Legacy stakeholders on the City's Climate Action Plan, including coordination of the Mayor's Burlington Sustainability Action Team. Legacy also continued to coordinate various projects through the federal Energy Efficiency and Conservation Block Grant (EECBG) Program to help Burlington become more environmentally and economically healthy.

The Burlington Electric Department (BED) considered 2012 the year of the Smart Grid. Much staff time and effort went into implementing this major system upgrade, bringing a fairly antiquated system into the modern age and allowing for much greater efficiencies, improved reliability, and a better integration of small distributed renewable energy projects around the City with the BED distribution system. Having been part of the statewide consortium that received a Smart Grid Investment Grant from the U.S. Department of Energy, which paid for half of the upgrade, BED was able to move forward when the citizens of Burlington voted to pay for the other half through a bond. The City already has begun to reap the benefits in



**Barbara Grimes**  
General Manager

terms of faster recovery from outages, and BED has been receiving useful information through the two-way communication of the meters. These improvements, which will grow over time, keep the system safer, more reliable, and more environmentally friendly. BED created a Cyber Security and Compliance Officer (CSACO) position to protect BED's equipment and ratepayer information.

BED completed the conversion of all seven 4.16 KV substations in Burlington to a 13.8 KV system. The benefits of this conversion include reduced line losses, improved aesthetics by reducing the number of overhead lines, reduced number of outages, and the elimination of the need to stock equipment and transformers for two systems.

BED continued with its tree trimming efforts, which has reduced unscheduled power outages caused by branches falling on power lines.

## Energy Efficiency

BED has developed and administered efficiency programs that have become a model for others around the country and the world. These services provide Burlington homes and businesses with a complete range of efficiency solutions. Through calendar year 2011, more than \$17.9 million was invested by BED in efficiency efforts. This money leveraged an additional \$20.7 million from customers for a total of \$38.6 million. During 2011 alone, BED saved 10,313 Megawatt hours (mWh) of energy from efficiency measures installed, which will result in 92,817 mWh of savings over the useful life of the installed measures (2011 measures have a weighted lifetime of nine years). This is equivalent to providing energy to about 2,045 Burlington residential customers over the nine-year period.

Harder to quantify but of increasing importance to BED customers are the CO<sub>2</sub> emissions avoided by decreasing the need for electricity generation. Because of the energy savings (10,313 mWh) generated by en-

ergy efficiency programs in 2011 alone, Burlington will have avoided the release of about 82,504 tons of CO<sub>2</sub>, the equivalent of removing about 2,290 cars from U.S. highways each year for the next nine years.

## McNeil Generating Station

In FY12, McNeil produced 226,486,400 net mWh of power and burned 357,118 tons of wood. BED is entitled to 50 percent of the total generation from McNeil, and the other two joint owners—GMP and Vermont Public Supply Authority—are entitled to the balance.

## Power Supply

Before BED sold renewable energy credits (RECs), 46.5 percent of BED's calendar year 2011 power supply was produced by renewable energy sources, primarily McNeil and hydroelectric facilities (though 2.9 percent came from the Vermont Wind Plant in Sheffield, which began operations October 19, 2011). Of the remainder, 24.8 percent came from natural gas generators, 18.8 percent from nuclear, 4.4 percent from coal, 4.8 percent from oil, and 0.7 percent from other fuels like municipal solid waste. It is important to note that BED has no contracts specifically for resources fueled by natural gas, nuclear, or coal, and less than 0.1 percent of its energy is from oil used at the BED gas turbine. Amounts shown for natural gas, nuclear, and coal, as well as most of the oil value, represent short-term contracts being assigned the New England residual mix of fuels. After accounting for the RECs sold, BED's portfolio still contained 12.3 percent renewable energy.





## Financial Information

For FY12, BED reported a net income of \$3,921,700 and was able to meet debt coverage requirements. Sales to customers decreased 2.2 percent from the previous year. Other operating revenues increased, primarily due to an increase in sales of renewable energy credits. Net power supply costs decreased from the previous year.

To compensate for the high value Class I RECs it had sold, BED repurchased lower value Class II RECs from small hydro facilities in Maine. After accounting for all REC transactions (sales and purchases), BED's supply mix for calendar year 2011 was returned to 46 percent renewable. The goal of BED's Integrated Resource Plan (IRP) is to purchase 100 percent of its energy from renewable resources; however, the IRP allows for the sale (and possible replacement) of RECs to mitigate the rate impact on customers of an all-renewable portfolio. A more detailed summary and a description of BED's resources are available at [www.burlingtonelectric.com](http://www.burlingtonelectric.com) under the "Power Supply" tab.

## Engineering and Operations

In FY12, BED started to rebuild the old underground system at Janet Circle and Sandra Circle by installing a new conduit system. BED continued its efforts to improve distribution system reliability and efficiencies by upgrading more of the 4 KV system (Staniford Road, Woodbury Road, Woodlawn Road, Stanbury Road, Oakland Terrace, York Drive, and Western Avenue) to a 13.8 KV system. As a result of these efficiency measures in BED's distribution system, the total distribution system losses dropped from 3.96 percent in year 1996 to 2.05 percent in FY12. Also in FY12, BED installed LED decorative streetlight fixtures on lower Church Street and LED cobra head fixtures on several residential streets in the New North End, including on Staniford Road, Western Avenue, York Drive, Woodbury Road, Woodlawn Road, and Stanbury Road.



The Burlington Fire Department provides state of the art Fire Suppression and Emergency Medical Care to the residents of and visitors to our fine City. The Department combines these services with Public Fire Education and Inspection and Investigation programs that have proven to make our community a safer place. This last year, the Department applied for and was awarded Federal funds from the Department of Homeland Security to improve our communications and for special training needs. We continue to enhance our capabilities in every aspect of emergency response, specifically building in the area of specialized Search and Rescue.

I would like to express my sincere appreciation to the men and women of the Burlington Fire Department for their commitment and professionalism, and to the members of the Burlington Fire Commission for their support this past year. I also want to thank the elected and appointed officials and the citizens of Burlington who have enabled us to be successful in fulfilling our mission.



## Emergency Medical Services Division

The Burlington Fire Department's Emergency Medical Services Division consists of highly qualified and proficient Emergency Medical Technicians (EMTs). It takes many years of training, education, recertification, and experience to deliver a service of this caliber. The Department staffs two advanced life support ambulances that operate 24 hours a day, 365 days a year. Rescue 1 is stationed at Central Station, 136 South Winooski Avenue, and Rescue 2 is stationed at Station 2, 132 North Avenue. Combined, the stations are responding to over 5,600 emergency calls annually.

The system in place for providing medical care in the City of Burlington is based on a model that has been proven successful across the nation. Engine companies with EMTs assigned to them are housed throughout the City's five fire stations. These companies are first responders and are the first tier of medical care within our system. Generally, a fire engine will arrive at the address of an emergency within three min-

utes of notification. Once on scene, they begin to administer first aid in the critical minutes before one of the two City ambulances arrives. There are many situations when this crucial window of opportunity can mean the difference between a positive or negative result.

The medical providers who are assigned to the two full-time City ambulances (Rescue 1 and 2) also are cross-trained as firefighters. This means that during a building fire, when extra staffing is in high demand, they are on the scene, ready and able to assist in all fire suppression activities.

In 2012, a comprehensive Emergency Medical Quality Improvement Program was implemented. This program is designed to help identify training needs, to assess equipment needs and performance, and to identify areas of organizational growth and improvement.



**Seth Lasker**  
Chief

## Office of the City Fire Marshal

The Office of the City Fire Marshal has primary responsibility for the investigation of fires in the City. This past year, the outstanding efforts of our fire suppression forces resulted in more than \$28 million in property saved from fires, in comparison to only \$646,000 in property losses. Ninety percent of all fires were confined to the room of origin. The two leading causes of fires in the City continue to be unattended cooking and careless disposal of smoking materials.

This is the third year that the State Division of Fire Safety and the City Fire Marshal's Office have offered a time-of-sale inspection for residential properties. This is a service which may be requested by property owners and identifies any fire safety issues that exist on the property. More than 350 dwelling units were inspected by our staff, and more than 95 percent of the inspections identified some level of deficiency. The most common issues continue to be lack of proper smoke detection, lack of adequate carbon monoxide detection, undersized or inoperable escape windows, and inadequate fall protection on stairs.

The City of Burlington continues to lead national trends in carbon monoxide protection. City ordinances for rental units require that carbon monoxide detectors receive power from household service and also be interconnected. Additionally, in every dormitory and hotel in the City, carbon monoxide detection is tied into the fire alarm system. This means that in the event of a detector activating, the fire alarm system will notify all occupants, and the Fire Department will be notified automatically. On two occasions this year, incidents occurred at one of our hotels where carbon monoxide was entering the building. In both cases, the carbon monoxide detectors were activated long before the levels became dangerous, and the problem was miti-

# BURLINGTON FIRE DEPARTMENT

gated without injury or illness.

We review the design, installation, and final testing of all required fire protection systems in all new and renovated buildings in the City. This past year, more than 150 fire protection systems were installed or retrofitted in the City. We also act as an information clearing house for more than 8,500 phone calls received by a full-time staff of three members. The Office is responsible for conducting investigations of all citizen complaints received by the Fire Department, special event inspections, night-time bar and restaurant inspections, and inspections of state licensed occupancies. In total, more than 1,600 inspections were conducted.

Public education continues to be a priority of the Fire Marshal's Office. Our work includes presenting programs to local businesses and civic groups, public



service announcements, Web-based information, and fire safety presentations to schools, nursing homes, and other at-risk populations. School based programs include nine private and all public elementary schools; these presentations reach students in pre-school through the fifth grade. We also work cooperatively with the University of Vermont and Champlain College to deliver education programs for college students living both on and off campus.

## Training and Safety Division

During 2012, the Burlington Fire Department's Division of Training and Safety has continued its mission of preparing its firefighters to be effective emergency responders and to make the City of Burlington as safe as possible.

Burlington Fire Department's Technical Rescue Team continues to train and work hand in hand with other fire departments as part of a state-wide Urban Search and Rescue Team. The Burlington Fire Department has approximately 50 personnel trained in all the disciplines in Technical Rescue (Rope Rescue, Confined Space Rescue, Trench Rescue, and Structural Collapse Rescue). Members of this team were recently deployed to the central part of Vermont to assist other communities during the Hurricane Sandy Response and also to help man the Command Post in Waterbury,

Vermont. Through many hours of hard work and personal dedication, new members are being added to the team.

In the past year, the Fire Department has welcomed four new probationary employees; each individual has participated in an initial in-house training program for four to five weeks that includes Fire Suppression and EMS Training. The recruits then participate in a ride-along on one of the ambulances to observe operations; they are then placed on a shift where they continue with a regimented training program for the rest of the year. Upon the successful completion of this year, they then become commissioned firefighters.

Burlington firefighters have completed over 12,000 hours of training in all facets of firefighting, Emergency Medical Services, Hazardous Materials, and Technical Rescue. This is done by in-house training, seminars and conferences, and by sending firefighters to the National Fire Academy in Emmitsburg, Maryland. On March 31, 2012, the Burlington Fire Department held its First Annual Firefighter Training Seminar at the Burlington High School. The speaker was Deputy Fire Chief John Norman (Fire Department of New York, retired). The City of Burlington welcomed approximately 140 career and volunteer firefighters from seven different states to hear a very knowledgeable and experienced speaker; Chief Norman has over 33 years of experience with the FDNY and was a key player in the response to the September 11, 2001 attack on New York City.

It is the goal of the Training and Safety Division to continue training our members to the highest standard that will allow them to mitigate any incident with which they may be faced. This is done to ensure the safety of all residents of and visitors to the City of Burlington.





**W**ith its administrative offices located at 65 Main Street, the Burlington Housing Authority (BHA) provides affordable housing for low-income residents in the City of Burlington and neighboring communities. Our public housing apartments accommodate seniors, people with disabilities, and families. Section 8 and related grants for people with special needs provide rental assistance for over 1,800 households in privately owned housing. We also own and/or manage over 350 other apartments, most of which are federally subsidized. BHA has a five-member board of commissioners, the members of which are appointed by the Mayor for five-year terms.



**Paul Dettman**  
Executive Director

BHA receives no municipal tax dollars. Our programs are operated from rental income and financial support from the U.S. Department of Housing and Urban Development (HUD). Annually, BHA brings over \$16 million in federal funds to the City of Burlington and surrounding communities. For FY12 we made a payment in lieu of taxes to the City of Burlington in the amount of \$67,698.

## Public Housing

BHA's 343 units of public housing are located in five developments: Decker Towers, Champlain Apartments, Riverside Apartments, Franklin Square, and Hillside Terrace.

BHA continues to maintain "High Performer" status under HUD's Public Housing Assessment System. Our rolling 10-Year Capital Improvement Plan ensures that our public housing buildings and units are well maintained.

## Section 8 and Related Programs

Our Housing Choice Voucher Program, which has tripled in size over the past ten years and now serves over 1,800 families, also has been declared a "High Performer" by HUD. As part of that program, we have initiated a project-based subsidy program, which has supported many new affordable housing developments in Burlington and neighboring communities. We also provide rental assistance under a number of other programs serving special needs populations. A new partnership with **Pathways to Housing Vermont** helps homeless individuals achieve stable housing.

Our Section 8 Homeownership Voucher Program, which allows subsidy holders to use their rental assistance for homeownership, has helped approximately 100 families become homeowners.

## Section 8 Project-Based Developments

BHA now owns or manages more than 340 apartments assisted under the Section 8 project-based program or the Low Income Housing Tax Credit Program. A particular focus continues to be the acquisition and rehabilitation of privately owned Section 8 apartment buildings in the King Street Neighborhood. In FY12, we acquired and renovated Wharf Lane Apartments (37 households), which will be preserved as affordable housing. In FY13, we will be acquiring and preserving Bobbin Mill Apartments (51 households).

## New Affordable Housing

BHA focuses on the development of service-enriched housing for individuals and households with special needs. We currently are developing new affordable efficiency apartments on King Street.

## Resident Services

In addition to affordable housing, BHA provides a variety of services to its residents and program participants.

Our **Family Self-Sufficiency Program** assists more than 100 households in achieving financial self-sufficiency. Over 30 percent of these families are building savings accounts for homeownership or other goals.

BHA has established a **Wellness Program** in all three of our high-rises. The Wellness Program provides tenants with on-site health care management, information, referral, and limited home-care services and is now being expanded with funding from the **State of Vermont Support and Services at Home (SASH) Program**.

Our **DREAM Program**, a collaboration with students from Saint Michael's College and the University of Vermont, provides mentoring services to children at Franklin Square Apartments and Riverside Apartments.

The **Offender Re-Entry Housing Program** assists offenders returning to our community in finding and maintaining appropriate housing.

Our **Technology Center** for BHA program participants, located at Decker Towers, has been expanded to include satellite centers at other public housing developments.

Our **Housing Retention Program** works to ensure that individuals and families with special needs are able to successfully maintain their housing.

Learn more about BHA at <http://www.burlington-housing.org>.

The City of Burlington Human Resources (HR) Department is responsible for administering and directing all Human Resources programs and activities. The HR Department supports City employees and managers by providing service and consultation in the areas of labor and employee relations, employment and recruiting, benefits administration, workers' compensation, wellness activities, employee development, and legal compliance. HR also supports the City Council Institutions and Human Resources Committee.

## Recruiting and Hiring

HR leads the City's efforts to recruit well-qualified candidates from diverse backgrounds. More than 1,900 applications were received and processed for 77 regular position vacancies. This represents an increase of 400 applications over the last fiscal year for only three additional position postings. Hiring paperwork for approximately 450 temporary and seasonal employees was received and processed by the department. In addition, the department processed 358 criminal background record checks on applicants hired to work with vulnerable populations. This past year, the department continued its effort to diversify the workforce by increasing the City's recruitment, hiring, and retention of staff members from diverse racial and ethnic communities. HR also joined other City departments and local Burlington businesses as participants in the "We All Belong" initiative to improve cultural competency.

## Community Support

HR continued to support efforts of the "Vermont Works for Women" program, which helps women and girls explore, pursue, and excel in nontraditional careers that pay a livable wage. HR also supported The Howard Center's "Project Hire," a program dedicated to providing supported employment services to individuals with disabilities by offering work opportunities within the City of Burlington for program participants. HR continues to work with employees who are members of the armed services in support of their service requirements. And as always, the City of Burlington remains a strong supporter of the United Way of Chittenden County, an organization that mobilizes members of the community to provide human service needs, such as housing, safety, food and nutrition, education, and transportation to those in need.

## Healthcare, Safety, and Wellness

In FY12, the City of Burlington continued with the application process for reimbursement funds from the Early Retiree Reinsurance Program (ERRP). ERRP is a reimbursement program developed through the Patient Protection and Affordable Care Act. Working in conjunction with the City's health care insurance provider, BlueCross BlueShield of Vermont (BCBSVT), the City successfully received \$6,686 in reimbursement funds.

The City of Burlington's Wellness Committee, joining together with BCBSVT, provided a variety of programming for City employees using the \$30,000 in wellness funds granted by BCBSVT. In FY12, the Wellness Committee planned and executed its first ever Cabin Fever Family Fun Day. This day-long event at Leddy Park was aimed to help City of Burlington employees and their families find ways to stay active and enjoy the winter season. Activities included a dog sledding presentation, ice skating, and a chili cook-off contest.

The Wellness Committee continued to provide a variety of lunch-time classes for City employees. Yoga and Burlington City Arts (BCA) art classes, such as basic pottery, were offered to help employees reduce stress. The Weight Watchers At Work lunch-time program continued to be a popular and successful program. The Weight Watchers At Work program averages 25-30 participants per session and, since its inception, participants have lost a grand total of 2,610.5 pounds!

Employees were encouraged to consider a broader definition of wellness through Financial Health Workshops. These programs, aimed to help employees create family budgets and reduce personal debt, were offered at no cost through the City's Employee Assistance Program (EAP) and Long Trail.

In spring 2012, employees participated in BCBSVT's Walk at Lunch, starting on Church Street and walking toward Battery Street, encouraging employees to use the fresh spring weather to enjoy an active lunch.

Continuing to employ the services of Injury Health Management Solutions (IHMS), Hickok and Boardman, and Green Mountain Safety Consulting, the City continued to create preventative strategies for Workers' Compensation and Safety. This includes providing brief, onsite visits with an IHMS physical therapist, teaching better body mechanics to prevent injury, and providing simple stretches and strategies to reduce the impact of current injuries. Encouraging these safety strategies throughout the City, Hickok and Boardman calculated a drop in the City's modification rating from 1.28 to 1.10.

## Retirement Office Highlights

The mission of the Retirement Board as defined by City Ordinance is to be trustees of the funds of the retirement system. The members have the authority to invest funds, determine asset allocation within guidelines, develop the guidelines, and hire such managers and consultants as needed. The members also set policy and oversee the general administration of, and have re-



**Susan Leonard**  
Director

## HUMAN RESOURCES DEPARTMENT

sponsibility for, the proper operation of the retirement system. The members make decisions on disability applications and follow-ups. The members of the Board in FY12 included: James Strouse, Robert Hooper, and Jeffrey Wick, appointed by the City Council; interim Chief Administrative Officer Paul Sisson (ex-officio); Benjamin O'Brien and Ray Nails, elected by the Class "A" employees; and Munir Kasti and Paul Paquette, elected by the Class "B" employees.

Throughout the year there were many discussions regarding our continued affiliation with the Vermont Pension Investment Committee (VPIC), and we plan to have a formal review in early 2013 after we have had five years of experience with VPIC. This process likely will include a review of VPIC's performance in contrast to a sample model portfolio produced by our consultant, Dahab Associates.

Also throughout the year, our consultant has been conducting educational segments with regard to the main components of the VPIC portfolio. He has discussed domestic equity, fixed income, and alternative assets and absolute return.

In conjunction with the City Attorney's Office, the Board approved language to amend the retirement ordinance with regard to Return to Service. This amendment was ultimately approved by the City Council effective in August 2011.

In September 2011, the Board authorized the extension of the VPIC contract through October 2012 and may consider longer contract periods after the vetting of the five-year performance review.

In December 2011, VPIC reminded the Board that the Burlington Employees' Retirement System (BERS) joined in 2007, and that allowed us to share in "economies of scale", not only just in fee reduction, but also by allowing BERS to be invested in markets in which they may not have been able to invest. In 2008, VPIC had much lower than expected results, just after BERS joined. VPIC worked to re-balance the portfolio to reduce risk and volatility by reducing equity exposure and broadly diversifying to a number of alternative strategies. Stephen Rauh, VPIC Chair, commented that prior to 2007 we were using a very risk-on model. The discussion continued about the funded ratios of each of the Vermont Retirement systems. Rauh explained that VPIC tried to adapt the portfolio to a more evidence-based approach. Vermont State Treasurer Beth Pearce indicated that VPIC decided to hire JP Morgan for investment custodial services beginning July 1, 2012. She believes that the change will improve cash management, reduce fees, and lead to a more favorable fee structure with regard to securities lending.

There was a general discussion about whether BERS or the Administration should ask our actuaries, Buck Consultants, to perform an analysis with regard to different rates of return and the effect on the City's



Photo by Patricia Braine

contribution. The Board also discussed whether it should explore the method adopted by VPIC, called the Select and Ultimate method. Board member Kasti asked David Driscoll, our actuary, what his recommendation was regarding the correct rate of return assumption. Driscoll responded that it would be reasonable to use the eight percent, and that he would recommend waiting until Buck Consultants completed the 2012 Capital Market Outlook. After discussion, the consensus was that the City would request the rate of return analysis. The Board accepted the FY11 valuation report and recommended funding 100 percent of the Required Annual Contribution.

In March 2012, the Board discussed the favorable IRS determination letter and compliance statement, which required us to correct deficiencies in the Retirement Ordinance. BERS now permits employees age 65 and older to remain in the Plan. The Board requested that Buck Consultants and the City Attorney work to ensure we remain in compliance with our qualified status.

The Retirement System includes 831 active members, 511 retirees and beneficiaries, and 366 members who have left service with vested benefits.

**Mission Statement**

*The Fletcher Free Library serves the evolving educational and cultural needs of the Greater Burlington community. Our urban public library offers a welcoming place for people to gather and to learn. A trained staff helps patrons locate the materials and information they need for work and pleasure.*

**R**ubi Simon, the new Director of the Fletcher Free Library, was appointed by Mayor Miro Weinberger and began her service to the City in January 2013. During FY12, Amber Collins, Robert Resnik, and Robert Coleburn served as Co-Directors of the Library.

**Highlights Of The Year**

**A New Front Entrance!** The Fletcher Free’s main entrance renovation project was completed in late summer 2012. The renovation plan included removing all of the bricks from the Library’s main entrance to the street so that the walkway could be regraded to meet all Americans with Disabilities Act slope and access requirements before the bricks were reinstalled. Other major improvements will be the installation of new exterior entry doors and sidelights (all with insulated glass), painting, and new flooring in the vestibule and main entryway of the Library. For the duration of the project, and for the first time since the 1970s, the main entrance to the Library’s Carnegie building was used as the Library’s entrance.

**Midwinter Flood:** On January 15, 2012, a frozen water pipe in the attic of the Library’s Carnegie building ruptured, spraying water into an administrative office. The water then proceeded north between the floors and down the front wall of the Fletcher Free’s children’s department, soaking hundreds of biographies and other current books. The damage could have been catastrophic, but was minimized by the quick response of the Burlington Fire Department, members of the City’s Parks and Recreation staff, and our quick-thinking Sunday circulation team, who emptied out the flooded office in record time—saving books, computers, and irreplaceable documents!



**Holiday Books for Children Gift Campaign Does It Again:**

It was another record-breaking year thanks to the generosity of members of the community and lots of hard work by Youth Services Librarian Rebecca Goldberg – books were distributed to COTS, the VNA Family Room, HeadStart, the King Street Youth Center, and the Sara Holbrook Community Center. Every year we ask, “Can it possibly be more successful?” And each year we are pleased to find out that, apparently, it can be!



**Rubi Simon**  
*Director*

**...And So Does the Library’s 2012 Summer Reading Program:**

This year’s Summer Reading Program, entitled “Dream Big, Read,” inspired 1,375 area youngsters to sign up to read—yet another all-time record! Youth Services Librarian Rebecca Goldberg and her staff are the best!

**It’s Great to Have Such Good Friends:** The Friends of the Fletcher Free Library worked tirelessly this year on many projects designed to raise funds to help out the Library. Some of the many Friends projects this year included:

- Purchasing book display units, shelving, book carts, and a compact shelving unit for increased storage;
- Funding the Library’s participation in the annual Burlington Book Festival;
- Funding the purchase of new desks in the Library’s main reading room for additional Wi-Fi workspace;
- Funding ESL computer literacy classes; and
- Paying for the lease on the Library’s public photocopier.

*The Friends’ non-profit status has now made it possible to give to the Fletcher Free online. Anyone who wishes to make a gift to the Fletcher Free Library may do so at [www.fletcherfree.org](http://www.fletcherfree.org).*

**A New Elm Tree:** Thanks to City Arborist Warren Spinner and to our other friends at Burlington Parks and Recreation for planting another disease-resistant American elm tree at the western end of the Library’s front lawn. This tree replaces a much-loved elm that was destroyed in August 2011 by Tropical Storm Irene. The original tree, planted in 2002, was a gift from the staff and friends of Burlington’s Homeless Healthcare Program, and was one of the first disease-resistant elms planted in Burlington.

**e-Books are here:** Readers can now download e-Books through the Library’s website at [www.fletcherfree.org](http://www.fletcherfree.org). Our collection of e-Books is a broad selection of the latest popular fiction, non-fiction, and classic titles. Currently, the Library already offers more than 26,000 e-Books available for library cardholders on the Fletcher Free’s website, with many more to come.

# FLETCHER FREE LIBRARY

## Library Facts (FY11–12)

Number of items in the Fletcher Free Library's collection  
FY11 147,296  
FY12 144,443

Library cardholders  
FY11 14,413  
FY12 13,792

Hours of operation per week  
FY11 65  
FY12 65

Number of outreach deliveries  
FY11 262  
FY12 388

Number of items checked out and/or renewed  
FY11 408,567  
FY12 390,602

Interlibrary loan transactions  
FY11 3,034  
FY12 3,176

In addition, the Library also features downloadable audiobooks online and more than 1,400 audiobook titles on CD or in mp3 format.

**Our wonderful AmeriCorp members:** Once again, the Fletcher Free was awarded a pair of AmeriCorp State members who worked hard to make sure that the Library was known and used as a resource by members of the increasingly diverse Burlington community.

- AmeriCorp State member Elena Carter returned for a second year as the Library's Coordinator of Outreach Services to New Americans. Elena was responsible for the design and scheduling of many of the Library's popular workshops and classes, including English writing and conversation workshops, citizenship classes, and our popular "Laptop Literacy" computer classes in four languages. Elena also organized lectures in German and Russian, and initiated conversation workshops in German, French, Russian, Spanish, and Japanese.
- AmeriCorp State member Teen Literacy Coordinator Tess Bates spent the year working in the Library's Youth Services Department, coordinating Library programs with schools throughout Burlington, and organizing events and programs for Teens in the Library.

**Newly refurbished meeting rooms:** This year the Fletcher Free was awarded a Cultural Facilities Grant of \$16,729 by the Vermont Council on the Arts. The grant provided matching funds for the purchase and installation of audio/visual and technical improvements in the Library's three main meeting rooms - the Fletcher and Pickering Rooms on the top floor of our historic Carnegie building, and the Community Room in the Carnegie basement. Improvements included built-in video and sound systems, overhead computer projectors, and other multi-media improvements; these renovations were completed in autumn 2012.

**Introductory computer classes:** Twice each year, the Library offers a series of introductory computer classes covering Internet Explorer, Windows, Excel, Word, and Powerpoint at both introductory and intermediate levels. These courses provide an important resource for people interested in re-entering the job market. More than 200 people participate in each series of classes.

**A Visit by the Library of Congress:** The Library of Congress, the national library of the United States, visited Burlington in August 2011, thanks to a traveling exhibition mounted in a customized 18-wheel truck parked right next to the Fletcher Free. The free "Gateway to Knowledge" exhibition featured high-quality facsimiles of many of the Library's top treasures. Our Library was the exhibition's only Vermont stop on its tour.



