



City of  
*Burlington*



*2009 Annual  
Financial Report*  
Year Ending June 30, 2009



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### ACKNOWLEDGMENTS

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 Steve Mease

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This report is also  
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[www.ci.burlington.vt.us](http://www.ci.burlington.vt.us)





## 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 Chairman 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
- with Mayor, set annual tax rate
- establish rules for conduct of City Council meetings

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

**COMMISSIONERS ♦**  
 (for list, see page 13)

**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 the approval of City Council
- ♦ 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, President of City Council, and two Councilors elected by the City Council



**F**iscal Year 2009 (FY09) led into one of the most significant cultural events Burlington has experienced in some time, the Quadricentennial Celebration marking the 400th anniversary of French explorer Samuel de Champlain's arrival in Vermont. This year's annual report has a special focus on the City's July celebration of the Quadricentennial – and the Burlington International Waterfront Festival. The event included fireworks, music, Vermont's largest-ever parade, and a broad range of performances, weaving together 400 years of history and encompassing Anglo, French, Quebec, and Native cultures. It served to draw tens of thousands of people, international dignitaries, and other visitors from around the world to Vermont.

The celebration was planned and coordinated through the dedicated work of City Arts staff, City Arts Director Doreen Kraft, and festival producer Jay Craven. Outstanding logistical support from several City departments, including Parks and Recreation, Police and Fire, the Department of Public Works, and Burlington Electric Department, ensured that the event ran smoothly. With the full support of the City Council, the City invested substantial time, energy, and financial resources into the celebration. And, the event had the strong support and involvement of Vermont's Congressional Delegation, with special thanks to the efforts of Senator Leahy.

The Quadricentennial was a remarkable event that Burlington can be proud of and was an investment that will have a ripple effect for many years to come. As importantly, it was an investment in community-building and lasting relationships within Vermont and across international borders. Congratulations to everyone involved in making this such a successful event!

### Focus on Infrastructure

FY09 also included many other significant accomplishments. We moved forward with the Moran Redevelopment Plan and Champlain Parkway, among other things, and the City continued its emphasis on addressing long-term infrastructure needs. We began work on one of the most substantial street repaving efforts in Burlington's history, funded by a \$5.5 million bond and 2.0 cent increase to the

dedicated tax for street work approved by Burlington voters in November of 2008. This enhanced street work will continue through FY 2010 and FY 2011. Voters also approved a 1.0 cent increase in the dedicated tax for capital improvements for Parks land and facilities.

### Success Despite Challenging Economic Circumstances

FY09 coincided with the worst economic conditions that cities, states, and the federal government have experienced since the Great Depression. The "Great Recession" of 2008 and 2009 forced many cities to cut services and raise taxes. Burlington was able to weather the national economy while maintaining a high level of services and, with the FY09 budget, keeping the municipal property tax rate level for the third straight year.

The City continued to deliver on the core values of government that Burlington has come to expect: putting people first, building a sustainable community, and supporting democracy, civic participation, and a high quality of life.

This would not happen without the efforts of City staff, the contributions of Burlington's for profit and non-profit business community, residents, the City Council, and numerous City commissions and Boards. The entire community can share in Burlington's accomplishments. Working together, Burlington can meet its challenges and continue to move forward.



**Bob Kiss**  
*Mayor*



*Mayor Kiss at Quebec City's Quadricentennial Celebration*

Here are some other highlights of the past year:

## **Building and Supporting a Thriving Local Economy**

The City continued to move forward on the Moran Redevelopment Project. The conceptual plan for the re-use of this decommissioned power plant on the Waterfront was approved by 65% of voters in March 2008. The Moran redevelopment plan will revitalize the northern end of the Waterfront with a variety of uses such as an indoor ice and rock climbing facility, outdoor ice skating rink, splash water park, public park, café and restaurant, and retention of the Lake Champlain Community Sailing Center. The project will also result in significant improvements at and near the site, including upgrades to the bike path, road surfaces, and pedestrian walkways. As of the end of calendar year 2009, the City was in the process of identifying a third tenant to replace the Green Mountain Children's Museum, and had lined up most of the funding required for the City's share of the project. The City will continue working with project partners Ice Factor and Lake Champlain Sailing Center to move this important economic development project forward.



*Mayor Kiss at the Quadricentennial Opening with Vermont's Congressional delegation*

Economic development activities supported the start-up of 34 new businesses, helped to retain/expand 23 businesses, and led to the creation of 457 new permanent FTE jobs (plus 812 construction jobs, 97 temporary jobs and 173 seasonal jobs).

Community development block grants (CDBG) for economic development leveraged

over \$41 million in private and other public investment and supported increased annual property tax and city rent revenues of \$510,780. Housing development funded by CEDO added another \$62,000 in increased annual property tax revenues.

The City pursued Tax Increment Financing (TIF) legislative changes at the state level that allows the City to continue supporting and encouraging vital economic development on the Waterfront and Downtown.

## **Building Safe, Affordable Housing**

Predevelopment work continued on the creation of 20 affordable and 10 market rate rental units on City-owned property at Browns Court. Work also continued on new mixed-income apartments for 60 senior households and 40 low- and moderate-income families on the state-owned Thayer School (DMV) site on North Avenue. Efforts at Salmon Run on Riverside Ave. will help preserve the affordability of 36 units and convert 25 existing market rate units to perpetually affordable units, also adding \$4.8 million of associated renovation.

The City also supported keeping people in their homes. CDBG-funded agencies provided utility assistance, home sharing, home- and center-based senior services, and other housing assistance to help over 6,000 residents remain housed and living independently.

Agreements with the University of Vermont and Champlain College will create more on-campus housing, freeing up existing neighborhood housing.

## **Building and Supporting Community**

The City supports citizen participation through the Neighborhood Planning Assemblies (NPAs) and AmeriCorps VISTA efforts in numerous neighborhood associations and community meetings. NPA meetings are an opportunity for neighbors to discuss issues of development, planning, elections, budgets, community safety, and other issues facing our neighborhoods.

Burlington's public schools continue to have high teaching and learning standards while serving as true "community" schools with a range of services and programs. The District continued to pursue socio-economic equity and opened Vermont's first magnet schools at Barnes and Wheeler elementary schools.



The Robert Miller Recreation and Community Center was successfully opened in November 2008 at the former Gosse Court Armory. This great project was the result of hard work and commitment by community members and Parks and Recreation staff. The first year of operation has shown a high level of interest and participation in programs at the Center.

Parks and Recreation also completed a pilot partnership with the School Department at Flynn Elementary to coordinate unified Afterschool programs, improving options and access for families. This pilot was expanded to Champlain, CP Smith, and Edmunds Elementary schools for the 2009-2010 school year.

### Providing Essential Services

City workers did an exceptional job ensuring streets were plowed and clean, delivering reliable water and wastewater services, and paving streets and sidewalks. The City has adopted a more sustainable approach to street paving, through an increase in the street tax of 2.0 cents and the issuance of \$5.5 million in bonds for street work, approved by voters in November of 2008.

Burlington has Police and Fire Departments that provide high quality, community-based services and make Burlington a safe and healthy City.

The City is fortunate to have municipally-based enterprises that provide electricity and telecom services. Burlington Electric continues to provide safe, reliable and affordable power that far exceeds national benchmarks for use of renewable sources. Burlington Telecom offers a triple play of "fiber to the home" internet, phone, and cable services that are now available to almost the entire city.

### Building a More Livable and Sustainable City

With the involvement of hundreds of residents and other stakeholders, the City completed a comprehensive rewrite of Burlington's Climate Action Plan, which sets aggressive goals for reducing our carbon footprint – 20 percent reduction from current emission levels by 2020 and 80 percent reduction by 2050.

A new law pursued by Burlington and passed by the Vermont Legislature in 2009 authorizes municipalities to create "Clean Energy Assessment Districts." This gives property owners the option of making energy efficiency and renewable energy investments

which are financed through bonds and repaid over the long-term. Repayment will occur through an assessment that is integrated into the property tax bill. There will be no cost to taxpayers, and this form of financing will make energy improvements far more affordable to property owners. Voters are being asked to approve creation of this special district on Town Meeting Day, March 2010.

The City implemented the first year of a comprehensive stormwater ordinance and management effort. The new ordinance and enforcement effort will help keep Lake Champlain cleaner for current and future generations.

The City's Legacy Project continues to be a national role model for supporting the development of sustainable and equitable practices in Burlington and beyond.

### Challenges Ahead

Burlington has made good progress in building sound budgets and keeping municipal taxes low, while providing good, essential services, encouraging appropriate economic development, and engaging in sustainable operational practices. Challenges remain – we need to continue making sound decisions about City finances and in particular the pension fund; we need to keep encouraging economic development; and we should always strive to meet people's needs through a commitment to social equity. I know that Burlington is ready to meet these challenges and others and keep moving forward.

### Acknowledgments

I would like to thank all City staff, department heads, the City Council, commissioners, and task force members for their considerable efforts and hard work this year.

I would also like to thank for-profit and non-profit businesses for their commitment to working with the City to make our community more livable, sustainable, and fair.

Thank you to Senator Leahy, Senator Sanders and Congressman Welch for their strong and steady support of Vermont and Burlington. And, thank you to the Burlington House and Senate delegations in the legislature for their work on the City's behalf in Montpelier.

Finally, I would like to thank Burlington residents for their commitment to making their neighborhoods and the community a great place to live, work and enjoy.



**Faye Lawes**  
*A very special thank you to Faye Lawes, who retired in September 2009 after more than 20 years (and four different Mayors) of service in the Mayor's Office.*

<b>Chief Administrative Officer</b> .....	Jonathan P.A. Leopold, Jr.
<b>Director of Aviation, Burlington International Airport</b> .....	Brian R. Searles
<b>Executive Director, Church Street Marketplace</b> .....	Ron Redmond
<b>City Arts Director</b> .....	Doreen Kraft
<b>City Assessor</b> .....	John Vickery
<b>Assistant to the Mayor</b> .....	Joe Reinert
<b>City Attorney</b> .....	Kenneth A. Schatz
<b>Senior Assistant City Attorney</b> .....	Eugene Bergman
<b>Assistant City Attorney</b> .....	Nikki Fuller
<b>Assistant City Attorney</b> .....	Richard Haesler, Jr.
<b>Assistant City Attorney</b> .....	Kimberlee J. Sturtevant
<b>Superintendent, Cemetery Department</b> .....	Mari Steinbach
<b>Director, Code Enforcement</b> .....	William Ward
<b>Community &amp; Economic Development Director</b> .....	Larry Kupferman
<b>General Manager, Burlington Electric Department</b> .....	Barbara L. Grimes
<b>Chief, Burlington Fire Department</b> .....	Michael O'Neil
<b>Co-Director, Fletcher Free Library</b> .....	Amber Collins
<b>Co-Director, Fletcher Free Library</b> .....	Robert Resnik
<b>Co-Director, Fletcher Free Library</b> .....	Robert Coleburn
<b>Human Resources Director</b> .....	Susan Leonard
<b>Director, Burlington Parks and Recreation</b> .....	Mari Steinbach
<b>Chief, Burlington Police Department</b> .....	Michael E. Schirling
<b>Director, Department of Public Works</b> .....	Steven Goodkind
<b>Emergency Management/Civil Defense Director</b> .....	Michael O'Neil
<b>City Grand Juror</b> .....	Eugene Bergman
<b>Assistant Grand Juror</b> .....	Kenneth A. Schatz
<b>Assistant Grand Juror</b> .....	Nikki Fuller
<b>Assistant Grand Juror</b> .....	Richard Haesler, Jr.
<b>Assistant Grand Juror</b> .....	Kimberlee J. Sturtevant
<b>City Constable</b> .....	Eugene Bergman
<b>Second Constable</b> .....	Gordon H. Gilbert
<b>Harbor Master</b> .....	Mari Steinbach
<b>City Engineer and Surveyor</b> .....	Steven Goodkind
<b>Pound Keeper</b> .....	Jodi Harvey





## Chittenden County State Senators

**Tim Ashe** (D/P)  
62 Ward Street  
Burlington, VT 05401  
318-0903

**Ed Flanagan** (D)  
131 Main Street, #702  
Burlington, VT 05401  
951-9500/862-3203

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

**Hinda Miller** (D)  
84 Deforest Heights  
Burlington, VT 05401  
660-4880

**Doug Racine** (D)  
909 Wes White Hill Road  
Richmond, VT 05477  
434-2013

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

## Burlington State Representatives

**District 3-01**  
**Bill Aswad** (D)  
74 Ridgewood Drive  
Burlington, VT 05408  
862-2067

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

**District 3-02**  
**Mark Larson** (D)  
64 Temple Street  
Burlington, VT 05408  
862-7596

**District 3-03**  
**Jason P. Lorber** (D)  
231 Park Street  
Burlington, VT 05401  
863-9429

**Rachel Weston** (D)  
78½ Pitkin Street  
Burlington, VT 05401  
999-6623

## District 3-04

**Kesha Ram** (D)  
31 North Prospect St.  
Burlington, VT 05401  
881-4433

**David Zuckerman** (P)  
14 Germain Street  
Burlington, VT 05401  
863-2199

## District 3-05

**Johannah L. Donovan** (D)  
38 Bayview Street  
Burlington, VT 05401  
863-4634

**Suzi Wizowaty** (D)  
177 Locust Terrace  
Burlington, VT 05401  
864-5651

## District 3-06

**Kenneth W. Atkins** (D)  
138 Dion Street  
Winooski, VT 05404  
655-1280

**Clem Bissonnette** (D)  
11 Dufresne Drive  
Winooski, VT 05404  
655-9527

## 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-
Robert Roberts . . . . .	1911-1913		

**Ward 1**

**Ed Adrian (D)**  
35 Brookes Ave  
Burlington 05401  
862-9851 (h); 233-2131 (c)  
eadrian@comcast.net  
Term ends 2010

**Sharon Foley Bushor (I)**  
52 East Avenue  
Burlington 05401  
658-3604 (h)  
sharonbushor@comcast.net  
Term ends 2011

**Ward 2**

**David Berezniak (D)**  
52 Willow Street  
Burlington 05401  
863-2598 (h)  
davidsframeshop@aol.com  
Term ends 2010

**Emma Mulvaney-Stanak (P)**  
20 Oak Street, #2  
Burlington 05401  
999-6723  
emmajms@gmail.com  
Term ends 2011\*

**Ward 3**

**MARRISA S. CALDWELL (P)**  
101 Park Street, Apt. D  
Burlington 05401  
578-7325  
mcaldwel@ci.burlington.vt.us  
Term ends 2011

**Clarence Davis (P)**  
21 Lafayette Place, #2  
Burlington 05401  
238-1155 (h)  
clarencedavis@burlingtontelecom.net  
Term ends 2010

**Ward 4**

**Russell Ellis (D)**  
328 Shore Road  
Burlington 05408  
862-4584 (h)  
rrellis@burlingtontelecom.net  
Term ends 2010

**Nancy Kaplan (D)**  
54 Muirfield Road  
Burlington 05408  
735-2120  
nckaplan@gmail.com  
Term ends 2011

**Ward 5**

**William J. Keogh, Council President (D)**  
21 Alder Lane  
Burlington 05401  
862-5270 (h)  
bkeoghsr@yahoo.com  
Term ends 2010

**Joan Shannon (D)**  
41 Central Avenue  
Burlington 05401  
860-7489 (h&w)  
jshannon@burlingtontelecom.net  
Term ends 2011

**Ward 6**

**Mary Kehoe (D)**  
27 Kingsland Terrace  
Burlington 05401  
862-5520 (h)  
kehoeforcouncil@gmail.com  
Term ends 2011

**Karen Paul (I)**  
171 Crescent Road  
Burlington, VT 05401  
863-3817  
paulfin@sover.net  
Term ends 2010

**Ward 7**

**Paul Decelles (R)**  
96 Gosse Court  
Burlington 05408  
658-4367 (h)  
pdecelles@comcast.net  
Term ends 2010

**Vincent Dober, Sr. (R)**  
82 Heineberg Road  
Burlington 05408  
865-4907 (h)  
doberv@burlingtontelecom.net  
Term ends 2011



*\* Councilor Mulvaney-Stanak resigned from her seat in December of 2009 due to a change of residence. The remainder of her term will be filled through a special election taking place on Town Meeting Day in March 2010.*





## **BOARD OF FINANCE+**

Mayor Kiss,\* ex-officio  
Jonathan Leopold, ex-officio  
Bill Keogh  
Clarence Davis  
Paul Decelles

## **CHARTER CHANGE COMMITTEE**

Paul Decelles\*  
Ed Adrian  
Joan Shannon

## **COMMUNITY DEVELOPMENT & NEIGHBORHOOD REVITALIZATION COMMITTEE**

David Berezniak\*  
Russ Ellis  
Emma Mulvaney-Stanak

## **INSTITUTIONS & HUMAN RESOURCE POLICY COMMITTEE**

Sharon Bushor\*  
Nancy Kaplan  
Vince Dober, Sr.

## **LICENSE COMMITTEE**

Clarence Davis\*  
Vince Dober  
David Berezniak

## **ORDINANCE COMMITTEE**

Joan Shannon\*  
Sharon Bushor  
Emma Mulvaney-Stanak

## **PARKS, ARTS & CULTURE COMMITTEE**

Karen Paul\*  
Paul Decelles  
Mary Kehoe

## **PUBLIC SAFETY COMMITTEE**

Ed Adrian\*  
Nancy Kaplan  
Marrisa Caldwell

## **TRANSPORTATION, ENERGY & UTILITIES COMMITTEE**

Karen Paul\*  
Marrisa Caldwell  
Bill Keogh

## **TAX ABATEMENT COMMITTEE**

Russ Ellis\*  
Clarence Davis  
Mary Kehoe

## **CHANNEL 17 REPRESENTATIVE**

Nancy Kaplan

*All Committee members are appointed by the President of the City Council, except as otherwise indicated.*

\*Indicates Chairperson

+The Litigation and Legal Services Oversight Committee is made up of the members of the Finance Board.



## OFFICE HOURS

City Government  
Monday-Friday  
8:00 a.m. –  
4:30 p.m.

City Government  
Website:

*www.  
ci.burlington.vt.us*

### Airport

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

### Arts

Burlington City Arts  
Memorial Auditorium  
250 Main Street  
Burlington, VT 05401  
865-7166

### Assessor

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

### Attorney

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

### Church Street Marketplace

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

### Clerk/Treasurer

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

### Code Enforcement

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

### Community & Economic Development

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

### Community Justice Center

82 South Winooski Avenue,  
2nd Fl  
Burlington, VT 05401  
865-7155

### Electric

585 Pine Street  
Burlington, VT 05401  
658-0300

### Emergency Management

136 South Winooski Avenue  
Burlington, VT 05401  
864-4554

### Fire

136 South Winooski Avenue  
Burlington, VT 05401  
864-4554

### Fletcher Free Library

235 College Street  
Burlington, VT 05401  
863-3403

### Reference Desk

865-7217

### Housing Authority

65 Main Street  
Burlington, VT 05401  
864-0538

### Human Resources

131 Church Street, 2nd Fl.  
865-7145

### Retirement

865-7097

### Job Hotline

865-7147

### Mayor

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

### Parks and Recreation

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

### Cemetery

455 North Avenue  
Burlington, VT 05401  
863-2075

### Planning and Zoning

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

### Police

1 North Avenue  
Burlington, VT 05401  
658-2704

*(For emergencies 911 or  
658-2700)*

### Public Works Department

645 Pine Street, Suite A  
Burlington, VT 05401

### Mailing Address:

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

### Water Division

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

### School District

150 Colchester Avenue  
Burlington, VT 05401  
865-5332

### Telecom

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

## REGIONAL OFFICES AND PHONE NUMBERS

### Chittenden County Transportation Authority

1 Industrial Avenue  
Burlington, VT 05401

### Mailing Address:

P. O. Box 609  
Burlington, VT 05402  
864-0211

### Chittenden Solid Waste District

1021 Redmond Road  
Williston, VT 05495  
872-8100

### Winooski Valley Park District

Ethan Allen Homestead  
Burlington, VT 05401  
863-5744





- February 24** . . . . . 5:00 p.m. deadline to register to vote in Annual City Election 2010
- March 1** . . . . . 7:30 p.m. deadline to request an early ballot for Annual City Election 2010
- March 2** . . . . . Annual City Election Day
- March 12** . . . . . 3rd quarterly property tax installment due for FY2009
- April 1** . . . . . 4:30 p.m. deadline for dog registrations
- April 5** . . . . . Organizational meeting of Burlington City Council and swearing-in of City Councilors
- June 7** . . . . . Annual Meeting of City Council (Mayoral and Commission/Board Appointments)
- June 14** . . . . . 4th and final quarterly property tax installment due for FY2009
- August 12** . . . . . 1st quarterly property tax installment due for FY2010
- November 12** . . . . . 2nd quarterly property tax installment due for FY2010

## City Holidays for the year 2010

- NEW YEARS DAY** . . . . . Friday, January 1, 2010
- MARTIN LUTHER KING** . . . . . Monday, January 18, 2010
- PRESIDENT'S DAY** . . . . . Monday, February 15, 2010
- TOWN MEETING DAY** . . . . . Tuesday, March 2, 2010
- MEMORIAL DAY** . . . . . Monday, May 31, 2010
- INDEPENDENCE DAY** . . . . . Sunday, July 4, 2010  
(Observed on Monday July 5, 2010)
- BENNINGTON BATTLE DAY** . . . . . Monday, August 16, 2010
- LABOR DAY** . . . . . Monday, September 6, 2010
- COLUMBUS DAY** . . . . . Monday, October 11, 2010
- VETERANS DAY** . . . . . Thursday, November 11, 2010
- THANKSGIVING DAY** . . . . . Thursday, November 25, 2010
- CHRISTMAS DAY** . . . . . Saturday, December 25, 2010  
(Observed on Friday, December 24, 2010)



**Ward 1****Katharine Chasan**

209 N. Prospect Street  
 Burlington 05401  
 865-3875 (h)  
 kchasan@bsdvt.org  
 Term ends 2010

**Keith Pillsbury**

25 University Terrace  
 Burlington 05401  
 862-3575 (h)  
 kpillsbury@bsdvt.org  
 Term ends 2011

**Ward 2****Sandra Flemer**

44 Booth Street  
 Burlington 05401  
 862-5853 (h)  
 sflemer@bsdvt.org  
 Term ends 2010

**Meredith Woodward King**

32 Booth Street  
 Burlington 05401  
 660-2923 (h)  
 mwking@bsdvt.org  
 Term ends 2011

**Ward 3****Jason Baker**

84 Lafountain Street  
 Burlington 05401  
 660-8239 (h)  
 jbaker@bsdvt.org  
 Term ends 2011

**Vince Brennan**

175 Park Street  
 Burlington 05401  
 864-0984 (h)  
 vbrennan@bsdvt.org  
 Term ends 2010

**Ward 4****Philip Baruth**

87 Curtis Avenue  
 Burlington 05408  
 864-46821(h)  
 pbaruth@bsdvt.org  
 Term ends 2011

**Bernie O'Rourke**

213 Pleasant Avenue  
 Burlington 05408  
 863-8847(h)  
 borourke@bsdvt.org  
 Term ends 2010

**Ward 5****Fred Lane**

12 Catherine Street  
 Burlington 05401  
 660-4918 (h)  
 flane@bsdvt.org  
 Term ends 2011

**Amy Werbel**

12 Catherine Street  
 Burlington 05401  
 660-4918 (h)  
 awerbel@bsdvt.org  
 Term ends 2010

**Ward 6****Alan Matson**

792 S. Prospect Street  
 Burlington 05401  
 860-7437 (h)  
 amatson@bsdvt.org  
 Term ends 2011

**Samuel Osborne**

442 So. Winooski Ave.  
 860-6089 (h); 233-0197 (c)  
 sosborne@bsdvt.org  
 Term ends 2010

**Ward 7****Thomas Fleury, Chair**

14 Village Green  
 Burlington 05408  
 651-0978 (h)  
 tfleury@bsdvt.org  
 Term ends 2010

**Nathan Moreau**

98 Lakeview Terrace, #2  
 Burlington 05401  
 324-6249(h)  
 nmoreau@bsdvt.org  
 Term ends 2011





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

Name	Address	Party	Ward	(H)Phone	(W)Phone	Appt	Expires
<b>*ADVISORY COMMITTEE ON ACCESSIBILITY (RESOLUTION 9/90)</b>							
Peter Carlough	64 Bilodeau Court		1	863-2249		MA	
c Marc Companion	13 Maplewood Drive			658-9152		MA	
s VACANT							
Sheila Gorski	300 Lake Street		3	658-9391		MA	
VACANT							
VACANT							
Michael Watson	130 Church Street, Suite 1			860-6203		MA	
<b>+AIRPORT COMMISSION (4 YEAR TERM) (CHARTER SECTIONS 120, 121, 276)</b>							
Peter Plumeau	33 Knoll Circle, So. Burlington			865-0270	383-0118	SB	6/30/10
s Tamara Gagne	Airport Dept.				863-2874		
Gene Richards III	168 Summit Street	I	6	658-5620	343-9909	CCM	6/30/11
Jeffrey J. Wick	15 Mount View Court	I	6	863-2870	658-3037	CCM	6/30/12
Miro Weinberger	14 Summit Street		6	863-6495	865-6991	CCM	6/30/10
Jeff Munger	523 North Street	I	1	863-4997	862-6659	CCM	6/30/13
<b>BOARD OF ASSESSORS (3 YEAR TERM) (CHARTER SECTIONS 120, 126)</b>							
Peter Schubart	33 Buell Street 4	I	3	859-0059	872-8200	CCM	3/31/11
John Vickery	1st Floor, City Hall				865-7112	CCM	3/31/11
Mary Peabody	157 Starr Farm Road		4	864-6910	598-4878	CCM	3/31/12
<b>BURLINGTON HOUSING AUTHORITY BOARD OF COMMISSIONERS (5 YEAR TERM) (24 V.S.A. 4004)</b>							
Sheila McLaughlin Gorski	300 Lake Street			658-9391		MA	1/17/08
s Paul Dettman	Housing Authority Office				864-0538, x210		
c Michael Knauer	257 Van Patten Pkwy		7	863-5429		MA	1/17/09
Constance Krosney	45 Alfred Terrace		6	658-3764		MA	1/17/11
Erin Baker	UVM-428 Waterman Building D			656-0753		MA	1/17/12
v Neil Wheelright	305 Maple Street		6	658-9284		MA	1/17/10
<b>+CEMETERY COMMISSION (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 218)</b>							
Rita Church	146 Lakewood Parkway		4	862-8051		CCM	6/30/11
Robyn Miller	10 Rose Street, Unit 2		3	497-0303	865-7469	CCM	6/30/11
Gary G. Gile	179 Crescent Beach Drive	D	4	862-9235	864-4566	CCM	6/30/10
c Jane Ewing	34 River View Drive	D	7	864-4424	363-5700	CCM	6/30/12
v Monica Lafayette	17 Rivermount Terrace	D	7	658-4442	764-6613	CCM	6/30/10
<b>CHITTENDEN COUNTY METROPOLITAN PLANNING ORGANIZATION (2 YR TERM) (23 USC 104(F)(3) &amp; 134(B)(2); 23 CFR 450.100)</b>							
Andrew Montroll	409 South Union Street	D	6	658-2478		CC	6/30/10
William Keogh (Alt.)	21 Alder Lane	D	5	862-5270		CC	6/30/10
<b>CHITTENDEN COUNTY REGIONAL PLANNING COMMISSION (2 YEAR TERM) (24 V.S.A. 4342-4343)</b>							
William N. Aswad (Rep.)	74 Ridgewood Drive	D	4	862-2067		CCM	7/31/10
Jesse Bridges	27 Poirier Place	D	7	735-1502	656-7716	CCM	7/31/10
<b>CHITTENDEN COUNTY TRANSPORTATION AUTHORITY (3 YEAR TERM) (24 V.S.A. 5107)</b>							
Bethany Whitaker	188 Loomis Street	D	1	864-3889	658-3247	CC	6/30/11
S. Chapin Spencer	58 Conger Avenue		5	864-2974	652-2453	CC	6/30/10
<b>CHITTENDEN SOLID WASTE DISTRICT BD OF COMMISSIONERS (2 YEAR TERM) CHARTER SEC. 1,2 &amp; 10, (CSWD)</b>							
Steve Goodkind	262 Ethan Allen Parkway		7	658-7977	863-9094	CC	5/31/10
Nicole Losch	DPW-Pine Street-				865-5833	CC	5/31/10

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

ABBREVIATIONS:  
 CC = Appointed by the City Council  
 CCM = Appointed by the City Council with Mayor Presiding  
 ExD = Ex-Officio Designate  
 ExO = Ex-Officio Member  
 EmA = Elected by Class A members of the City retirement system  
 EmB = Elected by Class B members of the City retirement system  
 EMP = Elected by employees of the Fletcher Free Library  
 FFL = Appointed by trustees of the Fletcher Free Library  
 MA = Appointed by the Mayor  
 NPA = Appointed by NPA with confirmation by the City Council  
 SB = Appointed by the City Council of South Burlington

I = Independent  
 R = Republican  
 D = Democrat  
 P = Progressive

Name	Address	Party	Ward	(H)Phone	(W)Phone	Appt	Expires
<b>**CHURCH ST. MKTPL. DIST. COMM. (3 YEAR TERM) (CHARTER SECTION 322)</b>							
M. Cecilia Daly	28 Overlake Park		6	864-0957	658-6665	CC	6/30/10
Daniel P. Smith	22 Linden Terrace		5	373-6625		CC	6/30/12
Joseph S. Carton	29 Greenwood Ave., Essex Jct.	R		878-5492	864-4700	CC	6/30/10
Robert Fuller	30 Creamery Road	I		453-4961	863-3759	CC	6/30/12
Lorrie Tucker	340 South Cove Road	I	5	658-3093	864-0414	CC	6/30/10
v Jeffrey R. Nick	151 Deer Run Drive	R		985-3633	876-6923	CC	6/30/10
Lara H. Allen	182 Hawley Rd., Shelburne	D		862-9450	860-2220	CC	6/30/11
Buddy Singh	33 Killarney Drive	I	4	951-5970	652-0162	CC	6/30/11
Daniel S. Latcheran	7 Hagan Drive, Essex Jct.	R		764-5935	658-2545	CC	6/30/11
<b>CONSERVATION BOARD (4 YEAR TERM) (24 V.S.A. 4502)</b>							
s Scott Gustin	Planning and Zoning Dept.				865-7189		
c Harris Roen	46 Scarff Avenue	D/P	5	861-3001	658-5815	CC	6/30/12
Matthew Moore	14 Adsit Court	D	1	864-0069	863-8424	CC	6/30/13
William Flender	169 Ferguson Avenue	I	5	540-0058	660-2555	CC	6/30/13
Rene Kaczka-Valliere	80 Austin Drive, Unit 177	G	5	864-0993	399-4306	CC	6/30/12
Scott Mapes	426 South Winooski Ave.	I	6	658-9966	864-8100	CC	6/30/13
Don Meals	84 Caroline Street		5	862-6632	862-6632	CC	6/30/10
Damon Lane	71 Peru Street, Apt. 2	P	3	355-6253		CC	6/30/13
Miles E. Waite	138 Spruce Street	D	6	860-6421	860-9400	CC	6/30/11
Jeff Severson	136 Lyman Avenue	I	5	660-8312	660-8312	CC	6/30/11
y Sophia Hladik	80 Austin Drive 221		5	399-2742			
<b>#DESIGN ADVISORY BOARD (3 YEAR TERM) (CODE, APPENDIX A, SECTION 2.3.2)</b>							
Sandra O'Flaherty	201 Park Street	I	3	373-0412	985-2530	CCM	6/30/11
Cheryl McDonough	48 Oak Street	P	2	862-0132		CCM	6/30/10
s Mary O'Neil	Planning and Zoning Dept.				865-7556		
Stephen Kredell	39 North Union Street	D	3	917-531-2333		CCM	6/30/12
Ronald Wanamaker	462 South Willard Street	I	6	865-6056	865-6056	CCM	6/30/10
Sean McKenzie	137 Mansfield Avenue	I	1	660-9088	864-4354	CCM	6/30/11
a Amy Johnston	573 South Willard Street	I		862-0629	862-0629	CCM	6/30/11
a Steven Offenhartz	437 South Union Street	D	6	865-2114	343-6754	CCM	6/30/11
<b>DEVELOPMENT REVIEW BOARD (4 YEAR TERM) (CODE APPENDIX A, SECTION 81(A))</b>							
Jonathan Stevens	44 Drew Street	I	3	658-6018	658-4141	CC	6/30/13
Kevin Worden	23 Brookes Avenue		1	658-7471	863-6225	CC	6/30/10
c Austin D. Hart	39 Cliff Street	I	6	865-9165	864-5751	CC	6/30/11
Glenn A. Jarrett	105 Robinson Parkway	I	6	863-6587	864-5743	CC	6/30/10
Eleanor Briggs Kenworthy	170 Dale Road	R	4	862-7122	879-5151	CC	6/30/11
Michael Long	55 Henry Street	I	1	863-2056	658-1570	CC	6/30/11
Brad Rabinowitz	35 Shelburne Street		5	863-3504	658-0430	CC	6/30/13
s Nic Anderson	Planning and Zoning Department				865-7188		
a Robert Schwartz	23 Appletree Point Road	D	4	658-6414	862-1463	CC	6/30/11
a Paul Henninge	313 South Winooski Ave.	P		660-8322	865-2321	CC	6/30/11
<b>+ELECTRIC LIGHT COMMISSION (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 226)</b>							
v Daniel Shearer	14 Crombie Street 2	I	2	865-0541	338-8979	CCM	6/30/11
Patti Crowley	Burlington Electric Dept.				865-7415		
Paul Hines	31 Birchwood Lane	I	4	540-0582	656-9660	CCM	6/30/12
Robert Henderdeen	83 Nottingham Lane	I	4	862-5017		CCM	6/30/10
c Bram Kranichfeld	419 North Street 2	D	1	338-1992	863-2865	CCM	6/30/11
Spencer Newman	25 Brookes Avenue	I	1	355-0699		CCM	6/30/10

+ 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.





