

TABLE OF CONTENTS

City Government

City Organizational Chart	2
Mayor’s Message	3
City Officials Appointed by the Mayor	6
Vermont Legislators	7
Mayors of Burlington	7
City Council	8
City Council Standing Committees	9
City Departments and Phone Numbers	10
Important Dates	11
City Holidays	11
Board of School Commissioners	12
City Commissioners	13
Regularly Scheduled Commission Meetings	18

Department Annual Reports

Airport, Burlington International	19
Arts, Burlington City	20
Assessor, Office of the City	22
Attorney, Office of the City	23
Church Street Marketplace	25
Clerk/Treasurer, Office of the City	27
Code Enforcement	29
Community and Economic Development Office	31
Electric Department	35
Fire Department	37
Human Resources Department	40
Fletcher Free Library	42
Parks and Recreation Department	45
Planning and Zoning Department	50
Police Department	52
Public Works Department	56
School District	62
Telecom, Burlington	64

Regional Organizations Annual Reports

Burlington Housing Authority	65
Chittenden County Transportation Authority	66
Chittenden Solid Waste District	68
Winooski Valley Park District	70

Miscellaneous

Annual Town Meeting Day Results	71
Salaries	72
General Obligation Debt	96
Appraised Valuation	96
Tax Exempt Property Summary	96
Financial Statements	97

ACKNOWLEDGEMENTS

Design/Production: Futura Design

Printing: Villanti Printers, Inc.
Printed on PC Recycled Paper

Photography: Photos by Patricia Braine ©2014
SilverImagesVermont.com
Available for purchase to support Burlington Parks
& Recreation Scholarship Program.

Cover Photo:
Scott Duckworth, Clerk/Treasurer’s Office

Project Management:
Jennifer Kaulius, Mayor’s Office

This report can be made available in alternate for-
mats for persons with disabilities.

This report also is available online at
www.burlingtonvt.gov.

*This publication was
printed on FSC® certified
paper.*

It was manufactured
using high solid inks
containing no VOCs
and 100% Green-e®
Certified Renewable
Energy through the
purchase of Renewable
Energy Credits (RECs).



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

MAYOR'S MESSAGE

In keeping with an important and deep Town Meeting Day City tradition, I am pleased to present to you the City of Burlington's Annual Report for Fiscal Year 2013. In these pages, you will find reports from each of our City Department Heads and an enormous amount of information about the workings and progress of our great City. The level of citizen engagement in the City continues to be strong, with Burlingtonians constantly tackling a wide array of challenges to move our community forward and, once a year, the accounts of all this work are bound together and illustrated in the volume before you.



MIRO WEINBERGER
Mayor

Restoring Burlington's finances – turning the corner

The City is engaged in a long-term effort to put its financial house in order. This effort has been my top priority since taking office two years ago and will continue to be my top priority for the foreseeable future.

In recent months, we have seen many indications—some large, some more modest—that we have begun to turn the corner in this effort:

- The City and the Vermont Municipal Bond Bank closed on the refinancing of a \$14.6 million wastewater bond, addressing a long-standing unfunded liability and saving Burlington ratepayers a projected approximately \$4.8 million in interest payments over the next 20 years;
- Moody's announced upgrades in both Burlington International Airport's and Burlington Electric Department's credit rating outlooks from "negative" to "stable";
- As a result of voter support of the Fiscal Stability Bond and other steps, in the current fiscal year we have dramatically reduced the City's reliance on short-term borrowing—a practice that had been of considerable concern to our auditor and rating agency in recent years;



Fire Chief Seth Lasker and Mayor Miro Weinberger

- As part of our sustained effort to identify efficiencies, during the first months of the current fiscal year we identified more than \$470,000 in savings in the FY14 budget;
- The City began publishing monthly, public financial reports for the first time in recent memory; and
- The City has completely changed the way in which internal loans—loans such as those made to Burlington Telecom (BT) in past years—are made, documented, overseen, and reported in recent months.

The most significant recent step forward we have made was the successful negotiation of a settlement agreement between the City of Burlington and Citibank in the **Burlington Telecom lawsuit**. This mediated settlement agreement will—if key milestones and approvals are met in the coming months—resolve the \$33-plus million lawsuit for \$10.5 million, plus a share of BT's future value. The settlement is expected to be funded largely from BT



revenues and non-City sources and to avoid removal of BT's fiber optic system. With this agreement, there is now for the first time a clear path to resolution of our BT challenges.

We also made progress in 2013 on the City's other major financial challenge—the more than \$50 million unfunded liability of our **pension system**. The Mayor's Office organized a pension summit in November 2013 to begin discussions about the City's system and possible paths forward. The summit led to the formation of a Retirement Committee that began meeting in January 2014, with the charge of developing a better understanding of the problem in time to inform upcoming collective bargaining with all four City unions.

I congratulate Chief Administrative Officer (CAO) Bob Rusten for an outstanding start to his tenure. I also want to thank CAO Rusten, former interim Chief Administrative Officer Paul Sisson, and the dedicated staff team of the Clerk/Treasurer's Office on completing a successful first full fiscal year using our City's **new accounting system**. The

MAYOR'S MESSAGE

transition to the new system was complex, but City Hall and the City Council now have the ability to oversee the City's finances throughout the year to a far greater degree than was previously possible.

Investing in Burlington's future

While exercising the discipline and restraint necessary to restore the City's finances, we have moved forward in pursuing opportunities to invest in the City's future without impacting tax rates.

To this end, we launched the **Public Investment Action Plan (PIAP)** in January 2013, calling for proposals for waterfront tax increment financing (TIF) investment. The launch brought in more than 70 project proposals that were graded and whittled down by the five-person Public Investment Team (PIT), whose members recommended a project slate to me. After carefully considering the important public input and the PIT recommendations, I selected the final project slate of six projects, which the City Council then ratified for inclusion on the March 2014 Town Meeting Day ballot.

The past 18 months have been a time of investment and renewal in our treasured City parks. Using the voter-approved Penny For Parks funds, the Parks and Recreation Department has completed renovations and upgrades in over 40 parks throughout the City and eliminated a nearly \$1 million backlog of work.

In September 2013, the City rolled out the final

report produced by the IBM Smarter Cities Challenge grant award team. This report represented the culmination of a productive, three-week pro bono consulting engagement last spring with a six-member team of IBM's top experts, made possible by Burlington's selection by IBM as a grant recipient. The team was tasked with determining how Burlington could become an even better, greener community by planning and implementing broad-based greenhouse gas reductions that take advantage of Smart Grid infrastructure and other investments the City already has made, while strengthening Burlington's economy and financial position. The final report envisions Burlington becoming synonymous with green technology through the implementation of four focused recommendations: leverage the Smart Grid; optimize the McNeil Generating Station; enable electric vehicle sharing; and promote energy efficiency execution.

In October 2013, the City of Burlington was named a US Ignite partner. Our local Ignite initiative—"BTV Ignite: New England's Gigabit City"—is a collaboration of public, private, and academic institutions to accelerate Burlington's tech economy and community use of our fiber-optic resources.

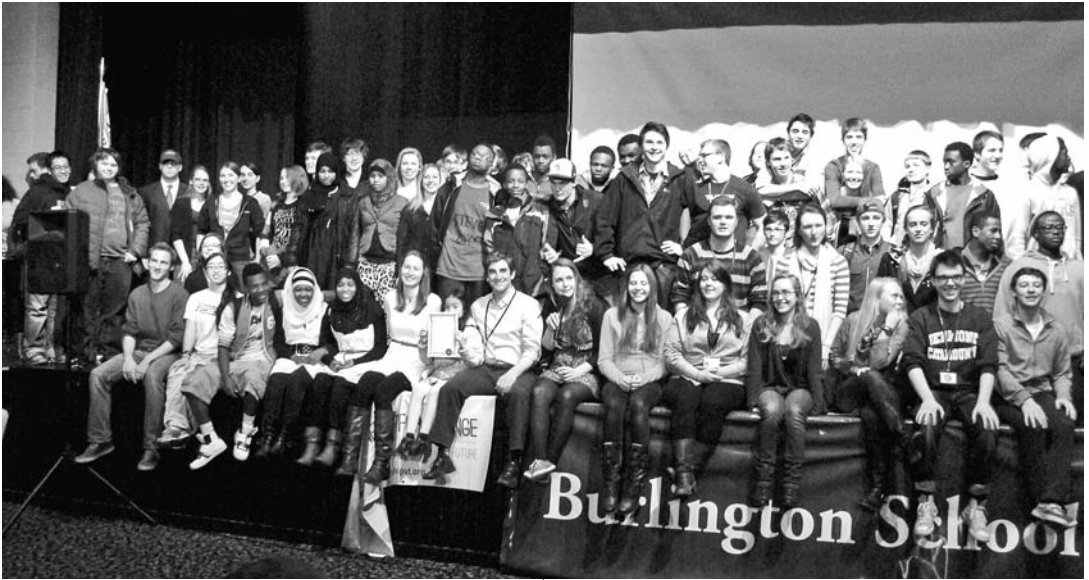
New additions to senior leadership team

2013 was marked by the arrival of three new Department Heads. Rubi Simon started serving as Director of the Fletcher Free Library at the beginning of 2013, Bob Rusten began his work as Chief Administrative Officer in June 2013, and Chapin Spencer took the reigns as Director of the Department of Public Works in August 2013. Our City Department Heads team is now a balanced mix of officials who have served the City for many years and provide a stable foundation and a new cohort who offer fresh perspectives on moving our great City forward. I would like to express my sincere appreciation for the dedication and enthusiasm our Department Heads bring as we work together on our shared goals for Burlington.

The past year also saw the arrival of Brian Lowe in the Mayor's Office. Brian joined Mike Kanarick and Jennifer Kaulius, who have been serving the City since the beginning of my term. No Mayor has ever had a more talented, committed, and positive team.



MAYOR'S MESSAGE



Charting Burlington's future – engaging with our younger citizens

The most memorable week of 2013 for me and my staff in the past year was the **Mayor's Week in School**, where we moved the Mayor's Office for five full days in March 2013 to Burlington High School (BHS). The goals during the Week in School included: connecting the BHS students with the inner workings of City government; learning more about and celebrating the great work the students and their teachers are doing at BHS; and raising public awareness about the school redesign process underway with the Partnership for Change, a Nellie Mae Education Foundation grant-funded initiative.

During the week, many City and School meetings were held in the BHS Auditorium, including Board of Finance and City Council Meetings, the Mayor's Business Roundtable, and a Town Hall Meeting on the culminating Friday afternoon. BHS students were involved in the planning and execution of the Mayor's Week in School, which has led to lasting community partnerships, including the Mayor's Youth Advisory Council, a BHS Year End Studies course led by Dov Stucker focused on waterfront development and preservation, and an ongoing effort to connect the schools to the City's BTV Ignite economic and community development initiative.

Thank you

As I reflect upon the achievements of this past year, I must thank City Council President Joan Shannon for her leadership and the entire City Council for their remarkable dedication and hard work to make Burlington an even better City in which to live and work.

On behalf of the entire City of Burlington employee team, we thank you—the citizens of Burlington—for allowing us the great honor of serving such a compassionate and engaged community. We look forward to our continued work together.



Mayor's Office Team, L to R: Mayor Miro Weinberger, Jennifer Kaulius, Mike Kanarick, and Brian Lowe

MAYOR'S OFFICE TEAM

Miro Weinberger, Mayor

mayer@burlingtonvt.gov 865-7272

Mike Kanarick, Chief of Staff

mike@burlingtonvt.gov 865-7275

Brian Lowe, Projects Coordinator

brian@burlingtonvt.gov 865-7274

Jennifer Kaulius, Administrative Assistant

jennifer@burlingtonvt.gov 865-7272

CITY OFFICIALS APPOINTED BY THE MAYOR

Chief of Staff	Mike Kanarick
Mayoral Projects Coordinator	Brian Lowe
Director of Aviation, Burlington International Airport	Gene Richards
Executive Director, Burlington City Arts	Doreen Kraft
City Assessor	John Vickery
City Attorney	Eileen Blackwood
Senior Assistant City Attorney	Eugene Bergman
Assistant City Attorney	Richard Haesler, Jr.
Assistant City Attorney	Gregg Meyer
Assistant City Attorney	Kimberlee J. Sturtevant
Executive Director, Church Street Marketplace	Ron Redmond
Chief Administrative Officer	Bob Rusten
Director, Code Enforcement	Bill Ward
Director, Community and Economic Development Office	Peter Owens
General Manager, Burlington Electric Department	Barbara L. Grimes
Chief, Burlington Fire Department	Seth Lasker
Director, Human Resources	Susan Leonard
Director, Fletcher Free Library	Rubi Simon
Director, Parks and Recreation	Jesse Bridges
Director, Planning and Zoning	David E. White*
Chief, Burlington Police Department	Michael E. Schirling
Director, Department of Public Works	Chapin Spencer
City Engineer and Surveyor	Norman J. Baldwin
Director, Emergency Management/Civil Defense	Seth Lasker
Harbor Master	Jesse Bridges
Superintendent, Cemetery Department	Jesse Bridges
City Grand Juror	Eugene Bergman
Assistant Grand Juror	Richard Haesler, Jr.
Assistant Grand Juror	Kimberlee J. Sturtevant
City Constable	Eugene Bergman
Second Constable	Gordon H. Gilbert
Pound Keeper	vacant

** appointed by the Planning Commission*

VERMONT LEGISLATORS 2013–2014

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

Michael Sirotkin (D)
80 Bartlett Bay Road
South Burlington, VT 05403
860-6428

*Appointed by Governor Shumlin in January
2014 to fill the unexpired term of his late
wife, Senator Sally Fox.*

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

Chittenden 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

Chittenden 6-02
Jean O’Sullivan (D)
37 Village Green
Burlington, VT 05408
658-0492

Chittenden 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

Chittenden 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

Chittenden 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

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

Chittenden 6-07
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	James Edmund Burke	1913-1915
Torrey Eglesby Wales	1866-1868	Albert S. Drew	1915-1917
Paul D. Ballou	1868-1870	J. Holmes Jackson	1917-1925
Daniel Chipman Linsley	1870-1870	Clarence H. Beecher	1925-1929
L. C. Dodge	1871-1874	J. Holmes Jackson	1929-1933
Calvin H. Blodgett	1874-1876	James Edmund Burke	1933-1935
J. D. Hatch	1876-1883	Louis Fenner Dow	1935-1939
George H. Morse	1883-1885	John J. Burns	1939-1948
Urban Adrian Woodbury	1885-1887	John Edward Moran	1948-1957
W. W. Henry	1887-1889	C. Douglas Cairns	1957-1959
William August Crombie	1889-1891	James E. Fitzpatrick	1959-1961
Seneca Haselton	1891-1894	Robert K. Bing	1961-1963
William James Van Patten	1894-1896	Edward A. Keenan	1963-1965
H. S. Peck	1896-1898	Francis J. Cain	1965-1971
Elliot M. Sutton	1898-1899	Gordon H. Paquette	1971-1981
Robert Roberts	1899-1901	Bernard Sanders	1981-1989
D. C. Hawley	1901-1903	Peter A. Clavelle	1989-1993
James Edmund Burke	1903-1907	Peter C. Brownell	1993-1995
Walter J. Bigelow	1907-1909	Peter A. Clavelle	1995-2006
James Edmund Burke	1909-1911	Robert S. Kiss	2006-2012
Robert Roberts	1911-1913	Miro L. Weinberger	2012-

CITY COUNCIL 2013–2014

Ward One



Sharon Foley Bushor (I)
52 East Avenue
658-3604 (h)
sbushor@burlingtonvt.gov
Term ends 2015

Ward Two



Jane Knodell (P)
10 Charles Street
862-2469 (h)
jknodell@burlingtonvt.gov
Term ends 2015

Ward Three



Vince Brennan (P)
175 Park Street
864-0984 (h)
vbrennan@burlingtonvt.gov
Term ends 2015

Ward Four



David Hartnett (D)
27 Browe Court
864-7895 (h)
dhartnett@burlingtonvt.gov
Term ends 2015

Ward Five



Joan Shannon (D), President
41 Central Avenue
860-7489 (h & w)
jshannon@burlingtonvt.gov
Term ends 2015

Ward Six



Norman Blais (D)
487 So. Prospect Street, #6
863-5860 (h)
nblais@burlingtonvt.gov
Term ends 2015

Ward Seven



Tom Ayres (D)
61 Saratoga Avenue
324-4117 (c)
tayres@burlingtonvt.gov
Term ends 2015

Kevin Worden (D)
23 Brookes Avenue
343-5445 (c)
kworden@burlingtonvt.gov
Term ends 2014



Max Tracy (P)
39 Greene Street, #2
373-1968 (c)
mtracy@burlingtonvt.gov
Term ends 2014



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



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



William “Chip” Mason (D)
33 Scarff Avenue
373-8545 (c)
cmason@burlingtonvt.gov
Term ends 2014



Karen Paul (I)
171 Crescent Road
863-3817 (h)
kpaul@burlingtonvt.gov
Term ends 2014



Paul Decelles (R)
96 Gosse Court
658-4367 (h)
pdecelles@burlingtonvt.gov
Term ends 2014



CITY COUNCIL STANDING COMMITTEES 2013–2014

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
Bob Rusten, CAO, 865-7019
Joan Shannon, 860-7489
Sharon Bushor, 658-3604
Jane Knodell, 862-2469
Bryan Aubin, 324-1546
Staff Support: Amy Bovee, 865-7019

Charter Change

Rachel Siegel,* 777-2627
Tom Ayres, 324-4117
Norm Blais, 863-5860
Staff Support: Eileen Blackwood,
865-7121

Community Development & Neighborhood Revitalization

Kevin Worden,* 343-5445
Bryan Aubin, 324-1546
Jane Knodell, 862-2469
Staff Support: Peter Owens, 865-7174

Institutions/Human Resources

Kevin Worden,* 343-5445
Sharon Bushor, 658-3604
Max Tracy, 373-1968
Staff Support:
Susan Leonard, 865-7150
Stephanie Hanker, 865-7145

License

Norm Blais,* 863-5860
Max Tracy, 373-1968
Tom Ayres, 324-4117
Staff Support: Lori Olberg, 865-7136

Ordinance

Chip Mason,* 373-8545
Sharon Bushor, 658-3604
Karen Paul, 863-3817
Staff Support: Gene Bergman, 865-7121

Parks, Arts, Culture

Karen Paul,* 863-3817
Vince Brennan, 864-0984
Bryan Aubin, 324-1546
Staff Support: Jen Francis, 865-7248

Public Safety

Jane Knodell,* 862-2469
Norm Blais, 863-5860
Paul Decelles, 658-4367
Staff Support: Richard Haesler, 865-7121

Transportation/Energy/Utilities

Max Tracy,* 373-1968
Tom Ayres, 324-4117
Chip Mason, 373-8545
Staff Support: Nicole Losch, 865-5833

Tax Abatement

Vince Brennan,* 864-0984
Dave Hartnett, 864-7895
Chip Mason, 373-8545
Staff Support: Gene Bergman, 865-7121

Channel 17 Liaison

Dave Hartnett, 864-7895

** Committee Chair*



CITY DEPARTMENTS AND PHONE NUMBERS

Office Hours

City Government
Monday–Friday
8:00am–4:30pm

www.burlingtonvt.gov

Airport

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

Arts

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

Assessor

Room 17, City Hall
149 Church Street
Burlington, VT 05401
865-7114

Attorney

Room 11, City Hall
149 Church Street
Burlington, VT 05401
865-7121

Church Street Marketplace

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

Clerk/Treasurer

Room 23, City Hall
149 Church Street
Burlington, VT 05401
865-7000

Code Enforcement

645 Pine Street
Burlington, VT 05401
863-0442

Community & Economic Development Office

Room 32, City Hall
149 Church Street
Burlington, VT 05401
865-7144

Community Justice Center

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

Electric

585 Pine Street
Burlington, VT 05401
658-0300

Emergency Management

136 S. Winooski Avenue
Burlington, VT 05401
864-4554

Fire

136 S. Winooski Avenue
Burlington, VT 05401
864-4554

Fletcher Free Library

235 College Street
Burlington, VT 05401
863-3403

Reference Desk

865-7217

Human Resources

179 S. Winooski Avenue
865-7145

Retirement

865-7097

Job Hotline

865-7147

Mayor

Room 34, City Hall
149 Church Street
Burlington, VT 05401
865-7272

Parks and Recreation

645 Pine Street
Burlington, VT 05401
864-0123

Cemetery

455 North Avenue
Burlington, VT 05401
863-2075

Planning and Zoning

Room 17, City Hall
149 Church Street
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
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
Burlington, VT 05401
540-0007

REGIONAL OFFICES AND PHONE NUMBERS

Burlington Housing Authority

65 Main Street
Burlington, VT 05401
864-0538

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 2014

February 26	5:00pm deadline to register to vote in Annual City Election 2014
March 3	5:00pm deadline to request an early ballot for Annual City Election 2014
March 4	Town Meeting Day – Annual City Election 2014
March 12	3rd quarterly property tax installment due for FY14
April 1	4:30pm deadline for dog registrations
April 7	Organizational Meeting of City Council and swearing-in of City Councilors
June 2	Annual Meeting of City Council (Mayoral and Commission/Board Appointments)
June 12	4th and final quarterly property tax installment due for FY14
July 1	Beginning of new Fiscal Year (FY15)
July 10	New tax bills mailed out (approximate date)
August 12	1st quarterly property tax installment due for FY15
August 20	5:00pm deadline to register to vote in Primary Election 2014
August 25	5:00pm deadline to request an early ballot for Primary Election 2014
August 26	Primary Election 2014
October 29	5:00pm deadline to register to vote in General Election 2014
November 3	5:00pm deadline to request an early ballot for General Election 2014
November 4	General Election 2014
November 12	2nd quarterly property tax installment due for FY15

CITY HOLIDAYS FOR THE YEAR 2014

New Year's Day	Wednesday, January 1, 2014
Martin Luther King, Jr. Day	Monday, January 20, 2014
Presidents' Day	Monday, February 17, 2014
Town Meeting Day	Tuesday, March 4, 2014
Memorial Day	Monday, May 26, 2014
Independence Day	Friday, July 4, 2014
Bennington Battle Day	Friday, August 15, 2014
Labor Day	Monday, September 1, 2014
Columbus Day	Monday, October 13, 2014
Veterans Day	Tuesday, November 11, 2014
Thanksgiving Day	Thursday, November 27, 2014
Christmas Day	Thursday, December 25, 2014

BOARD OF SCHOOL COMMISSIONERS 2013–2014

Ward 1

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

Keith Pillsbury
25 University Terrace
862-3575 (h)
734-9344 (c)
Term ends 2015
kpillsbury@bsdvt.org

Ward 2

Meredith Woodward King
32 Booth Street
660-2923 (h)
Term ends 2015
mwking@bsdvt.org

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

Ward 3

Liz Curry
16 Crowley Street
864-5067 (h)
Term ends 2015
lcurry@bsdvt.org

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

Ward 4

Ben Truman
172 Staniford Road
862-5183 (h)
Term ends 2015
btruman@bsdvt.org

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

Ward 5

Patrick Halladay
120 Hayward Street
540-0513 (h)
Term ends 2014
phalladay@bsdvt.org

Miriam Stoll
37 Scarff Avenue
863-4536 (h)
Term ends 2015
mstoll@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 2015
amatson@bsdvt.org

Ward 7

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

Greg Jenkins
31 Rivermount Terrace
355-4562 (h)
Term Ends 2015
gjenkins@bsdvt.org

Student Reps

Henry Prine
40 Crowley Street
henry1995@gmail.com

Xander Long
74 Overlake Park
longxander@gmail.com



CITY COMMISSIONERS 2013–2014

Advisory Boards, City Representatives on Regional Boards, Miscellaneous Appointments

Name	Address	Party	Ward	(H)Phone	(W)Phone	Appt	Expires	
*ADVISORY COMMITTEE ON ACCESSIBILITY (RESOLUTION 9/90)								
Ardell Cabre	pcintv@gmail.com					MA		
Ralph Montefusco	rmontefu@sover.net					MA		c = Commission Chair
Russ Scully	spot@thespotvt.com					MA		v = Commission Vice Chair
Patrick Standen	patrick.standen@myfairpoint.net					MA		co = Commissioner
Bradley Stephenson	bstephenson3@gmail.com					MA		s = Staff Person
Shelly Waterman	shelly.waterman@vtfn.org					MA		a = Alternate Member
Michael Watson	mwatsonlcmhc@hotmail.com					MA		y = Youth Representative (non-voting)
s Keshia Ram	kram@burlingtonvt.gov							
+AIRPORT COMMISSION (4 YEAR TERM) (CHARTER SECTIONS 120, 121, 276)								
Peter Plumeau	33 Knoll Circle, So. Burlington	?		865-027	383-0118	SB	6/30/14	CC = Appointed by the City Council
s	Airport Dept.	-			863-2874			CCM = Appointed by the City Council with Mayor Presiding
Alan Newman	23 Lakeview Terrace	I	7	238-2038		CCM	6/30/15	ExD = Ex-Officio Designate
Jeff Schulman	170 South Cove Road	D	5	658-8371		CCM	6/30/16	ExO = Ex-Officio Member
vc Bill Keogh	21 Alder Lane	D	5	862-5270		CCM	6/30/14	EmA = Elected by Class A members of the City retirement system
c Jeff Munger	523 North Street	I	1	863-4997	862-6659	CCM	6/30/16	EmB = Elected by Class B members of the City retirement system
BOARD OF ASSESSORS (3 YEAR TERM) (CHARTER SECTIONS 120, 126)								
Peter Schubart	114 Walnut Street	I	2	859-0059	872-8200	CCM	3/31/14	EMP = Elected by employees of the Fletcher Free Library
John Vickery	1st Floor, City Hall	-			865-7112	CCM	3/31/14	FFL = Appointed by trustees of the Fletcher Free Library
Will Vitagliano	347 College Street	D	2	236-0720		CCM	3/31/15	MA = Appointed by the Mayor
BURLINGTON HOUSING AUTHORITY BOARD OF COMMISSIONERS (5 YEAR TERM) (24 V.S.A. 4004)								
Sheila McLaughlin Gorski	300 Lake Street			658-9391		MA	1/17/18	NPA = Appointed by NPA with confirmation by the City Council
s Paul Dettman	Housing Authority Office	-			864-0538, x210			SB = Appointed by the City Council of South Burlington
c Michael Knauer	257 Van Patten Pkwy		7	863-5429		MA	1/17/14	I = Independent
Constance Krosney	45 Alfred Terrace		6	658-3764		MA	1/17/16	R = Republican
Cheryl Fatnassi	157 Saratoga Avenue		7	654-4540, x105		MA	1/17/17	D = Democrat
Clarence Davis	83 Lyman Avenue		5	238-1155		MA	1/17/15	P = Progressive
+CEMETERY COMMISSION (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 218)								
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	
vc Barry J. Trutor	31 Matthew Avenue	D	7	658-3273		CCM	6/30/16	
Jane Ewing	34 River View Drive	D	7	864-4424	363-5700	CCM	6/30/15	
c Donna Waldron	37 Tallwood Lane	D	4	658-0472		CCM	6/30/16	
CHITTENDEN COUNTY REGIONAL PLANNING COMMISSION (2 YR TERM))								
Andrew Montroull	409 South Union Street	D	6	658-2478		CC	6/30/15	
Infinite Culcleasure (Alt.)	44 Ledgemere Street	I	5	310-6161		CC	6/30/15	
CHITTENDEN COUNTY TRANSPORTATION AUTHORITY (3 YEAR TERM) (24 V.S.A. 5107)								
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	6/30/16	
CHITTENDEN SOLID WASTE DISTRICT BD OF COMMISSIONERS (2 YEAR TERM) CHARTER SEC. 1,2 & 10, (CSWD)								
Chapin Spencer	58 Conger Avenue		5	863-9094		CC	5/31/14	
July Sanders	211 Elmwood Avenue	P	3	489-5472		CC	5/31/14	

CITY COMMISSIONERS 2013–2014

	Name	Address	Party	Ward	(H)Phone	(W)Phone	Appt	Expires
** CHURCH ST. MKTPL. DIST. COMM. (3 YEAR TERM) (CHARTER SECTION 322)								
vc	M. Cecilia Daly	28 Overlake Park		6	864-0957	658-6665	CC	6/30/16
	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	6/30/16
	Jed Davis	Essex, VT			999-1440		CC	6/30/15
	Lorre Tucker	340 South Cove Road	I	5	658-3093	864-0414	CC	6/30/16
c	Jeffrey R. Nick	151 Deer Run Drive	R		985-3633	876-6923	CC	6/30/16
	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

+ 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.

CONSERVATION BOARD (4 YEAR TERM) (24 V.S.A. 4502)

s	Scott Gustin	Planning and Zoning Dept.	–			865-7189		
	Zoe Richards	15 Catherine Street	D/P	5	864-3329		CC	6/30/16
c	Matthew Moore	14 Adsit Court	D	1	864-0069	863-8424	CC	6/30/17
vc	William Flender	169 Ferguson Avenue	I	5	540-0058	660-2555	CC	6/30/17
	Stephanie Young	43 Brook Drive	D	7	448-3720		CC	6/30/16
	Scott Mapes	426 South Winooski Avenue	I	6	658-9966	864-8100	CC	6/30/17
	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	6/30/17
	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

DESIGN ADVISORY BOARD (3 YEAR TERM) (CODE, APPENDIX A, SECTION 2.3.2)

c	Steven Offenhardt	437 South Union Street	D	6	865-2114	343-6754	CCM	6/30/14
	Ron Wanamaker	462 South Willard Street	D	6		865-6056	CCM	6/30/16
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
vc	Matthew Bushey	30 Prospect Parkway	D	6		862-5179	CCM	6/30/16
	Sean McKenzie	137 Mansfield Avenue	I	1	660-9088	864-4354	CCM	6/30/14
a	Jeremy Gates	(works in Burlington)			881-8946		CCM	6/30/14
a	Philip Hammerslough	16 Isham Street	D	2	233-9143		CCM	6/30/14

DEVELOPMENT REVIEW BOARD (4 YEAR TERM) (CODE APPENDIX A, SECTION 81(A))

vc	Jonathan Stevens	44 Drew Street	I	3	658-6018	658-4141	CC	6/30/16
	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		1	863-4982	223-2044	CC	6/30/14
	Missa Aloisi	14 Strong Street	P	3	793-9840		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	6/30/16
s	Nic Anderson	Planning and Zoning Dept.	–			865-7188		
a	Alexandra Zipparo	68F Peru Street	I	3	(203)512-3049		CC	6/30/15
a	Israel David Smith	79 Park Street, 1st Floor	P	3	399-8788	540-0323	CC	6/30/15

+ELECTRIC LIGHT COMMISSION (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 226)

	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	6/30/16
vc	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	6/30/16

CITY COMMISSIONERS 2013–2014

Name	Address	Party	Ward	(H)Phone	(W)Phone	Appt	Expires
FENCE VIEWERS (1 YEAR TERM) (24 V.S.A. 871)							
Shay Totten	197 North Avenue	I	7	864-5581		CC	6/30/14
Meghan O'Rourke	145 Intervale Avenue	I	2	865-0120		CC	6/30/14
Ralph Montefusco	172 Woodbury Road	D/P	4	862-4085		CC	6/30/14

*FIRE COMMISSION (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 196)							
John T. Vincent, Jr.	84 Gosse Court	D	7	862-5608		CCM	6/30/14
s Meghan Sweeney	Fire Dept.	—			864-4554		
vc Kevin McLaughlin	51 Clymer Street	D	6	862-7222	863-4341	CCM	6/30/14
c Jacob Perkinson	56 Ledge Road	D	6	864-3529	862-0030	CCM	6/30/15
Scot Sweeney	16 Lakewood Parkway		4	363-5515	860-2253	CCM	6/30/16
Linda Sheehy	139 Mansfield Avenue	D	1	658-2605		CCM	6/30/16

*FIRE WARDENS (1 YEAR TERM) (CHARTER SECTION 121; ORDINANCE 13-38)							
Thomas M. Costello	Burlington Fire Dept.					CCM	6/30/14
Joseph A. Keenan	Burlington Fire Dept.					CCM	6/30/14
Seth S. Lasker	Burlington Fire Dept.					CCM	6/30/14
Thomas Mantone	Burlington Fire Dept.					CCM	6/30/14
Aaron J. Collette	Burlington Fire Dept.					CCM	6/30/14
David J. Roberts	Burlington Fire Dept.					CCM	6/30/14
Bruce E. Bourgeois	Burlington Fire Dept.					CCM	6/30/14
Peter R. Brown	Burlington Fire Dept.					CCM	6/30/14
Robert J. Plante	Burlington Fire Dept.					CCM	6/30/14
VACANT	Burlington Fire Dept.					CCM	6/30/14
Barry Simays	Burlington Fire Dept.					CCM	6/30/14
Peter G. Walsh	Burlington Fire Dept.					CCM	6/30/14
Scott M. Kilpatrick	Burlington Fire Dept.					CCM	6/30/14

BOARD OF HEALTH (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 277)							
s Linda Ayer	Code-Admin.	—		863-0442			
David Casey	15 Clymer Street, #2	D	6	865-7860		CCM	6/30/14
c Austin Sumner	27 Alfred Street	D	6	862-0676	951-4064	CCM	6/30/14
Julie Hathaway	199 Sandra Circle	D	7	598-9676		CCM	6/30/16
Mary D. Hart	18 Billings Court	I	7	864-9014	316-9608	CCM	6/30/16
Caroline Tassey	33 Holly Lane	D	4	540-0388		CCM	6/30/15

HOUSING BOARD OF REVIEW (5 YEAR TERM) (ORDINANCE 18-35 TO 18-69)							
c Kirstin Daigle	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	6/30/18
Patrick Kearney	22 Birchwood Lane	D	4	862-1908	878-2993	CC	6/30/17
vc Jason L'Ecuyer	173 James Avenue	D	7		660-9669	CC	6/30/16

LIBRARY BOARD OF COMMISSIONERS (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 179)							
t Mary Ellen Manock	14 Kingsland Terrace		6	355-6189		FFL	6/30/15
s Kate Bouton	Fletcher Free Library staff			660-4888		EMP	6/30/13
Jill Krowinski	27 Spring Street	D	2	363-3907		CCM	6/30/14
Selene Colburn	49 Latham Court		1		656-9980	FFL	6/30/15
Glenn McRae	131 Mansfield Avenue	I	1	658-4545	656-1317	CCM	6/30/16
Peter Ireland	149 Cumberland Road		4		497-0890	FFL	6/30/15
c Peg Boyle Single	58 Case Parkway	D	1	862-4699		CCM	6/30/15
y VACANT							
t VACANT						FFL	6/30/15
vc Ed Adrian	35 Brookes Avenue	D	1	233-2131		CCM	6/30/15
m Jessica Nordhaus	83 Caroline Street	D	5	338-0886			

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 will not tolerate unlawful harassment or discrimination on the basis of political or religious affiliation, race, color, national origin, place of birth, ancestry, age, sex, sexual orientation, gender identity, marital status, veteran status, disability, HIV positive status or genetic information. The City is also committed to providing proper access to services, facilities, and employment opportunities. For accessibility information or alternative formats, please contact Human Resources Department at 865-7145.