# FLETCHER FREE LIBRARY

## Milestones & People of Interest:

- Assistant Director Amber Collins, one of the longest-serving Fletcher Free employees in its history, retired after 45 years of service. Amber was also one of the Library's original three Co-Directors for fifteen of those years. Amber's retirement is truly the end of an era for the Library.
- Several other long-time Fletcher Free employees have also retired this year: Cataloging Assistant Judith Janone, who had worked at the Library for more than 31 years, and Technical Services Assistant Sammie Friedman, another staffmember with almost 20 years of experience working at the Library.
- Eric Lindstrom, a professor of English at the University of Vermont, was elected chair of the Library Board of Commissioners, and Staff Commissioner Emer Pond Feeney was chosen to spend another year representing Library staff on the Commission.
- The Library community was saddened to learn of the passing of Leo Fleury in August 2012. For years, Leo single-handedly coordinated the sale of valuable and collectible books to benefit the Fletcher Free



and acted as a one-man Friends organization during the years before the Library Friends reorganized and re-energized in 2001. Leo and his wife, Vera, also spent years volunteering in the Library's technical services department. We all appreciate the work of Leo and Vera and thank them for their amazing commitment to our community for so many years.

- In January 2013, the staff of the Fletcher Free Library also was saddened to learn about the untimely death of Dan Balón, a tireless advocate for diversity throughout the city of Burlington, and a valued trustee on the Library's Board of Commissioners since 2009. Dan could always be counted on for an insightful assessment of any library question, whether or not it pertained to diversity issues. He also could be counted on as a source of seemingly limitless optimism and good cheer. He will be missed by everyone who knew him here at the Fletcher Free.

## Looking Forward:

The Library staff looks forward to a new era for the Fletcher Free when new Library Director Rubi Simon begins working at the Library in January 2013, ending 20 years of management by three Co-Directors.

High on the Library's priority list will be the creation of the Fletcher Free's next long-range plan, delayed because of the many personnel changes that have taken place during the last 12 months.

## Fletcher Free Library Board of Commissioners

July 2011–June 2012

Daniello Balón  
Denise Dunbar  
Emer Pond Feeney  
Jill Krowinski  
Eric Lindstrom, Chair  
Mary Ellen Manock  
Anne Nixon  
Peg Boyle Single  
Rachel Van Vliet

## Library Facts (FY11–12)

Total volunteer hours  
FY11 8,826  
FY12 9,781

Adult & Youth reference questions asked  
FY11 24,571  
FY12 23,383

Total annual visits (counted at the Library's front door)  
FY11 263,801  
FY12 259,270

Number of people using computer centers  
FY11 68,723  
FY12 65,077

Number of logins to our Library's Wi-Fi system  
FY11 26,117  
FY12 36,703

Number of e-Books in the Fletcher Free's collection  
FY11 0  
FY12 26,631

## PARKS AND RECREATION DEPARTMENT

**J**esse Bridges, the new Director of Parks and Recreation, was appointed by Mayor Miro Weinberger and began his service to the City in October 2012. During FY12, Mari Steinbach served as Parks and Recreation Director.



**Jesse Bridges**  
Director

The past year has led to significant accomplishments throughout the Parks & Recreation system, as the department strives to be inclusive and responsive to community needs. The spring flood of 2011 goes on record as creating one of the most challenging sets of projects for the department. Not only were beaches, harbor/marina, campground, gates, and other seasonal operations a month late in opening, but also the flooded shoreline and amenities affected just about all elements of the summer 2011 operations. Ball fields, Arena, Waterfront Park and its events, Bikepath and turf all over town were affected. Despite this, the Parks & Recreation crews and community members all pulled together to work side-by-side to clean, repair, remove, and rebuild important facets of the system.

At the same time, staff met with FEMA representatives to work toward securing federal funding for repairs to parks infrastructure. Burlington Parks & Recreation joined with other regional land managers and trail advocates to establish Friends of the Island Line to help raise private contributions to aid in the local community matches required by the State and Federal funding. The Burlington Harbor, North Beach Campground and Beach waterfront gates all opened in June and, despite early challenges, experienced still-record uses and revenues, nearly making up for the spring deficits. Near disaster struck again in August with Tropical Storm Irene leaving its mark, although with signif-



Photo by Patricia Braine

icantly low impact to operations. Waterfront facilities, users, and visitors were successfully managed to protect resources, and Trees crews proved essential to maintaining safety through urban forest management.

The department returned to full strength staff in

most areas, specifically with the Parks Planner being established as a regular full-time position and the Parks Superintendent completing a full year of service. These two positions, along with the Land Steward and a regular full-time Waterfront Coordinator, have been instrumental in moving forward several key department objectives that continue to lead to department improvements in big ways.

Significant community outreach efforts have been achieved by: forming an Off-Leash working group of citizens and staff to help the department, Commission, and City Council in exploring issues with existing ordinances, rules, regulations, and spaces; forming a citizen working group to transition skatepark development, organizational structure, and rules; forming a promoter-citizen-business working group to coordinate uses of Waterfront Park for special events; forming a strong public process and review of potential park improvement projects through the Penny for Parks program; working with community volunteers on park improvements and amenity additions such as the Lakeside Park skating rink; Calahan Park improvements/Bentley Davis Seifer memorial improvements; growing the urban agriculture discussion by involvement from the Burlington Area Community Gardens (BACG); and helping to locate many users, including New Americans and others of diverse backgrounds and cultures, within the parks system through working to develop strong senses of place.

In some department operational areas, specific budget goals and performance metrics that were developed last year began to be implemented, and in other areas those were refined. As a whole, the department is living its goal to focus on being more intentional, deliberate, and accountable for the resources over which it has stewardship.

Summaries of projects, initiatives, and efforts all across the department are found under each respective division below:

### **Recreation Special Events**

Waterfront Park continued as the premier event venue for special events by hosting 11 total events, including: KeyBank Vermont City Marathon, Discover Jazz Festival, Vermont Food & Wine Festival, July 3 Independence Day Celebration, Vermont Brewers Festival, Lake Champlain Dragon



Photo by Patricia Braine

# PARKS AND RECREATION DEPARTMENT

Boat Festival, Lake Champlain Maritime Festival, USA Triathlon National Championships, Eastern Mountain Sports Nor'easter, Giant Pumpkin Regatta and Festival, and WinterFest/ Penguin Plunge.

## Recreation Programs

- 371 program offerings, compared to 200 during FY11



Photo by Patricia Braine

- 94 percent of those participants were Burlington residents and 60 percent low/moderate income participants
- 112,000 participants attended produced special events

**Burlington Kids** collaboration in partnership with the Burlington School District continues to provide quality afterschool programming to over 390 children per day. Site coordinators (Recreation Specialists) are vital to the success of

this program. They have provided coaching and training to core staff, maintained the State childcare license, coordinated transportation, and provided mock license visits on a regular basis.

- **242 Main** celebrated its 10th anniversary of providing music education programming. Equipment addition this year was a new sound board. Rock Camp and Young Traditions "Trad" Camp were again the most successful with 120 participants and 50 campers, respectively. Actual revenues exceeded budgeted by 25 percent.
- **North Beach Campground and Beach** spring floods resulted in opening one month late. In August, Tropical Storm Irene caused complete campground evacuation, which the staff executed flawlessly.

## Miller Community & Recreation Center

**FY12 Estimated Visits – 51,740**

**FY12 Revenue Totals - \$48,457**

**FY11 Estimated Visits – 51,935**

**FY11 Revenue Totals - \$38,685**

- Programming has continued to increase, with monthly comparisons by activity and days being closely monitored and reported. Phase 1 construction closeout continued, and Phase 2 fit-up of the 2,200 square feet of unfinished space was completed.

- **Visits:** Overall estimated annual visits to the Center remained almost the same from FY11 to FY12. In the summer of 2010 (included in FY11), all of the Hunt Middle School summer programs took place at the Miller Center due to construction work at Hunt Middle School.
- **Revenue:** Overall revenues earned increased by \$9,772 from FY11 to FY12, a 24 percent growth. An additional \$30,000 will be raised through the lease agreement for the rental space raising the overall FY13 revenue expectations for the Miller Center to \$83,350 (FY11 \$25,350).

## Paquette Arena at Leddy Park

The Arena at Leddy Park continued providing a safe, fun facility and quality recreational opportunities for all of our users. Some FY12 highlights included:

- Experienced a catastrophic mechanical failure when a cylinder in one of the four compressor blocks froze, resulting in refrigeration system failure, and loss of ice and closure of the facility for 11 days, February 21-March 2, 2012. This unscheduled shutdown also resulted in the elimination of our annual spring shutdown period.



Photo by Patricia Braine

- Provided "home ice" for Burlington boys and Colchester boys and girls high school hockey teams, BAHA youth hockey, Vermont Glades junior hockey teams, the Champlain Valley Skating Club and subsidiary groups, Full Stride hockey leagues and numerous other private groups.
- In 2012 approximately 5,344 hours of ice were utilized at the Arena, an average of 103 hours per week. This represents an eight percent increase in ice time utilization and an 11 percent increase in ice revenues over FY11.
- Public skating and stick and puck sessions saw 5,808 visitors. In addition, Itty Bitty Public Skating sessions had 409 families on the ice, and our programs served approx. 6,000 youth and 2,500 adults.





Photo by Patricia Braine

## Memorial Auditorium

- Memorial Auditorium hosted many large events, including Pretty Lights, Skrillex, Bassnectar, Christian Rocktoberfest, Nero, Chuck Negron, Rusko, Cheech & Chong and Josh Gracin concerts, two Burlington Democratic Party caucuses, the Dealer.com holiday party, First Night Burlington, two VBJJ Mixed Martial Arts tournaments, a “Bad Blood” MMA tournament, three Vermont Golden Gloves Boxing tournament events, Champlain College graduation, and the Vermont Ballet Theater spring recitals.
- Provided facility support for several Parks and Recreation programs, including After School basketball, the Vermont Rock Music Camp, Summer Dance with Karen Amirault and “Trad Camp” traditional music camp.

## Waterfront Operations

- The Waterfront was greatly impacted by the flood event in spring 2011. Boaters were impacted, as the docking system and moorings were delayed due to high water levels. The marina did not start seasonal operations until mid-June, a month later than normal.
- Tropical Storm Irene in August, 2011 was an operational challenge for the waterfront. The Boathouse served as the Department’s operational command center, helping to coordinate the work of all work crews and needs for assistance. The marina came through the storm with minimal damage.
- In the 2011 season, the Boathouse transient slips hosted 1,820 reservations and performed 389 pump-outs. The transient mooring field had 1,522 overnight reservations.

- Gate data: The 2011 season was the first complete season in our expanded data tracking initiative for all Parks operated gate houses. Total visitors at the Waterfront Lot 19,548, Perkins Pier 11,823, and Oakledge 9,199. These numbers represent daily passes, season pass sales, season pass usage, and handicapped parking.

## Park Operations and Maintenance

### Parks Maintenance

- The Park Maintenance division performed regular turf care maintenance operations, including mowing, trimming, and clean-ups in park open space, athletic fields, roadside, and traffic islands totaling over 550 acres.
- Maintained 15 playgrounds, added play surface, and ensured safety of hardware.
- Performed snow removal operations for the park system, Burlington Police Department, and Winooski Valley Park District (WVPD).



Photo by Patricia Braine

- Maintained and line painted all athletic fields to include three football, 12 soccer, six baseball, four softball, and two lacrosse fields.
- Cleaned and maintained trash, wood, and debris from all City owned beaches and waterfront.

### Facilities Maintenance

The facilities maintenance team has performed maintenance and trade support to various City owned buildings, including, but not limited to, City Hall, BCA Center, Fletcher Free Library, Memorial Auditorium, Burlington Police Department, the Miller Community & Recreation Center, Human Resources/

# PARKS AND RECREATION DEPARTMENT

Payroll, Lakeview Cemetery, the Burlington Boat-house, and 20 seasonal structures and various garden shed units.



Photo by Patricia Braine

## Trees and Greenways/Street Tree Dedicated

- Continued tree inventory and maintenance work on street, park, and cemetery trees.
- Planted 150 street, park, and cemetery trees, utilizing volunteers and contractual services.
- Removed 96 dead and hazardous trees and 80 stumps, pruned 1,256 street and park trees.
- Cleaned and maintained 138 tree grates in downtown Burlington and on North Street.
- Maintained 65 beds of park shrubs and flowers, including edging, removing old mulch, adding new mulch, adding compost, planting, pruning, and adding new plants when needed.
- Coordinated and conducted contract line clearance for Burlington Electric Department.
- Received the Tree City USA award from the National Arbor Day Foundation for the 18th consecutive year.
- Received recognition of entire City forestry program from Vermont House of Representatives.

## Burlington Area Community Gardens

- BACG offered 11 organic gardening sites around the City and sponsored two Neighborhood Garden sites managed by Grow Team One. Through this vibrant program, Burlington enjoys accessible gardening opportunities, with about one plot available to every 100 people. This number denotes a healthy supply of gardening opportunities in the community.

- **Spirit of Volunteerism** – The lifeblood of the BACG program is its volunteers.
  - A volunteer board that meets once a month advises the BACG program. The BACG board is currently comprised of 11 community volunteers who give upwards of 40 hours annually to advising the BACG program.
  - Each BACG site has 1-9 volunteer site coordinators. These coordinators contribute upwards of 100 hours of volunteering during the gardening season (March – October).
- **Strength Through Partnership** – The BACG program benefits from a network of partnership. Five of the 11 community garden sites are on City park land. The remaining six sites are on land managed by the Burlington School District, the University of Vermont, Fletcher Allen Health Care, Burlington College, Rock Point School, and the Winooski Valley Park District.

## Conservation Legacy Program

The Conservation Legacy Program (CLP) conserves and protects many of Burlington's vital natural resources through responsible management of existing lands and the continued identification and acquisition of additional areas.

- **Volunteer Coordination** – Over the past year, the CLP has engaged many community volunteers to achieve its mission. The Friends of Leddy Park, The Friends of Ethan Allen Park, Rock Point Students and general community volunteers all played a role.
- **Stewardship Through Partnership** – The strength of the CLP conservation efforts is grounded in working with local and statewide partners. Over the past year, the CLP program successfully partnered with the following agencies and organizations: Burlington Department of Planning and Zoning, Conservation Board, Intervale Center, Local Motion, Lake Champlain Land Trust, Vermont Land Trust, Skirack, University of Vermont LANDS Program, Community College of Vermont, Winooski Valley Park District, and Chittenden Solid Waste District.
- **Public Education and Access** – To build greater appreciation and preservation of Burlington's natural areas, public education is vital.



Photo by Patricia Braine



Photo by Patricia Braine



Photo by Patricia Braine

**Cemeteries**

- Lakeview and Elmwood Cemeteries continue to be valued tour destinations for many individuals and school, church, and special interest groups.
- Lakeview Cemetery is running out of available lots that are attractive to purchasers. Staff is working to define a development plan for expansion in the forthcoming year.

**Capital Projects and Parks Planning**

Parks capital improvement projects have a variety of funding mechanisms, including, but not limited to, the Capital Improvement Program (CIP), Penny for Parks (PFP), Park Impact Fees (PIF), Conservation Legacy Program Fund (CLPF), the Perpetual Care Fund (PCF), Trees and Greenways (T&G), General Fund (GF) and State and Federal resources. The following chart summarizes Parks Capital FY12 expenditures:

PARKS IMPROVEMENT FUNDING SOURCE	APPROXIMATE EXPENDITURE
CIP	\$379,325
PFP	\$98,245
Additional Small Parks Projects (O&M)	\$10,500
EDI-HUD Grant, Capital Bonding, Park Impact Fees	\$235,000
Private Donation	\$12,910
<b>Parks FY12 Total Capital Expenditures (approx.)</b>	<b>\$735,980</b>

**Penny for Parks (PFP)**

The Parks Planning Division manages the Penny for Parks (PFP) program, an annual funding plan specifically for parks capital improvement projects. This fund is supported by a voter-approved dedicated tax. By resolution, PFP is to be used exclusively for parks capital improvement needs. Eligible projects include the repair, renovation, replacement, or expansion of existing park facilities, as well as the construction of new facilities in existing parks. Funds not spent in one year carry over to the following fiscal year and remain in the PFP fund for this purpose until spent. Derived from the Grand List, the average annual PFP allocation typically ranges from \$355,000-\$361,000

To date, the program has funded \$383,594 in parks capital improvements:

- FY10 Expenditures \$177,214 (9 projects)
- FY11 Expenditures \$108,135 (12 projects)
- FY12 Expenditures \$98,245 (11 projects)

Mayor Miro Weinberger has directed that Parks & Rec catch up on the backlog of important community parks projects by the end of calendar year 2013, which would result in approximately \$1,000,000 invested in at least 30 PFP projects, nine of which have been accomplished at the time of this report preparation.

- FY13 Expenditures \$1,000,000+ (30+ projects) as per the direction of Mayor Miro Weinberger

The Department of Planning & Zoning's eight-member staff administers two essential governmental functions:

- Comprehensive land use and development planning; and
- Administration of the City's land development regulations.

Through our planning function, the Department is responsible for preparing long-range land use and development plans including the City's Municipal Development Plan and other area-specific and issue-specific plans, and researching and drafting amendments to City land development ordinances. Our work typically is accomplished in partnership with several other departments including CEDO, Parks and Recreation, Public Works (DPW), City Arts, and the Church Street Marketplace.

Through our regulatory function, the Department administers all permitting and development review functions under the City's Comprehensive Development Ordinance, which includes both zoning and subdivision regulations. In this process we collaborate closely with other development-related codes such as rental housing and zoning compliance/enforcement (Code Enforcement), construction permits (DPW-Inspection Services Division), and liquor licenses (City Council).

In support of these responsibilities and the work of many other City departments and functions, our staff plays a key role in managing the City's Geographic Information System (GIS) and the Application Management and Data Automation (AMANDA) permit system in collaboration with the City's Information Technology Division. GIS allows users to analyze, view, and interpret information in a way that helps to identify spatial relationships and patterns and prepare high quality maps. AMANDA is integral to managing several of the City's property information (Land Records and Assessor), permitting (zoning and construction), and code enforcement (minimum housing, public health, vacant buildings and zoning) processes.

The Department's work is guided by a seven-member Planning Commission whose members formulate land use and development policy and regulations for consideration by the City Council. Another 25 citizen volunteers participate in the development review process as members of the Development Review Board (DRB), Design Advisory Board, and Conservation Board, playing key roles in implementing the City's land use and development regulations. Each year these volunteers dedicate hundreds of hours towards the improvement of the City, participating in more than 100 public meetings.

### **Development Review and Permitting:**

During FY12, 1,290 requests for zoning permits or terminations were processed by our staff. This was the

highest number of requests ever processed by our office in a single year – part of a steady increase over five of the past seven years. Overall, 893 zoning applications were reviewed, with an approval rate of 97.5 percent. Approved projects had a total estimated construction cost of \$49.7 million and added 24 new residential units.

Of this total:

- 824 permit applications (approximately 92 percent) were reviewed by the Planning staff, with an approval rate of 97.5 percent. Additionally, staff issued 357 administrative determinations, including those where a zoning permit is not required for the work proposed;
- 69 permit applications and 11 appeals of administrative decisions were reviewed by the DRB, with an approval rate of 97.1 percent; and
- Seven DRB decisions were appealed to the VT Superior Court—Environmental Division.



**David E. White, AICP**  
*Director*

The Department provides daily updates on the status of all applications currently under review on its website ([www.burlingtonvt.gov/pz](http://www.burlingtonvt.gov/pz)). This information is useful to residents who want to know about development activity proposed in their neighborhood and for applicants who need to know when their permit has been approved and will be ready for pick-up. Permit application status information is available by street or ward, and in table or map formats.

### **Ordinance Amendments:**

Regulation of land development is not a static process, and we always are in search of ways to make the review process more effective and easier to use. Planning staff, working at the direction of the Planning Commission, researches and prepares draft amendments to the City's land development ordinances. Once approved by the Commission, these amendments go to the City Council for consideration and final adoption. A total of nine amendments to the zoning ordinance were developed by staff and considered by the Planning Commission in FY12. The City Council adopted these amendments, which included a new requirement for neighborhood meetings regarding major projects.

The Burlington Comprehensive Development Ordinance is available in both hardcopy and digitally, as well as on the Department's website ([www.burlingtonvt.gov/pz](http://www.burlingtonvt.gov/pz)), which also includes all pending ordinance amendments currently under consideration and those recently adopted.

## Planning Projects:

The basis for all land development regulation and permitting is the City's land use and development policies and plans. Planning Department staff works with the Planning Commission and other City departments in undertaking planning studies and other projects that help us to better understand and respond to emerging trends and future community needs. Below is a summary of planning projects Department staff have been engaged in over the past year:



### **planBTV: Downtown and Waterfront Plan**

The Planning Department's flagship planning project over the past year

was the development of a master land use and development plan for Burlington's Downtown and Waterfront, called "planBTV."

During FY12, this project transitioned from a data collection and analysis phase into public engagement and plan development. Highlighted by a six-day public design workshop/charrette in January 2012, nearly 2,000 individuals and organizations provided thousands of suggestions and comments between September 2011 and May 2012. The result was a "discussion draft" of the proposed plan, completed at the end of June 2012. A final draft for adoption by the Planning Commission and City Council is planned for mid-FY13.

Development of this plan has been a collaborative inter-departmental effort, with assistance from numerous consultants who specialize in urban design, housing, transportation, retail and real estate development, and waterfront development. Other City departments actively engaged in this project have included CEDO, Parks and Recreation, Public Works, City Arts, and the Church Street Marketplace.

This exciting project has been made possible by a \$286,750 Sustainable Communities Challenge Grant awarded by the US Department of Housing and Urban Development (HUD) in late 2009. The grant funds come out of the Federal Partnership for Sustainable Communities, which is a joint effort of the US Department of Transportation, HUD and the Environmental Protection Agency intended "to reduce the barriers to achieving affordable, economically vital, and sustainable communities." Additional funding was provided by the Chittenden County Regional Planning Commission, the VT Department of Economic, Housing and Community Development, and the City of Burlington.

### **Climate Action Plan Revision**

With assistance from Planning and CEDO staff, the Planning Commission recommended for adoption a revision to the City's 2000 Climate Action Plan (CAP). Priority efforts are divided into eight action areas: Energy Efficiency in Buildings; Renewable Energy Resources; City Government Transportation; Community

Transportation; Waste Reduction and Recycling; Local Farms, Gardens, and Food Production; Urban Forestry and Carbon Offsets; and Policy and Education. These action areas correspond to either emission sources or reduction strategies and allow planners to organize and implement efforts accordingly.

Final adoption of a new Climate Action Plan by the City Council is anticipated in mid-FY13.

### **Open Space Protection Plan Revision**

Under the direction of the Conservation Board, staff from the Departments of Planning & Zoning and Parks & Recreation has begun work to update the 2000 Open Space Protection Plan. The 2000 Plan focused on significant natural areas and recreational access. The proposed update will build on this work, reflecting changes in land use, land development, conservation, regulations, and policies that have occurred since 2000. The update will also set forth new goals and objectives in pursuit of future open space protection in the City, including topics such as:

- Community gardens and urban agriculture
- Pocket parks
- Stormwater infrastructure and functional green space
- Contiguity of the trails system and access to it
- Access to natural areas from each part of the city

### **Historic Preservation Planning**

The Department administers the City's Certified Local Government Program (CLG) for historic preservation planning under an agreement with the National Park Service and the VT Division for Historic Preservation.

This year, Planning staff, working in collaboration with Preservation Burlington, hosted Sally Zimmerman, of Historic New England's Historic Homeowner Program, for an educational program and neighborhood walking tour on using period-appropriate paint colors. Sally's experience spans more than 25 years in research and education, helping property owners determine what colors may be suitable for their particular homes. The workshop focused on demonstrating how historic paint combinations can add curb appeal to a home while creating real appreciation for historic neighborhoods.

Also in partnership with Preservation Burlington, Planning staff has been creating a "Burlington Coloring Book" to be aligned with the elementary public school curriculum relative to local history. Local educators have helped to define the appropriate age level and timing of curriculum to best integrate the project with existing study of local history, local architectural firms have provided line drawings of favorite Burlington buildings, and local graphics professionals have been solicited to provide a color illustration for the front cover. Completion of the coloring book is anticipated in 2013.

## Chief's Message

### Chief Michael E. Schirling

The past year has been replete with challenges and opportunities. Working daily to continue to innovate and find ways to deliver an increasing number of services and responses without adding significant resources, our staff of 100 officers and 36 civilian personnel responded to and supported approximately 40,000 calls for service and 32,000 incidents, and conducted 5,000 criminal investigations.

In addition, we handle all emergency communication for police, fire, and rescue operations throughout the City, and provide additional services such as coordination of the Chittenden Unit for Special Investigations, the Vermont Internet Crimes Against Children Task Force, a variety of drug task force operations, City-wide parking enforcement, and security operations for the Burlington International Airport.

The last 12 months have seen continuing trends relating to an increase in burglaries (unlawful entry to a building to commit another crime – most often a theft) and a spike in assault and robbery cases (where a person or persons accost another and steal directly from them by assault, with a weapon, or with the threat of a weapon). This recent trend is not isolated to Burlington. It exists statewide and throughout our region.

Milestones, new initiatives, and projects we undertook during the past year include:

- Achieving a balanced budget;
- Working with Federal, State, and local law enforcement partners to develop innovative strategies to respond to emerging crime challenges with special emphasis on drug enforcement;
- Continued work in the area of reducing violence against women and children through such projects as Domestic Violence advocacy, the Chittenden Unit for Special Investigation, and the Vermont Internet Crimes Against Children Task Force;
- Continued focus on street-level drug interventions in our neighborhoods and downtown;
- Continued partnerships with a host of service organizations, law enforcement agencies, and other City departments to provide robust services to the community in day-to-day operations;
- Re-deployment of Officers to participate in foot patrols and quality of life operations in the downtown, City Hall Park, and neighborhoods;
- Partnered with the Safe Streets Collaborative to provide safety education and enforcement to make our streets and sidewalks safer for all;
- Continued services to victims of crime in partnership with Burlington's Community Justice Center via the Parallel Justice Project; and
- Expansion of our Beach and Parks Patrol Program.

In this fiscal year, we deployed new technology that will enhance transparency and ease access to crime reporting City-wide, including the design and implementation of a new Computer Aided Dispatch, Records Management, and Mobile Computing application for use by law enforcement throughout our region. Valcour, named for the island in Lake Champlain, is a 21st century application built to be simple and intuitive to use, while allowing for powerful and rapid access to information and keeping cost of ownership and maintenance to a minimum, and is being rapidly adopted by an increasing number of law enforcement agencies throughout Vermont.



**Michael E. Schirling**  
Chief

Also in 2012, we are proud to be the recipient of another significant award (on top of several in 2011) from the International Association of Chiefs of Police. This award was for excellence in Community Policing for creation and deployment of a Street Outreach Interventionist who responds to mental health crises City-wide, helping some of our most vulnerable citizens in an effort to prevent crises from reaching levels where more substantial intervention such as emergency room visits or criminal charges may result.



*Members of the Burlington Police Honor Guard*

As we enter calendar year 2013, we face a busy and challenging year and find ourselves working to be as efficient and effective as possible with ongoing pressures relating to continuing economic struggles putting relentless pressure on every criminal justice and social service operations throughout our state and our region. As options for those in crisis erode, more and more vulnerable citizens fall to the intervention of last resort—911 and our first responders.

# BURLINGTON POLICE DEPARTMENT

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Against this backdrop we continue to explore the possible benefits to regionalization of portions of policing services, such as regional communications, and we continue to work through challenges in recruiting and retaining qualified police professionals in a changing law enforcement landscape and an extremely competitive national market.

As I do every year, I would like to take a moment to thank our many partners, including City departments, non-profits, other law enforcement agencies, the Police Commission, and the Queen City Police Foundation for their ongoing support of our efforts.

Most importantly, it is critical to highlight that the City is fortunate to have outstanding police officers and support personnel, as well as an exemplary police management team throughout the organization, carrying out difficult work 24 hours per day, 7 days per week for the last 148 years.

On behalf of the women and men of the Burlington Police Department, we thank you, the citizens of Burlington, for your partnership and support as we work together to make Burlington even greater. You have our commitment to continue our tireless efforts to ensure that Burlington remains one of the most vibrant and livable cities in the nation.

## **Administrative Services Bureau** **Deputy Chief Jennifer L. Morrison**

The Administrative Services Bureau (ASB) houses all investigative and ancillary functions to support the ongoing work of the men and women in the Uniform Services Bureau. ASB includes the Detective Bureau, oversight of the Chittenden Unit for Special Investigations, the Records Division, the Parking Enforcement Division, Training and Recruitment, and the Emergency Communications Division. In total, more than 60 men and women contribute daily to making Burlington a safe, healthy, and self-reliant community.

The Emergency Communications Center for Police and Fire remains one of the busiest in the state, handling approximately 3,500 911 calls annually, as well as hundreds of thousands of non-emergency calls. Our staff of full and part-time Emergency Communication Specialists (ECSs) work 24 hours per day to ensure that the public's requests for service are received and that police and fire personnel can do their jobs safely and efficiently. Numerous unit members were recognized this year for their contributions to critical incidents, and ECS Julie Davis was singled out for special recognition with the Distinguished Service Award.