Name	Address	Party	Ward	(H)Phone	(W)Phone	Appt	Expires
<b>FENCE VIEWERS (1 YEAR TERM) (24 V.S.A. 871)</b>							
Christopher St. Martin	108 North Union St., Apt. 2	D	2	413-539-8688		CC	6/30/10
VACANT						CC	6/30/10
VACANT						CC	6/30/10
<b>+ FIRE COMMISSION (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 196)</b>							
John T. Vincent, Jr.	84 Gosse Court	D	7	862-5608		CCM	6/30/11
s Tracy Brooks	Fire Dept.			864-4554			
vc Kevin McLaughlin	51 Clymer Street	D	6	862-7222	863-4341	CCM	6/30/11
Jacob Perkinson	56 Ledge Road	D	6	864-3529	862-0030	CCM	6/30/12
c Mark Saba	171 Crescent Road	I	6	863-3817	479-0136	CCM	6/30/10
Linda Sheehey	139 Mansfield Avenue	D	1	658-2605		CCM	6/30/10
<b>+ FIRE WARDENS (1 YEAR TERM) (CHARTER SECTION 121; ORDINANCE 13-38)</b>							
Thomas M. Costello	Burlington Fire Dept.					CCM	6/30/10
Terence J. Francis	Burlington Fire Dept.					CCM	6/30/10
Seth S. Lasker	Burlington Fire Dept.					CCM	6/30/10
Thomas Mantone	Burlington Fire Dept.					CCM	6/30/10
Scott E. Moody	Burlington Fire Dept.					CCM	6/30/10
David J. Roberts	Burlington Fire Dept.					CCM	6/30/10
Bruce E. Bourgeois	Burlington Fire Dept.					CCM	6/30/10
Peter J. Brown	Burlington Fire Dept.					CCM	6/30/10
Stephen E. Bourgeois	Burlington Fire Dept.					CCM	6/30/10
James M. Woodman	Burlington Fire Dept.					CCM	6/30/10
Thomas A. Middleton	Burlington Fire Dept.					CCM	6/30/10
<b>BOARD OF HEALTH (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 277)</b>							
s Linda Ayer	Code-Admin.				863-0442		
Jay Vos	42 Conger Avenue 6	I	5	324-8219		CCM	6/30/11
Fernand Crete	69 Saratoga Avenue	D	7	863-5696	847-4728	CCM	6/30/11
c Ian C. Galbraith	94 No. Winooski Avenue	D	2	864-4097		CCM	6/30/10
Mary D. Hart	18 Billings Court	I	7	864-9014	316-9608	CCM	6/30/10
Alan R. Sousie	32 Birch Court	R	7	373-2592	658-1573	CCM	6/30/12
<b>HOUSING BOARD OF REVIEW (5 YEAR TERM) (ORDINANCE 18-35 TO 18-69)</b>							
Suzanne Hebel	45 School Street	R	2	777-6700	657-7900	CC	6/30/11
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 Ave., Apt. 2	D	4	310-1997	310-1997	CC	6/30/13
Matthew Mahoney	182 Pine Street	I	5	578-7766	652-6117	CC	6/30/12
Susan Linnell	53 Van Patten Parkway		7	846-7881	846-7881	CC	6/30/11
<b>LIBRARY BOARD OF COMMISSIONERS (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 179)</b>							
tc Mike Schultz	UVM-411 Main Street				656-3228	FFL	6/30/10
co Rebecca Goldberg	96 Summit Street		6		862-0546	EMP	6/30/10
Deborah C. Barnum	270 South Willard Street	D	6	864-0517	862-4397	CCM	6/30/11
t Eric Lindstrom	92 Quarry Hill Road, Shelburne			862-1598		FFL	6/30/12
rs Deborah Anne Emerson	53 Ward Street	D	3	863-0535	264-3130	CCM	6/30/10
vc Doug Montgomery	111 North Prospect St.			862-1622		FFL	6/30/11
c Sarah Cohen	24 Oak Street	D	2	862-6046	651-5942	CCM	6/30/12
Peg Boyle Single	58 Case Parkway	D	1	862-4699		CCM	6/30/12
y Natalie Hill	129 Home Avenue			658-6086			
t Daniello Balon	150 Colchester Avenue				864-8494	FFL	6/30/12

# 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)).

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

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

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

Name	Address	Party	Ward	(H)Phone	(W)Phone	Appt	Expires
<b>BOARD OF MEDICAL EXAMINERS (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 179)</b>							
Tim Fitzgerald MD	1233 Shelburne Road, Suite D1					CCM	6/30/09
Frank J. Landry MD	1205 North Avenue					CCM	6/30/09
Peter Waldman, D.O.	110 Kimball Avenue, Suite 115			658-5756		CCM	6/30/09
<b>+ PARKS AND RECREATION COMMISSION (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 203)</b>							
John Ewing	34 River View Drive	D	7	864-4424		CCM	6/30/11
c Stephen Allen	64 Alder Lane	I	5	863-4248	863-6693	CCM	6/30/10
v Carolyn Pierce Hanson	118 Spruce Street	D	6	860-6638	652-0380	CCM	6/30/11
Christopher Pearson	12 Brookes Avenue	P	1	863-3933	324-0862	CCM	6/30/12
Dave Hartnett	27 Browe Court	I	4	864-7895	660-8680	CCM	6/30/10
s Joanne Putzier	Parks and Recreation Dept.				864-0124		
y Dylana Drolette	1085 Pine Street		5	862-6908			
<b>+ PLANNING COMMISSION (4 YEAR TERM) (24 VSA 4322-4323; CHAR SEC 120, 121, 126)</b>							
vc Bruce Baker	61 Saratoga Avenue		7	860-0174	652-1400	CCM	6/30/11
David Cain	201 Park Street	D	3	373-0410	769-4340	CCM	6/30/11
Wayne Senville	78A North Prospect Street	I	1	863-3713	864-9083	CCM	6/30/12
s Elsie Tillotson	Planning & Zoning				865-7188		
Ralph Montefusco	172 Woodbury Road		4	862-4085	598-5613	CCM	6/30/10
Yves Bradley	457 South Union Street	I	6	864-9063	863-8210	CCM	6/30/10
Andy Montroll	409 South Union Street	D	6	658-2478	383-0730	CCM	6/30/13
Peter L. Potts	96 Lakewood Parkway	R	4	863-4609	343-6474	CCM	6/30/13
y Max Robb	44 Strong Street		3	658-5377			
<b>+ POLICE COMMISSION (3 YEAR TERM) (CHARTER SECTIONS 120, 121, 126, 183)</b>							
Ellie Blais	25 Woods Street	I	7	658-3786	864-4575	CCM	6/30/10
William Bryant	61 Ferguson Avenue	I	5	660-8173	453-2486	CCM	6/30/11
c Jerome F. O'Neill	18 Harbor Watch Road	D	5	865-2336	865-4700	CCM	6/30/12
Sarah Kenney	10 Ward Street	P	3	859-0064	310-7220	CCM	6/30/11
Ted Wimpey	10 Charles Street	P	2	862-2469	660-3456	CCM	6/30/10
<b>+ PUBLIC WORKS COMMISSION (3 YEAR TERM) (CHARTER SECTION 48LXIII)</b>							
c Robert P. Alberry	41 Killarney Drive	D	4	863-5452		CCM	6/30/12
Jared Wood	64 Henry Street	D	1	862-7387		CCM	6/30/12
Marc Sherman	391 Ethan Allen Parkway	I/D	7	598-1185	860-0190	CCM	6/30/12
John Ackerson	243 Austin Drive	R	5	862-7830	879-8733	CCM	6/30/10
Donal Dugan	96 Ferguson Avenue	D	5	660-9954	660-9954	CCM	6/30/11
s Charlene/Valerie	DPW-Admin/Eng				863-9094		
Margaret Gundersen	376 Appletree Point Road	D	4	865-6253	865-9955	CCM	6/30/10
Roger Marshall	161 Austin Drive 9	D	5	862-3186		CCM	6/30/11
<b>RETIREMENT BOARD (3 YEAR TERM) (ORDINANCES 24-47, 24-48, 24-50)</b>							
Munir Kasti	585 Pine Street			238-9631	865-7321	EmB	6/30/12
s Marina Collins	Retirement Office				865-7097		
Donald Horenstein	508 Wake Robin Drive	D			985-2992	CCM	6/30/11
Jonathan Leopold	Clerk/Treasurer's Office				865-7019	ExO	
Robert Hooper	3 Grey Meadow Drive	D	4	862-0708	951-0029	CCM	6/30/10
v Thomas Middleton	BFD, 132 North Avenue				864-5577	EmA	6/30/10
Cpl. Ray Nails	BPD, 1 North Avenue				658-2704	EmA	6/30/12
Paul Paquette	951 Sunset Hill Road					EmB	6/30/10
c James T. Strouse	155 Killarney Drive	R	4	864-4646	652-6167	CCM	6/30/12





Name	Address	Party	Ward	(H)Phone	(W)Phone	Appt	Expires
<b>BOARD OF TAX APPEALS (3 YEAR TERM) (CHARTER SECTION 91, 2 REAL ESTATE PROF.)</b>							
William J. Dodge	169 Prospect Parkway	D	6	860-6842	846-8395	CCM	6/30/12
Connie Krosney	45 Alfred Terrace	P	6	658-3764	658-3764	CCM	6/30/10
Amy Mason	80 Austin Drive 43	I	5	999-3717		CCM	6/30/11
Thomas Derenthal	32 Nash Place	I	1	865-6246	999-5572	CCM	6/30/11
s Lori Olberg	Clerk /Treasurer's Office				865-7136		
William Mason (Chip)	33 Scarff Avenue	I	5	660-2822	658-0220	CCM	6/30/12
Marc Monheimer	9 Southwind Drive	D	5	863-1959	863-1959	CCM	6/30/10
Ross A. Feldmann	62 Southwind Drive	I	5	922-3234	658-0220	CCM	6/30/11

**TELECOMMUNICATIONS ADVISORY COMMITTEE (3 YEAR TERM)  
(RESOLUTION 8.01, 10/12/04; RESOLUTION 6.02, 5/23/05)**

David Pocius	216 North Street	I	2	236-3986	658-2311	CC	6/30/11
Thomas Beal Hyde	160 Deforest Road	D	6	863-4276	999-2329	CC	6/30/12
Timothy George	Brandywine Street	I	7	862-5091	383-1328	CC	6/30/11
Jan Schultz	17 Bayview Street		6	862-9569		CC	6/30/10
Steve McIntyre	36 Plattsburg Avenue	D	7	598-4218		CC	6/30/10
Geoffrey Wyman	57 Blodgett Street	I	3	881-1789	862-3966	CC	6/30/12
Peter Jewett	86 Dodds Court	D	4	578-6492		CC	6/30/11

**TOWN SERVICE OFFICER (1 YEAR TERM) (APPOINTED BY COMMUNICATION TO CICO)**

M. Jean Erno	30 Hayward Street	I	5	863-1060		CC	4/15/10
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**@BOARD FOR REGISTRATION OF VOTERS (5 YEAR TERM) (CHARTER SECTION 43)**

Elisabeth Mickenberg	10 Nash Place	I	1	658-6250	865-6133	CCM	6/30/10
Christina McCaffrey	89 Ledge Road	R	6	862-3133		CCM	6/30/11
Katherine Miles	407 Northgate Apts.	D	4	861-2919	656-3413	CCM	6/30/14
Lainey Rappaport	230 St. Paul St. 1101	D	6	660-4817	233-4395	CCM	6/30/12
Beth McDermott	131 Main Street 205	D	3	658-9158	443-5787	CCM	6/30/13
Michelle Lefkowitz	71 Park Street	P	3	864-7306	864-0218	CCM	6/30/11
Martha Gile	179 Crescent Beach Drive	D	4	862-9235	864-0123	CCM	6/30/10
Lori Preston	13 Lakeview Terrace	D	7	410-279-2590		CCM	6/30/12
s Margaret Poirier	Clerk Treasurer's Office				865-7137		
Joanna Cole	108 Rivers Edge Drive	D	7	660-7175		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		5	862-3186		CC	6/30/12
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# Regularly Scheduled Commission Meetings

## **Airport Commission**

Monthly at 4:00 p.m., for dates call 863-2874  
Burlington International Airport  
Staff: Tamara Gagne (863-2874)

## **Cemetery Commission**

3rd Tuesday every other month, 4:30p.m.  
Lakeview Cemetery, 455 North Avenue  
Staff: Joanne Putzier (865-0123)

## **Conservation Board**

1st Monday, 5:30p.m.  
Planning and Zoning Conference Room,  
City Hall  
Staff: Scott Gustin (865-7189)

## **Design Advisory Board**

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

## **Development Review Board**

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

## **Electric Commission**

2nd Wednesday, 5:30p.m.  
Burlington Electric, 585 Pine St.  
Staff: Patti Crowley (865-7145)

## **Fire Commission**

Tuesdays, 8:00a.m.  
Chief O'Neil's Office  
Central Fire Station, 136 S. Winooski Avenue  
Staff: Tracy Brooks (864-4554)

## **Board of Health**

Monthly from 5:00-7:00p.m.  
DPW Conference Room, Contois,  
Heineberg Center  
Staff: Linda Ayer (863-6247)

## **Housing Authority**

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

## **Library Board**

2nd Thursday, 5:00p.m.  
Local History Room, Fletcher Free Library  
Staff: Amber Collins (864-7214)

## **Parks Commission**

3rd Tuesday, 5:00p.m.  
645 Pine Street,  
Staff: Joanne Putzier (865-0123)

## **Planning Commission**

2nd and 4th Tuesdays, 6:30p.m.  
Conference Room 12/Contois, City Hall  
Staff: Elsie Tillotson (865-7188)

## **Police Commission**

Monthly, for dates call 5401207  
Burlington Police Department,  
1 North Avenue  
Staff: Greta Dumas (540-2107)

## **Public Works Commission**

2nd Wednesday, 6:15p.m.  
645 Pine Street  
Staff: Charlene Orton (865-9094)

## **Retirement Board**

3rd or 4th Thursday, 8:30a.m.  
Conference Room 12, City Hall  
Marina Collins (865-7097)

## **Voter Registration Board**

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

## **Board of Tax Appeals**

Wednesday, 5:30 p.m.  
Staff: Lori Olberg (865-7136)

## **Burlington Telecommunications Advisory Committee**

4th Tuesday, 4:00p.m.  
Burlington Telecom, 200 Church Street  
Staff: Amber Thibault (846-5031)

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

4th Wednesday, 5:00p.m.  
15 Industrial Parkway  
Call 802-864-2282





**L**aunched in 1999 as a community planning initiative to guide Burlington's future, the Legacy Project gathered ideas from more than a thousand city residents, creating a comprehensive action plan for the economic, environmental, and social health of the city. Legacy connects diverse initiatives, identifies key priorities, raises awareness on sustainability, and creates a comprehensive plan to guide the economic, environmental, and social health of Burlington for years to come. Wanda Hines and Jennifer Green serve as Legacy's co-directors.

Community stakeholders, including the United Way, the University of Vermont (UVM), Fletcher Allen Health Care (FAHC), Burlington Business Association (BBA), the Burlington School District, Champlain College, Lake Champlain Regional Chamber of Commerce, Main Street Landing, RU12? Community Center, other organizations and City Departments are represented on the Legacy Steering Committee.

Highlights of the past year include:

## **A Vibrant Urban Community**

Thanks in part to the work of two Legacy partners – the Chamber and BBA – Burlington continues to win accolades, including ranked #1 by Children's Health Magazine as the best place to raise a family and picked by National Geographic Adventure as one of the nation's top cities to live and play.

Much of Burlington's downtown's current economic vitality and vibrancy can be attributed to the work of the United Way. Downtown businesses point to the Street Outreach Program, a major focus of the United Way, as central to these efforts.

Steering Committee Member Melinda Moulton and her company Main Street Landing continue to receive accolades for environmentally responsible building practices and promoting a vibrant urban core.

## **Economic Security**

The United Way continues to forward the "Working Bridges Project" in partnership with the CASH Coalition of Chittenden County and several local employers. This work includes an innovative employee benefit practices to assist low-wage workers.

FAHC, in partnership with Champlain Initiative, Sisters of Providence and Catholic Charities of Vermont, co-sponsored a Bridges Out of Poverty training for 170 community members. Working with the Vermont Refugee Resettlement Program, FAHC and the Vermont Children's Hospital established a refugee clinic which serves approximately 600 children every year.

## **Equity**

The Burlington School Board passed a Commitment to Diversity policy and continues to work with the administration and parents on a strategic plan to recruit and maintain a diverse school-based workforce. The District's Diversity & Equity Office presented the Cultural Diversity Series, a collection of educational presentations from our culturally rich community.

The United Way formed a new NextGen Advisory Committee. Composed of young Chittenden County business leaders, this group is part of a one-year initiative to help United Way align more effectively with younger members of the community.

## **Economic Strength and Self-Reliance**

BED continued to offer staff the opportunity to become a qualified electric utility line-worker while receiving a degree in electrical technology. BED also played a leading role in the passage of statewide legislation allowing Vermont communities to establish "clean energy assessment districts" to incent home and business energy efficiency and renewable energy projects.

FAHC continues to offer its Summer Enrichment Program, for children ages 1 to 18. This free program incorporates nutrition, health, education, mentoring, job skills training, and other activities over a 9-week period. FAHC also welcomed dozens of "Junior Volunteers" to its facility over summer 2009, offering Burlington youth important skills and training for those interested in exploring the medical and health professions.

**Transportation**

With support from UVM, Champlain College, the City and others, non-profit Car Share Vermont, offering a unique alternative to car ownership, completed a successful first year of operation, enrolling more than 450 members including residents, local businesses and over 100 students.

The Campus Area Transportation Authority and Legacy stakeholders FAHC, UVM, and Champlain College received the national Best Workplaces for Commuters designation – a mark of excellence for environmentally and employee-friendly companies with commuter benefits programs and services in place, such as free or low cost bus passes and vanpool fares and strong telecommuting programs.

AARP Vermont and the Snelling Center are engaged in a statewide collaborative for the development of a robust public transportation system in Vermont. An action planning forum in Montpelier on June 3 brought together transportation providers, health and human service providers, legislators, business leaders, community and regional planners, and advocates for smart growth.

**Our Schools**

The Burlington School District along with community partners and families successfully launched two new major initiatives: the Sustainability Academy at Lawrence Barnes and

the Integrated Arts Academy at H.O Wheeler. Located in Burlington's Old North End, Vermont's first magnet schools have attracted a diverse student body from within Burlington and beyond. At the Sustainability Academy, the theme of "sustainability" is applied to all aspects from classroom learning to campus practices. At the Integrated Arts Academy, educators are "inspiring young minds by nurturing the imagination and engaging the whole child to achieve academic excellence through the arts."

Burlington Schools Foods Project, a joint effort between the Burlington Schools, Shelburne Farms and the Sustainable Schools Project, VT FEED, Healthy City, and Legacy continued to expand its support of local food systems and healthy local food in school cafeterias. During this past 2009 harvest season, the food service purchased 15,000 pounds of local food for the school meals of 3,800 students.

**Civic and Community Engagement**

Legacy, in conjunction with the Center for Community and Neighborhoods, involved hundreds of people through a variety of outreach activities and community events, including the Neighborhood Night of Success, Green Up! Day events and activities, and Martin Luther King Day.

A key goal of the Legacy vision is empowering youth to participate in decisions that affect their city and neighborhoods. Legacy continues to implement the Youth on Boards program to connect Burlington teens 15-17 years old to serve on City of Burlington boards and commissions.

AARP and the City of Burlington continued to move forward on the Burlington Livable Community Project, a ten-year initiative for identifying and addressing resource needs as its residents grow older.

**Environmental Health**

Legacy worked with a diverse stakeholder group to update the no-idling ordinance. Written with an eye towards public health and air quality issues, the new ordinance reduces the amount of allowable idling time from 5 to 3 minutes and eliminates the seasonal exemption.

Legacy continues to work with the Department of Planning and Zoning and Legacy stakeholders on the City's Climate Action





Plan. Champlain College and UVM have conducted their own greenhouse gas inventories and are working with the City to reach the emissions reduction target of 20% below 2007 levels by 2020. Legacy is also coordinating various projects through the new federal Energy Efficiency and Conservation Block Grant (EECBG) Program to help Burlington achieve its target goal.

Legacy continues to coordinate the Mayor's Burlington Sustainability Action Team, composed of representatives from each city department, and charged with guiding energy efficiency and waste reduction efforts in Government operations. Activities included a waste reduction pilot in City Hall and implementation of the new Environmentally Preferred Purchasing Policy.

Legacy continues its involvement in the Burlington Food Council, a coordinating body for community members and organizations concerned with local food production, nutrition, and the health of children and their families. FAHC continues to receive national accolades for its purchase and use of local food.

### Social Equity Investment Project

The Social Equity Investment Project (SEIP) is a Legacy Project program and social development resource created to address equity issues. The SEIP recognizes that cultivating leadership from all cultural and ethnic backgrounds in the community will bring more opportunities to City government, as well as improve quality of life for all Burlington residents.

In March, the SEIP received the national 2nd place 2009 City Cultural Diversity Award in Washington, D.C. for creating an effective program designed to improve and promote cultural diversity through a collaborative process with city officials, community leaders and residents. The SEIP model has been placed in the National League of Cities database for national best practices.

The SEIP hosted the "1st Annual Diversity Community Dinner" at City Hall. *The event celebrated "our diversity is our strength when we work together toward a common goal" and "we can accomplish our goals by bringing together individuals of diverse backgrounds to promote understanding, increase positive interactions, and build support and respect for our different talents."*



The overall economy caught up with the airport in the last fiscal year in a number of ways. Our increases in passenger traffic that we reported last year have dropped off and the airlines are cutting capacity nationwide in order to respond to less demand and lack of profitability. Our capacity, measured by number of departures and seats available was down at the end of the fiscal year by about 5% while number of passengers was up about 3%. Although these numbers are not robust, they do compare well to other regional airports and reflect lower hub airport capacity. As in the year before, Canadians are supplying the passengers that keep our business relatively strong.

We are continuing with a number of airport improvements including a project to expand the parking garage. The scope of the

project is being reviewed to reflect business trends but we still have a parking shortage and need to build more capacity. Voters should look for another bond initiative from the airport in March of 2010 and should keep in mind that any proposal will be covered by parking revenues (our largest revenue source) and will not affect the property tax rate.

Another airport improvement is a \$12 million dollar project to improve aprons and taxiways leading to our business park development at the south end of the airport. We plan to become the premier aviation service center in the northeast and will have infrastructure ready when the economy fully recovers so that our existing tenants, such as FedEx, Pratt & Whitney, Heritage and Atlantic Aviation can continue to grow, and we can welcome new tenants. Our plans to build an aviation technical education center will have many benefits. Complete build out as planned could add as many as 850 jobs on and off the airport property.

We would like to thank the people of Burlington, our customers from around the region, Mayor Bob Kiss and the City Council for their continued support of the airport. We will work hard over the next year to maintain and improve our facility and air service so that all our customers can have safe and efficient travel options.



**Brian R. Searles**  
*Director of Aviation*





**B**urlington City Arts (BCA) offers a rich palette of cultural experiences for a broad audience in locations throughout the City. Through a wide spectrum of accessible educational opportunities for all ages, thought-provoking exhibitions, and community-wide events, Burlington City Arts enriches the artistic life of our region and brings people together—to celebrate, reflect, and respond to the world.

BCA fundraises between 80% and 85% of its operating budget and functions like a non-profit organization. This structure affords flexibility for collaboration with other city departments and an intimate relationship between arts and economic growth, while also encouraging voluntary financial support from residents of outlying towns who benefit from the cultural services BCA promotes. With an annual budget of \$1 million and a staff of 20, BCA runs the Firehouse Gallery and a number of education programs within the Firehouse Center for the Visual Arts, in our studios at Memorial Auditorium, and in several community-based sites including at Fletcher Allen Health Care and Head Start classrooms.

## Events

In one of its most ambitious undertakings to date, BCA brought together the entire City and much of the state to stage a 13-day International Waterfront Festival celebrating the 400th anniversary of Samuel de Champlain's expedition into the lake that today bears his name. The festival attracted more than 100,000 people and included artists, diplomats, and cultural activists from Québec, France, and the Abenaki, Mohawk, Iroquois, and Huron

nations. It showcased more than 100 Champlain-themed theater performances, concerts, food events, film screenings, a performance parade, and a dance spectacular, "From the New World," featuring 60 Vermont, Québec, and Native dancers. Despite a rain-soaked afternoon, the July 11th parade unfolded with spirit and committed spectators lining the street while cheering more than a thousand performers.

The Dance Dance Marathon proved a successful formula for an engaging community fundraiser in City Hall Park. JazzLab, a contemporary and multi-disciplinary commission during the Discover Jazz Festival visually projected the creative process through a genre that many find difficult to understand. Vermont Free Jazz Artist Arthur Brooks was the featured lead artist in this year's program. The Battery Park Summer Concert Series is a



**Doreen Kraft**  
*Director*



seasonal Burlington favorite, providing performances of up and coming national acts as well as the best in Vermont music free to the public. This year's highlight featured Movement of The People, an all Vermont Tribute to the music of the Late Nigerian Activist and composer, Fela Kuti. Festival of Fools, a buskers' festival in its second year, made a splash on Church Street. Children and adults watched in awe of the Circus Arts, both overhead and on the ground. Traffic on Church Street was record breaking and audiences were generous and grateful for the world-class talent and transformation of Church Street.



### Exhibitions and Education

In the past 4 years, attendance numbers at the Firehouse Gallery have increased by 80%. This is a testament to the quality of exhibitions, but also to the growing audience for contemporary art and an increased interest in the range of issues contemporary artists help us to explore. In addition to the Firehouse Gallery, BCA also curates exhibitions and sells work for artists throughout the greater Burlington area.

Our Gallery Education Program, See Think Do, brought 750 young people through the gallery for in-depth, engaged discussion and creation of artwork. Using the current exhibition as a springboard, we ask students to look carefully at works of art, talk about what they observe, back up their ideas with evidence, and discuss multiple interpretations. As the program evolves, we continue to seek new avenues for meaningful engagement with all age groups.

BCA has become the largest non-accredited provider of fine art classes, workshops, and discussion groups in the state. These classes are often an individual's first experiences with the creative process and are vital in laying the groundwork for future explorations in the arts. A total of 1769 students enrolled in everything from Advanced Figure Drawing to Digital Camera Basics, and almost 3500 students participated including drop-in sessions and camps.

Early Arts, Mentor Arts and Art From the Heart continued to make the arts all-inclusive by integrating the creative process into a social mission. Early Arts was further expanded this year into visits at the Firehouse Gallery in addition to weekly arts in the classroom. Mentor Arts has consistently supported between 12 and 15 pairs per year for the past three years, providing trainings, activity ideas, and time in BCA studio facilities.





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. The purpose of having equitable values for each property is to create a fair distribution of the tax burden. Property assessed values are derived from the Computer Assisted Mass Appraisal (CAMA) system, which is a systematic approach. Utilization of the CAMA system has improved equity among property values. All property values are listed in the annual Grand List Book which is the basis of the City's annual property tax levy.

The Assessor's Office staff is comprised of a full time Associate Assessor, Deputy Assessor, City Assessor and a seasonal temporary Clerk. Staff administers the assessed values of 10,344 taxable real estate properties, 782 business personal properties and 445 non-taxed properties.

The Assessor's Office conducts several primary functions. These functions are conducted for the purpose of creating property values which are fair and equitable. Some of the primary functions are listed below.

1. Review properties which have changed from recent construction improvements;
2. Conduct field reviews of property data;
3. Run CAMA system reports that check for data errors and system errors;
4. Conduct "Sales Equity Studies" to determine the relationship of assessed values to market values; and
5. Hold property grievance appeal hearings as a process of review.

Each year the Assessor's Office reviews changes to properties and determines what if any effect these changes have upon the property's fair market value. Our office reviews permits from the Public Works Department and Zoning Department. As a result of the reviews there were 542 real estate assessment changes. In addition, the Assessor's Office saw the need for greater equity among some neighborhoods that appeared to be unfairly assessed because values were determined too high or too low. This adjustment for equity purposes resulted in 324 real estate assessment changes. All of the 782 business personal properties were notified of a change in value per State law. Overall the total value of the Grand List grew \$33,818,194.

The Assessor's Office monitors the local and regional real estate market. Fair market real estate sales are measured against the assessed values to understand the uniformity of tax equity among different classes of property and equity among different neighborhoods. Burlington had approximately 373 fair market transactions this past year of which 158 were single family homes. Housing sale activity is down approximately 28% from the previous year. However, 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.

The Board of Assessors held 181 property appeal hearings between May 20 and May 27. The results of the appeals were: 53 properties received no change of value and were therefore denied, 59 properties received some adjustment in value, and 35 owners were granted adjustments as requested. As a result of the Board of Assessors' decisions 48 property appeal requests were made to the Board of Tax Appeals.

The Assessor's Office prides itself on being open and accessible. This information is the public's data. Applicable assessment information of every real estate parcel is on line at [www.ci.burlington.vt.us/assessor](http://www.ci.burlington.vt.us/assessor). Our website contains useful information on the many functions of the Assessor's Office. In our office the public has access to two computers with all the property data, several years of sales, a printed Grand List Tax Book, parcel maps, and friendly service from a knowledgeable staff.



**John Vickery**  
City Assessor



The following are selected cases and highlighted issues from the last year:

### **Burial of Utility Lines on North Street and Riverside Avenue**

As part of substantial street reconstruction projects on North Street and Riverside Avenue, the City required, pursuant to ordinance, that all utility lines on these streets be relocated underground. The City asked BED, Adelphia, Verizon and Burlington Telecom as the affected utilities to pay their share (after federal and state contributions) of the relocation costs. BED, with Public Service Board approval, and BT agreed to pay their share of the cost. Verizon and Adelphia refused to pay. The City filed complaints in Chittenden Superior Court against Verizon and Adelphia. The Superior Court issued a decision in favor of the City, holding that Verizon must bear its portion of the cost. Verizon (now Fairpoint Communications) appealed to the Vermont Supreme Court. On May 29, 2009, the Vermont Supreme Court issued a decision in the City's favor in City of Burlington v. Fairpoint Communications, Inc., holding that the City Charter and undergrounding ordinance give the City power to impose relocation costs on the utility. The City subsequently received payment from Fairpoint in the amount of \$345,805.64 to cover their share of the undergrounding costs. The City and Adelphia negotiated a settlement whereby Adelphia paid the City \$575,000 to cover its share of the undergrounding costs for North St and Riverside Ave., thereby concluding this litigation.

### **The Moran Center at Waterfront Park**

The City's plan is to redevelop the Moran Plant and site to include an indoor ice and rock climbing facility, a children's museum, outdoor ice skating rink, splash water park, public park, café and restaurant, and retention of the Sailing Center. The project work plan also results in significant improvements at and near the site, including upgrades to the bike path, road surfaces, and pedestrian walkways. On October 28, 2008, Memorandums of Understanding were executed with the three proposed tenants for the Moran redevelopment project, Ice Factor, the Community Sailing Center and the Green Mountain Children's Museum. Subsequently, the

Children's Museum decided to withdraw from the project and new tenants are currently being considered. In the past year there has been extensive design work, estimation of costs and identification of several sources of funds and financing alternatives. As that work progresses, negotiations continue regarding development agreements with the tenants.

### **Burlington Telecom**

Burlington Telecom is involved in a proceeding before the Public Service Board seeking relief from two conditions of its Certificate of Public Good. BT is requesting an extension of the Condition 17 deadline to complete the build-out of the system due to challenging installation conditions and private property issues. BT is also requesting relief from the Condition 60 limitation requiring reimbursement of the City's pooled cash management system within 60 days. A lawsuit has also been filed in Chittenden Superior Court regarding use of the pooled cash. These issues have also received much attention from the City Council and the public. The City Attorney's Office is providing legal support to various City Council Committees, including the Ad Hoc Committee on BT Governance and the BT Blue Ribbon Committee as they consider alternatives for the future of Burlington Telecom.

### **Property Dispute Adjacent to Arthur Park**

The civil action Morton Bostock & Kathryn Bostock v. City of Burlington filed in 2003 is a property dispute regarding ownership and use of property abutting the City's Arthur Park property on North Ave. In a recent decision by the Chittenden Superior Court, claims of trespass, nuisance, and breach of duty to provide lateral support were dismissed along with one of the initial claims of easement by necessity pursuant to motions by the City for summary judgment. The City will vigorously defend the remaining claims of irrevocable license/equitable estoppel, adverse possession and easement by prescription. We are hopeful that this matter will be resolved by the close of 2010.

### **Public Records Litigation Relating to Disciplinary Proceedings**

After the investigation and discipline of a Parks employee, another City employee requested all the records relating to the disciplinary proceeding. Consistent with its policy



**Kenneth A. Schatz**  
City Attorney  
and  
Corporation  
Counsel



that such information is confidential, the City denied the records request. An appeal was filed and in William Rasch v. City of Burlington, the Chittenden Superior Court held that such information was not necessarily confidential, instead there must be a balancing analysis of the public interest and the right to privacy. Applying that analysis, the Court ordered the public release of most of the investigation and disciplinary records, with some records withheld or redacted.

### **Condominium Conversion Ordinance**

The City's condominium conversion ordinance provides protections for tenants, including notice and opportunity to purchase their units. The Ordinance also imposes a condominium conversion fee to be paid to the City's Housing Trust Fund for the development of affordable housing. In Lankin v. City of Burlington, the owner of a building converted to condominiums has filed a lawsuit in Chittenden Superior Court contesting the City's authority to collect condominium conversion fees. Motions for Summary Judgment have been filed by both parties and we are awaiting the decision of the Court.

### **Establishment of a Clean Energy Assessment District**

Establishment of a Clean Energy Assessment District in Burlington would allow property owners to access funds to finance the installation of energy efficiency and renewable energy improvements and repay the financing through an assessment on their property tax bill.

BED and the City Attorney's Office last year worked closely with the Vermont Energy Investment Corporation (VEIC) and a host of other entities to develop and promote the enabling legislation required to make the Clean Energy Assessment District concept possible; this was ultimately passed into law by the 2009 Legislature within Act 45. The City Council has approved a ballot question for the March 2, 2010 Annual City Meeting to establish such a district in Burlington, to enable a program called "POWER" (Property Owners Win with Efficiency and Renewables) to be implemented by the Burlington Electric Department.

### **Undergrounding Waterfront Utility Lines**

On November 23, 2009, the Vermont Public Service Board (PSB) issued a certificate of public good to Vermont Electric Power Company, Inc. and Green Mountain Power Corporation (GMP) for the so-called Gorge Area Reinforcement (GAR) project. The GAR project is the second phase of a three-phase, 20-year plan for addressing electric transmission reliability problems in the City of Burlington and northern Chittenden County. The first phase of the project is the so-called East Avenue Loop project approved by the PSB in 2008 and presently under construction, which addresses reliability problems in Burlington.

Of particular note for the City is that the GAR project will allow for removal of GMP's sub-transmission lines along the Burlington Waterfront. Construction of the GAR project presently is expected to be completed by 2011. If all proceeds as planned, GMP's Waterfront lines will be removed upon completion of the GAR project.

### **Ordinances**

The City Council adopted ordinances involving the comprehensive revision of the City's fire ordinances, a major upgrade to the City's lead paint poisoning prevention housing code and significant changes to the Vacant Building Ordinance. The City Council also adopted ordinances providing for a pilot program for municipal civil offenses for disorderly conduct, unlawful mischief and unlawful trespass, with sanctions including both fines and a restorative justice program.

### **Emergency Operations Plan**

The City Council approved a new Emergency Operations Plan for the City. The City Attorney's Office worked closely with the Fire Department and the Code Enforcement Office to draft this plan.

### **Acknowledgements**

I would like to thank Mayor Kiss, Assistant to the Mayor Joe Reinert, the City Council, the various City Commissions and Department Heads, Assistant City Attorneys, Eugene Bergman, Nikki Fuller, Richard Haesler, Kimberlee Sturtevant, our paralegal, Lisa Jones, our Executive Secretary Linda Blanchard, Joseph E. McNeil and all McNeil, Leddy & Sheahan attorneys and staff for their cooperation and assistance during the past year.

During FY09, Church Street was bolstered by the presence of Quebec shoppers and diners! While we are grateful for our locals and tourists, Quebecers helped make the difference for many of our business owners.

## Farewells and Welcomes

We said our farewells to Olympia Sports (20 Church); J. Lemay (23 Church) and Smoke-jacks (156 Church). Boloco (92 Church St.) replaced Quiznos and Asiana Noodle House (88 Church) replaced Baja Jack's. Urban Outfitters moved to the top block (in space vacated by Adrianas); Ecco Clothes for Women took Urban Outfitters' old space. Happy Trails assumed half of that vacated space. Tradewinds departed Burlington Town Center for 110 Church (formerly Sprout Parenting).



**Ron Redmond**  
*Executive Director*



## Marketplace Alleyway

In FY09, we focused our attention on the Marketplace Alleyway, between the Marketplace and the Marketplace Garage. With landscape design led by Terry Krinsky, engineering led by Charlie Swanson, Hoyle Tanner Associates, construction contracting led by Mark Sammut and Tim Crowley of Wright & Morrissey, Inc., and project management from Daniel Gregoire, Stantec and Carol Weston of Department of Public Works, the alleyway has been transformed into a true gateway to the Marketplace.

## Big Joe Burrell Statue

Our thanks to Toni Trombley, a Burlington-based realtor with Lang McLaughry Spera who has led the fundraising efforts to complete the bronze sculpture of local Jazz icon Big Joe Burrell. The mold created by Shelburne sculptor Chris Sharp was completed and sent to the foundry. In summer, 2010, it will be placed in front of Halvorson's Upstreet Café.