CITY COMMISSIONERS 2013–2014

	Name	Address	Party	Ward	(H)Phone	(W)Phone	Appt	Expires
BOARD OF MEDICAL EXAMINERS (3 YEAR TERM) (BCO SEC. 24-59)								
	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
+PARKS AND RECREATION COMMISSION (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 203)								
	John Ewing	34 River View Drive	D	7	864-4424		CCM	6/30/14
	John Bossange	545 South Prospect St., Unit #31		6	862-1441		CCM	6/30/16
	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
c	Nancy Kaplan	49 Mansfield Avenue	D	4	735-2120		CCM	6/30/16
s	Joanne Putzier	Parks and Recreation Dept.	–			864-0124		
y	VACANT							
+PLANNING COMMISSION (4 YEAR TERM) (24 VSA 4322-4323; CHAR SEC 120, 121, 126)								
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	6/30/17
	Emily Annick Lee	39 Bradley Street	D	2	860-3331	660-1022	CCM	6/30/17
y	VACANT							
+POLICE COMMISSION (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 183)								
	Philip LaVigne	100 Lakeview Terrace	I	7		999-3343	CCM	6/30/16
	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 Hochanadel	97 Howard Street	D	5	863-6998	864-7423	CCM	6/30/16
+PUBLIC WORKS COMMISSION (3 YEAR TERM) (CHARTER SECTION 48LXIII)								
	Jeff Padgett	53 Catherine Street	I	5	999-8128		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	6/30/16
vc	Mark Porter	76 Brookes Avenue	R	1	878-6666		CCM	6/30/14
s	Helen Plumley/Val Ducharme	DPW-Admin/Eng	–			863-9094		
	Bob Alberry	41 Killarney Drive	D	4	863-5452		CCM	6/30/16
	Solveig Overby	87 Walnut Street	D	2	863-1024		CCM	6/30/14
RETIREMENT BOARD (3 YEAR TERM) (ORDINANCES 24-47, 24-48, 24-50)								
	Munir Kastli	585 Pine Street			238-9631	865-7321	EmB	6/30/15
s	VACANT	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	
vc	Bob Hooper	3 Grey Meadow Drive	D	4	862-0708	951-0029	CCM	6/30/16
	Benjamin R. O'Brien	BFD, So. Winooski Ave., #1	–			865-7203	EmA	6/30/16
	John Frederico	PO Box 691				466-4487	EmA	6/30/15
	Matthew Dow	Main WW Plant, 53 Lavalley Lane				598-9222	EmB	6/30/16
c	James T. Strouse	155 Killarney Drive	R	4	864-4646		CCM	6/30/15

CITY COMMISSIONERS 2013–2014

Name	Address	Party	Ward	(H)Phone	(W)Phone	Appt	Expires
BOARD OF TAX APPEALS (3 YEAR TERM) (CHARTER SECTION 91, 2 REAL ESTATE PROF.)							
Brian E.J. Martin	57 Harrington Terrace #2	D	6	(617) 462-6262		CCM	6/30/15
Connie Krosney	45 Alfred Terrace	P	6	658-3764	658-3764	CCM	6/30/16
c Amy Mason	6 Billings Court	I	7	999-3717		CCM	6/30/14
vc 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	6/30/16
VACANT						CCM	6/30/14
BOARD FOR REGISTRATION OF VOTERS (5 YEAR TERM) (CHARTER SECTION 43)							
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
vc 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	6/30/18
s Margaret Poirier	Clerk Treasurer's Office	–			865-7137		
Lenore Broughton	52 Henry Street	R	1	863-2006		CCM	6/30/14
WINOOSKI VALLEY PARK DISTRICT (3 YEAR TERM) (24 VSA 4861FF;1972 AGRMNT TO CREATE WVPD)							
Roger Marshall	161 Austin Drive 9	D	5	862-3186		CC	6/30/15



REGULARLY SCHEDULED COMMISSION MEETINGS

Airport Commission

3rd Monday, 4:00pm
Burlington International Airport
Staff: Kristin Jones 863-2874

Cemetery Commission

For schedule, call 863-2075
Lakeview Cemetery, 455 North Avenue
Staff: Anne D'Alton 863-2075

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, City Hall
Staff: Nic Anderson 865-7188

Electric Commission

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

Fire Commission

Tuesdays, 8:15am
Chief Lasker's Office
Central Fire Station, 136 S. Winooski Avenue
Staff: Meghan Sweeney 864-4554

Board of Health

2nd Tuesday, 5:30pm
Rotates between DPW Conference Room and
Robert Miller Recreation Center
Staff: Linda Ayer 863-0442

Burlington Housing Authority

3rd Tuesday, 5:00pm
65 Main Street or one of BHA's housing
developments
Staff: Paul Dettman 864-0538 x210

Library Board

Every other month, 3rd Monday, 5:00pm
Local History Room, Fletcher Free Library
Staff: Kate Bouton 863-3403

Parks Commission

2nd Tuesday, 5:00pm
645 Pine Street
Staff: Joanne Putzier 864-0124

Planning Commission

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

Police Commission

4th Tuesday, 6:00pm
Burlington Police Department, 1 North Avenue
Staff: Kimberly Caron 540-2107

Public Works Commission

3rd Wednesday, 6:30pm
645 Pine Street
Staff: Valerie Ducharme 863-9094

Retirement Board

3rd Thursday, 9:00am
Burlington Electric, 585 Pine Street
Staff: Stephanie Hanker 865-7097

Voter Registration Board

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

Board of Tax Appeals

For schedule, call 865-7136
Conference Room 12, City Hall
Staff: Lori Olberg 865-7136

Burlington Telecom Advisory Board

For schedule, call 846-5031
Burlington Telecom, 200 Church Street
Staff: Amber Thibeault 846-5031

Chittenden County Transportation Authority Board of Commissioners

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

BURLINGTON INTERNATIONAL AIRPORT

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 and regional growth.



GENE RICHARDS
Director of Aviation



For FY13, BTV and the City continued to focus efforts on ensuring the airport's fiscal soundness, marketing, and adding passenger amenities. Nationally, the number of flights and seats available at airports has continued to decline, and BTV fits that trend though at a smaller magnitude. A total of 604,502 passengers boarded flights at the airport in FY13, down 7.9% from FY12. In June 2013, the airport saw passenger numbers increase for the first time in 12 months, which hopefully indicates a positive trend for the future.

BTV is fortunate to have excellent service from core airlines, such as USAir, JetBlue, United, and Delta. During FY13, non-stop international flights on Porter Airlines from BTV to Billy Bishop Airport in downtown Toronto, Ontario continued four times 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.

The airport continues to maintain a high level of service to key destinations, while also working to expand non-stop service. We were very excited in June 2013 to be able to bring our region non-stop service to Atlanta on Delta Air Lines. Early indications show strong bookings, and we expect this serv-

ice to grow with continued use by our passengers. Keep booking those flights!

Canadian traffic at BTV remains steady, and the airport has been marketing heavily to increase passengers from the areas surrounding Montreal. Road construction continues on Route 35 north of I-89 in Canada, with sections of that highway opening in FY13, reducing the travel time to BTV from Quebec.

The airport is very pleased to offer new local food and beverage services post-security at the Skinny Pancake and pre-security at the Chubby Muffin. Hudson News has also expanded their stores at BTV to include new and enlarged areas with an emphasis on local Vermont products. In the airport's north concourse, passengers can look forward to completely renovated restroom facilities. While at the airport you can enjoy great food and spectacular views from our rocking chairs; come visit the yoga room, the gift shops, the garden on top of the parking garage, and the observation tower. We are constantly looking for new amenities to add to your airport, so please let us know what you think.

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.



BURLINGTON CITY ARTS

As a Department of the City of Burlington, a local arts partner, and a 501c3, 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 nearly 80% of its operating budget from grants, donations, and fees, encouraging financial support from residents of outlying towns who benefit from Burlington's cultural services.

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.



Sound Suits, by Nick Cave from the *Seat's Taken* exhibition.

Education

FY13 marked a year replete with new partnerships and possibilities for BCA and our constituents, numbering over 10,500 people in our education programs alone. Our first year implementing a residency in partnership with VSAVT at the Integrated



DOREEN KRAFT
Executive Director

Arts Academy (IAA) at H.O. Wheeler delivered integrated arts curriculum through four residencies over the course of the year, which provided students with multiple ways of learning and sharing what they know with others. The year culminated in an exhibition of student work at the BCA Center. Other highlights include well-attended artist professional development workshops and our continued ability to offer a robust scholarship program to ensure that access

to the arts is not limited by financial constraints.

"The arts are accessible to everyone. So when you have a school that is very diverse and has multiple languages present and you need to reach everyone, the arts are equitable. The arts cross cultures easily."

—Judy Klima, Arts Coach, Integrated Arts Academy



Exhibition of IAA student work representing learning in different disciplines through the arts.

Exhibitions

A new curator took the reins at BCA in July 2012 and immediately got to work tackling BCA's strategic interest in expanding its audience and fulfilling a prestigious National Endowment for the Arts grant for exhibitions. Among the successes include *Seat's Taken*, a group exhibition that showcased 12 artists from Vermont and around the nation, selected to build a dialogue around individual and group identity and issues of exclusion in our culture. Through targeted outreach and relationships created during BCA's three years of participation in the We All Belong program, *Seat's Taken* became one of most highly attended exhibitions of the year. It also brought individuals and groups to BCA who had never attended events here before and provided a literal "stage" for youth and artists to express themselves through auxiliary programming, including a workshop and performance with visiting artist Vanessa German. A number of organizations and

BURLINGTON CITY ARTS



Michelle Saffran taking portraits for the “Who Am I?” photography project with IAA students.

individuals, including City Department Heads, took advantage of the exhibition to facilitate difficult conversations about race, bias, and hidden assumptions that contribute to inequality using BCA’s educational materials.



The City Hall Park lunchtime concert series brought a sense of peaceful vitality to the park twice a week from May to September.

“Really powerful images that give form and voice to prejudices, associations and stereotypes that so often go unnoticed in our everyday lives!”

—Brenda, exhibition attendee

Cultural Planning and Placemaking

BCA has continued to grow in its role as the City’s cultural planner. In 2013 BCA brought the Minneapolis-based non-profit Artspace to Burlington in partnership with the Community and Economic Development Office for focused conversations about Moran Plant redevelopment and other locations in Burlington around the arts. BCA also began working with the newly formed non-profit The Generator to pilot a makers space in Burlington. BCA continues to champion the renovation of City Hall Park with Parks and Recreation, presenting lunch time concerts twice a week all summer long to encourage positive park activity.

The vitality of our downtown and livability of our City are inherent benefits of a strong arts culture. The Artist Market provides 40 artists per year with the opportunity to sell their works in City Hall Park and Contois Auditorium. The Festival of Fools transforms Burlington’s downtown into a European-style celebration, part circus, part outdoor theatre, part family adventure. The free three day festival attracts visitors from around the Northeast.



Exhibition opening of *Seat's Taken*, including catering by the Vermont Refugee Resettlement Program.

OFFICE OF THE CITY ASSESSOR

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, Vermont. 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. The CAMA system is 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, which is the basis of the City's annual property tax levy. Staff follows the 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.

The Assessor's Office staff is comprised of a full time City Assessor, Deputy Assessor, and Associate Assessor. The Department administers the assessed values of 10,324 taxable real estate properties, 308 business personal properties, and 410 non-taxed properties. Taxes and special assessments generate approximately 53% of the City's General Fund. Assessor staff administers payment for services agreements made with a number of tax exempt properties. The payment agreements generate approximately 7% of the City's General Fund. In addition, the Assessor's Office administers the Tax Increment Finance (TIF) district. A portion of the taxes levied from the properties in the district pay the debt service for designated public improvements. Taxable properties outside the TIF district are not obligated to pay the debt service on those public improvements. TIF taxes generate approximately \$1,700,000 annually.

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

- Review properties which have changed from recent construction improvements and change assessments to reflect the change in value as a result of the improvements;
- Conduct internal reviews and field reviews of property data;
- Run CAMA system reports for maintenance of database integrity;
- Conduct "Sales Equity Studies" to determine the relationship of assessed values to market values;
- Hold property grievance appeal hearings as a process of review;
- Administer State and local tax programs, such as the State homestead declaration program, which provides a significant tax reduction for residential taxpayers who declare their Burlington homestead; and
- Work with the State Tax Department on the annual "Sales Study" to determine the appropriate



JOHN VICKERY
City Assessor

Common Level of Appraisal (CLA) for Burlington. The CLA determines the State Tax 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. The Assessor's Office reviews permits from the Department of Public Works and the Department of Planning & Zoning. As a result of these reviews, there were 523 real estate assessment changes. All of the business personal property accounts were notified of a change in value per City Charter. Overall, the total value of the current Grand List increased approximately \$24,025,400.

The Assessor's Office annually reviews appraised value equity among neighborhoods to maintain equity throughout the City. Adjustments for equity this current year resulted in around 50 real estate assessment changes.

The Assessor's Office monitors the local and regional real estate market. Fair market real estate sales are measured against the assessed values so that we may be able to understand the uniformity of tax equity among different classes of property and equity among different neighborhoods. Burlington had approximately 467 fair market transactions this past year, of which 228 were single family homes. Sale activity has increased around 30% from the previous fiscal year, similar to FY10. Sale prices have remained relatively stable for the past few years, which resulted in a relatively stable Level of Assessment (LOA) of 90% of market. The LOA is a ratio which demonstrates the relationship of assessed values to the real estate market.

This past May, the Board of Assessors held 27 property appeal hearings between May 20 and 25. The results of the Board were as follows: 14 properties received no change of value and were therefore denied, 9 properties received some adjustment in value, and 4 owners were granted adjustments as requested. As a result of the Board of Assessors' decisions, 9 property appeal requests were made to the Board of Tax Appeals.

The Assessor's Office prides itself on its accessibility in providing public records to the citizens of Burlington. Basic property data of every real estate parcel is online at www.burlingtonvt.gov/assessor. The website contains useful information on the many functions of the Assessor's Office. In addition, a mapping link has been added to the online property database. In the Assessor's Office, the public has access to two computers with all the property data, several years of real estate sale transactions, a printed Grand List, parcel maps, and friendly service from knowledgeable staff.

OFFICE OF THE CITY ATTORNEY

The employees of the City Attorney's Office appreciate the opportunity to represent the City of Burlington and all of those who live, work, play, or otherwise participate in and contribute to this great community. Below is a summary of some of our work as your legal counsel during the fiscal year:



**EILEEN
BLACKWOOD**
City Attorney

Livable Wage

A major project of the City Attorney's Office in FY13 was review of the City's livable wage ordinance. The City has been a national leader in supporting establishment of livable wages, having enacted an ordinance requiring all City employees and all employees of City service and airport contractors (involving contracts of more than \$15,000 in a year) to be paid a livable wage in November 2001. The City has not had a centralized contract review or administration process, so to review the livable wage program, the City Attorney's Office collected contracts from every Department in the City and reviewed each one to determine how the contracts were complying with the ordinance.

As a result of the review, a certification form was created for City contracts, and a webpage was created on the City's website with information about the livable wage. A series of recommendations was made for increasing compliance and addressing enforcement. Following the report, the City Council Ordinance Committee held a series of public meetings to discuss the findings and recommendations, and revisions to the ordinance were proposed and then adopted in the fall of 2013. These revisions will provide new enforcement procedures and modification of some provisions with the goal of ensuring a more effective ordinance.

Burlington Telecom Litigation

Citibank v. City and McNeil, Leddy and Sheahan: This fiscal year saw a flurry of motions seeking preliminary rulings from the court to shape the course of litigation and prepare for settlement discussions. Two days of early neutral evaluation (essentially a form of mediation used by the federal courts) were held in January 2013; discussions continued into the spring but did not result in a settlement. In April a revised discovery schedule was adopted, and the discovery process kicked into high gear by the summer of 2013. Trial is now scheduled for March 2014.

Osier and Shaver v. City and Leopold: In September 2012, the Chittenden Superior Court granted the City's motion to dismiss the City from the case. Plaintiffs Osier and Shaver promptly moved the court to reconsider its ruling. After some further proceedings, the Court denied reconsideration and entered final judgment in favor of the City in April 2013. The case against Jonathan Leopold was also initially dismissed, but on reconsideration, the court found that factual disputes remain and reversed the dismissal; trial is expected in the spring of 2014.

Public Service Board proceeding: The City continued to file monthly status reports with the PSB throughout the fiscal year.

Champlain Parkway

Litigation continued around the Champlain Parkway project with a pending appeal of the Parkway's permits before the Environmental Court and a declaratory judgment case seeking a ruling on the status of the Morton parcel in the Civil Division. Negotiations with the appellant neighbors continued through FY13, coincident with the legal discovery process.

Clift et al. v. City of Burlington

In August 2012, the City adopted an ordinance creating a Health Care Buffer Zone. This law creates a 35 foot buffer zone around the entrance to any reproductive healthcare facility within which no person may demonstrate or picket. A group of protesters who regularly protest in front of the Planned Parenthood clinic on St. Paul Street filed suit against the ordinance in U.S. District Court in September 2012 asserting that 1) the ordinance was facially invalid and 2) the City unfairly applied the ordinance to them because of their anti-abortion views. On the first issue, the district court found in favor of the City, and the plaintiffs appealed that decision to the Second Circuit Court of Appeals. The second issue is still pending before the district court. In the interim, the U.S. Supreme Court has granted certiorari on a challenge to a similar Massachusetts law, and the City has joined an amicus brief to the U.S. Supreme Court.

Bilmar Team Cleaners v. City

The City has been seeking payment of property taxes from a taxpayer, Bilmar Team Cleaners, for several years. This has led to three parallel legal proceedings: a challenge by the taxpayer to the City's decision to only partially abate the taxes, a tax collection action by the City, and the taxpayer's challenge to the assessment on the property. In 2012 the Vermont Superior Court upheld the board of abatement decision, and that decision was appealed to, and then affirmed by, the Vermont Supreme Court in 2013. The other two cases were still pending at the end of FY13.

Waterfront Park Act 250 Permit

In September 2012, a settlement was reached on the appeal of the City's Waterfront Park Act 250 permit, resolving the last legal barrier to the construction of the Waterfront Access North project. As part of the settlement, the City agreed to file for an amendment to its Waterfront Park Act 250 permit, and that proceeding has been stayed pending the resolution of the City's Public Improvement Action Plan process.

OFFICE OF THE CITY ATTORNEY

TIF in the Legislature

Burlington currently has two Tax Increment Financing (TIF) districts—the Waterfront TIF District and the Downtown TIF District. The purpose of a TIF district is to stimulate economic development by funding public infrastructure needed to encourage that development without increasing the tax burden on individual taxpayers. Although the details are somewhat complicated, the basic structure of a TIF district is that the grand list value of the district is fixed at the time the district is created. The municipality creates the district, gets state approval for it, and then gets voter approval to incur debt to build public infrastructure. The property taxes related to that base value continue to be used by both the state and the municipality as they had been. However, some or all of the property taxes attributable to any increase in the value of the properties in that TIF district (the increment), instead of being used for general fund or state educational fund purposes, is used to pay the debt incurred to build the new infrastructure for the next 20 years.

Burlington established the first TIF district in the State in 1996, the Waterfront TIF. New TIF regulations were adopted by the State through the years, particularly after the introduction of the statewide education property tax. A second district, the Downtown TIF, was established in 2011. A report by the State Auditor in late 2012 asserted that Burlington had erred in its calculations and had withheld \$1million of TIF increment that should have been remitted to the state education fund. The report asserted similar problems in other TIF districts, identified a number of unclear provisions in the TIF statutes, and made recommendations for statutory changes. Burlington participated in significant discussion and multiple hearings by the Vermont legislature, which led to key substantive changes in the law and full resolution of the State Auditor's claims of underpayment.

Charter Changes on Guns

In December 2012, the City Council's Charter Change Committee began considering language to implement changes to the City charter to allow the City to implement certain gun safety measures. Vermont statutory language in 24 V.S.A. §2295 currently limits the power of a municipality to directly regulate the possession of firearms, so the state general assembly must amend the City's charter before the City can enact any regulation on the possession of guns. Amendments to the City Charter first require approval by the voters, so the Committee began a series of public meetings to consider potential charter changes, which are expected to be voted on at the March 2014 City election.

Redistricting

The 2010 U.S. Census revealed that the population base of the City's wards has changed sufficiently to require the City to consider redistricting of those wards. For municipal election purposes, legal prece-

dent recognizes that it may not be practical to constitute exactly equal representation—that is, that every City Councilor would have the exact number of people in his/her ward. The law therefore permits a deviation of 10% from that exact equal population number between the least and highest populated wards. According to the 2010 U.S. Census, Ward 4's population is 16.1% below the equal representation level (meaning it is currently over-represented), and Ward 1's population is 25.3% above that level (meaning it is currently under-represented), for an overall deviation of 41.4%, substantially above the 10% permitted by law. A final plan had not yet been developed by the end of the fiscal year, but a proposal is expected to go to the voters in March 2014.

Airport and F-35s

Near the end of 2012, opponents of the basing of the F-35 fighter jets at Burlington International Airport sought a jurisdictional opinion from Act 250, asserting that the basing would require a change to the City's Act 250 permit. The City has opposed the assertion of Act 250 jurisdiction over which airplanes fly in and out of the Burlington International Airport, in part because it maintains that decision is the province of the FAA and the Air Force. The Act 250 District 4 Coordinator agreed, and his decision denying jurisdiction has been appealed to the Environmental Court, where the matter is still pending.

Burlington Electric Department

Prior to the beginning of the FY13, the City had reached a tentative agreement with the IBEW for its 2009-13 contract, except for certain provisions related to retirement. Tentative agreements on retirement benefits were reached in 2011 and again in 2012, but the union membership rejected them. The dispute was then taken to arbitration, and in June 2013, an arbitrator issued a decision substantially adopting the 2012 tentative agreement.

The City's Integrated Resource Plan was adopted by the Public Service Board in 2012, and pursuant to that plan, the City exercised its option to begin proceedings to purchase the Winooski One hydroelectric facility at the end of its power purchase agreement in April 2013. This began a process leading to arbitration in the fall of 2013, with implementation of the arbitration decision expected in 2014.

An employment discrimination lawsuit, *Crowley v. BED & Grimes*, was filed against BED and its General Manager by a former employee in July 2012. The City's insurance carrier assumed defense of the case and assigned outside counsel, Lynn, Lynn & Blackman. The City has denied the allegations of the complaint, and the case was proceeding in discovery at the end of FY13.

CHURCH STREET MARKETPLACE

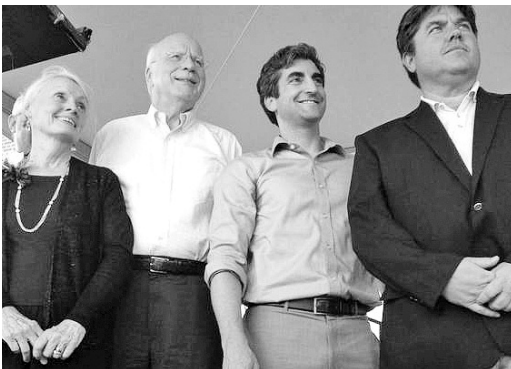
The Church Street Marketplace is a City Department, responsible for managing the business improvement district (BID) on Church Street between Main and Pearl Streets.

A BID is a geographically defined area in which property owners agree to pay an assessment, in addition to property taxes, to fund additional services such as administration, maintenance, and promotion.

The City's Charter requires the Church Street Marketplace Department to generate 100% of its operational revenues from user fees, including fees assessed on Marketplace properties, sidewalk café, cart vendor and street performer fees, and corporate sponsorships.

Special Welcome to Our New Merchants in FY13!

Andrea King opened Aristelle, providing fine lingerie, designer swimwear, and luxurious loungewear at 61 Church Street, www.aristelle.com; Daniel Riley, a recent alum of Green Mountain College, opened Blu-Bin, Burlington's first 3D print shop at 20 Church Street, www.Blu-Bin.com; Trina Zide and Brendan Foster moved their business Maven (a skateboard lifestyle boutique carrying men's and women's apparel and sneakers) from Cherry Street to a new location at 128 Church Street; Bob and Linda Livingstone, owners of East Shore Vineyard of Grand Isle, opened a tasting room at 28 Church Street, www.eastshorevineyard.com; Tim Halvorson, owner of Halvorson's Upstreet Café (great American food, California wines, Vermont craft beers), opened E.B. Strong's Prime Steakhouse, Vermont's first USDA Prime Steak House at 10 Church Street (at the former location of Sakura), www.ebstrongs.com.



Senator and Mrs. Patrick Leahy with Mayor Miro Weinberger and Tim Halvorson (former Marketplace Commission Chair, owner of Halvorson's Upstreet Café, EB Strong's) at May 13, 2013 celebration to mark the completion of Church Street's 10-year capital improvement program.

Ten Years of Capital Improvements

2013 marked the final year of a 10-year-long capital improvement program on the Marketplace, thanks to the support of US Senator Patrick Leahy. Since



RON REDMOND
Executive Director

2003, Senator Leahy has secured almost \$9 million in federal transportation dollars for the downtown and waterfront. A large share of those funds has been directed to the Church Street Marketplace to address its deteriorating infrastructure (originally built in 1981).

As Church Street's 10-year "face lift" draws to an end, our City's much-beloved Marketplace has been refreshed and renewed. Improvements include the closing of City Hall Block and complete re-bricking (2003-2004), enhancements to Church Street's mid-blocks (2003-2004), rebuilding City Hall steps (2008), improvements to the Marketplace Alleyway (2008), raising the intersection grade at Church and Cherry Streets (2011), Pearl Street improvements (2012-2013), the new Church Street Lighting and Electrical System (2012-2013) and decommissioning of Church Street's Top Block Fountain (2013). Removal of the top block fountain at the head of Church Street has both reinvigorated the upper block and opened the door for prospective tenants to vie for the 1 Church Street space, vacant since 2008 when the Ann Taylor retail store closed.



Construction contractor Wright & Morrissey removed Church Street's Top Block Fountain during summer 2013 to reinvigorate the top block and open the way for prospective tenants to vie for the One Church Street space, vacant since 2008 when the Ann Taylor retail store closed.

Farewell to the Fountain

Special thanks are due to local developer, former Marketplace Commissioner and philanthropist Bobby Miller, who in 1994 spent \$250,000 of his own money to build a fountain at the top of Church Street. For 15 years, the fountain helped pull foot traffic to the top of Church Street and provided the community with a great feature. But over time, the top block evolved; foot traffic increased when we improved the crossing at Cherry Streets, and new, stronger retail tenants filled once empty spaces. Prospective tenants for the last and largest vacant space at 1 Church Street saw the fountain as a barrier. With the decommissioning complete, tenants are now vying for this space, and we anticipate a new tenant to be announced this year.

CHURCH STREET MARKETPLACE

Winter Lights

The Church Street Marketplace launched a new winter event called Winter Lights. Conceived by our marketing manager, Adna Karabegovic, this new event will now run from February through early April and is sponsored by Citizens Bank. Winter Lights features light canopies at Church Street's intersections, as well as unique and colorful lighting in our trees.

Marketplace Focused on Financial Discipline

The Marketplace Commission and staff have been working diligently on the Department's finances over the past year with the help of Mayor Miro Weinberger and new Chief Administrative Officer Bob Rusten. We have instituted a plan to pay down our negative fund balance and build up a capital reserve to cover costs of those future capital improvements that cannot be funded using federal funds, or through the City's capital budget, because of the Marketplace's charter. Our FY14 budget goal is two-fold: pay down the negative fund balance within three years, and then, over the next five years, build up a capital reserve of at least \$200,000 to cover future capital expenses that cannot be funded through the City's capital budget or by federal funds. 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 Bruce Bovat, Lt. Shawn Burke, and Officers Mike Henry and Ethan Thibault for helping maintain a safe Marketplace.

We thank you for the opportunity to be of service to you.

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



OFFICE OF THE CITY CLERK/TREASURER

Richard Goodwin and Scott Schrader,
Assistant CAOs
Ann Barton, *Chief Accountant*

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.

The Clerk/Treasurer's other major responsibilities include:

- The overall disbursement and collection of funds, the administration of the accounting system, the signing of checks, and periodic reports to City Council;
- The responsibility of the investment coordinator for the municipality treasury function;
- Maintaining the payroll taxes and other withholdings; service records; wage and salary ordinances; life, health, and specialty insurance; payroll deduction plans; and workers compensation;
- Financial management of grants awarded to the City through various City Departments; and
- Administer elections for the Federal, State, and local governments.

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 www.burlingtonvt.gov/ CT.

General Fund Finances Continue to Grow

While the nation continues to slowly recover from the worst recession and financial crisis since the Great Depression, Burlington has managed to mostly weather the storm.

Burlington continues to largely avoid the financial problems that many municipalities in other states have experienced. Burlington has had a balanced budget and maintained programs and services, while at the same time avoiding a general City property tax increase. The development of the 2013 General Fund Budget maintained the general City tax rate at the same level as the prior eight 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 remain sound and continued to improve in FY13. The improve-



BOB RUSTEN
Chief
Administrative
Officer

ment in General Fund finances included a nominal increase in the Fund Balance to a total of approximately \$16 million.

Limiting the rate of growth in the City's property tax rates continues to be a priority consistent with the City Council's goals established in 2006. For the eighth year in a row, the General City Property Tax Rate remained unchanged. The FY13 budget continued the trend to moderate growth in General Fund personnel and related expenditures. Revenues and expenditures were

consistent with the budget proposed last year and adopted by the City Council in June 2012. General Fund Capital Improvements decreased 17.5% from \$5.59 million in FY12 to \$4.6 million in FY13.

The overall municipal, non-school tax rate for FY13 decreased slightly by \$0.0127, for a total rate of \$0.7153 per hundred dollars of assessed value. While the overall City/School contribution for retirement increased for FY13, a more accurate determination of the School's share of the contribution meant a decrease in the City's share.

Projected FY13 General Fund revenues and other sources amounted to nearly \$60 million and were projected to come in slightly above expenses.

Some of the biggest challenges facing the General Fund budget continued to be the increasing cost of the City's contribution to the Retirement Fund and the unfunded liability. The general increase in the cost of doing business such as wage increases, increases in health insurance costs, and the general inflation of purchased commodities coupled with a relatively flat increase in the Grand List (taxable real property).

Burlington Employees Retirement Fund

The investments of the Burlington Employees Retirement System (BERS) appreciated significantly this year, recovering from major downturn in investments from the recession and financial crisis of two years ago. The actuarial report for the year ending June 30, 2013, calculates an actuarial valuation of the fund's assets of approximately \$143.9 million, an increase of 4.4% from \$137.8 million on June 30, 2012. The projected actuarial liabilities for benefits owed for current and past service is approximately \$207.5 million. Thus, the unfunded liability based on these actuarial calculations is approximately \$63.5 million, an increase of \$4.9 million.

The actuarial value of the assets represents 69.3% funding of the projected liabilities. The ratio of assets to liabilities declined 0.9% from the previous year level of 70.2%. 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 benefits.

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

OFFICE OF THE CITY CLERK/TREASURER

Credit Rating, Bonds, and Financings

On April 12, 2013, Moody's Investors Service (Moody's) affirmed the City's credit rating on the City's general obligation debt at Baa3 with a negative outlook. The ratings for the City's certificates of participation were also affirmed at Ba1 and Ba2, also with a negative outlook.

Factors cited by Moody's for the rating affirmation include the City's strength as the economic hub of Vermont and its manageable debt profile. Ongoing concerns for Moody's 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. Moody's indicated in their report that the elimination of these concerns could result in the removal of the negative outlook and/or a rating upgrade.

In October 2012, the City issued \$10.0 million in general obligation bonds, Series 2012A and \$1.25 million in taxable general obligation bonds, Series 2012B to refund outstanding general obligation debt and to finance various capital projects. The Series 2012A bonds were issued to refund FY12 Notes, to finance certain capital improvements (including the prepayment of capital lease obligations to acquire title to a police station located within the City, and to finance certain capital improvements at the City's Electric Department and the City's School Department). The Series 2012B bonds were issued to finance capital improvements including the purchase of equity in Vermont Transco, LLC by the City's Electric Department.

In April 2013, the City issued \$9 million in taxable general obligation bonds, Series 2013A in response to the voters having passed in November 2012 the Fiscal Stability Bond to provide working capital for the City and its Departments. The \$9 million cash infusion improved the liquidity of the City. In addition, the City has reduced reliance on the Enterprise Funds need to borrow from the Sweep Account utilized to pay operating expenditures. The steps taken by the City has resulted in having no reliance of \$10.0 million TAN line of credit (LOC) established for FY14. As of December 1, 2013, the City has not utilized the LOC, and anticipates borrowing on the LOC approximately \$3 million in February 2014, and paying in full this amount on March 12, 2014.

Licenses and Records

The administrative activities of the Clerk/Treasurer's 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:

- 99 First-class liquor licenses
- 52 Second-class liquor licenses
- 367 Marriage licenses
- 962 Property transfers
- 991 Death certificates
- 1,236 Dog licenses
- 2,205 Birth certificates

Fiscal Year 2013

On June 3, 2013, Bob Rusten formally took office as the Chief Administrative Office for the City, replacing Paul Sisson who had been serving on an interim basis. FY13 also was the first year utilizing a new accounting and financial system, a significant challenge to this office. The system continued to be a work-in-progress with new processes and functionality being learned and implemented throughout the year, most notably a billing module that is designed to formally and better inform payers of charges and account activity while allowing for the City to better track its accounts receivables and delinquent accounts. This office also played a significant role in meeting the Mayor's goal of improving the City's fiscal stability by improving its cash position (liquidity) in FY13, developing the FY14 budget, and with:

- 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;
- Voter approval in November 2012 of a \$9 million Fiscal Stability Bond, which was issued in the first quarter of 2013; and
- 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.

Appreciation

In closing, I want to acknowledge the dedication and commitment of Paul Sisson during his tenure as the City's Interim Chief Administrative Officer, his work on the FY14 budget, and his assistance offered to me during my transition to the position. As always, I am thankful for the staff of the Clerk/Treasurer's Office. 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 Martha Gile, who left the Clerk/Treasurer's Office in FY13.

CODE ENFORCEMENT

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

- **Minimum housing enforcement** includes maintaining an annual apartment registry of approximately 9,600 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 and 27).



BILL WARD
Director

FY13 Highlights

Housing: The Minimum Housing inspections for FY13 totaled 3,107 initial rental units. This total of initial inspections keeps our office on track to keep all rental units in the City inspected at least every three years. 70% (2,163) of the units inspected required one follow-up inspection to confirm deficiencies were corrected to bring the property into compliance. 15% (468) of the units

required two follow-up inspections and 4% (135) required three follow-up inspections before being found in compliance.



SeeClickFix and Complaint Inspections: The Code Enforcement Office initiated a new complaint program at the recommendation of the Mayor's Office in September 2012. The program, SeeClickFix, is a web-based tool for citizens to report and track nuisance complaint issues. Code Enforcement took the lead, with other Departments, like Parks & Recreation and the Church Street Marketplace, joining within the first few months. From September 2012 to June 30, 2013, the City received 870 complaints on SeeClickFix and closed 819 of those issues in less than five days on average per complaint. The program is scheduled for expansion to more Departments in FY14. Residents and visitors can visit SeeClickFix.com to sign up and learn more.

We continue to use the traditional complaint system, called the AMANDA database, which represents an additional 750 complaints handled internally. These complaints range from overdue housing inspection and zoning complaints to tenant complaints of leaks and other interior deficiencies.

Zoning: The Code Enforcement Office is responsible for enforcement of the City's Zoning Ordinance and issuing certificates of occupancy under the Uni-

CODE ENFORCEMENT



fied Certificate of Occupancy (UCO) protocol. Our office works regularly with the City's Building Inspector and with the Planning & Zoning Office 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 1,106 UCOs were issued in FY13, which represents an increase of 36% over FY12.

Board of Health: The Burlington 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. Board of Health members Ian Galbraith and Alan Sousie completed their terms of service at the start of the fiscal year. Ian and Alan had both served many years as board members. Ian's years of service provided an alternative perspective on a variety of health issues, and he served as the Chairman of the Board during his final term. Alan served as the Chairman of the Board between 2006 and 2010. Alan's passion for health issues in Burlington was surpassed only by his drive for measurable results. He introduced a Board of Health self-evaluation tool and reinstated school inspections during his tenure. The two new members of the Board of Health are Caroline Tassey and Julie Hathaway.

The Board of Health remained focused in promoting the reduction of pesticide use in the City and encouraging citizens to use healthy alternatives for their lawns and gardens. The Board completed a third year of the "Healthy Lawns, Healthy Lives" project, which is designed to demonstrate sustainable lawn care without harmful pesticides, with more than 30 Burlington homeowners participating. The project was selected as a demonstration project at the National Association of Local Boards of Health (NALBOH) in August 2012. Health Officer Bill Ward and Health Administrator Linda Ayer were selected to travel to the NALBOH Conference in Atlanta, GA to present a break-out session on Burlington's "Healthy Lawns, Healthy Lives" project.

Administration & Budget

The Code Enforcement Office met a major milestone in FY13. For the first time in the history of the Department, the staff completed a full 12 month period with all of the same staff members. This may not seem like a significant accomplishment to some, but it means a great deal in an organization with an enforcement mission. Having a stable workforce is the first step in giving the citizens of Burlington the best and most consistent enforcement of City ordinances. Our 11 person Code Enforcement team is proud of this achievement and grateful to serve the citizens of Burlington.

The Code Enforcement Office met revenue expectations and ended the fiscal year at 102% of the adopted budget. Expenses for Code Enforcement were 98% of the adopted budget.

Community Partnerships

The Code Enforcement staff participated in numerous community efforts in FY13, including the 13th annual Spring Move Out Project and a variety of neighborhood cleanup efforts involving UVM Student Government and the UVM Greek community. One example of these efforts occurred on April 21, 2013 and involved dozens of UVM Fraternity and Sorority members. The UVM students walked the most densely populated rental areas in the City and collected loose debris from sidewalks, greenbelts, and streets.

The 2013 Spring Move Out Project occurred just two days before the KeyBank Vermont City Marathon. It was a big task to keep the neighborhoods clean as a few thousand tenants moved out and thousands of marathon visitors arrived on the same weekend. This move out period was the busiest 10 days of the year for Code Enforcement staff, and it was a great opportunity to test the new SeeClickFix system. Of the 95 trash and illegal dumping SeeClickFix complaints that were documented in that 10 day period, 94 reports were closed in less than one day. 79 of the 95 reports were staff initiated. These dramatic clean-up statistics were the result of an aggressive staff effort and an engaged landlord-tenant community.

We look forward to another year of successful collaboration with community members to keep Burlington neighborhoods clean and safe.



COMMUNITY AND ECONOMIC DEVELOPMENT OFFICE

The Community & Economic Development Office (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.

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 final phase, completed this year by Cathedral Square, resulted in 36 units for seniors. Combined with the other phases of this development by Farrell Real Estate and Champlain Housing Trust, this property has gone from tax-exempt to \$13,836,700 in value with 187 housing units and generating \$325,000 in tax revenue.
- Champlain Housing Trust (CHT) purchased South Meadow in the fall of 2012. Within three years of the acquisition, the property will undergo these changes:
 - 64 affordable apartments, using Low Income Housing Tax Credit (LIHTC)
 - 52 market rate apartments
 - 32 condos for homeownership, some market rate, and some permanently affordable with resale restrictions through CHT's signature shared equity program
- Work was completed on the City Neighborhoods project, which includes refinancing, major rehabilitation, and lead hazard control of 40 scattered site affordable rental units. All units are occupied by income-qualified households.
- 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 complete, and a BHA/Housing Vermont partnership acquired Bobbin Mill this past year. Bobbin Mill renovations will occur in 2013-2014.
- The Burlington Lead Paint Program completed testing for Lead-Based Paint hazards on 60 housing units; performed Lead Hazard Control activities on 48



PETER OWENS
Director

housing units; trained 341 individuals on the Vermont Essential Maintenance Practices Lead Law (EMP); trained seven low-income Section 3 individuals as lead workers, three program staff as Lead Inspector/Risk Assessors, and one staff member as a Lead Project Designer; and conducted 86 Outreach and Education events that reached over 1,106 individuals.