The Records Division processed thousands of reports and handled hundreds of requests for information from the public. They worked tirelessly all year to eliminate a longstanding backlog of data entry! Records has continued to expand its online offerings

through the use of online crime reporting, and new this year, citizens and insurance companies can access crash reports online to reduce wait times.

Our Recruiting Office contacted hundreds of applicants for a variety of sworn and civilian positions this year. Interest in all available positions has been high, and we are proud to have hired some excellent new employees this year. We are excited about the February 2013 police academy class of six, one of our largest classes in years. Our Training Unit was exceptionally active this year, providing more than 7,500 hours of in-service training to department members on a variety of topics, ranging from Response to Resistance to Legal Updates to Crash Investigation to Response to Mental Health Crises and much more.

The Detective Services Bureau successfully resolved a number of significant crimes this year. Investigators have stayed busy addressing a wide variety of crime and have made numerous arrests to take repeat and violent offenders off our streets. Our drug unit is consistently one of the most active in the State, and they too have had a busy year with investigations and seizures. Two detectives were promoted to Sergeant this year, and all unit members assisted with the Presidential visit. The Identification Unit obtained critical pieces of evidence resulting from major crimes while also processing various forms of fingerprints, forensic evidence, and digital images.

The Chittenden Unit for Special Investigations, the County's sex crimes and major child abuse task force, one of the premier investigative units in the State, marked its 20th anniversary this year. This unit continues to handle some of the most heinous cases imaginable with professionalism and compassion. In addition to their tireless efforts at education and prevention, unit members conducted ongoing compliance checks to ensure that high risk offenders know that accountability is more than a word. This year saw several high profile trials result in convictions and significant sentences that put sex offenders behind bars.

This year the Parking Enforcement Division once again did a remarkable job of helping to maintain order in the enforcement of parking regulations for the City. Their ongoing dedication to daily duties, snow ban initiatives, spring street sweeping, and special events was evident year-round. Additionally, Parking Enforcement Officers continued to contribute to the effort to quickly report and remove graffiti in the City by using their portable electronic ticket devices to mark the locations of fresh graffiti tags and send that information to the removal team.

# BURLINGTON POLICE DEPARTMENT

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## **Operations Bureau** **Deputy Chief Andi L. Higbee**

I have the great honor of highlighting the successes and developments of the Operations Bureau section of the Department. This section is most commonly recognized as the traditional "Uniformed Officers." The Operations Bureau provides a host of direct services to the community.

Evolution requires the Department to continuously plan for the future of the organization and necessitates a significant investment in the current and future leadership of the organization by providing advanced training and development. After a rigorous selection process, the Department advanced the following staff to fill various assignments created by retirements and restructuring of shifts:

Shawn Burke to Lieutenant  
Michael Warren to Sergeant  
James Trieb to Sergeant  
Jonathan Young to Sergeant  
Paul Petralia to Sergeant  
Paul Glynn to Sergeant

A recent restructuring of the shift configuration added an overlapping day/evening shift. With the goal of gaining effectiveness and efficiency, it was recognized that a restructuring of the shift configuration would be prudent after weighing the call types and volume of service. This restructuring is proving to be a positive move as it has added necessary resources when call volume is at its peak.

In the Department's efforts to remain fiscally responsible, the Department regularly applies for federal grant dollars. Successful in the application process, the Department was awarded a license plate reader ("LPR"). This latest technology allows for real-time electronic feedback from information systems that automatically alerts on stolen vehicles and wanted or suspended operators, while the Officer is safely operating the patrol vehicle. The Department also was awarded a grant to upgrade outdated components of the radio communications infrastructure. Radio communications is the lifeline for Officers on the street.

The Department forever pays tribute to those who have fallen in the line of duty for this great City. In May 2008, two granite memorials were unveiled at Police Headquarters that recognized the ultimate sacrifice that had been made by fallen Officers James W. McGrath, end of watch May 12, 1904, and J. Albert Fisher, end of watch December 15, 1947. The two names were permanently etched on the walls of the National Law Enforcement Memorial in Washington, DC. In May 2011, the third and final historical line of duty death was officially acknowledged and added to the National Law Enforcement Memorial. A granite memorial for Officer Robert W. Provost, end of watch

January 13, 1954, joined that of the other two memorials at Police Headquarters. In their honor, a watermark is displayed on the Department's letterhead:

### **Respect ~ Honor ~ Remember**

Officer James P. McGrath, end of watch May 12, 1904;  
Officer J. Albert Fisher, end of watch December 15, 1947;  
Officer Robert W. Provost, end of watch January 13, 1954



*L to R: Alice Waxler, Marcelle Leahy, Senator Patrick Leahy, Sally Borden of KidSafe Collaborative, and Chief Michael Schirling at the annual Queen City Police Foundation event in 2012*



*Justin Verette, Street Outreach Interventionist, and Chief Michael Schirling, award recipients from the International Association of Chiefs of Police*



# BURLINGTON POLICE DEPARTMENT

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## **BURLINGTON POLICE AWARD RECIPIENTS**

### **CERTIFICATE OF RECOGNITION**

Sergeant Jannine Wright  
David Bean, Emergency Communications Specialist  
John Whitehouse, Emergency Communications Specialist  
Sergeant Robert Baur (Retired)  
Corporal Dominic Brodeur  
Senior Officer René Berti  
Senior Officer Jennifer Cousins  
Senior Officer Eric Dalla Mura  
Senior Officer Erica Schaller  
Officer Tyler Kahlig  
Officer Brian Wilkinson  
Christy Lorrain, Emergency Communications Specialist  
Patricia Wentworth, Emergency Communications Specialist  
Senior Officer Dwayne Mellis  
Corporal Trent Martin & K9 Capone

## **TEAM AWARD**

School Resource Officers:  
Corporal Brian DiFranco  
Senior Officer René Berti

## **DISTINGUISHED SERVICE AWARD**

Julie Davis, Emergency Communications Specialist

## **COVETED BADGE AWARD**

Clark Sheldon, Parallel Justice Specialist

## **LIFE SAVING AWARD (by Civilian)**

Jennifer Whisher

## **LIFE SAVING AWARD**

Sergeant Jannine Wright  
Sergeant Jason Lawson  
Corporal Joseph Champine

## **CHIEF'S AWARD**

Lieutenant Jennifer Morrison

For more information about Department Operations and current initiatives, or to sign up for updates through the NIXLE broadcast system, please visit our website at [www.bpdvt.org](http://www.bpdvt.org).



# DEPARTMENT OF PUBLIC WORKS

The Department of Public Works (DPW) was established 17 years ago through the consolidation of five departments. With a combined budget of over \$32.7 million, DPW has continued to demonstrate the benefits of cooperation and resource sharing across diverse programs.

The following report is a summary of DPW's budget performance through the end of FY12 and operational highlights for each DPW workgroup during that same time period.

## SUMMARY

Our general fund programs, with the exception of Engineering Services, met their budget goals and utilized about \$300,000 less from the General Fund than was originally budgeted. All of the special revenue and enterprise programs, with the exception of Recycling, finished the year in the black, exceeding their net revenue projections.

## GENERAL FUND

### Technical Services

Technical Services comprises three programs. Inspection Services offers consultation and technical advice, issues permits for construction in the City and inspects the work for adherence to safety codes and standards. It is funded entirely by fees. Engineering Services includes design, construction, and management of streets, sidewalks and pathways, sewers and storm drains, water and wastewater, public buildings, traffic signals, residential recycling, transportation planning, and policy development and staff support to various committees. The Capital Street Program is funded from a dedicated portion of the property tax and state aid to help maintain state roads within the City. It provides the resources to repair and reconstruct our transportation infrastructure.

*Selected highlights from this year follow:*

### Inspection Services

- Issued 6,373 permits with a value of \$673,000, indicating continued strong building activity follow the recession;
- Continued to contribute and participate in the issuing of the City's unified certificate of occupancy program;
- Assisted property owners and their representatives in the process of performing a property permit records searches;
- Assisted property owners and their representatives by providing guidance on how best to bring their property into full compliance and close all open permits;
- Continued to participate in coordination meetings with the two other City departments responsible for issuing property and land based permits; and

- Staffed Life Safety Appeals and Vacant Buildings Appeals on behalf of the Public Works Commission.

### Engineering Services

- Provided engineering design and review services for the City;
- Managed the City's General Fund Capital Plan, which includes an inventory and prioritization analysis;
- Assigned staff to schedule, organize, and convene the City Council's Transportation, Energy and Utilities Committee;
- Managed all State and Federal environmental permitting;
- Managed the City's Municipal Separate Storm Sewer System (MS4) General Stormwater Permit;
- Managed the City's Post Closure Land Fill Permits;
- Managed Annual EPA Barge Canal Certifications for City owned properties found within the limits of the superfund site;
- Managed the permitting and annual insurance renewals for above ground and underground storage tanks;
- Served in a leadership role shaping a safe work place culture by:
  - Arranging to have on-site work site training sessions;
  - Researching safe work practices and procedures and recommending changes to work procedures and processes to improve safety; and
  - Identifying any unsafe work practice and alerting the leadership team to execute the appropriate corrective action;



**Steven Goodkind**  
Director



*Vector truck cleaning out a stormwater pipe.*

## DEPARTMENT OF PUBLIC WORKS

- Conducted on-going efforts to provide beach sampling;
- Conducted the Colchester Avenue Complete Streets demonstration project, which is a three-lane complete street configuration, as recommended by the Transportation Plan;
- Installed a buffered bike lane on Union Street, the first such installation in Burlington, which encourages motorists to ride further from the bike lane;
- Continued support of the adoption of the Burlington Transportation Plan;
- Increased participation with bicycle and pedestrian advocacy groups in Burlington, including not only the Walk Bike Council, but also the Burlington Bicycle Coalition and the BTV Bike Cluster (focusing on the bike economy of Burlington);



- Continued pedestrian and bicycle related education and outreach activities in coordination with the Safe Streets Collaborative;
- Worked with the School Department to develop plans to improve the function and safety of the Main Street mid-block crossing at Edmunds School;
- Received State and Federal support to include a new shared use path on the west side of Pine Street from Lakeside Avenue to Kilburn Street in the construction of the Champlain Parkway;
- Continued to advance the Champlain Parkway through the Act 250 process, and have begun preliminary design of contract 6;
- Completed the Church and Cherry Streets Improvement Project;
- Nearly completed the Church Street Lighting and Irrigation Project with the tree planting to occur in Spring, 2013;
- Completed a majority of the Pearl Street Improvement Project, with traffic signal improvements at Church and Pearl Streets to be completed by late Fall, 2013;
- Completed energy efficiency upgrades to heating and electrical systems at each of the City's five Fire

Stations, the Police Station, Fletcher Free Library, and Burlington City Arts;

- Completed Memorial Auditorium Union Street steps and retaining wall;
- Completed (during FY13) improvements to the Fletcher Free Library entrance way;
- Completed infrastructure design of improvements at the Waterfront Access North project area (Moran Plant site), a project funded by a TIGER grant and is set to begin construction in 2013;
- Led the City's effort of disaster recovery as a result of lake flooding that occurred in May 2011, including completion (during FY13) of a number of segmental repairs to the bike path.

### Capital Street Program

- Successfully completed the third year of a \$9.6 million program to raise the pavement condition index (pci) of our street system, having performed work including the paving and reconstructing of over ten miles of roadway in Burlington;
- Completed lower Church Street with new curb bumpouts, new lighting, new crosswalks, concrete, solar clusters, ADA compliance for sidewalks, new roadways, benches, bike racks, new signalization, pedestrian space and other amenities; and
- Completed St. Paul Street Improvement Project, including new mid-block crossing at City Hall Park on St. Paul Street.

### Right of Way

The Right of Way Program is responsible for plowing and sweeping streets and sidewalks, fixing potholes, repaving streets, laying new sidewalks, and maintaining the water distribution and waste water collection systems. The Right of Way program met its budget goals for the year and returned \$80,000 to the General Fund. This surplus was largely attributed to lower than normal snowfall.

*Selected highlights from this year follow:*

- Replaced 4,100 linear feet of sidewalk;
- Used 1,475 tons of salt: 825 tons on the roads and 650 tons on the sidewalks;
- Repaired and replaced over 100 storm catch basins and 25 manholes;
- Swept 875 cubic yards of debris from the streets;
- Repaired grade and asphalt on the bike path FEMA project;
- Replaced the sidewalks and curbs on both sides of Pearl Street, replaced five catch basins and installed 400 square feet of cobblestone during Phase 1 of the Pearl Street Project; and
- Made major upgrades to storm water facilities at the Starr Farm Road dog park, Northgate Apartments drainage system, Edinborough Drive and Muirfield Road storm line replacement.

## Recycling

Recycling licenses haulers, handles curbside pick-up, collects autumn yard waste and Christmas trees, and organizes Green Up Day. It is funded entirely with fees. The recycling program will meet its budget mandates for this year by using funds from its fund balance that accumulated from prior year surpluses.

*Selected highlights from this year follow:*

- Collected about 3,200 tons of recyclables with our curbside collection program;
- Implemented a toter cart purchase program that will make 65-gallon, wheeled toters available to the public at a discounted price;
- Sold household composting bins at a discounted price;
- Placed two new compressed natural gas (CNG) recycling packer trucks into service; and
- Coordinated the City's Green Up Day efforts.

## Equipment Maintenance

Equipment Maintenance operates the City's central garage, services fleet vehicles (Public Works, Police, Fire, Parks and Recreation, and Burlington Electric Departments), and operates the central fueling station for fleet vehicles. It is funded by fees paid by each department for the services provided. Equipment Maintenance will meet its budget targets.

*Selected highlights from this year follow:*

- Purchased a new plow truck, sidewalk tractor, and two CNG recycle trucks;
- Provided over 450 preventive maintenance repairs;
- Provided over 1,950 vehicle and equipment repairs; and
- Purchased a non-functioning sidewalk tractor from the dealer and repaired it at a low cost (approximately one tenth the cost of a new tractor) to replace an older aging sidewalk tractor.

## SPECIAL REVENUE FUNDS

### Traffic

The Traffic Program is responsible for all public parking in the City and at the Airport, as well as for traffic lights, signs, crossing guards, and fire alarms. It is funded from parking fees at municipal garages and on-street meters and receives no tax support from the City.

Parking revenues from meters, our downtown garages, and the Airport were up from last year. This group will meet their budget requirements for this year.

*Selected highlights from this year follow:*

## Parking Facilities

- Marketplace Garage floor drains cleaned;
- Pavement markings applied to the Marketplace Garage;
- Continued graffiti removal and stair tower cleaning;
- Continued constant revenue control repairs;
- Removed revenue control equipment from temporary exit booths at Airport and returned to original exit booths; and
- Reworked Lakeview and College Street Garages to accommodate construction of new hotel spanning Lakeview exit booths.



*Building new sidewalk on Pearl Street*

## Traffic Signals

- Installed cameras and new LED signal and pedestrian signals on US Route 7 at South Willard and Main Streets, South Willard and College Streets, and South Willard and Pearl Streets, and installed two new flashers at North and Loomis Streets;
- Added westbound left turn signal at Shelburne Road and Flynn Avenue intersection and new north and east pedestrian crosswalk signals;
- Replaced loops at Winooski Avenue and Bank Street intersection, and Plattsburgh Avenue and Sunset Drive intersection;
- Installed new video camera detection at Battery and Pearl Street intersection and Pearl and Pine Street intersection;
- Installed new countdown pedestrian signals at University Heights and a total of 37 this year, bringing a total of 128 pedestrian signals installed, leaving 200 remaining to be refitted; and
- Completed inventory of pedestrian signal timing to evaluate compliance with Manual on Uniform Traffic Control Devices (MUTCD) recommendations – of 165 signalized crosswalks, 92 were satisfactory, 45 were adjusted, and 28 remain to be adjusted.

## Meters and Right of Way

- Repainted all 1,205 parking meters this year;
- Loss of 35 meters through development and construction projects;
- Responded to 282 parking meter complaints and resolved any issues found;
- Repaired or replaced 735 regulatory and directional signs this year;
- Painted 572 continental crosswalks and stop bar locations, 382 street print locations, and 500 assorted stencils;
- Painted approximately 300,000 linear feet of long line, fog line, and bike lanes;
- Changed parking plan around Edmunds School on Main Street between Willard and Union Streets; and
- Relined Colchester Avenue complete street design from Prospect Street to East Avenue.

## ENTERPRISE FUNDS

### Water/Wastewater

The Water and Wastewater Programs deliver potable water to your tap and clean the wastewater and some stormwater prior to discharge into the Winooski River and Lake Champlain. The funds come from ratepayers and from services provided to others and, therefore, no burden on property taxes.

For FY12, Water and Wastewater met their revenue budget targets and kept expenses below budgeted levels. Both programs, however, have negative fund balances and, therefore, rate increases in FY13 have been implemented to correct this situation. Wastewater received a 10 percent rate increase in FY12. Water did not have a rate increase in FY12.

*Selected highlights from this year follow:*

### Wastewater

- Wastewater staff continued to use the sewers camera to look for problems prior to street paving and for troubleshooting problem areas. This past year, viewing a sewer line on Ledge Road allowed staff to find a significant water pipe leak that would not have surfaced otherwise;
- Made pump upgrades to pump stations, including Lori Lane, Pine Street, and the Manhattan Landfill;
- Thirteen of 25 pump stations have automatic dialers in the event of an emergency shut down or failure;
- Stations in close proximity to a waterway have extra controls, such as a generator at the Proctor Place pump station;
- During fall 2011, underground emergency storage equal to 3,800 gallons was installed at the South Cove pump station;
- The contractor operating the Manhattan Landfill Gas Generation system went out of business, leaving Wastewater overseeing the burning off of landfill

gas through the flare – future planning will include evaluation of restarting the generator or other ventures with third parties for beneficial reuse of the methane still being generated; and

- DPW and contracted services worked together to repair an emergency combined sewer line break in a busy downtown where approximately 100 feet of 12-inch sewer collapsed.

### Water

- The biggest staffing change in the Water Plant Operations group in the last 30 years was the implementation of a 12-hour schedule change. To implement this change, many hours were spent with the operators and management to find common ground and a schedule that would meet both groups' needs. Although still in the early stages of adjustment, this arrangement should provide a much safer, more productive schedule.
- Water line replacement included a 911-foot section of eight-inch pipe on Drew Street north to Ward Street. The crew also replaced another 920-foot section of eight-inch pipe on Ward Street from North Avenue to Manhattan Drive.
- The City continued to update the Geographical Information System (GIS) database. Both contract and in-house staff were in the field collecting various infrastructure data. A driver on a scooter with a GPS antenna stopped and collected information, such as water valves and hydrants, to get a satellite reading of its locations. This data is important for planning improvements to the system, coordinating infrastructure work, and locating water valves for emergency isolation.



*Video inspection of stormwater pipes to determine location of cracks*

## Stormwater

The Stormwater Program continues to meet its budget projections, though revenues remain about 25 percent less (\$762,500) than what was projected as needed (\$1 million) during the original calculation of the Impervious Surface Unit (ISU) rate that is currently being charged to the City's residents. We are in the process of undertaking an analysis of our billing to ensure all available revenue (under the current ISU) is being captured. Next steps will model different ISU rate scenarios to examine possibilities for capturing the revenue necessary to continue the implementation of the stormwater program and continue to meet the regulatory challenges in future City stormwater permits issued by the State of Vermont.

FY12 represents the third full fiscal year of the Stormwater Program. The changing climate patterns (including more intense storms) have accelerated our focus on locating and assessing our subsurface infrastructure and developing systems to maintain up-to-date maps and service records critical for prioritization of infrastructure investments. The intense storms also have increased the number of requests for improved roadway drainage, as well as for technical assistance and project review related to private entities protecting their homes and businesses from flooding. The emphasis on improved drainage continues to be carefully balanced with the implications of increasing untreated stormwater runoff and unmitigated flow to our separate stormwater system (which drains directly to our natural waterways) and to our combined sewer system, which has capacity issues throughout the City.

We continue to try to allocate some portion of the City stormwater funds (together with grant funds that we have been successful in securing) towards water quality improvement projects, such as the ones described below. These projects, as well as our updated mapping, are critical to helping us develop a suite of tools that we can utilize to meet some of the regulatory challenges that are on our immediate horizon—namely the release of the new Municipal Separate Storm Sewer System (MS4) permit, which contains requirements related to the implementation of Flow Restoration Plans for Centennial, Englesby, and Potash Brooks, as well as the pending release of the revised Lake Champlain Phosphorus Total Maximum Daily Load (TMDL) which may include additional phosphorus reduction measures.

*Selected highlights from this year follow:*

### Overall Programmatic Development

- Completed review of stormwater impervious billing revenue and original impervious mapping;
- Completed manual digitization of directly assessed parcels in preparation for stormwater rate analysis (current annual fee based revenue of approximately \$735,000 remains below what is needed to meet the infrastructure, regulatory, and water quality improvement demands of the program); and
- GIS based asset management system development (see below in Projects and Infrastructure).



*Street sweeping*

### Regulatory

- Continued implementation of our Phase II stormwater management plan and compliance with the City's current MS4 permit.
- See Quick Links and 2011 Annual Report for more information at <http://www.burlingtonvt.gov/DPW/Stormwater/Stormwater-Management/>
- Burlington's Chapter 26 Stormwater Review (calendar year 2011 #s)
  - Review of erosion prevention and sediment control plan for 78 projects.
  - Review of stormwater management plans for 40 projects.

### Significant Projects/Grant Awards

- See <http://www.burlingtonvt.gov/DPW/Stormwater/Stormwater-Projects/> for more details
- Blanchard Beach stormwater outfall (previously received \$25,000 grant from Lake Champlain Basin Program and \$45,000 grant from Vermont Department of Environmental Conservation)
  - Completed feasibility study and design of stormwater improvements and wetland restoration for Blanchard Beach stormwater outfall.

## DEPARTMENT OF PUBLIC WORKS

- Silva Cell Tree/Stormwater System
  - Award to City of \$25,000 in 319 funds.
  - Draft design of a 1,200 cf system that will adequately support tree growth and provide for mitigation of stormwater runoff from south side of top block of Cherry Street.
- Fact Sheet Series: Stormwater Friendly Driveways
  - Award to City of \$7,400 to produce fact sheets to assist citizens in designing and installing stormwater friendly driveways.
- GIS Mapping Update (previously received \$80,000 grant from Vermont Agency of Transportation).
  - Completed initial mapping of all stormwater infrastructure in the City right of way (catch basins, manholes).
  - Completed elevation survey of structures in Englesby Brook Watershed (in preparation for hydrologic/hydraulic modeling update).
  - On-going development of database attributes and linked service records for each feature (inspection, repair, cleaning history for catch basins, manholes, and sewer lines).
  - On-going quality assurance/quality control of GPS features.

### Infrastructure

- Localized flooding/drainage improvements.
  - Curtis Avenue and Starr Farm Dog Park.
  - Flynn Avenue/Foster Street intersection drainage improvements.
  - Top of Clymer Street.
  - Hyde Street and North Street.
  - Bottom of Chase Street (additional improvements are being pursued).
- Repair of collapsed storm line pipes at Northgate.
- Video inspection of Dale Road storm system and

- two Crescent Beach stormwater outfall pipes.
- Inspection of City stormwater outfalls.
- Design of stabilized beach outfall for Little Eagle Bay outfall and 55 Crescent Beach outfall.
- Maintenance
  - Inspection and cleaning of over 1,000 catch basins (calendar year 2011).
  - Repair/replacement of approximately 120 catch basins (calendar year 2011).
  - Dredging of SM 08 Englesby stormwater system forebay.
- Asset Management
  - Ongoing development of GIS based asset management (see projects section above).
  - Entry of all catch basin inspection and cleaning records and line inspection and cleanings.
  - Acquisition of high-accuracy GPS unit to ensure updated of infrastructure mapping.

### Citizen Involvement and Communication

- Continued involvement in Regional Stormwater Education Program (RSEP) ([www.smartwaterways.org](http://www.smartwaterways.org)) and Chittenden County Stream Team ([www.ccstreamteam.org](http://www.ccstreamteam.org))
- Stormwater website updates
  - "Get Involved" link, where we display stormwater related workshops, grant and volunteer opportunities:  
<http://burlingtonvt.gov/DPW/Stormwater/Get-Involved!/>
  - "Stormwater Projects" link, with information regarding our larger stormwater infrastructure projects or programmatic developments:  
<http://www.burlingtonvt.gov/DPW/Stormwater/Stormwater-Projects/>
- Use of Front Porch Forum, BTVDPW Facebook (198 likes), and @btvdpw Twitter (556 followers).



Photo by Patricia Bratine

**B**urlington schools serve nearly 4,000 students in grades pre-kindergarten to 12, across 10 campuses. Our mission is to prepare all students for success in college, careers, and citizenship through access to challenging core academic instruction, enriched arts, math, sciences, and wellness experiences, and opportunities to develop 21st century skills. Our award winning faculty and staff are dedicated and talented, supporting the incredible potential and curiosity of Burlington's children. We enjoy and appreciate greatly the support of parents, partners, and community members.

Over the past year, we have focused on key initiatives intended to improve the success of all students:

### **Affirmative Recruitment, Cultural Competence, and Diversity/Equity**

We have designed a hiring process that seeks to increase the number of diverse faculty and staff and to ensure that all faculty and staff hired are culturally competent. We believe these two steps will help our students prepare for their place in a global community. To this end, we have provided trainings for administrators, Board members, and all who serve on hiring advisory committees. We have made progress in both areas and continue to evolve our process with each hiring season. We also have released a plan for diversity and equity in the Burlington School District, which calls for more consistent and personal professional development for faculty and staff, greater accountability systems for incidents of harassment and discrimination particularly around race, development of an Annual Equity Report to highlight both our strengths and where we are not meeting the mark for some of our students, and a reorganization of our Diversity office to allow appropriate focus on this area to improve achievement opportunities for all of our students.



*Burlington High School Multicultural Dinner*

### **21st Century Learning Environments**

We are working to create opportunities for real life, relevant, active learning opportunities that are technology rich and student centered. This year, we passed a budget resolution that focuses on providing netbooks to middle school students and iPads to 9th grade students that will change the way we teach and students learn. We also are working to increase our numbers of smart boards in the district. We have active gardens in every school, and even a full youth farm at Hunt Middle School. With our Integrated Arts Academy and Sustainability Academy, we design curriculum with the arts and sustainability in mind, and we are seeking ways to expand those themes in the district. The Burlington School District is rich with partners in this work, including the ECHO Center, Shelburne Farms, and Friends of Burlington Gardens.



**Jeanné Collins**  
*Superintendent*

### **Capital Improvements**

In 2009, voters passed an increase in the annual bonding authority for capital projects and a \$9.7 million bond request for critical safety improvements to three of our buildings. This year, we replaced part of the roof at Edmunds Elementary. This roof is over 20 years old and has met its life expectancy. We will continue work on this roof into next year. Also at Edmunds Elementary, as a result of flooding on July 4, 2012, we have replaced the downstairs floors and repaired and painted walls. Primarily covered under insurance, this work brightens the entrance way of this gem on Main Street. Our main project this year was to begin renovations at JJ Flynn Elementary School, which will take two years to complete. We replaced walls and windows on two wings, replaced heating with a geothermal heating unit, updated the roof, and significantly improved the energy efficiency and safety code of the building. The second phase will take place during summer 2013.

### **Over the past two years, we have put into action:**

- Introduction of technology integrated into the middle school and high school curricula with 1:1 devices for students;
- New elementary and middle school math programs, new elementary science programs, and a phased-in approach to a positive behavioral supports system in all pre-kindergarten to 8 schools;
- The launching of two magnet schools in the Old North End, focusing on the integrated arts and on sustainability as a lens through which to provide academics;
- A planning process to re-design learning at our high



school to keep pace with the changes in our society and economy;

- High quality pre-kindergarten partnerships across the county;
- Comprehensive, high quality afterschool programs in all schools in partnership with Burlington Parks & Recreation, Boys & Girls Club, Sara Holbrook Community Center, and King Street Youth Center;
- Trainings and support for teachers to use assessments and interventions to support every child in developing reading, writing, and math building blocks for learning;
- Research-based systems to deliver instruction to our students from many linguistic backgrounds;
- Trainings to support teachers in providing instruction to challenge each child at his or her level; and
- Updated systems to support our commitment to diversity and cultural competence.

We also have maintained our commitment to the magnet schools, arts, music, fitness, athletics, and health. Although we face economic challenges and increasingly complex student needs, we have worked together to improve how we provide opportunities for all our children.