## Lois Bodoky Recognized

Former Church Street cart vendor and Marketplace Commissioner Lois Bodoky was recognized for 28 years of loyal service as a Church Street Cart vendor (1977-2005) with a plaque to be placed at 50 Church (Homeport). For more than a quarter-century, Lois Bodoky served up hot dogs and hospitality on Church Street. Though the landscape and businesses changed, Lois remained a pillar of stability – open rain or shine, always smiling, and full of friendly conversation. She was a city icon and a genuine Good Samaritan, showing respect and kindness to all people, from governors to the homeless. Her elegance, compassion, timeless bouffant, and cats-eye glasses have left an indelible memory on this street and in the hearts of those who met her.

## The Shape of Dining and Retail

Downtowns across the US are feeling the effects of the recession. We are faring much better than most, and that's due to the collective efforts of the public and private sectors over the past thirty years to create a downtown where people can live, work, shop, dine and recreate. Our work is never done, and there is still more to accomplish. More than 30% of all dining in Chittenden County occurs in the twenty square blocks of our Downtown District. The "Downtown District" (from the Waterfront to South Winooski Avenue and from Pearl to Main Streets) boasts over 80 eating and drinking establishments. Downtown retail faces some tougher challenges. Downtown's retail sales are trending downward versus retail sales in Williston and South Burlington. We must continue to nurture and strengthen our existing retail base, if we are to maintain a downtown with a diversity of offering. One of the biggest concerns we hear from store owners and shoppers is access to adequate parking inventory.





### Reducing Over-Service and Under-Age Drinking

We partnered with the State of Vermont's Department of Liquor Control, Cabaret Association of Burlington and Burlington Police Department to bring First Class Liquor License training to downtown Burlington, once each month in 2009.

The Marketplace office will continue focusing on generating foot traffic, encouraging retailers to strengthen their web presence and use of social networking technology and improving customer service. In the Spring, we launched a five part training and education series (co-sponsored by the *Burlington Free Press*, Merchants Bank, and Courtyard Marriott) to provide support in the areas of marketing, social networking, customer service, tax strategies, inventory management and public relations. The Marketplace will continue to be an advocate with other key stakeholders (the public, private and non-profit sectors) for a safe, clean and fun Marketplace and downtown.



*Mayor Kiss at Lois Bodoky's recognition*



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. We coordinate the preparation of the Mayor's annual budget and maintain budget control.

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

### General Fund Finances Continue to Improve

This past fiscal year, the nation experienced the worst recession and financial crisis since the Great Depression. Many states and municipalities were adversely affected by the recession and were required to cut budgets and reduce critical personnel such as police and

fire staff. Fortunately, Burlington has not experienced the financial distress of other state and local governments.

The finances of the City remain sound and continued to improve in Fiscal Year 2009. The improvement in General Fund finances included an increase in the Fund Balance to an historic high level projected to be more than \$8.8 million. Similarly, the "Undesignated Funds" of the Fund Balance are projected to increase from \$4.3 million to over \$4.56 million. The Undesignated Funds represent the City's emergency reserves or "rainy day" fund to meet unforeseen contingencies. The current level of the Undesignated Funds as of 6/30/09 represents 9% of operating expenses which is a prudent level consistent with sound financial management.

The rate of growth in City expenses continues to moderate consistent with the City Council's goals established in 2006. General Fund operating expenditures for FY 2009 increased less than 2% over FY 2008. The FY 2009 budget continued the trend to moderate the growth in General Fund personnel and personnel related expenditures. Revenues and expenditures were consistent with the budget proposed by Mayor Kiss and adopted



**Jonathan P.A. Leopold, Jr.**  
Chief  
Administrative  
Officer





by the City Council in June, 2008. General Fund expenditures for Capital Improvements more than doubled from \$2.46m in FY 2008 to \$5.49m in FY 2009. The increase reflected the new repaving program to upgrade streets.

The municipal tax rate for FY 2009 remained level with a total non-school rate of 67 cents per hundred dollars of assessed value. General Fund revenues of more than \$53 million, inclusive of \$4 million in capital improvements bond proceeds, exceeded conservative budget estimates. General Fund Expenditures for FY 2009 were generally consistent with the budget.

The City's efforts to moderate expenses in workers compensation, general liability and health insurances continue to be successful. In prior years, the rate of growth of expenditures for these insurances significantly exceeded the rate of inflation. This was a major factor in the high rate of growth in City expenditures and the current moderation in the growth rate. The moderation of these expenditures reflects strong risk management and employee wellness programs and competitively bidding these programs for the first time in FY 2007.

### **Funding Street Repaving and Parks Improvements**

On November 4, 2008, Burlington voters approved three ballot items to provide funding for street repaving and ongoing capital improvements for City parks. The funding for a significant increase in the City street repaving program included authorization for a \$5.5 million dollar general obligation bond and an increase in \$.02 in the municipal tax rate item for street repaving. This financial plan for significantly improving the City streets was based on an analysis and recommendations developed over the previous two years to create a long term plan to improve and maintain City streets. The third ballot item approved by voters provided for a \$.01 cent increase in the municipal tax rate to provide annual funding for capital improvements to City parks and facilities managed by the Parks and Recreation Department.

### **Burlington Employees Retirement Fund**

The recession and financial crisis this past year caused a significant downturn in investments. As a consequence, the assets of the Employee's Retirement System experienced a loss of approximately 30%. The actuarial report for the year ending June 30, 2009, calculates an actuarial valuation of the funds assets of approximately \$129 million compared to a fair market value of approximately \$94 million dollars. The projected actuarial liabilities of benefits owed for current and past service is approximately \$169 million. Thus, the unfunded liability based on these actuarial calculations is approximately \$39 million.

The actuarial value of the assets represents 77% funding of the projected liabilities. The ratio of assets to liabilities declined from the previous year level of approximately 84%. The City uses a smoothing formula to average the value of the assets over a multi-year period. Thus, the impact of the significant decline in the market value of the investments of the fund will have an increasingly adverse effect on the ratio of assets to liabilities. This will require increases in the tax rate for the pension system and further highlights the need for changes in benefits.

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

In addition to the \$5.5 million general obligation bond for street repaving approved in November 2008, voters approved ballot items for bonds for the School Department and Burlington Electric Department. A \$9.7 million general obligation bond was approved for capital improvements for the Flynn, Smith, and Barnes Elementary Schools. In addition, voters approved a charter change for the School Department to increase the annual authorization for general obligation bonding for general capital improvements from \$750,000 to \$2 million.

A proposed revenue supported general obligation bond for the Electric Department for \$36.6 million was also approved. This bond authorization replaces the \$39.6 million bond approved in March 2008 for various capital improvements and investments by the Electric Department. The recession and financial crisis made it difficult and expensive for the City to issue a previously authorized revenue-only bond for BED. The revenue supported

### **VITAL STATISTICS**

**Births  
2,073**

**Deaths  
930**

**Marriages  
339**

**Civil Unions  
29**

general obligation bond would rely primarily on the revenues of the Electric Department but would be guaranteed by the full faith and credit of the City.

In April 2009, the City issued \$21 million of bonds for BED pursuant to the above authorization. These bonds included \$12.75 million tax exempt and \$8.25 million of taxable bonds for investment in VELCO. Currently, funds invested in VELCO are allowed an annual return of 12% compared to the interest costs of the bonds of 5.3%. The tax exempt funds were issued with an interest rate of 3.77%.

Prior to the sale of the bonds, Moody Investor's Service reconfirmed the City's Aa3 credit rating. This reconfirmation of the City's strong credit rating reflected the City's effective budget management and continuing commitment to strengthening its finances, as well as the strong economy of Burlington.

### **Licenses and Records**

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

- 99 First-class Liquor Licenses
- 47 Second-class Liquor Licenses
- 718 Property Transfers
- 1,463 Dog Licenses

### **Appreciation**

In closing, I want to acknowledge the dedication and commitment of the staff of the Clerk/Treasurer's Office. The City benefits greatly from their dedicated and high quality service.



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

I want to thank former director Kathleen Butler for putting in place the framework that has allowed our office to continue and improve our work. In addition, I'd like to thank former administrative staffers Sara Alicea and Margaret Van Brunt for facilitating my work as interim director and the entire current staff for embracing a team approach that constantly and consistently improves the work on cases and the overall system.

### Primary Services to the Public include

- **Minimum housing** enforcement includes maintaining an annual apartment registry of over 9,300 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.
- **Zoning** enforcement includes issuing Notices of Violation, civil tickets, seeking enforcement through the Environmental Court and issuing zoning certificates of occupancy.
- **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.
- **Health** enforcement includes initiating public health actions and ensuring compliance with the pesticide ordinance.
- **Miscellaneous** enforcement includes signs in the greenbelt, stormwater control, and illegal dumping of solid waste.

### FY 2009 Highlights

**Housing:** We conducted 4652 unit minimum housing inspections (routine and complaint) between July 1, 2008 and June 30, 2009. We cited over 1900 violations during these inspections and issued 101 tickets for minimum housing violations. New management reports have been developed to further improve the tracking, consistency, and effectiveness of this inspection program. In coordination with

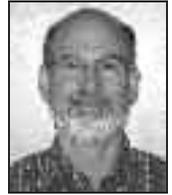
the Fire Marshal and DPW's inspection services, the office successfully closed a large boarding house in August 2008 because it contained serious habitability violations. The property was declared uninhabitable until it was brought into compliance with all housing, building, and fire safety codes. The office worked with social service agencies to temporarily relocate residents pursuant to the relocation requirements of the housing code. In February 2009, with CEDO's Burlington Lead Program, we successfully proposed revisions to minimum housing code which incorporate State lead regulations.

**Zoning:** A Unified Certificate of Occupancy was implemented in January 2009. This coordinates zoning permit compliance finalization with the building permit compliance finalization process of the inspection services division of the Department of Public Works (DPW). Certificates of occupancy were issued for the Strathmore development after many years. In June 2009, zoning complaint enforcement and certificate of occupancy protocols were finalized, drafted in cooperation with the Planning & Zoning Department (PZ).

A renewed arrangement with the Police Department was made to have its parking enforcement officers issue parking tickets for front yard parking in order to curb the illegal expansion of surface parking lots and protect green space and stormwater retention areas. We are also issuing civil tickets for non-compliance with Notices of Violations; this is a less cumbersome way to get timely compliance.

We have improved our public communications by providing a copy of the notices of violation to people who have filed complaints and revised the language in the no violations found letter.

**Vacant Buildings:** The tracking system for administering the vacant building program was revamped, allowing for more accurate monitoring of buildings and increased compliance with the law. The number of vacant buildings in the registry has hovered around 30. There were a significant number of appeals of our denial of fee waivers and requests for variances. The Commission, Code and DPW staff proposed amendments to the Vacant Building Ordinance to the City Council, designed to clarify obligations under the permitting process and encourage the productive use and investment of these buildings.



**Gene Bergman**  
Interim Director



**Health:** The Code director, as the City's Health Officer, is coordinating the City's response to the pandemic H1N1 flu, in conjunction with the City's emergency management director, Fire Chief Michael O'Neil, and Public Information Officer/Mayor's Assistant, Joe Reinert. The primary focus of this work involves the City's continuity of operations plans, staff education around preventative hygiene and safe work practices and cooperation with the Vermont Department of Health on its public education activities.

The Code office requested three public health risk orders from the Board of Health. The Board issued an order to cease the operation of an outdoor wood fired boiler on East Ave. that was affecting air quality and the health of neighbors. Another order resulted in the successful mitigation of the seagull problem in the Gazo Avenue neighborhood related to the operation of a newly established pig farm in a nearby section of the Intervale; we want to thank the Board for its innovative approach to resolving this problem by its authorization of funds to purchase a noise machine which successfully dispersed the seagulls. The third request for an order was made to resolve an alleged sewage leak in a mixed residential-commercial building. The problem was resolved prior to a board hearing and improved lines of communications between the property owner and the Code office.

The Board adopted a hookah smoking warning regulation which was approved by the Vermont Commissioner of Health. The Board has proposed a comprehensive revision of the pesticide ordinance which is currently under consideration by the City Council's Ordinance Committee.

I want to take this opportunity to thank the Board of Health for its conscientious work to protect the health of Burlington residents and the environmental health of the City.

## Administration & Training

We added a third administrator this year and then successfully handled a significant turnover in the entire administrative and managerial staff. The addition of a 3rd administrator allows each administrator to focus on an area while being cross trained to assist the others.

Additional IT support was manifested in the creation of new management tracking reports for the minimum housing and vacant programs. We look forward to having a new accounting program and zoning complaint tracking program developed in the next fiscal year.

Inspectors completed specialized training on the new lead ordinance and federal lead renovation rules. They have also completed the International Code Council's 2006 IPMC Property Maintenance and Housing Inspector Certification Examination. Training was also conducted on appropriate ways to deal with hoarding, a common minimum housing problem. Inspectors and administrators conducted joint trainings on the certificate of occupancy process with PZ and on dangerous buildings with PZ and DPW.

## Community Partnerships

We continued to strengthen our collaborative efforts with community partners, particularly Vermont Tenants, Burlington Housing Authority, the UVM Office of Student and Community Relations, the Vermont Apartment Owners Association, the Vermont Department of Health, Champlain Housing Trust, the Chittenden Solid Waste District, and Recycle North. We thank these and all our community partners for the shared information, resources, workshops, and events in support of community education, safe housing, and livable neighborhoods. Projects of particular note continued to be the Off Campus Living Workshops held in the fall at UVM and Student Move Out Day held on Loomis St.





The Community and Economic Development Office works with the community to foster economic vitality; preserve and enhance neighborhoods, quality of life, and the environment; and 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 both fund CEDO's activities and support the local non-profit infrastructure.

Highlights of our activities are described below, particularly as they relate to our departmental purpose as defined by the City Charter:

## Community and Economic Development

CEDO is charged to work on behalf of the city to stimulate investment, and to attract, retain, and encourage the development of both existing and new economic enterprises. This year:

- Economic development activities supported the start-up of 34 new businesses, helped to retain/expand 23 businesses, and led to the creation of 457 new permanent FTE jobs (plus 812 construction jobs, 97 temporary jobs and 173 seasonal jobs).
- Even in this down economy, CDBG expenditures on economic development leveraged over \$41 million in private and other public investment and supported increased annual property tax and city rent revenues of \$510,780. Housing development funded by CEDO added another \$62,000 in increased annual property tax revenues.
- Highlights include the renovation of the vacant four-story Hinds Lofts building; Heritage Flight's reconstruction of an old guard hanger at Airport Industrial Park into a LEED-certified building, providing additional capacity to hire Aviation Tech graduates from the Burlington Tech Center; a new BioScience Industry organization; and the Career Jams on the waterfront and at Champlain College, with 50 exhibitors, 12 lectures, over 2,500 attendees and 30 resulting jobs.

## Housing

CEDO is charged to develop, coordinate, implement, and administer a comprehensive program to address the city's housing needs. This year:

- At 88 King Street, 17 affordable plus 3 market rate new rental units became available, together with new office space for the HomeOwnership Center and rental programs of the Champlain Housing Trust.
- Predevelopment work continued on the creation of 20 affordable plus 10 market rate new rental units on the city-owned property at Browns Court and on new mixed-income apartments for 60 senior households and 40 low- and moderate-income families on the state-owned Thayer School (DMV) site on North Avenue. These projects are collectively anticipated to produce \$130,000 in new annual property tax revenues.
- Work continued at Salmon Run to preserve the affordability of 36 units and convert 25 existing market rate units to perpetually affordable units, along with \$4.8 million of associated renovation.
- The Burlington Housing Authority completed new transitional housing for victims of domestic violence at Sophie's Place with funding from the city's HOME program.
- CDBG-funded agencies provided utility assistance, home sharing, home- and center-based senior services, and other housing retention assistance to help over 6,000 residents remain housed and living independently.



**Larry Kupferman**  
*Director*



### Waterfront Development

CEDO is 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. This year:

- At the Moran Plant, assessment and remediation of environmental contamination continued, including testing to better understand the environmental conditions in and around the building, a boundary and topographic survey, construction of under-water dams in the former intake and out-flow sluiceways to permanently separate the building from Lake Champlain, and removal of environmental hazards and other debris (including asbestos, mercury, lead, and guano). A green building and planning consultant was hired to work with the project's architecture and engineering team to design an energy efficient and sustainable building and site.
- By the end of FY 09, the schematic design phase for the Moran Center was complete. A good deal of information has been gathered by the architects and engineering consultants hired for this project and many details have been worked out about how the site can accommodate the programming needs of the City as well as the three tenants. CEDO is very pleased with the work done by the architectural and engineering group led by Freeman French and Freeman. CEDO and the Chief Administrative Officer continue to analyze funding and financing options and have identified a preliminary list of almost two dozen possible funding sources.
- Construction is underway on phase 1 of the College Street Waterfront Access Project improvements, which include new decking at the boathouse, upgrading the paths to the boathouse, sheet pile retaining walls and new sidewalk on Lake Street between Main and College Street. A preferred design has been selected and a scoping report completed on improvements to address waterfront access and mobility north of the College Street corridor.

### Citizen Participation

CEDO is charged to coordinate and facilitate citizen participation in economic and community development with community organizations, city commissions, and the Neighborhood Planning Assemblies. This year:

- As always, citizens selected through the NPAs reviewed all CDBG applications and made funding recommendations that were accepted by the Mayor and City Council.
- Citizen-generated neighborhood projects funded by CDBG and completed this year included renovations to the Heineberg Senior Center, the McClure MultiGenerational Center, three community gardens and Roosevelt Park as well as the creation of the Middle School/Babe Ruth field at Calahan Park.
- In response to the economic crisis of 2008/2009, CEDO's Economic Development Division capped off a series of winter meetings (on topics including workforce training, credit/lending issues, and technical assistance for businesses) with a Burlington Economic



Summit at City Hall. Members of the business community and residents collaborated on developing ideas for strengthening the community and building sustainable economic growth, with the theme of “Building a Vision for Our Community’s Economic Future.”

- CEDO continued to foster community participation in resolving conflicts, supporting victims of crime and holding offenders accountable:
  - The Restorative Justice Program and the Community Support Program helped 498 individuals to work out their own community conflicts or to repair harm to victims and other community members caused by their low level crime.
  - Parallel Justice for Victims of Crime engaged businesses, community members, and local/state government to support 337 victims of crime. An additional 1,134 individuals were contacted and offered information, support, and services.
  - The Offender Reentry Employment Program worked with over 30 employers this year, started an employment network, and assisted nearly 300 people in securing employment via a weekly job meeting.

### **CDBG and Other Grant Activities**

CEDO is 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. This year:

- CEDO administered 22 CDBG subgrants to 19 different community nonprofit agencies and the library.
- CDBG-funded agencies provided shelter and services for over 1,800 homeless people; high quality early care and education for 124 children from low-income families; financial education for 52 residents living on fixed-incomes; literacy services for 141 residents with limited English proficiency; afterschool and summer programming for over 700 city youth; crisis and support services for over 500 victims of sexual assault; and access to affordable prescription medication for over 50 residents.
- CEDO completed the application to receive \$238,821 in CDBG funding under the Recovery Act.



*CEDO staff*

CEDO is charged to recommend to the City Council, and to solicit on behalf of the Council, grants-in-aid funds for the City. This year, CEDO successfully applied for:

- A \$2 million Section 108 loan, a \$1 million Brownfields Economic Development Initiative (BEDI) grant, and \$220,000 in other grant funding to support redevelopment of the Moran Plant.
- \$287,000 to support other brownfields assessment and remediation activities.
- \$1.3 million in Neighborhood Stabilization Program monies.

CEDO is charged to develop, coordinate, implement, and administer economic and community development strategies and projects for the city. This year, CEDO participated in:

- A successful effort to expand use of the city’s Tax Increment Financing District.
- A community-based research group examining the use of waste heat from the McNeil Plant to provide residential and commercial energy through a District Energy Service.
- The city’s effort to establish a Clean Energy Assessment District, with repayment for energy efficiency and renewable energy projects tied to the improved property to provide a longer period for return on investment.



**Barbara Grimes**  
*General Manager*

**B**urlington Electric Department continues to move forward with its goal of providing power that is 100 percent renewable. We're excited to say that our Resource Planning Division believes we are right on target to achieve that goal. Our stringent target for meeting as much of our power needs with energy efficiency is also being realized, even though 2009 was a year when many customers deferred energy improvements during the worst economic circumstances since the Great Depression. As other utilities strive to catch up, we are happy that we started the process many years ago, making the transition to a post-fossil fuel economy even more affordable for our ratepayers.

In an ongoing effort to green up our operations, BED worked closely with Freightliner to design the first-ever Class 8 Hybrid Electric bucket truck. The truck was purchased by BED in June 2009 and has been successfully integrated into the fleet. The payback in lower fuel costs alone will be seven to 10 years, not to mention that workers will be breathing cleaner air.

The 2008 Integrated Resource Plan, presently being considered by state regulators, includes the steps BED is taking to continue increasing efficiency while moving toward a 100 percent renewable energy mix. The energy efficiency programs that have been going strong since Burlington voters approved an Energy Efficiency Bond in 1990 have been so successful that in FY 2009 Burlington as a whole used less electricity than in 1989, the year before the bond vote. Today, BED customers (like all others statewide) pay a small monthly charge that supports energy efficiency efforts.

BED was part of a consortium with other Vermont utilities and state regulators that successfully applied for a grant through the American Reinvestment and Recovery Act for Smart Grid investment. These projects are intended to accelerate the adoption of smart grid technologies while creating jobs to stimulate the economic recovery. BED's portion of the money (\$7.15 million, which will be matched with an equal amount of local funds) will be used to provide smart metering to its customers, as well as develop a fiber-optic loop used for system control and control system upgrades to reduce outage times. In addition, \$2 million can be used to offset costs BED is expected to incur for the East Avenue loop upgrade project

while helping to accelerate completion of that project.

In working closely with our consultant, Risk Management continued to successfully prepare and produce documentation of the Reliability Standards set forth by the North American Electric Reliability Corporation and the Northeast Power Coordinating Council.

## Energy Efficiency

BED has developed and administered efficiency programs that are a model for others around the country and the world. These services provide Burlington homes and businesses with a complete range of efficiency solutions. Through calendar year 2008, more than \$14 million has been invested by BED in efficiency efforts. This money leveraged an additional \$17 million from customers for a total of \$31 million. During 2008 alone, BED saved 7,715 Megawatt hours (mWh) of energy from installed efficiency measures, which will result in 77,328 mWh of savings over the useful life of the measures (2008 measures have a weighted lifetime of 10 years). This is equivalent to providing energy to about 1,075 Burlington residential customers for 10 years.

Harder to quantify but of increasing importance to BED customers are the CO<sub>2</sub> emissions avoided by decreasing the need for electricity generation. Because of the energy savings (7,715 mWh) generated by energy efficiency programs in 2008 alone, Burlington will have avoided the release of about 65,000 tons of CO<sub>2</sub>, the equivalent of removing about 1,830 cars from U.S. highways each year for the next 10 years.

## Power Supply

In FY09, the McNeil Generating Station produced 219,026 net megawatt-hours of power (equal to the power used by 36,504 Burlington-sized residences for a year). The equivalent availability of the plant was 91.5 percent. The plant consumed 324,225 tons of wood. Sixty percent of BED's power supply in FY09 was produced by renewable energy sources, primarily McNeil and hydroelectric facilities, before BED's sale of renewable energy credits (RECs). Sixteen percent came from natural gas generators, 13 percent from nuclear, 6 percent from coal and 3 percent from oil. After accounting for the sold RECs BED's portfolio still contained 38 percent renewable energy.





## Engineering and Operations

In FY09 the Engineering and Operations groups continued to focus their efforts on improving system reliability by exploring ways to reduce outages and improving system efficiency through upgrades to the City's electrical infrastructure. Over the course of FY09 BED upgraded two 4KV circuits to 13.8KV, eliminated two 4KV substations and finished rebuilding the underground system in Lakewood Estates. In addition, BED kicked off the East Avenue loop project. Once completed, this project will provide Burlington's East Avenue Substation with a dual feed from VELCO's transmission grid, substantially improving the reliability of BED's distribution system.

## Financial Information

FY09 was a difficult year financially for BED, as it was for many of BED's customers. It is typically difficult for BED to achieve revenue targets during recessionary times, and 2009 was particularly challenging. We reported an accounting net loss for the year of \$4,295,000, borrowed several million dollars on a short-term basis and did not meet debt coverage requirement. For the fiscal year, BED was down approximately 3 percent in total kWh sales to customers. This accounted for about 37 percent of the net loss. In addition, there were higher fuel, transmission and power supply costs. Woodchip costs at McNeil were 13 percent higher than anticipated. The McNeil plant ran 25 percent less than expected because of the lower power demand and lower cost power available from other sources.

A vote to change the \$39.6 revenue bond that was approved the previous year to a general obligation bond won voter approval. This reduced the bond amount by \$3 million. One project that it funded was the NOx (nitrogen oxide) reduction unit at McNeil cutting NOx emissions in half and allowing BED to sell RECs in the profitable Connecticut REC market, generating nearly \$2 million in revenue during FY09.

On May 12, 2009, BED filed for an 11.33 percent rate increase. By law we were allowed to begin collecting that additional revenue 45 days later (June 26) on a service-rendered basis. With this additional revenue BED is projecting the bond coverage requirement to be met during FY 2010. This rate adjustment will also help stabilize operations and short-term borrowing requirements.

In FY09, through the City of Burlington, BED issued \$12,750,000 in new general obligation bonds, 2009 series A, with an average rate of 3.82 percent. These were used to finance the cost of distribution system improvements, gas turbine plant improvements and BED's share of the McNeil Generating Station capital improvements. BED, through the City of Burlington, also issued \$8,250,000 in new general obligation bonds, 2009 series B, with an average interest rate of 5.33 percent used for BED's investments in VT Transco, LLC. These investments have a guaranteed rate of return of 12.5 percent.

In addition, BED paid the City of Burlington \$1,545,300 in payment in lieu of taxes and remitted \$1,581,818 in franchise fees collected on behalf of the City.





**Michael E. O'Neil**  
Chief

The Burlington Fire Department continues to provide state of the art Fire Suppression and Emergency Medical Care to citizens of and visitors to our fine City. The Department combines these services with Public Fire Education and Inspection programs that rival any community in the country. The men and women of the Burlington Fire Department provide residents and businesses with a level of protection and prevention that they can be proud of. During FY 2009, fire suppression efforts resulted in \$28.9 million dollars in property saved compared to \$1.3 million dollars in property lost. Another measure of effectiveness, quick response times, resulted this year in 95.39 % of the fires that occurred being held to the room of origin.

I would like to take this opportunity to express my appreciation to the men and women of the Burlington Fire Department for their efforts over the past year. Without their efforts, the Fire Department could not have enhanced its ability to serve the community. I also want to thank the elected and appointed officials as well as the citizens of Burlington that have enabled us to succeed.



*Fire Department awards ceremony*

## Emergency Medical Division

The Burlington Fire Department's two ambulances continue to be the busiest in the state, responding to nearly 5000 emergency calls annually. The firefighter/EMTs of the Department work very hard to provide the finest emergency medical care with ongoing training, recertifications and work experience. The Department continues to provide basic and advanced emergency care with interven-

tions such as intravenous fluids, drug therapies, and defibrillation. We have entered our second year utilizing our new Non-Invasive Carbon Monoxide monitors and our third year transmitting 12 lead EKG rhythms to the hospital before or during transport. Both of these interventions have already made a noticeably positive difference in patient outcomes. In January 2010 the Department will take delivery of a new ambulance. This vehicle will replace a unit that is currently in service.

## Office of the City Fire Marshal

The Office of the City Fire Marshal is committed to reducing the loss of lives and property in Burlington. We strive to meet this goal primarily through voluntary compliance with applicable codes and ordinances achieved through education and inspections.

We review the design, installation and final testing of all required fire protection systems in all new and renovated buildings in the City. These systems include building fire pumps, sprinkler systems, fire alarm and carbon monoxide detection systems, commercial cooking suppression systems, and specialty agent fire suppressions systems. This past year a total of 114 of these systems were installed in the city. The Fire Marshal's Office also reviewed for compliance the test and inspection reports for existing 1500+ fire protection systems located in the City, and continues to act as an information clearinghouse for the more than 6200 calls received by staff. The Office is responsible for conducting inspections of all State licensed occupancies. In total, more than 1500 of these inspections were conducted.

This office has completed a major rewrite of our fire safety ordinance, now in final review, before approval by the City Council. This revision will bring City ordinances into compliance with the updated Vermont Fire & Building Safety Code which was effective as of June 12, 2009. The ordinance revision will streamline the inspection and enforcement process and provide clear guidance about fire safety in simple, easy to understand language, readily available to the public.

The Office conducts the majority of the Department's public education programs, including public service announcements and web-based information. The school-based programs include school visits for 9 private and public schools. In all, we have reached approximately 2700 children in these school-





based fire safety programs and again this year have educated more than 150 home-schooled students. Working cooperatively with both the University of Vermont and Champlain College, we have delivered fire safety programs, with hands-on training for at-risk audiences, to more than 1000 college students.

### **Division of Training and Safety**

The Department's Division of Training and Safety continues to focus on basic skills in firefighting and Emergency Medical Services, as well as addressing the needs resulting from expanded services and new threats to the public. The Department has logged in more than 10,000 hours of training in the different facets of firefighting, search & rescue, and emergency medical services.

State Homeland Security grants have enabled us to develop a Technical Rescue Team, which will be part of a statewide effort

to address natural and man-made disasters that may occur. The team consists of 41 members that are trained in the different disciplines of technical rescue, including: Low & High Angle Rescue, Confined Space Rescue, Trench Rescue, and Structural Collapse Rescue. This training has been accomplished with the assistance of the Department of Homeland Security, Vermont Fire Academy and neighboring communities.

It is the goal of the Training 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 Burlington.





**Paul Dettman**  
Executive Director

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 approximately 1,800 households in privately owned housing. We also own or manage over 350 other apartments, most of which are federally subsidized.

BHA receives no municipal tax dollars. Our programs are operated from rental income and financial support from the U.S. Department of Housing and Urban Development (HUD). Annually, BHA brings over \$16 million in federal funds to the City of Burlington and surrounding communities. For FY2009, we made a payment in lieu of taxes to the City of \$62,412.

## 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.

Thanks to a sustained team effort by our staff, BHA continues to maintain "High Performer" status under HUD's Public Housing Assessment System. We have developed a 10-Year Capital Improvement Plan, which ensures that our public housing buildings and units will be maintained in excellent condition. This year, a Recovery (stimulus) capital fund grant of \$653,823 allowed us to complete improvements projects at all developments ahead of schedule.

## Section 8 and Related Programs

Our Housing Choice Voucher Program, which has tripled in size over the past ten years and now serves over 1,700 families, has also 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.

Our Section 8 Homeownership Voucher program, which allows subsidy holders to use their rental assistance for homeownership, has helped more than 87 families to become homeowners, and remains one of the most

successful programs of its kind in the nation.

## Section 8 Project-Based Developments

BHA now owns or manages more than 340 apartments assisted under the Section 8 project-based program or the Low Income Housing Tax Credit Program. A particular focus continues to be the acquisition and rehabilitation of privately owned Section 8 apartment buildings in the King Street Neighborhood.

## New Affordable Housing

BHA focuses on the development of service enriched housing for individuals and households with special needs. In 2009, construction was completed on Sophie's Place, providing supportive housing for victims of domestic violence.

## Resident Services

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

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

In 2008, BHA launched a *Skills for Life* program in our public housing developments, assisting residents to achieve employment, education and economic goals.

BHA has established a *Wellness Program* in collaboration with Fletcher Allen 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.

Our DREAM program, a collaboration with students from Saint Michael's College, provides mentoring services to children at Franklin Square Apartments and Riverside Apartments.

The *Offender Re-Entry Housing Program* assists offenders returning to our community to find and maintain appropriate housing.

Our *African Immigrant Initiative* employs a case manager/interpreter who assists Somali Bantu and other immigrants living in housing operated by the Burlington and Winooski Housing Authorities.

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



The City of Burlington Human Resources (HR) department is responsible for administering and directing all Human Resources programs and activities. The HR department supports City employees and managers by providing assistance in the areas of labor and employee relations, employment and recruiting, benefits administration, workers compensation, insurance claims and loss prevention, wellness activities, employee development, and ADA and EEO compliance. HR also supports the City Council Institutions & Human Resources Policy Committee.

The Human Resources department was led by Kristin Lonerwright for the majority of Fiscal Year 2009. Upon her departure in May, former City HR Director, Larry Kupferman, agreed to serve as interim HR Director while maintaining his duties as the Director of CEDO. Thank you to Kristin for her leadership of HR during FY09 and Larry for his leadership and assistance during the transition.

### Recruiting and Hiring

The HR department leads the City's efforts to recruit well qualified candidates. More than two thousand applications, a 66% increase over the previous year, were received and processed for sixty regular vacant city positions. Hiring paperwork for approximately 470 temporary and seasonal employees was received and processed by the department. In addition, the department processed 395 criminal background record checks on applicants hired to work in positions with vulnerable populations. The department continued its effort to diversify the workforce by increasing the City's recruitment, hiring and retention of staff members from diverse racial and ethnic communities.

### Community Support

A new addition to HR's community support efforts is the City's participation in the "Vermont Works for Women" program. The program helps women and girls explore, pursue and excel in nontraditional careers that pay a livable wage. HR also supports The Howard Center's "Project Hire," which is dedicated to providing supported employment services to individuals with disabilities seeking competitive employment by providing 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. The City remains a strong supporter of the Chittenden County United Way, an organization that mobilizes members of the community to provide human service needs, such as, housing, safety, food/nutrition, education and transportation to those in need. The City's annual United Way fundraising campaign raised over \$25,000.

### Healthcare, Safety and Wellness

The City of Burlington has continued its relationship with the health care insurance provider Blue Cross Blue Shield. In FY09, the City supplemented the existing insurance coverage with a Preventative Benefit Rider. The rider waives the regular co-pay for one physician's visit per year for an annual exam and covers one preventative PAP, mammogram or PSA test each year at 100 percent. The rider was added to encourage employees to become more pro-active in maintaining their good health. In the time since the rider was announced, the City has seen a decrease in the number of employee emergency room visits and an increase in the number of visits to primary care physicians.

The City of Burlington's partnership with Hickok and Boardman has continued to have a positive effect in all aspects of workers compensation management. In FY09, workers compensation claim dollars fell below yearly projections, premiums improved, and City employees returned to work quickly and productively following an injury.

To help foster a culture of workplace safety, the City engaged Green Mountain Safety Solutions to deliver a variety of trainings designed to reinforce safe work habits. Additionally, employees were provided with the opportunity to receive on the job evaluations of minor aches and pains as a part of the Preventative Body Maintenance Program offered by Injury and Health Management Solutions.

With the support of Blue Cross and the tireless efforts of the City Wellness Team, twenty five employees participated in "Weight Watchers at Work." The Wellness Team subsidized 50% of the cost of the program. In addition, The Wellness Team partnered with the Burlington Electric Department to provide fitness equipment and space for a twenty-four hour fitness facility that is open to all City employees and their families. The wellness



**Susan Leonard**  
Director

team also held its annual Wellness Fairs and Flu Shot Clinics in the fall of 2008. This event provides an opportunity for employees to visit with a nutritionist, learn about stress management and have a free cholesterol and blood pressure screening.

### **Retirement Office Highlights**

The mission of the Retirement Board is to serve as 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 fund managers and consultants as needed. Members also set policy, have the responsibility for the proper operation of the retirement system, and make decisions on disability applications and follow-ups. The members of the Board are: James Strouse, Robert Hooper and Donald Horenstein, appointed by the City Council; CAO Jonathan Leopold (ex-officio); Thomas Middleton, Asst. Fire Marshal, Corporal Ray Nails, elected by the Class "A" employees; and Munir Kasti and Paul Paquette, elected by the Class "B" employees.