- Utility assistance, home sharing, home- and center-based senior services, and other housing retention assistance helped almost 2,500 residents remain housed and living independently.

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 171 business owners and entrepreneurs, resulting in the start-up of three new businesses, the expansion of two businesses, and the creation of 28 new permanent FTE jobs.
- CEDO's technical assistance also helped one local business, the Vermont Flight Academy, formally receive 501(c)3 status from the IRS and develop and implement an accredited 4-year degree program in Pilot Training through Vermont Technical College. A total of 8.5 FTE jobs were created and/or retained.
- The Intervale Center provided technical assistance, equipment rental, business planning, and marketing assistance for Intervale farmers. A total of ten farms, with 55 workers, added 2.5 positions this year. The farms grossed over \$1.3 million with 110 acres in production.
- Mercy Connections provided entrepreneurial training for 21 women interested in starting a Burlington business, seven new businesses were started, and four businesses expanded.
- Four agencies provided high quality early care and education for 113 children from working families.
- Free tax services helped over 1,150 low-income, working Burlington taxpayers access tax credits and rebates while saving almost \$110,000 in fees, and credit and budgeting education for 153 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.

- Beginning in FY13, CEDO undertook an ambitious and inclusive new public process designed to move elements from the innovative planBTV from concept to reality. The process – known as the Pub-

COMMUNITY AND ECONOMIC DEVELOPMENT OFFICE

lic Investment Action Plan (PIAP) – generated a great deal of community interest and involvement and resulted in over 120 initial project proposals during FY13 that will be winnowed down through technical review to a slate of potential investments for the waterfront for voters to review in FY14. The future of the Moran Plant could be determined by this extensive community process, which would use Tax Increment Financing (TIF) to support any investments ultimately authorized by the voters. TIF is a financing mechanism that allows future expected increases in property values to help retire any debt associated with the construction of improvements without directly impacting individual taxpayers.

- Community Development Block Grant (CDBG) funding was part of the match for public facility/infrastructure improvements. The Waterfront Access North project leveraged an additional \$210,000 in grants. Phase 1 of this project is out to bid, and construction is scheduled to begin this fall. Work continues on the update to the Byways plan.

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 second 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 2013 Peter Clavelle and Herb Bloomenthal award winners. An additional annual award was presented this year to former City Attorney Ken Schatz for his dedication to community justice.
- CEDO helped to organize the City's 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.

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 24 CDBG sub-grants to community non-profits and five CDBG-funded CEDO programs.
- CDBG-funded agencies provided shelter and services to 2,231 homeless residents; groceries and meals for 5,201 residents; afterschool and summer

programming for over 500 youth, including academic and summer English Language services; crisis and support services for almost 700 victims of sexual assault, as well as prevention education for students and clients of other agencies.

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. 15 agencies completed the program in 2013, with 100 staff, board, directors, and volunteers participating in the year-long experience. In addition to the training, the program provided 12 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. Now in its fourth year, the program has seen a marked decrease in graffiti vandalism in Burlington.
 - **Parallel Justice for Victims of Crime:** A collaboration between the CJC, the 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 contacted 3,197 victims of crime and of those, provided 355 with direct services and support through this national demonstration project.
 - **Restorative Justice Program:** Provided 290 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 individ-

COMMUNITY AND ECONOMIC DEVELOPMENT OFFICE

uals 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 190 offenders returning to the community following their incarceration by partnering with the Vermont Association for Business Industry and Rehabilitation.



Equity and Community Engagement

Vermont's population is becoming more diverse and reflective of a global citizenry. The City's racial and cultural diversity is increasing rapidly – one in four people moving to Burlington is a person of color. Burlington has been a designated refugee resettlement site for over a decade, with New Americans arriving from Bosnia, Vietnam, Sudan, Somalia, Bhutan, and other countries.

Along with other communities of color born in the United States, in Vermont, or elsewhere, this growing diversity has enriched our communities and schools. We can only take full advantage of the opportunities bestowed by our growing diversity if we are able to engage and empower all residents to participate in City government.

Our youth and elders continue to face barriers in having their voices heard. The City of Burlington aspires to create a welcoming and inclusive community for all. The City is taking steps to promote diversity and create equitable systems throughout the City.

Building relationship and creating channels for engagement has involved greater collaboration with agencies and non-profits in the community. Organizations like the Association of Africans Living in Vermont, the Somali Bantu Association, the Sudanese Association, the United Somali Council, and the Bhutanese Association are now providing direct leadership roles and organizational access for New Americans. There are also groups like the Vermont Goat Collaborative and New Farms for New Americans that create opportunities for communities of color to engage in food production in ways that build community on City parks land. This past

year, the City worked to support these efforts.

For the first time, the City Attorney is a woman, and a person of color has been named a City Department Head. Recent efforts to reduce racial disparities and promote inclusion include implementing diversity training for all employees and drafting a Burlington Diversity & Equity Strategic Plan.

The City values youth engagement and participation, as this is our next generation of leaders and community members. In the past year, the City established the City Hall Internship Program, which has given over 20 high school and college students with diverse backgrounds skills and leadership development opportunities, as well as connecting them with the work of City government. In addition, the Mayor's Office moved to Burlington High School for a week in March 2013. The Mayor's Office conducted regular City business during that week, as well as connecting the students with the inner workings of City government and learning more about and celebrating the great work the students and their teachers are doing at BHS. The Mayor also initiated a Youth Advisory Council for young

people primarily under age 18 to engage directly with City leadership on issues of mutual concern. They are also now empowered to directly manage the Youth On Boards program, reaching out to other youth to apply and make the selection for Board and Commission placement. The Mayor meets with a College Leadership Council to hear directly from student leaders from the local institutions of higher education to discuss quality of life, student housing, economic development, and other pertinent issues.

Our elders are part of what makes our community vibrant and whole, and the City is committed to making our neighborhoods walkable and livable for residents of all ages and abilities. We have reinvigorated the Burlington Committee on Accessibility, which was dormant for many years, and which focuses on accessible infrastructure, programming, and City services. It includes representatives from AARP, HowardCenter Mental Health Services, the Church Street Marketplace, and more. The Mayor makes regular visits to the Champlain Senior Center and Heineberg Senior Center to hear from a diverse range of seniors and bring their infrastructure and livability concerns back to the appropriate City Departments.

Burlington City government has long supported community engagement through support to the Neighborhood Planning Assemblies (NPAs), grassroots neighborhood organizations established in each of Burlington's seven Wards to encourage citizen participation in City government. Working as neighborhood advocacy groups, NPAs continue to help improve communication between the citizens of Burlington and City government through regular

COMMUNITY AND ECONOMIC DEVELOPMENT OFFICE

meetings scheduled in each Ward. The UVM Office of University Relations, in conjunction with the multi-sector Community Coalition, works to improve the quality of life in our neighborhoods. Many City Departments are represented at the regular Community Coalition meetings, including Code Enforcement, the Burlington Police Department, and CEDO.

Sustainability

Burlington continues to work on sustainability-related projects and initiatives identified in the Legacy Action Plan, the Climate Action Plan, planBTV, and more recently ECOS (the regional sustainability plan overseen by our partners in the Chittenden County Regional Planning Commission) that build economic vibrancy, honor diversity and equity, and support environmental health.

In an effort to foster economic growth and development while reducing vehicle miles traveled and improving air quality, the City of Burlington continues to support and work with our colleagues at CarShare Vermont, the Chittenden County Transportation Authority (CCTA), and Local Motion to encourage the use of shared vehicles, help increase transit ridership, and make Burlington a great place to bike and walk. More recently, the City of Burlington has partnered with the Campus Area Transportation Management Association (CATMA) to encourage City staff to commute with means beyond the single occupancy vehicle.

The City also continues to work with the University of Vermont's Transportation Research Center whenever possible, offering eco-driving training to City staff who commute by car as a way to save money, lower fuel use, and reduce air pollution. The City also participated in another successful Way to Go Challenge as a way to encourage biking, walking, car sharing, and transit ridership for community members and other stakeholders, and various Drive Electric Vermont events, including Electric Car Day.

Burlington's high quality of life can be partly attributed to clean, litter-free parks and open spaces. Thanks to support of the Chittenden Solid Waste District (CSWD), the City purchased two Big Belly Trash Compact Units for City Hall Park. CSWD also continues to support internal efforts to compost and recycle in City buildings, including City Hall, at our Departments in the Pine Street office, and the Fletcher Free Library. And, as always, the City led a successful Green Up Day, thanks to volunteer support from the NPAs and other community volunteers, and student assistance from the

University of Vermont.

Reducing energy use, as a means to foster economic growth and protect our environmental resources, is a cornerstone of Burlington's success. Indeed, thanks to the tremendous work of the Burlington Electric Department (BED), Burlington's electricity use has remained almost steady for decades. This year, the City is working with BED and our colleagues at Efficiency Vermont and Vermont Gas on a state-wide Home Energy Challenge to encourage energy conservation as a means to keep our homes more comfortable, while reducing energy use and saving money. Burlington continues to strive to reduce the energy use in our City buildings, while making energy efficiency upgrades when-



ever possible, and through events such as Earth Hour, draw attention to the importance of environmental stewardship and the challenges of climate change.

A big part of the sustainability program works to ensure that future growth and development integrates sustainability principles, including energy and transportation efficiency, and sound waste and storm water practices, while ensuring that all of Burlington's residents and stakeholders benefit.

To help ensure that development in the railyards area and points south along Pine Street integrate these principles, Burlington met with cities around the country at an "eco-district incubator" in Portland, Oregon. Staff from CEDO, the Department of Planning and Zoning, and the Chittenden County Regional Planning Commission attended the training to help begin the process of sustainable development from the ground up. The sustainability program also secured support from the Environmental Protection Agency in the form of technical assistance from Global Green, USA. Thanks to Global Green, CEDO and staff from other Departments learned about how to apply LEED Neighborhood Design principles in developing the neighborhood.

BURLINGTON ELECTRIC DEPARTMENT

With the smart grid project complete and advanced meters installed, BED is excited about what lies ahead. Called “ConnectCity,” the smart grid project is providing improved reliability, greater efficiency on just about every level, and an ability to better integrate small-scale renewable projects in Burlington with BED’s distribution system. Many utilities are still thinking of smart grid as a project for the future. Here at BED we are happy to say the future is now!



BARBARA GRIMES
General Manager

very well received.

With the goal of efficiency first and renewable energy second, BED is helping to make Burlington a stronger community and leading the effort toward a post-carbon economy.

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 energy efficiency solutions. Through CY12, more than \$19.3 million has been invested by BED in efficiency efforts. This money has leveraged an additional \$22.8 million from customers for a total of \$42.1 million. During 2012 alone, BED saved 6,428 Megawatt hours (mWh) of energy from efficiency measures installed, which will result in 75,040 mWh of savings over the useful life of the installed measures; 2012 measures have a weighted lifetime of 12 years. This is equivalent to providing energy to about 1,250 Burlington residential customers over the 12-year period.

Of increasing importance to BED customers are the CO₂ emissions avoided by decreasing the need for electricity generation. Because of the energy savings (6,428 mWh) generated by energy efficiency programs in 2012 alone, Burlington will have avoided the release of about 41,970 tons of CO₂, based on ISO-NE emissions estimates, the equivalent of removing about 1,170 cars from U.S. highways each year for the next 12 years.



Two new energy efficiency programs were introduced this past year. PACE (Property Assessed Clean Energy) is a program for residential customers, where the energy efficiency loan is long-term and can be transferred with the property. This allows customers to do more expensive efficiency projects that have very good but longer-term payback. On-Bill Financing is a program for BED’s commercial customers. The project and the loan can be designed so that the customers have immediate upfront savings; the cost of the loan is less than the power cost had the efficiency project not taken place. Both of these programs are moving forward, and BED is very pleased to be providing them to our customers.

BED continued in its effort to move toward a 100% renewable power portfolio. In FY13, the Georgia Mountain Community Wind project began delivering 10 MW to BED’s portfolio. In addition, BED signed an additional contract for 13.5 MW from the Hancock Wind Project in Hancock, Maine, which is anticipated to start delivering energy in 2015, and continued efforts toward the purchase of the Winooski One hydro facility, which will add another 7.4 MW to our portfolio.

BED continued to develop its Cyber Security program and policies pursuant to regulatory requirements regulatory requirements. This plan and related progress was presented to the U.S. Department of Energy (DOE) in May 2013, where it was



BURLINGTON ELECTRIC DEPARTMENT

McNeil Generating Station

In FY13, McNeil produced 274,911.4 net mWh of power and burned 418,854.6 tons of wood. BED is entitled to 50% of the total generation from McNeil, and the other two joint owners – Green Mountain Power and Vermont Public Power Supply Authority – are entitled to the balance.

Power Supply

Before BED sold renewable energy credits (RECs), more than 50% of BED's CY12 power supply was produced by renewable energy sources, primarily from McNeil, but with 9% coming from wind and 7% from hydroelectricity. Of the remainder, 23% came from natural gas generators, 18% from nuclear, 4% from oil, and 3% from coal. It is important to note that BED has no contracts specifically for resources fueled by natural gas, nuclear, or coal. Less than 0.1% of its energy is from the oil used at BED's gas turbine. Amounts shown for natural gas, nuclear, and coal, as well as most of the oil, represent short-term contracts being assigned the New England residual mix of fuels. After accounting for the RECs sold, BED's portfolio still contained 10% renewable energy.

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 CY12 was at 63% renewable. The goal of BED's Integrated Resource Plan is to purchase 100% of its energy from renewable resources; however, the IRP allows for the sale of (and possible replacement of) RECs in order 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 under the "Power Supply" tab.

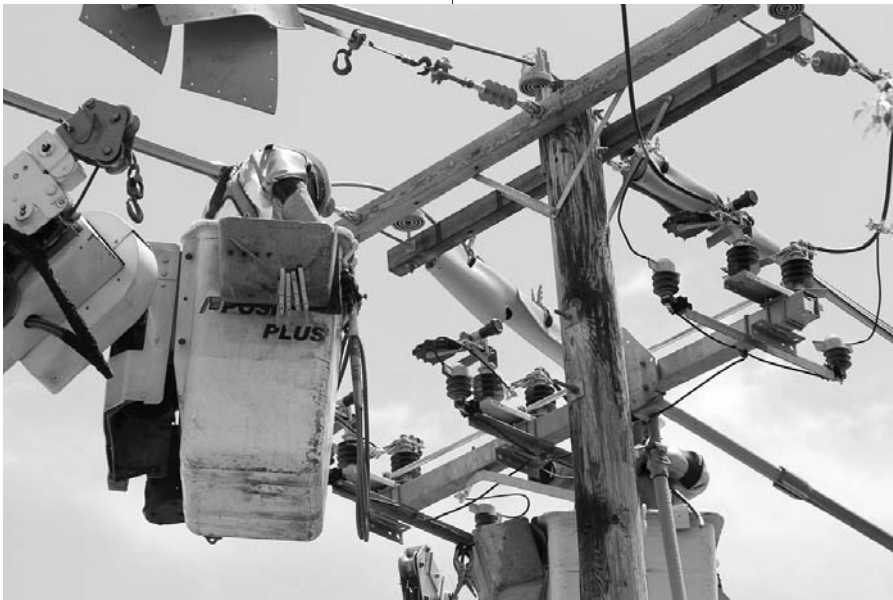
Engineering and Operations

In FY13 BED upgraded 425 mercury vapor and metal halide streetlights to new energy efficient LED streetlight fixtures. In addition, BED completed the installation of new electrical infrastructure on Janet Circle and Leonard Street. Included in the electrical system upgrades to Leonard Street were new LED streetlights and poles. BED continued its efforts to improve distribution system reliability and efficiencies by upgrading the 4KV primary system on Curtis Avenue and Starr Farm Beach to the 13.8 KV system. In FY13 BED removed the last two 4KV substations from our system.

As a result of these efficiency measures in BED's distribution system, the total distribution system losses dropped from 3.96% in 1996 to 1.84% in FY13.

Financial Information

For FY13, BED reported a net income of \$7,378,100 and was able to meet its debt coverage requirements. Other operating revenues increased \$3,556,000 as compared to FY12, primarily due to an increase in sales of RECs. Operating expenses were 1% lower in FY13 than in FY12. Generating expenses increased because McNeil production was up 3%; purchased power expenses decreased. Other income was higher as a result of VELCO dividend income and increased units of VT Transco, LLC stock being purchased.



BURLINGTON FIRE DEPARTMENT

The Burlington Fire Department has proudly completed its 118th year of service to our community, and we continue to strive to provide the highest level of life safety and property protection possible. We do this through fire suppression, emergency medical services, hazardous material response and mitigation, and specialized rescue operations. In addition, we continue to provide public fire education, fire inspection, and investigation programs that have proven to make our community a safer place to live and work.

This past year proved to be the Department's busiest year ever, ending with over 7,000 calls for service. The Department has seen an overall increase in call volume of 19% collectively over the past five years. We continue to build on our capabilities while meeting the increasing challenges both inside and outside of our community. This past year we added emergency medical skill sets, and we continue to build our urban search and rescue capabilities and equipment inventory. This past year the Department held its first ever Firefighter Recognition/Retirement event. Many members of the Department were recognized for heroic acts, career achievements, and retirement from service. The event was a huge success and was made possible by the combined efforts of our Fire Commissioners and Department staff.

I would like to take this opportunity to thank the members of the Burlington Fire Commission for their support and guidance this past year, with a special thank you to Mr. Mark Saba for his 12 years of service. I also want to thank the elected and appointed officials as well as the citizens of Burlington who have enabled us to be successful in fulfilling our mission.

Lastly, I would like to express my sincere appreciation to the men and women of the Burlington Fire Department. Their dedication and professionalism is shown on a daily basis and in every challenge we meet.

Emergency Medical Division

The Burlington Fire Department's Emergency Medical Services Division continues to deliver a product to the citizens of Burlington that sets the standard for competence and professionalism throughout the State of Vermont and continues to be the busiest service in the State. The City has two advanced life support ambulances that operate 24 hours a day, 365 days a year. Rescue 1 is stationed at Central Station 1, 136 South Winooski Avenue. Rescue 2 is stationed at Station 2, 132 North Avenue. Combined, they responded to nearly 5,800 emergent calls in FY13.

In the City of Burlington, engine companies with Emergency Medical Technicians (EMTs) assigned to them are housed throughout the five fire districts. In addition to Stations 1 and 2 are: Station 3 at 20 Mansfield Avenue, Station 4 at 1397 North



SETH LASKER
Chief

Avenue, and Station 5 at 23 Ferguson Avenue. The engine companies are the first tier of medical care in our system. They generally arrive to the scene of a medical emergency prior to the arrival of an ambulance, in most cases just outside of three minutes from the time of notification. Once on scene, they administer first aid to those in need during the critical minutes before an ambulance arrives. Depending on what medical interventions need to take place, this "window of opportunity" can be critical to survival.

There are many changes and new opportunities happening in Emergency Medical Services throughout the State and in the district in which the Burlington Fire Department operates. New medical protocols are being implemented in March 2014, requiring a significant amount of training as well as the need to purchase new equipment in order to meet the new standards of practice. New skills and intervention techniques will allow us to better serve our community and will enable us to deliver critical medications when before we could not. We have taken delivery of two new cardiac defibrillators that will be deployed to our ambulances, and the Department expects to take delivery of a new ambulance in the spring of 2014.



The EMS division is busier than ever; in FY13 the Department responded to 3,916 requests for emergency medical services, up 170 calls from the previous year. The Department's requests for service have been increasing over the years; in FY07 we responded to 2,996 EMS responses. This represents a 30% increase in call volume in just six years. The increase in call volume also comes at a time of significantly increasing material costs; we continue to work diligently in finding ways to manage these costs while meeting the increasing demand for services.

BURLINGTON FIRE DEPARTMENT

As an organization we are continually looking for ways in which we can improve upon the service we provide to the citizens of Burlington. Our quality assurance program allows us to examine a cross section of our medical responses and transports and identify common trends that may need additional attention or training. It is our goal to deliver a service that is current, efficient, and meets all of the needs of our customers.

Office of the City Fire Marshal

The Office of the Fire Marshal is primarily responsible for the investigation of fires in the City. During FY13, the outstanding efforts of our fire suppression forces resulted in more than \$15 million in property saved from fires, in comparison to only \$332,800 in estimated property losses. 90% 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 fifth year that the State of Vermont Division of Fire Safety and the Burlington Fire Marshal's Office have offered a requested time-of-sale inspection process 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 500 dwelling units were inspected by our staff, and more than 75% 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, lack of a fire extinguisher in the kitchen, 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, carbon monoxide detection is tied into the fire alarm system in every dormitory and hotel in the City, causing immediate notification of the building occupants and the Fire Department in the event a CO detector is activated. On two occasions this year, incidents occurred at one of our hotels where carbon monoxide was entering the building. In both cases, carbon monoxide detectors inside the building were activated, and the Fire Department responded long before CO levels became dangerous; the problems were mitigated without injury or illness.

Our office reviews and issues the required permits for the design, installation, and final testing of all fire protection systems in all new and renovated buildings in the City, as well as tents erected in public spaces. This past year, more than 295 fire protection systems were installed or retrofitted in the City under permit. In addition, our office issued 95 tent permits for public gatherings. We also act as an information clearinghouse for more than 10,000 phone calls, e-mail messages, and walk-in consulta-

tions received by a full-time staff of three members. The office is also responsible for conducting investigations of all citizen complaints received by the Fire Department, special event inspections, nighttime bar and restaurant inspections, and inspections of State licensed occupancies. In total, more than 1,800 inspections were conducted during FY13.

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 all private and public elementary schools, reaching 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 FY13, 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 ensure the City of Burlington is as safe as possible.

In the past year, the Fire Department has welcomed five 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. Just recently, two of the new probationary employees participated in a week-long training at the Vermont Fire Academy in Pittsford, Vermont. This allowed the recruits to focus primarily on fire training and did not affect any apparatus response for the City. In the past, training was completed here in the City, resulting in our apparatus out of service or on a delayed response. This training consisted of air pack familiarization, search and rescue drills, hose line evolutions, ladder training, firefighter self-survival, and firefighter rescue techniques. The recruits then participate in a ride-along on one of the ambulances to observe operations. The recruits are placed on a shift where they continue with a regimented training program for the rest of the year. Upon the successful completion of this program, the recruits become commissioned firefighters.

Burlington firefighters have completed over 12,000 hours of training in all facets of firefighting, EMS, 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. This past year, the Burlington Fire Department was able to hold a live fire training exercise; we were able to burn a house that was donated to the Department in the New North End. Before the house was burned, the house was used for several weeks for other training exercises. Some of those exercises included search and rescue of civilians, firefighter self-survival and firefighter rescue, and some simulated

BURLINGTON FIRE DEPARTMENT

structure fires. The training was culminated with a live fire exercise; an individual room was set on fire, and a crew was sent in to extinguish the fire, a drill that was repeated many times. Our members were able to learn fire behavior, feel some heat, endure a zero visibility environment, and advance hose lines into a real fire scenario. This invaluable training was something that has only been done just a few times in the last 25 years in the City. The Department has been working diligently over the last few months to complete EMS training that was mandated by the State of Vermont EMS Office. This training included the transition of Basic EMT to EMT and EMT-Is to AEMT – both nationally recognized levels. These transition courses include new skills at all levels that our members will soon be able to provide to our citizens and visitors of the City.

The 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 (USAR). 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). The USAR Team has participated in several training exercises this year, which included a simulated confined space rescue and a simulated trench collapse exercise. Many of these members also just recently attended a nationally-recognized class on advanced vehicle and machinery extrication.

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 that they may be faced with. This is done to ensure the safety of all residents and visitors to the City of Burlington.



2013 RECOGNITION NIGHT RECIPIENTS

Promotions

Barry Simays

AFM to BC/Fire Marshal

Joe Keenan

Senior Firefighter to Assistant Fire Marshal

Pete Brown

Battalion Chief to Deputy Chief

Philip Luedee

Senior Firefighter to Lieutenant

Michael LaChance

Senior Firefighter to Lieutenant

Edwin Webster

Lieutenant to Captain

Christopher Reardon

Senior Firefighter to Lieutenant

Life Saving Award

Lieutenant Murphy

Lieutenant Rousseau

Senior Firefighter Barrett

Senior Firefighter Crady

Senior Firefighter MacBeth

Senior Firefighter D. Wilson

Firefighter Pitrowski

Firefighter McNulty

Firefighter Mitchell

Special recognition of efforts during Hurricane Irene

Senior Firefighter Libby, Senior Firefighter Curtin, Assistant Fire Marshal Keenan, Senior Firefighter Slater, Captain Collette, Lieutenant Grenon, Senior Firefighter Aumand, Senior Firefighter Mulac, Senior Firefighter Sullivan, Senior Firefighter Crady, Senior Firefighter Macbeth, Senior Firefighter D. Wilson

Special recognition of efforts during Hurricane Sandy

Assistant Fire Marshal Keenan, Senior Firefighter Aumand, Senior Firefighter Bergeron, Senior Firefighter McDonough, Senior Firefighter Ferris, Senior Firefighter Burns, Senior Firefighter Curtin, Firefighter Porter

Class D Award of Merit

Lieutenant Valyou

Senior Firefighter Edgerley

Class B Medal of Valor

Senior Firefighter A. Bergeron

Service Award

Nancy K. Veronneau

Chief's Award

Deputy Chief Bruce E. Bourgeois

25 Year Service Awards

Battalion Chief Thomas Mantone

Training Officer Robert Mullin

Captain David Gale

Lieutenant Ellen Perry

Retirement Awards

Battalion Chief Terence Francis

Captain Peter Walsh

Lieutenant Brian Drouin

Lieutenant Ellen Perry

Senior Firefighter Jason Moquin

HUMAN RESOURCES DEPARTMENT

The City of Burlington Human Resources (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.



SUSAN LEONARD
Director

safety, food and nutrition, education, and transportation to those in need. HR joined other City Departments and local Burlington businesses as participants in the We All Belong initiative to improve cultural competency within City government and in the broader Burlington community. HR was also represented on the City's diversity and equity strategic planning committee along with community members and thought leaders in this important work.

Recruiting and Hiring

HR leads the City's efforts to recruit well-qualified candidates from diverse backgrounds. More than 2,200 applications were processed for 90 regular position vacancies in FY13. This represents an increase of 300 applications and 13 additional position postings over the last fiscal year. Hiring paperwork for approximately 400 temporary and seasonal employees was received and processed by the Department. In addition, the Department processed 348 criminal background record checks on applicants hired to work with vulnerable populations. This past year, the Department continued its focus on diversifying the workforce and increasing the City's recruitment, hiring, and retention of staff members from diverse racial and ethnic backgrounds



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 HowardCenter'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,

Healthcare, Safety, and Wellness

The Human Resources team has been diligently keeping abreast of changes to state and national healthcare systems, being certain to remain aware of and compliant with current regulations.

The City's Wellness Committee continued its strong partnership with Blue Cross Blue Shield of Vermont (BCBSVT) and provided a variety of programming for City employees using the \$30,000 in wellness funds granted by BCBSVT. In FY13, the Wellness Committee used data analytics reports provided by BCBSVT to identify health and medical conditions that were high cost and/or high impact on employee wellbeing and established four specific areas of programming targeted to create awareness and promote prevention. Quarterly goals and activities were created and executed by sub-committees representing all Departments and employment levels. Each sub-committee set goals and measurable objectives for their quarter. Some examples of this work were seen during the quarter focused on stress management, during which the City's Employee Assistance Program, Invest EAP, visited each City Department along with Wellness Committee Members to provide information about stress, stress management, and accessing the EAP for tools and assistance in managing and coping with stress. Additionally, in the area of nutrition, employees were invited to participate in the 60 Day Challenge, where they met with experts who provided nutritional information, motivation, and weekly fitness classes in an effort to reduce body fat and to provide lifelong skills for maintaining healthy bodies.

In addition to the committee's ongoing program offerings such as lunchtime yoga classes, Weight Watchers at Work, on-site workout areas, and discounted gym memberships, a highlight of the year was the second annual Cabin Fever Family Fun Day. This day-long event at Leddy Park was designed to help City of Burlington employees and their families find ways to stay active and enjoy the winter season. Attendees enjoyed a variety of family oriented activities such as face-painting, hula hoop making, snowshoeing, and a chili cook-off contest. Our first Touch-A-Truck station invited people to explore City vehicles including an ambulance, fire truck, police car, and vehicles from Burlington Electric Department, Parks and Recreation, and the Department of Public Works. Another great addition and

HUMAN RESOURCES DEPARTMENT

well attended event at Cabin Fever was the first annual City employee hockey tournament.

The Wellness Committee's efforts were recognized with a Gold Award from the Vermont Governor's Council on Physical Fitness and Sports, presented by Governor Shumlin at the 2013 Annual Worksite Wellness Conference.

The City's workers' compensation modification rating continued to improve, dropping from 1.10 to 0.93 in FY13. This is due, in large part, to the decentralization of workers' compensation administration. Employing a team approach, HR members and representatives from Hickok and Boardman and Travelers claims adjusters met quarterly to identify injury trends and devise strategies to resolve claims quickly and cost effectively. More importantly, the team continued to partner with Green Mountain Safety Consulting and Injury Health Management Solutions (IHMS) to create strategies to prevent injuries from occurring. 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.

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 may be needed. The members also set policy and oversee the general administration of, and have responsibility for, the proper operation of the retirement system. The members make decisions on disability applications and follow-ups. The members of the Retirement Board in FY13 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.

The Board continued discussions regarding our continued affiliation with the Vermont Pension Investment Committee (VPIC) and agreed to extend the contract for an additional year while they compare VPIC's performance in contrast to a sample model portfolio produced by our consultant, Dahab Associates.

In conjunction with the City Attorney's Office, the Board approved language to amend the retirement ordinance with regard to Return to Service.

In August 2012, VPIC visited the Board and State Treasurer Beth Pearce discussed the agreement with BERS which allowed BERS to have access to a more diversified investment portfolio while at the same time reducing investment management fees. VPIC Chair Steven Rauh noted that VPIC is actively measuring the changes of restructuring the portfolio since 2008 and that he contributes better



performance to active management.

The Board consulted with our Actuary, Buck Consultants, to undergo an experience study which compares current assumptions with actual plan experience and adjusts the assumptions to be used in future valuations. Based on the results of the experience from 2007 to 2012, the Actuary recommended no changes to our current assumptions with regard to Salary Increases, Rate of Return, Inflation, and Death and Disability. However, he did recommend a modest change to the Class B retirement assumptions, as well as changes to Mortality and Termination assumptions.

In December the Actuary completed the FY12 Annual Valuation of the BERS, which the Board accepted with a recommendation to the City Council that they fully fund the annual required contribution set forth in the report.

The Retirement System includes 870 active members, 571 retirees and beneficiaries, and 365 members who have left service with vested benefits.

FLETCHER FREE LIBRARY

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.



RUBI SIMON
Director

HIGHLIGHTS OF THE YEAR

It was a great year at the Fletcher Free Library, one that was full of positive changes, new beginnings, and a few fond farewells.

Hello to Rubi!

The big news of the year was the hiring of Rubi Simon as the Library's Director. Rubi came to the Fletcher Free after four years directing the Burnham Library in Colchester and almost a prior decade working in the Boston Public Library system. The management system consisting of a team of three Co-Directors that had governed the Fletcher Free since 1992 ended with the retirement of Co-Director Amber Collins in July 2012. Librarians Robert Coleburn and Robert Resnik, the two remaining Co-Directors, provided management and direction until Rubi was hired in January 2013.

New Hours of Operation

After months of reviewing statistics about patron usage, and having received frequent and increasing requests for additional evening hours, the Fletcher Free expanded its evening hours from one to two nights per week in early September 2013 and is now open both Tuesday and Wednesday evenings until 8:00pm. The new hours have already allowed Library staff to provide a more diverse range of programming, more public access to resources and meeting spaces, and better customer service—improvements our team has been excited to implement.



Holiday Books for Children Gift Campaign Wins Again

This was our 22nd year hosting a book drive for children throughout the City, and it was another record-breaking year thanks to the generosity of members of the community, with coordination and lots of hard work provided by youth services librarian Rebecca Goldberg. Books were distributed to the Committee on Temporary Shelter (COTS), the Visiting Nurse Association Family Room, HeadStart, the King Street 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!

Our Invaluable Friends

The Friends of the Fletcher Free Library worked tirelessly this year on many projects designed to raise funds for the Library. In 2013, the Friends raised \$20,650 from the book stall and book sales, as well as \$2,200 from memberships and donations. These funds directly support the Library by sending staff to professional meetings, printing bookmarks, and providing tote bags for the Summer Reading Program. In addition, the Friends continued their support of the Burlington Book Festival, covered the costs of the rent and maintenance of the copy machine, supported the Library's Front Porch Forum membership, and facilitated a link between Fletcher Free and ECHO's programming.

The Friends' non-profit status now makes it possible to donate funds to help the Fletcher Free online. Anyone who wishes to make a gift to the Fletcher Free Library may do so at www.fletcherfree.org.

Our Youth Services Department Does it All!

In addition to the Summer Reading Program the Library's Youth Services department, managed by the seemingly tireless Rebecca Goldberg, offers everything from passes to local museums to our ever-popular musical story times and a new drop-in tutoring service for first through eighth grade Burlington students. This tutoring program is provided by graduate students from the Albany College of Pharmacy and Health Services. The Youth Services team would like to give special thanks this year to AmeriCorps member Fatuma Hassan, who spent many hours helping patrons (and helping Rebecca!) at the Youth Services desk.

Grants for Literacy and for Cultural Awareness

The Fletcher Free was one of only four New England libraries to receive a grant this year from the American Library Association and the Dollar General Literacy Foundation entitled "The American Dream Starts @ Our Library." This \$5,700 grant is funding Laptop Literacy classes (computer classes

FLETCHER FREE LIBRARY

for library patrons for whom English is not their first language) for one year and has been used to purchase two laptop computers that are being used to teach the classes. The Fletcher Free also received the *Muslim Journeys Bookshelf* collection, granted to the Library by the National Endowment for the Humanities. This collection consists of 25 books, three documentary films, a subscription to Oxford Islamic Studies Online, and a DVD of short films; the collection is designed to help Americans become more familiar with the people, history, faith, and cultures of Muslims around the world.

The Outreach Department Delivers!

The Fletcher Free Library's outreach department has been going strong for more than 25 years, providing services to library patrons outside of the building, including book deliveries to senior residences, nursing homes, and homebound individuals, music programs for preschoolers and seniors, and book discussion groups at the Heineberg Club and at other locations throughout Burlington. Special thanks this year goes out to AmeriCorps member Kira Stewart, who managed and carried out (literally!) the outreach book deliveries for almost the entire year.

The Library Leads in Technology

The Fletcher Free, in partnership with Code for BTV, a Burlington-based Code for America brigade of civic hackers, sponsored a two-day "Hackathon" in October 2013 that brought together volunteer hackers to create Internet-based public resources to serve Burlington's (and Vermont's) non-profit community. Some of the software created during the Hackathon is already helping to combat unnecessary printing in the Library's public access computer center.

Also in October of this year, Mayor Miro Weinberger announced that Burlington would be the 26th U.S. city to join US Ignite, a White House initiative run through the National Science Foundation that connects communities with exceptionally fast broadband capabilities in order to develop next-generation Internet applications. As a critical partner in the launch of BTV Ignite, the Fletcher Free now has 1 Gbps (Gigabit per second) connection speed, which is over 100 times faster than Vermont's statewide average broadband speed, and also the average broadband speed for the entire country! This extraordinary speed capability makes all kinds of tech-based initiatives possible.

Milestones and People of Interest:

- In addition to Amber Collins (who was employed at the Fletcher Free for an amazing 48 years), two other long-time library employees also retired this year. In total, Cataloging Assistant Judith Janone and Technical Services Assistant Sammie Friedman worked at the Fletcher Free for more than 50 years of combined service!
- Librarian Robert Resnik, who served as one of the Library's Co-Directors since 2000, has once again taken over the management of the Library's Outreach department, a position which he held for ten years during the 1990s. Resnik is replacing veteran Outreach Librarian Barbara Shatara, who is bidding farewell to book deliveries and outreach programs to focus on managing and planning special programming and partnerships for the Fletcher Free.
- Peg Boyle Single, a Fletcher Free Library board member since 2010, was elected chair of the Library Board of Commissioners, and FFL circulation staffer Kate Bouton was chosen by Library staff to serve as the FFL staff representative on the Commission.

Looking Forward

The Partnership for Change is an initiative that supports innovation in Burlington and Winooski Schools to focus on Student-Centered Learning and Family-School Partnerships. Through the leadership of Mayoral-Designee Commissioner Jessica Nordhaus, the Fletcher Free, the Schools, and the Partnership are working

Library Facts (FY2013)

Number of items in the Fletcher Free Library's collection
FY12 144,443
FY13 139,887

Library cardholders
FY12 13,792
FY13 13,362

Hours of operation per week
FY12 65
FY13 58

Number of outreach deliveries
FY12 388
FY13 646

Number of items checked out and/or renewed
FY12 390,602
FY13 395,105

Interlibrary loan transactions
FY12 3,176
FY13 2,630



FLETCHER FREE LIBRARY

Library Facts (FY2013)

Total volunteer hours
FY12 9,781
FY13 7,172

Adult & Youth refer-
ence questions asked
FY12 23,383
FY13 24,120

Total annual visits
(counted at the
Library's front door)
FY12 259,270
FY13 250,194

Number of people
using Computer
Centers
FY12 65,077
FY13 55,052

Number of logins to
our Library's Wi-Fi
system
FY12 36,703
FY13 30,554

Total number of
Library programs
FY13 1,184

together to support multiple projects, including the Make a Change project being undertaken by Burlington High School ninth graders and diversity and race awareness training at BHS.