*Math Night at C.P. Smith School*

## **Community Partnerships**

We are fortunate to have many partners who support Burlington's schools. Our community partners play a key role in all of our schools. Working with our local colleges—St. Michael's College, Champlain College, Community College of Vermont, and the University of Vermont—along with the Flynn Theater, Burlington City Arts, Very Merry Theater, Shelburne Farms, City Market, the Intervale, ECHO Center, and Friends of Burlington Gardens, among many other partners, ensures experiences for our students that will prepare them for the opportunities of the 21st century. Our afterschool partnerships with Burlington Parks & Recreation, Boys & Girls Club, and Sara Holbrook Community Center, along with our connection with King Street Youth Center, help to provide enrichment and support to over 60 percent of our students.

## **In Memory of Dan Balón**

Dr. Dan Balón, Director of Diversity Engagement and Education for the Burlington Schools, led us in the study of Courageous Conversations about Race across the district and created spaces where district faculty and staff could discuss race, diversity, and the impact on our student culture. Dan passed away on January 29, 2013. Dan leaves us with a legacy to continue and some thoughtful words to keep us focused: "I have to be very calculating and thoughtful in negotiating those spaces that are predominantly white. When I'm in that space, I know that what I say, people hear for different reasons."

## **It's All About the Kids**

Our students are showing progress in many ways, including growth on test scores, active involvement in community service, and the number of students graduating from high school and continuing on to higher education.

Information about our schools may be found on our website at [www.bsdt.org](http://www.bsdt.org). Our success rests in working together with the community to create and support schools that represent high expectations and the values of the Burlington community. I invite you to stay in touch and share comments and suggestions. Thank you for your continued support of the children of Burlington.

**Stephen Barraclough,  
Dorman & Fawcett**  
*Interim General Manager*

**B**T's fiber to the home network was created between 2004 and 2008 as one of the nation's first municipal fiber builds.

The use of fiber optics resulted in a network superior to any in the area and most in the nation, and capable of delivering symmetrical bandwidth speeds of up to 1 Gigabit, far beyond the capacity of traditional delivery infrastructures used by other incumbent providers.

In recent years, the opportunity that this network offers has been compromised by the impact of a federal lawsuit brought against the City by Citibank. The City Administration and Council continue to work towards a resolution with Citibank to enable a restructuring of BT's finances, with the ongoing input and guidance of the Burlington Telecom Advisory Board (formerly the Blue Ribbon Committee).

Operationally, FY12 has proved a watershed year for BT. While BT continued to see a further fall in the level of residential subscribers throughout the first half of FY12, for the first time in two years residential subscribers began to increase again, modestly, during the second half of the year. This increase came about as the publicity over BT's troubled finances became less, and as subscribers increasingly came to realize that their service was unlikely to be curtailed at short notice and that BT's operations were not in imminent danger of being closed. This upward subscriber trend has continued into FY13. As of January 1, 2013 BT's residential subscriber numbers had increased 8.4 percent over the past year.

BT's commercial business remained stable throughout the year, without the loss of a single key customer. In the last quarter of FY12, in a very visible vote of confidence, Redstone contracted with BT to become the sole provider for the new 403-bed residence hall at UVM. This was the largest single commercial project ever undertaken by BT, involving the provision of both wired and wireless Internet access in addition to video. BT successfully completed the work on time and on budget, and the new facility opened to students in August 2012.

During FY12, BT also continued its internal reorganization, focusing on sales and customer service, including appointing new heads of residential and commercial sales. BT also ended its reliance on outside consultants, apart from the role of Interim General Manager.

For a second year in a row, BT also absorbed cost increases from video content providers and other suppliers, while holding its own prices steady rather than passing them on to customers.

For FY13, BT's focuses will be on growing its subscriber base, working hard to further improve its customer service, and replacing aging central electronics connecting the fiber to BT's services.

BT also has installed the first residential 1 Gigabit connections in Burlington. BT's fiber network enables it to offer 1 Gigabit symmetrical service to any home or business that it passes - the same speed offered by the much-publicized Google Fiber network build in Kansas City, which is widely promoted and featured as "the nation's fastest city wide fiber network." Burlington's network is as fast, and offers the same infrastructure potential for future economic development.



Photo by Jeod Kerlter

The mission of the Chittenden County Transportation Authority (CCTA) is to promote and operate safe, convenient, accessible, innovative, and sustainable public transportation services in the Northwest and Central Vermont region that reduce congestion and pollution, encourage transit oriented development, and enhance the quality of life for all.



**Bill Watterson**  
General Manager

Throughout FY12, CCTA continued to provide valuable and increasingly popular public transportation services within Chittenden County and among adjacent counties. In FY12, CCTA's services included local fixed-route bus service, inter-regional commuter service, super-market and school tripper shuttles, and contracted Americans with Disabilities Act para-transit service for individuals who are unable to ride fixed-route service.

FY12 marked the successful transition for CCTA and the Green Mountain Transit Agency (GMTA) operating as one unified organization, making CCTA Vermont's first and only regional transit authority. Through this transition, CCTA now offers service in eight of Vermont's 14 counties. CCTA is governed by a 13-member Board of Commissioners with two Commissioners representing Burlington and one Commissioner from Essex, Hinesburg, Milton, Shelburne, South Burlington, Winooski, Williston, Washington County, Franklin



County, Lamoille County, and Grand Isle County. Through the expanded Board, a new level of coordination among the urban and rural service areas was achieved.

The annual FY12 operating expenses for CCTA's urban service area were \$14,243,678. The revenue sources to meet those expenses are shown below.

### Organizational Changes

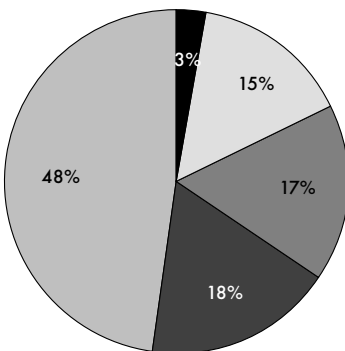
In March 2012, Bill Watterson was hired as General Manager, following a one-year transition period during which Meredith Birkett served as Acting General Manager.






### Ridership and Service Changes:

CCTA provided 2,700,649 fixed route trips in FY12, representing an increase in ridership of 7.5 percent over FY11. The LINK Express commuter routes performed very well in FY12, with the Montpelier LINK ridership increasing by 15.1 percent, the Middlebury LINK ridership increasing by 4.7 percent, and the St. Albans LINK Express ridership increasing by 15.5 percent.

In FY12, CCTA began operating the 116 Commuter in conjunction with Addison County Transit Resources (ACTR), offering a connection between Burlington, South Burlington and Hinesburg, with a service extension to Bristol, Starksboro, and Middlebury. In June of 2012, CCTA also began operating 15-minute peak hour service on the Pine Street route, bringing the number of CCTA routes with convenient 15-minute peak hour service to three.

### Breakdown of CCTA Revenues



-  Federal Funds
-  Local Funds
-  Passenger Fares
-  State Funds
-  Misc. Revenue



*Proposed CCTA downtown transit station*

## **Operational Improvements:**

In FY12, CCTA continued its commitment to safety. The Operations Department and CCTA drivers completed “Advanced Mobility” and “Curbing Transit Distracted Driving” training sessions, both of which are designed to improve the passenger experience by improving safety and customer service.

## **Improved Passenger Facilities:**

In FY12, CCTA completed site selection for a station in downtown Burlington. The St. Paul Street transit mall concept was unanimously endorsed by the Project Advisory Committee and adopted as the preferred alternative by the CCTA Board of Commissioners. More than 60 meetings were held with various stakeholders,



including three meetings with the Advisory Committee and two public meetings.

Work continued on developing a network of area traffic signals that could provide transit signal priority whereby buses receive either a shorter red light signal or a longer green light signal. Transit signal priority is designed to speed bus travel and improve on-time performance of transit routes.

CCTA continued its solar shelter lighting project in FY12, and ten additional passenger shelters were equipped with solar lighting. New passenger shelters were added to improve customer experience at three high ridership locations: Walmart in Williston, Community College of Vermont in Winooski, and at the corners of Colchester Avenue and Mansfield Avenue (this

shelter also includes a bicycle storage rack). Additionally, six existing shelters were retrofitted with bicycle storage racks. Space permitting, all new passenger shelters will be equipped with bicycle storage racks.

## **Contact CCTA for Route and Schedule Information**

864-CCTA

[info@cctaride.org](mailto:info@cctaride.org)

[www.cctaride.org](http://www.cctaride.org)



## Administration

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



**Thomas Moreau**  
General Manager

The Board of Commissioners Officers include: Chair Paul Stabler of South Burlington; Vice Chair Bert Lindholm of Jericho; and Secretary/Treasurer Michelle DaVia of Westford. The Executive Board Members include: Paul Stabler; Michelle DaVia; Alan Nye of Essex; Bert Lindholm; and Steve Goodkind of Burlington.

## Finances

The unaudited FY12 General Fund expenditures were \$8.30 million, and the revenues were \$9.57 million. This represents a \$359,800 decrease in expenditures (4.2 percent) and a \$761,249 (7.4 percent) decrease in revenues from the FY11 General Fund operating results. The decrease in expenditures is primarily associated with 1) a one-time capital grant in FY11 (\$200,000), 2) reduction of \$80,000 in legal costs for the landfill site litigation, and 3) lowered Materials Recycling Facility (MRF) processing costs, contractually tied to the lowered tipping fee rates charged in FY12. The decrease in revenues compared to the prior year is primarily because 1) MRF tipping fee rates were reduced by \$10 per ton in October 2011, 2) one-time grant expenditures in FY11 did not recur in FY12, and 3) a five-month hiatus in production at the compost facility resulted in lowered sales revenues for the year.

## Initiatives/Changes

In FY12, CSWD's major initiatives were 1) to complete the construction and start operations at the new compost facility in Williston to replace the Intervale Compost facility in Burlington, 2) to finish the report that weighs the advantages and disadvantages of municipal contracts for trash collection in Chittenden County and hold public information meetings with most of our member communities, 3) to assist in the passage of Act 148 by the Vermont Legislature that promotes universal recycling of solid waste and is the first significant upgrade of the Solid Waste statute in 25 years, 4) to construct a recycling storage facility for sheetrock and plastic film, and 5) to issue a request for proposals on evaluating residential curbside collection of organics in terms of economic and environmental impacts for various scenarios.

The high market value for our curbside recyclables allowed us to reduce the tipping fee at our MRF. In the



CSWD's legislative liaison, Jen Holiday (far right, in white) witnesses the signing of Act 148 into law in June, 2012.

last week of the fiscal year, CSWD discovered the presence of persistent herbicides in our compost, a finding that may have significant implications for the FY13 compost budget.

## 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 3,234 tons of recyclables, an increase of less than 1 percent from FY11, and 6,580 tons of household trash during FY12, a 1.3 percent increase from FY11.

The **Materials Recovery Facility** in Williston is owned by CSWD and privately operated by Casella Waste Management. In FY12, 40,382 tons of recyclables were collected, sorted, baled, and shipped to markets. This represents a 2.85 percent increase from the previous year. The average sale price for materials was \$126.96 per ton, which is a 3.2 percent decrease over last year's average.

The **Environmental Depot** and the **ROVER** are CSWD's hazardous waste collection facilities for residents and businesses. In FY12, 9,531 households and 680 businesses brought in 625,427 pounds of waste that were collected and processed at these facilities. This included 51,740 pounds (5,174 gallons) of latex paint re-blended and sold as "Local Color," 16,983 pounds of leftover products given away through the "Hazbin" reuse program, and 148,500 pounds (14,850 gallons) of oil-based and latex paint processed for recycling in Canada.

CSWD's **new Compost Facility** began operating in late July 2011. The approximate capital cost was \$2.3 million that was "borrowed" from our Facility Improvement Reserves. The engineered process allows

# CHITTENDEN SOLID WASTE DISTRICT

us to screen the compost to finer levels (3/8 inch) that enhances consumer acceptance. A five-month production hiatus at the end of FY11 and the very beginning of FY12 left us short on material to sell in the spring of 2012, thus decreasing the revenues. As noted in the significant events above, CSWD ended the fiscal year with the discovery of persistent herbicides in our compost, which impacted many of the gardens that our compost products were applied to.

CSWD brokered 14,449 wet tons of Biosolids for our member communities in FY12, which is 6.2 percent less material than last year. Most of the biosolids generated from the Essex Junction Wastewater Treatment Facility were land applied to local farms rather than landfilled. The City of South Burlington completed construction of a new anaerobic digester system that will allow yield a Class A product that should be substantially cheaper to use. CSWD assisted South Burlington with the permitting process and are actively negotiating an amended contract to benefit South Burlington.



The entrance sign to Green Mountain Compost sports the new logo, which was adopted in the fall of 2011.

## Marketing Update

- After moving the composting facility from Burlington's Intervale to its new location on Redmond Road in Williston, we worked with Marketing Partners of Burlington for much of FY12 to rebrand Intervale Compost Products as Green Mountain Compost, strategizing best ways to reenter the marketplace as a new brand.
- We held Green Mountain Compost's big burst into the public eye in the form of a very well-attended CompostFest, held at the end of April 2012, with food, activities, workshops, and music.
- The Chuck It Guide, published every two years, was sent to press in June 2012 and mailed to every busi-

ness and household address in Chittenden County.

- This being CSWD's 25th year of operation, we held Customer Appreciation Days at the Drop-Off Centers (DOC).
- Throughout the summer and fall, once at each DOC, additional staff were present to offer food, information on our programs, raffle prizes, encouragement to sign up for our newsletter, and answers to all kinds of questions from our customers.

A variety of **Educational Programs** and tools are available to assist residents, institutions, and businesses to reduce and properly manage their wastes. The CSWD Hotline (872-8111), website ([www.cswd.net](http://www.cswd.net)), e-newsletter, school and municipal programs, displays, workshops, informational brochures, free recycling bins and compost collectors (over 7,600 distributed in FY12), signage, discount compost bins, special event container loans, Community Waste Reduction Grants, and technical assistance for businesses and institutions are part of this positive community outreach.

Approximately 11,000 employees, students, volunteers, and clients were impacted by the **Business Outreach Program**. School presentations, waste assessments, recycling and composting program planning, Creative ReUse Showcase, and facility tours reached over 4,300 students through the **School Outreach Program**. Through the **Community Outreach Program**, CSWD coordinated or participated in 20 community events, attended by several thousand people, awarded \$4,700 in Community Waste Reduction Grants, and provided direct education to over 1,000 multi-unit residences.

**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 (over \$36,000 awarded in recycling and compost container grants), construction and demolition debris recycling, organics diversion, and markets for recyclables.

CSWD provides funding and staff time to support **Green Up Day** efforts in Chittenden County. In May 2012, 33 tons of litter, 2,335 tires, and one cubic yard of scrap metal were collected. CSWD also contributed \$4,100 to Green Up Vermont on behalf of its member municipalities.

The fall and spring **Appliance and Tire Round-Ups** brought in 1,140 major appliances and 9,724 tires at no charge from 3,049 households, saving them over \$38,000 in fees.

The **Community Clean Up Fund** helps members keep their communities clean and litter-free throughout the year. In FY12, over \$14,500 were distributed to six of CSWD's member municipalities through this program.

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. In Burlington, this includes Derway Island, Donohue Sea Caves, Ethan Allen Homestead, Heineberg Wetlands, Mayes Landing, and Salmon Hole-Riverwalk Park. The City of Burlington has been a supporting member for 40 years. The WVPD's office is located at the Ethan Allen Homestead in Burlington, and Roger Marshall is



**Yumiko  
Jakobicic**  
Executive Director

the Burlington representative. Please visit [www.wvpd.org](http://www.wvpd.org) to view trail maps and learn more about the WVPD's parks.

## Here are a few highlights from the past year:

- **Park Improvements:** The Salmon Hole-Riverwalk Trail was tremendously improved; the trail was re-routed, retaining walls were reset, new puncheon was installed, and many trees were planted and wrapped. At the Ethan Allen Homestead, the office was reinsulated, the caretaker house was renovated, the office and education center were repainted, invasive species were replaced with natives in the "secret garden," and students helped plant 50 saplings along the river. The WVPD also teamed up with the Rozalia Project, whose goal is to clean Vermont's waterways and remove over 790 pounds of refuse from the WVPD's parks.
- **Environmental Education:** The WVPD educator met with 744 children and 172 adults from all of the WVPD's member towns and hosted numerous new events, including Halloween at the Homestead, Recycled Holiday Crafts, and Backyard Wildlife Habitat. Children from C.P. Smith School, Edmunds School, the Howard Center, Hunt Middle School, Northgate Apartments, and the Ontop School all met with the WVPD educator to learn about invasive species, water quality, and wildlife.
- **Financial Sustainability:** The WVPD staff worked hard to bring in additional funding to help keep costs low for member towns. This year, the WVPD received a grant from IBM to purchase snowshoes, participated in a Lake Monsters fundraiser, and received three free employees from the Vermont Department of Labor through the Vermont Irene Recovery Funds. The WVPD staff also increased its advertising efforts for the picnic shelter and observed a record number of rentals.



Students from CP Smith learn about wildlife at the WVPD's parks.

- **Activities for Residents and Tourists:** The WVPD's 16 regional parks are open to the public free of charge and offer nature trails, scenic overlooks, picnic facilities, cross-country skiing trails, canoe and kayak launches, fishing access, and public garden plots. The WVPD also has a partnership with the Ethan Allen Homestead Museum. It provides educational opportunities regarding Ethan Allen's significance, Vermont history, and 18th century living.
- **Programs Offered by Others at WVPD Parks:** The WVPD provides a fantastic location for local groups to offer outdoor programs. Students from the University of Vermont engaged in a study using wildlife cameras in the WVPD's parks. The YMCA returned to host Nature Camp. Over two dozen local residents learned how to garden with the Friends of Burlington Gardens, and New Farms for New Americans had over 90 refugee and immigrant households participate in its community gardening, social enterprise, and agricultural training program.

Children need natural areas to stay in touch with the local landscapes that sustain them. In turn, natural areas need management to assure people and wildlife can peacefully coexist. Each year Burlington's support makes it possible for thousands of Vermonters and tourists to explore our ecologically-diverse system of natural areas. Thank you.

# ANNUAL TOWN MEETING

The following are the election results for the Ballot Questions presented during the Annual City Election held on Tuesday, March 6, 2012. To view the election results for Mayor, City Councilors, School Commissioners, and more, please visit [www.burlingtonvt.gov/CT/Elections/Election-Results](http://www.burlingtonvt.gov/CT/Elections/Election-Results).

## Question 1

### Approval of School Budget for Fiscal Year 2013

"Shall the voters support the School Department's proposed \$59,615,950 locally adopted budget (School General Fund Budget) for Fiscal Year 2013?"

YES 5,359 54.41%  
NO 4,490 45.59%  
RESULT: APPROVED

## Question 2

### Advisory Referendum – Adopting Revenue and Investment Policies that Reduce the Growing Disparity of Wealth and Strengthen the Social and Economic Security of the People of the United States.

"Shall the City of Burlington and its government urge the governments of the United States and the State of Vermont to adopt revenue and investment policies that: (1) reduce the growing disparity of wealth, (2) make the richest people in the U.S. (the top 1%) and the largest corporations pay a fair share and equitable portion of their income in taxes, and (3) strengthen the social and economic security of the vast majority (the 99%) of the people of the United States?"

YES 7,557 77.60%  
NO 2,181 22.40%  
RESULT: APPROVED

## Question 3

### Advisory Referendum – Urging Congress to Propose a Constitutional Amendment Providing that Corporations are Not Persons.

"Shall the People of the City of Burlington urge the Vermont Congressional Delegation and the United States Congress to propose a United States Constitutional amendment for the States' consideration which provides that money is not speech, that corporations are not persons under the United States Constitution, that the General Assembly of the State of Vermont pass a similar resolution, and that the City of Burlington send its resolution to Vermont State and Federal representatives within thirty days of passage of this measure?"

YES 7,663 79.41%  
NO 1,987 20.59%  
RESULT: APPROVED  
Simple Majority Required

## Question 4

### Proposed Charter Change – Business Personal Property Tax Exemption.

"Shall Sec. 81 of the City Charter be amended to increase the business personal property tax exemption from \$2,500 to \$45,000?"

YES 4,732 53.04%  
NO 4,189 46.96%  
RESULT: APPROVED

## Question 5

### Referendum – Pledging Credit of the City to Finance Downtown Tax Increment Financing (TIF) District Improvements.

"Shall the City Council be authorized to finance public improvements within the newly established Downtown Tax Increment Financing (TIF) District by pledging the credit of the City in a principal amount not to exceed \$10,000,000 and 00/100 (Ten Million) Dollars utilizing new tax increment revenues from within the district for repayment, with the City liable for full repayment of the indebtedness including all financing and related costs associated with such indebtedness regardless of whether the tax increment revenues are sufficient for such full repayment, subject to future approval of each debt obligation by the voters or City Council as required by law?"

YES 4,976 54.62%  
NO 4,135 45.38%  
RESULT: APPROVED

## Question 6

### Proposed Charter Change – Increase in Annual Borrowing Authority for City Capital Improvements.

"Shall Sec. 62(f)(1) of the City Charter be amended to increase the annual borrowing authority for capital improvements, additions and replacements for general City purposes from \$1,000,000 to \$2,000,000?"

YES 5,511 58.26%  
NO 3,948 41.74%  
RESULT: APPROVED

## Question 7

### Proposed Charter Change – Increase in Annual Borrowing Authority for Burlington Electric Department Capital Improvements.

"Shall Sec. 63(a) of the City Charter be amended to increase the annual borrowing authority for capital improvements, additions and replacements for Burlington Electric Department purposes from \$1,000,000 to \$3,000,000?"

YES 5,778 61.18%  
NO 3,667 38.82%  
RESULT: APPROVED



The following are the election results for the Ballot Questions presented during the Special City Election held on Tuesday, November 6, 2012. To view the full election results for federal, state, and local offices, please visit [www.burlingtonvt.gov/CT/Elections/Election-Results](http://www.burlingtonvt.gov/CT/Elections/Election-Results).

**Question 1**

**Authorize Issuance of Fiscal Stability Bond**

“Shall the City Council be authorized to issue general obligation bonds or notes (“fiscal stability bonds”) in one or more series in an amount not to exceed Nine Million Dollars and 00/100 (\$9,000,000.00) for the purpose of funding one or more reserve funds to be used for working capital, costs and expenses for the City and its departments, excluding Burlington Telecom, thereby reducing the City’s reliance on short term debt?”

YES 11,429 72.11%  
 NO 4,420 27.89%  
 RESULT: APPROVED  
 2/3 Majority Required

**Question 2**

**Authorize Issuance of General Obligation Bonds – Waterfront Revitalization Tax Increment Financing District**

“Shall the City Council be authorized to issue general obligation bonds or notes in one or more series pursuant to the Urban Renewal Plan for the Waterfront Revitalization District in an amount not to exceed Six Million Fifty Thousand Dollars and 00/100 (\$6,050,000) in order to finance public improvements that serve the Waterfront Tax Increment Financing (TIF) district, specifically for the Waterfront Access North Project, and Bike Path improvements that serve the TIF district; it being understood that tax increment from properties within the TIF district shall be pledged and appropriated for the payment of principal and interest on any bonds or notes issued for the purpose of accomplishing these improvements.”

YES 12,032 74.90%  
 NO 4,032 25.10%  
 RESULT: APPROVED  
 Simple Majority Required



Photo by Laurie Kettler

**Question 3**

**Increase Tax Rate by one-half cent for Bike Path Improvements**

“Shall the tax rate ceiling in Sec. 99 of the City Charter be amended by increasing it one-half cent (\$0.005) upon the dollar of the property grand list, from \$0.2329 upon the dollar to \$0.2379, upon the dollar of the property grand list and shall the voters recommend and authorize the appropriation of such increase to be placed in a special revenue account under the name of the Bike Path Improvement and Maintenance Fund, the purpose of which is to provide for the City’s ongoing bike path improvement and maintenance needs?”

YES 11,837 73.30%  
 NO 4,312 26.70%  
 RESULT: APPROVED  
 Simple Majority Required

**Question 4**

**Advisory Referendum – Support Legalization, Regulation and Taxation of all Cannabis and Hemp Products**

“Shall the people of Burlington support the legalization, regulation, and taxation of all cannabis and hemp products?”

YES 11,374 70.16%  
 NO 4,837 29.84%  
 RESULT: APPROVED  
 Simple Majority Required

## SALARIES FISCAL YEAR 2012

### **Burlington City Arts**

Arnold, Alexandra	2,932.00
Ashman, Kate	24,883.74
Ayers, Jeremy	6,550.00
Barlow, Ann	1,365.00
Berberan, Julia	729.00
Blain, Suzanne	2,310.00
Blasdel, Gregg	7,150.00
Bond, Judith	5,137.50
Bright, Caroline	1,010.00
Brooker, Christina	29,992.17
Collins-Weissberger, Eliza	1,097.50
Corliss, Katie	8,436.75
Costantino, Alexander	648.00
Denice, Eric	1,050.00
Douglas, Jordan	1,120.00
Dyer, Jessica	23,069.66
Eaton, Elise Blake	1,953.01
Eddy, Stanton	720.00
Elliott, Joanna	3,185.00
Farrar, Gretchen	43,487.39
Ford, Eric	53,420.95
Giordano, Lisa	7,973.00
Gonzalez, Jorge	10,568.75
Iannuzzi, Angela	1,000.00
Jean, Annick	1,875.00
Johns, Melinda	38,492.48
Jones, Linda	4,635.00
Katz, R. Elliott	12,634.65
Katz, Sara	53,645.60
Kraft, Doreen	75,489.04
Lefrancois, Daniel	3,241.50
Levasseur, Katherine	925.00
Liebman, Jacquelyn	2,700.00
Lovell, Dan	5,355.00
Lynch, Courtney	27,884.50
Macomber, Rebecca	2,800.00
Macon, Kerri	37,044.47
McIntosh, Averett	1,032.50
McKernan, Kaitlyn	3,579.50
Mernicky, Katarina	1,050.00
Nadel, Marc	2,250.00
O'Brien, Kim	7,083.75
Olson, Ted	41,595.95
Parsia, Jasmine	654.50
Paulsen, Brenna	837.00
Perlah, Robin	2,170.00
Reckord, Courtney	1,085.00
Saffran, Michelle	5,495.00
Salzman, Gail	2,160.00
Sandy, Ashley	670.00
Schwarz, Rebecca	8,032.00
Smith, Madelyn	2,800.00
Sprague, Sarah	4,125.00
Steady, Melissa	55,393.23
Thompson, Christopher	27,527.64
Valyou, Torrey	1,925.00
Vaughn, Christopher	19,517.68
Ward, Catherine	7,449.20
Watson, Kristen	1,260.00
Wernhoff, Elise	805.00
White, Alissa	757.00
Wild, Amy	8,167.50
Williams, Kiersten	37,617.38
Zompetti Lowe, Mary	32,319.42

### **Burlington Electric Department**

Albarelli, Patrick	36,470.90
Alexander, Paul	112,104.39
Archer, Marjorie	69,088.77
Ardell, Paul	60,860.51
Audy, Byron	50,932.51
Babcock, Laura	18,150.00
Baker, Jason	34,619.37
Bingham, Robert	69,563.94
Blanchard, Michael	61,955.02
Bouchard, Jennifer	57,261.41
Brown, Christopher	55,927.33
Brownell, Seth	33,317.34
Brunelle, David	84,095.51
Buckley, Thomas	114,163.39
Burke, William	64,231.48
Burns, Christopher	91,234.10
Buteau-DeBrita, Valerie	59,789.15
Canavan, Ciaran	52,728.93
Carter, Linda	60,396.08
Chagnon, James	73,620.10
Chamberlain, Catherine	61,536.88
Charland, Gary	65,615.15
Collins, Dennis	66,096.13
Coombs, HelenC	72,485.71
Couillard, Richard	68,586.75
Craig, Gerrish	28,132.54
Crowley, Duane	45,324.13
Crowley, Patricia	35,285.66
Crowley, Peter	87,006.14
Cruickshank, George	82,014.65
Day, Mark	22,144.33
Davis, William	66,383.58
Delbeck, Mark	77,315.74
Delorme, Drew	65,054.87
Dickson, Roger	58,401.10
Dolan, Timothy	73,947.64
Donegan, Roger	77,410.52
Dunphy, Michael	28,302.43
Dutra, Sr., James	74,007.59
Elliott, Susan	59,500.58
Fleming, Donald	72,137.29
Gibbons, James	89,838.33
Gingras, Patrick	63,708.40
Giroux, Michael	86,554.81
Gladden, Raymond	54,562.32
Glass, Raquel	58,498.60
Gokey, Daniel	54,926.51
Gokey, Kenneth	18,599.89
Gravelin, Denis	87,057.90
Gregoire, Dana	78,528.24
Gregory, Robert	62,773.02
Griffin, Mary	61,608.15
Grimes, Barbara	124,618.82
Hall, Francis	77,563.66
Hernandez, Dorian	89,175.99
Hewitt Jr., Jason	59,380.45
Hoffman, Ernest	45,278.40
Howard, Brian	81,874.57
Irving, John	119,652.36
Kasti, Munir	171,670.23
Khadka, Bhim	22,108.56
Kimball, James	60,724.92
King, Richard	95,099.34
Knapp, Soni	55,564.60