In FY08, the City Council directed transfer of 90 percent of the Plan Assets to the Vermont Pension Investment Committee (VPIC) and voted to retain and oversee 10% of the total BERS fund. Therefore, the Board's main area of focus in FY09 was to transfer the funds, become familiar with the VPIC portfolio and performance, and to work through a process to select managers to invest the remaining ten percent. Investments in Emerging Markets, Private Equity and Timber were made to complement the VPIC portfolio and further enhance return.

The market value of plan assets as of 6/30/09 was \$93,495,895. The plan's performance for the one year, three year and since 12/2001 periods ending June 30th was -19.5%, -4.2% and 1.5% respectively. There are 840 active members of the Retirement System, 431 retirees and beneficiaries, and 363 members who have left service with vested benefits. Pension benefits average \$620,000 per month.





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.

## Fletcher Free Library Board of Commissioners

Daniello Balon	Deborah Barnum
Sarah Faye Cohen, <i>Chair</i>	Deborah Emerson
Rebecca Goldberg	Natalie Hill
Eric Lindstrom	Doug Montgomery,
Anne Nixon	<i>Co-Chair</i>
Michael Schultz	

## Highlights of Another Busy Year

- One of the major improvements this year was the acquisition of a new remote server for the Library's computer system. This means less system and backup hardware to worry about and a safer, more secure computer circulation system.
- This year's Summer Reading Program was another record-breaker, with 1185 Burlington children taking part either at the Library building or at outreach sites around the City.
- Spring 2009 featured a drive to make the Library more "green." One way we have tried to save resources is by inviting patrons to sign up for the online version of Bibliofile, the Library's monthly newsletter. More than half of our Bibliofile subscribers now receive it online, reducing paper use and saving postage costs.

- UVM student and intern Trisha Irving has done an amazing job for our literacy programs. She began serving in March 2009 as the Library's new Teen Literacy Coordinator, re-energizing the Library's Teen Book Club and Teen Advisory Board. Then Trisha spent the summer as the Outreach Coordinator for the Library's Summer Reading Program, and helped make this another banner year for reading program participants all over Burlington.
- Worn carpeting in the youth services picture book area has been replaced, funded by private donations.
- A \$12,500 bequest from the estate of Library outreach patron Arline Watkins was utilized to purchase new furniture, including two new workstations for the Library's computer center.
- Capital funds from the City's budget were used to put in a new sidewalk on the eastern side of the building, and to re-caulk all of the windows in the newer wing of the Library.
- Thousands of audio books have been downloaded online by Library patrons using the Fletcher Free's subscription to NetLibrary. (For information about how to access this easy-to-use resource, please call our reference desk: 865-7217)



**Robert Resnik,  
Amber Collins, and  
Robert Coleburn**  
*Co-Directors*

## Partnerships

Collaborations with other City Departments and organizations outside of city government have helped the Library to save money and more effectively serve the community.

- Our **First Wednesday Lecture Series**, now in its fourth year, is presented in tandem with the Vermont Council on the Humanities.



### LIBRARY FACTS (FY 08-09)

Number of items  
in the Fletcher  
Free Library's  
collection

**FY 08: 135,963**  
**FY 09: 137,411**

Library  
cardholders

**FY 08: 14,264**  
**FY 09: 14,699**

Hours of opera-  
tion per week

**FY 08: 65**  
**FY 09: 65**

Number of items  
checked out  
and/or renewed

**FY 08: 360,197**  
**FY 09: 399,147**

Interlibrary loan  
transactions

**FY 08: 2,566**  
**FY 09: 3,161**

- IBM of Essex Junction donated 15 computers to support public access and staff computing at the library.
- A grant received this year from the Hannaford Supermarkets Charitable Foundation in the amount of \$3,000 was used to support the library's 2009 Summer Reading Program.
- Our Annual **Books for Children Gift Campaign** wouldn't fly without our partnerships with the VNA, the Sara Holbrook Center, the King Street Area Youth Center, Head Start of Chittenden County, and our participating bookstores, Crow Books and the Hopkins Bookshop.
- In celebration of LGBTQ History Month and National Coming Out Day, the RU12? Community Center of Burlington sponsored a series of community events in October 2008 at the Fletcher Free.
- The Library has been a major partner and events venue for the **Burlington Book Festival** since the Festival was launched in 2005.
- **Free passes to state parks** are now available to card-carrying library patrons thanks to a partnership with the State Department of Forest, Parks, and Recreation.

And, our most valuable and lasting partnership is the one with the Friends of the Fletcher Free Library, an organization of dedicated Library users who help the Fletcher Free continuously with funding, programming, and advocacy.

### Champlain Quadricentennial Events At the Library

Many Champlain Quadricentennial-related programs were incorporated into this year's Summer Reading Program for area kids to commemorate the 400th anniversary of Samuel de Champlain's arrival in Vermont. The Fletcher Free also hosted a special lecture by SUNY Plattsburgh history professor Sylvie Beaudreau on de Champlain. A special feature of the Library's "quad year" was the creation and journeys of a life-sized Samuel de Champlain puppet, constructed by Library fiber artist extraordinaire Christine Demarais. Monsieur de Champlain was lodged at the Library this summer, and was spotted traveling all over the Champlain Valley, making guest appearances in the Quadricentennial

parade, aboard local lake-going vessels, in the annual Kid's Day parade, at the Lake Champlain Maritime Museum in Addison County, Vermont, and on a special visit to Westport, New York for the Westport Summer Heritage Festival and his first-ever meeting with a puppet of his Dutch counterpart, the explorer Henry Hudson!

### The Friends of the Fletcher Free, and the Many Things They Do

Once again, the Friends of the Fletcher Free Library organized and managed the Library's Used Book Sale this year, raising about \$8500 to help fund Library programs and services.

The Friends also continued their successful Booked For Lunch series and operated The Book Stall, a library store featuring high-quality secondhand books, Fletcher Free Singalong CDs, and other library merchandise. The Friends also staffed an information table this year at Kid's Day and maintained a team of volunteers to help mail *Bibliofile*, the Library's monthly newsletter. Some other Friends' funding projects this year included:

- improved lighting in the area across from the Library's main desk;
- a commitment to fund benches and new plantings around the new sidewalk on the eastern side of the building;
- ongoing help in supporting the Library's Summer Reading Program & the Library's First Wednesday Series; and
- the contribution for the Library's involvement in the Burlington Book Festival.





### Special “Thank You’s”:

Each year we like to thank individuals who have made special contributions of time and effort that have enriched the Library. This year we would like mention the following “Library Heroes”:

- Local artist Frank Gonzalez has been incredibly generous with his time and talents this year. Frank’s regular Creative Tuesdays programs have been very popular, and he also is responsible for the design and creation of a special Champlain Quadricentennial parade float incorporating Samuel de Champlain and educational philosopher (and Burlington native) John Dewey. Frank instills every project he is involved in with sheer joy and energy!
- Our spectacular AmeriCorps VISTAs Cara Lovell and Nicolle Lavallee both spent their time at the Fletcher Free developing Teen Services and Outreach/ESL programs respectively, and attracted many new patrons to the Library.
- Mike Schultz, the chair of the Library’s Board of Commissioners, stepped down this year after chairing the board since 2006. Fortunately for us, Mike will continue his service on the Board.
- Jody Kebabian stepped down as president of the Friends of the Fletcher Free Library after years of organizing, planning, and brainstorming with the best.
- Youth services librarian Beth Wright Redford will be sorely missed at our Library. Beth has taken a job as a librarian with the Richmond school department after nine

years here at the Fletcher Free. Among many other things, Beth is famous for her popular Thursday storyhours, and for planning the programming and promotion for the Library’s summer reading program.

When long-time Library friend Marcella Chapman passed on at the age of 100 last October, she left us with much more than fond memories. Without her drive and dedication, the Library’s ailing Carnegie building almost certainly would have been demolished in early 1974. Marcella and other library friends worked nonstop circulating petitions and writing letters until the building was entered into the National Register of Historic Places in August 1974. We are all beneficiaries of Marcella’s faithful dedication to the Fletcher Free Library.

### Looking Forward

Phases 2 and 3 of the capital improvements to the Library grounds will include relocation of the flagpole, new plantings, the repair of the ground lights outside of the Library building, and foundation, slate, and brick work on the historic Carnegie Building.

Watch for the Library’s 4th Singalong CD, which is scheduled to be released by the 2009 holiday season.

The Board and Co-Directors plan to initiate a public information campaign that will include expanded marketing, advocacy, and outreach to the community.

### LIBRARY FACTS (FY 08-09)

Total volunteer hours  
**FY 08: 10,885**  
**FY 09: 10,102**

Adult & Youth reference questions asked  
**FY 08: 28,695**  
**FY 09: 30,505**

Total annual visits (counted at the Library’s front door)  
**FY 08: 253,063**  
**FY 09: 259,120**

Number of people using the Computer Centers  
**FY 08: 65,400**  
**FY 09: 67,428**

Number of people using Wi-Fi access within the Library  
**FY 08: 9,942**  
**FY 09: 11,900**

This past year there were two significant accomplishments that addressed some long-standing issues for the Department. One was the overwhelming approval by Burlington voters of the “Penny for Parks” proposal during the November general election. This measure provides for a one cent increase on the property tax rate to be dedicated to the capital improvement needs of the park system, resulting in approximately \$350,000 annually. These funds will greatly improve the Department’s ability to maintain safe, functional and attractive parks and recreation facilities.

After many years of effort, Burlington’s first indoor recreation center was completed and opened for public use. In December, 2008, the City dedicated the Robert Miller Community and Recreation Center at the site of the former National Guard Armory in the New North End. This 20,000 sq. ft. facility provides a full size gym, several community rooms, teen space, arts and crafts room, exercise area, and children’s play room. The space is used for Department recreational programs, rented to other organizations and available for a variety of private functions. This center would not have been completed without the financial support and creative construction talents of Bobby Miller who gave generously his time, expertise and financial support, and to John Ewing and his ad hoc committee who provided the leadership to make this project a reality.

The Parks and Recreation Department and its Commission dedicated considerable time and effort to a proposal for

Disc Golf at Leddy Park. This proposal involved extensive public process and debate between September 2008 and May 2009. The Commission was assisted through the involvement of a citizen working group which helped to study and clarify the primary issues relating to the

proposal. We are very appreciative of their service and all the public input, on both sides of the issue. The original proposal for an 18 hole course was not approved. However, a directive to study alternate options and sites for disc golf in Burlington was made by the Commission.

The end of Fiscal Year 2009 began the process for the appointment of a new Parks and Recreation Director. Thank you to outgoing Director Wayne Gross for his many years of service. New director Mari Steinbach was appointed by the Mayor in October, after an extensive hiring process. The Department experienced staffing challenges over the year but also met those challenges successfully through hard work and a team effort. Staff plans to address the Department reorganization in the forthcoming year.

### Recreation

- Burlington Area Community Gardens Program expanded to eleven sites, with over 400 plots rented and waiting lists maintained at all sites. A new site on Myrtle Street was acquired this year with a water system installed and ten plots created.
- A new collaboration was established at the Flynn School between City Kids and the Burlington After School program. Attendance increased from 40 to more than 160 children per day. With the success of this pilot program, it will expand next year to include Champlain, C.P. Smith, and Edmunds Elementary schools.
- During the first six months of operation, more than 25,000 people attended various events and activities in the new Miller Community and Recreation Center. Major uses in this wonderful community facility include: an early morning walking program, after school and evening teen programs, physical education programs from Hunt School, basketball tournaments, indoor soccer practices, and use of the community room for many meetings and meal functions.
- Champ Camp, the Department’s largest day camp program, served more than 748 1st through 5th grader participants. This most popular camp remains affordable through continued financial support of the Vermont Department of Children and Family Services.
- Several new adult dance and health and fitness classes were added at the Miller Center to enhance adult programming. Attendance at Yoga programs doubled over



**Mari Steinbach**  
CPRP, MPA  
Director



the previous year. New this year was the Quadracentennial Town Tour, taking trips throughout the Champlain Valley to explore the area history.

- 242 Main Teen Club had another successful After School Music program with 30 youth participating three days per week throughout the school year, and ran two popular Vacation Music Camps during school vacations.
- The Independence Day Celebration was again very successful. This display was the largest in Burlington and Vermont history made possible by sponsorship support from the Chittenden Bank, Pomerleau Agency and the Antonio & Rita Pomerleau Foundation, Price Chopper Supermarkets, and Lake Champlain Ferries.
- Summer Playground/Nutrition programs continued to be offered in three locations across the City. Participation has more than doubled on a daily basis to over 50 youth per day per site. The program provides supervised recreation opportunities and lunch to youth who would otherwise likely have neither during the summer months. Funding for this entire \$30,000 program is privately fundraised, and has an exceptional collaborative framework of partnering agencies and organizations.
- Kids Day Festival, held on the Waterfront in May, featured the Young Traditions—performances by musicians ages 6 to 18 years. Kids Day Festival continues to be Vermont's premier youth day celebration.

### **Paquette Arena at Leddy Park**

- Hosted the first National Theatre on Ice Festival.
- Continued to expand public skating opportunities with DJ Skate Nights and themed Family Skate Nights on open evenings—serving an average of 200 skaters each night.
- Enrolled 10 young skaters in the new formal Junior Instructor mentoring program for youth to learn to become trained skating coaches. This program provides the Arena with well-trained junior instructors who are excited about teaching in many skating programs.
- Increased maintenance support on weekends which resulted in improved facility cleanliness and customer service during periods of heaviest usage.
- Provided “home ice” for Burlington and Colchester boys and girls high school hockey



teams, BAHA youth hockey, Vermont Glades junior hockey team, the expanded Glades Youth hockey program as well as Full Stride hockey leagues, Green Mountain Avalanche leagues and numerous other private groups. Collectively, over 2,000 hours of ice time served these activities and a total of 5,465 ice hours were rented throughout the year.

- Hosted 29 different area youth groups for group skating activities.
- Hosted the annual Burchard and Beech high school hockey tournaments, an extremely popular Full Stride spring women's tournament, two Green Mountain Avalanche select tournaments, a BAHA multi-level tournament, two BAHA Mite tournaments and a new 3-on-3 tournament on the small ice.
- The popular “Toddler Time” as well as an expanded Itty Bitty Public Skating programs continue to increase the number of youngsters being introduced to the Arena and skating.
- Completed replacement of facility's fire alarm system, including new radio call box to connect the Arena directly to the Fire Department.
- Hosted the very popular year end Ice Show, “Imagine That!,” featuring over 150 skaters of all ages & abilities from Parks & Recreation group lessons, Champlain Valley Skating Club, Ice Crystals Synchronized Skating Team, Vermont Children's Theatre on Ice, and On Thin Ice adult theatre troupe.

### Park Operations and Maintenance

- Provided on-going maintenance to park grounds and infrastructure. This included mowing all lawn areas, maintenance and repair of all park buildings and other facilities.
- Expanded role in the maintenance of other City buildings to include the Library and the newly completed Robert Miller Community and Recreation Center.
- Constructed a new section of boardwalk at North Beach.
- Installed an epoxy floor in four restroom buildings.
- Built a new bocce court at Oakledge Park, giving us a total of three courts, in cooperation with Burlington Bocce Club.
- Assisted volunteers in constructing a baseball field at Calahan Park.
- Constructed 15 new picnic tables and installed 20 new fire place grills at North Beach.
- Refurbished the benches in City Hall, Starr Farm, Appletree and Battery Parks.
- Completed major painting projects at Con-tois Auditorium, three restroom facilities, Ethan Allen Park stairway, and at the Police Department.
- Installed a new roof on the Roosevelt Park shelter.
- Completed an electrical upgrade and service separation at the Boathouse/Spirit of Ethan Allen dock.



### Waterfront Operations

- Continued to host many special events on the Waterfront Park including the Chew Chew Fest, Independence Day Celebration, Brewer's Festival and Kid's Day. The Maritime Festival also provided three nights of waterfront concerts including Vermont's own Grace Potter and the Nocturnals.

- The Burlington Boathouse hosted the 1st Annual New Dealer Boat Show, allowing local dealers to showcase the new boat models on City docks.
- Continued to provide park security to the waterfront areas through a department operated program, in coordination with the Burlington Police Department and its Park and Beach Patrol.
- Offered kayak, canoe and small powerboat rentals at Perkins Pier through Waterfront Boat Rentals.
- Offered sailing charter trips, both daily and overnight through the Winds of Ireland and Whistling Man Schooner Company.
- Offered ship-wreck tours through Storm-boarding Boating based at Perkins Pier.
- Offered kayak rentals through Umiak Out-fitter Sports based at North Beach.
- Continued to serve both seasonal and transient boaters at the Burlington Boathouse, Perkins Pier and the Mooring Fields.

### Memorial Auditorium

- Hosted many large events including World Wrestling Entertainment, First Night Burlington, "O.A.R.," "Stomp," "The Slam for Sudan," VJBJJ Mixed Martial Arts tournaments, Vermont Golden Gloves Boxing tournament and Champlain College graduation.
- Provided facility support for several Parks and Recreation programs, including After School basketball, 242 Main Rock & Roll Camp, and Vermont Ballet Theatre recitals.
- The Vermont Frost Heaves played four home games at this facility, hosting approximately 2,700 fans.
- The IBM Club, Vermont Commons School and several AAU teams leased the Auditorium's basketball facilities.
- Rented dance and exercise facilities at the Memorial Loft to a full range of community groups and individuals generating \$10,000 in revenue.
- Provided facilities support to Burlington Telecom and the Burlington City Arts Clay and Crafts Studio 250.

### Conservation Legacy Program

- Worked closely with the United Way to mobilize volunteer efforts.
- Continued to grow and develop the Invasive Plant Species Identification and Removal Program with support from The Nature Conservancy and the Wise on Weeds Program.
- Continued to monitor and maintain trails





systems throughout Burlington's natural areas and parks.

- Oversaw Friends of Ethan Allen Park and Tower and supported activities for Green-Up Day in the Park and Tower.
- Continued to support and promote the creation of the TowerKeypers program, a volunteer group responsible for locking and unlocking the Ethan Allen Tower.
- Worked with Friends of Leddy Park to create awareness about illegal dumping, fort building and misuse of park property.
- Supported neighbors in their efforts to create Friends of Champlain Park and gardening efforts by King Street Youth Center.
- Continued the planning efforts to identify and select sites that should be preserved due to their natural features.
- Continued to support and coordinate an Intervale Safety Committee with Burlington Police Department, Gardener's Supply Company, Intervale Center and Burlington Electric Department.
- Purchased a small parcel on Myrtle Street to create a new community gardening site.



- Supported the creation of an Abenaki Traditional Garden, honoring the agricultural heritage of the Intervale.
- Worked with UVM to restore a riparian area within McKenzie Park.

### Trees and Greenways

- Continued tree inventory and maintenance work on nearly 12,000 park, street, and cemetery trees.
- Planted 136 street and park trees utilizing volunteers and contractual services.
- Removed 84 dead and hazardous trees and 67 stumps, pruned 1,500 street and park trees.
- Fertilized 175 street, cemetery and park trees.
- Sponsored Arbor Day activities at three Burlington elementary schools.
- Received the Tree City USA award from the



National Arbor Day Foundation for the 14th consecutive year.

- Continued All America Selections Flower Display Garden at Waterfront Park—a collaborative project with UVM Extension.
- Coordinated and assisted Branch Out Burlington! in the implementation of the following projects:
  - Planted 110 trees in the Burlington Community Nursery.
  - Organized a Summer Tree Walk located around the Five Sisters neighborhood in Ward 5.

### Capital Projects

- Worked cooperatively with Public Works to correct drainage issues and complete paving 700 feet of the Bike Path between North Beach and Leddy Park.
- As part of the City team working on waterfront improvements, a variety of projects related to the Boathouse and Waterfront Park were completed:
  - Paved walkways from College St. to the Boathouse.
  - Installed new decking, benches, and lights on the east side of the Boathouse.
  - Installed new entrance ramps from the east deck to the Boathouse.
  - Constructed a new building to include public restrooms and an information function in the waterfront parking lot.
  - Renovated the waterfront parking lot to include a pervious concrete surface with improved drop-off area for buses.

Learn more about the great facilities and programs at the Parks and Recreation Department at [www.enjoyburlington.com](http://www.enjoyburlington.com) calling 864-0123.

As my second full year as the Director of Planning and Zoning comes to a close, it's my pleasure to share this annual report on the work of our Department for Fiscal Year 2009.

Our 8-member staff administers two essential governmental responsibilities: comprehensive land use and development planning; and the administration of the City's land development regulations. The Department facilitates the preparation of long-range land use 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. The Department serves as an independent resource regarding urban design and land use planning issues facing Burlington for the City Council and Mayor, other city departments and commissions, neighborhood and community groups, and the public. Planning administers all permitting and development review functions under the City's *Comprehensive Development Ordinance*, and collaborates closely with Public Works and the Code Enforcement Office in the administration of other related city codes.

Planning plays a key role in managing the City's Geographic Information System (GIS) and the Application Management and Data Automation (AMANDA) permit system working in collaboration with the City's Information Technology staff. With GIS, Planning staff facilitates the development and maintenance of geographic information, and provides mapping and geographic analysis to other City departments upon request. AMANDA is integral to managing the Department's development review process.

The work of our Department is guided by a 7-member Planning Commission appointed by the City Council to formulate land use and development policy and regulations for Council consideration. Another 25 citizen volunteers actively participate in the planning process as members of the Development Review Board, Design Advisory Board, and Conservation Board, playing key roles in implementing the City's land use and development regulations. These volunteers dedicate hundreds of hours of their time and expertise towards these efforts. Each year the Department provides staff support to more than 100 public meetings.



David E. White,  
AICP  
Director

## Development Review and Permitting

In FY09, the Planning & Zoning staff processed 760 permit applications and 232 administrative determinations. Despite the economy, this was still a 4.0% increase from the previous year. FY09 zoning permit activity included the following:

- Overall 938 applications and determinations were approved and 47 were denied.
- 760 permit applications were reviewed with a total estimated construction cost of \$41,755,482. Of these projects, 69% were residential, 20% commercial, 4% mixed use, 4% institutional and 1% office. A total of 78 new residential units were permitted.
- 671 applications were reviewed administratively; 635 were approved and 36 denied. 8 administrative decisions were appealed to the Development Review Board (DRB). Additionally, staff made 232 administrative determinations regarding applicability of the *Comprehensive Development Ordinance*.
- 86 applications and 8 appeals of administrative decisions were reviewed by the DRB. 72 of these projects were approved and 11 denied.

The Department provides up-to-date status information on our website about *all permit applications* we receive. This information is updated daily, and is available by street or by ward at: [www.ci.burlington.vt.us/planning/zoning/status\\_report/index.html](http://www.ci.burlington.vt.us/planning/zoning/status_report/index.html).

## Ordinance Amendments

A total of 15 amendments to the *Burlington Comprehensive Development Ordinance* (CDO) were developed by the Planning staff, recommended by the Planning Commission and considered by the City Council during FY09 with all but one adopted. Another 8 amendments were developed by the Planning staff but still under review by the Commission.

The *Burlington Comprehensive Development Ordinance* was re-published and re-printed twice during the year. It is available in both hardcopy and on CD as well as on the Department's website.





## Planning Projects

### ***Comprehensive Stormwater Management Program***

The Mayor's Stormwater Taskforce, led by Laurie Adams of DPW and Planning's Scott Gustin, designed a comprehensive program that improves the City's existing regulatory framework and processes, provides incentives for reducing impervious surfaces and improving onsite stormwater management, and provides financial and administrative resources for effective implementation of the program. With the City Council's adoption of a new ordinance and administrative program recommendations, Burlington has taken a significant step forward towards improving how the City addresses this growing challenge to better protect Lake Champlain.

### ***Special Flood Hazard Area Restudy***

With financial assistance secured by Sen. Leahy's Office, Planning staff has been working with a consultant, the VT Agency of Natural Resources, and FEMA on a revision to the Flood Insurance Rate Map (FIRM) and Flood Insurance Study (FIS) for the lower Winooski River. With additional river flow data, more accurate topographic information, and modern modeling methodology, this project will provide a more accurate picture of the extent and nature of the flood hazard in the Intervale and its impact on current and future land use. We expect this study to be complete in October 2009 and the results to be incorporated into FEMA's regional remapping effort already underway.

### ***Climate Action Plan Revision***

Planning and Legacy Project staff continues working on a revision to the City's 2000 Climate Action Plan. They have prepared an inventory of the City's greenhouse gas emissions, and worked with citizens to come-up with a list of 78 initiatives to reduce emissions and reach the Mayor's target of an 80% CO emission reduction below 2007 levels by 2050. The next step is to quantify and prioritize these initiatives based on impact and feasibility.

### ***Historic Preservation Planning***

The Department administers the City's Certified Local Government Program (CLG) for historic preservation planning under an agreement with the National Park Service and the VT Division for Historic Preservation. This program provides federal funding for historic preservation-related projects along with

an opportunity to participate in the review of federally assisted development for impacts on historic and cultural resources. Under a CLG Grant, Planning staff worked with consultants to develop a nomination to the National Register for the Church Street Historic District and complete a Historic Sites and Structures Survey for the New Harlem (a.k.a. Five Sisters) neighborhood.

### ***Unified Certificates of Occupancy***

Under the leadership of the Mayor's Office, Planning staff joined with staff from DPW Inspection Services, the Code Enforcement Office, and the City Attorney's Office to merge zoning and building Certificates of Occupancy into a unified document. This will help increase compliance with the zoning ordinance and building code, and improve customer service. The new "UFCO" went into effect in mid-winter and has already seen some dramatic results. This effort dovetails with ongoing work by the Planning, Code Enforcement, and the City Attorney's Offices on improving procedures for issuing Certificates of Occupancy and addressing Zoning complaints and enforcement.

### ***Energy Efficiency Block Grant Application***

Planning and Legacy Project staff collaborated in the development of an Energy Efficiency and Conservation Block Grant (EECBG) application for the use of federal stimulus finding available from the US Department of Energy. The EECBG provides Burlington with \$180,000 for Climate Action Planning, a city-wide Lighting Plan, a District Energy feasibility analysis, energy efficiency improvements in City buildings, and support for CarShareVT.

### ***Changing Faces***

Kathy Parrott, the Department's former Zoning Clerk left us in August after 7 years of service to the Department and the City. We wish her well in her new endeavors.

Nic Anderson joined us in April as the Department's new Planning and Zoning Clerk. Nic came to us from Burton Snowboards where he worked as a Customer Service Representative. A native New Zealander, Nic comes to us with a background in planning and experience working in development review and permitting.



**Michael E. Schirling**  
*Chief*

2010 will mark 145 years of continuous service for the Burlington Police Department. Since 1865 we have delivered high quality emergency response, investigation, and a wide range of services and problem solving to the community. Much has changed as the organization has evolved. We remain committed to community policing and problem solving, specifically our mission: "Policing with the citizens of Burlington to achieve a safe, healthy and self reliant community."

Annually, the 100 officers and 36 civilian personnel respond to and support approximately 38,000 calls for service, 30,000 incidents, and conduct 3,000 criminal investigations. In addition, we handle all emergency communication for police, fire, and rescue operations throughout the city, and provide additional services such as coordination of the Chittenden Unit for Special Investigations, the Vermont Internet Crimes Against Children Task Force, a variety of drug task force operations, city wide parking enforcement, and security operations for the Burlington International Airport.

During this fiscal year, the Department achieved a balanced budget during FY09, while mitigating significant budget growth during these trying financial times. We were successful in holding budget growth for the coming year (FY10) with little impact to core services.

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

- Completed a City-wide and department-wide re-assessment of our community policing strategies in which over 720 people participated;
- Continued work in the area of reducing violence against women and children;
- Continued our focus on street level drug interventions in our neighborhoods and downtown;
- Renewed efforts to combat graffiti and vandalism in partnership with the Center for Community and Neighborhoods, the Queen City Police Foundation and Burlington Business Association;
- Creation of a Street Crimes Unit designed to provide timely, flexible, and targeted responses to emerging trends and issues in the community;
- Re-deployment of officers from a variety of assignments to participate in foot patrols and quality of life operations in the downtown, City Hall Park, and neighborhoods;

- Partnership 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 Parallel Justice Project; and
- Participated in national level dialogue regarding local law enforcement needs and strategies via a U.S. Senate Judiciary Committee hearing in January 2009, convened by Senate Judiciary Committee Chairman Patrick Leahy of Vermont, and in a Law Enforcement Summit held in April 2009 with U.S. Attorney General Eric Holder.

As we move into 2010 and beyond we look forward to a variety of new initiatives and projects stemming from feedback received during the re-assessment of our policing strategies:

- Deployment of a Mental Health Outreach Interventionist, in partnership with the HowardCenter, to respond to an increasing number of calls in which persons suffering from cognitive disabilities are in crisis;
- Creation of an online reporting portal on our website to allow low-level events that do not require investigation to be reported online;
- Creation of an online crime mapping portal on our website to allow the community to view events occurring City-wide online;
- Dissemination of immediate public safety information, traffic alerts, and other pertinent communication to citizens and visitors to Burlington via a text messaging system now under development.

Recruitment and retention of qualified police officers and support personnel remains a challenge. We will continue to work to find innovative ways to deliver high quality services to attract and retain the best police professionals to provide service to the City.

I am very fortunate to have outstanding police officers and support personnel as well as an exemplary police management team, each a community leader, throughout the organization. I would like to thank Mayor Bob Kiss and the Burlington Police Commission for their guidance and encouragement through the past year. Most importantly, 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 great. You have our commitment to continue our tireless efforts to ensure that Burlington remains one of the most vibrant and livable cities in the nation. It is truly an honor to serve as Chief of Police.

### **Administrative Services Bureau Deputy Chief Walter Decker**

The Administrative Services Bureau is made of a variety of operational units ranging from Detectives to Communications to Records and our Parking Enforcement Division. In FY09 there were a variety of significant accomplishments while many challenges remain.

The year served as a milestone for our Recruiting office, with the hiring of a number of new female police officers, bringing the total to the highest it has ever been, at 18 percent of our sworn workforce. Our goal is to have members of our Department be reflective of our increasingly diverse community. Toward that end our recruiting will continue to place emphasis on women and minorities. Overall, recruitment and retention remain significant challenges.

Our Communications Center Staff, including 12 full time Emergency Communications Specialists, continue to provide excellent service twenty-four hours a day to ensure the emergency services needs of our citizens are met. Enhancements to communications this year included a transition to fully digital radio communications, as well as a partnership with UVM which facilitates personnel call-ins for major events or multi-alarm fires.

In 2009 our Records Division continued its work supporting the public records requests and utilizing the Department's paperless records management system to maintain reports of daily activity. Our 35-year-old paper based arrest warrant holding system was replaced by a digital and paperless electronic arrest warrant tracking system, the Vermont Electronic Warrant System (VEWS). Project design and implementation of VEWS was led by Sgt. Andy Frisbie and Cpl. Mike Hemond.

Our Parking Enforcement Division, led by John King, continued to provide exceptional daily service doing difficult work. In addition to daily enforcement, they provided support to emergency snow removal and street cleaning operations by the Department of Public Works.

2009 was a busy year for our Detective Services Bureau, led by Lt. Tim Charland and

Sgt. John Lewis. Significant work was done to enhance our drug investigations with emphasis on increasing cooperative operations with neighboring agencies around drug enforcement. With a multi-tiered approach to drug investigation, our detectives work with Federal, State and local agencies throughout northern Vermont. Also, the Crime Scene or Identification Unit obtained a second civilian technician position to collect and process critical evidence.

As the host site and supervisory agency of the Vermont Internet Crimes Against Children Task Force, this program saw continued activity and expansion in this critical area of operations. Funding from the U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention has allowed for expanded operations with a host of partner agencies statewide. This year, the Task Force assisted with more than two hundred forensic examinations and investigations, provided educational outreach with a key partner, Prevent Child Abuse Vermont, to over 3,500 Vermonters, and trained over 600 police officers, prosecutors, and support personnel.

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

In our Uniformed Division a number of creative initiatives, some in direct response to our community-wide assessment of our strategies, have been undertaken over the last few months in an effort to more closely meet the needs of the community. I would like to take this opportunity to expand upon just a few.

The Street Crimes Unit (SCU) was formally created in May 2009 and continues as a pilot project. The Street Crimes Unit is a rapid response team that addresses emerging trends and needs on a week-to-week basis, creating flexible and dynamic response, intervention, and prevention strategies to mitigate crime and disorder on our streets and in our neighborhoods and downtown. The critical weekly tasks to be handled by the SCU include but are not limited to:

- Foot and bicycle patrols in selected neighborhoods
- Noise and ordinance enforcement
- Property crime interdiction including burglary, vandalism, and theft
- Street level drug interdiction
- Targeted patrols on the Church Street Marketplace and City Hall Park
- Uniformed and plain clothes assignments
- Proactive involvement with youth

In this initial pilot project phase the SCU team is staffed by Detective Christopher Nadeau, and three Uniform Patrol Officers, Corporal Lance Taylor, Officer Kristian Young, and Officer Matthew Cannon. Lieutenant Kristian Carlson supervises the day-to-day operations of the unit.

Another program we are now testing is the position of Community Service Officer (CSO). The position is a non-sworn employee that has the responsibility to perform a variety of fieldwork in support of police operations. The CSO provides assistance for tasks that are not directly related to law enforcement but fall under the public safety umbrella. This allows our sworn staff to focus on the critical tasks of reducing of crime and disorder and focusing on quality of life issues. Some of the



responsibilities of the CSO include: providing information and services to the public; serving court paperwork; directing traffic at accidents/road hazards; enforcing parking and animal control regulations; and conducting child safety seat inspections.

While the City as a whole takes a leadership role in improving our environment, BPD is also taking this challenge seriously. This year we exchanged a standard vehicle for a hybrid car, increasing our fleet of hybrids to four, with plans to continue to shift our unmarked vehicle fleet to hybrid or alternative fuel vehicles as they are replaced in the future.

In the last year, we have taken significant strides as we come close to completing our radio upgrades that has been underway over

the last five years as part of a strategic infrastructure upgrade plan. This upgrade has been completely funded by federal funding totaling more than 2 million dollars. The radio upgrade has moved us from an analog radio system, to a fully digital radio communication system that has put us ahead of the curve in improved radio communications.

One of our most integral events that we hold annually is the Department Awards sponsored by the Burlington Rotary Club. This is when we take a moment to recognize and remember special efforts and performance by our staff. This year's recipients were:

### **2008 Queen City Police Foundation**

#### **YOUTH SERVICES AWARD**

Lieutenant Kathleen Stubbing

#### **CERTIFICATE OF RECOGNITION**

Emergency Communications Specialist  
Bonnie Bean

#### **LETTERS OF COMMENDATION**

Corporal Lance Taylor  
Officer Jennifer Cousins

#### **TEAM AWARD**

VT Internet Crimes Against Children (ICAC)  
Team

#### **AWARDS FOR DISTINGUISHED SERVICE**

Emergency Communications Specialist  
Judy Nolan; Corporal John Federico;  
Lieutenant Kathleen Stubbing

#### **MEDAL OF VALOR**

Lieutenant Scott Davidson

#### **LIFE-SAVING AWARDS**

Michael Williams, Rusty Scuffer/Kountry Kart; Emergency Communications Specialist Amy Dunn; Officer Richard Volp; Officer Jessica Brown; Corporal Michael Morris; Lieutenant William Ward; Officer René Berti

#### **CHIEF'S AWARDS**

Corporal Michael Hemond  
Detective Andrew Frisbie

For more information about the Burlington Police Department, we invite you to visit our website: [www.bpdvt.org](http://www.bpdvt.org).





DPW's general fund operations finished the year with a net budget surplus of \$156,000. Similarly, all of the special revenue and enterprise programs with the exception of Water also performed better than their approved net operating budgets. Highlights of the budgets and operations of our various groups are as follows:

## General Fund Programs

### TECHNICAL SERVICES

Despite the general downturn in the economy and specifically in the construction industry, Inspection Services had a good year with revenues exceeding our budgeted figure. This was also the first year in which we began to implement the spending associated with the enhanced Street Capital Program approved by the voters in November of 2008.