Library Commissioner Glenn McRae, Associate Director at the UVM Transportation Research Center and instructor in the Public Administration Graduate Program, brings over three decades of experience in strategic planning and organizational development to his role as Chair of the FFL Board Development and Strategic Planning Committee. Professor McRae and Director Simon are working closely with the Library Board, the Friends of the Library, and the Library staff to develop an updated and effective strategic plan that will guide the Fletcher Free for the next three years and will translate into annual operational goals and objectives.

The Burlington Book Festival, the City's multi-faceted celebration of the written word, will be celebrating its 10th anniversary September 19-21, 2014. Our library has played a major role in the Festival each year, and this year, for the first time, the Fletcher Free will be serving as the official host!

Fletcher Free Library Board of Commissioners

Ed Adrian, Vice Chair
Kate Bouton
Selene Colburn
Peter Ireland
Jill Krowinski
Mary Ellen Manock
Ellen MacLellan
Glenn McRae
Jessica Nordhaus
Peg Boyle Single, Chair



PARKS AND RECREATION DEPARTMENT

In addition to core operations, the Parks and Recreation Department has been focused on organizational development and structure, community outreach, budget development, and the City's built environment. Our Department has made positive strides forward in the areas of staff morale, cohesion, and sense of purpose. We have revitalized internal cross division and department collaboration as well as promoting and improving our external community partnerships. There is a palpable sense of energy and enthusiasm while also an acknowledgement of the immense workload and responsibility held by the Parks and Recreation Department.

The Department of Parks and Recreation oversees a comprehensive recreation program, many City events, and over 500 acres of park/open space (including more than 35 individual parks). In addition, we manage the City's Marina, Campground, Community Recreation Center, Memorial Auditorium, and building maintenance/custodial services for most other City facilities (City Hall, BCA, Police, Pine Street, and Human Resources). This list cannot capture the diversity of challenges our Department manages with a relatively tight budget (\$5 million operating budget), of which 70% is derived from external, non-tax revenues.



JESSE BRIDGES
Director

Parks Planning

Parks staff has been focused on a number of planning initiatives that will help enhance access to the City's green space, increase the connectivity of City parks to their local communities, and systematically improve the City's parks, waterfront, trails, conservation areas, beaches, community gardens, cemeteries, facilities, and program offerings.

- The Parks Master Plan process, which will provide for the first time a comprehensive plan for the future of Burlington park amenities and recreation programming, is underway
 - www.burlingtonvt.gov/ParksMasterPlan
 - Draft recommendations are being prepared for review
 - Final report anticipated late spring 2014
- Bike Path Re-design and Engineering is underway, and will leverage public and private partnerships to make needed improvements on this much loved community treasure:
 - Includes conceptual redesign of the entire path from Queen City Park Road to the Winooski River Bridge
 - Includes detailed design development for bike path sections 6 – 10 and within the Waterfront TIF District
 - Construction of sections bike path 6 – 10 anticipated to begin in fall 2014
 - An intersection scoping study was completed by VHB in September 2013. This study will inform the redesign of the twelve at-grade intersections along the bike path.
 - www.btvbikepath.com
- Public Investment Action Plan (PIAP) process underway. This inclusive, year-long public process led by the City's Community and Economic Development Office (CEDO) resulted in a slate of proposals voters will consider on Town Meeting Day (March 4, 2014).
 - As part of that process, in October 2013, the Parks Department submitted three proposals for consideration:
 - Wave Attenuator, Marina Expansion at Perkins Pier & Boathouse Improvements: Staff worked with Dock Doctors to develop a Marina expansion plan that includes a wave attenuator and the addition of nearly 200 new slips. This expansion will require the support of land-side amenities, housed in the form of a new building and grounds improvement.
 - Waterfront Park Quality of Life Improvements: An overall grounds renovation has been proposed, including the elimination and restructuring of a portion of the bike path that currently cuts through the park and updates to lighting, electrical, and water systems.
 - Urban Reserve Interim Management Improvements: Staff worked with a trail design specialist to develop interim trail improvements.

PARKS AND RECREATION DEPARTMENT



- Penny for Parks projects, much needed but long stalled despite a surplus of funding, have seen a tremendous amount of progress in 2013:
- In FY13, staff completed 31 PFP projects, resulting in nearly \$700,000 in expenditures
 - Major projects include: the Boathouse Upper Deck Floor Renovation, Appletree Playground Replacement, Leddy Softball Field Renovation Phase 1, North Beach ADA Access Mats and Water Chairs, Parks Master Plan, and various court improvements
- The FY14 PFP budget is nearly \$725,000 and comprised of 22 projects
 - Major projects include: Calahan Athletic Field Renovation, Leddy Softball Field Renovation Phase 2, BIG Transient Boating Improvements, Bike Path Redesign and Engineering, completion of the Parks Master Plan, and various court improvements
- Grants underway and in development
- In FY13, the Department was awarded \$100,000 through a Boating Infrastructure Grant award toward transient boating improvements
- Projects include improvements to transient boating infrastructure: restroom renovations, mooring upgrades, and improvements to docks and harbor signage
- DPR and CEDO submitted an application for a BIG Tier 2 (national) grant award to support the acquisition of a floating wave attenuator necessary for future marina expansion south of Perkins Pier

Parks Operations and Maintenance

The primary function of this division is to support park facility maintenance and operations inclusive of 34 parks and conservation properties totaling over 550 acres, 26 seasonal and full time City and Parks operated buildings, all dock systems, 12,000 street/park trees, 150 acres of forested property, landscaping and maintenance of park flower and shrub beds, 25 miles of bike and interpretive trails, 400 community garden plots, one active cemetery, and two other inactive cemeteries.

List of major accomplishments per program:

Parks Administration:

- Conducted a needs assessment for technological tools and equipment
- Adopted and implemented our billable rates to increase revenue and improve services delivered to events, equaling over \$5,000 in additional revenue
- Assisted with project management for related Penny for Parks projects, grant submittals, PIAP proposals

Grounds Maintenance:

- Increased revenue 100% through a contractual agreement with DPW Water/Wastewater to provide grounds services at seven wastewater facilities in Burlington
- Provided support services for beaches and waterfront through a very high lake level in June, causing washouts along the Bike Path and our public facilities
- Initiated its first turf maintenance program on upper Calahan soccer field
- Drafting an athletic field use policy



Buildings Maintenance/Public Buildings:

- Conducted level of service needs assessment for custodial services increasing the level of service by two full time employees and promotions to current employees in the Buildings Program
- Successfully assisted in developing an energy monitoring contract with CX Associates for oversight of the Fletcher Free Library's energy system through a grant awarded to the Library by Burlington Electric Department; this agreement protects the City's investment in energy equipment and provides recommendations and professional oversight of the everyday functioning and maintenance of the HVAC equipment
- Provided project management for door and roof replacement, painting projects, and other small projects in the parks and public buildings
- Consolidated water treatment programs for the City's boilers and mechanical systems that ensured proper care and resulted in savings
- Went out to bid for custodial materials and supplies, as well as custodial training, which is expected to result in significant savings this year

PARKS AND RECREATION DEPARTMENT



Trees and Greenways:

- The program won a \$20,000 TD Green Streets Grant to enhance tree planting in the City's Old North End
- 179 trees were planted in our public greenbelts, parks, and cemeteries
- 1,653 trees were pruned in our public greenbelts, parks, and cemeteries
- Successfully maintained flower/shrub bed locations and fostered support for the UVM Master Gardener Program in the City's core
- Supplied support for capital projects and other improvement projects within the parks
- Streamlining requests for service, the street tree inventory, and the Urban Forestry Master Plan through use of technology
- Assisted in the development of a capital equipment and vehicle needs report for the Department

Conservation/Community Gardens:

- Successfully obtained a grant from VHCBC to purchase Archibald Street Community Garden on behalf of the City and neighborhood; anticipated closing, winter 2013
- Increased revenue and accessibility for Baird Community Garden by adding plots, which was funded through Penny for Parks
- In process of transferring federal regulations from McKenzie Park to Arms Park with the National Parks Service; resulting in additional agricultural potential at McKenzie and protection of resources at Arms
- Utilized over 300 volunteers and helped leverage a gift from Seventh Generation of \$20,000 resulting in improved waste systems at the Waterfront

Cemeteries:

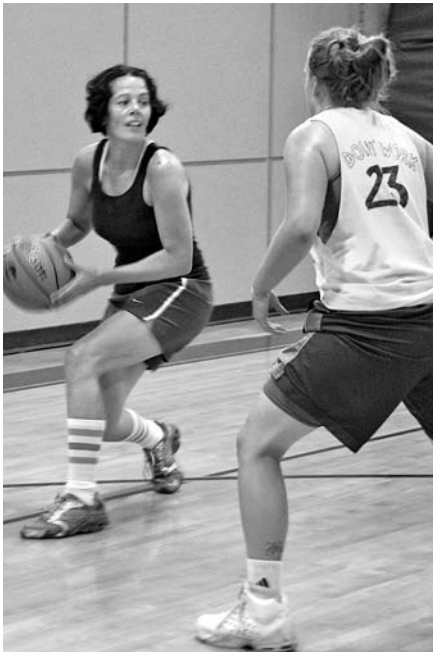
- Adjusted fees and charges to adequately reflect the cost of services on weekends, holidays, and the off season
- Pinned additional plots for expansion area
- Calculated a type of burial needs assessment in order to adequately plan for infrastructure and found that columbaria are in severe shortage; staff are seeking the funding necessary to keep this type of burial as an option

Recreation

- Memorial Auditorium - has a NEW manager and has seen a responsible re-direction of events and programs in the building with a NEW focus on safety and community usage; also have standardized our rates for use building-wide, which make a marked increase in revenues
- 242 Main Teen Club - hosted a very successful NEW camp for younger children (ages 5-12) called "Future Stars Music & Performance Camp"
- Cheer Team - was a highly successful NEW youth program cheering at Burlington High School Junior Varsity and Varsity games throughout the school athletic season
- Flipping, Dancing, Cheering, Circus Camp - was a highly successful NEW youth program with attendance doubling from previous year
- Champ Camps - continues to be highly successful and affordable traditional day camps for youth supporting over 860 children grade 1-5; we would like to thank the State of Vermont Department of Children and Family Services for their continued enhancement grant to service our diverse populations
- Hula Hoop Team - was another highly successful NEW youth program that performed at Hoopalooza and Kids Day
- Barnes Summer World Academy - continues to be the most diverse summer camp offering; this camp is a partnership with Sarah Holbrook Community Center, serving 65 children grades K-5 six weeks in the summer
- Art Installation Camp - was another highly successful NEW youth program where children created works of art using all-natural materials in 16 of our City parks
- Senior Memoir Classes - NEW inspired 50+ citi-



PARKS AND RECREATION DEPARTMENT



zens to not only write down their memories, but to share them with families and in one case, started a blog!

- Youth Lacrosse - one of the fastest growing sports in the country and in the State of Vermont; in our first year partnering with Burlington Seahawks Youth Lacrosse the program doubled in size, this year with 124 youth participating on three boys' and three girls' teams; Burlington Seahawks Youth Lacrosse was able to field teams at every youth level from grades 3-8
- Youth Summer Track & Field - participation has increased from 50 to 83 participants; the state of the art Burlington High School Track Facility has been a fantastic draw for this program; we have also been able to retain the majority of our coaching staff over the past several years, giving the program wonderful consistency
- Lego Your Imagination Summer Camps - was another highly successful NEW youth camp endeavor; these camps were extremely well received, as we had 75 campers for four sessions. The children learned about computer programming and robotics; the camps were contracted with Lego Your Mind LLC from New Hampshire, and they hired local science and industrial arts certified school teachers to lead these science and computer science based curricula
- Satisfaction Participant Survey Report
 - ▶ Strength of Relationships with staff/coaches 80% Excellent
 - ▶ Ability for feedback 78% Excellent
 - ▶ Professional boundaries 85% Excellent
 - ▶ Programming schedules 95% Excellent
 - ▶ Enrichment opportunities 93% Excellent
 - ▶ Program time and space for active play 91% Excellent

- ▶ Responsive to individual special needs 90% Excellent
 - ▶ Program safety 95% Excellent
 - ▶ Program fees 85% Excellent
 - ▶ Healthy food offering 92% Excellent
 - ▶ Program locations 93% Excellent
 - ▶ Overall experience 85% Excellent
- Kids Day - was again a highly successful event held at Battery Park celebrating our youth; we developed NEW partnerships with NorthCountry Federal Credit Union and Burlington School Food Service Project, which offered free lunch to every child who attended; thanks to a sponsorship from the Vermont Dairy Council, there was no admission charge
 - July 3rd Independence Day Celebration - was another highly successful event with over 80,000 in attendance; "Vermont's Own" NORTHSTAR Pyrotechnics Company from Montpelier, Vermont produced an outstanding "Light up the Sky" Show
 - Waterfront Events - successfully hosted and coordinated major City events for nonprofit, music, and cultural community building: KeyBank Vermont City Marathon, Burlington Discover Jazz Festival, Burlington Wine & Food Festival, Vermont Brewers Festival, Lake Champlain Dragon Boat Festival, Grand Point North, Lake Champlain Maritime Festival, WinterFest and Special Olympics Vermont Penguin Plunge

Arena Division

Programming:

- Offered four weeks of summer half-day skating/swimming Cool Camp and partnered with Full Stride hockey to offer two sessions of Hat Trick hockey/swim camp – total of 150 youth served
- Partnered with Parks & Recreation staff to offer Cool-Adventure camps during school vacation weeks, serving 70 children
- Assumed oversight and responsibility for operation of the Playmobile and Summer Swim Lessons at Leddy Beach, expanding the number of sites visited by the Playmobile to include under-programmed parks as well as continued site visits into fall 2013
- Offered 15 different skating programs, as well as two skating competitions, two ice skating shows, and a broomball league
- Expanded junior instructor development program to summer camps; this program enables staff to utilize young skaters as volunteers who are trained by skating professionals to instruct and assist in Arena programming

Arena Operations:

- Glades hockey organization moved out of state, resulting in an approximate loss of \$40,000 in ice rentals, much of which was undesirable weekday afternoon ice
- Year-end revenues fell short of budget, which was more than offset by savings on the expendi-

PARKS AND RECREATION DEPARTMENT



ture side, resulting in a lower net cost of operations from \$40,500 (budgeted) to \$27,300 (actual)

- Worked with DPW engineers for planned CIP-funded improvements:
 - Renovations to public restrooms, including new floors, fixtures, partitions, and air handling
 - Renovations to team locker rooms to include new floors, fixtures, showers, partitions, and air handling; one locker room will be made fully ADA accessible
 - Installation of new windows in the snack bar dining area, replacement of rink glass proximal to new windows
 - Repair and replacement of exterior doors
 - Paving and remediation of exterior block wall to address leaking within the facility
 - Replacement of snack bar grease hood and interceptor
- Arena Manager assumed responsibility for management of Miller Community Recreation Center in May 2013
- Upgrade of Arena administrative position to reflect assumption of administrative duties for all Facilities Division

Waterfront Division

- Marina safety improvements: new fire extinguishers were added to all docking systems at the Boathouse and Perkins Pier; evacuation plans were updated and staff training was bolstered to include more onsite safety training drills
- The Waterfront Operations Specialist position was approved early this year to formalize the existing year-round seasonal position held for numerous years in the Waterfront Division
- Two new seasonal boater events were held this summer: a kick-off event to start the season utilizing the multi-function room at ECHO, which pro-

vided all boaters free admission and exclusive after-hours use of the entire building for exploration at ECHO; a second event was held upstairs at the Boathouse, hosted by Barb Bardin of Splash!, to celebrate the end of summer in late August

New Partnerships:

- A new partnership with Vermont Boat & Marina Association (VBMA) to bring the vessel Summer School to the docks at the Boathouse was initiated this past summer; VBMA provided educational onsite opportunities to our Champ Camps through the month of July and into August; education was focused on the health of our lake, ways we can all help, and how the lake impacts our recreational opportunities
- A new partnership with the Coast Guard Auxiliary and VBMA was instituted this summer to offer a free Boater Safety Class at the Boathouse
- A new partnership with Northeast Disabled Athletic Association and the Community Sailing Center was formed to provide a demonstration day at the Boathouse; this program is aimed to provide an introduction to adaptive sailing for persons with physical disabilities

Contracts & Agreements:

- An RFP and selection process occurred in the spring for a new concessions vendor at North Beach; Amir's Kebabs was selected and was in place this past summer; extended hours and an extended menu was initiated to better serve the public; a one year trial at Leddy Arena for the snack bar concessions is underway
- A new agreement was introduced with Historical Trolley Tours of Burlington to allow the trolley tour group to use waterfront parking areas for both pick-up of passengers and storage of the trolleys



DEPARTMENT OF PLANNING AND ZONING

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

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

Through our planning function, the Department is responsible for the preparation of long-range land use and development plans including the City's Municipal Development Plan and other area-specific and issue-specific plans, conducts special studies and inventories, and researches and drafts amendments to City land development ordinances. Our work typically is accomplished in partnership with several other Departments including the Community and Economic Development Office (CEDO), Parks and Recreation, Department of 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 in the administration of other development-related codes such as rental housing and zoning compliance/enforcement (Code Enforcement), construction permits (DPW's Inspection Services Division), and liquor licenses (City Council).

In support of these responsibilities and the work of many other City Departments, our staff plays a key role in managing the City's Geographic Information System (GIS) and the 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.



DAVID E. WHITE, AICP
Director

Development Review and Permitting

During FY13, a total of 1,340 requests for zoning permits or determinations 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 six of the past eight years. Overall, 917 zoning permit applications were reviewed, with an approval rate of 97.9%.

Approved projects had a total estimated construction cost of \$30.6 million and added 90 new residential units to the City.

Of this total:

- 877 permit applications (approximately 94%) were reviewed administratively by the Planning staff, with an approval rate of 98.3%. Additionally, staff issued 377 administrative determinations, including those indicating a zoning permit is not required for the work proposed.
- 59 permit applications and 7 appeals of administrative decisions were reviewed by the Development Review Board (DRB), with an approval rate of 93.2%.
- Four DRB decisions were appealed to the VT Superior Court – Environmental Division.

The Department provides daily updates on the status of all applications currently under review on its website (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 development 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 12 amendments to the zoning ordinance were developed by staff and recommended for adoption by the Planning Commission in FY13.

The Burlington *Comprehensive Development Ordinance* is available in both hardcopy and digitally (CD), as well as on the Department's website (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

DEPARTMENT OF PLANNING AND ZONING

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 Master Plan

The Planning Department's flagship planning project over the past three years has been the development of a master land use and development plan for Burlington's Downtown and Waterfront.

This project has involved the most comprehensive, energetic, creative, inclusive and responsive planning effort Burlington has ever seen—an effort that has engaged and been responsive to thousands of people through dozens of meetings and events, online and in-person, through the media and the visual arts. The result is a community-based vision for the future of our downtown and waterfront—a vision that respects our past and sets a path for a vibrant future by building upon our many assets. The plan emphasizes facilitating new infill and adaptive reuse of existing buildings, creating more housing and transportation choices, improving the pedestrian experience, proactive management of stormwater and our underutilized parking supply, and enlivening our waterfront year-round with a mix of uses, activities, attractions and amenities.

This plan is really a compilation of many plans—plans developed by many people for many purposes over the years but focused on how to make the best use of our waterfront and downtown and ensure they remain active and vital places for many years to come. The final plan was unanimously and enthusiastically adopted by the City Council on June 10, 2013.

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

At the same time we have been creating this plan, we have also been working on developing new zoning regulations, capital improvements, and public facilities that will make this new vision a reality. Visit the project website at www.burlingtonvt.gov/planbtv to learn more.

Climate Action Plan Revision

With assistance from Planning and CEDO staff, the Planning Commission reviewed and 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 early 2014.

Open Space Protection Plan Revision

Under the direction of the Conservation Board, staff from Planning and Parks hired a consultant to help them prepare an update to the 2000 *Open Space Protection Plan*. The 2000 plan focused on significant natural areas and recreational access. The proposed update builds on this work, reflecting changes in land use, land development, conservation, regulations, and planning policies that have occurred since 2000. The update also sets 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; and access to natural areas from each part of the City.

Final adoption of a new Open Space Protection Plan by the City Council is anticipated in early 2014.

Redistricting

The Department has been providing technical staff support to the City's efforts to redraw new Ward boundaries. Population changes since the 1990 Census require the City's Wards to be redrawn to reflect these changes and ensure equal representation on the City Council. Using the City's Geographic Information System (GIS), Planning staff first assisted a Redistricting Committee comprised of City Councilors and NPA members, and later the City Council's Charter Change Committee, in creating and evaluating a wide range of redistricting scenarios. A final proposal will need to go before the voters and the Vermont Legislature before it can take effect.

FEMA Hazard Mitigation

Following the unprecedented lake flooding in spring 2011, the Department undertook assessments of impacted properties, particularly in the North Avenue Extension and North Cove Road neighborhoods. Some of the properties were found to be substantially damaged and eligible for buy-out through FEMA's Hazard Mitigation Grant Program (HMGP). One property owner elected to pursue this voluntary buy-out option. Following a lengthy grant application and review period, monies to implement the mitigation work were finally made available in spring 2013. This multi-agency effort, involving federal, State, and City officials, resulted in removing all structural improvements from the property and leaving it as permanent, City-owned green space. As a result, future flood losses at the property will be avoided.

BURLINGTON POLICE DEPARTMENT

Chief's Message

Chief Michael E. Schirling

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 35,000 incidents and conducted 5,000 criminal investigations in 2013.

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 related to challenges with a statewide opiate addiction epidemic and continuing challenges delivering treatment and services to those suffering from mental illness. Arrests of sizeable heroin dealers – cases brought in the U.S. District Court are up significantly. Calls to assist those suffering from mental illness have increased over 400% in five years. These trends are not isolated to Burlington; they exist statewide and throughout our region. Recent increases in property crime, led by burglary and larcenies from cars as well as 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) have seen some decreases in 2013 as we place renewed emphasis on treatment of addiction and targeted enforcement of key offenders in partnership with Federal, State, and local law enforcement and prosecutors, social service agencies, and the community as a whole.

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

- Achieved a balanced budget;
- Worked 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 – an initiative known as Community Impact Teams (CIT);
- Door to door visits to over 1,000 homes in the City disseminating information about CIT;
- Continued partnerships with a host of service organizations, law enforcement agencies, and other



MICHAEL E. SCHIRLING
Chief

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 award-winning Parallel Justice Project;
- Hosted several community/public safety forums on crime and crime prevention City-wide; and



- A host of other projects and initiatives too numerous to describe in a short report.

In this fiscal year, we expanded the deployment of Computer Aided Dispatch, Records Management, and Mobile Computing application for use by law enforcement and prosecutors throughout our region. This new technology deployed in FY12 enhances transparency and eases access to crime reporting. Valcour, named for the island in Lake Champlain, has now been adopted by approximately 30% of Vermont law enforcement agencies, with more being added regularly.

We 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 operation 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.

Against this backdrop of fewer supports for many in crisis in our community and 911 being the service call of last resort, our overall call volume has increased 14% over the last two years (statistics end-

BURLINGTON POLICE DEPARTMENT

ing September 30 of each year, respectively). 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 Burlington Police Commission, and the Queen City Police Foundation for their ongoing support and collaboration on a host of initiatives.

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 149 years.

As we approach our 150th Anniversary of continuous operations in February of 2015, 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, together, our tireless efforts to ensure that Burlington remains one of the most vibrant and livable cities in the nation.

Administrative Services Bureau *Deputy Chief Bruce D. Bovat*

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

The Detective Services Bureau (DSB) has been challenged with several significant and resource-demanding investigations this year. Our investigators remain diligent while addressing a wide variety of crimes and have made numerous arrests, resulting in several violent offenders being removed from our streets. Two of these detectives, Couture and Labarge, were recently promoted to the rank of Sergeant this past year and assumed their new roles as Uniformed Field Supervisors. Within the DSB we house our Narcotics Unit, which remains one of the most active in the State and has played a pivotal role in seizing more than \$100,000 in contraband and drug money. The Identification Unit continues to enhance all investigations by gathering, processing, logging, and storing critical pieces of evidence. This evidence comes in many forms to include: latent

prints, forensic evidence, and digital images, to name but a few.

The Chittenden Unit for Special Investigations continues to provide the County with professional, survivor-based investigations. The Unit's stellar reputation reaches farther than the County or State's geographical boundaries. This unit handles 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 high-risk offenders were held accountable with registration requirements. This year saw several high profile trials result in convictions and significant sentences that put sex offenders behind bars.

The Emergency Communications Center for Police and Fire remains one of the busiest in the state, handling approximately 3,500 911 calls annu-



ally, as well as hundreds of thousands of non-emergency calls and inquiries. Our staff of full and part-time Emergency Communication Specialists work 24 hours a 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. Several unit members were recognized this year for their contributions to critical incidents. In addition, several of these ECS personnel serve as trainers in the Valcour Records Management System (VRMS) and were instrumental in helping prepare/train other municipalities as they joined the VRMS. This sharing of information with other law enforcement entities has exponentially increased with every new Valcour user, thus assisting us in better policing our City.

The Records Division processed thousands of reports and handled hundreds of requests for information from the public. They worked tirelessly all year to eliminate backlogs 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 alike can access crash reports online to reduce wait times. Jane Hackley was recognized this year for her 36 plus years of tireless service and received the Department's Distinguished Service Award.

Our Recruiting Unit processed hundreds of ap-

BURLINGTON POLICE DEPARTMENT



plications 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. We are excited about the February 2014 police academy class; we have already secured four recruits for this class, and we strive to send a total of six. Our Training Unit was exceptionally active this year, providing more than 7,000 hours of in-service training to Department members on a variety of topics ranging from Use of Force, Legal Updates, Crash Investigation, Leadership in Police Organizations (LPO) and much more. The Training Unit has worked closely with the Vermont State Police to offer two LPO classes this year, and ten of our employees successfully graduated the course. This three week, internationally recognized course studies the individual, the team, and the organization while emphasizing the importance of strong, ethical leadership.

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.

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

The Operations Bureau predominately consists of Uniformed Officers who are mainly responsible for emergency and general calls for service.

Recent promotions to supervisory positions within the ranks have created remarkable growth and opportunity for both the Department and the individuals. With the vast and varying degrees of job experience and education they bring, the professionalism and leadership of the existing core group has expanded tremendously.

Promoted to the rank of Lieutenant:

- *Matthew Sullivan:* Lt. Sullivan commands the Old North End patrol district, as well as the personnel assigned to the Airport. A secondary assignment includes oversight of the Department's response to resistance training and policies.
- *Jannine Wright:* As the Administration Lieutenant, Lt. Wright supervises Training, Recruitment, Communications, and the Records Units.
- *Jason Lawson:* Lt. Lawson commands the Hill Section patrol district of the City and is responsible for a patrol shift, the Honor Guard, and the School Resource Officers.

Promoted to the rank of Sergeant:

- *Thomas Radford*
- *Justin Couture*
- *Brian LaBarge*

These Sergeants are assigned as Uniformed Patrol first line supervisors. Each Sergeant carries additional ancillary responsibilities critical to the organization.

May 26, 2013 was the 25th running of the Key-Bank Vermont City Marathon & Relay, the first in the New England region to follow the tragedy that had struck the Boston Marathon. With this as a backdrop, the Department worked closely with local Marathon officials and subsequently carried out the most comprehensive security efforts directed by the Police Department to date. The Department was joined by numerous federal, state, and local law enforcement personnel and resources that made for a safe and secure event.

A recent transfer of the middle schools School Resource Officer, Officer Rene Berti, to the Detective Services created a vacancy. Recognized for her involvement and dedication to the students, Officer Berti served as a School Resource Officer for two years. Corporal Bonnie Beck was selected to fill this vacancy. Corporal Beck brings a wealth of experience and community participation to her new assignment.

The Department's radio communications enhancement efforts have been mentioned here on many occasions. Leveraging federal grant dollars has sustained nearly 100% of the communication expenses. Again this year, the Department applied for and received a federal grant that now places a portable radio in the hands of each employee in a field assignment. Until this award, the Department was short several portable radios that required the use of antiquated equipment on occasion. The grant also made for the equipping of a mobile radio in the Community Service vehicle. This was the final vehicle in need of an installed radio.

BURLINGTON POLICE DEPARTMENT

2012 BURLINGTON POLICE AWARD RECIPIENTS

Presented March 2013

Certificate of Appreciation

Patricia Stebbins
Hilda Carrier
Shawn May

Certificate of Recognition

Corporal Wade Labrecque
Detective Jeffery Beerworth

Certificate of High Achievement

Adam Cohen, Application &
Technology Support Specialist

Traffic Safety Award

Senior Officer Dwayne Mellis

Distinguished Service Award

Lieutenant Jannine Wright
Jane Hackley, Records Clerk

Life Saving Award

Chief Michael Schirling
Corporal Kimberly Edwards
Senior Officer Kimberly Shelley
Senior Officer Christopher Sweeney
Officer Tylor Rancourt
Officer Brian Wilkinson
Officer Michael Henry

Life Saving Award (by Civilian)

David Weisenstein

Coveted Badge Award

Johanna Prince, Queen City Police Foundation

Chief's Award

Nancy Veronneau, Police & Fire Accountant

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.



DEPARTMENT OF PUBLIC WORKS

The Department of Public Works (DPW) was established 23 years ago through the consolidation of five Departments. With a combined budget of \$27.4 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 operational highlights for each workgroup.



**CHAPIN
SPENCER**
Director

Thank you, Steve!

After 32 years of service to the City of Burlington, DPW Director Steven Goodkind retired during the summer of 2013. He was appointed Director of Public Health and Safety in 1981 and then Director of Public Works in 1998. Under Steve's leadership, the Department made dramatic improvements to the City's stormwater infrastructure and greatly expanded its sidewalk plowing program.

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 5,579 permits with a value of \$839,000, 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 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
- 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:
 - Arranged to have on-site work site training sessions
 - Researched safe work practices and procedures and recommended changes to work procedures and processes to improve safety
 - Identified any unsafe work practice and alerted the leadership team to execute the appropriate corrective action
- Conducted on-going efforts to provide beach sampling



DEPARTMENT OF PUBLIC WORKS

- 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
- Began construction of mid-block crossing improvements on Main Street in front of Edmunds School
- Advanced the Flynn Avenue Sidewalk project through the design process
- Advanced the Colchester Avenue Sidewalk Project through the design process to bid ready documents. Construction anticipated to be completed in fall of 2013
- Continued to advance the Cliff Street Sidewalk Project with a focus on addressing the design challenges of placing a sidewalk in a steep rock ledge cut-section
- 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 Street Lighting and Irrigation Project
- Completed Pearl Street Improvement Project, with traffic signal improvements at Church and Pearl Streets
- Completed (during FY13) improvements to the Fletcher Free Library entrance way
- Continued infrastructure design improvements at the Waterfront Access North project area (Moran Plant site), a project funded by a TIGER grant construction of Phase I Stormwater and Coal tunnel demolition to be completed in fall of 2013
- Made exigent repairs to Manhattan Drive slope failure as a result of heavy rains in May 2013
- Continued to advance final design and repair of Manhattan Drive slope stabilization with Recovery Funds provided by the Federal Highway Administration
- Continued to advance Way-finding Project lining up funding resources and refinement to final design

Capital Street Program

- Continued to advance the 20 year paving plan with beyond the first three years of an accelerated schedule of work
- Completed Pearl Street Phase I Sidewalk and Street improvements on Pearl Street from St. Paul Street to Winooski Avenue serving as a local match obligation credit for the various Church Street Earmark Projects
- Continued to make sidewalk improvements within the funding resources provided



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 9,000 linear feet of sidewalk
- Used 3,000 tons of salt (2,200 tons on the roads and 800 tons on the sidewalks)
- Repaired/replaced 50 storm catch basins
- Swept 875 cubic yards of debris from the streets
- Completed Phase 2 of the Pearl Street Streetscape project including new sidewalk and curbs on both sides of the street
- Assisted in the excavation and relining of the Main Street sewer project
- Completed stormwater upgrades including:
 - Dale Road swale
 - Blanchard Beach swale and infiltration system
 - Cherry Street Silva Cell project
- Implemented traffic calming projects on:
 - Tracey Drive
 - North Street and Mansfield Avenue
- Delivered the following services:
 - Operation Clean Sweep
 - Fall leaf pickup
 - Christmas tree pickup

Recycling

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

Selected highlights from this year:

- Collected about 3,200 tons of recyclables with our curbside collection program
- Expanded toter cart purchase program to provide 65-gallon and 95-gallon wheeled toters to the public at a discounted price

DEPARTMENT OF PUBLIC WORKS



- Continue to use compressed natural gas (CNG) as the primary fuel for the recycling packer trucks
- Coordinated the City's Green Up Day, Christmas tree pickup, and leaf collection 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 depot for all City fleet vehicles. It is funded by fees paid by each Department for the services provided. Equipment Maintenance met its budget targets.

Selected highlights from this year follow:

- Purchased and upfitted a new Meter Shop truck in house
- Upfitted new Fire Department Car 12 in house
- Provided over 370 preventive maintenance service repairs
- Provided over 1,763 vehicle and equipment repairs
- Maintained Fleet Services while short staffed during hiring of new Fleet Manager

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, pavement markings and crossing guards. 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 by utilizing unrestricted fund balance.

Selected highlights from this year follow:

Parking Facilities

- Overhauled both elevator hydraulic systems at Marketplace Garage
- Applied pavement markings to the Lakeview and College Street Garages
- Continued graffiti removal and stair tower cleaning
- Continued constant revenue control repairs
- Replaced/repaired stair tower doors at Marketplace, College, and Lakeview Garages
- Reworked Lakeview and College Street Garages to accommodate construction of new hotel spanning Lakeview exit booths

Traffic Signals

- Installed new signals with LEDs, countdown LED pedestrian signals, and post top style design at Pearl Street on St. Paul and Church Streets as part of Pearl Street Revitalization project
- Replaced old span-mounted four-way signal at Winooski Avenue and Archibald Street intersection with two mast arms, pedestrian signals, and new LED vehicle signals with full traffic responsive actuation
- Installed new countdown pedestrian signals and new LED vehicle signals at North Avenue and Woodbury Road intersection



DEPARTMENT OF PUBLIC WORKS

- Increased total number of pedestrian countdown signals to 180, with 156 remaining to be retrofitted
- Moved the westbound island signal at Main Street and University Heights 25 feet to the west, out of the turning radius of University Heights traffic
- Installed new video camera detection at Battery and Pearl Streets intersection and Pearl and Pine Streets intersection
- Installed new solar school flashers in front of Edmunds School on Main Street – first self-contained non-grid connected signals in Burlington

Meters and Right of Way

- Responded to 117 parking meter complaints and resolved any issues found
- Repaired or replaced 850 regulatory and directional signs
- 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
- 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, impose no burden on property taxes.

Water

Beyond the year-round, 24/7 responsibility of producing and delivering potable water to the Burlington population and Colchester Fire District #2, below are a couple of highlights over the last fiscal year:

- As a Department we are constantly looking at ways to provide better service and reinvent ourselves. This past year was no exception and an opportunity arose with the retirement of the Assistant Director ROW and Water Distribution Foreman. The Water Distribution crew is now managed by the Assistant Director DPW Water Quality and, in terms of water system integrity and coordination for ensured water delivery, this change was a welcome one. In addition, the Water Distribution Foreman was changed from a union position to management.
- In an effort to reconnect a portion of the water system that had been previously dead ended, a contractor was hired to replace a section of water main at the end of Central Avenue to Flynn Avenue. The installation method used was horizontal directional drilling (HDD). Instead of digging in the sensitive area of Englesby Ravine to repair a previously broken water main, the HDD method drilled underground, thereby minimizing excavation. 340 feet of 8 inch HDPE pipe was installed, improving water quality by looping in the system, ensuring no harm to the environment, and reducing redundancy to the system.
- Given that the last bond payment of \$1.386 M was made in 2012, the Water Division is updating the 2008/2011 capital plan for continued reinvestment into the various prioritized areas of water distribution, treatment, storage, and metering.



DEPARTMENT OF PUBLIC WORKS

Wastewater

With three wastewater treatment plants, 25 pump stations, and 100 miles of collection system, much of what staff does year round for residents and the visiting population goes unnoticed:

- Each year we are budgeting capital funds for the rehabilitation of the sewer lines. Although not visible, these lines are critical as the conduit to the Wastewater Treatment Plants and conveying



stormwater in the combined collection areas of the system. This past year \$143,000 of rehabilitation was completed with the Cured in Place Pipe (CIPP) method. This repair method is non-invasive, and work was planned for areas with either known trouble spots or in advance of the Street Paving Program. Stretches included: Henderson Terrace, Oakland Terrace, Foster St., Main St., Ledge Rd., and Pearl St. Multiple spot repairs were completed on the following: Batchelder St., Home Ave., Hardy Ave., Loaldo Dr., Janet Circle, Dale Rd., and College St.

- In an area that might not be expected, Wastewater is responsible for the oversight of the closed Manhattan Landfill. In FY13 the City was given 30 days' notice that the previous operator of the landfill gas collection system and generator operator was terminating an agreement to operate. For years the generator ran and produced energy that Burlington Electric then purchased. After much research, an application was filed under a Certificate of Public Good to allow Wastewater to restart the landfill gas generator. The goal of this request is to continue to make use of the methane available to generate electricity versus burning that energy with the flare. This energy would then be net metered back to Burlington Electric and credited to existing Wastewater Electric accounts. The formal application was filed in March 2013 and continued under review for the remainder of the fiscal year.