## SALARIES FISCAL YEAR 2012

Pitrowiski, Andrew	58,746.77	Lane, Nicole	41,798.72
Plante, Robert	80,244.24	Laquerre, Joseph	22,642.76
Ploof, Sean	68,514.51	Leavitt, Daniel	30,797.71
Porter, Joshua	3,523.45	Liban, Hussein	19,910.74
Raymond, Jeremy	63,106.48	MacDonald, John	52,075.13
Reardon, Christopher	64,429.11	Mansfield, Meredith	29,813.81
Reuschel, David	26,622.66	Marceau, Cory	35,821.88
Roberts, David	80,297.46	Mayo, Michelle	5,200.00
Rousseau, Donald	71,103.72	McCaffrey, Deborah	43,142.02
Savoy, Adam	1,409.38	McDonald, Michelle	33,593.67
Savoy, Jason	62,251.33	McEntee, Meaghan	3,264.00
Sears, William	67,787.27	McGonagle, Lisa	42,571.09
Sicard, Tobey	71,372.20	Meilleur, Steven	37,420.81
Simays, Barry	88,459.33	Metcalf, Jeffrey	43,872.98
Slater, Robert	82,281.84	Moulton, Russell	10,101.00
Sullivan, Christopher	68,443.51	Mujezinovic, Alma	26,849.60
Trombley, Matthew	66,478.96	Newell, Kelley	56,019.41
Valyou, Jamie	84,807.78	Nyhus, Timothy	21,830.17
Walsh, Peter	105,530.40	Ohler, Michael	40,139.36
Webster, Edwin	79,646.71	Pelis, Joseph	2,060.88
Whitehouse, John	103,483.00	Perry IV, John	38,360.27
Wilson, Braddon	58,335.91	Perry, Wanda	28,851.20
Wilson, Dennis	67,943.90	Phillip, Angela	3,147.89
Woodman, James	44,517.25	Ravey, Kyle	35,299.92
Ziter, Jason	53,510.72	Robitaille, Tyler	7,489.50

### **Burlington Housing Authority**

Ballard, Lisa	35,695.33
Barone, Shelbe	15,251.50
Barrett, Christopher	62,121.82
Beck Sullivan, Sophia	1,152.00
Bell, Leslie	43,040.97
Bishop Jr, Charles	39,501.10
Bolton, Zachary	36,871.91
Brandon, French	1,116.55
Brown, Holly	30,248.96
Brown, James	53,023.72
Bunzigiye, Jeanine	22,150.30
Cameron, Emily	41,957.48
Carden, Rosemary	39,667.25
Carroll, Clara	22,204.28
Cartier, Michael	13,460.80
Chan, Catherine	32,127.61
Desautels, Richard	2,534.61
Dettman, Paul	91,525.09
DiCarlo, Richard	346.38
Dion, Janet	53,761.28
Donovan, Claudia	59,503.53
DosRemedios, Malaika	4,627.50
Durell, Jacob	6,318.75
Falby, Daniel	37,848.03
Farnham, Melissa	36,147.04
Forky Jr, John	1,369.20
Freed, Rhonda	46,183.56
Green, Janet	43,495.53
Grubman, Nicole	17,277.84
Halstead, Charles	41,886.58
Ham-Ellis, Matthew	43,519.19
Hart, Erika	32,815.62
Hibbard, Nicholas	47,440.36
Holbrook, Victoria	8,532.84
Howard, Chelsey	1,750.01
Kukolj, Nikolina	30,781.44
Lafayette, Jay	1,374.94

### **Burlington International Airport**

Applegate, Brett	21,789.36
Ashton, Michael	27,202.06
Barrett, Timothy	21,501.24
Bergeron, Randall	42,313.81
Besette, Tawnya	15,768.56
Betcher, Ryan	15,928.00
Bostwick, Thomas	6,600.95
Bowman, Heather	43,957.94
Brown, Richard	60,047.99
Cain, Kevin	51,307.62
Carey, Gerry	57,631.32
Carr, John	18,454.00
Catella, Michael	66,417.83
Colling, Kelly	51,033.05
Curran, Luke	9,209.64
Dentch, Leslye	727.83
Durivage, Jason	14,762.82
Edwards, Sheila	39,065.47
Elsman, Jake	13,784.05
Ennis, Sean	4,600.59
Feitelberg, Dana	10,380.35
Felis, Matthew	724.86
Ferguson, Nicholas	2,000.81
Foco, Dzevad	26,290.86
Francis, Danny	8,140.58
French, John	66,993.09
Gagne, Tamara	68,983.18
Geppner, Andrew	28,048.86

## SALARIES FISCAL YEAR 2012

Goodrich, Francis	42,859.30	Bean, Christopher	1,540.75
Groff, Loren	10,164.05	Bean, David	34,978.03
Grooms, Olivia	4,393.85	Beck, Bonnie	69,043.48
Hall, Douglas	58,059.50	Beerworth, Jeffrey	58,113.96
Harding, Matthew	70,628.42	Bellavance, Jason	64,597.34
Hill, Gregory	60,589.62	Belleville, Eric	62,339.07
Jarvis, Alexander	10,383.52	Bernard, Willemsford	38,131.75
Jewell, Corey	59,539.40	Berti, Rene	64,063.93
Jones, Andrew	47,715.19	Bogert, Jillian	43,752.25
Jones, Kristin	34,608.85	Bottino, Peter	4,981.03
Kaigle, Kevin	59,077.83	Bovat, Bruce	89,831.50
Kendrew, Heather	75,328.24	Brewbaker, Debra	29,558.27
Lafleur, Rebecca	26,090.51	Brodeur, Dominic	68,017.03
Laroche, Urgel	46,249.14	Brown, Jessica	54,005.29
Latreille, Jeremiah	47,150.29	Brownell, Anthony	53,924.10
Magnuson, Michael	877.31	Burke, Shawn	93,819.85
Martin, Maurice Davon	17,133.58	Cain, Catherine	52,730.80
McEwing, Robert	95,126.69	Campbell, Daniel	48,573.50
Merchant, Timothy	28,790.94	Cannon, Matthew	66,116.79
Metivier, Mark	50,522.52	Carey, Neil	55,886.22
Miller, Kurt	30,168.27	Carlson, Kristian	83,378.95
Mobbs, Reginald	42,284.42	Champine, Joseph	70,592.03
Mongeon, Joseph	601.80	Chapman, Peter	73,011.66
Morales, Joel	55,089.81	Charland, Tim	37,976.90
Murray, Jason	8,157.57	Chenette, Thomas	78,506.67
Nguyen, Thach	14,790.81	Chiaravalle, Benjamin	2,759.10
Nichols, Paul	1,659.76	Chiarito, Shannon	20,218.01
O'Connor, Stacy	24,908.61	Christensen, Michael	38,641.00
Partelow, Joshua	7,443.21	Clark, Kathryn	27,818.55
Peterson, Robert	1,016.68	Clements, David	66,001.05
Philbrook, Thomas	4,391.24	Cohen, Adam	60,622.91
Phillips, Charles	4,074.28	Colgan, Shawn	35,895.25
Place, Wayne	15,033.64	Corrow, Joseph	2,776.30
Planas, Alejandro	11,319.21	Cousins, Jennifer	59,667.45
Poplawski, Chris	50,301.84	Couture, Justin	86,567.48
Porter, Allen	6,935.22	Cyr, Arthur	77,179.95
Richard, Reed	29,070.03	Dalla Mura, Eric	62,382.37
Sharrow, Patrick	51,980.14	Daudelin, Christopher	4,971.00
Sicard, Kevin	30,514.83	Davidson, Scott	80,620.30
Snyder, Jesse	16,805.80	Davis, Julie	51,833.97
Steves, Sarah	45,196.83	Decker, Walter	88,825.95
Stubbs, Derek	15,837.23	Deweever, Andrew	2,775.10
Suarez, Luis	5,130.17	Difranco, Brian	72,423.54
Tatro, Kirk	56,457.28	Drinkwine, Benjamin	2,782.40
Trombley, Isaac	30,353.08	Drinkwine, William	61,724.45
Varney, Richard	72,962.85	Driscoll, Michael	40,885.67
Venuti, Joseph	1,872.65	Duffy, Dennis	89,947.88
Wheeler, Jonathan	3,947.80	Dumas, Greta	51,157.93
White, Richard	56,303.48	Dumas, Steven	58,566.01
Wood, Douglas	48,712.95	Edwards, Kimberly	72,649.49
Zimmerman, Frederick	5,417.83	Emilo, Bailey	63,619.36
Zizza, Lynn	42,776.11	Fabiani, Paul	70,783.13

### **Burlington Police Department**

Alberts, Joanna	48,929.39	Goodman, Austin	17,954.02
Anderson, Janet	10,797.30	Hackley, Jane	52,700.13
Baccaglioni, Eugene	63,343.43	Hadwen, Brooke	49,034.47
Bachilas, Gregory	4,776.10	Harvey, Nathan	59,583.44
Badeau, Tyler	60,059.73	Healy, Emily	2,755.40
Barbeau, Brandi	61,771.45	Heath, Michael	40,395.28
Barbeau, Larry	53,489.42	Helrich, Emmet	84,987.94
Barber, Laura	7,092.70	Hemond, Michael	71,413.93
Baur, Robert	24,630.34	Henry, Michael	59,616.83
Bean, Bonnie	64,699.82	Higbee, Andi	89,093.64



## SALARIES FISCAL YEAR 2012

Arnold, Alexandra	1,712.50	Blake, Mary	2,291.65
Arnold, Robin	16,146.00	Blank, Phyllis	39,050.00
Arre, Domye	3,800.00	Blethen, Susan	81,276.84
Aurigemina, Melissa	572.00	Bloomberg, Beth	68,403.00
Austin, Josepha	73,967.00	Blumberg, Debra	77,072.00
Austin, Sarah	3,013.64	Bockes, Pamela	68,603.00
Awhaitey, Andrew	31,585.79	Bohn, Robert	72,146.02
Ayers, Jeffrey	1,743.50	Bolwin, Stephanie	76,532.00
Bahrenburg, Nicole	40,665.00	Bombard, Ann	36,678.80
Bailey, Terry	114,049.00	Bonanni, Amanda	58,874.00
Baker, Abbey	18,295.20	Boretos-Barone, Jeanine	17,491.50
Baker, Nancy	19,254.83	Botelho, Gayle	61,310.37
Baker, Patricia	33,482.25	Botte Fretz, Laura	63,476.50
Ballou, Jill	53,552.00	Boucher, Gloria	30,129.72
Balman, Lynne	14,582.70	Boudette, Erica	552.00
Balon, Daniello	80,618.00	Bouras, Adeline	1,245.20
Bangoura, Autumn	57,873.00	Bourgea, Amy	9,702.00
Banks, Mark	39,791.00	Bower, Jeffrey	21,253.66
Barcomb, Therese	35,853.17	Boyd, Kirk	61,429.75
Bardelli, Colleen	1,718.12	Boyers, Richard	76,952.02
Barr, Kaitlyn	2,443.00	Boyle, Stephen	76,084.00
Barrett, Jessica	7,875.23	Boyson, Maria	20,497.08
Barrett, Kristina	7,151.58	Bradshaw, Susan	15,166.80
Barrett, Mary	21,715.12	Brady, Elizabeth	18,659.40
Barrett, Patrick	65,732.00	Breen, Janet	16,545.60
Barry, Edward	11,250.00	Breen, Katrina	2,962.50
Barry, Kaitlin	18,411.42	Brock, Frances	79,665.02
Barwin, Katherine	4,000.00	Brockway, Kimberly	67,071.00
Batchelder, Emily	640.00	Brodie, Beth	38,216.00
Battaile, Robyn	72,836.00	Brooks, Leslie	17,622.67
Bauder, Leah	145.00	Brooks, Susan	76,732.00
Baxter, Susan	40,456.37	Brown, Alyssa	22,159.08
Bazinet, Peter	231.00	Brown, Dwight	44,886.19
Bean, Brenda	2,029.94	Brown, Erica	8,549.20
Beaulieu, Ryan	2,304.00	Brown, Heidi	77,572.00
Bech-Conger, Nadya	41,877.72	Brown, Julie	76,932.00
Bechtloff, Kerry	57,504.00	Brown, Keith	32,716.10
Bedard, Patricia	31,947.49	Brown, Patrick	6,198.75
Beddoe, Ali	1,785.00	Bruder, Lise	45,410.00
Belisle, Scott	175.00	Buckingham, Timothy	54,410.00
Bellavance, Janet	77,872.00	Buechler, Kaitlyn	49,763.00
Bellavance, Tracey	48,539.00	Buehner, Terry	79,616.00
Bennett, Arleen	14,015.86	Bui, Thu	4,405.50
Benson, Alex	525.00	Bundy, Dale	7,347.92
Benson, Patrick	615.00	Burbo, David	49,374.07
Benway, Charles	26,703.62	Burbo, Mark	47,472.87
Benway, Jonathan	44,166.65	Burdick, Jennifer	66,092.00
Benz, Julie	79,152.00	Burke, Edward	2,725.25
Bergeron, Amy	18,819.55	Burrington, Laurie	12,493.20
Bergeron, Stephanie	27,667.54	Burton, Cynthia	19,090.44
Bergman, Jean	10,859.53	Bushey, Rodney	3,250.52
Berwin, Jody	10,921.64	Bushnell, Claire	53,101.36
Besserer, David	18,225.49	Butler, Adam	5,482.65
Bessette, Danielle	47,353.00	Cadwallader-Staub, Julie	86,195.00
Bhandari, Damber	6,752.14	Cadwallader-Staub, Nora	12,626.84
Billings, Julie	23,471.19	Cahill, Michael	2,771.75
Bilodeau, Jacqueline	306.00	Callahan, Peter	10,010.00
Bilodeau, Stacie	19,254.51	Camerlengo, Corey	1,005.00
Bing, Brian	6,210.05	Campbell, Gail	46,893.02
Bingel, Kristen	34,701.51	Campbell, Hector	1,832.25
Biosa, Mami	210.00	Cane, John	6,925.00
Black, Aleah	108.00	Cannon, Jean	19,416.70
Blair, Jennifer	1,381.25	Carberry, Alissa	761.08
Blair, Susan	67,182.00	Carey, Danielle	67,470.20
Blaisdell, Mary	119.52	Carey, Joanne	18,986.94

## SALARIES FISCAL YEAR 2012

Carney, Brennan	53,741.06	Conant, Sarah	37,174.48
Carney, Mary	6,106.80	Condit, Nancy	1,871.50
Caroscio, Carol	76,432.00	Conley, Dianna	23,841.04
Carpenter, Judith	70,417.00	Conley, Nicole	11,342.10
Carpenter, Samuel	9,933.91	Conley, Raymond	1,791.85
Carr, Karen	37,542.82	Connelly, Una	18,310.61
Carroll, Eileen	20,789.31	Cook, Christine	15,099.21
Carroll, Linda	54,684.15	Cook, Kevin	76,514.19
Carroll, Sean	3,021.00	Coon, Rachel	341.26
Carruth, Lorie	33,214.77	Cooper, Sydney	456.13
Cartier, Noralee	76,932.00	Cope, Joseph	22,886.02
Carver, Willie	5,152.42	Cope Jr, Jesse	44,258.57
Cary, Heidi	20,264.79	Corcoran Ii, William	890.77
Case, Janice	76,682.00	Coric, Suvad	31,820.23
Casey, Elizabeth	8,838.00	Cormier, Edward	31,893.48
Cassell Jr, John	59,525.50	Coss, Anne	16,708.88
Castine, Richard	76,432.00	Costa, Anne-Marie	14,861.93
Chaffee, Angela	49,280.00	Cotton, Jennifer	668.75
Chagnon, Anthony	32,168.36	Coughlin, Patricia	16,676.36
Chagnon, Robert	57,774.63	Coughlin, Sheila	1,438.22
Chagnon, Sheila	12,567.69	Couillard, Robert	71,764.47
Chagnon, William	51,275.29	Cournoyer, Katharine	3,198.00
Chamberlain, Herbert	47,670.46	Couture, Christine	40,310.98
Chamberlain, Joann	32,079.09	Couture, Liane	80,077.26
Chamberlain, Steven	26,374.45	Couture, Nikolas	3,064.75
Chambers, Amy	21,343.50	Covey, Christina	7,260.00
Champagne, Pamela	31,316.38	Cowell, Colleen	80,609.05
Chandler, Matthew	81,866.00	Cox, Daniel	39,468.61
Chapman, Cyrille	19,178.38	Cox, Dolores	53,769.46
Chapman, Lauren	60,169.26	Cox, Lindsey	2,356.20
Charboneau, Carol	23,662.80	Cox, Vera	22,055.85
Charbonneau, Chris	50,102.87	Crane, Brooke	1,221.50
Charbonneau, Tammy	76,432.00	Crane, Chandrakala	38,216.00
Chase, Kimberly	66,815.00	Crawford, Joanne	38,324.81
Chastenay, Suzanne	10,219.75	Cronin, Jocelyn	66,496.00
Chayer, Marianne	65,155.50	Cross, Hazen	7,824.50
Cheeseman, Doug	4,442.00	Cross, Kevin	17,929.26
Cherhoniak, Carol	18,259.61	Croteau, Brian	36,544.59
Chirase Jr, Pat	68,403.00	Crothers-Goldsworthy, Sara	68,253.20
Choedon, Lobsang	32,005.96	Crowley, William	65,732.00
Chozick, Jacqueline	42,038.00	Cruise, Linda	2,520.18
Christopher, Trevor	96,000.00	Cruz, Robin	76,744.51
Chu, Betty	732.50	Cudney, Amy	44,864.40
Church, Robert	70,317.00	Cullen, Michelle	47,388.00
Cicchetti, Margaret	288.00	Cummings, Tomas	76,432.00
Cipriano, Derek	3,020.00	Curran, Allison	39,745.00
Clapp, Bonnie	9,295.00	Currier, Allen	14,945.00
Clark, Casey	18,124.53	Currier, Noemi	56,959.16
Clark, Melissa	3,662.50	Curtis, Stacie	51,041.00
Clark, Michelle	17,269.20	Curtis Jr, David	12,066.36
Clark, Suzanne	12,329.60	Cushing, Barbara	37,484.49
Clark Jr, David	17,960.40	Dahal, Bidur	3,646.85
Clarke, Graham	96,983.00	Dahal, Rajev	500.00
Clarke, Maleka	6,530.00	Daigle, Melody	69,004.02
Clarke, Molly	247.50	Daily, Thomas	50,230.00
Clements, Elizabeth	16,721.45	Dall, David	39,230.88
Clifford, Carrie	20,035.09	Daly, Moses	50,746.06
Clough, Denise	18,962.17	Daniel, Alicia	690.00
Cobb, Colleen	52,331.26	Daudelin, Eileen	22,417.61
Cocchetti, Michael	49,227.34	Davey, Marcie	23,456.40
Colburn, Karen	76,432.00	Davila, Torrey	18,502.77
Collins, Jeanne	125,735.00	Davis, Douglas	89,618.00
Colomb, Leslie	105,642.00	Davis, Julie	21,926.18
Companion Iii, Edward	56,923.00	Day, Robert	3,743.00
Conant, Margaret	70,317.00	Dean, Lillian	47,171.00



## SALARIES FISCAL YEAR 2012

Deane, Joshua . . . . .	225.00	Dunne, Maxine . . . . .	3,277.50
Debarge, Stephanie . . . . .	18,324.78	Dunsmore, Benjamin . . . . .	3,000.00
Debiasio, Jessica . . . . .	19,096.50	Dunsmore, Mary . . . . .	52,990.00
Dede, Irini . . . . .	17,491.50	Dusablon, Barbara . . . . .	10,218.72
Dee, Mary . . . . .	76,457.00	Dusablon Jr, Ronald . . . . .	35,876.58
Deforge, Jacqueline . . . . .	13,070.09	Dvorak, Ludmila . . . . .	77,253.00
Delaney, Maureen . . . . .	8,400.00	Dvorak, Pavel . . . . .	78,052.00
Delaney, Sharron . . . . .	76,432.00	Dyer, Katherine . . . . .	47,508.00
Delcastillo Alzamora, Silvia . . . . .	930.00	Eastman, Shanta . . . . .	19,090.44
Delorme, Marjorie . . . . .	78,142.00	Eaton, Allison . . . . .	11,448.16
Demarais, Arthur . . . . .	1,980.00	Edelstein, Aaron . . . . .	3,483.25
Demaroney, Laura . . . . .	44,940.12	Edelstein, Ethan . . . . .	3,254.38
Demartino, Deena . . . . .	1,308.42	Edgerley, Daria . . . . .	19,318.50
Demasi, Francis . . . . .	52,818.73	Eichen, Joshua . . . . .	1,311.75
Deng, Peter . . . . .	11,941.70	Ellicock, Skye . . . . .	649.75
Dennis, Antony . . . . .	44,132.20	Elliott, Joanna . . . . .	4,068.00
Dennis-Devries, Caitlin . . . . .	299.75	Elliott, Sandra . . . . .	16,934.44
Dericks, Trevor . . . . .	63.00	Ely li, Timothy . . . . .	21,985.90
Derr, Rebecca . . . . .	3,356.81	Emery, Thomas . . . . .	81,246.20
Desautels, Janine . . . . .	12,916.80	Enos, Coretta . . . . .	24,460.20
Desautels, Lance . . . . .	52,861.17	Erb, Keith . . . . .	64,812.93
Desautels, Stephanie . . . . .	11,412.80	Evans, Catherine . . . . .	2,469.20
Desautels, Tina . . . . .	29,587.39	Evans, David . . . . .	2,940.00
Desiderio, Anna . . . . .	148.58	Evans, Elizabeth . . . . .	74,740.20
Desjardins, Ellen . . . . .	3,800.00	Evans, Jason . . . . .	57,215.30
Devin, Jaime . . . . .	7,983.50	Ewell, Miles . . . . .	7,321.19
Devita, Christel . . . . .	34,293.45	Faber, Alissa . . . . .	32,500.00
Dhakal, Basu . . . . .	372.50	Fagan, Lauren . . . . .	76,432.00
Diblasio, Natalie . . . . .	1,993.71	Fahy, Elizabeth . . . . .	73,046.20
Dickerson, Melissa . . . . .	17,445.69	Fan, Odette . . . . .	3,501.75
Diego, Chris . . . . .	3,024.00	Farineau, Ginger . . . . .	80,432.00
Dieng, Ali . . . . .	11,682.00	Farineau, Jean Paul . . . . .	76,432.00
Dilego, Pasquale . . . . .	33,841.56	Farnham, Lois . . . . .	9,744.97
Dimasi, Nancy . . . . .	67,253.20	Fasy, Michael . . . . .	30,667.97
Dimmick, Cassie . . . . .	44,581.00	Felber, Anne . . . . .	15,618.20
Dimmick, Robin . . . . .	14,945.00	Feliciano, Marissa . . . . .	1,680.00
Dion, Catherine . . . . .	17,820.00	Felton, Sean . . . . .	466.38
Dion, Holly . . . . .	13,958.40	Feng, Lili . . . . .	70.00
Dipaola, Emily . . . . .	9,038.03	Fereshetiah, Lauren . . . . .	6,036.41
Diperri, Amy . . . . .	45,999.00	Fetters, Marie . . . . .	788.15
Divenuti, Patricia . . . . .	22,259.35	Fialko-Casey, Beth . . . . .	63,739.00
Do, Son . . . . .	27,556.95	Figueroa, Scott . . . . .	438.19
Doan, Tina . . . . .	13,891.62	Finlay, Jessica . . . . .	1,941.00
Doh, Esther . . . . .	290.00	Fischer, Melissa . . . . .	3,911.30
Dolan, Robert . . . . .	345.00	Fisher, Ann . . . . .	16,077.44
Dolson, Lori . . . . .	17,388.00	Fisher, Eric . . . . .	68,403.00
Donahue-Holt, Jane . . . . .	81,541.26	Fitzgerald, Elizabeth . . . . .	44,239.00
Donley, Dielene . . . . .	33,138.84	Fitzgerald, Joel . . . . .	60,500.00
Donnelly, Allison . . . . .	3,661.89	Fitzgerald, Patricia . . . . .	3,705.00
Donoghue, Meghan . . . . .	19,771.43	Fitzgerald, Ryan . . . . .	23,201.06
Dorfman Riley, Alyson . . . . .	63,821.00	Fitzpatrick, Megan . . . . .	64,871.00
Dorsey, Heather . . . . .	2,537.52	Fitzsimmons, Timothy . . . . .	51,716.76
Dorsey, Rachel . . . . .	12,653.65	Flaherty, Margaret . . . . .	40,523.11
Dosremedios, Malaika . . . . .	1,087.50	Fletcher Scheuch, Jocelyn . . . . .	44,461.49
Dowett, Janet . . . . .	49,722.00	Fleury, Thomas . . . . .	96,832.00
Downey, Karen . . . . .	81,410.20	Flynn, Kristine . . . . .	52,381.00
Drolette, Todd . . . . .	1,804.50	Fogg, Aaron . . . . .	56,923.00
Drown, James . . . . .	79,137.27	Foley, Zachary . . . . .	5,786.82
Drpich, Gissele . . . . .	47,508.00	Fonseca-Foster, Katherine . . . . .	16,919.31
Dubois, Molly . . . . .	48,383.99	Fontaine, Lawrence . . . . .	14,514.72
Ducharme, Edith . . . . .	26,972.70	Foote, Denise . . . . .	23,422.53
Dufault, Erin . . . . .	49,038.36	Foote, Lindsay . . . . .	56,838.73
Duggan, Chelsea . . . . .	19,428.14	Forbes, Judith . . . . .	19,644.74
Dull, Timothy . . . . .	25,218.05	Forrester, Tonya . . . . .	56,543.51
Dunn, Annie . . . . .	30,669.09	Foster, Tammy . . . . .	2,582.00