The enhanced Street Capital Program is a major milestone for improving the condition of our roadways. This year we began the first of three consecutive years in which we will invest over \$3 million annually to resurface streets. This is four times our average annual expenditure in prior years. After the first three years the program will continue at a rate of \$1.4 million annually so that we will be able to sustain and further improve the

conditions of our streets.

Along with the streets, our sidewalk system needs more investment to meet the need for sidewalk replacement. Following the lead of the Street Capital Program, our engineering group has developed a system that uses a condition index to rate sidewalks and sets priorities for addressing problems based both on condition and usage. This tool will allow us to establish long term system needs and to recommend funding options such as we did with the streets.



**Steven Goodkind**  
*Director*

Other highlights include:

- Developed a consolidated Certificate of Occupancy procedure.
- Developed and managed the City's General Fund Capital Plan that includes an inventory and prioritization analysis.
- Managed City capital projects including the Miller Recreation Facility on Gosse Court.
- Participated in the Mayor's Stormwater Task Force.
- Developed the City's first comprehensive Transportation Master Plan.
- Focused efforts to improve pedestrian and cycling systems within Burlington.
- Provided technical support to the DPW Commission in areas such as traffic regulation and appeals of code enforcement issues.

### RIGHT OF WAY

All of the programs within this group met their budget projections with one exception, snow-fighting. DPW has made it a practice to offset overruns in our snow-fighting budget by doing force account work for other programs in DPW. The net result is that we live within our allocation from the general fund and use other resources to cover the unanticipated cost. Examples of this are constructing sidewalks for the Street Capital Program, installing storm drain lines for the Wastewater Division, and doing the pavement patching for the Water Division. This year the ROW Group also rebuilt the parking lot adjacent to the library and installed permeable paving that reduces the impact of stormwater generated by this facility.



Other functions of the ROW Group in addition to snow-fighting include:

- Installing water mains and services.
- Maintaining water system valves and hydrants.
- Patching holes.
- Maintaining the sewer and stormwater systems.
- Repairing manholes and catch basins.
- Street sweeping.
- Responding to emergencies related to the ROW systems.

### RECYCLING

Recycling generated a significant surplus this year. This represents the sixth straight year we have met our budget without a rate increase despite ever-increasing costs. All surpluses are accrued to the Recycling program's fund balance and are used for the program or kept to offset the need for future rate increases.

One potential use for these funds may be to subsidize the cost of purchasing carts to replace the smaller blue bins that we currently use. In other communities this has been found more convenient and possibly a collection cost saver.

This year the recycling program collected about 3200 tons of material, and funded DPW's support of Green Up Day and our annual Christmas tree collection.

### EQUIPMENT MAINTENANCE

Equipment Maintenance supplies fuel and vehicle repair and maintenance for most City departments and several other organizations in our region. This year, as is the norm, this group met budget projections and finished the year requiring less general fund support than originally anticipated.

In addition to the responsibilities mentioned above, Equipment Maintenance is leading the way to provide opportunities for the city to use alternative fuels, implementing the use of bio-diesel in all City diesel vehicles and provide compressed natural gas (CNG) at our fueling facility for an ever-increasing number of vehicles. We are also a full service maintenance facility for CNG vehicles. Last but not least Equipment Maintenance also does much of the group purchasing for DPW.

### GENERAL FUND SUMMARY

DPW's general fund program, which is composed of the groups outlined above, met its overall net operating budget target and returned about \$156,000 to the general fund while continuing to provide essential services to the city.





## Special Revenues

### TRAFFIC

All programs within this group should meet their budget requirements. Parking Garage program net revenues are down from last year but ran ahead of budget projections. This allowed us to continue to meet our financial obligations for both Traffic Fire Alarms and Traffic Signals.

Traffic meter revenues are up from last year but so are expenses, mostly due to snow removal activities during the winter. Nevertheless the Traffic Signs/Meters program will meet budget targets for the year and fund the School Crossing Guard Program.

DPW operates three downtown parking facilities with about 1500 parking spaces as well as 1200 parking meters and four surface parking lots. We also manage the airport parking facility. The Traffic Program draws no support from the city's general tax fund. It is entirely supported by revenues derived from our parking operations.

## Enterprise Funds

### WATER/DPW ADMINISTRATION

Although the Water Division held its expenses to \$180,000 below our budget projection, revenues were almost \$280,000 below estimates. The result is a \$100,000 shortfall for the fiscal year. We are faced with increasing costs including rising electric rates and higher payments in lieu of taxes to the City, as well as the need for increased investment in our water infrastructure. The finances of the Water Division will be a major focus in FY10. As an enterprise fund, the Water Division relies solely on its own revenues from the sale of water and associated services for its financial support.

Nevertheless, we continue to provide high quality water for consumption and firefighting purposes to the City of Burlington. Our annual Water Quality Report is available on line at [www.dpw.ci.burlington.vt.us/](http://www.dpw.ci.burlington.vt.us/). In addition to operating the water treatment plant and maintaining the water distribution system, the Water Division also undertook a major overhaul of the control system at our treatment plant and we replaced a large water main on Pine Street this past year.



**WASTEWATER**

With a significant increase in revenues, the Wastewater Program did considerably better than its budget targets. Rates have been increased in recent years in anticipation of a major debt restructuring which will begin in FY10 and be completed in 2013. The final piece of the financial plan is another planned rate increase in FY10 although it may be less than the 10% originally contemplated.

The Wastewater Program operates three treatment plants as well as the wastewater collection system and a separate stormwater system. It was in this area that a major change took place this year.

In April, DPW brought a new program on line in the form of a Stormwater Utility. The startup, including setting up a new billing system, was accomplished entirely by existing DPW staff. In April a new stormwater program coordinator was hired and the implementation of the program began. Program responsibilities include enforcement of stormwater regulations for developments, assistance to

residents to better manage stormwater on their properties, and undertaking capital projects to improve our stormwater system, including the reduction of system backups that still occur due to storm events. This new program provides the city with the tools to address current and future issues that are presented by our need to better manage stormwater in Burlington.

DPW is a complex department with a wide range of responsibilities and a diverse range of revenues. By sharing resources and working as a team, this department is able to live within its means and deliver essential services in a cost effective manner. We are grateful for the opportunity to serve the citizens of Burlington now and continue to search for ways to improve our services in the future.





As I look back on the 2008-2009 school year, I have to step back and appreciate the incredible community support for all our kids and the exemplary work of our teachers and parents to prepare our students for their future. Last year, 294 students graduated from BHS, with over 2/3 going on to higher education. In our rapidly changing world, it certainly does “take a village” to equip our young adults with the skills to gain productive employment and become educated and thoughtful citizens. In this year of economic distress, we faced challenges together as a community. We continue to maintain our fiscal responsibility and to be more cost-effective, even as our schools are required to do more. The work we do with our youth in and out of our schools becomes the engine that drives the economic, cultural and social prosperity of our city.

To meet these challenges, we continued to develop and implement our Excellence and Equity plans. With your help, in each of our schools, we are working toward the shared vision that we developed over the last 3 years. Our goals include: setting high expectations for all students; increasing hands-on, real world learning; and providing “21st century skills” through enriched classwork in math, science, arts, world languages, technology and sustainability. Our vision includes strong and successful collaboration among our teachers, staff, community partners, and parents. Our cultural and economic diversity continues to be one of our strengths, as our students learn in a rich environment that reflects our increasingly global society and workplace.

## Magnet Schools

In March, we accepted applications for our two magnet schools: the Sustainability Academy at Lawrence Barnes, and the Integrated Arts Academy at H. O. Wheeler. These two elementary schools will balance the district’s demographics through choice, increase excellence in the Burlington schools through the themes chosen and expanded partnerships, and serve as a model for excellent education statewide.

## Community Partnerships

Expanding partnerships is a critical element of our vision. Our community partners play a key role in all of our schools. Working with our local colleges—St. Michael’s College, Champlain College, CCV, the University of Vermont along with the Flynn Theater, Burlington City Arts, Very Merry Theater, Vermont Youth Orchestra, Shelburne Farms, City Market, the Intervale, Echo Center, among many other partners, ensures new opportunities for our students that will prepare them for the career opportunities of the 21st century.

## Bond Votes for Critical Capital Improvements

In 2009, voters passed an increase in the annual bonding authority for capital projects and a \$9.7M bond request for critical safety improvements to three of our buildings. The increase for capital projects will allow us to gradually catch up on the long-deferred maintenance of our buildings. This past summer, we focused on Hunt Middle School, whose walls were starting to bow out. Through 2009 and 2010, we will upgrade those walls, add insulation, and improve windows and day-lighting at the middle school. Our multi-year facilities master plan to repair and update all of our buildings was put on hold, as it was out of reach for our city in these economic times. Using the facilities needs assessment that was completed in the fall of 2008, we collaborated with the City to prioritize needs within the capacity of its bonding authority. Planning work was undertaken in 2009 and in the summer of 2010 we will address these safety repairs at the Sustainability Academy of Lawrence Barnes, JJ Flynn Elementary, and CP Smith.



**Jeanné Collins**  
Superintendent



### **Instructional and Program Development**

As our enrollment continues to slowly increase, we are proud of the work our faculty and students are doing. Our teachers continue to learn as new “best practices” develop and work together to better understand and meet individual students’ learning needs. A majority of our students met the standards, as measured by the standardized tests (NECAP) in all of our schools. We are seeing improvement for all of our student groups. Many of our most challenged students are making more than one year’s progress, as they work hard to catch up. We are tracking the progress of every student and offer supplemental education services to support learning as needed. As we work toward our vision, we expect to continue to see gains in student test performance.

To support all of our kids, and our working families, our after school program continued to evolve in 2009. We increased our partnerships with after school providers, and are working closely with the City Kids program, as well as the Sara Holbrook Community Center and the Boys and Girls Club. For a daily fee, we offered child care combined with our enrichment offerings at each elementary school until 5:30 pm.



### **Good-byes and Appreciations**

In 2009, we also said goodbye and thank you to three long time principals in the district. Guy Egri, Edmunds Elementary principal for 20 years, Bonnie Ayer, 10 year principal and former guidance counselor at JJ Flynn Elementary, both retired in June, and Paula Bowen, seven year principal at Lawrence Barnes, has left to become an educational consultant. We thank each of these educational leaders for their wisdom, vision and dedication to the children of Burlington.

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





**B**urlington Telecom (BT), a project of the City of Burlington, continues to operate a Fiber to the Home network bringing high quality voice, video and internet services to the residents and businesses of Burlington with all the value of being a local business based on Church St. During 2009 BT focused on strengthening our customer service group and providing value added services. New triple play subscribers received free wire maintenance, free wireless router and access to city wide Wi-Fi Hot Spots.

BT showed steady growth during one of the most depressed national economies since the Great Depression of the 1930's. Between December 2008 and December 2009 BT customer accounts grew 11.5% and revenue increased 20%. Good sales results for this period. These metrics indicate steady customer acquisition and good retention efforts in addition to strong sales of services. 2010

presents some challenges but BT is forecasting a strengthening of our economy and a focus on supporting our community.

In addition, BT was recognized by the American Red Cross at their 2009 Annual Meeting for our support with their summer blood drive campaign. This effort helped the American Red Cross achieve its summer blood drive goals. During the drive every new BT customer donating blood received a credit and the American Red Cross received \$50 per donation in addition to the blood donation.

BT will continue to focus on several green initiatives, including electronic meter reading and promoting "working from home" as an alternative to commuting.

To keep informed, visit our website: [www.burlingtontelecom.com](http://www.burlingtontelecom.com) or use the link on the City's website, <http://www.ci.burlington.vt.us/>.



**Christopher Burns**  
*General Manager*



The Chittenden County Transportation Authority (CCTA) continued to provide public transportation services to the City of Burlington and the greater Burlington area. In FY09, services included local fixed-route bus service; commuter park and ride shuttles, supermarket and school shuttles; inter-regional commuter routes; transportation for Medicaid recipients and contracted ADA para-transit service for those unable to ride the bus.

In FY09 CCTA was governed by a 14-member Board of Commissioners with two Commissioners representing each of the following communities: Burlington, Essex, Shelburne, South Burlington, Williston, Winooski and Milton. Burlington's Commissioners to the CCTA Board were Bethany Whitaker and Chapin Spencer.

CCTA's annual operating expenses for FY09 (pre-audit) were \$10,066,699. Breakdown of revenues was as follows: Federal 27%, Local 22%, Passenger Revenues 26%, State 14% and Purchase of Service 12%.

### Increased Ridership

CCTA saw ridership increase by 12.5 percent over FY08. The total rides provided in FY09 for fixed route service was 2,512,643. CCTA

also provided 36,098 para-transit rides in FY09.

Several routes saw an increase higher than the system-wide average of 12.5 percent, including: Essex Junction (27%), Sunday Service (22%), Burlington City Loop (16%), Essex Center (14%), and the U Mall/Airport route (14%).

While year-end FY09 ridership on the Essex Junction route increased 27% over FY08 ridership, February 2009 also marked the one year anniversary of 15-minute peak hour headways on the route. Ridership on the Essex Junction route during the first year of high frequency service between February 2008 and February 2009 increased by 40%. These substantial ridership increases resulted in the Essex Junction route achieving the top ridership route position in FY09, with an annual ridership of 444,784 and an average weekday ridership of 1,573.

Strong ridership growth continued on the Montpelier LINK Express route between Montpelier and Burlington, with an increase of over 37%. In FY09, CCTA expanded service on the Montpelier Link to four AM round trips and four PM round trips, offering passengers several convenient commuting options each day.



**Chris Cole**  
General Manager



The other LINK Express routes to Middlebury and St. Albans also saw significant ridership growth. The Middlebury Link ridership increased over 16% from the previous fiscal year and the St. Albans Link ridership was up over 11%.

CCTA Planning staff began a thorough study of the UMall/Airport and Williston routes with the goal of improving service along the Route 2 corridor between Burlington, South Burlington, and Williston. Four public meetings were held to gather public comments on potential service scenarios and an online survey was developed to reach as many current and potential passengers as possible.

In order to gather information from a wide cross-section of Chittenden County residents about their attitudes toward public transportation, CCTA conducted a county-wide phone and web survey in FY09. Approximately 400 households were surveyed by phone and an additional 133 individuals participated via the web survey. The data gathered by this survey informs CCTA about the level of interest and awareness for future services and for potential changes to the way public transportation is funded in our region. Respondents of the survey overwhelmingly agreed with the statement that "Public transportation plays an important role in the economic development of Chittenden County."

### Improved Amenities and Service

In FY09, CCTA continued to advance several projects to make the transit system more convenient and user-friendly:

Two passenger bus shelters were relocated to better meet passenger needs and one additional shelter was constructed.

CCTA added morning and afternoon service on the Montpelier Link to total four am trips and four pm trips.

CCTA planned repairs to the Cherry Street transfer station, to be completed in FY10.

### Environmental Commitment

In FY09, CCTA received 13 new buses, which drastically reduce the emissions output of the fleet. The Authority is committed to operating with the cleanest technology available, and has been working to receive the funding necessary to replace all outdated buses with new, low emission clean diesel buses. CCTA ordered an additional 10 new buses, to be received in FY10.



### Programs

CCTA launched a new program in FY09 to encourage businesses to promote public transit within the organization to employees. The Smart Business program provided businesses with a turn-key approach to encouraging employees to use alternative transportation for their commuting. Components include the SureRide benefit—an emergency ride home cab reimbursement due to unexpected events—free try-it passes for those interested in joining, and tax incentives to companies subsidizing their employees' transportation to and from work. Eight businesses signed up to participate in the Smart Business program and it continues to see growth in FY10.

The Unlimited Access program saw continued growth and success in FY09. CCTA welcomed Middlebury College and South Burlington High School to the program, which allows those with a valid ID to board CCTA buses by swiping or showing an ID instead of paying direct fare. The UA program continues to be well received by staff and students and will be continuing to expand in the next fiscal year.

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

### Contact CCTA for Route and Schedule Information

802-864-CCTA (Phone)  
 info@cctaride.org (E-mail)  
 www.cctaride.org (Web)

### Administration

CSWD owns and oversees 10 solid waste or recycling facilities in Chittenden County for its 18 member municipalities.

A Board of Commissioners, who sets policy and oversees financial matters, governs CSWD. One Commissioner is appointed by each member community. The Officer of the Board of Commissioners include: Chair Paul Stabler of South Burlington; Vice Chair Bert Lindholm of Jericho, and Secretary/Treasurer Mike Coates of Williston. Executive Board Members include Paul Stabler, Mike Coates, Alan Nye of Essex, Ken Nolan of Milton and Steve Goodkind of Burlington. The CSWD General Manager is Thomas Moreau.



**Thomas Moreau**  
General Manager

The unaudited FY09 General Fund expenses were \$8.28 million and the revenues were \$8.32 million. This represents a \$1.1 million increase in expenses and a \$0.1 million increase in revenues from the FY08 General Fund. The increase in expenses relates to CSWD taking over the Intervale Compost Program and the only modest increase in revenues is a reflection of poor market prices paid for recyclables and the fact that we experienced less tonnage to apply the solid waste management fee.



### Significant Changes/Events

In FY09, CSWD took over the Intervale Compost Program processing nearly 4,000 tons of food waste, 5,500 tons of leaves and yard waste and 5,000 tons of animal manures into a compost product. CSWD adopted a new 5-year plan for the next generation of solid waste management strategies for Chittenden County. Due to very poor market conditions we had to raise the tip fee for recycling at our Materials

Recovery Facility. Additionally, we raised the Solid Waste Management Fee for the first time since its inception in 1993.

### 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 3,177 tons of recyclables, a decrease of 1.5% from FY08, and 6,389 tons of household trash during FY09, a 3.2% decrease from FY08.

The MATERIALS RECOVERY FACILITY in Williston is owned by CSWD and privately operated by Casella Waste Management. In FY09, 44,532 tons of recyclables were collected, sorted, baled, and shipped to markets. This represents a 7.25% increase from the previous year. The average sale price for materials was \$72.96 per ton, which is a 39.8% decrease over last year's average.

The ENVIRONMENTAL DEPOT and the ROVER are CSWD's hazardous waste collection facilities for residents and businesses. In FY09, 7,857 households and 672 businesses brought in 507,846 pounds of waste that were collected and processed at these facilities. This included 51,070 pounds (5,107 gallons) of latex paint re-blended and sold as "Local Color," 18,550 pounds of leftover products given away through the "Hazbin" reuse program, and 122,100 pounds (12,210 gallons) of oil-based and latex paint processed for recycling in Canada.

CSWD maintained INTERVALE COMPOST PRODUCTS as a viable composting operation responsible for composting 14,715 tons of mixed feedstocks, and transforming it into a valuable soil amendment sold and donated to Chittenden County homes and businesses. The operating agreement signed with the Vermont Attorney General's office in October 2008 calls for the relocation of the composting facility. CSWD will no longer accept material at the present location after June 30, 2010 and is in the process of locating an interim replacement facility elsewhere in the county.

CSWD brokered 15,009 wet tons of BIOSOLIDS for our member communities in FY09, 4.2 % less material than last year. We negotiated a new biosolids contract to replace the 10-year old agreement that ended with the fiscal year.





CSWD's **MARKETING CAMPAIGNS** once again raised the profile of the Electronics Recycling Program with a round-up event held at the Williston Drop-Off Center, where we collected 53 tons of electronics, and with the third annual Small Dog Electronics round up where they collected 140 tons. Other events promoting reduce, reuse, recycle—rethink included the Rover round-ups, Spring Move Out and Summer Move In Projects, Waste Reduction Award, Lake Monsters sponsorship game, Green Up Day, the Appliance and Tire round-ups, several public tours of the Materials Recovery Facility, Yule Fuel (formerly Merry Mulch), paint round-up, and the Creative ReUse Showcase. The Environmental Depot was highlighted in a series of radio spots.

A variety of **EDUCATIONAL PROGRAMS** and tools are available to assist residents, institutions, and businesses to reduce and properly manage their wastes. The CSWD **HOTLINE** (872-8111), **WEBSITE**: ([www.cswd.net](http://www.cswd.net)), school programs, displays, workshops, informational pamphlets, free recycling bins and signage, municipal programs, discount compost bins, and waste assessments for businesses are part of this positive community outreach.

Over 28,500 employees, residents of residential complexes, students, volunteers, and clients were impacted by the **BUSINESS OUTREACH PROGRAM**. School presentations, equipment loans, waste assessments, and facility tours reached over 9,900 students through the **SCHOOL OUTREACH PROGRAM**. CSWD also participated in 17 community events attended by over 12,000 people.

**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 incentives and collection, construction and demolition debris recycling, organics diversion, product stewardship, and markets for recyclables.

CSWD provides funding and staff time to support **GREEN UP DAY** efforts in Chittenden County. In May 2009, 40 tons of litter, 2,212 tires, and 18 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 978 major appliances and 7,957 tires at no charge from 2,604 house-

holds. An **ELECTRONICS ROUND UP** at the Williston Drop-Off Center brought in 53 tons of equipment.

The **COMMUNITY CLEAN UP FUND** helps members keep their communities clean and litter free throughout the year. In FY09, over \$5,000 was distributed to eight of CSWD's member municipalities through this program.



The Winooski Valley Park District's (WVPD) mission is to preserve natural areas that are a short walk or bike ride from where 110,500 Vermonters live and work. The City of Burlington has been a supporting member for 36 years.

Our system of natural areas offers over 13 miles of shoreline and 25 miles of trail to enjoy. In Burlington this includes the Ethan Allen Homestead, Derway Island Nature Preserve, Donohue Sea Caves, Heineberg Wetlands, Mayes Landing, and Salmon Hole Park. Visit [www.wvpd.org](http://www.wvpd.org) for trail maps and to learn more.

Our office is located at the Ethan Allen Homestead. A seven member Board of Trustees governs the WVPD, one appointed by each of the seven member communities. Burlington's representative is Roger Marshall. Highlights of the year follow:

## New Director Hired for the Ethan Allen Homestead Museum

Thanks to emergency funds from the Vermont Legislature and a grant from the Windham Foundation, Laura Need was hired as interim Director of the Homestead Museum. This site includes the 1787 restored farmhouse of Ethan and Fanny Allen, a museum and a gift shop. WVPD hopes that the State will continue to provide support to this important historic site in Burlington.

## Programs at WVPD Hosted by Others

Flynn Arts led teens and tweens in 2 weeks of historic reenactments. The YMCA held four week-long nature camps at the Homestead. Uncle Jammers sponsored "Web Water Wildlife," a summer fishing camp at Colchester Pond. New this year, the Vermont Institute of Natural Science offered 8 weeks of camps at the Homestead and the YWCA launched two weeks of programming for summer campers, during which Burlington residents participated in activities including filmmaking, nature-walks, cooking using ingredients harvested from the Intervale and acrylic paintings of the Homestead landscape. The Cub Scouts returned for a week of summer workshops. UVM led classes at our various parks in art, natural history, engineering, plant biology, soil science and geology.

## Lessons Learned at the Parks

The diversity of WVPD's numerous resources has yielded an array of educational opportunities for students from Burlington's schools and colleges. Hunt and Edmunds Middle School students learned about the presence and spread of invasive plants while assisting in the removal of buckthorn and phragmites. The Community College of Vermont brought classes to the Ethan Allen Homestead to explore topics ranging from the natural history of Vermont to forest ecology. UVM botany students benefited from the Homestead's plant diversity as they were given a hands-on opportunity to observe and learn a range of plant species in their native environments. Over 350 elementary through college-aged students took advantage of WVPD's resources through 14 curriculum-based class visits.

We have two favorite quotes to share this year. The first was by a little girl as she paused along a rock walkway at one of the parks. "I think I belong here" she sighed with contentment. The second was by a summer camper who wrote "I'm definitely doing more VINS camps at the Homestead next year."

Children need wild places to stay in touch with their natural heritage. In turn, wild places need management that assures people and wildlife can peacefully coexist. Each year Burlington's support makes it possible for thousands of Vermonters and tourists to explore this ecologically-diverse system of natural areas. Thank you.



**Jennifer Ely**  
Executive Director





*The following are the results of our Town Meeting vote on Tuesday, March 3, 2009.*

## **Question 1:**

### **Approval of School Budget for Fiscal Year 2010**

“Shall the voters support the School Department’s proposed \$49,903,088 Act 68 locally adopted budget (School General Fund Budget) for Fiscal Year 2010 for current expenses and deficit retirement?”

**Yes: 5015 No: 3715**

## **Question 2:**

### **Approval of General Obligation Bonds for Capital Improvements for School Department**

“Shall the City Council be authorized to issue general obligation bonds or notes in an amount not to exceed Nine Million Seven Hundred Thousand and 00/100 (\$9,700,000) Dollars for the purpose of making capital improvements, including safety and infrastructure improvements, to City school facilities at the John J. Flynn, C. P. Smith and Lawrence Barnes Elementary Schools?”

Total Estimated Project Costs: \$9,700,000.00  
City’s Share\*: \$9,700,000.00

\* The City’s share shall be reduced by the amount of any financial aid received from the State of Vermont or other governmental source for this project. However, no such aid is presently committed.

**Yes: 5569 No: 3173**

## **Question 3:**

### **Approval of Revenue Supported General Obligation Bonds for Airport Department**

“Shall the City Council be authorized to issue revenue supported general obligation bonds or notes in one or more series, and to pledge the credit of the City in connection therewith, in an amount not exceeding \$45,000,000 for the purpose of constructing capital improvements at the Burlington International Airport, including expansion of the existing parking structure, it being understood that revenues of the Burlington International Air-

port shall be the primary source of repayment of the principal of and interest on any such bonds or notes but with the general obligation bonds or notes having the City’s full faith and credit pledged to payment thereof, with the principal amount of the bonds or notes being reduced by any federal or state funding available for such project?”

Total Estimated Project Cost: \$45,000,000  
City’s Share: \$45,000,000

**Yes: 5577 No: 2970**

## **Question 4:**

### **Approval of Revenue Supported General Obligation Bonds for Burlington Electric Department**

“Shall the City Council be authorized to issue revenue supported general obligation bonds or notes in one or more series, and to pledge the credit of the City in connection therewith, pursuant to the City Charter on behalf of the Electric Light Department in an amount not to exceed \$36,600,000, for capital additions and improvements to the electric generation, distribution and sub-transmission system, including capital improvements to reduce emissions at the Joseph C. McNeil Generating Station, investments in Vermont Transco, LLC, transmission system upgrades, and to acquire solar, biomass or other renewable power supplies, with the primary source of repayment being revenues from the Electric Light Department but with the general obligation bonds or notes having the City’s full faith and credit, and if such general obligation bonds or notes are approved by the voters as required by the City Charter, the prior authorization for revenue bonds approved by the voters at the Annual Meeting held March 4, 2008 would then terminate?”

**Yes: 6314 No: 2193**

**Question 5:****Proposed Charter Change Re Increase in Annual Borrowing Authority for School Department Working Capital and Capital Improvements**

“Shall the Charter of the City of Burlington, Acts of 1949, No. 298 as amended be further amended by amending Section 62, Subsection (f)(3) thereof to read as follows:

Sec. 62. Council, school board; not to pledge credit of city; exceptions.

(a) through (e) As written.

(f)(1) and (f)(2) As written.

(f)(3) The chief administrative officer, when authorized and directed by the board of school commissioners and the city council, may pledge the credit of the city by issuing negotiable orders, warrants, notes, or bonds in an amount not to exceed in the aggregate ~~seven hundred fifty thousand dollars (\$750,000.00)~~ two million dollars (2,000,000.00) in any fiscal year for the purpose of providing working capital and capital improvements, additions, and replacements required for the efficient and economical operation of the school department. If any of such annual borrowing authority is used to provide working capital, notes shall be issued in anticipation of the receipt of school revenue and shall mature within two (2) years from the date of issue, and may be renewed or refunded by the issue of other notes maturing within a similar period whenever such action is deemed expedient. If any of such annual borrowing authority is used to provide capital improvements, additions, and replacements, the negotiable orders, warrants, notes, or bonds issued for such purposes shall be of such denominations, payable at such time or times, at such rate of interest, and to be sold and registered in such manner and under such terms and conditions as shall be established by resolution of the city council. The funds raised in any such year from such borrowing shall be used for the capital needs of the school district that qualify for the thirty percent (30%) State of Vermont matching grant. The authorization provided for this addition to the city charter shall be considered the voting of funds by the Burlington School District as required by 16 V.S.A. §3448, as the same may be amended from time to time. The amortization of such borrowed funds shall be by means of an annual tax on the education grand list in an amount suffi-

cient for this purpose, such tax to be in addition to the tax necessary to support the education spending portion of the annual budget of the school department?”

**Yes: 4475 No: 3997**

**Question 6:****Proposed Charter Change Re: Board of Health**

“Shall the Charter of the City of Burlington, Acts of 1949, No. 298 as amended be further amended to amend Sections 277 and 279 thereof to read as follows:

ARTICLE 85. HEALTH DEPARTMENT;  
BOARD OF HEALTH

Sec. 277. Composition.

The board of health shall consist of five legal voters of said city, one of whom shall be a health practitioner who is either a physician, a physician's assistant or a ~~nurse practitioner~~ registered nurse.

Sec. 279. Local board to be in lieu of statutory board; general powers.

The board of health created as herein provided shall ~~be for the said city in lieu of~~ constitute the local board of health provided for by the general laws of this state, and the board shall have the powers conferred by said laws, ~~upon the committee on health of the board of aldermen~~ subject to the orders and ordinances of the City Council.”

**Yes: 6370 No: 1878**

**Question 7:****Proposed Charter Change Re: Voter Checklist and Presiding Officer for Elections**

“Shall the Charter of the City of Burlington, Acts of 1949, No. 298 as amended be further amended to amend Sections 16 and 138(b) thereof to read as follows:

§ 16. Additions or corrections permitted.

The board for registration of voters shall, pursuant to such notice, meet to make additions to, or alterations and corrections in, said list; ~~and no meeting of said board for the correction of such list shall be held later than three days previous to the day on which such annual or special city or ward election shall be held.~~





§ 138. Duties of chief administrative officer generally.

(a) As written.

(b) The chief administrative officer shall perform for said city the same duties devolving by the law of the state upon town clerks, except insofar as the same are changed or modified by the provisions of this Charter and shall receive and collect for and on behalf of the city to be used for city purposes all and the same fees to be paid to town clerks for the performance of such duties under the general laws of the state. The chief administrative officer shall keep a full and complete record and account of all such fees as received and as paid to the chief administrative officer in such form and manner as the board of finance and the city auditor may prescribe, and shall give a proper receipt for every fee collected. The chief administrative officer shall receive only such annual salary or other compensation as shall be determined by the city council. The chief administrative officer shall be ex officio clerk of the city council with mayor

presiding, city council, board of civil authority, board for the abatement of taxes and liquor control commissioners. The chief administrative officer shall have exclusive charge and custody of the public records of said city and of all records, papers and documents belonging to the Town of Burlington at the time the City of Burlington was organized. The chief administrative officer shall be the presiding officer for ward, city and legislative district elections. An assistant within the chief administrator's office may be designated by the chief administrator to be the presiding officer for ward, city and legislative district elections.

(c) As written.

(d) As written.

(e) As written. ?"

**Yes: 5782 No: 2355**

\* Material underlined added.

\*\* Material stricken out deleted.