Stormwater

The Stormwater Program focused on two programmatic development items to ensure the continued success and sustainability of the program. Of prime importance was the completion of a user fee rate analysis to evaluate the rates necessary to generate sufficient revenue to support the base operations of the Stormwater Program, including the necessary hire of an additional staff person. This rate

(\$1.687/ISU) was proposed and accepted by the City Council through the FY14 budget and will be phased in over FY14 and FY15. Approval of this rate allowed for the creation of the Stormwater and GIS Technician position (to be hired in FY14). With the addition of this staff person, the program will be able to maintain a high level of service for day-to-day tasks, such as project review and compliance and ongoing infrastructure assessment, and will also begin to address some of the long-range planning needs and tools (such as City-wide hydrologic/hydraulic modeling) that are critical to the sustainability of our stormwater infrastructure and our water quality.

Overall Programmatic Development

- Completed impervious fee rate analysis to achieve rate necessary for sustainable base operational budget; successfully gained approval for FY14/FY15 phased rate increase (effective Jan 1, 2014)
- Created Stormwater and GIS Technician position
- Developed fact sheets outlining useful information related to sewage backups into basements during extreme rainfall events (see www.burlingtonvt.gov/DPW/SewageBackup.aspx).
- Acquired updated hydrologic/hydraulic modeling software in preparation for sewer system model updates
 - Models enable us to evaluate solutions in a holistic manner; instead of only looking narrowly at the localized issue, we can understand the intricacies of our system and thereby come

DEPARTMENT OF PUBLIC WORKS

up with a better solution which examines potential upstream solutions and minimizes downstream impacts.

Regulatory

- Continued implementation of our Phase II stormwater management plan and compliance with the City's current MS4 permit
 - See Quick Links and 2012 Annual Report for more information at www.burlingtonvt.gov/DPW/Stormwater/Stormwater-Management
- Burlington's Chapter 26 Stormwater Review (calendar year 2012 totals)
 - Review of erosion prevention and sediment control plan for 80 projects
 - Review of stormwater management plans for 30 projects

Projects/Grant Awards

See www.burlingtonvt.gov/DPW/Stormwater/Stormwater-Projects for more details

- Constructed Blanchard Beach stormwater outfall water quality improvements (previously received \$25,000 grant from Lake Champlain Basin Program and \$45,000 grant from VT DEC)

Infrastructure

- Manhattan Drive/Route 127 outfall pipe repair (ongoing)
- Localized flooding/drainage improvements
 - School Street
 - Brookes Avenue and Willard Street catch basin outlet repair
- Pipe lining of Dale Road and Crescent Beach corrugated metal outfall pipes
- Implementation of stabilized beach outfall for Little Eagle Bay outfall and 55 Crescent Beach outfall
- Maintenance
 - Calendar Year 2012 results
 - Inspection and cleaning of over 1,000 catch basins (calendar year 2012)
 - 1,644 tons of material collected with street sweeping, 362 tons collected from catch basins
 - Continued repair/replacement of catch basins as necessary
 - Dredging of BED outfall area
- Asset Management
 - Ongoing development of GIS based asset management system



- Improvements to swale, installation of swirl separator (sediment pre-treatment), constructed wetland
- College Street Stormwater Retrofits Plan (\$35,000 grant from VT DEC)
 - Identification and preliminary engineering of stormwater retrofit opportunities to improve water quality at the College Street outfall (discharges at the base of College Street)
- Fact Sheet Series: Stormwater Friendly Driveways
 - Released RFP and selected contractor

Citizen Involvement and Communication

- Continued involvement in Regional Stormwater Education Program (RSEP) (www.smartwaterways.org) and Chittenden County Stream Team (www.ccstreamteam.org)

BURLINGTON SCHOOL DISTRICT

Burlington schools serve nearly 4,000 students, pre-k to grade 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.



JEANNÉ COLLINS
Superintendent

tion in October 2012. The Superintendent released a second work plan entitled *Diversity: Our Gift & Our Future* in June 2013. The DECP Office works under both of these documents and released the first annual Equity Inclusion Data Report in April 2013.

We continue to employ a hiring process that seeks to increase the number of diverse faculty and staff and to ensure that all faculty and staff are culturally competent. We believe these two steps will help our students prepare for their place in a global community. We have made progress in both areas and continue to evolve our process with each hiring season.

Capital Improvements

This year, we replaced part of the roof at Edmunds Elementary, which was over 20 years old and had 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 replaced the downstairs floors and repaired and painted walls. Primarily covered under insurance, this work brightens the entrance to this gem on Main Street. Our primary project this year was to begin renovations at J.J. 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 and fall of 2013.



Diversity and Equity

The diversity of our students is a gift to the Burlington community, with approximately 30% of our student population identifying as non-white and roughly 550 students who receive English Language Learners (ELL) services. The District believes that all students, educators, administrators, and staff members deserve an inclusive school and work environment where differences are valued and celebrated. Working with Parents for Change, a public action was held in November 2012 with New American families to commit to a redesign of the student placement process, the development of clear information about how the American school system works, the identification of common questions from parents, and the creation of a comprehensive training program for Multilingual Liaisons, as well as improvement in communications with families.

The District has publicly committed itself to closing gaps in student outcomes based on racial, ethnic, or socioeconomic status. Under the leadership of the Superintendent, the Office of Diversity, Equity and Community Partnership (DECP) is charged with integrating equity, diversity, and inclusion into all aspects of the District to ensure that our diverse student body is provided with the highest quality education while fostering transparent relationships with families and the community.

The Board of School Commissioners wrote a Board Strategic Plan for Diversity, Equity & Inclu-



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 provided Netbooks to middle school students and iPads to 9th grade students; this changed the way we teach and the way students learn. The high school has an iPad oversight committee, including parents

BURLINGTON SCHOOL DISTRICT



and students, to help with planning and implementation.

The Partnership for Change, funded by the Nellie Mae Education Foundation, is our innovation arm that engages the community and the schools of Winooski and Burlington to remodel our high schools so all students are best prepared for a future of career or college and to become contributing citizens in our communities. Our first year was spent establishing the structure of the Partnership and conducting research through five fellows to identify best practices of student-centered learning. We were able to establish graduate expectations for each high school. In 2013-14, we will provide mini-grants to test projects that will grow teacher and student engagement. The results of these projects will help us focus on the goals necessary for building on what is working and developing new strategies so all of our students can demonstrate mastery of their learning.

With the Integrated Arts Academy (IAA) and Sustainability Academy (SA), we design curriculum with the arts and sustainability in mind, and we are seeking ways to expand those themes in the District. Both IAA and SA were acknowledged by the Vermont Agency of Education for their commitment to continuous improvement, demonstrated by an increase of 10% or more in reading or math Adequate Yearly Progress (AYP) index scores for one or more student subgroups. At both Academies, we have seen a decrease in the number of children receiving free or reduced lunch since 2007-08. At SA, we saw a decrease of 24%. At IAA, we saw a decrease of 26%.

We have active gardens in every school, and even a full youth farm at Hunt Middle School. The Burlington School District is rich with partners in this work, including the ECHO Lake Aquarium and Science Center, Leahy Center for Lake Champlain, Shelburne Farms, and Friends of Burlington Gardens. We also have maintained our commitment to 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.

Community Partnerships

We are fortunate to have many partners who support and play a key role in Burlington 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 Center, ECHO Lake Aquarium and Science 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, King Street Center, and Sara Holbrook Community Center help to provide enrichment and support to over 60% of our students.



It's All About the Students

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. 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. We invite you to stay in touch and share comments and suggestions. Thank you for your continued support of the children of Burlington. More information about our schools may be found at www.bsdrv.org.

BURLINGTON TELECOM

STEPHEN BARRACLOUGH
Interim General Manager

BT's fiber to the home network was created between 2004 and 2008 as one of the nation's first municipal fiber builds. BT fiber passes almost 16,000 homes and businesses, as well as connecting all of the City's municipal offices, schools, and essential services.

BT now offers gigabit symmetrical bandwidth services to both residential and business customers and has provided a gigabit link to all Burlington Schools and to the Fletcher Free Library.



The Federal lawsuit brought against the City by Citibank, with regard to the termination of Citibank's annual appropriation BT equipment lease, remains unresolved. A two-day mediation session between the City and Citibank was held in late January 2013 in an effort to find a mutually acceptable way through the litigation, but while progress was made between the parties, they were unable to come to a resolution. A trial date has now been set for March 2014. The City Administration and City 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.

Operationally, BT's performance continued to improve. Subscriber numbers ended the fiscal year at 4,394, an increase of 299 subscribers, or 7.3%, over the course of the year. This was 11.2% higher than the low point of 3,952 subscribers in January 2012, following a prolonged period of decline from a high of 4,575 in April 2010, as a result of ongoing adverse publicity about its financial situation. Since the end of FY13, subscriber numbers have continued their rise, standing at 4,526 at the end of October 2013.

BT's FY13 revenues again climbed above \$7 million, following their decrease to \$6.7 million in FY12 as a consequence of subscriber losses following news of BT's financial troubles. Earnings before interest, tax, depreciation, and amortization (EBITDA),

at \$1.6 million, or 22.5% of revenues, were \$337,000 and 4.8 points higher than for FY12. Capital expenditures rose by 76% to \$647,000 as BT installed more new subscribers and began to replace aging electronics. After all costs, including capital expenditures, cash flow pre-debt service totaled \$934,000, more than double than the amount budgeted for FY13. BT held consumer prices steady for a third consecutive year, absorbing programming cost increases from content providers and all other year-on-year increases in costs.

In March 2013, Burlington received an invitation to join a small group of fiber to the home (FTTH) communities working with US Ignite, a White House initiative aimed at fostering the development of next generation applications using high speed bandwidth. The group of US Ignite communities includes Chattanooga, TN; Kansas City, KS and MO (the first Google fiber City); and Lafayette, LA, among others. Burlington received its invitation as a result of its rich fiber optic network, operating as Burlington Telecom. Mayor Miro Weinberger and US Ignite Executive Director Bill Wallace launched BTV Ignite on October 18, 2013; BTV Ignite has now become a City-wide initiative with support and participation from academic institutions, Burlington Schools and the Partnership for Change, Fletcher Allen Health Care (Vermont's largest healthcare provider), Code for BTV, the City's Community and Economic Development Office (CEDO) and local businesses. For more information on this exciting initiative, please visit www.btvignite.com.



BURLINGTON HOUSING AUTHORITY

With 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.

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 \$17 million in federal funds to the City of Burlington and surrounding communities. For FY13 we made a payment in lieu of taxes to the City of Burlington in the amount of \$79,160.00 for our public housing.

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, with partnerships including Spectrum, HowardCenter, Pathways to Housing, Vermont CARES, Women Helping Battered Women, and Safe Harbor.

Our Section 8 Homeownership Voucher Program, which allows subsidy holders to use their rental assistance for homeownership, has helped over 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



PAUL DETTMAN
Executive Director

Neighborhood. In FY13 BHA completed renovation at Wharf Lane Apartments (37 households) and acquired Bobbin Mill Apartments (51 households).

New Affordable Housing

BHA focuses on the development of service-enriched housing for individuals and households with special needs. In FY13, we completed development of 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% 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*, 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 www.burlingtonhousing.org.

CHITTENDEN COUNTY TRANSPORTATION AUTHORITY

In FY13, the Chittenden County Transportation Authority (CCTA) continued to provide valuable public transportation services to Burlington and the greater Burlington area. Transportation services included local fixed-route bus service, inter-regional commuter service, supermarket and school tripper shuttles, and contracted ADA para-transit service for individuals who are unable to ride fixed-route service.

In FY13, a 13 member Board of Commissioners governed CCTA, 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. The annual FY13 operating expenses for the urban area were \$14,679,385.



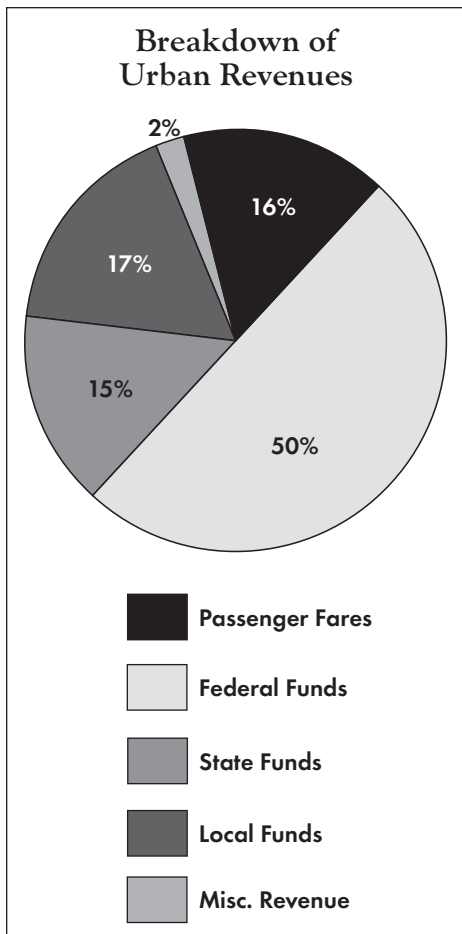
BILL WATTERSON
General Manager

Ridership

CCTA provided 2,685,288 fixed route trips in FY13. CCTA commuter routes performed well in FY13: ridership on the Milton Commuter increased by 14%, ridership on the Montpelier LINK Express increased by 15%, and ridership on the St. Albans LINK Express increased by 10% over FY12.

In response to increasing ridership on the LINK Express routes, CCTA was able to add a new fleet of commuter buses. The

seven 45-foot Motor Coach Industry (MCI) buses are the largest in CCTA's fleet, offering 57 seats and the capacity for four bicycles. In late 2011, with the support of the Vermont Congressional delegation, CCTA was successful in securing a \$3,360,000 grant from the FTA's Bus and Bus Facilities Livability Initiative to purchase the new buses. In addition to a 46% increase in passenger capacity and a 100% increase in bicycle capacity, the new buses offer improved WiFi service, power outlets at every seat, and passenger controlled vents and lights. A launch event to introduce the new buses was held at CCTA on November 16, 2012.



Operational Improvements

In FY13, CCTA continued our commitment to safety. The Operations Department and CCTA drivers completed trainings in the following categories: Mobility Securement, Security Awareness, Winter Driving, and Customer Service. All of CCTA's trainings are designed to provide a safe and pleasant passenger experience. Drivers also received training on the operations of new coach style buses, added to our fleet in FY13.

CHITTENDEN COUNTY TRANSPORTATION AUTHORITY



Improved Passenger Amenities

The Downtown Burlington Station project progressed in FY13. CCTA received FTA approval on National Environmental Policy Act (NEPA), as well as FTA approval on Section 106 of the National Historic Preservation Act. The design of the station advanced to 30% complete.

In FY13, CCTA added shelters in Hinesburg, on Pine Street in Burlington, and at the Community College of Vermont's Winooski campus. As part of the Circ. Alternatives project, CCTA installed 6 of 14 shelters in FY13.

CCTA continued work on transit signal priority, completing an inventory of all traffic signals in CCTA's service area to ensure that each traffic signal responds appropriately to the Transit Signal Priority emitters on CCTA buses.



Environmental Commitment

As part of CCTA's ongoing commitment to the environment, the Maintenance Department performed an annual fleet tire survey. The goal of the survey was to assess the tread pattern on bus tires to control wear and tear and to improve fuel mileage per gallon.

The Maintenance Department began installing mini-hybrid systems in some of the current fleet. A mini-hybrid system increases fuel economy, lowers vehicle emissions, lowers maintenance costs, increases horsepower, and reduces the risk of hydraulic fires. In FY13, CCTA saved nearly 8,000 gallons of fuel with only 12 of 70 buses equipped with mini-hybrid systems. In coming years, CCTA will be working to install mini-hybrid systems on more buses.

July of 2013 marked CCTA's 40th Anniversary! We have been happy to provide public transportation to Chittenden County, and we look forward to providing transportation services long into the future.

Contact CCTA for Route and Schedule Information

By phone: 802-864-CCTA (2282)

By e-mail: info@cctaride.org

Visit us online: cctaride.org



CHITTENDEN SOLID WASTE DISTRICT

Administration

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

The Board of Commissioners officers include: Chair Paul Stabler of South Burlington; Vice Chair Bert Lindholm of Jericho, and Secretary/Treasurer Michelle DaVia of Westford. Executive Board Members include Paul Stabler of South Burlington, Michelle Davia of Westford, Alan Nye of Essex, Bert Lindholm of Jericho, and Steve Goodkind of Burlington. CSWD General Manager is Thomas Moreau.



THOMAS MOREAU
General Manager

Finances

The unaudited FY13 General Fund expenditures were \$8.37 million, and the revenues were \$8.40 million. This represents a \$74,000 increase in expenditures (0.9%) and a \$1.17 million (12.2%) decrease in revenues from the FY12 General Fund operating results. The increase in expenditures is primarily associated with (1) higher processing costs at the Materials Recovery Facility (\$140,000) contractually tied to higher tipping fee rates in effect for most of FY13; and (2) costs related to the effects of persistent herbicides in Green Mountain Compost (GMC) products. These higher costs were partially offset by expense reductions in several programs, most notably the Biosolids Program and operating costs of GMC. The decrease in revenues compared to the prior year is primarily because (1) sales of recyclables at the MRF produced \$800,000 less during FY13 due to decreased market prices for these materials; (2) sales of materials at GMC were suspended during FY13 while inventories of new product were rebuilt; and (3) Solid Waste Management Fee revenue was down \$200,000, as quantities of materials sent to the landfill and subject to the fee decreased by approximately 9,000 tons.

Significant Changes/Events

In FY13, CSWD's major initiatives were: 1) to treat our customers who had purchased herbicide-impacted compost fairly and promptly, determine the agent and the source that caused the impact with compost, and establish both chemical and biological testing protocols to avoid future problems; 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 a paint product stewardship bill by the Vermont Legislature that will facilitate the recycling of unused paint throughout the State; 4) to begin recycling programs for sheetrock and plastic film; 5) to begin work on a consultant study evaluating residential curbside collection of

organics in terms of economic and environmental impacts for various scenarios; 6) to issue a bid proposal for an equipment upgrade at our Materials Recovery Facility (MRF) and to begin negotiations on the operations contract (despite much lower market values for recycled commodities, we were able to keep from charging a tip fee at our MRF); and 7) due to a significant decrease in trash volumes subject to our solid waste management fee and to the unex-

pected expenses in our compost program, CSWD chose to raise the solid waste management fee after four years, instead of the desired five years effective in FY14.

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 3,128 tons of recyclables, a decrease of 3.3% from FY12, and 6,319 tons of household trash during FY13, a 4% decrease from FY12.

The Materials Recovery Facility in Williston is owned by CSWD and privately operated by Casella Waste Management. In FY13, 39,895 tons of recyclables were collected, sorted, baled, and shipped to markets. This represents a 1.23% decrease from the previous year. The average sale price for materials was \$95.62 per ton, which is a 24.43% decrease over last year's average.

The Environmental Depot and the ROVER are CSWD's hazardous waste collection facilities for residents and businesses. In FY13, 9,290 households and 733 businesses brought in 631,621 pounds of waste that were collected and processed at these facilities. This included 73,610 pounds (7,361 gallons) of latex paint re-blended and sold as "Local Color," 8,927 pounds of leftover products given away through the "Hazbin" reuse program, and 35,750 pounds (3,575 gallons) of oil-based and latex paint processed for recycling in Canada and Illinois.

FY13 was a difficult year for CSWD's new compost facility. Following the discovery of trace amounts of persistent herbicides in compost at the end of June 2012, staff spent the majority of the next 12 months launching a massive customer service response to address more than 500 affected gardens while simultaneously delving into testing and research about persistent herbicides and their regulation. Sales of all compost products were halted for over a year, tougher regulations were demanded on a State and Federal basis, and improvements have been made in both areas. Horse manure was identified as the main source of the herbicides, and it is no longer accepted at the compost facility. Better lab testing methods have been promised by the chemical manufacturers while staff has begun to carry out extensive growth trials to ensure product quality moving forward. Compost inputs have increased,

CHITTENDEN SOLID WASTE DISTRICT

and sales are expected to resume in FY14.

CSWD brokered 13,544 wet tons of biosolids for our member communities in FY13, which is 6.3% less material than last year. Most of the biosolids generated from the Essex Junction Waste Water 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 yield a class “A” product that should be substantially cheaper to use. CSWD assisted South Burlington with the permitting process and is actively negotiating an amended contract to benefit South Burlington.



Marketing

Recognizing that we need to revamp and maintain our website and redouble our social media efforts, we hired Veronika Travis as a part-time Web and Marketing Specialist. Still, the boots-on-the-ground approach offers wonderful opportunities to have face-to-face conversations with the constituents we serve. To this end, we held Customer Appreciation Days at each of our Drop-Off Centers. They were warmly received, with great enthusiasm for drop-off composting. To leverage that interest into action, we began running a Compost Challenge in April 2013, where participants get free pails, buckets, and a punch card. At every fifth visit, they receive a small prize (seed balls, salad seed packets, recycled pencils, crocus bulbs, etc.). The more they visit with com-

post, the better their chances of winning the grand prize when the contest ends in December.

We received a \$5,000 matching grant from the Curbside Value Partnership to study ways of increasing diversion at the curb. The study begins in September 2013 and runs through February 2014. Also this year, we met with the Vermont Department of Environmental Conservation to align our efforts in communicating imperatives of Act 148, the universal waste reduction law, which goes into effect July 1, 2014.

A variety of Educational Programs and tools are available to assist residents, schools, municipalities, organizations, and businesses to reduce and properly manage their wastes. Our positive community outreach includes: CSWD Hotline (872-8111), website (www.csud.net), e-newsletter, presentations, technical assistance, displays, workshops, facility tours, informational brochures, recycling bins and compost collectors (9,400 distributed), signage, discount compost bins, special event container loans, and grants.

Approximately 10,000 employees, students, volunteers, and clients were impacted by the Business Outreach Program and over 5,700 students through the School Outreach Program. Through the Community Outreach Program, CSWD coordinated or participated in community events attended by several thousand people, awarded \$10,000 in Community Waste Reduction Grants, and provided direct education to over 600 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 \$17,500 awarded in recycling and compost container grants), construction and demolition debris recycling, and markets for recyclables.

CSWD provides funding and staff time to support Green Up Day efforts in Chittenden County. In May 2013, 36.5 tons of litter, 2,227 tires, and three cubic yards of scrap metal were collected. CSWD also contributed \$4,050 to Green Up Vermont on behalf of its member municipalities. The fall and spring Appliance and Tire Round Ups brought in 1,344 major appliances and 9,396 tires at no charge from 3,173 households, saving them over \$40,000 in fees. The Community Clean Up Fund helps members keep their communities clean and litter-free throughout the year.

WINOOSKI VALLEY PARK DISTRICT

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 41 years, and Roger Marshall is Burlington's representative. Please visit www.wvpd.org for trail maps and to learn more, or stop by the WVPD's headquarters at the Ethan Allen Homestead in Burlington.



**YUMIKO
JAKOBIC**
Executive Director

ucation center. The WVPD staff also increased their advertising efforts for the picnic shelter and exceeded their rental revenue goals for the year.

Activities for Residents and Tourists

The WVPD's 18 regional parks offer nature trails, scenic overlooks, picnic facilities, cross-country skiing trails, canoe and kayak launches, fishing access, and public garden plots. Sign-in sheets located at the WVPD's parks have shown that visitors come from all of the WVPD's member towns and even from across the country. The Ethan Allen Homestead Museum – one of the WVPD's partner organizations – provided tours of Ethan and Fanny Allen's 1787 restored farmhouse to 4,209 children and adults.

Here are a few highlights from the past year:

Park Acquisitions and Improvements

The WVPD is happy to report that it acquired two new parks this year: the Muddy Brook Wetland Reserve in South Burlington and Williston, and the Wolcott Family Natural Area in Colchester. The WVPD is currently planning the trail systems for both parks and looks forward to welcoming visitors soon. In addition, many improvements were made to the WVPD's other parks. A new bridge was installed on the Riverwalk Trail, a culvert was replaced at Macrae Farm Park, puncheon was replaced at Colchester Pond, a railing was installed at Donohue Sea Caves, and over 200 trees were planted in riparian buffer zones at the Ethan Allen Homestead and Mayes Landing.

Environmental Education

The WVPD's educator met with 1,426 children and 381 adults (including people from all of the WVPD's member towns) and hosted numerous new events – including a Woodside Wildlife Walk, a Full Moon Hike at Macrae, an Invasive Species 101 Workshop, and several snowshoe hikes. The WVPD's "Halloween at the Homestead" attracted 70 visitors in its second year! The WVPD also had 297 students at Conservation Field Day and a record number of workshops available.

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 \$15,000 grant from the Vermont Recreation Trails Program to replace the bridge at Riverwalk, received a grant to put bike racks at Colchester Pond and Macrae, received a grant from the Department of Environmental Conservation to hire a greeter at Colchester Pond, received a \$500 grant from IBM to purchase educational supplies, and received a grant from the Vermont League of Cities and Towns to cover 50% of the costs for updating the alarm system in the ed-



Students from Burlington High School participate in a service learning project at Colchester Pond.

Programs Offered by Others at WVPD Parks

The WVPD provides a fantastic location for local groups to offer outdoor programs. Many school groups, summer camps, and scouts visit the WVPD's parks as part of their curriculum. The Burlington Area Community Gardens and the Colchester Land Trust offer community gardens at two of the WVPD's parks. The Vermont Community Garden Network and New Farms for New Americans lead educational gardening programs at the WVPD's Ethan Allen Homestead. The WVPD was also happy to host part of the Muck It Up adventure race at Macrae Farm Park, in cooperation with Colchester Parks and Recreation, and part of the Amazing Parks Challenge, in cooperation with Essex Parks and Recreation.

Children need natural areas to stay in touch with the local landscapes that sustain them. In turn, natural areas need management to assure that people and wildlife can peacefully coexist. The WVPD offers 18 natural areas embedded within the most developed county in Vermont. 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 5, 2013. To view the election results for City Councilors, School Commissioners, and more, please visit www.burlingtonvt.gov/CT/Elections/Election-Results/.

Question 1

Approval of School Budget for Fiscal Year 2014

“Shall the voters approve the School Department’s proposed \$62,766,794 locally adopted budget (School General Fund Budget) for current expenses and deficit retirement?”

YES	2,740	57.41%
NO	2,033	42.59%
RESULT: APPROVED		

Question 2

Advisory Referendum Regarding Opposition to Tar Sands Oil Based on Environmental Impacts

“Shall the voters of Burlington, as an expression of opposition to the transport of tar sands oil and a deep concern about the risks of such transport for public health and safety, property values, and our natural resources, 1) encourage the State of Vermont to phase out fuel purchases from vendors whose refinery sources of origin use any form of tar sands, and 2) call upon the Vermont State Legislature and the Obama Administration to ensure thorough environmental impact reviews of any tar sands-related pipeline proposals, including the health and safety impacts of potential tar sands oil spills, along with clear guidelines for tracking the origins and chemical composition of pipeline contents and refinery sources?”

YES	3,183	67.71%
NO	1,518	32.29%
RESULT: APPROVED		



SALARIES FISCAL YEAR 2013

Burlington City Arts

Anand, Sheel	1,225.00
Arnold, Alexandra	3,060.00
Ashman, Kate	29,746.08
Ayers, Jeremy R	5,902.50
Babbitt, Rebecca	1,120.00
Baribeau, Tristan	84.00
Barlow, Ann C	1,540.00
Berberan, Julia	845.00
Beynnon, Katherine	10,020.00
Blain, Suzanne	525.00
Blasdel, Gregg N	7,640.00
Bond, Judith A	4,575.00
Boscia, Amanda	940.00
Brooker, Christina	30,146.86
Chamberlain, Harlan	1,348.30
Chute, Jean	750.00
Corliss, Katie	13,304.50
Costantino, Alexander	864.00
Delaney, Eliza	410.00
Desjardins, Kimberly A	4,054.00
Douglas, Jordan	1,575.00
Eaton, Elise Blake	639.38
Elliott, Joanna	2,135.00
Farrar, Gretchen	52,886.45
Fawkes, Anne G	1,422.00
Ford, Eric	55,206.25
Galletly, Leanne	75.00
Giordano, Lisa	1,232.00
Gitzes, Alexandra D	2,520.00
Glass, Hilary	700.00
Gonsalves, Diana	1,190.00
Gonzalez, Jorge	12,767.25
Guth, Karen D	1,015.00
Hellerman, Donald	44,528.32
Iannuzzi, Angela M	4,735.00
Johns, Melinda L	39,837.50
Jones, Linda	4,252.50
Katz, Elliott R	5,880.00
Katz, R Elliott	9,996.00
Katz, Sara	59,475.57
Kraft, Doreen E	77,236.03
Landers, Ashley	365.00
Lauzon, Renee D	1,675.00
LeFrancois, Daniel P	4,089.00
Levasseur, Katherine	330.00
Liebman, Jacquelyn	1,230.00
Lovejoy, Jordan	779.50
Lovell, Daniel G	6,055.00
Lynch, Courtney	30,404.50
Macon, Kerri C	38,057.87
McIntosh, Averett	589.00
McKernan, Kaitlyn	140.00
McManus, Olivia	2,157.00
Mernicky, Katarina	1,522.50
Nadel, Marc	2,182.50
Nelson, Katherine A	910.00
O'Brien, Kim	6,150.00
O'Brien, Kimberly R	2,375.00
Olson, Ted	42,808.67
Parsia, Jasmine	1,000.00
Pratt, Natasha L	67.50
Rooney, Leigh A	210.00
Saffran, Michelle C	7,735.00
Salzman, Gail	1,200.00
Schwarz, Rebecca	8,320.00

Simmon, William S	1,260.00
Sprague, Sarah	525.00
Steady, Melissa J	54,401.25
Trautz, Katharine B	1,402.50
Turner, Alexandra LA	1,197.00
Valyou, Torrey	2,380.00
Vaughn, Christopher	35,557.40
Virtue, Robyn A	576.00
Wagner, Viscaya	865.00
Ward, Catherine H	374.95
Watson, Kristen M	620.00
Wiegand, Teal M	360.00
Wild, Amy	6,628.50
Williams, Kiersten	44,314.80
Zompetti Lowe, Mary	32,294.61

Burlington Electric Department

Alexander, Paul G	125,470.81
Archer, Marjorie C	65,337.72
Ardell, Paul G	21,211.75
Audy, Byron D	51,393.17
Babcock, Laura A	42,207.02
Baker, Jason A	63,639.80
Bayerle, James R	17,360.00
Bingham, Robert L	22,462.26
Blanchard, Michael J	61,499.62
Bouchard, Jennifer L	62,137.59
Brown, Christopher E	59,395.00
Brownell, Seth H	91,138.10
Buckley, Thomas A	131,183.65
Burke, William R	65,612.02
Burns, Christopher R	93,908.92
Buteau-DeBrita, Valerie	61,815.79
Canavan, Ciaran	58,254.41
Carter, Linda L	25,465.05
Chagnon, James J	83,658.35
Chamberlain, Catherine J	61,933.28
Charbonneau, Paul M	47,941.77
Charland, Gary P	70,584.83
Clifford, Seth C	29,515.00
Cole, Michael	40,159.00
Collins, Dennis P	63,344.02
Coombs, Helen C	74,600.99
Couillard, Richard A	71,957.03
Craig, Gerrish T	43,337.69
Crowley, Duane E	50,577.76
Crowley, Peter R	103,689.35
Cruikshank, George D	103,475.10
Davis, William R	67,730.92
Day, Mark A	64,386.65
Delbeck, Mark G	77,102.63
Delorme, Drew G	66,512.90
Dickson, Roger L	66,402.36
Dolan, Timothy N	35,056.42
Dolan, Troy	9,281.70
Donegan, Roger P	79,481.77
Dutra, Sr, James F	75,203.51
Elliott, Susan M	60,749.29
Fay, Gregory N	44,274.70
Fleming, Donald J	86,629.68
Flora, Michael M	57,576.48
Friedman, Marie J	36,720.95
Gibbons, James L	100,138.08
Gingras, Patrick	64,897.24
Giroux, Michael A	84,144.68

SALARIES FISCAL YEAR 2013

Gladden, Raymond A	55,481.74	Sehovic, Enis	112,627.71
Glass, Raquel	59,556.74	Sheehan, Carolyn A	47,815.09
Gokey, Daniel L	52,299.25	Sheehey, Joel P	83,602.12
Gravelin, Denis	89,486.55	Sherry, York A	93,946.17
Gregoire, Dana J	88,050.81	Smith, Scott C	23,364.69
Gregory, Robert T	63,081.65	Sorrell, Edward T	60,957.02
Griffin, Mary C	67,084.80	St. Amour, John A	66,843.52
Grimes, Barbara L	138,128.54	Stergas, Richard L	92,082.36
Hall, Francis C	71,497.15	Suder, William M	83,602.12
Hernandez, Dorian	87,104.93	Sullivan, Mary M	83,602.26
Hewitt Jr., Jason D	61,453.95	Swahn, Stephen A	32,884.76
Howard, Brian	83,601.96	Sweeney, Brian E	52,689.46
Irving, John M	134,438.22	Symons, Darlene A	61,713.99
Kasti, Munir K	176,589.73	Tang, Linda	78,981.89
Khadka, Bhim	22,046.69	Thayer, Gregory B	70,736.00
Kimball, James E	64,322.86	Thiels, Virginia M	60,879.06
King, Richard V	104,623.27	Tobi, Donald R	42,643.80
Knapp, Soni M	32,762.49	Trombley, Kenneth P	76,643.09
Kresock, David J	83,601.03	Turner II, Jeffry W	72,648.30
Kropelin, William K	93,958.51	Vigneau, Francis P	94,099.97
LaDue, David L	63,679.28	Watson, Andrew K	37,246.83
LaFlam, James M	80,242.40	Willard, Michael R	52,622.28
Lander, Brian K	66,193.50	Willette, Charles F	133,569.21
Larned, Stephen G	98,742.33	Woodcock, Peter J	8,806.07
LaRochelle, Howard A	65,986.87	Yanulavich, John J	74,966.88
LaRose, Ronald L	56,938.02		
Leach, Michael L	83,875.99		
Lee-Theriault, Jennifer M	68,273.88		
Legg, Melissa A	12,842.19		
Lemieux, Laurie D	60,596.98		
Lesnikoski, Elizabeth S	70,556.29		
Lincoln, John R	74,601.65		
Link, Grace C	37,797.30		
Lockerby, Dennis D	88,970.20		
Longe, Pamela R	76,030.12		
MacDonnell, David V	101,417.97		
Martens, Walter K	50,040.18		
Mayville, Alan F	65,537.56		
McCann, John C	39,953.16		
McCormick, David G	74,793.68		
McLaughlin, Paul B	17,799.07		
Miller, Robyn M	56,916.90		
Minard, Aaron D	22,607.40		
Mitchell, Cheryl S	64,442.57		
Mitchell, Kevin P	73,412.34		
Mitiguy, Stephen A	49,454.52		
Mongeon, Kenneth	78,477.26		
Morse, Justin A	68,234.64		
Naughton, Andrew J	26,245.85		
Nolan, Kenneth A	132,959.79		
Nulty, William V	87,075.04		
Orr, Lawrence R	71,050.56		
Parah, Amy J	46,794.43		
Parent, Ronald W	51,313.67		
Parikh, Ravi G	61,893.37		
Parizo, William H	87,416.51		
Pichieri, Randy G	88,931.31		
Pikna, Paul D	93,958.70		
Rabidoux, Sylvia G	70,490.97		
Rainville, Scott A	86,308.23		
Rilling, Martin	13,143.57		
Risley, Robert J	112,426.21		
Rouille, Colleen M	60,556.82		
Rouille, Jay E	112,714.85		
Ruland, Wesley G	72,933.61		
Samal, Jr., William	10,553.53		
Santerre, Daryl J	131,117.91		

Burlington Fire Department

Anderson, Kyle R	51,677.90
Aumand, Francis X	73,570.14
Barrett, Thomas J	71,785.27
Bergeron, Arthur J	63,500.45
Bourgeois, Bruce E	87,787.19
Brown, Peter R	79,575.27
Burns, Timothy P	62,850.45
Charney, Michael	35,830.01
Charney, Michael J	37,640.62
Cochran, Eric D	50,646.13
Colgrove, Timothy J	56,514.86
Collette, Aaron J	93,235.12
Costello, Thomas M	87,961.81
Crady, Scott D	73,605.62
Critchlow, Thomas E	54,469.42
Curtin, Michael E	73,588.95
Deavitt, Nicholas J	46,656.06
Drouin, Brian M	80,492.69
Edgerley, Philip J	58,975.80
Ferris, Timothy J	70,474.44
Francis, Gary A	89,053.17
Francis, Terence J	50,508.80
Franzen, Christopher A	68,101.77
Gale, David L	105,012.94
Gates, Thomas W	62,968.20
Grenon, Jared R	75,205.18
Jordan, Michael W	39,386.33
Keenan, Joseph A	73,660.84
Kilgore, Bruce J	70,860.96
Kilpatrick, Scott M	76,376.77
Lachance, Michael D	70,786.84
Lanphear, Kathleen M	54,680.41
Laramie, Christopher S	66,570.67
LaRock, Joseph D	26,363.87
Larock, Joseph E	26,675.97
Lasker, Seth S	97,800.60
Libby, Derek R	68,846.87
Luedee, Philip C	64,868.79