## SALARIES FISCAL YEAR 2012

Fournier, Jeffrey	61,015.79	Greene, Elizabeth	76,432.00
Fox, Donald	68,044.00	Gregory, Georgine	72,467.00
Fox, Nicholas	1,475.00	Grenn, Lily	7,299.00
Foy, Arron	773.13	Griffin, Nora	26,831.89
Foy, Melissa	39,316.96	Groseclose, Karen	85,996.35
Francke, Ashley	45,629.00	Grykien, Katherine	58,424.00
Freeman, Tammy	35,250.73	Guay-Timpson, Leesa	88,360.00
Friedman, Joshua	63,941.00	Guerra, Meghan	100.00
Gadue, Barbarann	18,369.00	Guillen, William	3,208.25
Gage, Justin	21,407.16	Guilmette, Kate	57,316.20
Gagner, Molly	6,859.75	Gusha, Gladys	1,695.00
Gagnon, Alan	192.19	Gustafson, Amanda	23,794.00
Gagnon, Anah	53,802.00	Guyette, Constance	17,739.80
Gagnon, Jean-Paul	73,000.37	Gyuk, Aranka	74,056.00
Gagnon, Jennifer	26,185.98	Hagan, Daniel	77,834.92
Gaida, Barbara	1,496.34	Haggerty, Holly	2,886.36
Gallagher, Kathleen	54,910.38	Hajdun, Matthew	48,459.00
Garber, Maureen	22,109.81	Hakim, Michael	43,538.00
Garofalo, Joseph	76,932.00	Halligan, Leisa	61,354.51
Garrido, Maria	34,121.05	Halpin, Janet Joppe	76,432.00
Garrido, Nicanor	10,167.96	Halsted, Angela	14,738.58
Gatch, Ann	59,263.00	Hamlin, Kimberly	26,831.22
Gaudreau, Mary	4,292.50	Hammond, Timothy	18,597.60
Gavin, Constance	1,475.00	Hanlon, Sara	545.00
Gebo, Timothy	31,762.94	Hannigan, Kathy	22,293.92
Gelles, Betty	9,176.79	Hao, Zhihang	74,567.00
Gendimenico, Janelle	57,324.00	Hardy, Tyler	880.00
Gendreau, Sarah	10,322.84	Harris, Clancy	19,014.46
Germany, Kevin	440.75	Hart, Alexa	200.00
Gerstenmaier, Michael	17,627.58	Hart, Mary	29,522.77
Gervais, Judith	492.00	Hartley, Kristin	2,959.50
Ghising, Hemant Tamang	16,161.80	Harvey, Christine	57,913.00
Giallorenzo, Teresa	13,770.00	Harwood, Max	943.25
Giard, Christopher	81,530.00	Haskin, Meghan	2,930.96
Gibbo, Christopher	14,932.26	Haskins, Donna	19,543.25
Gibson, Leanne	8,538.48	Haslam, Rebecca	26,228.00
Gibson-Eddins, Rajinii	15,992.59	Hassan, Abdullahi	19,189.95
Giese, Beth	101,367.00	Hatgen, Timothy	2,915.00
Gilbar, B Michael	7,833.33	Hathaway, Dawn	29,341.33
Gilbert, Christopher	4,019.50	Hathaway, Melissa	60,581.00
Gill, Betty	45,763.31	Hathaway, Travis	26,630.84
Gill, Haleigh	166.57	Hayes, Jamie	5,748.75
Gillard, Cassidy	15,577.40	Hayes, Jeffrey	6,788.00
Gillard, Gregory	63,056.00	Hayes, Sally	63,701.00
Gingold, Jason	65,732.00	Hayes, Tania	72,836.00
Gingras, Edith	5,430.00	Heald-Ewins, Jana	20,262.10
Gingras, Monica	19,063.80	Heath, Molly	47,476.28
Girouard, Marcel	64,689.75	Hebert, John	32,344.52
Giroux, Ann	9,311.88	Hefferon, Lynne	74,267.00
Giroux, Tina	5,196.64	Held, Susan	73,208.70
Gitzes, Alexandra	25,928.10	Hemingway, Judy	5,643.17
Goida, Allyson	624.64	Hemp, Shelby	8,484.48
Gold, Jacob	4,458.09	Henderson, Neil	1,597.50
Golder, Geoff	390.00	Henley, Lauren	3,021.00
Gonyea, Justin	21,347.95	Henry, Paula	35,861.50
Gonyo, Patricia	34,399.53	Henzel, John	3,577.00
Gordon, Cindy	28,214.79	Hernandez, Marissa	20,486.70
Gordon, Mary	25,380.74	Hernandez, Ruben	420.25
Gordon, Sarah	56,093.00	Heusner, Sarah	33,607.35
Gorman, Stephanie	6,903.49	Hevey, Grace	1,635.00
Gotame, Puspa	4,963.51	Hevey, Kathleen	59,749.00
Grady Jr, James	9,536.25	Hewitt, Mary	44,063.25
Gragg, Monica	39,476.02	Hickey, Laurie	63,821.00
Graves, Sara	44,073.75	Hier, Kelli	1,688.00
Gray, Michael	81,997.84	Hill, Aaron	24,113.34

## SALARIES FISCAL YEAR 2012

Hill, Brian	7,680.00	Kagle, Ruth	42,120.00
Hill, Jennifer	6,825.00	Kalinoski, Ann	70,517.00
Hill, Robert	62,197.93	Kalman, Maryann	46,413.49
Hocker, Kimberly	12,204.96	Kareckas, Anthony	16,340.40
Hodgson, Althea	57,673.00	Karnoski, Luke	466.38
Hoffman, Brian	74,713.38	Kast, Kimberly	19,131.00
Hoffman, Candace	21,836.70	Katsnelson, Julia	1,489.40
Hoffman, Emily	1,410.75	Kaufmann, Eric	61,641.00
Hoffman, Zoe	3,770.25	Kavanagh, Cheryl	18,274.14
Hoisington, Margaret	28,092.12	Keenan, Mary	60,561.20
Holden, Carla	266.25	Keepin, Isaiah	18,454.80
Holmes, Julie	7,425.00	Kelley, James	62,388.27
Holmes, Stacy	3,869.69	Kelley, Jill	54,332.00
Holt, Alexander	345.00	Kennedy, Lynn	90,410.00
Hood, Tanna	4,140.00	Kenney, Maria	20,456.75
Hoover, Wanda	4,358.24	Kernoff, Diana	8,548.70
Horton, Rachel	13,778.84	Kernoff, Jennifer	13,638.94
Hoskins, Michael	22,520.86	Khadka, Harka	16,493.00
Houchens, Paul	66,927.26	Khadka, Renuka	3,392.50
Howe, Andrew	7,323.25	Kilbourn, Carolina	20,276.42
Howes, Madeleine	3,269.91	Kim, Chong-Ho	5,391.18
Htun, Truetender	125.45	King, Amy	72,836.00
Hubbard, Barbara	77,192.00	King, Barbara	14,417.35
Hubbard, Scott	73,265.00	King, Susan	47,895.19
Hughes, Jan	70,517.00	King, Wendy	76,432.00
Hulbert, Patricia	64,821.00	Kingkittisack, Phosi	13,691.78
Hulsen, Jeanne	61,343.00	Kinville, Mary	1,634.95
Hunt, Kimberly	38,511.48	Kipp, Joy	13,135.32
Huntoon, Robert	2,790.00	Kirk, Wilhelmenia	31,208.25
Iannuzzi, Angela	4,646.20	Kissell, Patricia	76,432.00
Ibrahim, Ahmed	2,410.00	Kissell, Paul	878.33
Interlandi, Michael	69,327.97	Klima, Judith	63,906.31
Irish, Lloyd	102,312.00	Kline, Bernard	46,830.48
Irish, Mark	58,552.00	Klinger, Roger	65,782.00
Irish, Thomas	33,826.88	Knight, Amy	44,212.89
Irvine, Virginia	11,117.04	Knight, Sean	241.50
Iverson, Donna	18,640.80	Knox, Jamie	1,150.56
Iwobi, Sofia	3,552.00	Knox, Nancy	13,785.00
Jackson, Reuben	27,179.90	Kohler, Jacqueline	67,049.10
Jackson Sr., Samuel	42,484.18	Korajkic, Emina	6,388.28
Jacobelli, Jill	68,873.05	Korajkic, Star	12,342.00
Jacobs, Alicia	20,026.80	Korman, Timothy	70,128.00
Jampa, Jampa	32,626.57	Korrub, Orli	24,046.15
Jennings, Phuket	46,645.12	Kounta, Jenny	1,263.75
Jesdale, Linda	55,770.85	Kowalsky, Benjamin	8,205.03
Jette, Vicki	10,375.07	Kranichfeld, Oliver	24,911.66
Johnson, Benjamin	66,237.91	Krisak, Wendy	3,400.00
Johnson, Elaina	2,049.00	Krisak Jr, Ronald	2,132.00
Johnson, Jessica	2,256.90	Krug, Deborah	11,347.50
Johnson, Matthew	4,442.00	Kuckovic, Ervina	59,255.00
Johnson, Meghan	41,175.50	Kuhn, Daryl	76,432.00
Johnson, Monica	1,380.00	Kulapin, Vitaliy	61,089.00
Johnson-Aten, Bonnie	114,202.75	Kuljancic, Dervisa	5,500.00
Johnston, Pamela	1,187.50	Labonte, Erin	29,051.15
Jones, Amanda	21,356.30	Labounty Sr, Karl	45,194.43
Jones, Holly	44,183.68	Lachance, Amy	68,403.00
Jones, Jesse	517.63	Laclair, Patrick	768.00
Jones, Kimberly	343.50	Lafantano, Heather	27,007.52
Jones, Maria	24,000.91	Lamantia, Rebecca	60,881.00
Jones, Megan	321.75	Lamb, Amanda	5,197.50
Juenker, Barbara	69,153.00	Lambert, Gary	56,009.38
Juster, Jay	1,280.00	Lambert, Katherine	1,898.40
Kadhem, Areej	4,204.21	Lamberti, David	61,026.00
Kadic, Nedzida	5,130.00	Lamont, Anne	31,494.00
Kadic, Almira	6,568.41	LaMontagne, Courtney	150.00

## SALARIES FISCAL YEAR 2012

Lamphere, Suzanne	23,484.81	Loiseau, Jennifer	18,442.11
Landberg, Terrence	49,040.00	Long, Maribeth	23,753.24
Landon, Joan	14,946.02	Longe, Irene	69,505.45
Landry, Kimberly	2,288.31	Longobardo, Jessica	3,953.15
Landry, Lisa	15,066.68	Longworth, Meredith	41,438.08
Landry, Margaret	64,205.52	Lopez, Maybeline	13,584.72
Lane, Stephen	76,754.96	Lothian, Kathy	18,882.16
Lane, Sylvana	540.00	Lovejoy, Cara	17,075.50
Lang, Selina	1,546.75	Low, Bronwyn	21,132.29
Langdon, Linda	721.15	Lowe, Erika	56,223.50
Langston, Diana	93,524.93	Lowy, Katherine	5,689.75
Langston, Kelly	2,405.76	Loyer, Kasey	5,050.76
Languasco, Adrian	930.00	Lu, Hoang-Jesse	3,168.00
Lanzillo, Jason	19,684.18	Lu, Jeff	35,941.46
Lapierre, Aliza	25,732.14	Lu, Minh	2,332.50
Lapointe, Kingsley	1,067.00	Luitel, Puspa	710.00
Larkin, Anne	20,368.24	Lundy, Abaigeal	4,665.51
Larose, Natalie	43,300.50	Lussier, Allen	4,802.75
Lasell, Brian	2,948.00	Lussier, Marcie	17,010.00
Lasell, Paul	2,948.00	Lustgarten, Erica	660.00
Latham, Sandra	500.00	Lwin, Khin	180.00
Latulippe, Wendy	21,406.21	Lyons, Kathryn	47,388.00
Lauterbach, Christina	8,042.58	MacDonald, Julia	11,499.49
Lavery, Paula	4,453.72	Machia, Randy	189.00
Lavigne, Carole	70,655.68	Mack, Andrew	69,097.00
Lavigne, Jane	81,212.75	Mack, Laurie	68,374.00
Le, Hau	11,374.51	Mack, Mercedes	12,038.40
Leach, Melody	19,614.58	Mack, Nicholas	58,825.43
Leal, George	24,453.77	Mack, Susan	76,432.00
Leavitt, Diane	71,855.20	MacLean, Meghan	659.18
Leavitt-Deeb, Valerie	20,081.86	MacNeil, Ronald	69,239.00
Leblanc, Kristie	19,190.71	MacPherson, James	8,262.28
Lebovitz, Roger	35,000.00	Madore, Christina	48,284.33
Leclair, Nancy	18,615.45	Magnus, Debra	17,172.00
Ledoux-Moody, Tammie	68,977.19	Mahan, Sara Jane	82,000.00
Lefebvre, Deborah	71,667.00	Maille, Matthew	11,200.00
Lefebvre, Jeffrey	21,545.59	Major, David	45,794.90
Leitao, Ashley	45,859.00	Major, Rhonda	21,478.99
Lenihan, Jennifer	74,047.00	Maley, Lynn	11,051.34
Leo, Melissa	8,490.49	Malik, Aziza	41,970.00
Leon, Nancy	71,917.00	Mancuso, Kelly	61,470.51
Leopold, Barbara	141.75	Manos, Anastasia	2,472.71
Lesage, Lindsay	17,994.60	Marcotte, Sandra	51,719.63
Lessard, Terri	79,932.00	Marinovich, Mia	36,132.81
Lessor, Stacey	20,693.10	Marius, John	2,160.00
Letourneau, Allison	77,007.00	Marshall, Daniel	22,363.20
Lewis, Laurie	17,978.81	Marshall, Dean	19,540.22
Lewis, Morrison	96,776.00	Martin, David	30,800.00
Lifschutz, Leon	3,442.00	Martin, Joshua	14,261.05
Lifson, Meira	5,798.75	Martin, Sally	77,510.74
Limanek, Joanne	19,045.47	Marvin, Susan	73,967.00
Limoge, Amy	57,724.00	Masefield, Amy	60,236.51
Limoge, Kenneth	35,229.64	Masse, Tammy	12,898.58
Limoge, Tina	29,419.72	Matheny, Shannon	1,610.00
Limoge Ii, Kenneth	1,558.00	Mathewson, Arlene	6,471.99
Limoges, Marie	727.50	Mathias, Michelle	92,000.00
Lindberg, Misa	42,218.00	Mathis, Kathy	31,044.45
Little-Hayes, Jessica	44,385.55	Matton, Patricia	54,035.33
Livak, Natalia	18,837.00	Maw, Zar	6,973.38
Livingston, Sean	32,477.59	May, Linda	15,000.00
Lizzo, Kevin	2,807.25	Mayfield, Alison	1,124.93
Lodish, Chaim	55,577.37	Maynard, George	10,071.03
Lodish, Valerie	43,691.97	Mazuzan, Nina	47,264.00
Loeser, Sarah	2,354.00	Mazuzan Iii, John	57,105.19
Loftus, Erin	1,502.50	Mazzella, Michael	1,875.00

## SALARIES FISCAL YEAR 2012

McCann, Shana	640.00	Montague, Ryan	19,349.73
McCarthy, Michael	8,375.04	Montgomery, Ellen	73,907.06
McCarthy, Peter	14,281.48	Moody, Donna	17,820.00
McCarthy, Robert	4,505.00	Moody, Lisa	9,537.81
McCobb, Camille	200.00	Moore, Amanda	2,581.50
McConville, Peter	57,704.00	Moore, Bonnie	49,075.41
McCoy, Marianne	4,711.25	Moore, Joseph	5,901.65
McDonough, Amy	1,457.50	Moore, Nathaniel	5,577.22
McDonough, Noreen	16,252.14	Moorman, Christina	13,090.92
McDougal, Jane	8,646.38	Morelli, William	14,205.00
McEachern, Bryarly	1,380.00	Morena, Lillian	161.28
McEntee, Margaret	10,006.14	Morin, Angela	43,911.49
McGrath, Robert	1,537.52	Morin, Kelly	16,212.35
McHugh, Carol	76,532.00	Morrie, Nancy	504.90
McKay, Ann	14,671.08	Morrill, Lynn	4,994.42
McKay, Robert	11,856.45	Morris, Deirdre	45,849.00
McKearin, Mallory	539.00	Morton, Sydney	1,866.80
McLane, Elizabeth	56,998.00	Mostoller, Jesse	6,221.72
McLaren, Jeffrey	1,438.50	Motia, Pari	11,409.84
McLean, Ellen	66,082.00	Moyer, Kevin	466.38
McLean, Kathleen	37,773.10	Mozeika, Philip	13,695.83
McLoughlin, Alicia	16,357.50	Muderhwa, Amani	315.00
McMorris, Heather	56,053.00	Muderhwa, Tshimalamungo	3,340.64
McNamara, Debra	52,332.57	Muir, Christy	7,862.10
McNamara, Dylan	88,537.71	Muller, Carolyn	133.25
McNamara, Kristen	10,418.16	Muller, Gretchen	65,206.00
McRae, Martin	14,945.00	Mulligan, Vasile	609.75
McSweeney, Colleen	43,767.50	Murphy, Andrew	1,688.00
McSweeney Sr, Lloyd	53,728.00	Murphy, Christopher	1,162.50
Means, Kimberly	44,713.00	Murphy, Colleen	65,982.00
Medar, Izudin	22,601.02	Murphy, Deena	22,069.60
Mellencamp, Amy	121,943.00	Murphy, Erin	35,577.17
Mensah, Felicia	660.00	Murphy, Francis	31,623.83
Merchant, Karen	12,843.03	Murray, Edgar	76,557.00
Merrell, Erika	4,528.14	Murray, Jessica	636.00
Merrill, Audrey	21,379.56	Musgrove, Tamara	24,284.40
Merritt, Tracy	20,883.98	Myregaard, William	62,962.54
Merwin, Jonathan	16,024.89	Nadel, Nancy	64,196.00
Messier, Paul	1,510.00	Napolitan, Matthew	1,366.00
Metheny-Leib, Lynne	1,078.67	Ndikumana, Patrice	320.00
Meyer, Richard	68,903.00	Neary, Carol	41,665.11
Michalek, Mary	12,081.77	Neidow, Christine	4,769.12
Middleton, Jessica	31,418.27	Neil, Kathryn	57,316.20
Miller, Cavin	640.00	Nelson, Gene	76,432.00
Miller, David	44,139.21	Nepal, Teknath	21,971.40
Miller, Jackie	1,510.50	Neudecker, Mary	75,077.00
Miller, James	5,964.00	Neupane, Madhu	13,749.33
Miller, Jane	77,532.00	Newell, Denise	27,527.86
Miller, Philip	37,670.08	Newton Jr, Willard	56,923.00
Millette, Jamie	8,968.57	Nido, Kelly	68,403.00
Mills, Amy	33,158.13	Nigolian, Mark	74,336.00
Minkler, Deborah	51,209.45	Niyonzima, Aline	16,048.90
Minkler, Sarah	40,804.00	Noble, Claire	61,287.20
Mirabile, Kristen	19,565.61	Nolan, Elizabeth	58,826.26
Mitchell, Alaura	680.00	Nolan, Ryan	8,559.80
Mitchell, Alexander	20,682.70	Nolte, Andreas	51,209.00
Mitchell, Donna	37,690.28	Norris, Timony	65,460.20
Mitchell, Joe	20,085.09	Northrup, Mary	19,550.70
Mitsuda, Naomi	17,363.90	Norton, Bonnie	46,264.00
Mohamed, Masiti	360.00	Nowak, Elizabeth	5,128.75
Molander, Nicholas	93,125.00	Nowlan, Kimberly	13,318.56
Monahan, Cheryl	28,785.40	Nsabimana, Erick	5,613.35
Monahan, James	57,487.56	Nugent, Laura	59,952.00
Mongeon, Louise	73,408.70	Nuovo, Marybeth	6,991.25
Mongeon, Ormond	5,070.00	Nutting, Melissa	70,560.20

## SALARIES FISCAL YEAR 2012

O'Brien, Debra	64,049.20	Plante, Margaret	65,732.00
O'Brien, Mary	78,065.00	Platt, Gretchen	1,606.25
O'Brien, Maureen	21,517.74	Plette, Kevin	73,141.51
O'Connell, Lisa	20,632.56	Plisinski, Sarah	320.63
O'Connell, Martha	65,448.92	Plumley, Devin	47,116.37
O'Connor, Megan	46,739.00	Pobric, Denis	270.00
O'Donnell, John	8,704.00	Pobric, Gordana	53,755.37
O'Sullivan, Maureen	16,189.52	Pobric, Sandro	540.00
O'Sullivan, Patrick	80,516.07	Poe, Bonnie	106,307.00
Obbagy, Thomas	76,432.00	Poirier, Geoffrey	31,018.75
Odell, Duncan	1,807.50	Pokhrel, Khem	2,075.00
Odell, Ross	2,122.50	Polson, Diane	14,541.88
Olson, Joshua	15,940.80	Posey, Shawn	530.63
Olzenak, Craig	69,053.00	Possidente, Alex	137.50
Orlando, Lee Ann	66,992.00	Possidente, Lorna	9,768.85
Owens, Edward	61,327.51	Powell, Eric	33,724.08
Ozimek, Daniel	5,932.32	Pratt, Abbey	2,766.78
Pace, Patricia	19,301.04	Preis, Heather	36,500.00
Pacy, Nicholas	500.00	Prescott, Elayne	68,403.00
Padnos, Rebeca	4,182.00	Prescott, Samantha	120.00
Page, Devon	14,304.00	Preston, Adrien	42,712.41
Page, Johanna	23,524.14	Pretty, Gale	27,022.85
Pallitto, Carolyn	77,482.00	Pritchard, Zakary	1,425.00
Palmer, Lori	34,551.51	Prive, Leonard	44,144.29
Palmer, Sean	18,004.83	Prouty, Karen	79,192.00
Pandis, Angela	57,273.00	Pruitt, Nancy	39,445.88
Paradis, Jessie	65,589.00	Prussack, Victor	76,589.00
Pardo, Carlo	1,520.00	Pruitsman, Gerald	76,432.00
Parent, Jacob	193.50	Purvis, Jon	27,930.85
Parent, Katie	3,158.64	Putney-Crane, Cera	68,403.00
Pariseau, Charleen	18,604.00	Pyne, Sabina	2,668.75
Park, James	57,316.20	Quinn, Kara	57,324.00
Park, Kevin	415.13	Quinn, Karen	22,315.20
Parker, Joslin	100.00	Raba, Priscilla	10,208.50
Parlante, Simon	38,543.33	Rabin, Rebecca	16,756.77
Parrott, Jaclyn	17,885.31	Rabin, Sara	32,919.07
Pasic, Amir	945.00	Racht, Brenda	30,755.78
Patalano, Alice	77,032.00	Radley, Nancy	76,432.00
Paterson, Susanna	49,180.00	Randall, Linda	73,067.20
Patrick, Nancy	74,196.07	Rathgeb, Veronica	38,128.49
Paw, Thaw Theet	200.00	Raymond, Danny	55,844.40
Pawlusiak, Diane	71,764.47	Raymond, Wayne	24,628.41
Pearo, Karen	15,099.21	Reed, Jason	52,914.76
Pease, Scott	71,491.00	Rees, Elizabeth	5,435.05
Peck, Jennifer	41,041.81	Reid, Rebecca	605.64
Peck, Sarajane	6,319.17	Renca, Carole	78,646.74
Pecor, Dale	71,317.00	Reynolds, George	68,403.00
Pecor, Joni	67,321.00	Rheaume, Janice	76,482.00
Pecor, Wayne	80,334.51	Ricca, Michal	2,610.00
Pelkey, Elizabeth	22,770.76	Rich, Ketura	15,554.78
Perez, Herbert	88,824.00	Richard, Andrea	76,432.00
Perkins, Skyler	610.50	Richardson, Chaska	64,189.00
Perron, Timothy	19,371.96	Richardson, Jane	35,671.70
Peterson, Melisa	16,146.00	Ridhibhinyo, Nina	16,249.98
Petry, Amanda	12,501.81	Rigo, Nicole	2,757.12
Pfingst, Hubert	19,110.00	Riley Jr., Robert	85,816.72
Phillips, Stephanie	103,336.00	Rilling, Corrie	3,143.36
Picher, Annette	76,432.00	Ritter, David	46,686.54
Pidgeon, Meghan-Anne	18,046.80	Ritter, Richard	5,895.00
Pierce, Hugh	8,610.00	Robbins, Holly	51,624.58
Pietschman, Katherine	13,832.66	Robbins, Leeza	2,610.00
Pimentel, Yolanda	960.00	Roberts, Walter	225.00
Piniewski, Kate	1,432.50	Robertson, Beverlis	3,331.50
Pitkin, Molly	5,921.46	Robinson, Lillian	76,682.00
Plant, Lynn	100.00	Robinson, Wiley	3,307.00

## SALARIES FISCAL YEAR 2012

Robinson Jr, Elisha	18,704.98	Settles, Jessica	19,128.74
Rocheleau, Jean	84,152.93	Shaffer, Allison	19,259.86
Rock, Robert	76,432.00	Shaffner, Julie	63,978.51
Rodgers, Dale	2,807.25	Shamberger, Jan	56,856.28
Rodrigue, Heather	18,253.95	Shapiro, Gabriel	4,354.67
Roesch, Benjamin	51,551.50	Sharma, Ganga	17,362.57
Roesch, Shannon	44,531.00	Sharp, Christopher	78,292.00
Rogers, Michael	40,438.35	Shea, Angela	22,644.00
Rome, David	72,451.02	Shea, Pamela	13,705.00
Rosenberg, Chase	26,571.06	Shea, Timothy	17,664.54
Rosenthal, Erica	26,864.25	Sheffy, Charles Daniel	280.00
Ross, Mary	77,007.00	Shepard, Ashleigh	17,781.54
Ross, Thomas	47,497.48	Shepard, Bethany	18,556.84
Rossell, Deborah	60,502.50	Shepherd, Susan	22,012.20
Rossi, Tiffany	57,324.00	Sherman, Courtney	1,856.00
Rowe, Justin	14,993.31	Shield, Caryn	796.25
Rubman, Tracy	14,657.50	Shortsleeve, Joan	70,760.00
Ruhl, Lindsey	7,969.54	Shulman, Harrison	1,772.50
Rupe, Mary	45,626.09	Shusterman, Rachel	3,350.00
Rutherford, Susan	6,728.82	Siegel, Joan	77,143.33
Ryan, Emily	21,569.30	Siegel, Lynda	77,652.00
Ryan, Lesley	68,603.00	Sienkiewicz, Heather	5,008.60
Ryan, Sean	38,366.00	Sieunarine, Jeremiah	20,675.45
Ryan, Therese	77,707.00	Sikora-Cain, Jill	75,381.20
Ryan, Thomas	15,301.85	Siminger, Eileen	78,999.51
Safran, Joshua	56,572.00	Simonds, Sandra	14,945.00
Salese, Franco	17,786.46	Sinz, Joshua	11,742.55
Salhi, Nasse	1,082.95	Sitek-Shaver, Lisa	68,424.00
Saltis, Kayla	24,198.27	Skoglund, Colby	74,078.00
Samson-Fitzhenry, Christine	22,945.29	Skoler, Emily	8,295.00
Sanders, Kimberly	20,708.55	Skorstad, Theresa	17,828.74
Sansone, Andrew	930.00	Slack, Lynn	61,237.20
Santor, Ginger	18,706.83	Slater, Jamie	18,752.89
Saraca, Matthew	3,450.00	Smith, Abigail	2,662.50
Sarafov, Ljubica	2,756.38	Smith, Deborah	16,999.95
Sargent, Sarah	20,706.35	Smith, Dustin	28,627.74
Saunders, Ellen	56,923.00	Smith, Jolene	3,444.00
Saunders, Susan	14,005.13	Smith, Kellie	76,932.00
Sawtell, Cara	54,377.00	Smith, Leonard	56,531.05
Sawtelle, Jonathan	2,590.00	Smith, Linda	9,143.53
Sawtelle, Kathleen	1,733.26	Smith, Mbuyi	16,153.63
Sawtelle, Maura	48,449.84	Smith, Rachel	2,250.00
Scafa, Gina	31,985.71	Smith, Taren	4,754.40
Schauwecker, Amanda	2,524.19	Snow, Ritchie	2,957.25
Schneehagen, Richard	51,240.98	Snyder, Karla	52,790.00
Schneehagen, Seth	561.19	Sorrentino, Nicholas	166.50
Schoembs, Eric	60,502.50	Souliere, Christine	58,023.00
Schramm, Parker	1,879.88	Soutiere, Robin	855.00
Schulze, Joseph	430.50	Spanninger, Patrick	5,912.83
Schwartz, Brian	58,388.37	Sparks, Henry	66,613.35
Scibek, David	53,852.00	Spiegel, Karina	768.00
Sclafani, Barbara	15,618.17	Spinner, Shelley	57,324.00
Sclafani, Brent	14,945.00	Sproull, Lauren	15,000.00
Scott, Ericka	1,027.50	St Clair, Christine	23,061.78
Sedlock, William	322.00	St Pierre, Leslie	24,056.60
Selman, Sharmion	1,471.00	Standley, Margaret	2,620.00
Selman, Suelan	1,696.50	Staniszewski, Anna	2,067.84
Semic, Aid	1,669.50	Stapleton, Jonathan	70,474.56
Semic, Mustafa	36,236.52	Starr, Justina	2,127.54
Semic, Nijaza	34,617.26	Stearns, Michael	240.00
Semic, Zijada	31,421.16	Stearns, Penny	77,983.85
Sengupta, Claire	2,890.00	Steer, Emma	1,577.89
Serwili, Francine	170.00	Stegner, Glen	2,709.00
Sessions, Nathaniel	17,457.37	Stephen, Marcelle	66,596.00
Sessions, Tyler	57,523.00	Stephen, Shavar	7,685.95