**Airport**

Bergeron, Randall P. ....	39,203.84	Bergeron-Radoux, Catherine. ....	1,740.00
Bosley, Justin ....	3,615.00	Bertoni, Stephanie ....	8,380.00
Bostwick, Thomas C. ....	5,688.50	Blair, Jennifer ....	560.00
Brown, Richard ....	57,670.31	Bond, Judith A. ....	16,796.25
Carey, Gerry. ....	57,920.31	Butt, Katherine ....	1,100.00
Catella, Michael P. ....	66,531.77	Byrne, Caroline H. ....	560.00
Colling, Kelly Q. ....	45,992.11	Cameron, Annie ....	490.00
Fadden, Kerri ....	5,892.41	Colling, Michelle ....	340.00
Felis, Matthew ....	681.29	Cooper, Leah ....	1,680.00
Flemings, Gladys. ....	3,788.55	Crowell, Jennifer ....	5,880.00
French, John C. ....	67,462.34	Cuadra, Jose Chepe. ....	770.00
Gagne, Tamara S. ....	60,922.69	Dewald, Meghan ....	5,193.75
Goodrich, Francis G. ....	42,028.24	Dimondstein, Lisa ....	375.00
Harding, Matthew P. ....	60,962.50	Dyer, Jessica A. ....	31,356.60
Hill, Gregory M. ....	63,130.05	Eddy, Stanton. ....	750.00
Horst, Shohre ....	25,183.58	Eddy, Tamara H. ....	22,470.00
Jewell, Corey C. ....	56,032.57	Elliott, Joanna. ....	4,200.00
Jones, Andrew ....	48,434.86	Fawkes, Anne Glynnis ....	880.00
Kaigle, Kevin P. ....	52,901.46	Ford, Eric. ....	44,467.20
Kendrew, Heather A. ....	67,200.55	Foster-Mason, Linsey. ....	2,500.00
Laroche, Urgele. ....	43,705.79	Giordano, Lisa ....	9,926.00
Latreille, Jeremiah J. ....	51,830.84	Giovannetti, Sarah ....	1,575.00
Lemieux, Paul L. ....	41,647.56	Gonzalez, Jorge. ....	4,190.00
McEwing, Robert. ....	69,279.93	Hale, Allison ....	2,450.00
Merk, Alexandra ....	39,072.03	Hall, Gary ....	630.00
Metivier, Mark ....	47,914.91	Hall, Rosemary ....	43,754.18
Mobbs, Reginald A. ....	54,717.08	Harootunian, Kristine ....	1,610.00
Morales, Joel A. ....	47,979.01	Johns, Melinda L. ....	34,927.25
Nichols, Paul ....	1,734.48	Johnson, Mary E. ....	27,178.87
Peterson, Robert. ....	44,937.70	Jones, Linda ....	2,642.50
Philbrook, Thomas G. ....	5,091.21	Jones, Melissa ....	2,075.00
Phillips, Charles T. ....	3,738.71	Joyner, Virginia ....	1,125.00
Planas, Alejandro ....	52,316.09	Katz, Elliott. ....	1,764.00
Santor, Lisa ....	32,690.65	Katz, Sara ....	49,933.18
Searles, Brian R. ....	99,570.99	Keegan, Graham. ....	735.00
Sharrow, Patrick. ....	46,381.88	Kraft, Doreen E. ....	69,165.90
Sweeney, Ronald W. ....	59,174.01	Lauzon, Renee. ....	4,385.00
Tatro, Kirk ....	54,449.95	Leach, Benjamin ....	464.00
Varney, Richard C. ....	67,671.32	Lefrancois, Daniel. ....	2,825.00
White, Richard W. ....	56,871.14	Liebman, Jacquelyn ....	3,612.00
Wood, Douglas W. ....	43,800.64	Loesel, Katie ....	1,610.00
Zimmerman, Frederick ....	5,196.60	Long, Lisa. ....	8,634.36
Zizza, Lynn. ....	37,070.27	Macomber, Rebecca ....	1,462.50

**Arts**

Abraham, Catherine. ....	27,727.00	McCann, Sheffield ....	1,500.00
Adamson, Susan M. ....	1,012.50	McGinnis, Anne. ....	1,587.50
Ashman, Kate ....	8,478.00	Meaker, Abbey. ....	3,062.00
Ayers, Jeremy ....	2,975.00	Monahan, Christopher ....	4,900.00
Barlow, Ann ....	1,610.00	Mullican, Macy ....	1,800.00
Barrett, Bridgid. ....	1,050.00	Nelson, Katherine A. ....	24,335.96
Barron, David ....	12,816.00	O'Brien, Kim ....	2,568.75
		Perlah, Robin E. ....	1,645.00
		Petroski, Allison ....	1,475.00
		Phillips, Sam ....	1,500.00





Renna, Jennie . . . . .	1,050.00
Roth, Julia . . . . .	516.00
Salzman, Gail . . . . .	2,160.00
Sanfilippo, Amanda . . . . .	28,237.64
Schaefer, Amber . . . . .	2,200.00
Schmidt, Emily . . . . .	360.00
Schwizer, Gina . . . . .	1,050.00
Sessions, Elizabeth . . . . .	31,570.80
Severance, Rachel . . . . .	4,860.00
Shelton, Lauren . . . . .	1,085.00
Shenk, Sandra . . . . .	375.00
Stiebert, Melissa . . . . .	22,032.50
Thompson, Christopher . . . . .	36,183.90
Walker, Melissa J. . . . .	48,831.18
Wild, Amy . . . . .	1,190.00
Young, Amanda . . . . .	11,345.00

### **Assessor's Office**

Couture, Andrea . . . . .	680.00
Green, Robert . . . . .	31,110.13
Kellington, Kim . . . . .	52,066.73
Nosek, Kenneth . . . . .	14,609.00
Vickery, John . . . . .	67,622.27

### **Attorney's Office**

Bergman, Eugene . . . . .	82,775.23
Blanchard, Linda F. . . . .	46,577.28
Fuller, Nikki A. . . . .	71,452.28
Haesler, Richard . . . . .	69,680.09
Jones, Lisa A. . . . .	43,392.11
Mayers II, Carlton . . . . .	4,736.00
Schatz, Kenneth A. . . . .	98,679.92

### **City Council**

Adrian, Edward . . . . .	3,000.00
Ashe, Timothy R. . . . .	2,250.00
Berezniak, David . . . . .	3,500.00
Bushor, Sharon F. . . . .	3,000.00
Caldwell, MARRISA . . . . .	750.00
Davis, Clarence . . . . .	3,000.00
Decelles, Paul . . . . .	3,000.00
Dober Sr., Vincent . . . . .	750.00
Ellis, Russell . . . . .	3,000.00
Gutchell, Craig . . . . .	2,250.00
Kaplan, Nancy . . . . .	750.00
Kehoe, Mary . . . . .	750.00
Keogh, William J. . . . .	3,000.00
Knodell, Jane E. . . . .	2,250.00
Montroll, Andrew H. . . . .	2,250.00
Mulvaney-Stanak, Emma . . . . .	750.00
Paul, Karen . . . . .	3,750.00
Shannon, Joan . . . . .	3,000.00
Wright, Nathan K. . . . .	2,250.00

### **Clerk/Treasurer**

Alemy, Lara B. . . . .	45,753.48
Barden, Timothy J. . . . .	66,715.38
Baron, G. Dana . . . . .	56,327.35
Barton, Ann M. . . . .	55,995.91
Brelsford, Lynn M. . . . .	27,546.86
Dunn, Kathleen . . . . .	52,188.23
Forguites, Jennifer L. . . . .	37,087.65
Frank, Jessica . . . . .	40,222.92
Friedman, Marie J. . . . .	47,670.00
Hansen, Susan . . . . .	33,950.63
Hanson, Teresa J. . . . .	32,598.16
Heald, Lisa K. . . . .	43,347.68
Herwood, Jeffrey . . . . .	43,567.65
Jones, Catherine . . . . .	1,920.00
Kopacz, Barbara . . . . .	40,882.95
Lalime, Philip . . . . .	41,618.51
Leopold Jr., Jonathan P.A. . . . .	83,444.38
Manion, Irene . . . . .	9,593.75
McCarthy, John P. . . . .	39,699.80
Meehan, Susan A. . . . .	43,442.26
Moffatt, Laurel . . . . .	30,317.01
Olberg, Lori . . . . .	51,849.54
Olio, Ginger . . . . .	2,497.74
Pacy, Benjamin W. . . . .	73,589.72
Poirier, Kathleen . . . . .	44,656.63
Popiel, Victoria . . . . .	8,630.94
Poulin, Jean E. . . . .	45,702.89
Rongo, Christine . . . . .	51,220.47
Schmitz, Patricia . . . . .	61,365.50
Shepard, Claire J. . . . .	67,247.71
Sundquist, Ellen . . . . .	41,992.88
Trainor, Susan . . . . .	46,429.84

### **Code Enforcement Office**

Ahonen, Timothy W. . . . .	51,665.57
Alicea, Sara N. . . . .	30,931.18
Butler, Kathleen . . . . .	52,305.57
Choedon, Tenzin . . . . .	7,015.49
Coutrayer, George . . . . .	48,009.89
Dalton, Deborah A. . . . .	8,798.80
Francis, Jeanne . . . . .	51,212.30
Meno, Delorita M. . . . .	45,609.92
Perry, Matthew . . . . .	47,500.64
Robear, Donald C. . . . .	50,516.23
Sikon-Amato, Donata . . . . .	28,742.93
Thomas, Sybil M. . . . .	28,578.01
Van Brunt, Margaret . . . . .	36,665.24

### **Community & Economic Development Office**

Adams-Kollitz, Jon	40,336.16
Ahladas, Penny Yiota	58,394.26
Antczak, Edward F.	49,515.82
Banbury, Lorraine	30,546.64
Bozik, Margaret	55,643.05
Campbell, Brian	2,235.00
Carey, Cindy A.	34,652.69
Chicoine, Lisa Marie	47,396.83
Giannoni, Sara	11,193.75
Girard, Denise	37,751.21
Green, Jennifer	26,097.87
Hadwen, Brooke	44,403.84
Heslin, Margaret	38,328.48
Hines, Wanda	23,224.69
Jaffe, Tracy Abigail	508.50
Juaire, Jocelyn J.	44,810.11
Knapp, Abigail	8,163.00
Kupferman, Lawrence	81,000.22
Lee, Jenna	475.00
Longe, Kathleen	57,621.02
McNamara, Rebecca	40,394.74
Merriman, Kirsten A.	48,728.71
Nguyen, Song	1,056.25
Pine, Brian T.	57,900.19
Rawlings, Todd W.	49,478.92
Seifer, Bruce	59,478.13
Sheldon, Egan Clark	36,636.09
Tanguay, Jeff S.	45,807.82
Trepel, Lindsay S.	1,518.75
Truzansky, Beth	47,092.65
Vastine, Karen	47,828.42
Warner, Caleb N.	50,507.02
Weinstein, David	55,192.00
White, Lindsay	35,462.18

### **Electric Department**

Albarelli, Patrick J.	65,070.19
Alexander, Paul G.	95,434.17
Archer, Marjorie C.	64,241.63
Ardell, Paul G.	49,951.31
Audy, Byron D.	45,149.21
Beauchemin, Michael A.	79,095.08
Bingham, Robert L.	59,903.60
Blanchard, Michael J.	58,361.35
Bouchard, Jennifer L.	51,660.98
Brennan, John J.	69,499.57
Brown, Christopher E.	50,718.84
Brownell, Seth H.	96,972.29
Brunelle, David R.	102,719.48
Buckley, Thomas A.	105,983.80
Burke, William R.	59,498.44

Burns, Christopher R.	85,296.81
Carter, Linda L.	58,404.60
Chagnon, James J.	69,318.44
Chamberlain, Catherine J.	56,580.82
Charland, Gary P.	64,326.76
Collins, Dennis P.	56,171.78
Coombs, Helen C.	67,944.94
Couillard, Richard A.	61,077.86
Crowley, Duane E.	38,931.22
Crowley, Patricia J.	69,569.45
Crowley, Peter R.	89,079.24
Cruickshank, George D.	83,970.60
Daubenspeck, Sylvis I.	80,198.16
Davis, William R.	61,774.91
DeBrita, Valerie M.	45,322.22
Delbeck, Mark G.	65,722.62
Delorme, Drew G.	50,858.16
Dickson, Roger L.	45,145.28
Dolan, Timothy N.	62,515.21
Donegan, Roger P.	71,979.77
Dudley, Dennis P.	77,302.05
Dunphy, Michael C.	63,294.43
Dutra, Sr., James F.	72,874.27
Elliott, Susan M.	47,225.82
Enterline, Shawn P.	11,322.31
Fleming, Donald J.	65,644.51
Gaudreau, Raquel	49,898.24
Gibbons, James L.	63,661.35
Gingras, Patrick	56,504.04
Giroux, Michael A.	121,962.93
Gladden, Raymond A.	50,330.18
Gokey, Daniel L.	41,436.93
Gokey, Kenneth	66,463.42
Gregoire, Dana J.	67,140.18
Gregory, Robert T.	57,592.69
Griffin, Mary C.	56,774.60
Grimes, Barbara L.	116,517.32
Hall, Francis C.	60,314.96
Hernandez, Dorian	75,048.77
Hewitt Jr., Jason D.	48,732.26
Hoffman, Ernest W.	61,283.86
Irving, John M.	105,983.30
Kasti, Munir K.	125,968.60
Khadka, Bhim	7,592.00
Kimball, James E.	47,639.88
King, Richard V.	78,327.75
Knapp, Soni M.	51,032.52
Kresock David J.	64,062.50
Kropelin, William K.	85,296.44
LaDue, David L.	46,570.55
LaFlam, James M.	85,406.37
LaFountain, Ronald J.	64,251.97
Lander, Brian K.	56,918.56
Larned, Stephen G.	126,090.95
LaRochelle, Howard A.	53,542.38





LaRose, Ronald L. . . . .	71,919.29
Leach, Michael L. . . . .	76,127.28
Lemieux, Laurie D. . . . .	55,245.05
Lesnikoski, Elizabeth S. . . . .	64,188.35
Lincoln, John R. . . . .	58,280.36
Link, Grace C. . . . .	32,581.83
Lockerby, Dennis D. . . . .	98,352.69
Loller, Jon . . . . .	66,708.61
Longe, Pamela R. . . . .	56,703.25
MacDonnell, David V. . . . .	83,736.75
Marble, David . . . . .	26,507.04
Mayville, Alan F. . . . .	60,023.03
Mazza, Thomas J. . . . .	63,326.02
McCormick, David G. . . . .	58,862.20
McLaughlin, Paul B. . . . .	82,467.32
Miller, Robyn M. . . . .	46,836.89
Mitchell, Cheryl S. . . . .	57,923.06
Mitchell, Kevin P. . . . .	76,896.52
Mitiguy, Stephen A. . . . .	45,825.93
Mongeon, Kenneth . . . . .	53,313.51
Morse, Justin A. . . . .	58,329.18
Myers, David T. . . . .	11,252.67
Naughton, Andrew J. . . . .	65,596.17
Nolan, Kenneth A. . . . .	99,289.83
Nulty, William V. . . . .	73,574.96
Orr, Lawrence R. . . . .	61,457.62
Parent, Ronald W. . . . .	80,451.36
Parizo, William H. . . . .	107,581.99
Pfeil, Benjamin . . . . .	83,852.58
Pichieri, Randy G. . . . .	60,728.09
Pikna, Paul D. . . . .	80,578.37
Rabidoux, Sylvia G. . . . .	64,241.69
Raine, Michael D. . . . .	75,560.54
Rainville, Scott A. . . . .	67,281.76
Risley, Robert J. . . . .	112,050.31
Rouille, Colleen M. . . . .	54,290.41
Rouille, Jay E. . . . .	105,556.79
Ruland, Wesley G. . . . .	62,073.29
Samal, Jr., William . . . . .	64,188.37
Santerre, Daryl J. . . . .	105,980.70
Sehovic, Enis . . . . .	51,209.08
Sheehan, Carolyn A. . . . .	45,410.12
Sheehy, Joel P. . . . .	76,190.30
Sherry, York A. . . . .	68,494.43
Sorrell, Edward T. . . . .	51,987.64
St. Amour, John A. . . . .	13,534.50
Stergas, Richard L. . . . .	83,007.45
Suder, William M. . . . .	74,269.49
Sullivan, Mary M. . . . .	76,190.42
Symons, Darlene A. . . . .	57,835.25
Tang, Linda . . . . .	64,534.18
Thayer, Gregory B. . . . .	65,999.04
Thiels, Virginia M. . . . .	51,711.37
Tobi, Donald R. . . . .	38,508.90
Trombley, Kenneth P. . . . .	67,656.15

Turner II, Jeffrey W. . . . .	69,145.30
Vigneau, Francis P. . . . .	75,380.59
Willette, Charles F. . . . .	105,983.30
Yanulavich, John J. . . . .	66,403.94

## **Fire Department**

Aumand, Francis X. . . . .	62,820.98
Barch, David B. . . . .	22,685.72
Barrett, Thomas J. . . . .	61,170.65
Bergeron, Arthur J. . . . .	55,770.66
Bourgeois, Bruce E. . . . .	83,736.09
Bourgeois, Stephen E. . . . .	71,643.35
Bright, Alan R. . . . .	68,935.44
Brown, Peter R. . . . .	83,325.69
Burns, Timothy P. . . . .	49,256.60
Charney, Michael J. . . . .	54,178.19
Collette, Aaron J. . . . .	76,879.09
Costello, Steven N. . . . .	74,806.92
Costello, Thomas M. . . . .	97,995.39
Crady, Scott D. . . . .	63,830.82
Curtin, Michael E. . . . .	65,055.80
Drouin, Brian M. . . . .	89,824.99
Edgerley, Philip J. . . . .	49,822.13
Ferris, Timothy J. . . . .	61,222.10
Francis, Gary A. . . . .	86,627.63
Francis, Terence J. . . . .	72,155.62
Franzen, Christopher A. . . . .	65,546.47
Gale, David L. . . . .	86,631.54
Gates, Thomas W. . . . .	58,600.29
Grenon, Jared R. . . . .	64,096.48
Johnson, Samuel A. . . . .	15,296.88
Keenan, Joseph A. . . . .	62,467.73
Kehoe, Francis T. . . . .	86,293.08
Kilgore, Bruce J. . . . .	79,432.31
Kilpatrick, Scott M. . . . .	62,420.04
Lachance, Michael D. . . . .	63,910.49
Laforce, Todd J. . . . .	62,447.88
Lanphear, Kathleen M. . . . .	1,995.06
Laramie, Christopher S. . . . .	62,737.07
Larock, Joseph E. . . . .	24,038.23
Lasker, Seth S. . . . .	74,837.71
Libby, Derek R. . . . .	57,895.23
Luedee, Philip C. . . . .	58,379.39
Macbeth, Aaron R. . . . .	60,083.15
Maher, Brian M. . . . .	69,498.25
Mantone, Thomas . . . . .	76,403.91
Mathieu, Bryan J. . . . .	37,537.32
McDonough, Mark W. . . . .	50,878.34
McNamara, William J. . . . .	57,620.41
McNulty, William J. . . . .	51,664.02
Middleton, Thomas A. . . . .	80,385.70
Montminy, Robert J. . . . .	48,097.89
Moody, Scott E. . . . .	75,195.26
Moquin, Jason B. . . . .	61,195.07

Mulac, Dieter D. . . . .	57,556.47	Chan, Catherine . . . . .	7,866.00
Mullin, Robert P. . . . .	93,676.74	Corcoran, Michael . . . . .	2,425.50
Murphy, Patrick J. . . . .	63,027.04	Corcoran, Timothy . . . . .	1,100.00
Nolan, Kevin A. . . . .	61,769.19	Dandurand, Allison . . . . .	400.00
O'Brien, Benjamin R. . . . .	58,051.99	Daudelin, Jenny . . . . .	37,403.11
O'Brien, Kevin M. . . . .	54,314.59	Desautels, Richard . . . . .	2,956.41
O'Neil, Michael E. . . . .	93,057.61	Dettman, Paul . . . . .	87,126.03
Perkins, Nathan R. . . . .	44,127.43	DiCarlo, Richard . . . . .	1,021.12
Perry, Ellen L. . . . .	69,381.44	Dion, Janet . . . . .	42,672.55
Petit, Stephen J. . . . .	23,771.59	Donovan, Claudia . . . . .	56,162.90
Pitrowiski, Andrew J. . . . .	1,995.06	DosRemedios, Malaika . . . . .	32,977.93
Plante, Robert J. . . . .	59,991.39	Forkey Jr., John . . . . .	2,466.36
Ploof, Sean S. . . . .	61,621.31	Freed, Rhonda . . . . .	42,788.67
Raymond, Jeremy M. . . . .	1,995.06	Galloway, William . . . . .	3,478.75
Reardon, Christopher J. . . . .	61,293.48	Gillett, Abigail . . . . .	11,934.49
Reuschel, David M. . . . .	61,904.25	Graham, Emily . . . . .	4,134.00
Richard, Michael A. . . . .	73,397.75	Halstead, Charles . . . . .	39,082.18
Roberts, David J. . . . .	71,897.98	Ham-Ellis, Matthew . . . . .	33,993.03
Rousseau, Donald J. . . . .	61,350.27	Hart, Erika . . . . .	29,150.99
Savoy, Jason C. . . . .	45,358.90	Hibbard, Nicholas . . . . .	38,675.32
Sears, William O. . . . .	60,695.71	Howard, Chelsey . . . . .	1,594.45
Sicard, Tobey A. . . . .	55,441.52	James, Allyn . . . . .	1,512.00
Simays, Barry J. . . . .	67,844.43	Kasim, Ibrahim . . . . .	618.00
Slater, Robert L. . . . .	68,560.27	Kline, Matthew . . . . .	5,067.68
Sullivan, Christopher . . . . .	65,211.04	Kukulj, Nikolina . . . . .	25,596.31
Trombley, Matthew D. . . . .	60,956.81	Lane, Nicole . . . . .	38,564.79
Vachereau, Kenneth P. . . . .	58,507.67	Laquerre, Joseph . . . . .	23,945.59
Valyou, Jamie L. . . . .	58,340.26	Leavitt, Daniel . . . . .	34,017.74
Walsh, Peter G. . . . .	79,348.66	Liban, Hussein . . . . .	21,458.20
Webster, Edwin W. . . . .	59,580.26	MacDonald, John . . . . .	51,272.10
Whitehouse, James P. . . . .	46,376.99	MacLeod, David . . . . .	2,100.00
Whitehouse, John T. . . . .	81,734.29	Mansfield, Meredith . . . . .	27,045.57
Wilson, Braddon E. . . . .	40,260.34	Marceau, Cory . . . . .	23,936.50
Wilson, Dennis E. . . . .	59,651.19	McCaffrey, Deborah . . . . .	42,203.24
Woodman, James M. . . . .	95,997.11	McGonagle, Lisa . . . . .	41,171.65
Ziter, Jason A. . . . .	23,749.63	Metcalf, Jeffrey . . . . .	41,012.39

### **Housing Authority**

Akey, Alan . . . . .	18,227.90	Miller, Adam . . . . .	1,008.00
Ballard, Lisa . . . . .	32,512.49	Mooney, Larry . . . . .	35,710.79
Barrett, Christopher . . . . .	64,068.35	Morgan, Dawn . . . . .	28,538.07
Bean, Jennie-Lynn . . . . .	8,278.48	Moulton, Russell . . . . .	15,312.00
Bell, Leslie . . . . .	38,454.46	Newell, Kelley . . . . .	50,320.44
Berry, Sheila . . . . .	28,401.38	Niles, William . . . . .	7,033.88
Bishop Jr., Charles . . . . .	35,241.57	Nyhus, Timothy . . . . .	32,613.38
Brandon, French . . . . .	2,466.36	Ohler, Michael . . . . .	28,656.11
Brett, Andrea . . . . .	15,308.80	Peck, Lisa . . . . .	2,190.00
Brown, Holly . . . . .	27,561.44	Pelis, Joseph . . . . .	1,774.89
Brown, James . . . . .	6,730.64	Perry IV, John . . . . .	41,972.68
Brunell, Chester . . . . .	13,591.34	Perry, Wanda . . . . .	11,693.50
Buckley, Douglas . . . . .	400.00	Phillip, Angela . . . . .	14,673.14
Bunzigiyev, Jeanine . . . . .	11,592.00	Ploof, Daniel . . . . .	13,811.25
Cameron, Emily . . . . .	38,920.37	Popper, Miriam . . . . .	5,427.18
Carden, Rosemary . . . . .	36,091.31	Ravey, Kyle . . . . .	18,910.13
		Roberts, Joshua . . . . .	26,571.85
		Russell, Sarah . . . . .	21,044.97
		Santelices, David . . . . .	8,036.58





Sharp, Mary . . . . .	33,006.28
Sienkewicz, Jean . . . . .	32,912.88
Stafford, Jennie-Lynn . . . . .	23,082.73
St. Pierre, Michelle . . . . .	28,805.13
Wahlers, Salissa . . . . .	1,189.00
Wasilewski, Albert . . . . .	40,577.68
Wetherbee, Leona . . . . .	19,744.08
Whitmore, Elizabeth . . . . .	35,781.45
Wilczynski, Robert . . . . .	23,064.45
Winegar, Richard . . . . .	36,012.09

### **Human Resources**

Charles, Katherine P. . . . .	44,660.43
Collins, Marina . . . . .	51,131.31
Hanker, Stephanie L. . . . .	41,564.71
Lonerwright, Kristin . . . . .	67,884.98
Manjaramkar, Aditeei A. . . . .	39,334.21
Palagonia, Julie Anne . . . . .	47,117.29
Robb, Maxwell . . . . .	480.00
Rugg, Elizabeth . . . . .	1,187.00

### **Library**

Barnes, Carolyn . . . . .	1,230.00
Beneke, Christopher . . . . .	20,239.29
Bennis Sr, George . . . . .	20,764.69
Bevins, Susan H. . . . .	45,358.90
Brodie, David M. . . . .	3,735.00
Chamberlain, Douglas . . . . .	37,077.64
Coghan, Sarah . . . . .	3,536.00
Colburn, Lorraine M. . . . .	51,027.34
Coleburn, Robert A. . . . .	61,874.51
Collins, Amber S. . . . .	72,680.11
Danigelis, Anita H. . . . .	56,951.87
Demarais, Christine G. . . . .	27,228.88
Dhondup, Tenzin . . . . .	35,689.74
Estey, Megan . . . . .	18,413.96
Feeney, Emer . . . . .	33,265.09
Fensch, Susan . . . . .	17,213.72
Friedman, Sammie . . . . .	19,218.64
Goldberg, Rebecca L. . . . .	28,316.87
Irving, Trisha . . . . .	1,040.00
Janone, Judith H. . . . .	39,902.46
Morse, Anne D. . . . .	35,151.16
Murphy, Ruth . . . . .	7,433.34
Page, Sandra . . . . .	6,866.66
Pham, Nga . . . . .	37,616.35
Resnik, Robert J. . . . .	62,433.37
Shatara, Barbara . . . . .	53,284.95
Taginski, Toni Ann . . . . .	26,589.73

### **Marketplace**

Bookless, Kimberly . . . . .	3,522.00
Carpenter, Shawn . . . . .	303.80
Daly, James . . . . .	31,570.65
Feltt, Lyman . . . . .	6,894.00
Gutchell, Mary A. . . . .	40,547.67
Huettner, Kelly-Anne . . . . .	1,488.00
Karabegovic, Adna . . . . .	10,195.00
Lagasse Jr, Joseph . . . . .	786.50
McMahon, Matthew . . . . .	3,660.00
Redmond, Ronald B. . . . .	67,045.90
Rich, Kevin . . . . .	1,952.50
Rideout Jr, Patrick . . . . .	54,103.58
Robinson, John W. . . . .	32,549.39
Root, Christopher . . . . .	598.40
Savoy, Christopher . . . . .	3,360.00

### **Mayor's Office**

Eaton, Elise Blake . . . . .	2,830.77
Kiss, Robert . . . . .	91,983.47
Lawes, Faye M. . . . .	46,183.46
Reinert, Joseph . . . . .	58,068.65

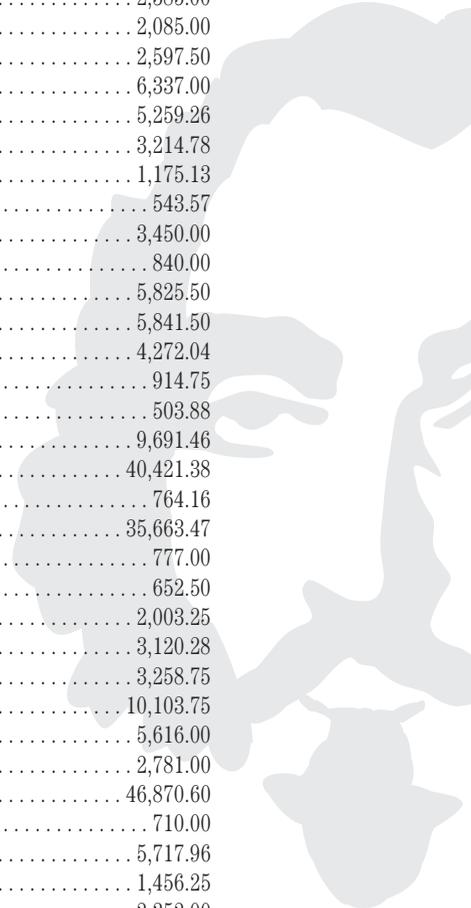
### **Parks & Recreation Department**

Affronti, Erin R. . . . .	1,485.00
Agorrea, Jose P. . . . .	7,244.81
Aldrich, Patrick J. . . . .	1,835.00
Alexander, Bailin H. . . . .	4,045.32
Allen, Emma H. . . . .	708.00
Allen, Kelly L. . . . .	2,242.00
Allen, Courtney H. . . . .	2,908.52
Allen, Terri L. . . . .	6,042.40
Anderson, Michael E. . . . .	1,030.00
Anderson, Kathleen . . . . .	500.00
Andreas, Francis L. . . . .	12,675.00
Angier, Kayla . . . . .	2,252.38
Antoniak, Kelsey A. . . . .	715.03
Applebaum, Matthew D. . . . .	45,535.56
Archacki, Allyson . . . . .	3,705.76
Ashby, Leo H. . . . .	386.40
Ashikaga, Laura K. . . . .	3,138.39
Aube, Eugene M. . . . .	47,959.15
Augustino, Natalie A. . . . .	2,152.50
Avdic, Semsudin . . . . .	28,993.24
Aylward, Jonathan D. . . . .	2,112.00
Bachand, Steven . . . . .	40,591.59
Bailey, Richard V. . . . .	44,922.24
Baileybrown, Sallie B. . . . .	3,204.88
Baker, Lisa A. . . . .	737.69
Bara, Justin R. . . . .	1,538.86
Bara, Joshua . . . . .	4,838.52
Barnello, Anthony David . . . . .	7,457.50
Barrenechea, Alejandra . . . . .	350.00

## *Salaries Fiscal Year 2009-2010 (continued)*

Barrett, Robert J. ....	44,880.96	Debono, Charles S. ....	977.60
Baxter, Rachel C. ....	1,698.00	Delaney, Ryan P. ....	4,816.39
Beato, Nick J. ....	317.50	Delibac, Haley A. ....	545.50
Beaudry, Christopher L. ....	48,396.15	Desrosiers, Chelsea J. ....	2,263.95
Beaulieu, Joseph. ....	6,032.50	Devlin, John M. ....	37,046.34
Bedrosian, Aram M. ....	332.50	Dhondup, Sangay T. ....	49,558.76
Bell, Hilary M. ....	2,637.34	Diaz, Gabriel A. ....	10,527.46
Bergman, Woody C. ....	478.50	Dieng, Ali N. ....	6,040.00
Bilodeau, Stacie ....	6,169.13	Doll, Leslie C. ....	6,045.63
Blondin, Tracy A. ....	1,411.60	Doppman, Max A. ....	3,429.50
Boomhower, Rochelle S. ....	4,375.03	Durett, Eric ....	512.19
Boomhower, Jackson B. ....	4,681.27	Dworshak, Charlotte J. ....	340.00
Bove, Nancy. ....	51,129.67	Dysart, Peter I. ....	1,419.75
Brady, Patrick A. ....	3,122.00	Earhart, John W. ....	1,120.00
Breeyear, Stephen E. ....	4,421.90	Eckhardt, Derrek J. ....	1,520.00
Breitfeller, Jessica A. ....	2,719.75	Eckrote, Evan G. ....	3,408.63
Bridges, Christopher E. ....	1,558.63	Eisner, Sophie W. ....	1,891.52
Brodowski, Ethan A. ....	6,633.00	Eldridge, Elizabeth H. ....	1,501.51
Brown, David T. ....	728.06	Ely, James H. ....	816.50
Brown, Michael R. ....	2,552.00	Ely III, Timothy J. ....	420.00
Brown, Matthew J. ....	5,299.88	Evarts, Sarah B. ....	514.56
Brunette, Christina M. ....	1,122.09	Facey, Kyle K. ....	2,139.87
Bushey, Allison M. ....	765.71	Falkenbush, Richard A. ....	1,600.00
Buteau, George M. ....	1,633.74	Farnham, Lillian P. ....	621.90
Buteau, Roseanna M. ....	3,179.70	Ferro, Amy L. ....	561.00
Cahill, Daniel M. ....	45,373.38	Finch, Ronald. ....	938.23
Calhoun, Theodore ....	345.82	Flinn, Benjamin A. ....	1,295.50
Camire, Mark E. ....	345.00	Forbes, Elizabeth B. ....	330.75
Campbell, Alan ....	53,581.87	Fowler, Amber E. ....	4,845.01
Cane, Charlotte E. ....	3,712.57	Francis, Joshua ....	622.50
Carbone, Wendy L. ....	5,594.41	Francis, James A. ....	850.00
Carlson, Scott K. ....	510.00	Francis, Kaitlin H. ....	2,000.64
Carruth, Nicholas P. ....	450.00	Frank, Kevin A. ....	5,668.88
Carter, Sarah A. ....	43,045.66	Fraser, Douglas A. ....	450.00
Carter, Susan. ....	43,266.17	Gaetoni, Anthony V. ....	5,529.00
Cate, Adam ....	50,942.14	Garland, Elizabeth L. ....	341.01
Caulfield, Caitlin A. ....	4,031.61	Gennings, Todd M. ....	3,807.00
Chaikin, Harry J. ....	421.02	Gil, Martin D. ....	561.30
Chamberlain, Steven A. ....	465.00	Gile, Martha. ....	39,799.60
Chamberlain, Marlene A. ....	630.00	Gill, Chelsea C. ....	2,101.92
Chilcote, Patricia A. ....	12,169.15	Gillis, Bradford B. ....	2,670.88
Chu, Kevin ....	1,404.00	Godier, Mary E. ....	2,261.25
Clark, Zachary I. ....	2,088.58	Grady, Jackson L. ....	629.25
Clement, Jared P. ....	2,154.00	Grassano, Stacie ....	4,442.50
Cocuzza, Carl C. ....	3,471.50	Green, Lindsey E. ....	304.00
Conklin, Michael A. ....	1,865.25	Green, Casey E. ....	501.50
Connelly, Angela L. ....	2,079.89	Green, Ryan D. ....	6,633.50
Connolly, Travis M. ....	2,598.76	Greenberg, Kyle R. ....	3,535.00
Coven, Lisa R. ....	37,263.56	Greenman, Nomi S. ....	1,944.00
Cullinan, Atticus T. ....	773.44	Greenough, Todd L. ....	54,744.23
Daghlian, Elizabeth M. ....	4,730.38	Grinnell, John ....	12,108.80
Dakpa, Tenzin ....	499.50	Gross, Wayne E. ....	77,424.20
Daly, James M. ....	2,694.50	Haigh, Alison R. ....	1,394.44
Dandaneau, Gabrielle O. ....	19,202.38	Haley, Courtney E. ....	1,803.90
Dang, Phi Giao T. ....	1,340.63	Hammond, Travis R. ....	13,011.50





Hannaford, Stephen R. . . . .	4,018.51	Lombardo, Johnathan T. . . . .	4,230.08
Harding, Martha J. . . . .	3,157.50	Loyer, Darlene M. . . . .	41,825.66
Harvey, Edwin . . . . .	1,530.00	Lucci, Joseph P. . . . .	2,815.00
Haskell, Paula . . . . .	2,322.63	Lurvey, Melissa A. . . . .	882.50
Hauptman, Michael T. . . . .	999.00	MacDonald, Donald . . . . .	715.50
Hayes, Jeffrey P. . . . .	1,610.00	MacDonald, Julie R. . . . .	13,087.50
Healy, Keefe C. . . . .	795.33	Mack, Katherine . . . . .	447.00
Heaney, Danielle M. . . . .	5,186.75	Magistrale, Christopher A. . . . .	1,600.00
Heimert, Mackenzie C. . . . .	498.50	Mahar, Kevin J. . . . .	6,685.00
Hevey, Alyson L. . . . .	4,892.50	Manahan, Owen P. . . . .	2,120.25
Holmes, Maxine W. . . . .	425.00	Mangan, Maryam B. . . . .	326.48
Holmes, Tiffany N. . . . .	7,259.95	Mann, Sean L. . . . .	1,209.13
Hornick, Martin E. . . . .	54,659.12	Marcantonio, Katie B. . . . .	737.69
Hudson, Christopher . . . . .	7,107.50	Martell, Jordan L. . . . .	1,040.75
Imholt, Michael D. . . . .	5,095.43	Marx, Cory J. . . . .	2,526.75
Iwobi, Sofia O. . . . .	832.91	Marx, Kevin . . . . .	2,465.38
Jackson Jr, Samuel . . . . .	554.00	Mashteare, Brett A. . . . .	2,976.75
James, Pamela M. . . . .	1,968.00	Mason, Yvette J. . . . .	42,135.28
Jefferys, Peter S. . . . .	38,275.03	Matos, Elliott P. . . . .	414.19
Jenkins, Mark H. . . . .	3,984.13	Matota, Samuel D. . . . .	4,750.72
Jennings, Rebecca J. . . . .	4,831.09	Matton, Michael R. . . . .	5,083.78
Jennings, Sarah R. . . . .	30,414.34	Mayville, Amber . . . . .	2,385.00
Jinpa, Lobsang Dhondup . . . . .	34,390.36	Mazzola, John W. . . . .	2,085.00
Johnstone, Daniel S. . . . .	318.50	Mazzucca, Vincent F. . . . .	2,597.50
Jones, Emily . . . . .	695.25	McCarthy, Paul J. . . . .	6,337.00
Keefe, Casey R. . . . .	598.50	McCoy-Garber, Cathy M. . . . .	5,259.26
Kiablick, Abigail L. . . . .	1,114.63	McDonald, Jonathan E. . . . .	3,214.78
Kirk, Wilhelmenia. . . . .	2,156.26	McHenry, Patrick J. . . . .	1,175.13
Kirk, Robert P. . . . .	3,735.25	McIntosh, Averett L. . . . .	543.57
Knauer, Charlotte M. . . . .	2,000.25	Merchant, Trevor . . . . .	3,450.00
Knauer, Kathleen . . . . .	29,902.96	Meunier, Ross . . . . .	840.00
Krol, Adam M. . . . .	2,574.98	Meyer, Dorothy A. . . . .	5,825.50
LaBerge, Benjamin J. . . . .	4,597.25	Meyer, Arthur F. . . . .	5,841.50
LaPointe, Kingsley A. . . . .	2,849.83	Mitchell-Eby, Kaitlyn R. . . . .	4,272.04
Lafontaine, Keith . . . . .	1,921.50	Mongeon, Jessica L. . . . .	914.75
Landry, John . . . . .	1,366.70	Moore, Amanda K. . . . .	503.88
Lapierre, Natalie R. . . . .	1,286.34	Moore Jr., Joseph . . . . .	9,691.46
Lapointe, Robert D. . . . .	48,397.39	Moreau, Erin E. . . . .	40,421.38
Latish, Carly A. . . . .	2,367.50	Morel, Chelsea E. . . . .	764.16
Lavalley, Samantha R. . . . .	2,153.25	Mott, Travis J. . . . .	35,663.47
Lavigne, Luke M. . . . .	5,113.50	Murdough, Casey M. . . . .	777.00
Lavigne, Charles R. . . . .	48,042.58	Murphy, Andrew D. . . . .	652.50
Lebo, Michael K. . . . .	8,820.26	Murphy, Liam H. . . . .	2,003.25
Leclair, Mae L. . . . .	47,000.68	Murray, Kaelyn J. . . . .	3,120.28
Ledoux, Vance . . . . .	9,340.50	Myers, Dorey L. . . . .	3,258.75
Ledoux, Dale J. . . . .	39,562.96	Myette, Daniel M. . . . .	10,103.75
Lesnikoski, Margaret E. . . . .	483.32	Nehsang, Tenzing . . . . .	5,616.00
Lessor, Tamarra. . . . .	6,513.36	Newton, Taylor K. . . . .	2,781.00
Lessor, Callie C. . . . .	1,689.00	Noonan, Andrew J. . . . .	46,870.60
Lessor, Stacey . . . . .	2,284.75	Norman, Stephen S. . . . .	710.00
Letzelter, Allen R. . . . .	42,909.45	Norton, Kristie L. . . . .	5,717.96
Leugers, Katherine M. . . . .	973.88	O'Brien, Kaitlin R. . . . .	1,456.25
Leugers, Mary M. . . . .	67,258.18	Otoka, John J. . . . .	2,352.00
Linnell, Carol A. . . . .	24,060.00	Page, Ericka D. . . . .	572.88
Linnell Sr., Albert F. . . . .	24,060.00	Page, Devon G. . . . .	2,295.87