SALARIES FISCAL YEAR 2013

Macbeth, Aaron R	62,508.81
Mantone, Thomas	79,548.66
Mathieu, Bryan J	57,078.75
McDonough, Mark W	61,113.53
McNamara, William J	66,093.78
McNulty, Keith W	60,621.28
Mitchell, Tyler W	53,722.15
Moniz, John H	34,863.58
Montminy, Robert J	56,357.14
Moquin, Jason B	62,459.11
Mulac, Dieter D	62,972.11
Mullin, Robert P	80,656.72
Murphy, Patrick J	66,632.97
Muzzy, Nicholas H	53,869.78
Nolan, Kevin A	89,714.32
Nolet, Jeffrey R	43,503.17
O'Brien, Benjamin R	70,633.44
O'Brien, Kevin M	62,975.63
Perkins, Nathan R	62,980.75
Perry, Ellen L	75,585.86
Petit, Stephen J	61,139.67
Pitrowski, Andrew J	61,592.81
Plante, Robert J	76,058.04
Ploof, Sean S	70,931.62
Porter, Joshua J	44,288.71
Raymond, Jeremy M	64,921.31
Reardon, Christopher J	64,393.49
Roberts, David J	84,802.33
Rousseau, Donald J	72,023.33
Savoy, Adam M	40,017.41
Savoy, Jason C	59,508.49
Sears, William O	66,463.65
Sicard, Tobey A	68,329.75
Simays, Barry J	82,074.84
Slater, Robert L	64,685.20
Sullivan, Christopher	66,595.64
Trombley, Matthew D	63,827.01
Valyou, Jamie L	79,401.34
Walsh, Peter G	93,129.33
Webster, Edwin W	79,863.04
Whitehouse, John T	45,524.67
Wilson, Braddon E	54,171.73
Wilson, Dennis E	69,636.00

Burlington International Airport

Applegate, Brett	24,527.81
Ashton, Michael	27,472.96
Barrett, Timothy	1,689.29
Bergeron, Randall P	44,231.64
Besette, Tawnya L	6,120.65
Betcher, Ryan C	31,465.13
Bostwick, Thomas C	1,383.21
Bowman, Heather	51,575.51
Brown, Richard	60,935.64
Cain, Kevin	58,748.18
Carey, Gerry	65,176.75
Carman, David E	16,613.79
Carr, John	22,436.26
Catella, Michael P	67,624.49
Chilcote, Zachary	21,916.98
Clavelle, Will	7,046.16
Colling, Kelly Q	61,885.62
Curran, Luke J	1,601.50
Dentch, Leslye	934.56
Edwards, Sheila	40,267.68

Feitelberg, Dana	19,094.45
Felis, Matthew	177.66
Ferguson, Nicholas	1,697.78
Foco, Dzevad	31,244.53
Francis, Danny L	30,158.97
French, John C	74,496.52
Gagne, Tamara	78,655.11
Geppner, Andrew E	31,130.32
Godin, Kenneth	23,280.61
Goodrich, Francis G	44,788.85
Gragg, Stephen	37,487.28
Grooms, Olivia	890.66
Hall, Douglas	66,290.47
Harding, Matthew P	79,905.82
Hill, Gregory M	63,882.91
Hoehl, Erin	4,270.12
Jarvis, Alexander J	1,668.05
Jewell, Corey C	67,503.93
Jones, Andrew	12,608.17
Jones, Kristin M	34,920.85
Kaigle, Kevin P	64,044.71
Kendrew, Heather A	77,109.72
Lafleur, Rebecca	6,890.25
LaRoche, Urgel	49,208.54
Latreille, Jeremiah J	13,427.08
Longo, Nicolas R	50.52
Mack, Kyle	1,569.40
Martin, Maurice Davon	29,806.45
McEwing, Robert	78,974.79
Merchant, Timothy	5,126.81
Metivier, Mark	51,842.72
Miller, Kurt	1,250.48
Mobbs, Reginald A	8,315.86
Morales, Joel A	55,736.79
Mott, Travis	21,054.18
Mullen, Shari	19,761.16
Nichols, Paul	338.40
O'Connor, Stacy	27,298.00
Partelow, Josh	24,349.64
Philbrook, Thomas G	1,049.04
Place, Wayne	18,704.83
Poplawski, Chris	53,800.75
Porter, Allen	1,150.56
Richard, Reed	15,216.94
Richards, Eugene E III	95,033.23
Sharrow, Patrick	52,517.95
Sicard, Kevin	37,720.35
Snyder, Jesse	2,806.51
Steves, Sarah S V	55,125.56
Tatro, Kirk	62,578.80
Trombley, Isaac	44,193.95
Varney, Richard C	41,727.34
White, Richard W	60,965.12
Wood, Douglas W	51,481.42
Zimmerman, Frederick	1,116.72
Zizza, Lynn	45,366.19

SALARIES FISCAL YEAR 2013

Burlington Police Department

Adams, Timothy J	25,608.42	Fussey, Owen P	20,067.09
Albarelli, Zachery W	2,316.60	Gilligan, Daniel J	68,681.00
Alberts, Joanna L	49,383.02	Glynn, Paul R	92,235.67
Baccaglino, Eugene	64,598.09	Hackley, Jane R	47,407.04
Bachilas, Gregory W	2,940.60	Hadwen, Brooke	50,774.21
Badeau, Tyler G	64,039.89	Harvey, Nathan W	56,781.53
Barbeau, Brandi J	66,731.98	Healy, Emily K	6,676.95
Barbeau, Larry T	64,580.05	Heath, Michael T	37,834.30
Barber, Laura E	12,022.20	Helrich, Emmet B	26,188.38
Bean, Bonnie M	61,800.42	Hemond, Michael G	74,459.99
Bean, Christopher C	3,217.41	Henry, Michael P	69,231.82
Bean, David A	12,743.42	Higbee, Andi L	93,654.12
Beck, Bonnie E	70,803.56	Jordick, Michael T	65,795.51
Beerworth, Jeffrey H	63,465.91	Kahlig, Tyler	54,221.18
Beliveau, Michael J E	19,905.49	Keller, Sarah E	11,425.40
Bellavance, Jason M	67,226.57	Kennedy, Darren J	10,139.10
Belleville, Eric L	65,553.47	King, John J	56,277.04
Bernard, Willemsford	5,866.31	Kirby, Bryon V	2,131.30
Berti, Rene A	64,259.36	Kratochvil, Eric A	55,487.32
Bogert, Jillian S	32,416.16	Labarge, Brian F	76,379.52
Bottino, Peter C	3,074.39	Labrecque, Wade A	94,428.24
Bovatt, Bruce D	88,442.33	Latulippe, Steven J	19,874.17
Brewbaker, Debra E	1,328.65	Lawson, Jason A	78,721.14
Brodeur, Dominic A	74,969.23	Leclerc, Paul C	59,029.17
Brown, Jessica A	52,650.32	Lessor, Riley K	2,003.10
Brownell, Anthony D	54,019.66	Loeffel, Jackson B	5,179.40
Burke, Shawn P	93,880.30	Long, Richard P	2,426.17
Cain, Catherine A	44,684.07	Lopes, Raymond R	71,284.83
Canessa, Javier J	4,619.28	Lorrain, Christy L	53,715.79
Cannon, Matthew	4,537.07	Mallat, Meghan J	52,542.74
Carey, Neil H	57,626.69	Martin Lewis, John C	11,199.29
Carlson, Kristian G	77,675.96	Martin, Trent S	75,660.11
Champine, Joseph L	80,129.15	McAllister, Mary Ann	51,037.23
Chapman, Peter J	76,322.34	Melilli, Carmelo J	27,673.99
Chattman, Greta F	51,910.92	Mellis, Dwayne	91,189.87
Chenette, Thomas W	79,686.96	Merchand, Daniel R	83,513.79
Chiaravalle, Benjamin C	3,497.60	Merrill, Nancy	28,795.48
Christensen, Michael D	30,765.72	Minaya, Hinoel	39,338.96
Clark, Kathryn L	53,302.18	Morris, Carolynne E	66,863.97
Clements, David M	68,730.76	Morris, Jamie A	68,418.79
Cohen, Adam I	65,773.74	Morrison, Jennifer L	90,307.67
Colgan, Shawn D	38,690.74	Mosle, Cornelia B	17,366.11
Corrow, Joseph S	30,691.85	Moyer, Nicole P	19,541.26
Cousins, Jennifer K	59,971.13	Muller, James	50,355.89
Couture, Justin W	77,319.52	Myerson, Jordan M	1,897.53
Cyr, Arthur D	84,581.64	Nadeau, Christopher A	76,516.21
Czyzewski, Ethan E	19,673.73	Nails, Aljaray	100,827.24
Dalla Mura, Eric L	65,993.88	Nash, Thomas J	76,535.00
Davidson, Scott A	89,328.40	Navari, Brent W	67,102.38
Davis, Julie E	52,045.44	Nguyen, My Thanh	68,168.58
Decker, Walter C	17,185.46	Oblak, Jacob S	38,879.82
Delgado, Daniel C	46,319.96	Olofson, Kristin A	58,903.14
Deweever, Andrew C	9,801.80	Osilka, Gregory J	63,643.85
DiFranco, Brian C	79,924.06	Parzych, Robert A	44,821.64
Dixon, Stephen A	10,981.35	Peterson, Jordan M	2,195.60
Drinkwine, Benjamin D	5,099.15	Petralia, Paul J	87,255.13
Drinkwine, William J	61,018.39	Pfindel, David	59,647.38
Driscoll, Michael P	41,115.48	Rabideau, Ryan A	19,653.73
Duffy, Dennis J	89,079.35	Radford, Thomas J	89,422.36
Dumas, Steven L	69,535.04	Ragsdale, Heather Dundas	24,808.50
Edwards, Kimberly A	72,681.30	Rancourt, Tylor	58,907.45
Emilo, Bailey M	68,865.29	Ranney, Scott J	39,969.00
Fabiani, Paul B	77,232.52	Rivera, Fabio A	2,345.80
Federico, John M	90,983.89	Rodgers, Melanie D	909.46
Ferrer, Tiffany R	1,152.00	Rowden, Richard S	11,553.36
		Schaller, Erica	61,394.75
		Schirling, Michael	116,073.14

SALARIES FISCAL YEAR 2013

Seller, Jacob M	58,684.40	Amato, Richard	107,800.00
Shelley, Kimberly N	64,355.52	Amblo-Bose, Yvette	72,522.37
Simays, Pamela M	58,125.11	Amoah, Emmanuel	65,478.07
Small, Philip W	6,942.41	Anderman, Melinda	17,005.64
Smith, Shawn E	47,620.54	Andrus, William	22,379.32
St. Amour, Francis N	46,258.96	Anger, Deborah	72,154.50
Stewart, Jesse W	67,936.18	Anger, Kyle	17,497.05
Stoughton, John G	55,484.79	Antensaye, Thomas	2,625.00
Stubbing, Kathleen P	73,876.38	Anton, Alice	775.00
Sullivan, Matthew O	103,931.08	Araje, Alicia	499.40
Summa, Julian C	3,722.40	Archacki, Allyson	65,318.97
Sweeney, Christopher S	65,671.70	Arcovitch, Ann	17,325.00
Sweeney, Meghan R	47,253.52	Arcovitch, Mikel	55,835.97
Taylor, Lance R	98,578.46	Armstrong, Christine	69,732.00
Thayer, Lee R	62,793.47	Asaro, Courtney	10,923.24
Thibault, Ethan A	68,090.73	Aube, Brittany	18,764.02
Thompson, Emilie E R	49,639.07	Austin, Josepha	77,780.00
Tremblay, Philip R	56,818.96	Austin, Margo	19,701.00
Trieb, James T	81,795.19	Awhaitey, Andrew	32,129.84
Trieb, Sarah M	36,274.52	Awhaitey, Melody	160.00
Trombley, Bradley A	85,936.18	Ayers, Jeffrey	3,184.75
Veronneau, Lise E	72,292.48	Ayrapetova, Violetta	14,069.94
Veronneau, Nancy K	64,872.06	Bachman, Amanda	16,802.66
Vivori, Chase M	19,589.96	Bahrenburg, Nicole	41,914.41
Voity, Michael	1,120.00	Bailey, Terry	116,330.00
Volp, Richard A	67,168.00	Baker, Abbey	9,449.44
Walker, Matthew D	7,571.00	Baker, Amity	13,803.50
Warren, Michael D	86,119.41	Baker, Nancy	14,789.28
Weinisch, Richard J	15,381.00	Baker, Patricia	24,565.60
Wentworth, Patricia E	56,163.48	Ballou, Jill	56,453.00
Werner, Leanne C	53,429.79	Balman, Lynne	4,605.66
White, Matthew T	64,513.27	Balon, Daniello	54,656.29
Whitehouse, John T	49,439.62	Bangoura, Autumn	68,033.06
Wilkinson, Brian S	62,185.40	Banks, Mark	38,740.00
Wilson, Kevin J	68,455.98	Barcomb, Therese	36,857.06
Wright, Jannine M	103,613.14	Bardelli, Colleen	13,564.15
Wrinn, Krystal A	68,211.81	Baron, G Dana	42,169.35
Wu, James	60,670.14	Baron, Mariah	22,064.40
Young, Jonathan C	86,994.44	Barrett, Casey	8,184.31
Young, Kristian L	21,693.05	Barrett, Mary	8,268.67
Zaweski, Jessica L	384.00	Barrett, Patrick	66,933.06
		Barry, Kaitlin	21,391.35
		Battaile, Robyn	74,980.88
		Baxter, Susan	41,007.66
		Bean, Brenda	6,300.43
		Bean, Jordan	991.44
		Bech-Conger, Nadya	41,579.68
		Bechtloff, Kerry	64,308.00
		Becker, Andrew	6,371.87
		Bedard, Patricia	31,582.42
		Behrend, Megan	12,419.35
		Bellas, Sherin	80.00
		Bellavance, Janet	77,980.00
		Bellavance, Tracey	52,839.64
		Bennett, Arleen	14,699.66
		Benway, Charles	27,375.09
		Benway, Jonathan	51,408.46
		Benz, Julie	80,880.00
		Berger, Robin	12,397.08
		Bergeron, Amy	18,027.52
		Bergman, Jean	9,059.52
		Bertucci, Sarah	68,280.04
		Besserer, David	21,980.02
		Bessette, Suellen	14,713.96
		Bhandari, Damber	7,548.63
		Billings, Julie	25,304.38
		Bilodeau, Stacie	20,984.80

Burlington School District

Abate, Michele	519.76
Abbey, Robert	67,458.12
Abdi, Hawa	1,007.80
Abdi, Mohamed	24,983.64
Abner, Willie	31,893.45
Acharya, Indra	1,947.00
Ackerson, Pamela	13,891.20
Adams, Amanda	23,803.06
Adams, Paul	54,636.00
Adelstein, Ariel	5,744.56
Agnero, Eric	9,516.70
Agnew, Wendy	2,925.00
Albarelli-Lane, Beth	71,282.12
Aldrich, Christine	18,255.19
Algios, Alexa	3,673.00
Aliquo, Mark	108,164.15
Alisa, Damir	7,926.12
Allard, Kayla	366.18
Allen, Carol	15,287.94
Allen, Jill	176.40
Allen, Matthew	1,350.00
Allyn, Laura	43,269.22

SALARIES FISCAL YEAR 2013

Bingel, Kristen	35,420.48	Carey, Danielle	64,121.00
Bingnot, Matthew	7,677.22	Carey, Joanne	18,652.70
Blair, Susan	66,624.82	Carney, Brennan	54,872.31
Blank, Phyllis	38,935.90	Carney, Mary	18,100.01
Blethen, Susan	82,823.01	Caroscio, Carol	77,480.00
Bloomberg, Beth	69,840.96	Carpenter, Judith	71,482.12
Blumberg, Debra	77,980.00	Carpenter, Lisa	47,346.37
Bockes, Pamela	69,340.96	Carpenter, Samuel	951.63
Bohn, Robert	73,250.59	Carpenter, Travis	5,907.50
Bolwin, Stephanie	77,600.00	Carr, Karen	40,490.99
Bombard, Ann	37,705.80	Carroll, Eileen	21,765.39
Bonanni, Amanda	51,386.60	Carroll, Linda	54,059.87
Boniello, Joshua	4,776.52	Carroll, Sean	3,166.00
Booska, Dianne	925.00	Carruth, Lorie	33,403.09
Boretos-Barone, Jeanine	18,018.00	Carter, Mary	18,637.50
Botelho, Gayle	66,124.50	Cartier, Noralee	77,563.44
Botte Fretz, Laura	65,890.89	Cary, Heidi	44,223.80
Boudette, Erica	279.00	Case, Janice	78,848.84
Bourgea, Amy	19,983.70	Casey, Elizabeth	17,076.46
Bower, Jeffrey	26,165.21	Casey, Jeff	1,940.20
Boyd, Kirk	64,582.53	Cassell, John	60,142.10
Boyers, Richard	78,351.07	Castine, Richard	77,530.00
Boyle, Stephen	78,480.00	Chaffee, Angela	51,934.04
Boyson, Maria	22,478.33	Chagnon, Anthony	33,642.01
Bradley, Anthony	720.00	Chagnon, Robert	46,355.13
Bradshaw, Susan	16,305.85	Chagnon, William	50,710.79
Brady, Elizabeth	19,217.31	Chalfin, Samantha	8,208.05
Breen, Janet	1,598.94	Chamberlain, Herbert	46,774.51
Breen, Katrina	1,600.00	Chamberlain, Joann	35,434.07
Bresee, James	2,049.00	Champagne, Chelsea	17,606.84
Brock, Frances	78,063.31	Champagne, Pamela	28,811.76
Brockway, Kimberly	70,206.94	Chandler, Matthew	83,660.00
Brodie, Beth	38,740.00	Chandler, Michelle	3,631.02
Brooks, Susan	77,870.00	Chapagai, Devi	8,540.97
Brown, Dwight	46,252.00	Chapman, Cyrille	20,799.90
Brown, Erica	8,058.40	Chapman, Lauren	61,208.94
Brown, Heidi	82,780.00	Charbonneau, Chris	49,639.98
Brown, Julie	78,300.00	Charbonneau, Tammy	77,720.00
Brown, Keith	75,430.88	Charlebois, Cathy	17,179.43
Brown, Patrick	6,138.75	Charlson, Jamie	20,454.72
Bruder, Lise	49,466.23	Charron, Kellie	120.00
Bruessard, Anthony	3,260.25	Chase, Kimberly	66,633.06
Bryant, Amanda	17,275.14	Chaucer-Torello, Michael	2,250.00
Buehner, Terry	80,466.01	Chayer, Marianne	63,780.85
Bundy, Carol	16,722.10	Cheeseman, Doug	4,442.00
Bundy, Dale	36,009.03	Chirase, Pat	69,340.96
Bundy, Gary	437.50	Chistolini, Brittany	40,290.00
Bunzigiye, Jeanine	2,025.00	Choedon, Lobsang	31,053.50
Burbo, David	54,057.74	Chozick, Jacqueline	45,577.97
Burbo, Mark	49,913.01	Christiansen, Hannah	12,772.23
Burdick, Jennifer	66,833.06	Chung, Phan	21,016.50
Burke, Edward	6,725.75	Church, Robert	71,552.12
Burrington, Laurie	13,368.75	Chute, Meghan	160.00
Bush, Kortnee	21,164.39	Clapp, Bonnie	7,215.00
Bushnell, Claire	53,651.68	Clapp, Elizabeth	3,012.68
Bustamantes, Meghan	19,908.47	Clark, Bill	500.00
Butterfield, Bridget	3,135.00	Clark, Casey	2,040.00
Cadwallader-Staub, Julie	87,543.97	Clark, Casey	165.00
Cadwallader-Staub, Nora	17,293.21	Clark, David	8,733.26
Cahn, Peter	21,155.42	Clark, Michelle	18,443.22
Callahan, Peter	2,744.00	Clark, Suzanne R.	10,480.16
Camerlengo, Corey	1,920.00	Clarke, Graham	99,021.07
Campbell, Elizabeth	9,332.01	Clarke, Maleka	1,472.28
Campbell, Gail	15,286.40	Classen, Caitlin	11,728.78
Campbell, Hector	1,941.00	Clavelle, Elizabeth	4,818.69
Cane, John	1,375.00	Cleary, Sheila	21,637.80
Cardillo, James	16,315.75	Clements, Elizabeth	482.58

SALARIES FISCAL YEAR 2013

Clifford, Carrie	25,662.03	Dau, Ajieng	3,132.00
Clough, Denise	771.63	Daudelin, Eileen	23,598.21
Cocchetti, Michael	47,279.10	Davey, Marcie	21,785.50
Colburn, Karen	77,480.00	Davila, Torrey	18,839.20
Coleman, Leticia	4,461.29	Davis, Douglas	87,138.53
Collins, Jeanne	129,401.95	Davis, Julie	23,340.92
Colomb, Leslie	107,954.84	Davis, Shannon	42,614.00
Colston, Harold	15,300.00	Day, Robert	3,743.00
Companion, Edward	57,703.10	Deale, Deborah	56,886.16
Conant, Margaret	71,282.12	Dean, Lillian	48,038.12
Condit, Nancy	1,871.50	Debarge, Stephanie	19,527.11
Conger, Kyra	2,819.88	Debiasio, Jessica	28,782.13
Conley, Dianna	75.06	Dede, Irini	18,835.50
Conley, Raymond	21,184.71	Dee, Mary	77,900.00
Connelly, Una	18,079.04	Deforge, Jacqueline	13,746.75
Cook, Christine	16,278.83	Delaney, Sharron	77,980.00
Cook, Kevin	77,563.31	Delcastillo Alzamora, Silvia	930.00
Cooper, Jason	33,768.00	Delorme, Marjorie	82,790.00
Cooper, Sydney	1,363.25	Demaroney, Laura	43,323.54
Cope, Jesse	42,306.15	Demasi, Francis	57,312.21
Coric, Suvad	31,792.68	Dennis, Antony	46,349.47
Cormier, Edward	49,001.67	Desautels, Janine	13,305.60
Corry, Alana	39,864.71	Desautels, Lance	53,651.41
Coss, Anne	18,808.80	Desautels, Stephanie	14,186.38
Costa, Anne-Marie	17,604.41	Desautels, Tina	28,896.67
Cotton, Pierre	11,460.50	Desautels, Tyler	800.00
Coughlin, Sheila	19,651.22	Desiderio, Anna	86.16
Couillard, Robert	71,282.12	Devin, Jaime	21,176.00
Couture, Christine	40,264.03	Devita, Christel	34,770.48
Couture, Liane	78,170.00	Dickerson, Melissa	16,465.37
Couture, Nik	2,893.07	Diego, Christopher	3,026.32
Covey, Christina	8,229.89	Dieng, Ali	28,384.98
Cowell, Colleen	83,311.06	Dilaurenzio, Ashleigh	437.07
Cox, Daniel	40,652.56	Dilego, Pasquale	36,102.20
Cox, Dolores	55,960.11	Dimasi, Molly	3,887.50
Cox, Lindsey	61,380.80	Dimasi, Nancy	67,408.12
Cox, Vera	23,717.48	Dimmick, Cassie	48,825.00
Cozzens, Jeannine	18,837.06	Dimmick, Robin	14,945.00
Crane, Brooke	1,294.00	Dion, Catherine	19,877.25
Cranse, Chandrakala	40,290.12	Dion, Holly	16,818.78
Crawford, Joanne	37,966.24	Dipaola, Emily	17,865.32
Crawford-Cripps, Eleanor	18,672.28	Diperri, Amy	49,103.00
Cronin, Jocelyn	69,156.94	Divece, Erica	36,980.44
Cross, Hazen	7,592.86	Divenuti, Patricia	23,352.55
Cross, Kevin	26,754.09	Do, Son	30,991.92
Croteau, Brian	34,494.80	Doan, Tina	14,351.40
Crothers-Goldsworthy, Sara	68,458.12	Dolson, Lori	20,638.10
Crowley, William	66,683.06	Donahue-Holt, Jane	78,080.00
Cruz, Robin	77,704.25	Donley, Dielene	35,230.40
Cudney, Amy	18,793.23	Donley, Raymond	3,309.75
Cullen, Michelle	42,090.84	Dorfman Riley, Alyson	67,408.12
Cummings, Tomas	77,480.00	Dorsett, Jayson	610.00
Curran, Allison	43,000.88	Dosremedios, Malaika	2,122.50
Curran, Caitlin	2,443.00	Doubleday, Sarah	18,494.38
Curran, Cody	4,706.53	Douglas, Ariela	850.00
Currier, Allen	14,945.00	Douglas, Kaye	20,457.73
Currier, Noemi	58,849.27	Dowett, Janet	55,234.50
Curtis, David	12,002.55	Downey, Karen	83,095.26
Curtis, Stacie	62,758.50	Drown, James	89,957.08
Cushing, Barbara	38,021.79	Drpich, Gissele	52,299.00
Cutler, Alexander	2,113.15	Dubois, Molly	44,002.00
Dahal, Bidur	20,410.16	Ducharme, Edith	27,930.42
Daigle, Melody	74,304.31	Dufault, Erin	47,237.82
Daily, Thomas	53,884.04	Dufresne, Trista	18,839.74
Dall, Amanda	24,019.00	Duggan, Chelsea	19,280.31
Dall, David	23,719.19	Dull, Timothy	25,662.06
Daly, Moses	52,166.92	Dumas, Jennifer	13,082.60

SALARIES FISCAL YEAR 2013

Dunn, Annie	30,323.50	Foote, Denise	16,073.12
Dunn, Lindsay	21,307.00	Foote, Lindsay	57,841.69
Dunsmore, Benjamin	2,600.94	Forbes, Judith	19,505.41
Dunsmore, Mary	53,409.00	Forrester, Tonya	62,309.61
Dusablon, Ronald	38,006.24	Fournier, Jeffrey	59,999.94
Dvorak, Ludmila	77,718.31	Fox, Amanda	6,766.56
Dvorak, Pavel	78,745.00	Fox, Donald	68,956.94
Dvorak, Thomas	2,332.50	Fox, Elizabeth	1,100.00
Dyer, Katherine	49,382.00	Foy, Melissa	38,221.03
Dzingou, Cadoux	2,050.13	Francis, Julia	2,382.72
Eastman, Shanta	7,626.85	Francke, Ashley	46,840.94
Edelstein, Aaron	3,549.38	Freeman, Elizabeth	18,204.80
Edgerley, Daria	19,710.86	Freeman, Tammy	43,002.00
Elliott, Joanna	4,520.00	Friedman, Joshua	67,658.12
Elliott, Thomas	15,484.00	Fuller, Nikki	69,273.60
Ells-Payne, Audrey	21,242.40	Gadue, Barbarann	19,860.90
Elrath, Julia	475.00	Gage, Justin	34,972.08
Emery, Thomas	78,000.00	Gagne, Tara	3,555.75
Enos, Coretta	335.79	Gagner, Molly	3,275.75
Erb, Keith	31,011.94	Gagnon, Alan	2,178.13
Erlbaum, Ari	1,916.26	Gagnon, Anah	57,328.95
Esselstrom, Megumi	2,310.00	Gagnon, Jean-Paul	74,980.88
Evans, Catherine	1,716.02	Gagnon, Jennifer	25,445.31
Evans, Elizabeth	69,956.94	Gagnon, Kelsey	911.25
Evans, Jason	58,821.16	Gallagher, Kathleen	54,636.00
Evans, Jenny	1,807.50	Galle, Sarah	5,622.19
Ewell, Miles	33,475.12	Garber, Maureen	14,024.13
Faber, Alissa	33,475.12	Garofalo, Joseph	77,480.00
Facey, Kyle	1,809.36	Garrido, Maria	36,968.15
Fagan, Lauren	77,480.00	Garrido, Nicanor	16,562.65
Fahy, Elizabeth	68,895.56	Gatch, Ann	63,921.44
Fala, Patrick	544.40	Gaudreau, Mary	4,831.50
Fan, Francis	3,048.75	Gauthier, Joshua	3,227.51
Fan, Odette	3,582.25	Gebo, Timothy	28,482.14
Farineau, Ginger	77,480.00	Gelles, Betty	19,114.26
Farineau, Jean Paul	77,480.00	Gendimenico, Janelle	60,140.74
Farley, Andrea	575.00	Germany, Kevin	1,968.00
Farnham, Lois	5,419.45	Gerstenmaier, Michael	6,986.30
Fasy, Michael	23,050.47	Gerwin, Marshall	230.00
Felber, Anne	14,945.00	Getty, Cory	1,808.00
Felekeni, Kahambwe	2,976.75	Ghidotti, Shea	7,261.50
Felton, Sean	1,755.31	Ghising, Hemant	30,842.72
Feng, Lili	413.45	Giallorenzo, Teresa	18,269.63
Fereshetian, Lauren	1,027.30	Giard, Christopher	13,175.00
Fetters, Marie	3,853.00	Gibbo, Christopher	18,329.03
Fialko-Casey, Beth	69,491.29	Gibson, Leanne	17,050.72
Figueroa, Scott	1,550.32	Gibson-Eddins, Rajnii	20,661.38
Finlay, Jessica	2,049.00	Giese, Beth	103,894.34
Fisher, Ann	16,706.51	Gieselmann, Emily	1,410.00
Fisher, Eric	74,498.14	Gilbert, Christopher	4,103.50
Fisher, Laura	19,836.85	Gill, Betty	50,442.88
Fitzgerald, Elizabeth	32,116.45	Gill, Haleigh	925.50
Fitzgerald, Joel	70,000.00	Gillard, Gregory	63,927.34
Fitzgerald, Patricia	4,240.00	Gingold, Jason	66,633.06
Fitzgerald, Ryan	11,042.78	Gingras, Monica	19,630.82
Fitzpatrick, Megan	67,908.12	Girouard, Marcel	64,784.41
Fitzsimmons, Cara	7,213.92	Giroux, Tina	6,898.13
Fitzsimmons, Timothy	56,133.50	Goida, Allyson	3,123.97
Flaherty, Margaret	39,240.00	Gold, Jacob	745.25
Flanagan, Kerrin	61,182.28	Goldsmith, Lindsay	13,406.61
Fletcher Scheuch, Jocelyn	54,736.00	Gonova, Eva	19,167.79
Fleury, Thomas	98,968.64	Gonyea, Justin	21,333.02
Flynn, Kristine	54,761.00	Gonyo, Patricia	20,350.90
Fogg, Aaron	57,703.10	Gordon, Cindy	28,644.59
Foley, Zachary	115.00	Gordon, Mary	30,701.75
Fonseca-Foster, Katherine	15,734.06	Gordon, Sarah	58,560.00
Fontaine, Lawrence	11,653.17	Gould, Evan	1,320.00

SALARIES FISCAL YEAR 2013

Gragg, Monica	42,296.65	Held, Susan	71,716.51
Gratton, Yancey	3,865.00	Hemingway, Judy	9,963.42
Graves, Sara	46,440.02	Hemp, Shelby	4,300.00
Gray, Chelsea	1,148.80	Hemple, Angeline	900.01
Gray, Michael	6,496.74	Henderson, Jessica	16,818.78
Green, Benjamin	19,321.84	Henley, Lauren	3,166.00
Greene, Elizabeth	77,480.00	Henry, Jessica	385.00
Greenfield, Susan	5,903.18	Henry, Paula	30,665.21
Gregoire, Susan	2,863.44	Henzel, John	2,682.66
Gregory, Georgine	72,182.12	Hernandez, Ruben	1,765.57
Grenn, Lily	7,461.13	Heusner, Sarah	33,733.17
Greve, Laura	41,650.00	Hevey, Grace	1,957.50
Griffin, Nora	29,021.01	Hevey, Kathleen	60,269.10
Groseclose, Karen	92,699.96	Hewitt, Mary	41,967.52
Groves, Ashley	290.08	Hickey, Laurie	68,632.40
Gruessner, Barry	47,221.68	Hier, Kelli	1,776.00
Grykien, Katherine	66,921.00	Hill, Aaron	23,188.64
Guay-Timpson, Leesa	89,408.03	Hill, Jennifer	4,950.00
Guillory, Geri	1,132.00	Hill, Robert	60,333.44
Guilmette, Kate	61,421.50	Hinds, Laura	16,605.16
Gusha, Gladys	2,800.00	Hirten, Sean	9,981.51
Gustafson, Amanda	25,148.52	Hocker, Kimberly	20,514.58
Guyette, Constance	20,450.37	Hodgson, Althea	57,853.10
Gyuk, Aranka	77,080.38	Hoffman, Brian	71,282.12
Hagan, Christine	2,732.00	Hoffman, Candace	23,283.63
Hagan, Daniel	77,264.73	Hoffman, Emily	6,258.25
Haggerty, Holly	18,174.38	Hoisington, Margaret	26,557.28
Hajdun, Matthew	51,151.35	Holland, Jamie	8,430.90
Hakim, Michael	46,820.87	Holmes, Daryl	10,771.42
Hale, Kaitlyn	43,515.72	Honeywell-Belluche, Kathleen	7,267.50
Halligan, Leisa	63,215.50	Hood, Tanna	3,727.08
Halpin, Janet Joppe	77,480.00	Hoover, Wanda	4,294.53
Halsted, Angela	16,177.80	Horton, Rachel	33,475.12
Hamlin, Kimberly	28,549.18	Hoskins, Michael	21,470.46
Hammond, Kayla	382.50	Houchens, Paul	69,449.44
Hammond, Timothy	22,458.58	Hounsell, Moriah	21,824.10
Hanlon, Ashley	48,625.00	Howard, Ashley	19,083.68
Hannigan, Kathy	24,668.13	Hubbard, Barbara	79,530.00
Hansen, Heidi	4,876.00	Hubbard, Scott	70,426.06
Hao, Zhihang	77,480.00	Hughes, Jan	71,332.12
Harris, Amanda	28,245.72	Hughes, Janice	3,587.15
Harris, Clancy	21,684.61	Hulbert, Patricia	69,208.12
Harris, Mairead	1,170.00	Hulsen, Jeanne	63,070.84
Harris, Tyler	1,030.00	Hunt, Kimberly	35,775.74
Hart, Mary	30,357.00	Huntoon, Robert	2,790.00
Hartigan, Megan	1,387.50	Huynh, Ha	200.00
Hartley, Jamison	822.64	Huynh, Oanh	5,529.76
Hartley, Kristin	3,965.00	Interlandi, Jebson	17,252.50
Hartnett, David	585.00	Interlandi, Michael	66,849.81
Hartwick, Rebecca	3,807.00	Irish, Lloyd	100,058.00
Harvey, Christine	58,473.10	Irish, Mark	69,999.93
Haselton, Thomas	29,712.44	Irish, Meredith	47,468.84
Haskins, Donna	19,353.21	Irish, Sarah	18,043.57
Haslam, Rebecca	52,984.01	Irish, Thomas	32,005.10
Hassan, Abdullahi	9,397.81	Irvine, Virginia	12,404.88
Hathaway, Dawn	30,159.03	Isenor, Stacey	54,376.00
Hathaway, Melissa	65,396.06	Iverson, Donna	20,002.62
Hathaway, Travis	33,475.12	Ivy, Elizabeth	6,021.02
Hawkes, Sandra	22,882.87	Iwobi, Sofia	3,732.00
Hayes, Jamie	6,017.25	Jabareen, Omar	150.00
Hayes, Jeffrey	6,038.00	Jackson, Reuben	27,347.00
Hayes, Sally	65,519.40	Jackson, Samuel	42,638.41
Hayes, Tania	75,355.88	Jacobelli, Jill	70,555.92
Heald-Ewins, Jana	15,507.73	Jampa, Jampa	32,167.84
Heath, Molly	53,659.00	Jeffer, Alyssa	1,790.26
Hebert, John	33,196.11	Jennings, Phuket	44,955.66
Hefferon, Lynne	75,480.88	Jesdale, Linda	69,935.68