## SALARIES FISCAL YEAR 2012

Stergas, Kathleen . . . . .	68,403.00	Traylor, Anna . . . . .	392.06
Stern, Mitchell . . . . .	1,860.00	Treinis, Daniel . . . . .	58,360.00
Stetson, Amy . . . . .	19,764.54	Tremblay, Jennifer . . . . .	66,482.00
Stevens, Dana . . . . .	74,017.00	Tremblay, Norman . . . . .	68,527.20
Stewart, Emily . . . . .	17,632.47	Tremblay, Paige . . . . .	200.00
Stewart, Janet . . . . .	21,057.36	Truchon, Amy . . . . .	57,726.00
Stiner, Nicholas . . . . .	1,323.03	Truchon, Brent . . . . .	83,924.84
Stone, Catherine . . . . .	1,440.00	Truzansky, Tracy . . . . .	9,328.82
Stone, F Scott . . . . .	21,812.56	Tullgren, Paul . . . . .	23,317.18
Storer, Constance . . . . .	13,749.42	Turnbaugh, Alison . . . . .	16,750.80
Straley, Lisa . . . . .	40,415.64	Tyrrell-Berinati, Eve . . . . .	48,391.51
Stratton Jr, Robert . . . . .	39,883.93	Ukolowicz, Daniel . . . . .	65,791.20
Straub, Laura . . . . .	161.28	Underwood, Cassandra . . . . .	149.50
Strianese, Edward . . . . .	65,732.00	Urban, Larissa . . . . .	69,506.26
Stroethoff, Matthan . . . . .	404.88	Ustianov, Andraeh . . . . .	16,358.28
Strojny, Morgan . . . . .	3,952.36	Van Duyn, James . . . . .	44,139.00
Stucker, David . . . . .	48,520.76	Van Vliet, Rachel . . . . .	771.67
Stuller, David . . . . .	15,845.00	Varley, Thomas . . . . .	24,018.57
Sturtevant, John . . . . .	2,069.97	Vatis, Christopher . . . . .	57,280.25
Sullivan, Claire . . . . .	29,368.30	Vega, Pedro . . . . .	22,307.10
Sullivan, Robyn . . . . .	15,000.00	Vestrland, Shawn . . . . .	35,543.78
Sutton, Jennifer . . . . .	27,523.59	Viens, Aimee . . . . .	18,082.95
Swenson, Candice . . . . .	20,169.74	Vierling, Danielle . . . . .	48,253.00
Sylvester, Richard . . . . .	70,273.00	Villavicencio, Christopher . . . . .	1,600.00
Tabor, Amanda . . . . .	3,213.54	Villella, Francesca . . . . .	38,366.00
Taft, Robert . . . . .	1,417.68	Vining, Dawn . . . . .	60,737.20
Talcott, Florence . . . . .	21,254.45	Virun, Michelle . . . . .	32,136.27
Tanghe, Kyle . . . . .	3,168.00	Vogel, Karyn . . . . .	42,975.00
Tanghe, Scott . . . . .	420.00	Voghell, Donna . . . . .	20,927.97
Tangtsang, Dakpa . . . . .	31,042.93	Vu, Giang . . . . .	40.00
Tanguay, Laurel . . . . .	13,824.13	Wallace, Corey . . . . .	17,310.90
Taraz, Ghamar . . . . .	16,088.76	Wallace, Gavin . . . . .	58,252.00
Tarmy, Adam . . . . .	5,500.00	Walsh, Diana . . . . .	11,602.70
Taylor, Fran . . . . .	8,167.50	Walsleben, Linda . . . . .	79,825.61
Taylor, Jesse . . . . .	3,409.29	Walter, Jacqueline . . . . .	17,885.92
Taylor, Joshua . . . . .	10,488.71	Walter, Katharina . . . . .	1,412.25
Teer, Robert . . . . .	84,647.56	Walters, Mary . . . . .	59,562.51
Temirov, Dilbar . . . . .	24,804.20	Wang, Peng . . . . .	1,601.39
Templet, Eliza . . . . .	438.75	Wasmund, Elizabeth . . . . .	16,545.60
Tenenbaum, Suzanne . . . . .	57,673.00	Waters, Alanna . . . . .	1,941.00
Terrien, Margaret . . . . .	676.59	Watson, Hillary . . . . .	1,543.50
Terry Jr, Carl . . . . .	48,022.46	Wayne, Julia . . . . .	39,379.43
Tetrault, Christine . . . . .	63,056.00	Weaver, Margaret . . . . .	46,456.10
Tetu, Catherine . . . . .	64,176.00	Webb, Maureen . . . . .	23,877.26
Teubert, Noelle . . . . .	5,422.50	Webb, Rebecca . . . . .	57,115.51
Tewksbury-Frye, Anne . . . . .	80,298.55	Webb, Sarah . . . . .	21,864.60
Thibault, Aurelien . . . . .	45,418.00	Webster, Erin . . . . .	35,366.87
Thomas, Kathryn . . . . .	420.00	Weed, Mary Grace . . . . .	4,772.52
Thomas, Rebekah . . . . .	70,733.00	Weise, Patrick . . . . .	2,093.00
Thompson, Charles . . . . .	7,591.50	Weishaar, Suzanne . . . . .	71,742.00
Thompson, Holly . . . . .	25,337.21	Weiss, Lisa . . . . .	18,048.98
Thompson, Leslie . . . . .	3,550.00	Weissenstein, David . . . . .	20,243.89
Thompson, Mary . . . . .	14,669.01	Weith, Mary . . . . .	70,817.00
Thompson Jr, Robert . . . . .	44,052.00	Weizenegger, Deborah . . . . .	80,133.26
Thrane, Cynthia . . . . .	74,616.00	Welch, James . . . . .	56,009.38
Tinson, Allison . . . . .	30,414.45	Wells, Alice . . . . .	63,821.00
Titus, Margaret . . . . .	23,105.78	Weltman, Sharon . . . . .	29,858.61
Tobrocke, Jeffrey . . . . .	88,500.00	Wesley, Patricia . . . . .	94,337.32
Tourin, Mischa . . . . .	84.38	Westergard, Joseph . . . . .	2,780.50
Trackim, Brenda . . . . .	46,939.17	Wetmore, Ada . . . . .	10,608.26
Trackim, Elizabeth . . . . .	4,136.25	Whalen, Michael . . . . .	1,875.00
Trackim, Jason . . . . .	22,488.38	Wheeler, Emily . . . . .	15,162.00
Tracy, Marcus . . . . .	4,206.75	Wheeler, Penne . . . . .	81,213.70
Tran, Tien . . . . .	20.00	Whitby, Jennifer . . . . .	7,641.40
Trawczynski, Joyce . . . . .	85,265.29	Whitcomb, Frank . . . . .	70,651.00



## SALARIES FISCAL YEAR 2012

White, Christopher	717.50
White, Kaitlin	2,581.50
White, Natalie	3,020.00
Whitman, Patrick	79,293.70
Wiggins, Carol	10,798.73
Wilcox, Lindsay	29,886.75
Willette, Emily	24,605.23
Willey, Kathleen	57,324.00
Williams, Agnes	17,290.80
Williams, Brian	105,531.70
Williams, David	52,893.42
Williams, Lindsey	15,914.07
Wilson, Ashley	2,049.00
Winn, Ann	23,569.68
Winward, Rebecca	2,036.88
Witt, Teresa	61,603.00
Wolf, Judy	70,317.00
Wolfson, Sara	18,604.10
Wollensack, Ellen	13,239.72
Wolter, Joann	76,432.00
Wood, Kelly	57,924.00
Woods, Douglas	73,967.00
Woods, Susan	7,341.25
Wright, Sarah	57,323.00
Wurtsbaugh, Rachel	15,744.68
Yaranga, Giovanna	66,496.00
Yaranga, Ricardo	34,555.51
Young, Amanda	719.11
Young, Douglas	5,130.00
Young, Natanya	236.26
Zabili, Aristote	2,408.00
Zahniser, Nancy	11,572.25
Zajan, Cheryl	78,486.61
Zeeger, Allison	509.94
Zeigfinger, Lindsey	7,716.47
Zeleski, Mary	5,433.00
Zenaty, Jane	17,472.25
Ziemba, Katie	47,873.00

### **Burlington Telecom**

Allen, Thomas	61,227.88
Berger, Courtenay	42,377.54
Blair, Hope	33,171.70
Bonaccio, Benjamin	38,307.82
Brown, Anita	33,552.94
Burke, Kevin	62,309.22
Chagnon, Karen	46,910.80
Conder, Jason	2,251.95
Dushane, Todd	57,484.77
Dushane, William	73,829.25
Finkle, Jonathan	43,041.03
Flora, Michael	96,453.84
Fryer, Travis	40,441.16
Greene, Shawna	44,846.73
Larivee li, Ronald	66,635.64
Lauber, Donna	41,806.97
Martin, Nicholas	62,621.02
McKenzie, Kathleen	46,801.33
McKinney, Charles	12,160.00
Persons, Maurice	47,107.97
Thibeault, Amber	86,900.12
Trudo, Stacey	27,350.45
Vantine, William	48,027.05

### **Church Street Marketplace**

Carton, Victoria	1,785.00
Daly, James	56,042.99
Green, Jamie	1,206.00
Gutchell, Mary	44,179.38
Hendrickson, Scott	11,934.00
Karabegovic, Adna	33,504.49
Krol, Jeremy	2,514.00
Laplaca, Eda	3,372.00
McCarthy, Meghan	3,477.00
Medeiros, Bruce	30,756.42
Redmond, Ronald	74,263.45
Robinson, John	37,103.82
Root, Christopher	1,116.00
Sehovic, Deniz	6,987.00
Wilson, Sonya	14,166.00

### **City Assessor's Office**

Green, Robert	41,627.70
Kellington, Kim	57,684.64
Vickery, John	74,829.66
Vitagliano, William	1,228.50

### **City Attorney's Office**

Bergman, Eugene	90,555.33
Blanchard, Linda	49,229.56
Fuller, Nikki	79,197.88
Haesler, Richard	77,269.41
Jones, Lisa	47,888.83
Meyer, Gregg	71,769.40
Schatz, Kenneth	109,833.04

### **City Council**

Adrian, Edward	3,000.00
Berezniak, David	2,500.00
Blais, Norman	3,000.00
Brennan, Vincent	3,000.00
Bushor, Sharon	3,000.00
Decelles, Paul	3,000.00
Dober Sr., Vincent	3,000.00
Hartnett, David	3,000.00
Keogh, William	2,500.00
Kranichfeld, Bram	3,000.00
Mulvaney-Stanak, Emma	2,500.00
Paul, Karen	3,000.00
Shannon, Joan	3,000.00
Wright, Nathan	2,500.00

### **Clerk/Treasurer's Office**

Alemy, Lara	55,098.22
Barden, Timothy	32,253.41
Baron, G. Dana	60,804.70
Barton, Ann	66,411.39
Bergeron, Susan	38,093.10
Blow, Jennifer	43,869.05
Bourneuf, Carole	49,948.38
Bovee, Amy	41,559.91
Brazoski, Darby	2,013.00
Brelsford, Lynn	41,824.89
Choedon, Tsering	1,176.00
Duckworth, Scott	58,737.54
Dunn, Kathleen	53,692.87
Flies, Donna	17,653.61

## SALARIES FISCAL YEAR 2012

Fortier, Mary	1,875.83
Friedman, Marie	74,497.03
Gile, Martha	45,233.61
Goodwin, Rich	96,388.12
Heald, Lisa	50,989.76
Herwood, Jeffrey	47,484.71
Lalime, Philip	45,933.56
Leopold Jr., Jonathan	13,981.45
Manion, Irene	8,837.50
McCarthy, John	41,054.59
Meehan, Susan	1,584.23
Moffatt, Laurel	48,299.04
Moffatt, Laurel	860.00
Olberg, Lori	56,132.96
Orsini, Kimberly	11,821.33
Poirier, Kathleen	52,109.83
Poulin, Jean	47,914.55
Schmitz, Patricia	68,197.48
Schrader, Scott	104,008.32
Shepard, Claire	40,868.75
Shepard, Claire	27,955.28
Sisson, Paul	26,795.50
Sundquist, Ellen	46,612.85
Trainor, Susan	51,040.76

### Code Enforcement Office

Ahonen, Timothy	54,694.02
Ayer, Linda	39,575.09
Coutrayer, George	6,468.14
Dalton, Deborah	53,269.06
Francis, Jeanne	55,799.28
Ianelli, Kimberly	10,497.20
Meno, Delorita	58,120.95
Miles, Theodore	47,279.00
Orton, Charlene	43,491.05
Perry, Matthew	51,060.69
Thomas, Sybil	40,521.95
Ward, William	72,866.95

### Community and Economic Development Office

Adams-Kollitz, Jon	6,500.00
Antczak, Edward	55,703.09
Banbury, Lorraine	40,025.98
Beaudoin, Nicole	42,541.87
Bottger, Joanne	43,963.91
Bozik, Margaret	63,359.13
Carey, Cindy	39,694.46
Colangelo, Diana	43,554.68
Davis, Jennifer	29,248.58
Dubuque, Jocelyn	49,559.17
Giannoni, Sara	10,175.14
Girard, Denise	41,231.92
Green, Jennifer	26,285.32
Hale, Laura	17,172.55
Hale, Laura	6,672.80
Hamel, Deborah	1,900.00
Hines, Wanda	35,860.98
Hohl, Anneke	24,037.45
Kehoe, Darlene	65,482.56
Krumbine, Marcy	3,935.25
Kupferman, Lawrence	88,751.93
Lehman, Julie	1,378.38
Merriman, Kirsten	53,259.60

Patrick, Rachel	1,275.00
Pine, Brian	63,220.64
Pyatt, Lauren	8,573.23
Rawlings, Todd	56,875.74
Recicar, Sean Stuart	26,396.14
Seifer, Bruce	63,413.10
Shaw-Dorso, Barbara	17,249.29
Sheldon, Egan Clark	44,090.41
Tanguay, Jeff	54,847.05
Taulton, Glenn	23,815.66
Truzansky, Beth	53,334.47
Vastine, Karen	53,918.92
Warner, Caleb	55,053.81
Williams, Margaret	34,591.83

### Fletcher Free Library

Bennis Sr, George	3,693.58
Bevins, Susan	49,123.43
Bouton, Kathleen	27,403.02
Brunelle, Seth	22,242.00
Butterfield, Megan	19,670.47
Carlson, Craig	12,095.42
Chamberlain, Douglas	39,539.38
Coleburn, Robert	64,683.65
Collins, Amber	79,185.28
D'Alton, Anne	40,272.79
Demarais, Christine	29,029.79
Dhondup, Tenzin	39,332.51
Dhoor, Samuel	1,127.00
Feeney, Emer	37,376.71
Fensch, Susan	18,968.05
Friedman, Sammie	20,443.96
Goldberg, Rebecca	58,702.63
Janone, Judith	42,055.50
Jinpa, Lobsang Dhondup	19,511.64
Pham, Nga	42,047.86
Resnik, Robert	65,733.74
Shatara, Barbara	57,667.12
Taginski, Toni Ann	45,007.88
Van Vliet, Rachel	3,640.00
Webb, Christine	50,572.45
Wheeler, Jonathan	2,424.95

### Human Resources

Hanker, Stephanie	57,907.46
Hulburd, Julie Anne	53,006.84
Leonard, Susan	86,370.49
Pacy, Benjamin	27,093.75
Reid, Stephanie	11,517.03
Willis, Susan	6,873.25

### Mayor's Office

Driscoll, Carina	3,561.63
Ellis-Green, Margaret	41,942.31
Kanarick, Michael	14,637.37
Kaulius, Jennifer	9,777.57
Kiss, Robert	85,886.19
Lawes, Faye	1,586.16
Nordhaus, Jessica	7,499.97
Reinert, Joseph	59,625.89
Weinberger, Miro	19,372.89

**SALARIES FISCAL YEAR 2012**

**Parks & Recreation**

Aldrich, Patrick . . . . .	2,998.63	Ellis, Meghann . . . . .	2,595.38
Allard, Guy . . . . .	4,906.00	Ely II, Timothy . . . . .	1,060.50
Allen, Emma . . . . .	4,304.13	Enyingi, Heather . . . . .	3,817.81
Allen, Terri . . . . .	8,497.50	Faison VI, George . . . . .	2,560.00
Allergini, Ashley . . . . .	3,953.15	Falkenbush, Richard . . . . .	880.00
Ashby, Leo . . . . .	1,011.89	Ferguson, Alexander . . . . .	408.67
Ashikaga, Laura . . . . .	2,042.64	Finch, Ronald . . . . .	2,547.21
Aube, Eugene . . . . .	50,616.69	Fleri, John-Paul . . . . .	2,567.50
Audette, Patrick . . . . .	2,915.25	Fletcher, Colin . . . . .	1,041.07
Avdic, Semsudin . . . . .	34,671.59	Fnu, Logna . . . . .	24,351.00
Bachand, Steven . . . . .	33,550.14	Francis, James . . . . .	700.00
Bader, Anthony . . . . .	1,266.30	Francis, Jennifer . . . . .	57,896.49
Baecher, Lauren . . . . .	2,199.63	Frank, Kevin . . . . .	3,854.00
Bailey, Richard . . . . .	49,219.52	Fredenburgh, Matthew . . . . .	3,400.00
Bajuk, Stanislav . . . . .	22,108.92	Fredette, Samuel . . . . .	7,105.00
Bara, Joshua . . . . .	2,575.75	Freeman, Kristen . . . . .	665.17
Bara, Justin R. . . . .	1,517.75	Galenski, Justin . . . . .	2,478.61
Barrett, Robert . . . . .	44,321.19	Gamelin, Jessica . . . . .	4,244.14
Beaudry, Christopher . . . . .	50,637.16	Gennings, Todd . . . . .	25,419.53
Beaudry, Justin . . . . .	2,570.00	George, Carmen . . . . .	760.00
Beaudry, Levi . . . . .	5,745.00	Gil, Martin . . . . .	1,745.40
Becker, Adam . . . . .	2,800.00	Goetz, Jordan . . . . .	3,784.00
Bergman, Elijah . . . . .	738.75	Gorcikova, Nikola . . . . .	885.50
Bilodeau, Stacie . . . . .	2,808.00	Green, Benjamin . . . . .	1,245.75
Boucher, Elizabeth . . . . .	1,575.77	Green, Elizabeth . . . . .	1,287.01
Bove, Nancy . . . . .	54,437.92	Green, Ryan . . . . .	7,252.01
Brady, Patrick . . . . .	31,563.38	Greenough, Todd . . . . .	58,289.92
Bryant, Ross . . . . .	4,722.76	Grenn, Lily . . . . .	186.38
Bushey, Allison . . . . .	2,493.76	Grinnell, John . . . . .	14,654.52
Cahill, Daniel . . . . .	51,243.76	Grossnickle, Pascale . . . . .	1,063.00
Calhoun, Theodore . . . . .	2,139.88	Hammond, Travis . . . . .	2,370.50
Campbell, Alan . . . . .	58,355.32	Harding, Martha . . . . .	6,825.00
Campbell, Cory . . . . .	8,225.25	Hardy, Ryan . . . . .	6,273.76
Carter, Sarah . . . . .	46,383.75	Hart, Samuel . . . . .	1,755.00
Carter, Susan . . . . .	842.68	Harvey, Edwin . . . . .	1,872.00
Carter, Susan . . . . .	46,354.36	Hathaway, Travis . . . . .	2,403.00
Casey, Mary Beth . . . . .	3,873.00	Hatin, Jennifer . . . . .	2,940.01
Catoe, Jillian . . . . .	3,050.00	Hausermann, Luke . . . . .	1,248.75
Chamberlain, Marlene . . . . .	736.00	Hawkins, Kurt . . . . .	47,071.42
Chapman, Sarah . . . . .	2,296.13	Healy, Keefe . . . . .	1,417.15
Clark, Caldwell . . . . .	7,459.38	Hevey, Alyson . . . . .	6,287.00
Clark, Kimberly . . . . .	1,105.07	Hoekstra, Justin . . . . .	2,171.45
Cleland, William . . . . .	600.60	Holmes, Maxine . . . . .	935.00
Cocuzza, Carl . . . . .	5395.00	Hornick, Jackson . . . . .	3,182.50
Connelly, Angela . . . . .	5,702.39	Hornick, Martin . . . . .	58,539.92
Covey, Christina . . . . .	3,054.00	Hoskins, Michael . . . . .	3,609.00
Crocket, Elizabeth . . . . .	1,052.00	Ingalls, Bradford . . . . .	780.87
Crosby, Bert . . . . .	617.77	Itkin, Daniel . . . . .	1,346.63
Cullinan, Atticus . . . . .	1,151.63	Iwobi, Sofia . . . . .	10,714.75
Cunningham, David . . . . .	640.00	Jackson Jr, Samuel . . . . .	716.00
Cushing, Joshua . . . . .	2,691.01	Jakubson, David . . . . .	3,679.06
Damon, Richard . . . . .	912.98	Janousek, Sayuri . . . . .	5,921.00
Davis, Edward . . . . .	3,727.52	Jefferys, Peter . . . . .	40,527.25
Davis, Virginia . . . . .	3,666.26	Jennings, Rebecca . . . . .	3,071.25
Delphia, Amanda . . . . .	1,926.18	Jennings, Sarah . . . . .	40,180.78
Dhondup, Sangay . . . . .	49,832.56	Jewell, Reagan . . . . .	3,268.19
Diaz, Gabriel . . . . .	43,413.84	Jinpa, Lobsang Dhondup . . . . .	17,305.01
Dickerson, Andrew . . . . .	2,798.26	Jundanian, Alexander . . . . .	1,167.56
Dieng, Ali . . . . .	1,496.25	Karge, Evan . . . . .	4,145.50
DiMasi, Matthew . . . . .	2,070.00	Kilbourn, Carolina . . . . .	1,474.00
Druschel, Margaret . . . . .	3,314.00	Kimunya, Samel . . . . .	1,265.00
Duncan, Christopher . . . . .	5,008.64	Kirk, Robert . . . . .	4,001.69
Durett, Eric . . . . .	863.94	Knauer, Kathleen . . . . .	33,024.89
Earhart, John . . . . .	1,300.00	Knight, Alexandra . . . . .	4,597.95
		Koch, Benjamin . . . . .	9,374.45

## SALARIES FISCAL YEAR 2012

Krol, Adam	11165.01	Ritter, Jonathan	1,215.00
Kucharek, Ralph	2,020.00	Roach, Deryk	67,541.10
Landry, Benjamin	2,046.58	Robinson, Tyler	2,954.50
LaPointe, Kingsley	3,718.50	Rogers, Garreth	53,764.10
LaPointe, Robert	52,544.50	Roland, George	768.00
Lassen, Andrew	726.38	Rose, David	3,307.75
Lavigne, Charles	51,255.23	Roseleni	7902.50
Leclair, Mae	49,210.10	Rossi-Leiserowitz, Luke	2,495.00
Ledoux, Dale	44,352.92	Sanguedolce, Micah	728.15
Leffler, Zachary	6,733.82	Sawyer, Thomas	641.13
Legge, Charles	3,585.00	Schueler, Derek	3,240.00
Letzelter, Allen	45,469.89	Seguin, Ross	1,865.00
Leugers, Mary	72,418.72	Shanks, Marie	1,400.75
Linnell, Carol	27,134.00	Shanks, Sylvie	1,784.13
Linnell Sr., Albert	27,134.00	Shappy, Joseph	839.95
Lipka, Michael	5,880.00	Shedd, Jeffrey	58,022.89
Loyer, Darlene	38,785.17	Sica, Todd	686.91
Loyer, Kasey	2,093.82	Simoneau, Grace	5,197.32
Lumbra, Shane	41,961.50	Singer, Laurie	1,080.63
Lumumba, Patrice	2,137.50	Snow, Ritchie	49,170.72
MacDonald, Donald	2,883.50	Solt, Lauren	13,241.00
MacDonald, Julie	9,480.00	Soutiere, Robin	2,425.50
Maheux, Anne	982.50	Spezzano, Brittany	1,440.00
Marx, Cory	4,510.75	Spinner, Paul	7,998.76
Mashteare, Brett	2,931.00	Spinner, Warren	59,539.88
Masi, Erica	1,979.10	Spitler, Jacqueline	4,676.01
Mason, Yvette	46,788.66	Spitler, Paul	6,441.76
Matton, Michael	4,878.00	St. John, Edwin	1,105.00
McDonald, Jonathan	3,938.00	Steele, Brian	1,787.16
McKearin, Mallory	2,680.57	Steinbach, Mari	85,863.82
Messier, Paul	5,025.00	Stickle, Sarah	2,780.98
Meyer, Arthur	6,759.00	Stokowski, Patricia	285.00
Meyer, Dorothy	6,696.00	Sullivan, Brian	47,137.80
Mills, Nathan	2,932.50	Sutton, Ashley	3453.00
Mongeon, Jessica	4,311.00	Sweeney, Derek	912.98
Montoya, John	1,337.50	Talcott, Florence	703.50
Moore Jr., Joseph	3993.27	Talcott, Tabitha	1,855.50
Moreau, Erin	53,761.04	Taylor, Joshua	231.00
Morin, Amber	1,866.19	Thibault, Brittany	2,959.63
Morin, Colby	3,142.50	Thompson, Holly	3,302.88
Mott, Travis	41,273.02	Thompson, Katelyn	15,242.38
Mowery, Craig	1,007.51	Tinson, Allison	2,175.75
Muessel, Anne	3,017.25	Titus, Kelsey	4,185.00
Murphy, Liam	4,640.69	Titus, Meghan	1,953.00
Myette, Daniel	8,516.63	Toof, Ian	3,838.00
Nehsang, Tenzing	1,465.00	Trempe, Michael	3,412.75
O'Connell, Lisa	2,673.00	Tsamchoe, Nyima	710.00
O'Connor, Pauline	1,566.00	Tsering, Kalsang	2,707.50
O'Connor, Roderick	1,566.00	Ushakov, Steven	7482.94
Ohlson, Hannah	897.50	Vanasse, Brandon	744.75
Pacy, Nicholas	3,941.44	Vezina, Lindsay	1,370.55
Page, Ericka	1,509.50	Wagner, John	611.64
Pagliuca, Jessica	2,049.25	Waldo, Ethan	2,800.00
Paradis, Amy	36,246.93	Walton, Tyler	3,823.75
Parry, Christian	2,203.50	Wangdu, Sonam	5,580.00
Pellegrino, Joseph	940.50	Waterman, Donna	859.50
Poirier, Nicole	1,795.46	Weening, Allison	2,672.00
Pontsang, Tenzin	1,539.00	Weening, James	8,928.00
Poplawski, Michael	4,365.00	Weening, Joan	8,991.00
Pratt, Abbey	2,009.25	Weening, Tom	1,304.63
Preston, Kathleen	4,726.14	Wellington, Mima	2,642.25
Putzier, Joanne	46,027.20	Western, Jonas	630.00
Pykosz, Carol	1,035.00	White, Ashley	1,590.25
Rasch, William	49,709.13	White, Tucker	3,844.37
Revilla, Craig	800.00	White, Zachary	3,665.75

## SALARIES FISCAL YEAR 2012

Wierzbicki, Michael	12,147.84
Wilcox, William	3,071.26
Wilson, Lashawnda	1,399.50
Winans, Donald	1,467.13
Wolfsen, Michael	1,986.75
Wood, Cameron	4,004.88
Wood, Carey	2,540.25
Woodruff, Janet	1,920.00
Wyman, Samantha	972.00

### Pensions Paid

Aggers, Willie Dean	1,968.55
Ahladas, Penny	23,513.52
Ahonen, Timothy	24,185.94
Aiken, Everest	10,734.36
Aiken, Shirley	5,613.06
Albarelli, Joseph	18,151.44
Albarelli, Patrick	16,842.76
Alberry, Leo	23,283.72
Alberry, Robert	44,294.04
Allen, Lynda	11,719.80
Antilla, John	14,189.16
Ashline, Marcia	15,255.36
Atkins, Lindol	43,923.72
Austin, Mark	9,492.96
Austin, Mary	10,352.40
Babin Jr, Kenneth	14,519.76
Badger, Darlene	3,974.28
Bailey, Gretchen	3,479.94
Baker, Alan	36,627.96
Baker, Harold	25,840.92
Baker, Sidney	13,801.92
Baker, Suzanne	4,572.66
Barbeau, Candance	6,916.20
Barber, Judith	868.08
Barch, David	60,093.24
Barney, Caroline	1,390.02
Barra, Robert	15,517.98
Bartlett, Robert	6,400.70
Baslow Jr, Ralph	3,676.38
Baur, Robert	36,820.02
Baxter, Lillian	5,924.64
Bean, David	33,857.82
Beauchemin, Michael	26,412.72
Beaudoin, Claire	18,195.00
Beaudoin, Lillian	10,181.10
Beaulieu, Richard	40,960.08
Beauvais, Patricia	29,383.56
Begnoche, Patricia	11,989.56
Belisle, Lucien	24,692.64
Benard Jr, Joseph	39,805.08
Benjamin, John	17,178.24
Bennett, Dan	2,039.36
Bennett, Rena	1,710.92
Bennis, Sr, George	13,136.32
Benoit, Raymond	3,005.64
Benoit, Rene	9,981.48
Benway, Charles	42,422.88
Bergeron, Richard	28,132.08
Bernardina, Peter	30,606.48
Berryman, John	31,001.40
Bessette, Richard	6,956.40
Beynon, Loretta	10,557.48
Billings, James	16,647.36