Austin, Mary	10,352.40	Brown, Frederick	11,179.08
Babin Jr, Kenneth	14,519.76	Brown, Roberta	11,567.16
Baker, Alan	35,192.76	Brunell, Chester A.	18,552.96
Baker, Harold	24,828.42	Brunell, Laurette	3,937.80
Baker, Sidney	13,261.14	Burbo, Helen	2,797.50
Baker, Suzanne	5,043.60	Burbo, Kimberly	30,952.20
Barbeau, Candance	6,916.20	Burdo Sr, Robert F.	7,953.36
Barber, Judith	837.96	Burke, Mary Jane	1,357.08
Barch, David	45,236.85	Burns, Everett	36,857.64
Barney, Caroline	1,335.54	Burt, Ervin	10,266.00
Barra, Robert S.	14,909.94	Bush, Kenneth J.	28,362.24
Bartlett, Robert	7,888.85	Butler, William	12,327.78
Baslow Jr, Ralph	3,532.32	Button, Glendon	40,094.94
Batchelder, Margaret	409.44	Cadmus, William C.	7,237.92
Baxter, Lillian	5,692.44	Campbell, Audrey	495.42
Bean, David	32,531.16	Campbell, Mary A.	41,195.88
Beaudoin, Claire	17,482.08	Cannon, Thomas A.	20,475.72
Beaudoin, Wilfred J.	9,782.16	Carey, Gary	27,903.30
Beaulieu, Richard E.	39,355.20	Carpenter, Eleanor	5,703.00
Beauvais, Patricia	28,232.22	Carr, Thomas R.	18,908.46
Begnoche, Patricia	11,989.56	Carroll, Beatrice	27,438.34
Belisle, Lucien E.	24,197.94	Carter, John	36,507.72
Benard Jr, Joseph	39,805.08	Catella, Roy	19,170.48
Benoit, Raymond	2,945.40	Cavanaugh, James	37,249.32
Benway, Charles	42,430.08	Cemel, Edith	3,514.38
Bergeron, Richard R.	28,132.08	Chagnon, Wendy	11,890.80
Bernardina, Peter	30,606.48	Chamberlain, Susan	7,951.32
Berryman, John	29,786.70	Chandler, Howard	15,200.94
Besette, Carl W.	4,630.79	Charboneau, Ernest	14,658.60
Besette, Richard	6,956.40	Charbonneau, Alice	9,249.36
Beynnon, Loretta	10,345.98	Cheney, Steven	1,758.78
Billings, James	16,647.36	Cherrier, Reginald W.	4,672.32
Blake, Shannon	34,800.12	Chevalier, Shirley	2,198.52
Blondin, Frederick	6,069.30	Clark, Marjorie F.	6,813.14
Blow, Armand	6,584.70	Clark, Timothy	28,571.52
Blow, Raymond	9,691.56	Clavelle, Peter	25,162.38
Bogue, Nelson W.	12,138.12	Colaceci, Andrew	15,720.78
Boivin, Alice	5,539.44	Colvin, Frederick	27,355.32
Bond, Clara	3,703.92	Comstock, Jacqueline	12,447.60
Booher, Robert	29,227.80	Connolly, Helen	10,309.26
Bordeau Jr, Robert A.	38,132.40	Contois, Dayton	63,416.76
Bouchard, Edward	31,424.52	Coolidge, Helen	24,333.72
Boucher, Alcide	51,661.32	Cota, Joseph	20,631.72
Bourassa, Richard	36,339.36	Critchlow, Thomas	43,063.80
Bourgeois, Armand J.	23,437.50	Crosby, Paul A.	25,190.52
Bousquet, Laura	8,498.88	Cross, Hazen	16,905.96
Bradish, Robert	19,771.20	Cross, Theresa	1,569.78
Brady, Elizabeth	4,032.12	Curti, Olivio	6,625.92
Brier, Carey	5,029.98	Curtis, Arona	852.84
Brigham, Charles	14,573.82	Curtis, Arthur L.	25,343.28
Brigham, James O.	15,230.94	Daley, Carol	4,448.28
Brodeur, Rene	16,934.88	D'avano, Rose	14,720.28
Brousseau, Lucien	32,583.00	Davis, Cynthia	22,190.76
Brousseau, Mederick	3,897.48	Davis, Nancy	9,131.52
Brown, Donald	2,599.50	Deale, William	799.74

## *Salaries Fiscal Year 2009-2010 (continued)*

Debono, Charles . . . . .	1,124.91	George, Phyllis . . . . .	19,749.48
Demag, David E. . . . .	34,458.48	Gerace, Leslie . . . . .	1,172.16
Demeo, Martha M. . . . .	1,870.20	Giard, Victor . . . . .	24,997.20
Desany, Marguerite. . . . .	11,001.36	Gilbeau, Darlene . . . . .	4,598.70
Desautels, David . . . . .	31,508.64	Gilbert, Christopher . . . . .	39,189.12
Desautels, Richard . . . . .	38,128.38	Gilbert, Gordon . . . . .	33,327.96
Despirito, Fred . . . . .	47,202.24	Gokey Jr., George . . . . .	39,387.12
Dickinson, L. Thomas . . . . .	24,821.28	Gokey Jr., Stanley O. . . . .	13,539.96
Dion, Edward. . . . .	13,120.88	Gomez, Ramon . . . . .	13,234.50
Dion, Milagros . . . . .	2,701.36	Goodreau Jr., Wilfred . . . . .	27,376.08
Dion, Richard E. . . . .	5,407.92	Gould, Nathaniel . . . . .	3,761.10
Dion, Valere R. . . . .	38,656.20	Goyette, William . . . . .	3,636.00
Dixon, Stephen . . . . .	39,192.36	Graham, Lorraine . . . . .	19,988.88
Douglas, Dorothea . . . . .	819.56	Grant, Benjamin . . . . .	37,658.04
Douglas, Helen L. . . . .	28,857.36	Green, Susan . . . . .	493.86
Douglas, Linda. . . . .	3,076.56	Greene, Charlene . . . . .	28,632.00
Downen, Kendall . . . . .	9,282.00	Greenough, Theresa . . . . .	45,155.76
Ducharme Sr., Leonard . . . . .	4,516.71	Greenwood, Clarence . . . . .	10,309.86
Dufault, Wilrose . . . . .	31,509.78	Guyette, Charles J. . . . .	19,872.72
Duguay, Joseph . . . . .	8,547.00	Haigis, Joanne . . . . .	1,264.20
Dumas, Lawrence . . . . .	10,997.52	Haire, David. . . . .	8,496.36
Dumas, Shirley . . . . .	18,545.88	Hamilton, John J. . . . .	32,265.72
Duncan, Susan . . . . .	4,025.04	Hardy, Sterling . . . . .	32,261.40
Dusten, Joanne . . . . .	21,376.80	Harrington, Darwin . . . . .	4,673.52
Duval Jr., Thomas E. . . . .	2,577.72	Harris Jr., Walter . . . . .	32,479.44
Duval, Beverly . . . . .	3,622.56	Hayford, Lucille . . . . .	14,959.56
Duval, Randi-Anne . . . . .	8,967.33	Haynes, Robert . . . . .	26,712.99
Dwire, Wendall . . . . .	9,694.86	Hendry, James. . . . .	43,007.34
Eldridge, Mark . . . . .	19,949.04	Hill, Evelyn . . . . .	12,508.86
Ely, David . . . . .	36,659.04	Hill, Frederick. . . . .	8,948.64
Ennis, Alana . . . . .	8,021.40	Hirss, Rudolph. . . . .	6,537.90
Evans, Lynn . . . . .	29,743.56	Hobart, William . . . . .	5,189.64
Ewins, Regine . . . . .	8,288.88	Holbrook, Elizabeth . . . . .	1,897.62
Fales, Lawrence . . . . .	2,574.06	Houghton, Walter. . . . .	894.00
Feltt, Lyman . . . . .	9,864.48	Hunt, Timothy. . . . .	37,738.08
Fenech, Charles . . . . .	552.86	Irish, John . . . . .	34,252.56
Ferrier, Theresa . . . . .	485.28	Janes, Patricia. . . . .	4,551.84
Fish, Daniel . . . . .	1,410.96	Jewett, Sandra . . . . .	5,436.36
Flanagan, Jane . . . . .	2,137.62	Josinsky, George . . . . .	11,329.14
Fontaine, Gerard J. . . . .	12,150.66	Kaigle, Leonard J. . . . .	13,441.32
Fontaine, Lawrence. . . . .	997.44	Katon, Paula . . . . .	7,602.00
Fortier, Lyndon . . . . .	12,395.40	Kehoe, Francis . . . . .	5,210.08
Fortin, Robert F. . . . .	17,015.94	Keleher, Brendan . . . . .	16,740.30
Foster, Steven . . . . .	21,012.24	Kelley, Karen . . . . .	15,509.28
Francis Sr., Gary . . . . .	38,532.24	Kellogg, Alice. . . . .	2,409.78
Frazier, Gary . . . . .	16,168.74	Kelly, Charles . . . . .	10,453.32
Freeman, Albert H. . . . .	1,016.30	Kelly, Irene . . . . .	5,069.87
Fritz, Carol. . . . .	9,514.56	Kennedy, Keith . . . . .	47,022.96
Gale, Janice . . . . .	3,075.12	Kimball, Edward . . . . .	36,757.68
Gambero, Janice . . . . .	979.32	King, John J. . . . .	31,549.80
Garrett, Diane . . . . .	11,617.56	King, Robert E. . . . .	10,410.24
Garrow, Richard . . . . .	35,880.06	Kirby, Lillian . . . . .	7,862.28
Gates, Roy . . . . .	9,958.56	Kirby, Mary L. . . . .	1,412.52
Gauthier, Paul E. . . . .	13,063.80	Kivela, Casey . . . . .	9,480.24
Geary, Kathleen. . . . .	2,641.26	Kruger, Mark . . . . .	15,652.68





Kruger, Mark A. . . . .	6,741.24	McAvoy, Margaret . . . . .	4,906.08
Labarge, Randall . . . . .	24,880.08	McDowell, Barbara . . . . .	11,128.80
Labelle Jr., Clement . . . . .	38,815.80	McGrath, Patrick . . . . .	10,668.00
Ladue, Eva . . . . .	1,264.20	McManamon, Patrick . . . . .	24,124.68
Lajoice, Starr . . . . .	3,207.36	Medlar Jr., Marcus L. . . . .	7,896.24
Lamotte, Erwin . . . . .	693.12	Menard, Edward . . . . .	4,336.38
Lapointe, Georgette . . . . .	6,511.38	Mercier, Jacqueline . . . . .	20,451.36
Laquerre, Annette . . . . .	1,150.32	Mercier, Phyllis . . . . .	2,926.32
Larocque, Earl . . . . .	725.28	Merriman, Bernard . . . . .	11,638.44
Larocque, Ralph . . . . .	1,395.18	Milisci, Pearl . . . . .	4,515.39
Lathrop, Lawrence . . . . .	7,771.44	Mischik, Helen . . . . .	8,220.36
Lavalette, Randy . . . . .	37,761.24	Mitchell, William . . . . .	11,344.32
Lavallee, Roger . . . . .	6,809.88	Modica, David . . . . .	33,451.68
Lavalley, Donald . . . . .	36,027.90	Mongeon, Terese . . . . .	18,115.92
Lavalley, Judith . . . . .	1,441.92	Monte, Michael . . . . .	15,862.95
Lavery, Michael P. . . . .	11,089.68	Moon, Emily . . . . .	7,914.54
Lavigne, David . . . . .	1,396.62	Morcombe, Harold C. . . . .	16,118.40
Laware, William . . . . .	35,324.88	Morin, Roland A. . . . .	21,105.84
Ledoux, Patricia . . . . .	11,088.30	Morse, Claire M. . . . .	11,859.90
Ledoux, Robert . . . . .	25,564.32	Muir Jr., Harry J. . . . .	11,499.36
Lefebvre, Allan M. . . . .	2,183.52	Muir, Beverly . . . . .	5,931.18
Lefebvre, Barbara . . . . .	30,820.56	Muller, James . . . . .	17,852.40
Lefebvre, Bernard . . . . .	6,846.78	Muller, Kathrine . . . . .	12,648.00
Lefebvre, Doris . . . . .	16,383.48	Mullins Jr., James . . . . .	17,497.84
Lefebvre, Patrick . . . . .	31,573.20	Mullins, Evelyn . . . . .	12,500.00
Lefebvre, Roland . . . . .	12,141.96	Nienstedt, Betty . . . . .	6,370.32
Lefebvre, Tonda . . . . .	25,777.20	Nikel, Lacaze . . . . .	31,925.40
Leggett, Arnold L. . . . .	12,172.32	Nolan, Ruth . . . . .	3,027.30
Lemieux, Richard . . . . .	16,299.60	Olejar, Anna . . . . .	10,210.62
Letzelter, Robert . . . . .	526.80	Oliver, M. Alice . . . . .	7,075.38
Levee, Helen . . . . .	10,128.24	Overson, Roberta . . . . .	20,836.44
Lewis, Jennie Mae . . . . .	7,889.94	Paluba, Violet . . . . .	3,260.52
Libby, Paul . . . . .	24,711.36	Papin, Edward C. . . . .	5,956.40
Lilja, Donald R. . . . .	53,655.12	Paradee, Craig . . . . .	23,492.08
Limoge, Richard . . . . .	2,405.22	Paronto, Gerald . . . . .	23,417.76
Long, Richard P. . . . .	45,123.48	Patnode, Robert . . . . .	51,998.88
Longe, Rosaire . . . . .	10,051.08	Pecor, Chester . . . . .	15,383.28
Lord, Jean . . . . .	7,484.04	Pecor, Kenneth N. . . . .	21,755.88
Lorraine, Rita . . . . .	11,322.90	Pepin, Jeannette . . . . .	5,333.52
Loso, Bernard . . . . .	33,351.24	Perron, Brenda . . . . .	12,618.12
Lovejoy, Patrick . . . . .	19,556.88	Perry, Marilynne . . . . .	4,439.16
Lovejoy, Vernon . . . . .	16,529.76	Phillips, Robert . . . . .	1,212.66
Lucia, Charlene . . . . .	1,124.16	Pinan, Paul . . . . .	36,180.24
Lunt, Christopher . . . . .	12,032.28	Plantier, Doreen . . . . .	3,004.62
Lutsky, Selma . . . . .	21,508.56	Politi, Frances . . . . .	17,412.96
Magoon, Earl . . . . .	19,642.80	Poquette, Elizabeth . . . . .	24,150.72
Major, Mary Jane . . . . .	7,855.08	Poulin, Gwenn . . . . .	3,469.44
Manganiello, Ronald . . . . .	8,298.68	Poulin, Margaret . . . . .	9,368.70
Marcus, John P. . . . .	48,577.56	Poulin, Ronald A. . . . .	6,769.62
Marrier, James . . . . .	25,942.20	Pratt, Martina . . . . .	5,671.38
Martelle, Rita . . . . .	3,266.28	Preston, John . . . . .	35,362.08
Martin Jr., Elmer . . . . .	12,719.58	Proulx, Roberta . . . . .	7,962.73
Maynard, Jeannette . . . . .	15,099.48	Provost, Beulah . . . . .	17,493.48
Maynard, Paul I. . . . .	5,333.28	Provost, Francis . . . . .	12,126.78
McArthur, Diane . . . . .	12,496.08	Provost, Larry . . . . .	19,230.00

*Salaries Fiscal Year 2009-2010 (continued)*

Rabidoux, Donald	23,096.88	Stoll, Robert	17,838.84
Racine, Albert	5,008.92	Stowell, David	8,650.60
Racine, Bruce	27,028.80	Stowell, Janice	8,645.00
Racine, George H.	2,254.08	Strong, Edward	30,295.80
Racine, Patti	15,049.92	Sweeney, Joanne	4,346.70
Rader, James	6,361.20	Tanguay, Raymond	6,239.40
Rasys, John	33,486.72	Tewksbury, Cleyton	31,577.16
Rathbun, Maurice	3,558.42	Thompson, Gloria	4,105.02
Regan, Constance	1,042.20	Thompson, Katelyn	1,467.72
Reno, Rebecca	5,010.00	Thompson, Sandra E.	2,127.36
Reno, Ronald	34,702.56	Tichonuk, John	5,632.44
Richard, Michael	6,927.79	Tipson, Marguerite	7,002.12
Roberts, Kathleen	968.59	Titus, Anita	4,555.08
Rogers, Clyde	8,836.68	Toof, Shawn A.	28,842.30
Rogers, Michael	35,545.56	Towne, O. Elizabeth	16,121.40
Rowden, Richard	31,962.48	Tremblay, Thomas	86,507.28
Russell, Elizabeth	3,980.16	Trombley, James	13,678.08
Russell, Marjorie	7,606.56	Trombley, Joseph	14,900.76
Rutledge, Margaret	5,987.04	Trombley, Richard C.	27,330.12
Ryan, Francis J.	3,746.34	Trudo, Brian	27,012.96
Ryan, George	6,037.44	Tucker, Donald	27,246.00
Sackevich, Patricia A.	2,699.04	Tully, Patrick J.	21,932.88
Sanders, Bernard	4,552.14	Tuttle, Pamela J.	27,240.84
Sarabia, Alberta	11,974.92	Verner, Beatrice	5,291.58
Savage, Cecile	395.52	Veronneau, Donald D.	16,139.22
Schleede, Lillian	18,666.34	Victory, Raphael E.	738.72
Schmidt, Thomas	2,780.22	Vidurek, Stephen	52,560.36
Scibek, David	37,363.80	Viens, Raymond	2,922.60
Scott, James	43,668.00	Vincent Jr, John	42,092.76
Scott, Marjorie	21,243.24	Vincent, Daniel R.	37,241.10
Scully, Kevin	46,405.32	Vogel, Barbara G.	3,254.94
Seaman, Raymond E.	998.64	Voorheis, Patrick	24,324.06
Searles, Frances T.	10,656.48	Wagner, Frank	12,860.40
Shackett, Charles	990.90	Wagner, Henry J.	5,177.88
Shangraw, Burton	17,924.16	Wallace, David	6,194.04
Sheehan, Vivian	6,397.68	Wark, Stephen	44,643.12
Shepard, Gary	13,081.20	Waterman, Margie B. M.	870.96
Shepard, Lyle M.	10,342.80	Weed, Barbara	1,124.82
Sherwood, Stanley	15,547.32	Welsh, Leland	25,286.16
Sicard, Michael	43,852.44	West, Kasondra	7,063.74
Simays, Marie A.	9,768.66	White, Doris	6,986.16
Simpson, Michael	39,072.36	White, Joyce	11,173.20
Siple, Stanley	34,684.32	Whitehouse, James	10,836.64
Snow, Kathy A.	6,782.28	Williams, Dale	11,063.82
Snow, Larry	26,966.16	Williams, Kevin J.	51,175.32
Sonnick, John	48,568.20	Wolfe, William	22,038.48
Soutiere Jr, Lawrence	7,909.38	Workman, Bette	417.18
Soutiere, Zachary	11,864.07	Wright, Loretta M.	9,676.99
Spernak, Mitchell	14,986.80	Wright, William	1,712.74
Spiller, Leroy M.	45,480.60	Young, Robert	27,965.16
St Amour, Joseph	10,935.24	Yustin Jr., John	32,338.44
Stearns, Clara	395.40	Zeno, Alfred A.	25,801.92
Stebbins, Everett	9,918.36		
Stevens, Ian	8,859.84		
Stewart, John K.	17,761.68		





## Planning & Zoning

Anderson, Nicholas	6,270.03
Appleton, John A.	57,051.79
Gustin, Scott	54,043.89
Haskell, Paula	4,807.50
Lerner, Kenneth M.	72,354.78
O'Neil, Mary C.	46,538.16
Parrott, Kathy	4,738.04
Thibault, Sandrine	57,082.59
Tillotson, Elsie M.	36,712.72
White, David E.	75,133.62

## Police Department

Ahearn, Michael E.	7,244.20
Alberts, Joanna L.	1,606.82
Baccaglioni, Eugene	58,361.58
Badeau, Tyler G.	42,672.46
Barash, Benjamin B.	2,166.40
Barbeau, Brandi J.	55,285.09
Barbeau, Larry T.	47,827.85
Barron, Michael S.	61,461.49
Baur, Robert G.	71,777.79
Bean, Bonnie M.	46,644.28
Bean, Christopher C.	7,057.54
Bean, David A.	8,466.61
Beck, Bonnie E.	61,802.32
Beerworth, Jeffrey H.	53,257.52
Belleville, Eric L.	51,380.73
Berti, Rene A.	55,046.33
Bottino, Peter C.	3,392.32
Bovat, Bruce D.	73,718.25
Brady, Daniel P.	56,968.51
Brewbaker, Debra E.	56,664.42
Brodeur, Dominic A.	60,208.23
Brooks, Tracy L.	33,755.76
Brown, Jessica A.	43,336.18
Burke, Shawn P.	75,733.84
Cain, Catherine A.	41,638.23
Campbell, Daniel S.	50,384.74
Cannon, Matthew	51,453.43
Carlson, Kristian G.	79,453.61
Champine, Joseph L.	64,129.61
Chapman, Peter J.	67,072.47
Charland, Tim F.	73,611.41
Chase, Jamie K.	56,586.20
Chenette, Thomas W.	69,829.88
Chetwynd, Angie M.	57,393.24
Clark, David F.	15,493.82
Clements, David M.	58,462.81
Cohen, Adam I.	19,118.37
Colgan, Shawn D.	34,570.60
Cousins, Jennifer K.	48,582.92
Couture, Justin W.	69,069.97

Cyr, Arthur D.	69,143.72
Dalla Mura, Eric L.	54,265.82
Daudelin, Christopher	2,164.10
Davidson, Scott A.	76,560.16
Davis, Julie E.	47,330.41
Decker, Walter C.	81,547.36
Difranco, Brian C.	68,132.36
Doherty, Daniel C.	64,175.92
Drinkwine, William J.	7,060.70
Duffy, Dennis J.	74,762.14
Dumas, Greta C.	39,998.50
Dumas, Margarite A.	46,480.25
Dumas, Steven L.	60,259.47
Dunn, Amy	40,136.35
Edwards, Kimberly A.	64,218.28
Emilo, Bailey M.	19,814.11
Erwin, Carolynne L.	57,059.82
Fabiani, Paul B.	62,638.40
Federico, John M.	75,094.06
Ferris, Sarah M.	56,375.63
Frisbie, Andrew J.	65,857.93
Gilligan, Daniel J.	60,335.07
Glynn, Paul R.	75,465.28
Goodman, Austin R.	50,307.69
Green, Timothy D.	64,640.14
Hackley, Jane R.	43,501.31
Harvey, Jodi L.	42,703.10
Harvey, Nathan W.	47,400.80
Heath, Michael T.	34,027.45
Helrich, Emmet B.	77,668.52
Hemond, Michael G.	59,360.66
Higbee, Andi L.	77,952.30
Higbee, Virginia	1,868.25
Holden, David M.	32,296.80
Jordick, Michael T.	64,012.54
King, John J.	51,344.63
Labarge, Brian F.	61,591.62
Labrecque, Wade A.	73,615.90
Lantagne, Curtis R.	4,780.10
Latulippe, Steven J.	34,729.34
Lawson, Jason A.	64,102.30
Leonard, Daniel V.	20,229.12
Longevin, Michael E.	3,352.18
Lopes, Raymond R.	60,415.68
Lorrain, Christy L.	48,022.77
Lynch, Christopher W.	63,371.16
Marceau, Brenda	41,069.52
Martin, Trent S.	63,774.82
Martin-Lewis, John C.	76,465.93
Mcallister, Mary Ann	41,171.35
Mellis, Dwayne	19,915.90
Merchand, Daniel R.	64,178.04
Minaya, Hinoel	31,476.63
Monette, Nyal	6,017.50
Montanari, Alison R.	51,749.15



El Harmouchi, Hakim	4,973.26	Knight, Matthew W.A.	5,235.63
Emerson, Dennis	24,877.86	Knight, Willie A.	27,106.17
Farnsworth, Christopher R.	27,339.50	Krystowiak, Jesse D.	6,960.25
Finck, Craig E.	45,616.18	Lafayette, Charles J.	31,095.23
Finnie, Alden E.	30,917.47	Lafountain, Adam W.	43,158.98
Fisher, Anne S.	5,417.87	Lane, Holly J.	35,000.41
Fitzpatrick, James J.	55,788.15	Lapointe, Dolores M.	3,556.40
Fleming, Joel P.	1,824.00	Lapointe, Francis A.	3,582.15
Floystad, Louisa M.	25,045.23	Larue, Marjorie W.	5,678.30
Gagnon, Stephen D.	2,237.50	Lavalette, Jessica A.	45,705.66
Garen, David W.	65,093.99	Lavigne, Gary K.	75,469.84
Garvey Jr., Robert C.	4,676.15	Lefebvre, Donald M.	42,892.06
Gilbert, Damion	40,114.48	Leggett, Thomas A.	56,891.00
Gilstrap, Richard W.	46,807.82	Legrand, Leo P.	54,715.05
Glennon, Susan G.	31,782.72	Line, Corey	46,409.98
Gomez, David A.	814.89	Little, Crystal S.	801.80
Goodkind, Steven A.	87,971.60	Losch, Catherine N.	50,891.81
Goodrich, Terry E.	64,700.63	Lyons, Donald	4,422.36
Gordon, Anson E.	26,683.81	Lyons, Richard	20,373.99
Gore, Ronald S.	43,750.97	Macy, Michele M.	4,637.75
Green, Robert L.	58,137.83	Mascitti, Mikeljon	11,633.52
Greenwood, Gary R.	62,778.42	Maynard, Richard L.	36,693.41
Groff, Pamela F.	36,616.52	McAdam, Susan M.	4,534.76
Grover, Timothy E.	61,941.59	McMullen, Patrick M.	60,469.01
Gulfield, Deborah A.	5,560.63	Medlar III, Marcus I.	64,523.09
Hachemi, Anas	2,063.14	Miles, Theodore P.	43,132.98
Hall, Douglas A.	51,613.70	Mitchell, Andrea	38,330.35
Halverson, Mark C.	32,975.54	Monell, Melvin A.	4,612.00
Hamann, Stephen M.	47,410.19	Morin, Jay L.	53,784.55
Hammond, Jason R.	31,417.48	Mosle, Cornelia	2,706.79
Hammond, David F.	45,748.76	Murphy, Tyler J.	5,630.88
Hammond, Larry	53,754.67	Namnani, El Maati	798.12
Hammond, Richard F.	77,294.16	Newhart, Samuel D.	6,729.06
Harinsky, Christopher J.	30,917.75	Newton, Dennis A.	3,916.52
Harrington, Sean P.	989.72	Oblak, Jacob S.	6,162.75
Hathaway, Bruce E.	13,518.28	Orton, Charlene	40,121.36
Hathaway Jr., Bruce E.	22,052.36	Paquette, William J.	70,440.71
Haynes, Paul W.	48,455.90	Paquette, Paul A.	71,432.40
Heelan, Michael D.	54,794.88	Parent, Edmond N.	38,685.09
Hill, Daniel K.	49,748.95	Pariseau, Charleen	4,535.45
Hillman, Stephanie J.	33,881.18	Perron, Steven J.	59,101.71
Hines Jr., Bruce A.	52,399.70	Perry, John S.	40,034.19
Hoffman, Douglas E.	4,637.75	Perry, Joseph L.	58,698.94
Holmes, Gary B.	49,819.26	Peters, Reginald R.	4,277.31
Holt, Meghan E.	2,062.50	Phillips, Scott	55,577.14
Holt, Ned H.	72,497.08	Poplawski, Christopher Peter	50,112.45
Huber, Timothy	2,275.00	Pratt, Sharon M.	3,029.11
Jaramillo, Steven	4,650.61	Purrington, Taylor W.	6,973.70
Jennings, Stanley L.	28,625.16	Raineault, Claude A.	54,096.94
Johnson, Michael	5,599.64	Rasys, John A.	21,592.17
Johnson, Ernest II	52,719.01	Redmond, David M.	48,314.61
Jones, Carnell L.	48,856.97	Richards, Margaret	3,633.65
Keene, John J.	25,909.11	Ritchie, James A.	63,471.37
Kelly, Irene M.	6,911.51	Robair, Reginald	4,612.00
Key, Joseph	13,002.39	Robb, Maxwell R.	1,617.00

Roberts, Richard R. . . . .	22,422.28	Andrus, William R. . . . .	6,127.70
Rodic, Jovan . . . . .	4,683.00	Anger, Deborah M. . . . .	60,204.00
Root, Janice D. . . . .	11,225.61	Archacki, Allyson . . . . .	48,486.00
Rosa, Carlos . . . . .	30,334.99	Arcovitch, Mikel R. . . . .	44,330.88
Roy, Stephen T. . . . .	67,771.34	Arel, Nichole A. . . . .	4,315.21
Ryan, John . . . . .	53,074.70	Armstrong, Christine F. . . . .	58,986.68
Sabens, Arthur R. . . . .	4,612.00	Arnold, Robin L. . . . .	12,225.60
Savage, Raymond J. . . . .	12,372.89	Arre, Domye L. . . . .	16,674.76
Scott, Tyler J. . . . .	21,705.79	Aten, Alex B. . . . .	1,018.80
Smith, Scott. . . . .	40,216.74	Austin, Josepha W. . . . .	64,947.00
Sumner, Dennis M. . . . .	40,675.18	Auwarter, Tessa . . . . .	2,200.00
Swindell, Michael G. . . . .	57,360.28	Avila, Dawn M. . . . .	16,943.10
Tatro, Jerry A. . . . .	51,240.46	Axtell, Abigail G. . . . .	1,331.10
Terry Sr., Rodney G. . . . .	77,540.89	Ayer, Bonnie B. . . . .	127,639.50
Trahan, Christopher J. . . . .	2,754.94	Ba, Elhadji . . . . .	500.00
Tucker, Lawrence C. . . . .	56,503.91	Bailey, Terry D. . . . .	100,000.00
Valloch, Katherine S. . . . .	4,483.27	Baker, Abbey M. . . . .	25,264.08
Ward, Aaron W. . . . .	25,299.57	Baker, Nancy J. . . . .	78,574.00
Warren, Mary M. . . . .	59,886.70	Balon, Daniello G. . . . .	44,800.00
Weiss, Michael E. . . . .	24,468.21	Bancroft, Sarah E. . . . .	38,336.00
Weston, Carol A. . . . .	65,146.67	Bangoura, Autumn S. . . . .	50,802.00
White, Nancy A. . . . .	19,719.87	Banks, Mark . . . . .	47,847.84
Willey, Roger E. . . . .	3,053.05	Barcomb, Therese M. . . . .	32,196.00
Wimble, Jason E. . . . .	45,529.92	Bard, Doris F. . . . .	2,995.00

### **Schools**

Abbey, Robert W. . . . .	63,019.50	Barkyoub, Steven P. . . . .	1,066.00
Abdi, Mohamed . . . . .	19,855.40	Barr, Robert J. . . . .	3,743.00
Ackerson, Pamela L. . . . .	69,910.28	Barrett, Casey A. . . . .	1,356.60
Ackil, Daniel J. . . . .	2,455.50	Barrett, Jessica P. . . . .	4,175.96
Adamo, Caitlin . . . . .	405.00	Barrett, Mary M. . . . .	16,557.29
Adams, Paul R. . . . .	47,462.84	Barrett, Patrick A. . . . .	52,906.00
Affronti, Erin R. . . . .	26,961.17	Barron, Thomas M. . . . .	2,791.50
Akey, Melissa F. . . . .	3,300.00	Barry, Edward J. . . . .	16,800.00
Albarelli-Lane, Beth A. . . . .	61,144.00	Barwin, Katherine L. . . . .	2,800.00
Alberts, Doris. . . . .	7,701.42	Bascomb, John C. . . . .	8,940.92
Albinson, Erika . . . . .	1,862.50	Battaile, Robyn B. . . . .	57,649.00
Alexander, Elizabeth A. . . . .	687.44	Baxter, Susan A. . . . .	41,432.58
Ali, Asiat A. . . . .	1,108.00	Bayer, Kalton M. . . . .	5,812.83
Aliquo, Mark J. . . . .	96,943.00	Beaulieu, Ruth M. . . . .	15,275.39
Allard, Judith L. . . . .	3,450.00	Bech-Conger, Nadya . . . . .	54,731.00
Allard, Lisa A. . . . .	14,108.87	Bechtloff, Kerry L. . . . .	49,457.00
Allen, Anita B. . . . .	16,338.28	Bednar, Kathy . . . . .	18,567.90
Allen, Carol A. . . . .	73,124.00	Bedrosian, Aram M. . . . .	2,430.00
Allen, Jill M. . . . .	2,100.78	Bellavance, Janet E. . . . .	73,524.00
Allyn, Laura E. . . . .	40,281.60	Bellavance, Jennifer R. . . . .	525.02
Alper, Kelly . . . . .	576.00	Bellavance, Tracey . . . . .	43,305.00
Amato, Richard S. . . . .	87,022.00	Bellew, Nora J. . . . .	19,893.90
Amblo-Bose, Yvette N. . . . .	66,361.36	Beneitone, Justin D. . . . .	16,518.49
Amirault, Karen . . . . .	500.00	Benjamin, Amanda L. . . . .	46,930.00
Amoah, Emmanuel K. . . . .	52,033.63	Bennett, Arleen C. . . . .	13,600.47
Amsden, Lyman F. . . . .	12,645.91	Benway, Charles J. . . . .	18,114.59
Anderson, Bonnie K. . . . .	1,027.50	Benway, Jonathan N. . . . .	41,300.90
Anderson, Michael E. . . . .	4,308.00	Benz, Julie T. . . . .	74,254.00
		Bergeron, Amy J. . . . .	12,618.88
		Bergeron, Ashley M. . . . .	400.00