SALARIES FISCAL YEAR 2013

Jette, Vicki	21,906.58	Krisak, Ronald	2,132.00
Johnson, Amy	1,062.50	Krug, Deborah	1,828.13
Johnson, Benjamin	66,195.38	Kuckovic, Ervina	61,984.00
Johnson, Elaina	2,157.75	Kuhn, Daryl	77,480.00
Johnson, Matthew	4,442.00	Kulapin, Vitaliy	70,991.82
Johnson, Monica	1,125.00	Kuljancic, Dervisa	9,156.00
Johnson-Aten, Bonnie	105,383.31	Kuljancic, Fadil	4,275.00
Jones, Amanda	22,680.82	Kurosaki, Aya	448.50
Jones, Creighton	213.75	Labonte, Erin	31,504.25
Jones, Emily	1,163.16	Labounty, Karl	57,536.68
Jones, Holly	9,763.50	Labrusciano, Domye	4,300.00
Jones, Jesse	1,898.82	Lachance, Amy	69,740.96
Jones, Maria	24,474.56	Lamantia, Rebecca	66,314.45
Juenker, Barbara	74,240.96	Lamb, Amanda	7,627.50
Kadhem, Areej	18,789.74	Lambert, Gary	53,209.00
Kadic, Nedzida	5,922.50	Lambert, Graham	44,023.82
Kadic, Almina	20,312.75	Lambert, Katherine	4,536.96
Kagle, Ruth	43,927.12	Lamberti, David	63,496.27
Kalinoski, Ann	71,422.12	Lamont, Anne	31,925.40
Kalman, Maryann	47,437.78	Lamontagne, Courtney	2,737.50
Kantrov, Emma	2,595.00	Lamphere, Suzanne	28,234.29
Kaplan, Ella	390.00	Landberg, Terrence	51,284.04
Kareckas, Anthony	7.56	Landon, Joan	15,045.00
Karnoski, Luke	1,255.63	Landry, Kimberly	30,795.07
Kasim, Bisharo	6,641.00	Landry, Lisa	15,519.48
Kassim, Malyun	15,273.00	Lane, Samuel	5,640.28
Kast, Kimberly	19,125.04	Lane, Stephen	78,130.00
Katsnelson, Julia	747.45	Lang, Selina	3,438.00
Kaufmann, Eric	64,996.06	Langston, Diana	95,425.26
Kaupppila, Eric	1,100.00	Langston, Kelly	800.00
Kavanagh, Cheryl	17,738.47	Languasco, Adrian	930.00
Keenan, Mary	62,105.96	Lanzillo, Jason	25,786.26
Keene, Lori	1,165.15	Lapierre, Aliza	22,062.70
Keepin, Isaiah	8,000.25	Larcombe, David	62,661.35
Kelley, James	64,447.88	Lareau, Steven	16,948.32
Kelley, Jill	56,102.00	Larkin, Anne	20,976.73
Kennedy, Lynn	92,418.20	Lasell, Brian	3,140.00
Kenney, Maria	19,193.17	Lasell, Paul	3,120.00
Kernoff, Diana	7,503.39	Laskowski, Meghan	16,657.12
Kernoff, Jennifer	12,209.75	Latulippe, Wendy	19,591.72
Keyser, Rachel	1,000.00	Lauterbach, Christina	7.37
Khadka, Harka	9,618.06	Lavery, Paula	12,947.83
Khadka, Jeetan	8,990.37	Lavigne, Carole	74,835.06
Khadka, Renuka	1,985.00	Lavigne, Jane	82,510.74
Kilbourn, Carolina	21,627.13	Lawder, Penelope	7,295.00
Kim, Chong-Ho	13,622.73	Le, Hau	1,241.49
Kimbell, Lillian	225.05	Leach, Melody	19,896.83
King, Amy	75,080.88	Leal, George	52,384.00
King, Barbara	16,576.56	Leamy, Jordan	733.70
King, Melissa	48,003.00	Leavitt, Diane	18,465.04
King, Susan	54,138.50	Leavitt-Deeb, Valerie	21,056.58
King, Wendy	77,480.00	Leblanc, Jessica	7,433.00
Kingkittisack, Phosi	24,134.71	Lebovitz, Roger	41,999.88
Kipp, Joy	13,135.32	Leclair, Nancy	20,846.96
Kirk, Wilhelmenia	32,082.08	Ledoux-Moody, Tammie	72,484.34
Kirkpatrick, Jason	17,059.83	Lefebvre, Deborah	71,648.88
Kissell, Patricia	77,980.00	Lefebvre, Jeffrey	10,099.13
Kittredge, Whitney	16,402.54	Leffelholz, Benjamin	2,842.54
Klima, Judith	70,700.96	Lenihan, Jennifer	75,230.88
Kline, Bernard	47,687.31	Leon, Nancy	71,922.12
Klinger, Roger	67,633.06	Leo-Nyquist, David	1,500.00
Knight, Amy	44,365.20	Lessard, Terri	77,530.00
Knox, Nancy	12,335.62	Lessor, Riley	2,132.00
Kohler, Jacqueline	69,456.94	Lessor, Stacey	21,001.64
Korajkic, Emina	4,860.47	Lessor, Tamarra	917.13
Korman, Timothy	72,025.46	Letourneau, Allison	77,780.00
Kranichfeld, Oliver	4,300.00	Letourneau, Athena	9,354.15

SALARIES FISCAL YEAR 2013

Leugers, Katherine	2,455.50	Marvin, Susan	75,030.88
Lewis, Laurie	18,520.74	Masefield, Amy	65,008.94
Lifschutz, Leon	3,609.00	Mathewson, Arlene	3,669.89
Limanek, Joanne	19,295.20	Mathias, Michelle	94,040.00
Limanek, Mary Beth	612.50	Mathis, Kathy	34,705.85
Limoge, Amy	61,208.94	Mattina, Kate	28,379.32
Limoge, Kenneth	37,941.05	Matton, Patricia	57,928.32
Limoge, Tina	33,433.92	Maw, Zar	28,336.71
Limoges, Marie	435.00	Mawer, Katie	15,100.04
Lindberg, Misa	44,744.96	May, Priscilla	19,918.13
Linde, Stephen	782.50	Mazar, Jessie	3,202.50
Little-Hayes, Jessica	48,094.94	Mazuzan, John	57,823.10
Livak, Natalia	19,404.00	Mazuzan, Nina	48,881.88
Livingston, Sean	34,462.38	Mccarthy, Michael	20,813.19
Lizzo, Kevin	2,807.25	McCarthy, Peter	19,911.88
Locicero, Anthony	16,165.89	McCarthy, Robert	12,345.00
Lodish, Chaim	58,276.62	McConville, Peter	64,497.00
Lodish, Valerie	63,387.00	McCoy, Marianne	11,523.92
Long, Maribeth	23,621.00	McDonnell, Merry	4,643.27
Longe, Irene	66,301.55	McDonough, Amy	383.00
Lothian, Kathy	19,017.82	McDougal, Jane	8,807.82
Lovejoy, Cara	20,488.73	McEentee, Margaret	14,546.48
Low, Bronwyn	21,593.23	McGee, Tanasia	587.23
Lowe, Erika	59,065.01	McHenry, Alexandra	15,083.50
Lowy, Katherine	6,666.44	McHugh, Carol	77,780.00
Loyer, Kasey	4,634.15	McKay, Ann	16,307.80
Lu, Hoang-Jesse	5,994.70	McLane, Elizabeth	64,041.00
Lu, Jeff	34,173.85	McLaren, Jeffrey	1,510.50
Lu, John	3,757.25	McLean, Ellen	66,833.06
Luna, Mercedes	55,821.54	McLean, Kathleen	970.00
Lundy, Abaigeal	9,365.03	McLoughlin, Alicia	17,541.50
Lussier, Allen	32,637.79	McMorris, Heather	60,574.63
Lussier, Marcie	18,110.20	McNamara, Debra	53,797.90
Lwin, Khin	130.00	McNamara, Dylan	96,768.40
Lyons, Kathryn	49,297.04	McRae, Martin	14,945.00
Macdonald, Julia	17,409.32	McSweeney, Colleen	45,307.74
Machia, Randy	1,613.25	McSweeney, Lloyd	62,509.10
Mack, Andrew	71,673.95	Means, Kimberly	47,863.06
Mack, Laurie	71,881.94	Medar, Izudin	38,699.10
Mack, Nicholas	59,570.00	Melita, Kimberly	20,903.52
Mack, Susan	78,380.00	Mellencamp, Amy	123,157.86
Macneil, Ronald	70,233.95	Merchant, Karen	16,872.21
Madore, Christina	53,440.94	Merrell, Erika	15,100.01
Magnus, Debra	18,427.64	Merrill, Audrey	512.50
Mahan, Sara Jane	91,000.04	Merrill, Emily	16,430.98
Maille, Matthew	5,200.00	Merritt, Tracy	20,473.26
Major, David	47,152.61	Messier, Paul	1,598.00
Major, Rhonda	21,574.17	Metheny-Leib, Lynne	1,652.01
Malande, Fatuma	667.50	Meyer, Andy	20,903.52
Maley, Lynn	13,833.32	Meyer, Richard	70,507.37
Malik, Aziza	41,320.96	Michael, Rosemarie	10,659.39
Mallon, Dana	16,783.93	Michalek, Mary	20,321.62
Mancuso, Kelly	62,575.90	Michaud, Ashley	21,306.78
Manning, Margaret	18,597.70	Michelle, Jennifer	248.00
Manos, Anastasia	3,570.65	Middleton, Jessica	34,109.00
Mansell, Christina	848.33	Miller, Jackie	1,583.00
Marcotte, Sandra	53,167.66	Miller, James	1,988.00
Marcotte, Stephanie	27,253.06	Miller, Jane	77,750.00
Marinovich, Mia	37,144.53	Miller, Philip	39,515.93
Marius, John	3,240.00	Miller, Tyler	250.00
Marshall, Daniel	25,813.59	Millette, Jamie	9,489.57
Marshall, Dean	19,735.88	Mills, Amy	32,610.16
Martin, David	32,887.52	Milo, Jennie	9,668.24
Martin, Evan	785.00	Minkler, Deborah	51,911.60
Martin, Lisa	10,178.84	Minkler, Sarah	43,147.12
Martin, Roseann	18,150.87	Miranda, Joshua	3,281.00
Martin, Sally	78,530.00	Mitchell, Alexander	23,359.75

SALARIES FISCAL YEAR 2013

Mitchell, Carrie	16,674.73	Nowak, Elizabeth	8,886.06
Mitchell, Donna	35,553.44	Nugent, Laura	61,898.00
Mitchell, Joe	5,808.90	Nuovo, Marybeth	15,939.87
Mitsuda, Naomi	17,478.93	Nutting, Melissa	38,489.46
Mittl, Keenan	2,960.00	Nye, Jill	58,110.00
Mizero, Stella	346.60	Obbagy, Thomas	77,980.00
Mohammed, Masiti	570.00	Obolensky, May	20,837.38
Molander, Nicholas	97,187.53	O'Brien, Ashley	1,967.00
Monahan, Cheryl	25,659.52	O'Brien, Debra	62,384.00
Monahan, James	56,252.25	O'Brien, Jamie	19,196.39
Mongeon, Louise	71,233.06	O'Brien, Kimberly	16,553.41
Montague, Ryan	19,262.66	O'Brien, Mary	78,388.50
Montalban, Mark	4,858.88	O'Brien, Maureen	22,557.92
Montgomery, Ellen	75,787.98	O'Connell, Lisa	21,329.28
Moody, Donna	19,125.04	O'Connell, Martha	67,578.12
Moody, Lisa	18,559.37	O'Connor, Megan	49,345.00
Moore, Amanda	2,706.75	Okuka, Jacques	2,578.50
Moore, Bonnie	46,434.38	O'Leary, Bridget	16,001.03
Moore, Joseph	7,550.18	Olson, Joshua	17,100.16
Moore, Nathaniel	187.38	Olzenak, Craig	70,050.96
Morin, Angela	54,236.00	Orlando, Lee Ann	70,090.96
Morin, Kelly	6,473.42	Osborne, Bailey	15,313.59
Morris, Deirdre	47,744.94	Osman, Adan	2,967.75
Morton, Sydney	603.12	Osorio, Erika	155.25
Motia, Pari	8,110.54	O'Sullivan, Maureen	21,678.16
Moyer, Kevin	1,722.00	O'Sullivan, Patrick	79,562.80
Mozeika, Philip	6,450.00	Ovelman, Colleen	15,005.00
Muktar, Mohamed	15,847.67	Overman, Margaret	16,994.64
Muller, Carolyn	410.00	Owens, Edward	69,432.78
Muller, Gretchen	73,158.12	Ozimek, Daniel	16,897.60
Munier, Bridget	16,420.47	Padnos, Rebeca	8,124.74
Murphy, Andrew	1,776.00	Page, Johanna	24,263.81
Murphy, Colleen	75,655.13	Pallutto, Carolyn	78,280.00
Murphy, Deena	24,621.44	Palmer, Lori	35,120.48
Murphy, Erin	47,891.42	Palmer, Sean	19,524.14
Murphy, Francis	16,976.60	Pandis, Angela	63,921.00
Murray, Braden	21,631.00	Paradee, Allison	19,947.70
Murray, Edgar	77,605.00	Paradis, Jessie	74,457.04
Musgrove, Tamara	27,697.80	Paradiso, Catherine	33,086.63
Myregard, William	65,496.06	Parent, Jacob	2,328.75
Nadel, Nancy	66,633.06	Pariseau, Charleen	19,562.80
Nafziger, Sarah	700.00	Park, James	56,173.00
Nasser, Nagham	4,759.70	Park, Kevin	1,468.32
Nassir, Omar	190.00	Parlante, Simon	38,117.04
Ndiaye, Magatte	1,385.25	Parrott, Jaclyn	2,000.00
Neary, Carol	42,567.20	Pasic, Amir	598.00
Neidow, Christine	16,852.66	Pastel, Johanna	21,037.89
Neil, Kathryn	58,003.10	Patalano, Alice	78,400.00
Nelson, Gene	77,480.00	Paterson, Susanna	41,881.34
Neopanay, Rita	11,833.77	Patrick, Nancy	74,265.04
Nepal, Teknath	20,245.01	Paulson, Mandy	17,898.27
Neudecker, Mary	77,780.00	Pawlusiak, Diane	71,282.12
Neupane, Madhu	31,497.19	Pearo, Karen	15,099.20
Neveux, Nicholas	719.27	Pease, Scott	71,195.58
Newell, Denise	36,546.86	Peck, Jennifer	42,104.68
Newton, Willard	58,518.10	Pecor, Dale	82,094.00
Nido, Kelly	69,490.96	Pecor, Joni	70,206.94
Nigolian, Mark	75,132.62	Pecor, Wayne	81,187.00
Niyonzima, Aline	27,144.42	Pelkey, Elizabeth	23,426.98
Noble, Claire	58,253.10	Pepperman, Christopher	262.50
Noble, Nathaniel	3,853.00	Perez, Herbert	89,940.16
Nolan, Elizabeth	68,134.62	Perron, Timothy	18,018.00
Nolte, Andreas	54,352.82	Peterson, Melisa	14,651.19
Norland, Christina	44,937.88	Petry, Amanda	7.16
Norris, Timony	64,307.88	Pfingst, Hubert	23,490.00
Northrup, Mary	20,135.72	Pham, Haly	90.00
Norton, Bonnie	45,790.94	Phillips, Stephanie	95,789.96

SALARIES FISCAL YEAR 2013

Piazza, Chelsea	20,473.60	Robinson, Tari	17,221.37
Picard, Matthew	1,366.00	Robinson, Wiley	3,487.50
Picher, Annette	77,480.00	Rock, Jonathan	16,833.73
Pidgeon, Meghan-Anne	19,400.04	Rock, Robert	77,480.00
Pierce, Hugh	9,225.00	Roeloffs, Rachel	1,415.88
Pitkin, Molly	20,286.15	Roesch, Benjamin	55,820.01
Plante, Margaret	66,633.06	Roesch, Shannon	46,575.06
Plette, Kevin	73,604.96	Rogers, Garreth	2,132.00
Plumley, Devin	49,115.15	Rogers, Michael	41,651.50
Pobric, Dennis	627.50	Rome, David	78,558.64
Pobric, Gordana	60,087.00	Rosenberg, Chase	56,787.00
Pobric, Sandro	405.00	Ross, Mary	78,030.00
Poe, Bonnie	54,216.48	Ross, Thomas	48,353.50
Poirier, Geoffrey	34,248.75	Rossell, Deborah	64,597.94
Polson, Diane	13,689.61	Rossi, Tiffany	66,423.69
Porcelli, Emanuela	19,828.78	Rowe, Justin	20,068.22
Possidente, Lorna	9,762.60	Rubman, Tracy	1,332.50
Post, Ellen	21,543.50	Rupe, Mary	49,469.42
Poulin, Jessica	4,674.51	Rutherford, Susan	7,743.98
Powell, Eric	35,831.85	Ryan, Emily	13,270.84
Preis, Heather	37,080.00	Ryan, Lesley	69,840.96
Prescott, Elayne	77,630.00	Ryan, Sean	40,900.12
Preston, Adrien	45,466.64	Ryan, Therese	77,980.00
Pretty, Gale	20,135.72	Ryan, Thomas	15,122.60
Prim, Marie	2,137.00	Ryder, Sebastian	300.00
Pritchard, Zakary	1,635.00	Safran, Joshua	57,903.10
Prive, Leonard	45,301.93	Salese, Franco	28,907.46
Prouty, Karen	80,398.38	Salhi, Nasse	4,382.15
Pruitt, Nancy	41,387.96	Saltis, Kayla	21,521.00
Prussack, Victor	74,520.42	Samson-Fitzhenry, Christine	19,212.79
Pruitsman, Gerald	77,480.00	Sanders, Kimberly	47,795.00
Purvis, Jon	36,549.07	Sanders, Leslie	18,968.88
Putney-Crane, Cera	69,640.96	Sanderson, Lindsay	18,172.46
Quaglietta, Colleen	55,565.29	Sansone, Andrew	1,860.00
Quinn, Emily	1,010.00	Sansone, Joanna	17,372.27
Quinn, Kara	66,177.90	Santor, Ginger	23,029.76
Quinn, Karen	23,946.00	Santos, Anne Marie	3,267.07
Rabin, Rebecca	4,300.00	Saraca, Matt	1,425.00
Racht, Brenda	30,191.98	Sargent, Sarah	21,295.81
Radley, Nancy	77,580.00	Saunders, Ellen	57,703.10
Rainville, Eliza	2,160.38	Saunders, Susan	13,891.19
Randall, Linda	69,540.96	Sauve, Chad	21,155.42
Rathbone, Kyla	1,818.00	Sauve, Tammy	4,264.00
Rathgeb, Veronica	39,196.04	Sawtell, Cara	56,473.00
Raymond, Danny	58,560.68	Sawtelle, Jonathan	1,380.00
Reed, Jason	50,627.04	Sawtelle, Maura	49,310.88
Renca, Carole	79,394.73	Scafa, Gina	22,625.01
Renca, Devin	3,335.00	Schauwecker, Amanda	3,376.40
Reynolds, George	69,340.96	Schicker, Thomas	1,644.52
Rheume, Janice	51,911.60	Schneehagen, Richard	54,254.81
Richard, Andrea	77,780.00	Schneehagen, Seth	410.00
Richard, Reed	2,458.29	Schoembs, Eric	65,415.50
Richardson, Chaska	68,558.00	Schoen, Nicole	40,615.00
Richardson, Jane	845.15	Schomody, Denise	15,267.53
Rigo, Nicole	17,696.52	Schramm, Parker	568.88
Riley, Robert	92,410.45	Schulze, Joseph	2,198.63
Rinelli, Petra	17,125.40	Schwartz, Brian	60,980.31
Ritter, David	15,675.02	Scibek, David	57,703.10
Ritter, Richard	7,686.42	Sclafani, Barbara	15,431.81
Robbins, Holly	50,915.70	Sclafani, Brent	14,945.01
Robbins, Leeza	3,385.00	Semic, Mustafa	40,110.64
Robertson, Beverlis	3,331.50	Semic, Nijaza	41,748.88
Robideau, Kristin	2,418.16	Semic, Zijada	34,623.30
Robinson, Joan	28,486.00	Sengupta, Claire	2,438.05
Robinson, Katelynn	3,627.00	Sessions, Nathaniel	18,765.19
Robinson, Kerstin	1,409.28	Sessions, Tyler	57,883.10
Robinson, Lillian	77,580.00	Settles, Jessica	1,875.00

SALARIES FISCAL YEAR 2013

Shaffer, Allison	612.54	Strader-Brown, Gabe	2,610.00
Shaffner, Julie	67,498.12	Straley, Lisa	41,547.22
Shamberger, Jan	48,770.87	Stratton, Robert	40,441.68
Shapiro, Gabriel	16,920.36	Strianese, Edward	66,633.06
Sharma, Ganga	17,545.81	Stroethoff, Matthan	1,678.45
Sharp, Christine	17,511.10	Stucker, David	51,198.62
Sharp, Christopher	77,945.00	Stuller, David	14,945.01
Shea, Angela	23,369.32	Sullivan, Claire	10,657.85
Shea, Pamela	18,282.75	Sutton, Jennifer	21,316.14
Shea, Timothy	1,962.00	Swenson, Candice	18,932.54
Shepard, Ashleigh	19,192.02	Sword, Sylvia	30.00
Shepard, Bethany	17,344.25	Sylvester, Richard	70,753.10
Shepherd, Susan	22,680.02	Talcott, Florence	23,042.90
Sherwood, Kenneth	20,235.60	Tanghe, Kyle	3,110.88
Shortsleeve, Joan	71,623.94	Tanghe, Scott	3,430.89
Shusterman, Rachel	5,250.00	Tangtsang, Dakpa	32,629.49
Siegel, Joan	77,722.23	Tanguay, Laurel	13,749.40
Siegel, Lynda	78,480.00	Tauwala, David	537.50
Siegfried, William	230.00	Taylor, Fran	6,598.00
Sienkiewicz, Heather	20,199.64	Taylor, Jesse	19,956.60
Sieunarine, Jeremiah	1,771.20	Taylor, Kyle	21,701.00
Sikora-Cain, Jill	71,732.12	Teague, Patricia	7,653.07
Silva, Christina	3,250.00	Tekut, Danielle	1,218.57
Siminger, Eileen	41,035.00	Temirov, Dilbar	22,956.21
Simon, Laurence	10,374.96	Tenenbaum, Suzanne	66,362.05
Simonds, Sandra	14,945.01	Terry, Carl	48,879.46
Simpson, Daniel	975.00	Tetrault, Christine	64,221.00
Sitek-Shaver, Lisa	75,618.07	Tetu, Catherine	64,971.00
Skoglund, Colby	79,307.96	Teubert, Noelle	8,100.00
Skorstad, Theresa	18,595.67	Tewksbury-Frye, Anne	79,269.00
Slack, Lynn	58,003.10	Thibault, Aurelien	48,165.06
Slater, Alicia	1,989.50	Thomas, Rebekah	74,389.37
Slater, Jamie	3,043.36	Thompson, Charles	7,042.50
Smith, Deborah	22,307.51	Thompson, Holly	30,247.31
Smith, Dustin	2,230.00	Thompson, Lisa	19,502.14
Smith, Kellie	78,480.00	Thompson, Mary	33,208.71
Smith, Leonard	56,788.52	Thompson, Robert	45,922.08
Snow, Ritchie	3,081.75	Thrane, Cynthia	75,517.06
Snyder, Chicory	80.00	Tillman, Tiffany	16,941.60
Snyder, Karla	53,209.00	Titus, Margaret	23,566.12
Solomon, Tasheika	53,559.00	Tobrocke, Jeffrey	90,470.00
Sorrentino, Nicholas	1,944.00	Tokos, Jason	710.00
Souliere, Christine	58,003.10	Tokos, Steven	630.00
Sparks, Henry	82,000.00	Trackim, Brenda	53,830.81
Spinner, Shelley	63,921.00	Trackim, Elizabeth	4,370.50
Springer, Colleen	48,038.00	Trackim, Jason	22,873.57
St. Clair, Christine	18,986.00	Trackim, Rachel	23,629.96
St Pierre, Leslie	23,644.00	Tracy, Marcus	2,265.75
Standley, Margaret	3,842.75	Traylor, Anna	2,014.13
Staniszewski, Anna	16,624.66	Treinis, Daniel	63,921.00
Stankus, Lisa	14,258.24	Tremblay, Jennifer	67,123.06
Stanley, Sarah	15,100.04	Tremblay, Norman	69,677.60
Star, Kyler	16,804.48	Trivieres, Michael	2,317.50
Starr, Justina	6,521.05	Truchon, Amy	67,274.00
Stearns, Penny	82,220.63	Truchon, Brent	76,153.61
Steer, Emma	2,834.39	Tseo, Kathleen	15,918.68
Stephen, Shavar	18,015.86	Turnbaugh, Alison	18,293.13
Stergas, Kathleen	69,340.96	Tyrrell-Berinati, Eve	50,460.50
Stern, Mitchell	1,860.00	Ukolowicz, Daniel	68,213.12
Stetson, Amy	19,504.41	Urban, Larissa	79,179.68
Stevens, Dana	44,988.58	Ustianov, Andrea	18,775.45
Stevens, Jill	17,586.41	Van Dуйn, James	50,061.69
Stewart, Emily	21,562.38	Van Vliet, Rachel	200.00
Stewart, Janet	18,771.45	Varley, Thomas	21,785.06
Stiner, Nicholas	6,908.74	Vatis, Christopher	57,988.85
Stone, F Scott	21,799.20	Verdery, Sara	4,188.40
Storer, Constance	13,988.52	Vestrand, Shawn	37,434.16

SALARIES FISCAL YEAR 2013

Viens, Aimee	3,372.74
Vierling, Danielle	54,469.00
Villella, Francesca	42,677.43
Vining, Dawn	58,847.02
Virun, Michelle	40,881.46
Vogel, Karyn	49,756.71
Voghell, Donna	20,985.36
Vu, Giang	984.75
Vu, Hung	3,453.00
Wallace, Corey	19,492.65
Wallace, Gavin	61,373.00
Walsleben, Linda	94,043.70
Walter, Katharina	10,622.63
Walters, Mary	59,313.10
Wang, Peng	12,083.77
Warda, Meghan	250.00
Wasmund, Elizabeth	17,780.30
Wayne, Julia	35,379.10
Weaver, Margaret	47,834.78
Weaver, Molly	18,837.94
Webb, Maureen	63,748.96
Webb, Rebecca	60,610.00
Webb, Sarah	1,882.50
Webster, Erin	43,389.00
Weed, Mary	21,717.98
Weidman, Danielle	54,221.88
Weise, Patrick	3,123.50
Weishaar, Suzanne	72,052.12
Weiss, Lisa	19,114.26
Weissenstein, David	32,500.00
Weissinger, Kristen	15,100.04
Weith, Mary	72,582.12
Weizenegger, Deborah	78,680.00
Welch, James	53,309.00
Wells, Alice	67,408.12
Weltman, Sharon	35,929.33
Werley, Brooke	2,157.75
Wesley, Patricia	85,094.32
Wetmore, Ada	436.20
Whalen, Rachel	21,171.74
Wheeler, Penne	79,897.50
Whitby, Jennifer	16,273.29
Whitcomb, Frank	71,054.55
Whitcomb, Marcelle	69,556.94
White, Natalie	1,148.80
Whitman, Patrick	76,120.88
Whitmore-Sells, Lashawn	86,430.00
Wiggins, Carol	1,863.40
Wilcox, Lindsay	12,088.87
Willette, Emily	30,893.25
Wiley, Kathleen	63,921.00
Williams, Agnes	17,428.97
Williams, Brian	105,193.96
Williams, David	53,335.05
Williamson, Kayla	731.45
Wilson, Ashley	2,157.75
Wilson, Lashawnda	1,471.00
Wilson, Skylar	5,111.06
Winn, Ann	23,372.71
Winson, Caitlin	3,708.84
Witt, Teresa	61,933.10
Wolf, Judy	71,282.12
Wolfson, Sara	19,037.40
Wollensack, Ellen	13,744.64
Wolter, Joann	77,480.00
Wood, Kelly	61,208.94
Woods, Douglas	77,530.00

Woods, Susan	17,000.29
Worden, Kirstin	2,132.00
Wright, Melissa	3,808.56
Wright, Sarah	64,041.00
Wurtsbaugh, Rachel	11,567.48
Wyndorf, Katie	46,111.00
Yaranga, Giovanna	67,908.12
Yaranga, Ricardo	33,742.20
Young, Amanda	974.75
Young, Douglas	5,028.63
Zabili, Aristote	38,205.78
Zajan, Cheryl	79,662.80
Zeeger, Allison	1,965.44
Zeleski, Mary	4,433.50
Zenaty, Jane	15,713.45
Ziembra, Katie	49,797.04

Burlington Telecom

Allen, Thomas S	64,583.59
Ballard, Jesse	33,112.83
Berger, Courtenay	43,249.51
Blair, Hope	38,472.16
Bonaccio, Benjamin A	6,913.90
Brown, Anita	41,102.35
Burke, Kevin	65,100.74
Chagnon, Karen	48,346.52
Conder, Jason	43,905.73
Dushane, Todd	60,532.56
Dushane, William H	77,240.58
Faulch, Jonathan	28,063.67
Finkle, Jonathan	3,210.83
Flora, Michael	19,797.27
Fryer, Travis	12,041.08
Larivee Ii, Ronald	67,911.51
Lauber, Donna	1,437.11
Martin, Nicholas	73,581.56
Mckinney, Charles	40,308.72
Persons, Maurice	47,791.64
Ramsden, Audrey	33,081.30
Thibeault, Amber	89,407.07
Trudo, Stacey	67,391.69
Vantine, William	51,940.89
Wheeler, Justin	38,158.61
Woodward, Nathan	34,950.70

Church Street Marketplace

Carpenter, Shawn	363.96
Cohen, Emma	2,916.00
Daly, James	54,612.29
Frost, Kendall	7,413.00
Gutchell, Mary A	45,310.10
Hendrickson, Scott	12,462.00
Karabegovic, Adna	47,867.47
Krol, Jeremy	2,448.00
Lafountain, Beth	1,116.00
Marcoux, Yvan R	1,992.00
Medeiros, Bruce	34,989.22
Morrill, Blaise	1,680.00
Oddoux, Mary	312.00
Posig, Madeleine	285.00
Redmond, Ronald B	76,285.90
Robinson, John W	36,871.74
Root, Christopher J	906.00
Steimke, Olivia M	72.00

SALARIES FISCAL YEAR 2013

Strobel, Richard	426.00
Veal, Christopher	363.00
Vittum, Mary	828.00
Weinstock, Henry.	540.00
Wilson, Sonya J	25,494.00

City Assessor's Office

Hecht, Jeremy B	1,907.75
Kellington, Kim	58,980.92
Nosek, Kenneth	36,404.75
Vickery, John	76,717.74
Vitagliano, William	336.00

City Attorney's Office

Bergman, Eugene	93,698.56
Blackwood, Eileen	88,192.65
Blanchard, Linda F.	50,930.26
Fuller, Nikki A.	36,273.68
Haesler, Richard	79,517.45
Jones, Lisa A	49,375.28
Meyer, Gregg M.	72,864.26
Schatz, Kenneth	61,169.58
Sturtevant, Kimberlee J	29,881.61

City Council

Adrian, Edward	750.00
Aubin, Bryan	3,000.00
Ayres, Thomas J	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
Knodell, Jane Ellen	750.00
Kranichfeld, Bram	2,750.00
Mason, William	3,000.00
Maxwell, Tracy	3,000.00
Paul, Karen	3,000.00
Shannon, Joan	3,000.00
Siegel, Rachel	3,000.00
Worden, Kevin P	1,750.00

Clerk/Treasurer's Office

Abruntilla, Jophyllis	1,290.71
Alemy, Lara B.	59,373.78
Baron, G Dana	24,886.49
Barton, Ann M	69,320.43
Bergeron, Susan	40,776.53
Blow, Jennifer L	45,340.07
Bourneuf, Carole	55,933.48
Bovee, Amy	44,372.47
Brelsford, Lynn M	47,885.85
Bryce, Ashley	24,495.52
Cappello, Brian	3,611.25
Duckworth, Scott A	60,636.88
Dunn, Kathleen	56,106.61
Ellis-Green, Margaret.	8,311.88
Flies, Donna	45,316.53
Fortier, Mary	51,259.37
Friedman, Marie J	29,869.65

Gile, Martha.	44,659.90
Goodwin, Rich G.	99,257.63
Hanker, Stephanie L.	54,378.87
Heald, Lisa K	60,460.29
Herwood, Jeffrey	49,255.10
Lalime, Philip	50,142.73
Laplume, Julie	25,857.40
Manion, Irene	2,575.00
Manion, Laurel	240.00
McCarthy, John P	4,125.00
Moffatt, Laurel	2,600.00
Olberg, Lori	59,833.45
Poirier, Kathleen.	29,867.41
Poulin, Jean E.	50,056.50
Rusten, Robert H.	6,542.65
Schmitz, Patricia	69,788.85
Schrader, Scott	99,128.21
Shand, Elizabeth	45,268.11
Shepard, Claire J	39,167.50
Sisson, Paul R	115,811.05
Sundquist, Ellen	48,410.68
Turnbull, Aster S.	9,821.25

Code Enforcement Office

Ahonen, Timothy W.	55,979.41
Ayer, Linda.	41,404.41
Dalton, Deborah A	55,514.19
Francis, Jeanne L	57,888.46
Ianelli, Kimberly H	46,296.99
Meno, Delorita M	58,866.10
Miles, Theodore P	49,795.00
Orton, Charlene.	45,187.60
Perry, Matthew	52,885.82
Thomas, Sybil M	42,246.59
Ward, William M	76,041.89

Community and Economic Development Office

Adams-Kollitz, Jon.	1,706.25
Antczak, Edward F.	57,812.26
Banbury, Lorraine	41,827.60
Beaudoin, Nicole	43,741.79
Bottger, Joanne	45,453.81
Carey, Cindy A.	40,551.00
Colangelo, Diana	45,352.47
Dubuque, Jocelyn J	50,699.46
Girard, Denise	42,700.60
Green, Jennifer.	50,371.15
Hayes, Maria.	262.89
Hines, Wanda.	25,490.01
Hohl, Anneke	31,432.12
Kehoe, Darlene.	67,653.14
Krumbine, Marcy	55,624.49
Kupferman, Lawrence	4,938.08
Lehman, Julie.	1,548.91
Leland, Storm M.	1,996.51
Luman, Maghon	11,652.23
Merriman, Kirsten A	55,210.65
Owens, Peter	84,449.00
Pine, Brian T	65,093.36
Pyatt, Lauren	38,214.30
Ram, Kesha	17,973.82
Rawlings, Todd W	59,255.26

SALARIES FISCAL YEAR 2013

Recicar, Sean Stuart	44,711.96
Seifer, Bruce	11,238.01
Shaw-Dorso, Barbara	19,849.42
Sheldon, Egan C	46,205.19
Sullivan, Sean	3,126.24
Tanguay, Jeff S	56,756.01
Taulton, Glenn E	1,755.62
Truzansky, Beth	55,054.14
Vastine, Karen	55,084.21
Warner, Caleb N	55,933.46
Wildfire, Nathan	30,643.68
Williams, Margaret	39,309.62

Fletcher Free Library

Barnes, Carolyn	340.00
Bevins, Susan H	50,599.54
Bouton, Kathleen	37,609.34
Brunelle, Seth	15,540.00
Butterfield, Megan	20,716.79
Carlson, Craig	26,842.07
Chamberlain, Douglas	40,986.38
Coleburn, Robert A	64,121.95
Collins, Amber S	22,553.64
D'Alton, Anne M	42,356.70
Demarais, Christine	29,758.92
Demarais, Claire	10,256.87
Dhondup, Tenzin	40,739.78
Feeney, Emer	38,872.12
Fensch, Susan	19,797.41
Friedman, Sammie	10,006.50
Goldberg, Rebecca L	60,844.44
Jinpa, Lobsang Dhondup	17,831.35
Lowell, Meda	5,193.59
Pham, Nga	41,497.00
Resnik, Robert J	64,695.93
Shatarra, Barbara	60,329.35
Simon, Rubi O	33,690.05
Taginski, Toni Ann	46,894.81
Tsering, Migmar	5,764.98
Van Vliet, Rachel	4,683.00
Webb, Christine	54,173.80
Womble, Nadia R	560.00

Human Resources

Ballard, Jennifer	408.54
Collins, Marina	58,217.90
Cota, Danielle L	6,416.52
Hulburd, Julie Anne	54,680.15
Leonard, Susan	94,822.96
Pacy, Benjamin W	49,198.41
Reid, Stephanie	45,194.75
Ushakova, Kristina P	126.00

Mayor's Office

Driscoll, Carina	61,316.36
Kanarick, Michael D	65,779.66
Kaulius, Jennifer M	33,993.33
Lawes, Faye M	312.62
Lichtenfeld, Deborah M	1,500.00
Nordhaus, Jessica S	1,500.00
Weinberger, Miro L	88,333.35

Parks and Recreation

Adams-Kollitz, Jon	36,121.80
Algios, Alexa M	3,520.25
Allegrini, Ashley	4,256.25
Allen, Dylan R	117.00
Allen, Emma H	5,461.01
Allen, Seth R	1,828.50
Allen, Terri L	7,432.50
Arndt, Kyle A	2,335.00
Asch, Michelle E	252.00
Ashby, Leo H	1,657.19
Aube, Eugene	54,025.33
Bachand, Steven	48,949.85
Bader, Anthony R	589.98
Baecher, Lauren M	2,795.64
Bailey, Richard	51,347.87
Bajuk, Stanislav	40,587.63
Baldwin, Erik	3,003.00
Bara, Joshua	1,889.00
Bara, Justin	1,319.75
Barrett, Robert	49,481.21
Beaudry, Brittany L	2,468.13
Beaudry, Christopher	52,807.41
Becker, Adam	11,871.88
Bell, Kristy Lynn	188.13
Bhandari, Damber	322.88
Blanco, Holden	1,043.00
Boera, Ryan	1,043.50
Bolling, Alexandra S	733.50
Bove, Nancy	56,183.47
Bradley, David W	360.00
Brady, Patrick A	33,520.59
Brauch, Christine A	515.91
Breen, Jack	2,864.25
Bridges, Jesse	51,182.25
Brown, Patrick H	1,030.13
Brudney, Jake H	885.00
Burns, Colin E	1,665.00
Bushey, Allison	3,834.75
Bushey, Ethan R	611.05
Cahill, Daniel	53,132.68
Cain, Melissa	1,962.75
Calhoun, Theodore J	3,539.26
Campbell, Alan	53,967.17
Campbell, Cory	8,784.00
Caravello, Christopher G	160.11
Carter, Sarah	48,619.19
Carter, Susan	48,685.22
Cate, Melissa	62,657.87
Chaikin, Harry J	172.08
Chamberlain, Marlene A	839.50
Charron, Justin D	613.75
Clark, John M	231.27
Cleland, William G	481.41
Cocuzza, Carl	8,018.00
Combs, Gregory R	302.43
Conger, Kyra E	390.00
Connelly, Angela L	4,020.88
Crosby, Bert S	547.04
Crosslin, Jacob H	231.27
Curtis, Paul A	4,110.92
Cushing, Joshua J	9,101.58
Damon, Richard S	599.04
Dang, Michael P	735.75
Davis, Richard	542.30
Denizot, Joel P	297.98