Billings, Orville	1,760.40
Blake, Shannon	34,800.12
Blondin, Frederick	6,316.80
Blow, Armand	6,853.20
Blow, Raymond	9,889.68
Boivin, Alice	5,765.34
Bond, Clara	3,854.94
Booher, Robert	29,227.80
Bordeau Jr, Robert	38,132.40
Bouchard, Edward	32,706.00
Boucher, Alcide	51,661.32
Bourassa, Richard	36,339.36
Bourgeois, Armand	24,393.24
Bourgeois, Stephen	60,393.78
Brousquet, Laura	8,498.88
Bradish, Robert	20,175.42
Bradley, Daniel	11,405.40
Brady, Elizabeth	4,032.12
Brennan, John	35,265.36
Brier, Carey	5,235.12
Brigham, Charles	12,372.84
Brigham, James	15,852.06
Bright, Alan	47,208.24
Brodeur, Rene	16,934.88
Brousseau, Lucien	32,583.00
Brousseau, Mederick	1,663.55
Brown, Donald	2,705.52
Brown, Frederick	11,179.08
Brown, James	1,787.76
Brown, Roberta	12,038.82
Brunell, Chester	19,309.56
Brunell, Laurette	4,098.36
Brunelle, David	8,311.70
Burbo, Helen	2,911.56
Burbo, Kimberly	30,952.20
Burdo Sr, Robert	8,115.96
Burke, Mary Jane	1,357.08
Burns, Everett	36,857.64
Burt, Ervin	10,266.00
Bush, Kenneth	29,518.92
Bushey, Rodney	16,291.15
Butler, Kathleen	10,459.20
Butler, William	12,770.58
Button, Glendon	41,730.06
Cadmus, William	7,237.92
Campbell, Mary	41,195.88
Cannon, Thomas	21,310.74
Carey, Gary	29,041.20
Carpenter, Eleanor	5,703.00
Carr, Thomas	19,679.58
Carroll, Beatrice	33,484.08
Carter, John	36,507.72
Catella, Roy	19,170.48
Cavanaugh, James	38,768.34
Cemel, Edith	3,657.72
Chagnon, Wendy	11,890.80
Chamberlain, Susan	7,951.32
Chandler, Howard	8,997.18
Chapman, Susan	1,109.46
Charboneau, Ernest	14,658.60
Charboneau, Alice	9,522.54
Charland, Tim	32,988.22
Cheney, Steven	1,830.48
Cherrier, Reginald	4,862.88
Chevalier, Shirley	2,288.22

## SALARIES FISCAL YEAR 2012

Clark, Timothy	28,571.52	Eldridge, Mark	19,949.04
Clavelle, Peter	26,188.56	Ely, David	36,659.04
Colaceci, Andrew	16,361.88	Emery Jr, Henry	24,691.08
Colburn, Lorraine	33,868.56	Ennis, Alana	8,185.38
Collins, Marina	55,872.79	Evans, Lynn	29,743.56
Colvin, Frederick	27,355.32	Ewins, Regine	8,626.92
Comstock, Jacqueline	12,955.26	Fales, Lawrence	2,679.06
Connolly, Helen	10,729.68	Feltt, Lyman	9,864.48
Conte, Susan	6,074.74	Fenech, Charles	931.98
Contois, Dayton	63,416.76	Fish, Daniel	1,468.50
Coolidge, Helen	24,333.72	Flanagan, Jane	2,224.80
Costello, Hilda	47,642.88	Fontaine, Lawrence	997.44
Cota, Joseph	20,631.72	Fortier, Lyndon	12,395.40
Cota, Wesley	25,954.68	Fortin, Margarite	17,709.90
Cote, Philip	625.32	Foster, Steven	21,012.24
Coutrayer, George	20,042.94	Francis Sr, Gary	38,532.24
Critchlow, Thomas	43,063.80	Frazier, Gary	16,828.14
Crosby, Paul	19,774.08	Fritz, Carol	9,514.56
Cross, Hazen	17,251.56	Gale, Janice	3,200.52
Cross, Theresa	1,601.88	Gambero, Janice	1,019.28
Curti, Olivio	6,625.92	Garrett, Diane	11,617.56
Curtis, Arona	887.58	Garrow, Richard	37,343.22
Curtis, Arthur	26,376.78	Gates, Roy	10,364.64
Daley, Carol	4,448.28	Geary, Kathleen	2,748.96
Danigelis, Anita	21,901.56	George, Phyllis	19,749.48
Daubenspeck, Sylvis	28,574.64	Gerace, Leslie	1,172.16
D'Avanzo, Rose	14,720.28	Gianetti, Gilbert	863.65
Davis, Cynthia	22,190.76	Giard, Victor	24,997.20
Davis, Nancy	9,131.52	Gilbeau, Darlene	4,786.26
Debono, Charles	1,131.00	Gilbert, Christopher	37,879.56
Demag, David	35,863.74	Gilbert, Gordon	33,327.96
Demarais, Arthur	2,866.80	Gilstrap, Cindy	11,874.72
Demartino, Deena	3,973.75	Gokey Jr, George	39,387.12
Demeo, Martha	1,946.46	Gokey Jr, Stanley	13,539.96
Desany, Marguerite	11,001.36	Gomez, Ramon	13,774.20
Desautels, David	31,508.64	Goodreau Jr, Wilfred	27,376.08
Desautels, Richard	39,683.28	Goodreau, Susan	2,431.08
Despirito, Fred	47,202.24	Gould, Nathaniel	3,914.46
Devino, Erwin	7,599.84	Goyette, William	3,784.32
Devino, Susan	5,617.32	Grant, Benjamin	39,193.74
Dickinson, Thomas	24,821.28	Green, Timothy	47,170.38
Dike, Nancy	2,576.04	Greene, Charlene	28,632.00
Dion, Milagros	16,467.48	Greenough, Theresa	45,155.76
Dion, Richard	5,628.48	Greenwood, Clarence	10,730.28
Dion, Valere	40,232.64	Gross, Wayne	19,045.80
Dixon, Stephen	39,192.36	Guyette, Charles	20,683.14
Doherty, Daniel	41,257.98	Haigis, Joanne	1,315.74
Douglas, Dorothea	2,010.36	Haire, David	8,496.36
Douglas, Helen	28,857.36	Hamilton, John	32,265.72
Douglas, Linda	3,076.56	Hardy, Sterling	32,261.40
Dowen, Allyson	6,020.82	Harrington, Darwin	4,864.14
Dowen, Kendall	2,320.50	Harris Jr, Walter	32,479.44
Ducharme, Sr, Leonard	6,978.60	Hayford, Lucille	14,959.56
Dudley, Dennis	40,221.25	Haynes, Robert	26,646.96
Dufault, Wilrose	32,794.80	Hendry, James	43,886.58
Dumas, Lawrence	16,188.48	Hill, Evelyn	13,018.98
Dumas, Margarite	40,649.52	Hill, Frederick	8,948.64
Dumas, Shirley	18,545.88	Hirss, Rudolph	6,804.48
Duncan, Susan	4,189.20	Hobart, William	5,401.26
Dusablon, Linda	10,345.92	Hoffman Sr, Ernest	11,765.62
Dusten, Joanne	22,248.60	Holbrook, Elizabeth	1,975.02
Duval, Beverly	3,622.56	Houghton, Walter	894.00
Duval, Randi-Anne	11,956.44	Hunt, Timothy	37,738.08
Dwire, Wendall	10,090.26	Irish, John	34,252.56
Egan, Stuart	9,442.55	Janes, Patricia	4,737.48

## SALARIES FISCAL YEAR 2012

Janone, Judith . . . . .	697.81	Lovejoy, Vernon . . . . .	16,529.76
Josinsky, George . . . . .	11,791.14	Lucia, Charlene . . . . .	1,547.46
Kaigle, Leonard . . . . .	13,989.48	Lunt, Christopher . . . . .	21,477.36
Katon, Paula . . . . .	7,602.00	Lutsky, Selma . . . . .	21,508.56
Kehoe, Francis . . . . .	57,004.44	Lynch, Christopher . . . . .	41,390.40
Keleher, Brendan . . . . .	17,422.92	Mackinnon, James . . . . .	21,672.00
Kelley, Karen . . . . .	15,509.28	Magoon, Earl . . . . .	14,732.10
Kellogg, Alice . . . . .	2,508.00	Maher, Brian . . . . .	64,286.52
Kelly, Betty . . . . .	10,453.32	Major, Mary Jane . . . . .	7,855.08
Kennedy, Keith . . . . .	47,022.96	Manganiello, Ronald . . . . .	7,660.32
Kimball, Edward . . . . .	36,757.68	Marble, David . . . . .	6,700.50
King, John . . . . .	32,836.44	Marceau, Brenda . . . . .	21,976.09
King, Robert . . . . .	10,834.80	Marcus, John P . . . . .	48,577.56
Kirby, Lillian . . . . .	8,023.02	Marrier, James . . . . .	26,472.60
Kirby, Mary . . . . .	1,470.12	Martin Jr, Elmer . . . . .	12,979.62
Kiss, Robert . . . . .	1,218.69	Martin, Timothy . . . . .	3,333.88
Kivela, Casey . . . . .	9,480.24	Martin-Lewis, John . . . . .	44,444.34
Kruger, Mark . . . . .	22,668.84	Maynard, Jeannette . . . . .	15,715.20
Labarge, Randall . . . . .	24,880.08	Maynard, Paul . . . . .	5,550.78
Labelle Jr, Clement . . . . .	38,815.80	Mazza, Thomas . . . . .	23,098.92
Laforce, Todd . . . . .	26,051.94	McArthur, Diane . . . . .	12,496.08
Lajoice, Starr . . . . .	3,272.94	McAuliffe, Sandra . . . . .	1,257.60
Lamotte, Erwin . . . . .	721.38	McAvoy, Margaret . . . . .	4,906.08
Lamountain, David . . . . .	3,161.60	McDowell, Barbara . . . . .	11,128.80
Lapointe, Georgette . . . . .	6,776.94	McGrath, Patrick . . . . .	10,198.32
Laquerre, Annette . . . . .	1,150.32	McGrath, Robert . . . . .	19,705.08
Larocque, Ralph . . . . .	1,452.06	McManamon, Patrick . . . . .	24,124.68
Lathrop, Lawrence . . . . .	7,771.44	McNeil, William . . . . .	1,384.74
Lavalette, Randy . . . . .	37,761.24	Medlar Jr, Marcus . . . . .	8,218.26
Lavallee, Roger . . . . .	6,809.88	Meehan, Susan . . . . .	24,406.84
Lavalley, Donald . . . . .	37,497.12	Menard, Edward . . . . .	4,513.26
Lavalley, Judith . . . . .	1,500.72	Mercier, Jacqueline . . . . .	21,285.42
Lavery, Michael . . . . .	11,089.68	Mercier, Phyllis . . . . .	3,045.66
Lavigne, David . . . . .	13,223.76	Merriman, Bernard . . . . .	11,638.44
Laware, William . . . . .	35,324.88	Middleton, Thomas . . . . .	706.03
Lawes, Faye . . . . .	29,198.16	Mischik, Helen . . . . .	3,210.54
Lawyer, Deborah . . . . .	3,818.40	Mitchell, William . . . . .	11,344.32
Ledoux, Patricia . . . . .	11,540.46	Modica, David . . . . .	33,451.68
Ledoux, Robert . . . . .	26,606.82	Mongeon, Terese . . . . .	18,115.92
Lefebvre, Barbara . . . . .	30,820.56	Monte, Michael . . . . .	17,530.50
Lefebvre, Bernard . . . . .	7,126.02	Moody, Scott . . . . .	74,853.72
Lefebvre, Carol . . . . .	2,272.56	Moon, Emily . . . . .	8,237.28
Lefebvre, Doris . . . . .	17,051.58	Morcombe, Harold . . . . .	16,775.70
Lefebvre, Patrick . . . . .	31,573.20	Morin, Robert . . . . .	3,437.24
Lefebvre, Roland . . . . .	5,182.55	Morin, Roland . . . . .	21,966.54
Lefebvre, Tonda . . . . .	25,777.20	Muir Jr, Harry . . . . .	6,707.96
Lemieux, Paul . . . . .	12,520.92	Muir, Beverly . . . . .	6,173.10
Lemieux, Richard . . . . .	16,964.34	Muller, James . . . . .	17,852.40
Leopold Jr, Jonathan . . . . .	13,154.53	Muller, Kathrine . . . . .	12,648.00
Leopold, Barbara . . . . .	37,699.44	Mullins Jr, James . . . . .	17,997.84
Lewis, Jennie Mae . . . . .	6,126.45	Mullins, Evelyn . . . . .	12,000.00
Libby, Paul . . . . .	24,711.36	Nienstedt, Betty . . . . .	4,334.40
Lilja, Donald . . . . .	53,655.12	Nikel, Lacaze . . . . .	33,227.34
Limoge, Richard . . . . .	1,026.60	Nolan, Ruth . . . . .	3,150.78
Lisle, Scott . . . . .	51,572.88	Norton, Wayne . . . . .	2,108.29
Little, Ernest . . . . .	2,595.30	O'Donnell, John . . . . .	1,922.41
Lizotte, Michael . . . . .	15,079.14	Olejar, Anna . . . . .	10,577.40
Lombard, Douglas . . . . .	11,709.36	Oliver, M Alice . . . . .	6,117.28
Long, Richard . . . . .	45,123.48	O'Neil, Michael . . . . .	91,370.04
Longe, Irene . . . . .	77,072.76	Overson, Roberta . . . . .	20,836.44
Longe, Kathleen . . . . .	25,246.32	Paluba, Violet . . . . .	3,260.52
Longe, Rosaire . . . . .	10,460.94	Paradee, Craig . . . . .	21,716.88
Lord, Jean . . . . .	7,484.04	Paronto, Gerald . . . . .	23,417.76
Lorraine, Rita . . . . .	11,784.66	Pasic, Zijada . . . . .	10,792.80
Loso, Bernard . . . . .	33,351.24	Patnode, Robert . . . . .	51,998.88
Lovejoy, Patrick . . . . .	19,556.88	Pecor, Chester . . . . .	15,383.28

## SALARIES FISCAL YEAR 2012

Perry, Marilynne	4,439.16	Sonnick, John	48,568.20
Phillips, Robert	1,262.10	Soutiere, Zachary	15,818.76
Pinan, Paul	37,655.70	Spernak, Mitchael	15,597.96
Plant, Lynn	8,411.04	Spiller, Leroy	47,335.32
Plantier, Doreen	3,127.14	St Amour, Joseph	10,935.24
Politi, Frances	17,412.96	Stebbins, Everett	9,918.36
Poquette, Elizabeth	24,150.72	Stevens, Ian	8,859.84
Poulin, Gwenn	6,994.38	Stewart, John	17,761.68
Poulin, Margaret	9,750.78	Stoll, Robert	17,838.84
Pratt, Martina	5,902.68	Stringer-Ttee, Judith	5,083.56
Proulx, Roberta	6,856.80	Strong, Edward	31,531.32
Provost, Beulah	34,799.88	Sweeney, Ronald	11,264.52
Provost, Francis	12,374.70	Sylvia, Linda	31,262.40
Provost, Larry	19,230.00	Taft, Robert	15,163.40
Quinn, Sean	18,398.88	Tanguay, Raymond	6,493.86
Rabidoux, Donald	23,096.88	Terry, Ann	14,730.04
Racine, Albert	5,213.16	Tewksbury, Cleyton	31,577.16
Racine, Bruce	27,028.80	Thompson, Gloria	4,272.42
Racine, George	2,346.00	Thompson, Sandra	2,127.36
Racine, Patti	15,049.92	Thurber, Pamela	13,771.68
Rader, James	6,620.64	Tichonuk, John	5,632.44
Rasys, John	41,858.40	Tipson, Marguerite	7,287.66
Rathbun, Maurice	3,703.56	Titus, Anita	4,555.08
Raymond, Wayne	9,839.74	Toof, Shawn	29,431.98
Regan, Constance	1,084.74	Tremblay, Thomas	86,507.28
Reno, Rebecca	5,010.00	Trombley, James	13,678.08
Reno, Ronald	34,702.56	Trombley, Joseph	14,900.76
Reuschel, David	37,936.67	Trombley, Richard	28,444.62
Richard, Michael	67,819.44	Trudo, Brian	27,012.96
Richardson, Jane	9,566.62	Tucker, Donald	27,246.00
Robear, Donald	23,869.92	Tully, Patrick	22,827.30
Roberts, Kathleen	1,351.02	Vachereau, Kenneth	58,755.12
Robinson, Clifford	53,482.92	Venezia, G Autumn	23,266.80
Rogers, Clyde	9,197.04	Veronneau, Donald	16,797.42
Rogers, Michael	35,545.56	Victory, Raphael	768.84
Rowden, Richard	31,962.48	Vidurek, Stephen	52,560.36
Russell, Elizabeth	3,980.16	Viens, Raymond	3,041.76
Russell, Marjorie	7,916.76	Villanti, Karen	6,399.48
Rutledge, Margaret	6,231.18	Vincent Jr, John	42,092.76
Ryan, Francis	3,899.10	Vincent, Daniel	38,759.82
Ryan, George	6,037.44	Vogel, Barbara	3,387.66
Sackevich, Patricia	2,699.04	Voorheis, Patrick	24,821.34
Sanders, Bernard	4,737.78	Wagner, Frank	13,384.86
Schleede, Lillian	18,666.84	Wallace, David	6,194.04
Schmidt, Thomas	2,893.62	Ward, William	44,428.02
Scibek, David	37,363.80	Wark, Stephen	44,643.12
Scott, James	43,668.00	Waterman, Margie	906.48
Scott, Marjorie	21,243.24	Weed, Barbara	1,170.66
Scully, Kevin	46,405.32	Welsh, Leland	25,286.16
Seaman, Ashley	1,039.38	West, Kasondra	7,351.80
Searles, Brian	8,300.16	Whalen, Robert	35,083.56
Searles, Frances	5,458.20	Whitehouse, James	72,857.28
Shackett, Charles	1,031.28	Willet, Jacqueline	2,915.33
Shangraw, Burton	18,290.58	Williams, Dale	11,514.96
Sheehan, Vivian	6,397.68	Williams, Kevin	51,175.32
Shepard, Claire	23,959.98	Wisell, Karen	15,382.56
Shepard, David	12,774.00	Wolfe, William	22,937.16
Shepard, Gary	13,081.20	Woodman, James	32,019.02
Shepard, Joyce	10,764.54	Wright, Loretta	10,962.90
Sherwood, Stanley	16,181.34	Yandow, Alan	1,557.05
Sicard, Michael	43,852.44	Young, Robert	29,105.58
Simpson, Michael	39,871.20	Yustin Jr, John	32,338.44
Siple, Stanley	34,684.32	Zeno, Patricia	25,801.92
Smith, Joan	2,000.46		
Snow, Kathy	6,782.28		
Snow, Larry	28,065.84		



## SALARIES FISCAL YEAR 2012

### Planning & Zoning

Anderson, Nicholas	40,495.34
Appleton, Jay	62,610.05
Gustin, Scott	59,873.42
Lerner, Kenneth	77,996.62
O'Neil, Mary	53,600.34
Thibault, Sandrine	65,214.99
Tillotson, Elsie	40,295.66
White, David	84,076.62

### Public Works

Adams, Laurel	81,817.06
Allerton, David	11,603.35
Asselin, Steven	76,238.25
Badger, James	59,098.51
Baker, Bernard	57,385.28
Baldwin, Norman	78,063.48
Barbeau, David	45,011.18
Bedell Sr., Douglas	47,358.00
Beltran, Ismael	1,104.00
Benjamin, Richard	75,282.01
Benjamin, Michael	28,010.48
Benoit III, Joseph	55,877.66
Berthiaume, Leonard	5,325.21
Bertrand, Stephan	875.37
Bessette, Brian	58,529.51
Bessette, Corey	10,761.17
Bilodeau, Louis	4,531.28
Blow, Brian	53,132.34
Blum, Edward	4,273.81
Boardman, Dylan	11,921.06
Boehm, John	32,481.34
Boylan, Terri	42,773.64
Brandolino, Amanda	27,689.13
Brett, Colin	7,978.75
Bridgman, Joshua	33,230.76
Brodsky, Charles	5,381.00
Burke, Edward	1,154.47
Burns, William	55,566.72
Burritt, Deanna	34,528.75
Buteau, Patrick	78,126.86
Buteau, George	5,549.25
Byrant, Gayle	926.85
Carlisle, Therese	24,855.51
Carr, William	45,587.67
Chaffee, Craig	27,525.51
Chagnon, Randy	45,140.74
Claveau, Judith	2,505.98
Codrean, Lorand	59,062.76
Conant, Trevor	44,641.58
Cormier, Steve	29,915.55
Cornish, Charles	34,276.93
Cummings, Bradford	67,273.94
Curtis, John	4,256.80
Danyow, Stephen	62,691.00
Daunais, Eric	4,492.50
Davis, Alan	18,293.00
Delahmetovic, Edin	43,083.85
DeLorge, Kenneth	2,204.00
Delorme, Cory	2,542.50
Demers, Erin	60,528.70
Devost, Robert	44,881.07
Dion, Tom	74,315.15
Dow, Matthew	56,696.22

Ducharme, Valerie	52,829.09
Ducharme, Leonard	51,443.73
Dunigan, David	5,623.27
Dusablon, Frederick	5,194.41
Eichen, Joshua	2,685.00
El Harmouchi, Hakim	4,158.20
Enman, Nicholas	2,802.50
Farnsworth, Christopher	35,542.58
Finck, Craig	48,883.54
Fisher, Anne	5,737.22
Fitzpatrick, James	59,365.54
Fleming, Joel	59,790.61
Floystad, Louisa	24,581.08
Gails, Jerome	10,903.75
Garen, David	71,618.14
Geehan, William	44,361.42
Gilbert, Damion	39,247.40
Glennon, Susan	31,090.68
Gomez, Guillermo	928.27
Goodkind, Steven	93,808.64
Goodrich, Terry	67,455.64
Gordon, Anson	43,636.43
Gore, Ronald	51,320.52
Green, Robert	63,318.78
Greenwood, Gary	68,145.29
Groelinger, Steven	42,396.28
Groff, Pamela	37,996.16
Grover, Timothy	67,701.60
Gulfield, Deborah	5,445.47
Halverson, Mark	33,348.48
Hamann, Stephen	47,823.04
Hammond, David	47,680.20
Hammond, Jason	53,690.21
Hammond, Richard	76,879.41
Hammond, Larry	55,929.35
Harinsky, Christopher	53,349.60
Hathaway, Raymond	15,264.15
Hathaway Jr., Bruce	31,523.75
Haynes, Paul	58,508.88
Heelan, Michael	58,635.16
Hill, Daniel	57,392.78
Hillman, Stephanie	39,022.99
Hines Jr., Bruce	57,448.81
Hoffman, Douglas	4,595.64
Holmes, Gary	52,843.60
Holt, Ned	72,041.24
Jaramillo, Steven	4,582.77
Jennings, Stanley	33,183.49
Johnson, Michael	3,649.68
Johnson, Ernest II	53,941.15
Jones, Carnell	48,933.69
Keene, John	28,062.51
Key, Joseph	34,195.91
Kisling, cott	1,062.50
Knight, Matthew	1,150.00
Lafayette, Charles	33,591.96
Laforce, David	16,040.66
Lafountain, Adam	49,624.29
Lane, Holly	42,028.99
Laplante III, Raymond	113,637.76
Lapointe, Dolores	2,960.76
Larue, Marjorie	5,430.51
Lavalette, Jessica	52,663.40
Lavery, Nathan	44,693.94
Lavigne, Gary	81,318.50

## SALARIES FISCAL YEAR 2012

Lefebvre, Donald	52,282.30	Phillips, Scott	57,241.99
Leggett, Thomas	61,992.62	Plumley, Helen	40,029.05
Legrand, Leo	50,305.79	Poole, Travis	4,823.94
Lemieux, Heidi	5,775.25	Raineault, Claude	69,941.64
Lestage, Robert	27,410.55	Randall, Jedediah	46,494.88
Losch, Catherine	58,489.34	Raymond, Shane	23,587.45
Lyons, Donald	4,067.87	Rebeor, Seth	2,376.25
Lyons, Richard	19,619.94	Redmond, David	53,248.79
Macy, Michele	5,445.47	Richards, Margaret	5,471.22
Mascitti, Mikeljon	63,654.52	Rioux, Bruce	5,496.96
Mason, John	47,818.71	Ritchie, James	63,916.48
Maynard, Richard	40,216.97	Robair, Reginald	5,320.91
McAdam, Susan	4,582.77	Roberts, Richard	24,014.12
McBee, Dennis	4,969.11	Root, Janice	11,581.82
McGarry, Stephen	2,814.90	Roy, Stephen	72,393.72
McGrath, Richard	1,358.25	Ryan, John	59,850.32
McMullen, Patrick	69,485.88	Sabens, Arthur	4,595.64
Medeiros, Lavenia	5,207.33	Savage, Raymond	15,479.75
Medlar III, Marcus	67,923.91	Scott, Tyler	7,762.52
Metivier, Maurice	6,239.40	Sumner, Dennis	45,677.71
Miles, Andrew	1,135.00	Swindell, Michael	63,296.20
Mitchell, Andrea	42,045.71	Sysling, Billy-Boy	26,069.26
Moir, Megan	62,715.35	Tarasewich, Thomas	10,372.50
Morin, Jay	56,431.84	Tatro, Jerry	52,482.99
Mosle, Cornelia	5,355.37	Thibault, Richard	63,941.18
Nyhus, Timothy	4,080.75	Tucker, Lawrence	60,166.38
Oblak, Jonathan	1,155.00	Valloch, Katherine	4,063.76
Paquette, William	76,913.32	Ward, Aaron	36,756.22
Paquette, Paul	80,915.79	Warren, Mary	65,773.71
Parent, Edmond	40,910.11	Weiss, Michael	33,324.13
Pariseau, Charleen	4,338.18	Weston, Carol	37,215.59
Perrin, Cynthia	334.71	White, Nancy	26,556.91
Perrin, Robert	5,003.43	Willette Sr, Bruce	3,746.00
Perron, Steven	59,149.14	Wimble, Jason	53,633.00
Perry, Joseph	57,534.49	Woodard, Kimberly	4,067.85
Perry, John	42,694.53		



## FACTS & FIGURES

### General Obligation Debt

June 30, 1981	28,795,000	June 30, 1997	44,706,929
June 30, 1982	29,134,000	June 30, 1998	43,997,090
June 30, 1983	27,638,000	June 30, 1999	46,966,309
June 30, 1984	26,267,000	June 30, 2000	46,216,009
June 30, 1985	23,935,000	June 30, 2001	47,276,091
June 30, 1986	41,000,000	June 30, 2002	39,890,647
June 30, 1987	42,845,000	June 30, 2003	41,820,263
June 30, 1988	48,880,000	June 30, 2004	46,134,487
June 30, 1989	50,434,290	June 30, 2005	44,350,811
June 30, 1990	55,481,636	June 30, 2006	44,137,730
June 30, 1991	53,248,196	June 30, 2007	48,561,259
June 30, 1992	54,417,803	June 30, 2008	47,974,392
June 30, 1993	45,548,186	June 30, 2009	65,718,243
June 30, 1994	48,841,229	June 30, 2010	64,705,583
June 30, 1995	45,568,460	June 30, 2011	73,166,438
June 30, 1996	46,427,141	June 30, 2012	78,990,000

### Appraised Valuation

	FY 2013	FY 2012	FY 2011
Real Estate	\$3,463,592,000	\$3,431,440,600	\$3,362,351,300
Personal Property***	\$123,751,070	\$131,700,400	\$140,176,310
Classification Factor*	\$149,944,000	\$149,446,600	\$154,288,658
Assessed Valuation for Tax Purposes	\$3,737,287,070	\$3,712,587,600	\$3,656,816,268
Veterans Exemption**	\$1,872,000	\$1,960,000	\$1,781,400

<b>Total Assessed Valuation</b>	<b>\$3,737,287,070</b>	<b>\$3,712,587,600</b>	<b>\$3,656,816,268</b>
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\*\*\*Business Personal Property Exemption raised to \$45,000 this lowered the taxable to 307 properties.

\*120% Assessment of non-residential property for municipal funding.

\*\*Disabled Veterans Exemption increased in FY 2009 from \$20,000 to \$40,000.

A City-wide Reappraisal was completed for FY 2006.

### Tax Exempt Property Summary

Type	Accounts FY 2013	Assessments
City	131	\$289,221,323
Colleges - Fully Exempt	142	626,473,000
County	3	9,511,000
Fraternity	11	11,765,584
Hospital	18	420,071,817
Rail Road	3	1,275,100
Religious	50	129,010,300
State of Vermont	9	62,893,300
U.S. Government	3	22,308,700
Winooski Valley Parks	7	6,187,300
All others	82	115,622,435
<b>Exempt Properties Total</b>	<b>459</b>	<b>1,694,339,859</b>

As % of Total Assessed Valuation (not including City-owned property) 37.60%

Colleges - Partially Exempt <i>(values stabilized per State statute 3831)</i>	39	27,984,254
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