SALARIES FISCAL YEAR 2013

Devin, Jamie L	2,485.00	LaPointe, Kingsley A	3,204.00
Dewey, David C	52.00	Lapointe, Robert	54,908.51
Dhondup, Sangay T	51,157.14	Latulippe, Steven J	38,860.05
Diaz, Gabriel	39,663.10	Lavigne, Charles	52,155.43
Dickerson, Andrew E	8,669.70	LeBlanc, Jessica L	282.50
DiGangi, Hunter L	180.00	Leclair, Mae	50,565.90
Dull, Timothy R	425.00	Ledoux, Dale	48,596.68
Duncan, Christopher L	8,918.13	Ledoux, Jenna	895.50
Earhart, John	1,515.00	Letzelter, Allen	49,047.02
Eckhardt, Derrek	4,043.00	Leugers, Mary	74,467.12
Enyingi, Heather R	3,974.95	Levinsky, Nicholas L	564.75
Farrar, Molly E G	287.00	Linnell, Albert F Sr	26,910.00
Ferguson, Alexander J	889.50	Linnell, Carol A	27,300.00
Finch, Ronald M	2,494.73	Loyer, Darlene	43,127.21
Fisher, Laura D	522.50	Lumbra, Shane	30,714.74
Fletcher, Colin G	3,105.61	Lundy, Abaigeal E	3,839.39
Fnu, Logha	25,228.50	MacDonald, Donald	1,673.00
Francis, James	1,300.00	MacDonald, Julie	9,470.00
Francis, Jennifer	60,749.79	Maher, Ryan P	1,768.50
Freeman, Kristen M	455.59	Mangan, Maryam M	767.18
Galenski, Justin	3,105.57	Mason, Yvette	48,678.24
Galle, Sarah M	407.50	McCarthy, Katarina C	3,029.63
Gamelin, Jessica	3,608.50	McDonnell, Merry A	160.00
Garrison, Kaitlin	2,639.00	McGovern, Ethan T	231.27
George, Carmen	600.00	Messier, Paul	5,133.75
Gerber, Jeremy P	948.00	Meyer, Arthur F	6,588.00
Gil, Martin D	1,962.34	Meyer, Dorothy A	6,552.00
Gilbert, Jon D	658.23	Moore JR, Joseph	6,997.14
Giordano, Danielle D	231.27	Moreau, Erin	56,455.63
Greenough, Todd	59,843.58	Moreau, Katelyn E	976.50
Grenn, Lily C	3,461.90	Muessel, Anne	4,076.14
Grinnell, John	14,587.12	Murphy, Thomas T	1,287.50
Grossnickle, Pascale D	2,404.50	Murrish, David C	1,167.50
Harding, Martha	10,417.50	Norman, Stephen	600.00
Hart, Shelley E	1,143.00	Nowak, Elizabeth M	212.50
Harvey, Edwin	1,742.00	O'Connell, Caitlin D	1,066.50
Hausermann, Luke D	4,527.12	O'Connor, Pauline T	6,565.50
Hawkins, Kurt D	49,361.90	O'Connor, Roderick G	6,718.50
Hayes, Jeffrey	420.00	O'Neill, Liam F	2,002.50
Healy, Keefe	552.42	Orr, Forrest P	611.00
Hendrickson, Scott	1,709.00	Pacy, Nicholas W	5,387.06
Hevey, Alyson	1,903.25	Page, Ericka	622.50
Higley, Adam J	373.59	Paradis, Amy	18,595.08
Holmes, Harrison	760.50	Patterson, Phillip S	1,689.00
Holmes, Maxine	595.00	Peterson, Alissa L	3,380.32
Hornick, Martin	60,193.58	Poulin, Jessica J	262.50
Hoskin, Emmett K	1,050.75	Putzier, Joanne	47,624.46
Huynh, Oanh H	235.00	Pykosz, Carol	1,635.75
Jackson JR, Samuel	1,953.00	Rasch, William	50,821.57
Jakubson, David A	5,187.56	Revilla, Craig	975.00
Jefferys, Peter	34,715.20	Rinkema, Peter A	1,509.75
Jennings, Sarah	40,479.60	Roach, Deryk	70,283.58
Jinpa, Lobsang Dhondup	35,971.43	Roach, Peter L	1,320.00
Johnson, Katherine M	88.95	Robideau, David	925.00
Karge, Evan J	9,649.94	Rogers, Garreth	56,709.43
Kassim, Malyun A	302.50	Roland, George	1,116.00
Kelly, Izette	2,085.75	Rose, David A	3,919.13
Khadka, Jeetan	355.00	Roseleni, Roseleni	1,380.00
Khang-Ghongma, Tsering	454.91	Rosenberg, Chase	474.06
Knauer, Kathleen	33,485.40	Rousselle, Janice M	170.00
Knight, Alexandra E	5,147.08	Rowe, Joshua K	2,868.51
Knight, Erin E	2,595.00	Rozman, Jeremiah A	2,000.00
Kola, Ian R	963.00	Ryan, Alexander S	2,373.00
Kowalski, Peter H	1,017.75	Sanford, Christopher J	284.64
Krug, Lauren E	3,346.50	Sanguedolce, Micah P	384.23
LaFreniere, James J	1,265.00	Sawyer, Thomas K	551.00
Lane, Samuel J	415.00	Shanks, Samantha	585.00

SALARIES FISCAL YEAR 2013

Shanks, Sylvie	6,665.44
Shappy, Joseph	589.25
Shedd, Jeffrey	56,814.29
Singer, Laurie	1,064.25
Skorstad, Theresa	772.50
Snow, Ritchie	48,927.98
Solt, Lauren N	10,146.50
Spezzano, Brittany	5,222.00
Spillane, Taylor R	546.00
Spinner, Warren	30,612.98
Spitler, Jacqueline	3,873.20
Spitler, Paul A	6,238.27
St. John, Edwin	765.00
Steele, Brian Z	588.46
Stickle, Sarah L	1,854.00
Sullivan, Brian	50,755.75
Sutton, Ashley	1,579.50
Therrien, Calvin R	88.95
Thompson, Holly A	580.00
Thompson, John A	2,728.75
Thompson, Katelyn M	30,418.52
Titus, Meghan J	5,137.76
Toof, Ian	4,862.63
Trempe, Michael	4,189.25
Tsamchoe, Nyima	4,230.00
Tsering, Dorjee	2,412.50
Tsering, Migmar	10,264.41
Tucker, Wesley	745.00
Ushakov, Steven E	6,431.47
Wagner, John F	1,140.75
Walter, Katharina C	385.00
Weed, Mary Grace W	180.00
Weening, James L Jr	8,230.50
Weening, Joan	8,581.50
Western, Jonas H	6,876.12
White, Tucker K	5,049.51
Wierzbicki, Michael	14,309.00
Williams, Ethan J	551.00
Williams, Talia	1,490.00
Wilson, Thomas	462.50
Wolfer, Matthew M	6,446.73
Wood, Cameron C	2,016.00
Woodard, Vernon	1,071.00
Wyman, Samantha L	3,272.26
Young, John	805.50
Zelazny, Caleb M	5,192.00

Pensions Paid

Ahladas, Penny	23,513.52
Ahonen, Timothy	24,481.50
Aiken, Everest	10,734.36
Aiken, Shirley	5,749.92
Albarelli, Joseph S	1,536.44
Albarelli, Joyce	17,057.56
Albarelli, Patrick	30,713.28
Alberry, Leo	23,283.72
Alberry, Robert	44,294.04
Allen, Lynda S	11,719.80
Antilla, John	14,189.16
Archer, Marjorie	4,965.89
Ardell, Paul G	21,148.40
Ashline, Marcia L	15,255.36
Atkins Iii, Lindol	10,065.77
Atkins, Dawn	10,065.77
Atkins, Lindol	3,660.31

Austin, Mark	9,492.96
Austin, Mary	10,352.40
Babin Jr, Kenneth	14,519.76
Badger, Darlene	4,022.88
Bailey, Gretchen	3,564.78
Baker, Alan	37,521.00
Baker, Harold	26,470.98
Baker, Sidney	14,138.40
Baker, Suzanne	4,628.52
Barbeau, Candance	6,916.20
Barber, Judith	889.26
Barch, David	60,093.24
Barney, Caroline	1,423.92
Barra, Robert S	15,896.34
Bartlett, Robert	5,168.71
Baslow Jr, Ralph	3,766.02
Batchelder, Margaret	436.56
Baur, Robert G	49,269.96
Baxter, Lillian	6,069.12
Bean, David	34,683.36
Beauchemin, Michael	26,412.72
Beaudoin, Claire	18,638.64
Beaudoin, Lillian	10,429.38
Beaulieu, Richard E	41,958.72
Beauvais, Patricia	30,099.96
Begnoche, Patricia	11,989.56
Belisle, Lucien E	24,994.38
Benard Jr, Joseph	39,805.08
Benjamin, John P	17,178.24
Bennett, Dan	6,118.08
Bennett, Rena	5,132.76
Bennis, Sr, George T	15,910.28
Benoit, Raymond	3,042.42
Benoit, Rene	9,981.48
Benway, Charles	42,422.88
Bergeron, Richard R	28,132.08
Bernardina, Peter	30,606.48
Berryman, John	31,757.28
Bessette, Richard	6,956.40
Beynnon, Loretta	10,686.48
Billings, James	16,647.36
Billings, Orville	1,760.40
Bingham, Robert	13,576.79
Blake, Shannon	34,800.12
Blondin, Frederick	6,470.82
Blow, Armand	7,020.30
Blow, Raymond	10,010.52
Boivin, Alice	5,905.92
Bond, Clara	3,948.90
Booher, Robert	29,227.80
Bordeau Jr, Robert A	38,132.40
Bouchard, Edward	33,503.46
Boucher, Alcide	51,661.32
Bourassa, Richard	36,339.36
Bourgeois, Armand J	24,987.96
Bourgeois, Stephen E	68,287.20
Bousquet, Laura	8,498.88
Bozik, Margaret	10,903.95
Bradish, Robert	20,421.96
Bradley, Daniel	11,405.40
Brady, Elizabeth	4,032.12
Brennan, John	35,265.36
Brier, Carey	5,362.74
Brigham, Charles	12,372.84
Brigham, James O	16,238.58
Bright, Alan	47,208.24
Brodeur, Rene	16,934.88

SALARIES FISCAL YEAR 2013

Brosseau, Lucien	32,583.00	Curti, Olivio	6,625.92
Brown, Donald	2,771.46	Curtis, Arona	909.24
Brown, Frederick	11,179.08	Curtis, Arthur L	27,019.86
Brown, James P	1,787.76	Daley, Carol	4,448.28
Brown, Roberta	12,332.34	Danigelis, Anita	22,435.56
Brunell, Chester A	19,780.38	Daubenspeck, Sylvis	28,574.64
Brunell, Laurette	4,198.26	D'Avanzo, Rose	14,720.28
Brunelle, David	33,052.62	Davis, Cynthia	22,190.76
Burbo, Helen	2,982.54	Davis, Nancy	9,131.52
Burbo, Kimberly	30,952.20	Debacco, Evelyn	240.84
Burdo Sr, Robert F	8,215.14	Debono, Charles	942.50
Burke, Mary Jane	1,357.08	Decker, Walter	69,770.01
Burns, Everett	36,857.64	Demag, David E	36,738.18
Burt, Ervin	10,266.00	Demarais, Arthur	2,936.70
Bush, Kenneth J	30,238.62	Demartino, Deena	4,335.00
Bushey, Rodney	17,265.84	Demeo, Martha M	1,993.92
Butler, Kathleen	10,459.20	Desany, Marguerite	11,001.36
Butler, William	13,081.92	Desautels, Collette	5,651.80
Button, Glendon	42,747.54	Desautels, David	31,508.64
Cadmus, William C	7,237.92	Desautels, Richard	40,650.84
Campbell, Alan	2,366.90	Despirito, Fred	47,202.24
Campbell, Audrey	528.24	Devino, Erwin	11,812.83
Campbell, Mary A	41,195.88	Devino, Susan	1,404.33
Cannon, Marceline	1,834.54	Dickinson, L Thomas	24,821.28
Cannon, Thomas A	12,657.69	Dike, Nancy	2,576.04
Carey, Gary	29,749.26	Dion, Milagros	16,869.00
Carpenter, Eleanor	5,703.00	Dion, Richard E	5,765.76
Carr, Thomas R	20,159.40	Dion, Valere R	41,213.58
Carroll, Beatrice	33,484.08	Dixon, Stephen	39,192.36
Carter, John	36,507.72	Doherty, Daniel	41,762.16
Carter, Linda	26,736.56	Dolan, Timothy	17,384.15
Catella, Roy	19,170.48	Douglas, Dorothea	2,059.38
Cavanaugh, James	39,713.58	Douglas, Helen L	28,857.36
Cemel, Edith	3,746.88	Douglas, Linda	3,076.56
Chagnon, Robert	8,445.91	Dowen, Allyson	668.98
Chagnon, Wendy	11,890.80	Ducharme, Sr, Leonard	6,978.60
Chagnon, William	1,577.99	Dudley, Dennis P	40,976.40
Chamberlain, Claire	153.30	Dufault, Wilrose	33,594.42
Chamberlain, Susan	7,951.32	Duffy, Arline	10,379.50
Chapman, Susan	1,136.52	Dumas, Lawrence	16,188.48
Charboneau, Carol	5,080.20	Dumas, Margarite	40,649.52
Charboneau, Ernest	14,658.60	Dumas, Shirley	18,545.88
Charbonneau, Alice	9,754.74	Duncan, Susan	4,291.38
Charland, Tim F	50,966.82	Dusablon, Linda	10,171.26
Cheney, Steven	1,875.12	Dusten, Joanne	22,791.12
Cherrier, Reginald W	4,981.44	Duval, Beverly	3,622.56
Chevalier, Shirley	2,344.02	Duval, Randi-Anne	11,956.44
Clark, Timothy	28,571.52	Dwire, Wendall	10,336.32
Clavelle, Peter	26,827.08	Egan, Stuart	8,716.20
Colaceci, Andrew	16,760.76	Eldridge, Mark	19,949.04
Colburn, Lorraine	33,868.56	Ely, David	36,659.04
Collins, Amber	53,461.99	Emery Jr, Henry O	22,633.49
Colvin, Frederick	27,355.32	Emery, Donna	1,028.80
Comstock, Jacqueline	13,271.16	Ennis, Alana	8,285.40
Connolly, Helen	10,991.28	Evans, Lynn	29,743.56
Conte, Susan	11,023.44	Ewins, Regine	8,837.22
Contois, Dayton	63,416.76	Fales, Lawrence	2,744.34
Coolidge, Helen	24,333.72	Feltt, Lyman	9,864.48
Costello, Hilda	47,642.88	Fenech, Charles	954.72
Cota, Joseph	20,631.72	Ferrier, Theresa	517.38
Cota, Wesley	25,954.68	Fish, Daniel	1,504.32
Cote, Philip	625.32	Flanagan, Jane	2,279.04
Coutrayer, George	18,595.92	Fontaine, Lawrence	997.44
Critchlow, Thomas	43,063.80	Fortier, Lyndon	12,395.40
Crosby, Paul A	20,256.18	Fortin, Margarite	18,141.72
Cross, Hazen	17,462.40	Foster, Steven	21,012.24
Cross, Theresa	1,621.44	Francis Sr, Gary	38,532.24

SALARIES FISCAL YEAR 2013

Francis, Terence	34,991.99	Keleher, Brendan	17,847.72
Frazier, Gary	17,238.48	Kelley, Karen	15,509.28
Friedman, Sammie	1,599.68	Kellogg, Alice	2,569.14
Fritz, Carol	9,514.56	Kelly, Betty	10,453.32
Gale, Janice	3,278.58	Kennedy, Keith	47,022.96
Gambero, Janice	1,044.18	Kimball, Edward	36,757.68
Garrett, Diane	11,617.56	King, John J	33,637.02
Garrow, Richard	38,253.72	King, Robert E	11,098.98
Gates, Roy	10,617.30	Kirby, Lillian	8,121.06
Geary, Kathleen	2,815.98	Kirby, Mary L	1,505.94
George, Phyllis	19,749.48	Kiss, Robert	7,023.18
Gerace, Leslie	1,172.16	Kivela, Casey	9,480.24
Gianetti, Gilbert P	916.20	Knapp, M.Soni	12,006.23
Giard, Victor	24,997.20	Krebsner, Tracy	10,065.77
Gibson, Linda	748.65	Kruger, Mark	15,652.68
Gilbeau, Darlene	4,902.96	Kruger, Mark A	7,187.28
Gilbert, Christopher	38,803.14	Kupferman, Lawrence	5,752.03
Gilbert, Gordon	33,327.96	Labarge, Randall	24,880.08
Gile, Martha	6,670.02	Labelle Jr, Clement	38,815.80
Gilstrap, Cindy I	11,874.72	Lafayette, Charles	3,117.25
Gokey Jr, George	39,387.12	Laforce, Todd J	60,951.72
Gokey Jr, Stanley O	13,539.96	Lajoice, Starr	3,312.96
Gomez, David	878.24	Lamarche, Jo Anne	17,091.10
Gomez, Ramon	14,110.08	Lamotte, Erwin	738.96
Gonyo, Patricia	8,658.92	Lamountain, David	3,793.92
Goodreau Jr, Wilfred	27,376.08	Lapointe, Georgette	6,942.18
Goodreau, Susan	3,268.98	Laquerre, Annette	1,150.32
Gould, Nathaniel	4,009.86	Larocque, Ralph	1,487.46
Goyette, William	3,876.60	Larose, Ronald	17,048.63
Grant, Benjamin	40,149.36	Lathrop, Lawrence	647.62
Gray, Michael	34,701.78	Lavalette, Randy	37,761.24
Green, Carolyn	14,228.11	Lavallee, Roger	7,204.43
Green, Susan	526.56	Lavalley, Donald	38,411.40
Green, Timothy	47,746.80	Lavalley, Judith	1,537.32
Greene, Charlene	28,632.00	Lavery, Michael P	11,089.68
Greenough, Theresa	45,155.76	Lavigne, David	13,223.76
Greenwood, Clarence	10,991.88	Laware, William	35,324.88
Gross, Wayne	19,045.80	Lawes, Faye	29,554.98
Guyette, Charles J	21,187.44	Lawrence, Diana	466.10
Haigis, Joanne	1,347.84	Lawyer, Deborah	3,818.40
Haire, David	13,353.80	Lazzareschi, Martin	570.36
Hamilton, John J	32,265.72	Ledoux, Patricia	11,821.86
Hardy, Sterling	32,261.40	Ledoux, Robert	27,255.54
Harrington, Darwin	4,982.76	Lefebvre, Barbara	12,841.90
Harris Jr, Walter	32,479.44	Lefebvre, Bernard	7,299.78
Hayford, Lucille	14,959.56	Lefebvre, Carol	2,327.94
Haynes, Robert	27,296.64	Lefebvre, Doris	17,467.32
Helrich, Emmet	26,426.07	Lefebvre, Patrick	31,573.20
Hendry, James	44,421.18	Lefebvre, Tonda	25,777.20
Hill, Evelyn	13,336.44	Leip, James	9,482.88
Hill, Frederick	8,948.64	Lemieux, Paul	12,520.92
Hirss, Rudolph	6,970.38	Lemieux, Richard	17,377.98
Hobart, William	2,743.14	Leopold Jr, Jonathan P.A	15,278.88
Hoffman Sr, Ernest W	31,987.80	Leopold, Barbara A	37,699.44
Holbrook, Elizabeth	2,023.20	Letzelter, Robert	526.80
Houghton, Walter	894.00	Libby, Paul	24,711.36
Hunt, Timothy	37,738.08	Lilja, Donald R	53,655.12
Irish, John	34,252.56	Lisle, Scott R	51,572.88
Iverson, Donna	347.16	Little, Ernest J	2,658.60
Janes, Patricia	4,853.04	Lizotte, Michael	15,263.46
Janone, Judith	27,912.72	Lombard, Douglas	10,626.09
Jefferys, Peter	1,270.10	Long, Richard P	45,123.48
Jones, Holly	16,956.61	Longe, Irene M	77,072.76
Josinsky, George	11,063.62	Longe, Kathleen	25,246.32
Kaigle, Leonard J	14,330.58	Longe, Rosaire	10,716.00
Katon, Paula	7,602.00	Lord, Jean	7,484.04
Kehoe, Francis	57,004.44	Lorraine, Rita	12,072.00

SALARIES FISCAL YEAR 2013

Loso, Bernard	33,351.24	Parent, Ronald	17,453.28
Lovejoy, Patrick	19,556.88	Paronto, Gerald	23,417.76
Lovejoy, Vernon	16,529.76	Pasic, Zijada	10,792.80
Lucia, Charlene	1,585.20	Patnode, Robert	51,998.88
Lunt, Christopher	21,477.36	Pecor, Chester	15,383.28
Lutsky, Selma	21,508.56	Perry, Marilynne	4,439.16
Lynch, Christopher	41,390.40	Phillips, Robert	1,292.88
Mackinnon, James	21,672.00	Pinan, Paul	38,573.82
Maher, Brian	64,286.52	Plant, Lynn	8,411.04
Major, Mary Jane	7,855.08	Plantier, Doreen	3,203.40
Manganiello, Ronald	7,660.32	Pohlman, Dale	730.18
Marble, David	21,124.14	Politi, Frances	17,412.96
Marceau, Brenda	20,004.36	Poquette, Elizabeth	24,150.72
Marcus, John P.	48,577.56	Poulin, Gwenn	7,079.82
MARRIER, James	26,796.12	Poulin, Margaret	9,988.50
Martin Jr, Elmer	13,138.26	Pratt, Martina	6,046.62
Martin, Timothy	7,006.80	Proulx, Roberta	6,856.80
Martin-Lewis, John	44,987.46	Provost, Beulah	34,799.88
Maynard, Jeannette	10,687.00	Provost, Francis	12,525.90
Maynard, Paul I	5,686.14	Provost, Larry	19,230.00
Mazza, Thomas	23,098.92	Quinn, Sean	18,398.88
McArthur, Diane	12,496.08	Rabidoux, Donald	23,096.88
McAuliffe, Sandra	1,257.60	Racine, Albert	5,340.24
McAvoy, Margaret	4,906.08	Racine, Bruce	27,028.80
McDowell, Barbara	11,128.80	Racine, George H.	2,403.18
McGrath, Patrick	10,198.32	Racine, Patti	15,049.92
McGrath, Robert	19,705.08	Rader, James	6,782.10
McLaughlin, Paul B.	39,407.07	Rasys, John	41,858.40
McManamon, Patrick	24,124.68	Rathbun, Maurice	3,793.86
McMeil, William	1,418.52	Regan, Constance	1,111.20
Medlar Jr, Marcus I	8,418.66	Reno, Rebecca	5,010.00
Meehan, Susan	24,874.92	Reno, Ronald	34,702.56
Menard, Edward	4,623.30	Reuschel, David M	53,864.28
Mercier, Jacqueline	21,804.42	Richard, Michael	67,819.44
Mercier, Phyllis	3,119.94	Richardson, Jane D	17,705.40
Merriman, Bernard	11,638.44	Ritchie, James	24,794.91
Middleton, Thomas	42,542.22	Rivers, Margaret	657.08
Mischik, Helen	3,288.84	Robear, Donald	23,869.92
Mitchell, William	11,344.32	Roberts, Kathleen	1,383.96
Modica, David	33,451.68	Robinson, Clifford	53,482.92
Mongeon, Terese	18,115.92	Rock, Elmer	7,105.08
Monte, Michael	17,957.94	Rogers, Clyde	9,421.26
Moody, Scott	74,853.72	Rogers, Michael	35,545.56
Moon, Emily	8,438.16	Rowden, Richard	31,962.48
Moquin, Jason	8,079.26	Rowley, William	17,239.44
Morcombe, Harold C	17,184.72	Russell, Elizabeth	3,980.16
Morin, Robert	3,503.16	Russell, Marjorie	8,109.78
Morin, Roland A	22,502.10	Rutledge, Margaret	6,383.10
Muir, Beverly	6,323.64	Ryan, Francis J	3,994.14
Muller, James	17,852.40	Ryan, George	6,037.44
Muller, Kathrine	12,648.00	Sackevich, Patricia A	2,699.04
Mullins Jr, James	17,997.84	Sanders, Bernard	4,853.28
Mullins, Evelyn	12,000.00	Savage, Cecile	421.68
Naughton, Andrew	22,866.83	Schatz, Kenneth	25,924.93
Nienstedt, Betty	4,440.06	Schleede, Lillian	18,666.84
Nikel, Lacaze	34,037.46	Schmidt, Thomas	2,964.12
Nolan, Ruth	3,227.58	Scibek, David	37,363.80
Norton, Wayne	3,915.60	Scott, James	43,668.00
Nulty, William	2,347.96	Scott, Marjorie	21,243.24
O'Donnell, John	3,323.58	Scully, Kevin	46,405.32
Olejar, Anna	10,835.28	Seaman, Ashley	1,064.76
O'Neil, Michael E	91,370.04	Searles, Brian	8,300.16
Overson, Roberta	20,836.44	Seifer, Bruce	40,120.04
Paluba, Violet	3,260.52	Senna, Jane	90.54
Paquette, William	36,752.27	Shackett, Charles	1,056.42
Paradee, Craig	21,716.88	Shangraw, Burton	18,514.08
Parent, Michael	2,943.06	Sheehan, Vivian	6,397.68

SALARIES FISCAL YEAR 2013

Shepard, Claire	36,090.36
Shepard, David	12,774.00
Shepard, Gary	12,566.24
Shepard, Joyce	11,026.98
Sherwood, Stanley	16,575.84
Sicard, Michael	43,852.44
Silcox, Donna	2,926.80
Simpson, Michael	40,358.46
Siple, Stanley	34,684.32
Smith, Joan	2,049.24
Snow, Kathy A.	6,782.28
Snow, Larry	28,750.14
Sonnick, John	48,568.20
Soutiere, Zachary	15,818.76
Spernak, Mitcheal	15,978.30
Spiller, Leroy M.	48,489.42
St. Amour, Joseph	10,935.24
Stebbins, Everett	9,918.36
Stevens, Ian	8,859.84
Stewart, John K.	17,761.68
Stoll, Robert	17,838.84
Stringer-Ttee, Judith.	5,207.52
Strong, Edward	32,300.10
Stubbing, Kathleen	10,818.92
Sweeney, Ronald	11,264.52
Sylvia, Linda	31,262.40
Taft, Robert	13,640.40
Tanguay, Raymond	6,652.20
Terry, Ann	14,678.88
Tewksbury, Cleyton	31,577.16
Thompson, Gloria	4,376.58
Thompson, Sandra E.	2,127.36
Thurber, Pamela J.	13,771.68
Tichonuk, John	5,632.44
Tipson, Marguerite	7,465.38
Titus, Anita	4,555.08
Toof, Shawn A.	29,791.62
Trainor, Susan	4,651.09
Trawczynski, Joyce	2,136.60
Tremblay, Thomas	86,507.28
Trombley, James.	13,678.08
Trombley, Joseph	17,896.66
Trombley, Richard C.	29,138.16
Trudo, Brian	27,012.96
Tucker, Donald	27,246.00
Tully, Patrick J.	17,488.62
Vachereau, Kenneth	58,755.12
Van Gieson, Linda	277.14
Varney Jr, Richard C.	15,864.00
Venezia, G Autumn	23,266.80
Veronneau, Donald D.	17,206.98
Victory, Raphael E.	787.62
Vidurek, Stephen	52,560.36
Viens, Raymond	3,115.92
Villanti, Karen	6,555.54
Vincent Jr, John	42,092.76
Vincent, Daniel R.	39,704.82
Vogel, Barbara G.	3,470.28
Voorheis, Patrick	25,124.64
Wagner, Frank	13,711.20
Wallace, David	5,677.87
Ward, William	44,970.96
Wark, Stephen	44,643.12
Waterman, Margie B M	928.56
Weed, Barbara	1,199.22
Wells, James E	10,065.77
Welsh, Leland	25,286.16

West, Kasondra	7,531.08
Whalen, Robert	35,083.56
White, Nancy	6,786.12
Whitehouse, James	72,857.28
Willet, Jacqueline	3,193.86
Williams, Dale	11,795.70
Williams, Kevin J.	51,175.32
Wingate, Karen	5,337.04
Wisell, Karen	15,382.56
Wolfe, William	23,496.42
Woodman, James	58,102.80
Workman, Bette	444.78
Wright, Loretta M.	11,230.20
Yandow, Alan	18,763.98
Young, Robert	29,815.20
Yustin Jr, John	32,338.44
Zacharski, Robert	2,696.88
Zeno, Patricia	25,801.92

Planning and Zoning

Anderson, Nicholas	42,482.09
Appleton, John A.	65,094.39
Gustin, Scott	62,219.31
Lerner, Kenneth M.	78,900.55
O'Neil, Mary C.	57,332.87
Thibault, Sandrine	67,828.00
Tillotson, Elsie M.	41,788.65
White, David E.	87,335.50

Public Works

Adams, Laurel C.	84,088.05
Allard, Marilyn B.	2,175.53
Allerton, David K.	70,803.67
Asselin, Steven P.	68,810.45
Badger, James A.	60,898.84
Baker, Bernard G.	56,898.70
Baldwin, Norman J.	80,189.90
Barbeau, David A.	46,418.00
Barclay, Robert J.	61,964.76
Beauchemin, Dale	3,655.92
Bedell, Douglas H Sr	48,925.41
Benjamin, Michael T.	53,618.17
Benjamin, Richard C.	79,231.09
Benoit, Joseph III.	55,350.75
Berthiaume, Leonard E.	5,359.57
Bertrand, Stephen	5,423.99
Bessette, Brian	60,765.45
Blow, Brian A.	57,969.45
Blum, Edward J.	4,351.05
Boardman, Dylan J.	16,785.57
Boehm, John M.	31,950.36
Bonna, James	11,235.18
Boylan, Terri G.	45,431.03
Brandolino, Amanda K.	31,511.41
Brett, Colin C.	22,756.50
Bridgman, Joshua L.	35,771.17
Brodsky, Charles	5,363.79
Burbo, Wendy M.	2,008.19
Burns, William P.	58,087.21
Burritt, Deanna	35,342.51
Buteau, George M.	5,796.75
Buteau, Patrick J.	80,289.75
Carlisle, Therese	28,434.18
Carr, William J.	48,795.89

SALARIES FISCAL YEAR 2013

Chaffee, Craig R	44,001.72	Lavalette, Jessica	55,527.99
Chagnon, Randy	46,687.01	Lavery, Nathan P	49,098.68
Claveau, Judith A	4,552.95	Lavigne, Gary K	82,274.82
Codrean, Lorand Z	65,164.26	Lefebvre, Donald M	53,041.33
Conant, Trevor J	49,968.03	Leggett, Thomas	64,449.19
Cormier, Steve M	35,013.36	Legrand, Leo P	59,368.45
Cornish, Charles E	35,463.36	Lestage, Robert	40,473.29
Cummings, Bradford A	69,386.23	Losch, Catherine N	59,846.67
Curtis, John	4,728.81	Lyons, Donald	4,157.95
Danyow, Stephen	64,526.08	Lyons, Richard	22,024.99
Delahmetovic, Edin	55,374.06	Macy, Michele M	2,825.69
Demers, Erin L	65,141.92	Mascitti, Mikeljon	69,837.11
Devost, Robert B	48,399.41	Mason, John A	49,682.79
DiMauro, Lucas A	3,651.17	Maynard, Richard	45,647.40
Dion, Tom M	71,490.11	McAdam, Susan M	4,621.39
Dow, Matthew	58,116.11	McBee, Dennis J	4,531.27
Ducharme, Leonard C	55,485.67	McGarry, Stephen E	5,428.18
Ducharme, Valerie J	54,096.61	McGrath, Richard J	1,668.03
Dusablon, Frederick A	3,952.01	McMullen, Patrick M	69,690.96
Farnsworth, Christopher	40,293.38	McNellis, Brenda K	2,458.73
Finck, Craig E	51,034.98	Medeiros, Lavenia	5,484.12
Fisher, Anne S	5,820.92	Medlar III, Marcus	71,570.15
Fitzpatrick, James	62,610.16	Metivier, Maurice	6,316.62
Fleming, Joel P	51,739.97	Moir, Megan	64,980.86
Floystad, Louisa M	27,447.29	Morin, Jay L	65,133.01
Gails, Jerome J	1,029.00	North, Jared C	1,170.00
Garen, David W	67,168.71	Novotney, Andrea	44,023.42
Geehan, William H	41,488.24	Oftedal-Leary, Vicki	2,613.21
Gilbert, Damion	38,867.85	Paquette, Paul A	80,864.76
Glennon, Susan	36,779.73	Parent, Edmond	43,867.58
Gomez, Guillermo A	63,033.76	Pariseau, Charleen	4,389.69
Goodkind, Steven A	97,297.89	Perrin, Cynthia	231.73
Goodrich, Terry	69,265.04	Perrin, Robert W	5,089.32
Gordon, Anson E	50,012.87	Perron, Steven	62,596.46
Gore, Ronald S	52,107.78	Perry, John S	46,635.94
Green, Robert L	68,133.87	Perry, Joseph L	63,088.07
Greenwood, Gary	70,962.31	Phillips, Scott	57,199.95
Groelinger, Steven R	45,765.95	Plumley, Helen M	42,380.96
Groff, Pamela F	39,666.08	Poirier, Kathleen	57,858.08
Grover, Timothy	70,209.76	Poole, Travis D	6,004.76
Gulfield, Deborah A	3,488.80	Raineault, Claude A	69,237.70
Halverson, Mark C	33,285.27	Randall, Jedediah A	47,904.35
Hamann, Stephen M	48,892.17	Rebeor, Timothy J	4,710.00
Hammond, David F	51,131.18	Redmond, David M	55,912.67
Hammond, Jason R	50,296.51	Richards, Margaret	5,522.73
Hammond, Larry	58,672.03	Rioux, Bruce J	5,548.79
Hammond, Richard F	77,249.21	Robair, Reginald	5,243.64
Harinsky, Christopher J	54,423.18	Roberts, Richard	25,978.09
Hathaway, Bruce E Jr	49,418.57	Root, Bruce	3,810.39
Haynes, Paul W	56,060.57	Root, Janice D	11,457.17
Heelan, Michael	60,197.22	Roy, Stephen T	74,417.12
Henderlong, Daniel J	1,764.00	Ryan, John	62,272.53
Hill, Daniel K	61,211.39	Sasso, Morgan T	4,391.75
Hillman, Stephanie J	43,361.24	Spaulding, Patricia A	2,038.23
Hines, Bruce A Jr	60,022.81	Sumner, Dennis M	49,301.24
Hoffman, Douglas E	4,621.39	Sweeney, Helen	4,119.34
Holmes, Gary	57,036.97	Swindell, Michael	64,284.80
Holt, Ned H	74,711.84	Sysling, Billy-Boy	22,317.33
Jaramillo, Steven	2,523.09	Tatro, Jerry A	56,134.44
Jennings, Stanley	33,116.32	Thibault, Richard P	68,193.08
Johnson, Howard	23,348.65	Tucker, Lawrence	59,788.12
Jones, Carnell L	51,914.24	Ward, Aaron W	38,828.04
Keene, John J	29,786.71	Warren, Mary M	67,250.64
Knight, Matthew WA	5,443.89	Weiss, Michael E	40,224.78
Lafayette, Charles J	19,782.10	Wescott, Marcus P	19,185.85
Lafountain, Adam W	55,470.03	Willette, Bruce E Sr	4,222.36
Lane, Holly J	43,869.95	Wimble, Jason E	38,552.25
Larue, Marjorie W	5,561.37		

FACTS & FIGURES

General Obligation Debt

June 30, 1981	28,795,000	June 30, 1998	43,997,090
June 30, 1982	29,134,000	June 30, 1999	46,966,309
June 30, 1983	27,638,000	June 30, 2000	46,216,009
June 30, 1984	26,267,000	June 30, 2001	47,276,091
June 30, 1985	23,935,000	June 30, 2002	39,890,647
June 30, 1986	41,000,000	June 30, 2003	41,820,263
June 30, 1987	42,845,000	June 30, 2004	46,134,487
June 30, 1988	48,880,000	June 30, 2005	44,350,811
June 30, 1989	50,434,290	June 30, 2006	44,137,730
June 30, 1990	55,481,636	June 30, 2007	48,561,259
June 30, 1991	53,248,196	June 30, 2008	47,974,392
June 30, 1992	54,417,803	June 30, 2009	65,718,243
June 30, 1993	45,548,186	June 30, 2010	64,705,583
June 30, 1994	48,841,229	June 30, 2011	73,166,438
June 30, 1995	45,568,460	June 30, 2012	78,990,000
June 30, 1996	46,427,141	June 30, 2013	95,790,000
June 30, 1997	44,706,929		

Appraised Valuation

	FY 2013	FY 2012	FY 2011
Real Estate	\$3,463,420,400	\$3,431,440,600	\$3,362,351,300
Personal Property***	\$123,656,600	\$131,700,400	\$140,176,310
Classification Factor*	\$149,925,100	\$149,446,600	\$154,288,658
Assessed Valuation for Tax Purposes	\$3,737,002,100	\$3,712,587,600	\$3,656,816,268
Veterans Exemption**	\$1,872,000	\$1,960,000	\$1,781,400
Total Assessed Valuation	\$3,737,002,100	\$3,712,587,600	\$3,656,816,268

***Business Personal Property Exemption raised to \$45,000; this lowered the taxable amount to 307 properties.

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

**Disabled Veterans Exemption increased in FY09 from \$20,000 to \$40,000.

A City-wide Reappraisal was completed for FY06.

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
Exempt Properties Total	459	1,694,339,859

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

Colleges—Partially Exempt 39 27,984,254
(values stabilized per State statute 3831)

FINANCIAL STATEMENTS

As of February 21, 2014, the City of Burlington's audited financial statements for Fiscal Year 2013 are available online at www.burlingtonvt.gov/CT/Audit-Reports. Hard copies also are available in the Clerk/Treasurer's Office, located on the second floor of City Hall.