Bergeron, Stephanie L. . . . .	19,026.70	Brown, Keith M. . . . .	64,947.00
Bergman, Jean M. . . . .	46,184.40	Bruder, Lise D. . . . .	35,188.00
Berliner, Jonathan . . . . .	22,485.00	Brunette, Ruthine A. . . . .	10,682.91
Bertucci, Erica J. . . . .	13,588.75	Buckingham, Timothy J. . . . .	51,388.50
Besette, Brody . . . . .	320.00	Buechler, Kaitlyn A. . . . .	40,136.00
Besette, Danielle A. . . . .	40,435.59	Buehner, Terry L. . . . .	76,380.86
Best, Elissa . . . . .	5,698.70	Bunzigiyee, Jeanine . . . . .	9,446.30
Billings, Julie A. . . . .	15,292.34	Burbo, David C. . . . .	43,964.71
Billings, Orville P. . . . .	24,529.29	Burbo, Mark L. . . . .	49,727.41
Bilodeau, Jacqueline R. . . . .	1,878.00	Burchard, Jane B. . . . .	11,084.12
Bilodeau, Stacie L. . . . .	14,369.23	Burdick, Jennifer P. . . . .	62,758.00
Bingel, Kristen F. . . . .	30,282.00	Burgos, Daniel P. . . . .	400.00
Blair, Linda J. . . . .	56,788.00	Burrington, Laurie A. . . . .	7,633.92
Blair, Susan K. . . . .	33,268.42	Bushey, Rodney R. . . . .	41,552.18
Blaisdell, Mary A. . . . .	18,717.18	Bushnell, Claire M. . . . .	48,410.00
Blank, Phyllis A. . . . .	40,996.00	Butler, Elizabeth R. . . . .	1,872.50
Blechner, Edward D. . . . .	5,912.50	Byam, Jeffrey P. . . . .	12,567.28
Blethen, Susan L. . . . .	74,747.17	Cabler, Cara E. . . . .	46,003.15
Bloomberg, Beth J. . . . .	63,487.00	Cadwallader-Staub, Julie A. . . . .	81,197.00
Blumberg, Debra L. . . . .	73,274.00	Cain, R. Nolan . . . . .	400.00
Bockes, Pamela S. . . . .	65,308.00	Campbell, Allison K. . . . .	350.00
Bodine, Shawna R. . . . .	20,398.74	Campbell, Colby E. . . . .	57,592.50
Bohn, Robert P. . . . .	67,168.35	Campbell, Gail A. . . . .	72,974.00
Boles, Brianna L. . . . .	611.28	Cane, Andrew P. . . . .	2,371.00
Bolwin, Stephanie R. . . . .	72,974.00	Cane, John J. . . . .	1,900.00
Bombard, Ann L. . . . .	32,488.00	Cannon, Jean M. . . . .	22,738.50
Bonnici, Rebecca A. . . . .	9,062.97	Cappleman Sinz, Mary K. . . . .	1,302.95
Boretos-Barone, Jeanine . . . . .	13,626.45	Card, Alison A. . . . .	2,750.00
Botelho, Gayle I. . . . .	48,580.00	Carey, Danielle M. . . . .	41,710.94
Botte Fretz, Laura J. . . . .	52,144.83	Carey, Joanne E. . . . .	17,039.46
Boucher, Gloria W. . . . .	15,498.85	Carney, Brennan N. . . . .	26,717.60
Bove, Perry E. . . . .	3,743.00	Caroscio, Carol . . . . .	73,074.00
Bowen, Paula J. . . . .	92,954.00	Carpenter, Judith D. . . . .	67,176.00
Bower, Jeffrey D. . . . .	12,693.02	Carr, Karen A. . . . .	32,995.00
Bowering, Sarah K. . . . .	1,551.00	Carroll, Beatrice E. . . . .	41,416.84
Boyd, Kirk M. . . . .	48,832.20	Carroll, Linda J. . . . .	100,985.00
Boyers, Richard . . . . .	62,015.50	Carroll, Sean P. . . . .	2,588.00
Boyle, Stephen M. . . . .	63,547.00	Carruth, Lorie A. . . . .	95,763.00
Boyson, Maria C. . . . .	14,016.29	Cartier, Noralee M. . . . .	69,541.00
Bradley, Kate V. . . . .	8,711.45	Case, Janice K. . . . .	75,562.00
Bradshaw, Susan C. . . . .	6,322.00	Cassell Jr, John T. . . . .	58,514.00
Brady, Elizabeth J. . . . .	16,080.65	Castine, Richard S. . . . .	73,284.00
Brannon, Lauren E. . . . .	1,015.00	Chabot, Lauren P. . . . .	650.00
Bravo, Maria C. . . . .	2,132.00	Chaffee, Angela R. . . . .	21,420.26
Breen, Janet W. . . . .	14,278.47	Chagnon, Anthony P. . . . .	32,003.51
Bridges, Christine A. . . . .	1,098.25	Chagnon, Robert J. . . . .	57,778.87
Briggs, Cassidy M. . . . .	17,562.27	Chagnon, Sheila E. . . . .	13,998.29
Brock, Frances D. . . . .	73,620.00	Chagnon, William F. . . . .	47,984.00
Brondel, Charles S. . . . .	17,346.78	Chamberlain, Herbert J. . . . .	52,480.65
Brooks, Leslie E. . . . .	13,396.74	Chamberlain, Joann M. . . . .	32,504.13
Brooks, Susan P. . . . .	72,721.66	Chandler, Matthew G. . . . .	78,100.50
Broomell, Rebecca L. . . . .	1,053.00	Chapman, Lauren E. . . . .	52,001.28
Brown, Dwight E. . . . .	33,055.36	Charboneau, Carol A. . . . .	18,370.80
Brown, Heidi L. . . . .	73,334.00	Charbonneau, Chris A. . . . .	42,918.54
Brown, Julie B. . . . .	72,297.50	Charbonneau, Tammy M. . . . .	73,174.00

*Salaries Fiscal Year 2009-2010 (continued)*

Chase, Kimberly A. . . . .	63,080.00	Crothers-Goldsworthy, Sara . . . . .	59,359.13
Chayer, Marianne E. . . . .	53,026.50	Crowley, Nancy P. . . . .	25,364.36
Cheeseman, Doug V. . . . .	4,442.00	Cruz, Robin L. . . . .	73,261.50
Cherhoniak, Carol A. . . . .	24,967.64	Crystal, Danielle . . . . .	1,832.25
Chicca, Marcia C. . . . .	5,761.00	Cullen, Michelle A. . . . .	37,946.00
Chicoine, Rachel . . . . .	5,475.00	Cummings, Tomas G. . . . .	72,974.00
Chirase Jr, Pat . . . . .	61,890.25	Cunningham, Anne E. . . . .	9,516.00
Choedon, Lobsang . . . . .	27,547.54	Curran, Allison L. . . . .	17,346.78
Church, Robert H. . . . .	67,136.00	Currier, Allen V. . . . .	72,974.00
Cicchetti, Margaret L. . . . .	1,416.00	Currier, Noemi M. . . . .	54,347.00
Ciocchi, Matthew J. . . . .	5,032.06	Curry, Jonathan J. . . . .	15,348.31
Ciosek, Donald P. . . . .	1,849.32	Curtis Jr., David W. . . . .	2,543.12
Clapp, Bonnie L. . . . .	7,500.00	Cushing, Barbara J. . . . .	33,548.31
Clark, Amanda M. . . . .	420.00	D'agostino, Amanda R. . . . .	12,388.80
Clark, Bill . . . . .	510.00	Daigle, Melody A. . . . .	65,447.00
Clark, Suzanne R. . . . .	60,324.00	Daily, Thomas A. . . . .	42,142.00
Clawson, Robert L. . . . .	600.00	Dall, David J. . . . .	30,933.76
Clay, Amy E. . . . .	500.00	Daly, Moses M. . . . .	48,585.00
Clemmons, Laura B. . . . .	5,362.50	Daudelin, Eileen T. . . . .	14,632.81
Cobb, Colleen W. . . . .	42,142.00	Davenport, Emily A. . . . .	21,871.99
Coburn, Jeffrey . . . . .	500.00	Davidson, David . . . . .	1,000.00
Cocchetti, Michael A. . . . .	45,222.44	Davila, Torrey H. . . . .	13,499.29
Coghlan, Samantha . . . . .	320.00	Davis, Douglas L. . . . .	84,825.00
Cohen, Carrie S. . . . .	4,714.20	Davis, Julie P. . . . .	15,926.67
Colburn, Karen L. . . . .	72,974.00	Day, Andrea M. . . . .	400.00
Coleman, Rebecca E. . . . .	14,175.72	Day, Robert C. . . . .	3,743.00
Collins, Brennan P. . . . .	400.00	Dearatanha, Eric J. . . . .	1,318.75
Collins, Jeanne M. . . . .	122,000.00	Debarge, Stephanie M. . . . .	13,423.86
Colomb, Leslie D. . . . .	96,000.00	Dee, Mary B. . . . .	64,427.00
Companion Iii, Edward L. . . . .	54,347.00	Deforge, Jacqueline A. . . . .	63,987.00
Conant, Audra A. . . . .	1,474.23	Delabruere, Lucie . . . . .	500.00
Conant, Margaret C. . . . .	67,136.00	Delaney, Maureen K. . . . .	35,445.00
Contompasis, Judith L. . . . .	2,064.64	Delaney, Sharron M. . . . .	73,024.00
Cook, Christine A. . . . .	76,652.84	Delcastillo Alzamora, Silvia . . . . .	1,815.00
Cook, Kevin G. . . . .	73,444.82	Delew, Jacob C. . . . .	1,224.00
Coonrod, Sarah . . . . .	3,968.75	Delibac, Haley A. . . . .	15,313.23
Cope Jr, Jesse J. . . . .	32,125.81	Delorme, Marjorie A. . . . .	74,954.00
Coric, Suvad . . . . .	20,006.63	Demarais, Arthur J. . . . .	2,362.50
Costa, Anne-Marie . . . . .	11,209.63	Demaroney, Laura R. . . . .	35,191.21
Cotton, Pierre A. . . . .	1,555.00	Demartino, Deena. . . . .	27,271.00
Couillard, Robert C. . . . .	67,136.00	Demasi, Francis A. . . . .	49,643.48
Coulter, Jennifer A. . . . .	672.00	Depasquale, Kimberly J. . . . .	1,977.60
Courcy, Rama Lakshmi . . . . .	7,754.61	Dericks, Trevor P. . . . .	2,867.50
Coutrayer, George . . . . .	1,066.00	Derosé, Nicole . . . . .	13,560.40
Couture, Christine H. . . . .	33,680.82	Desautels, Lance E. . . . .	53,275.19
Couture, Liane M. . . . .	74,399.84	Desautels, Tina M. . . . .	14,706.96
Cowell, Clare M. . . . .	1,000.00	Devita, Christel W. . . . .	33,313.11
Cowell, Colleen A. . . . .	80,264.66	Devoid, Matthew . . . . .	320.00
Cox, Daniel E. . . . .	30,272.16	Diaz, Gabriel A. . . . .	15,932.01
Cox, Dolores H. . . . .	42,751.28	Dicarolis, Monica L. . . . .	12,959.38
Crall, Kristen J. . . . .	1,875.00	Dieng, Ali . . . . .	312.00
Crawford, Joanne R. . . . .	32,255.74	Dilego, Pasquale . . . . .	32,400.00
Crawford, Leslie C. . . . .	10,575.00	Dimasi, Nancy D. . . . .	58,409.84
Cronin, Jocelyn A. . . . .	53,246.00	Dimmick, Cassie . . . . .	37,946.00
Cross, Hazen A. . . . .	6,872.76	Dimmick, Robin K. . . . .	74,935.66





Dion, Catherine C. . . . .	16,739.60	Farrar, Caitlin R. . . . .	3,782.50
Dion, Chadwick M. . . . .	4,109.00	Fasy, Michael J. . . . .	20,349.40
Divenuti, Patricia M. . . . .	15,855.40	Felber, Anne M. . . . .	73,654.00
Do, Son V. . . . .	23,033.83	Fernald, Lisa . . . . .	500.00
Doan, Tina . . . . .	9,750.92	Fialko-Casey, Beth A. . . . .	48,630.22
Dolson, Lori A. . . . .	14,706.96	Finlayson, Heather C. . . . .	19,641.01
Domenico, Andrea R. . . . .	8,528.32	Finnegan, Joanne P. . . . .	500.00
Donahue-Holt, Jane A. . . . .	81,375.84	Fisher, Eric M. . . . .	61,382.75
Donnelly, Tara A. . . . .	1,637.50	Fitzgerald, Ashley A. . . . .	643.50
Donoghue, James D. . . . .	75,674.00	Fitzgerald, Joel K. . . . .	58,040.00
Donoghue, Meghan P. . . . .	14,914.80	Fitzgerald, Patricia J. . . . .	3,418.00
Dorfman Riley, Alyson S. . . . .	27,597.04	Fitzpatrick, Janet H. . . . .	2,774.01
Dostal, Heidi L. . . . .	18,545.96	Fitzpatrick, Megan J. . . . .	53,046.00
Dowett, Janet L. . . . .	42,801.00	Flaherty, Margaret A. . . . .	37,499.92
Downey, Karen E. . . . .	70,290.56	Fletcher Scheuch, Jocelyn L. . . . .	42,325.00
Drown Jr., Colin C. . . . .	14,955.99	Flynn, Joanna M. . . . .	644.00
Drown, James L. . . . .	69,811.00	Flynn, Kristine . . . . .	44,004.00
Drpich, Gissele . . . . .	40,436.00	Fogg, Aaron J. . . . .	50,543.94
Ducharme Sr, Leonard C. . . . .	20,705.94	Fontaine, Lawrence R. . . . .	8,650.79
Ducharme, Edith L. . . . .	16,518.47	Foote, Denise A. . . . .	8,136.00
Dufault, Erin M. . . . .	41,421.94	Foote, Lindsay A. . . . .	53,288.12
Duggan, Chelsea M. . . . .	13,387.08	Forbes, Judith S. . . . .	15,902.56
Duggan, Mary Catherine . . . . .	500.00	Forbes, Sarah A. . . . .	30,500.00
Dunsmore, Mary A. . . . .	41,160.30	Foreman, Lindsay R. . . . .	3,737.50
Dusablon Jr, Ronald J. . . . .	35,306.60	Forrester, Tonya . . . . .	48,601.75
Dusablon, Leo A. . . . .	57,080.53	Foster, Tammy L. . . . .	2,044.00
Dvorak, Ludmila . . . . .	76,184.25	Fournier, Jeffrey J. . . . .	45,000.00
Dvorak, Pavel . . . . .	77,827.00	Fox, Donald D. . . . .	59,135.00
Dyer, Elana W. . . . .	14,714.70	Fox, Elissa . . . . .	12,856.25
Dzula Adams, Suzanne V. . . . .	3,906.00	Foy, Kathleen M. . . . .	16,964.22
Echavaria, Alex . . . . .	320.00	Foy, Melissa J. . . . .	25,656.04
Edelbaum, Josh M. . . . .	552.00	Francis, Kathleen F. . . . .	11,136.61
Edney, Elijah . . . . .	500.00	Francoeur, Amie B. . . . .	12,611.20
Egri, Guy D. . . . .	126,474.75	Freeman, Tammy J. . . . .	30,773.84
Eisenman, Ronald L. . . . .	650.00	Freiheit, Thomas . . . . .	533.00
Ellenboger, Monroe C. . . . .	1,901.50	Fretta, Michele N. . . . .	14,579.98
Ellriott, Joanna B. . . . .	2,188.25	Friday, Hal J. . . . .	43,765.00
Elliott, Sandra L. . . . .	15,882.53	Fucile, Jennifer L. . . . .	12,866.31
Ely Ii, Timothy S. . . . .	13,970.79	Gadbois, Geoffrey . . . . .	2,470.74
Emerson, Jody . . . . .	650.00	Gadue, Barbarann M. . . . .	12,816.30
Emery, Henry O. . . . .	53,238.70	Gage-Hewitt, Mary A. . . . .	37,575.29
Emery, Thomas M. . . . .	74,339.84	Gagnon, Jean-Paul E. . . . .	60,687.84
English, Sharron M. . . . .	18,557.43	Gagnon, Jennifer M. . . . .	17,159.67
Epstein, Julie L. . . . .	1,506.50	Gaida, Barbara J. . . . .	850.75
Erb, Keith A. . . . .	61,159.21	Gale, Pamela J. . . . .	11,681.07
Eugenio, Vanessa S. . . . .	7,505.16	Gallagher, Kathleen B. . . . .	54,055.04
Evans, Elizabeth . . . . .	59,087.18	Garber, Maureen H. . . . .	74,619.20
Evans, Jason E. . . . .	39,000.00	Garofalo, Joseph F. . . . .	73,112.00
Fagan, Lauren T. . . . .	72,974.00	Gatch, Ann E. . . . .	48,097.00
Fan, Odette K. . . . .	6,503.00	Gendimenico, Janelle P. . . . .	38,752.71
Farineau, Ginger J. . . . .	70,308.50	Germano, Maria . . . . .	500.00
Farineau, Jean Paul . . . . .	72,974.00	Gerstenmaier, Michael C. . . . .	12,493.20
Farmer, Lauren E. . . . .	1,054.23	Giard, Christopher . . . . .	73,681.00
Farnham, Lillian P. . . . .	1,550.40	Giese, Beth A. . . . .	92,592.00
Farr, Anya B. . . . .	1,680.00	Gilbert, Christopher H. . . . .	16,477.43

*Salaries Fiscal Year 2009-2010 (continued)*

Gilbert, Heather L. . . . .	420.00	Hartwick, Rebecca L. . . . .	9,022.79
Gill, Betty S. . . . .	39,364.00	Harvey, Christine F. . . . .	54,477.00
Gillard, Gregory A. . . . .	61,034.00	Haskins, Donna L. . . . .	14,676.26
Gingras, Monica L. . . . .	14,967.81	Haslam, Rebecca L. . . . .	43,784.00
Giorgetti, Angelina M. . . . .	774.00	Hassan, Abdullahi A. . . . .	10,327.66
Girouard, Marcel R. . . . .	51,356.72	Hathaway, Melissa V. . . . .	46,189.31
Giroux, Tina M. . . . .	4,018.64	Hathaway, Travis M. . . . .	17,552.42
Girreh, Nimo H. . . . .	20,539.24	Hausman, Ethan K. . . . .	6,656.00
Gitzes, Alexandra D. . . . .	29,319.00	Hayden, Alex R. . . . .	8,797.00
Goldberg, Emma S. . . . .	3,460.00	Hayden, Jay . . . . .	2,680.50
Golden, Gary L. . . . .	56,884.84	Hayes, Jamie J. . . . .	1,969.25
Golden, Sarah C. . . . .	1,509.75	Hayes, Jeffrey P. . . . .	7,193.00
Goldstone, Beth L. . . . .	5,407.92	Hayes, Neal B. . . . .	1,471.00
Golodetz, Phyllis L. . . . .	12,123.00	Hayes, Tania P. . . . .	59,691.10
Gonyea, Justin E. . . . .	17,170.34	Heald-Ewins, Jana M. . . . .	13,163.68
Gonyo, Patricia A. . . . .	31,832.76	Heavner, Christine A. . . . .	690.00
Gordon, Cindy L. . . . .	22,351.01	Hebert, John R. . . . .	28,977.70
Gordon, Kyle . . . . .	579.10	Hefferon, Donald J. . . . .	400.00
Gordon, Mary E. . . . .	15,569.05	Hefferon, Lynne E. . . . .	63,487.00
Gordon, Sarah W. . . . .	50,130.00	Heimert, Chris S. . . . .	533.00
Gorman, Stephanie K. . . . .	45,344.00	Heines, James S. . . . .	687.50
Gragg, Monica . . . . .	36,408.45	Held, Susan L. . . . .	60,456.84
Grauly, Samuel J. . . . .	2,915.00	Hemingway, Judtih A. . . . .	12,180.00
Graves, Sara L. . . . .	35,335.00	Henzel, John H. . . . .	16,267.56
Gray, Chelsea A. . . . .	8,494.15	Hershonik, Stanley P. . . . .	2,655.00
Gray, Michael A. . . . .	80,059.80	Hevey, Kathleen A. . . . .	55,785.50
Green, Janet E. . . . .	1,570.00	Hickey, Laurie T. . . . .	53,406.00
Green, Lindsey E. . . . .	14,979.60	Hill, Aaron L. . . . .	17,375.44
Greene, Elizabeth M. . . . .	73,074.00	Hill, Robert J. . . . .	48,352.88
Gregory, Georgine C. . . . .	72,276.00	Hilliard, Emily E. . . . .	3,221.91
Guay-Timpson, Leesa A. . . . .	81,159.00	Hladik, Jiri. . . . .	3,180.00
Guerrero, Chad E. . . . .	8,318.75	Hockman, Kathy J. . . . .	23,483.60
Guilmette, Jeffrey D. . . . .	500.00	Hodgson, Althea B. . . . .	50,650.28
Guilmette, Kate K. . . . .	48,088.28	Hoffman, Brian D. . . . .	67,523.94
Gundersen, Arnold . . . . .	39,551.17	Hoffman, Candace S. . . . .	14,127.16
Gustafson, Amanda L. . . . .	19,073.31	Holmes, Julie. . . . .	4,809.50
Gyatso, Dakpa . . . . .	28,324.76	Holmes, Lisa A. . . . .	1,039.50
Hagan, Daniel J. . . . .	60,185.38	Holmes, Stacy L. . . . .	25,941.13
Hajdun, Matthew M. . . . .	39,746.00	Holmes, Tiffany N. . . . .	627.82
Haley, Michelle M. . . . .	1,941.00	Hood, David J. . . . .	1,805.96
Hall, Victoria . . . . .	5,216.09	Houchens, Paul A. . . . .	56,808.00
Halligan, Leisa . . . . .	44,911.32	Howard, Zachary A. . . . .	5,134.74
Halpin, Janet Joppe . . . . .	72,974.00	Howes, Madeleine A. . . . .	36,579.76
Hamelin-Britch, Karen S. . . . .	650.00	Howley, Christine . . . . .	42,831.00
Hamlin, Kimberly M. . . . .	19,411.17	Hubbard, Barbara S. . . . .	74,411.64
Hamlin, Valerie P. . . . .	9,160.28	Hubbard, Patricia A. . . . .	687.44
Hampton, Nickolas J. . . . .	1,512.00	Hubbard, Scott C. . . . .	66,856.00
Hannigan, Kathy . . . . .	11,556.52	Hughes, Jan E. . . . .	67,236.00
Hao, Zhihang . . . . .	64,957.00	Hughes, Jem. . . . .	594.00
Harrington, Ann M. . . . .	11,600.75	Hulbert, Patricia . . . . .	53,406.00
Harris, Emily D. . . . .	480.00	Hulsen, Jeanne E. . . . .	58,453.35
Harris, Keegan B. . . . .	517.50	Hunt, Kimberly A. . . . .	27,723.50
Hart, Cheryl J. . . . .	8,637.23	Hunt, Timothy J. . . . .	11,792.17
Hart, Mary D. . . . .	28,914.29	Huntoon, Robert R. . . . .	4,530.00
Hartnett, David M. . . . .	2,172.00	Husband, Zachary J. . . . .	15,102.96





Huston, Barbara K. . . . .	15,980.46	Kernoff, Diana P. . . . .	9,154.32
Hutchins, Kendra T. . . . .	5,064.31	Kervick, Colby T. . . . .	1,040.00
Ibson, Jonah M. . . . .	500.00	Ketterick, Jason . . . . .	43,825.00
Interlandi, Michael R. . . . .	69,941.25	Khadka, Harka B. . . . .	4,050.60
Irish, Bradshaw W. . . . .	400.00	Khadka, Manisha . . . . .	11,482.92
Irish, Lloyd P. . . . .	91,794.00	Kilbourn, Carolina G. . . . .	16,597.16
Irish, Mark S. . . . .	51,376.00	King, Amy R. . . . .	60,568.00
Irish, Thomas S. . . . .	19,133.99	King, Denise M. . . . .	11,494.42
Irvine, Joyce M. . . . .	103,309.00	King, Melissa B. . . . .	42,325.00
Iverson, Donna J. . . . .	14,615.80	King, Susan A. . . . .	41,055.31
Jackson Sr., Samuel . . . . .	40,604.29	King, Wendy D. . . . .	73,074.00
Jacobelli, Jill M. . . . .	57,251.82	Kinville, Mary E. . . . .	4,400.10
Jampa, Jampa . . . . .	29,000.64	Kipp, Joy L. . . . .	76,905.84
Janelli, Robert J. . . . .	10,143.49	Kirk, Wilhelmenia R. . . . .	28,285.00
Jenkins, Ida L. . . . .	28,500.00	Kissell, Patricia D. . . . .	73,559.00
Jennings, Phuket R. . . . .	35,419.79	Kline, Bernard J. . . . .	45,914.58
Jesdale, Linda K. . . . .	55,831.00	Klinger, Roger J. . . . .	60,454.00
Jijina, Marc D. . . . .	782.00	Knight, Amy B. . . . .	36,346.60
Jiloty, Deborah A. . . . .	500.00	Knox, Nancy . . . . .	12,550.44
Johnson, Amy L. . . . .	26,074.00	Koch Hayes, Sally E. . . . .	52,985.50
Johnson, Benjamin R. . . . .	55,770.30	Kohler, Jacqueline M. . . . .	57,355.00
Johnson, Courtney L. . . . .	10,964.32	Kollgaard, Kirsten S. . . . .	3,467.25
Johnson, Kenneth P. . . . .	371.88	Korman, Timothy E. . . . .	67,633.50
Johnson, Matthew J. . . . .	4,642.00	Kozloff, Jessica . . . . .	1,767.50
Johnson-Aten, Bonnie . . . . .	95,437.94	Krisak Jr, Ronald W. . . . .	1,941.00
Jones, Amanda L. . . . .	16,735.56	Krisak, Wendy M. . . . .	5,843.02
Jones, Bridget . . . . .	480.00	Krolick, Ariel G. . . . .	1,608.75
Jones, Eric L. . . . .	320.00	Kuckovic, Ervina. . . . .	49,552.38
Jones, Holly R. . . . .	35,168.00	Kuhn, Daryl L. . . . .	73,724.00
Jones, Maria L. . . . .	16,101.24	Kulow, Hassan H. . . . .	16,885.68
Jones, Zachary M. . . . .	1,872.00	Kuypers, Tamara V. . . . .	300.00
Joppe-Mercure, Paul . . . . .	2,773.98	Labounty Sr, Karl J. . . . .	45,989.06
Juenker, Barbara A. . . . .	54,847.00	Lachance, Amy M. . . . .	66,168.00
Kadhem, Areej . . . . .	722.00	Lacko, Daria . . . . .	6,868.98
Kagle, Richard P. . . . .	460.00	Ladouceur, Eric E. . . . .	36,487.00
Kagle, Ruth . . . . .	13,154.40	Lafrance, Joshua M. . . . .	12,287.98
Kalinowski, Ann H. . . . .	60,844.00	Lamantia, Rebecca M. . . . .	52,532.00
Kalman, Maryann . . . . .	41,076.80	Lamb, Amanda K. . . . .	1,134.54
Kalman, Sean D. . . . .	551.46	Lambert, Gary R. . . . .	502.50
Kareckas, Anthony J. . . . .	12,489.71	Lambert, Katherine G. . . . .	1,469.64
Karp, Mary Jane . . . . .	3,038.30	Lamberti, David R. . . . .	58,241.91
Kast, Kimberly E. . . . .	14,609.60	Lamont, Anne D. . . . .	30,069.00
Katsnelson, Julia . . . . .	845.00	Lamphere, Suzanne T. . . . .	14,147.46
Kaufmann, Eric P. . . . .	48,254.00	Landberg, Terrence D. . . . .	42,482.00
Kavanagh, Cheryl D. . . . .	421.50	Landon, Joan M. . . . .	73,934.00
Keenan, Mary M. . . . .	55,130.32	Landry, John D. . . . .	13,498.17
Keepin, Isaiah R. . . . .	8,257.20	Lane, Stephen W. . . . .	65,458.00
Kekic, Orhan . . . . .	15,294.07	Lang, Susan C. . . . .	2,096.25
Kelley, James D. . . . .	50,298.83	Langelier, Kaitlin E. . . . .	8,485.26
Kelley, Jill E. . . . .	46,386.49	Langlois, Meredith J. . . . .	31,846.24
Kelley, Lisa H. . . . .	3,648.61	Langston, Diana M. . . . .	85,757.50
Kelly, Brian P. . . . .	18,636.25	Languasco, Adrian V. . . . .	1,800.00
Kennedy, Jared D. . . . .	4,027.31	Lanxner, Kate E. . . . .	12,540.94
Kenney, Maria L. . . . .	14,898.08	Lanzillo, Jason R. . . . .	11,814.26
Kerner, Emily R. . . . .	1,584.00	Larkin, Anne E. . . . .	14,625.00

*Salaries Fiscal Year 2009-2010 (continued)*

Larose, Natalie A. . . . .	7,542.28	Mack, Nicholas J. . . . .	41,259.25
Larrow, Claudia E. . . . .	3,959.34	Mack, Susan T. . . . .	72,974.00
Larsen, Christine S. . . . .	2,563.70	Mackinnon, James A. . . . .	45,343.34
Lathem, Sandra A. . . . .	9,500.00	Macneil, Ronald C. . . . .	57,236.62
Latulippe, Wendy J. . . . .	16,220.95	Maginn, Cara . . . . .	320.00
Lavery, Paula A. . . . .	3,918.62	Magnus, Debra P. . . . .	13,779.48
Lavigne, Carole A. . . . .	59,564.04	Mahan, Sara Jane . . . . .	76,099.00
Lavigne, Jane K. . . . .	77,051.17	Major, David G. . . . .	44,935.69
Lawton, Hannah E. . . . .	1,702.74	Maley, Lynn P. . . . .	11,714.40
Leach, Melody A. . . . .	14,777.89	Mann, Jennifer A. . . . .	13,680.00
Leavitt, Diane B. . . . .	68,357.84	Manson, Tyler L. . . . .	1,600.00
Leavitt-Deeb, Valerie A. . . . .	13,339.26	Marchessault, Rich G. . . . .	1,887.50
Leclair, Kristen A. . . . .	13,203.96	Marcotte, Sandra B. . . . .	46,444.00
Ledoux-Moody, Tammie J. . . . .	54,682.00	Marinovich, Mia R. . . . .	32,447.00
Lee, Aelee . . . . .	1,323.75	Martel, Chana R. . . . .	14,234.28
Lefebvre, Deborah B. . . . .	67,246.00	Martin, Katherine A. . . . .	2,691.00
Lefrancois, Daniel P. . . . .	11,947.50	Martin, Sally A. . . . .	73,174.00
Leighton, Chelsea M. . . . .	13,413.36	Martin, Timothy S. . . . .	3,497.75
Lenihan, Jennifer Y. . . . .	48,119.74	Marvin, Michael R. . . . .	687.44
Leon, Nancy J. . . . .	69,556.00	Marvin, Susan E. . . . .	63,487.00
Leopold, Barbara A. . . . .	37,153.28	Masefield, Amy D. . . . .	52,857.00
Leopold, Erin P. . . . .	42,894.14	Mason, Aaron D. . . . .	15,358.38
Lesage, Lindsay A. . . . .	12,411.18	Masse, Tammy L. . . . .	40,146.00
Lesniaski, Kate E. . . . .	1,800.00	Mathis, Kathy J. . . . .	11,789.30
Lessard, Terri L. . . . .	74,865.00	Mathy, Melissa M. . . . .	993.70
Lessley, Shannon E. . . . .	1,000.00	Matota, Samuel D. . . . .	528.94
Lessor, Stacey L. . . . .	16,606.32	Matton, Patricia A. . . . .	45,943.00
Letourneau, Allison R. . . . .	72,974.00	Maynard, George J. . . . .	16,119.14
Lewis, Laurie A. . . . .	15,863.81	Mazuzan Iii, John E. . . . .	55,175.00
Liebman, Madeleine E. . . . .	1,967.50	Mazuzan, Nina L. . . . .	40,000.00
Lifson, Meira E. . . . .	1,832.25	Mcauliffe, Sandra S. . . . .	12,696.07
Limanek, Joanne C. . . . .	13,782.57	Mccarthy, Peter T. . . . .	32,597.50
Limoge, Amy K. . . . .	46,625.00	Mccarthy, Robert D. . . . .	18,393.00
Limoge, Kenneth R. . . . .	27,806.60	Mcconville, Kylie R. . . . .	1,505.00
Limoge, Tina M. . . . .	28,988.60	Mcconville, Peter J. . . . .	48,893.00
Lisle, Scott R. . . . .	113,451.00	Mcdonagh, Meghan. . . . .	14,609.62
Littlefield, Laurie A. . . . .	15,400.09	Mcdonald, Susan . . . . .	3,069.33
Livak, Sarah B. . . . .	5,700.75	Mcdougal, Jane . . . . .	7,436.68
Livingston, Sean A. . . . .	32,453.73	Mcgarghan, Rory K. . . . .	400.00
Lizzo, Kevin M. . . . .	2,490.00	Mcgonagle, Lauren . . . . .	2,588.00
Lodish, Chaim I. . . . .	45,838.07	Mcgrath, Robert E. . . . .	47,299.63
Loftus, Margaret E. . . . .	11,987.53	Mchugh, Carol G. . . . .	73,488.26
Lombard-Goodrich, Erica M. . . . .	500.00	Mckay, Ann M. . . . .	15,726.78
Longe, Irene M. . . . .	62,416.00	Mckee, Cara A. . . . .	1,074.92
Lorson, Shane T. . . . .	785.68	Mckinnon, Mark F. . . . .	54,347.00
Lothian, Kathy A. . . . .	14,482.83	Mclane, Elizabeth K. . . . .	54,447.00
Lovejoy, Cara J. . . . .	12,968.50	Mclaren, Jeffrey R. . . . .	1,221.50
Lovenberg, Anna K. . . . .	319.00	Mclean, Ellen C. . . . .	52,821.56
Lu, Jeff P. . . . .	30,151.67	Mclean, Kathleen H. . . . .	26,051.70
Ludlow, Sayre H. . . . .	62,954.17	Mcmorris, Heather A. . . . .	45,100.00
Lusk, Stephanie F. . . . .	11,499.30	Mcnamara, Debra L. . . . .	46,994.00
Lustgarten, Erica . . . . .	300.00	Mcnamara, Dylan N. . . . .	77,900.85
Lyndes, Craig A. . . . .	1,000.00	Mcrae, Martin D. . . . .	74,845.50
Maccormick, E Susan . . . . .	881.96	Mcsweeney Sr., Lloyd D. . . . .	900.00
Mack, Andrew C. . . . .	55,994.00	Mcsweeney, Colleen E. . . . .	33,067.46





Mcsweeney, D. Thomas	650.00	Musgrove, Tamara L.	18,333.16
Mcsweeney, Linda H.	500.00	Myers, Susannah M.	840.00
Mcsweeney, Marilyn B.	804.53	Myregaard, William S.	38,625.14
Mellencamp, Amy V.	110,626.00	Nadel, Nancy S.	53,444.35
Merrill, Audrey	17,652.00	Nasta, Edward P.	19,250.00
Merrill, Emily R.	7,256.74	Neary, Carol A.	31,289.54
Merritt, Tracy	15,451.98	Neil, Kathryn J.	51,407.84
Meyer, Lindsay K.	500.00	Nelson, Gene C.	73,312.00
Meyer, Richard J.	65,022.22	Neudecker, Mary H.	64,017.00
Michaels, Louise	2,700.00	Neupane, Madhu L.	3,986.10
Mihan, Kimberly B.	6,854.76	Newberry, Holly C.	70,090.29
Miller, Benjamin S.	1,075.50	Newell, Denise M.	33,972.32
Miller, David T.	60,432.40	Newton Jr, Willard E.	51,382.00
Miller, Jackie C.	1,294.00	Nguyen, Lan T.	3,381.00
Miller, James L.	85,486.33	Nido, Kelly J.	34,818.98
Miller, Jane C.	75,735.65	Niemiec, Timothy S.	592.50
Miller, Philip	28,755.16	Nigolian, Mark G.	58,379.00
Millette, Jamie N.	5,841.59	Noble, Claire J.	61,355.84
Mills, Amy L.	32,345.84	Nolan, Elizabeth L.	57,066.50
Minelli, John S.	500.00	Nolan, Ryan D.	45,684.31
Minkler, Deborah H.	48,892.58	Nolan, Thomas M.	12,205.00
Minns, Joy B.	900.00	Norris, Justin W.	3,600.00
Mitchell, Carrie A.	12,476.74	Norris, Timony A.	54,030.33
Mitchell, Donna M.	31,347.00	Northrup, Mary F.	15,186.60
Miyamoto, Susan G.	500.00	Novak, Alison K.	24,904.70
Mohamed, Isha O.	1,043.00	Nowlan, Kimberly J.	21,765.38
Molander, Nicholas D.	60,920.00	Nugent, Laura R.	44,113.10
Monahan, Cheryl S.	20,364.86	Nutting, Melissa J.	21,974.72
Monahan, Elissa G.	1,603.25	Obbagy, Thomas E.	73,074.00
Monahan, James A.	49,692.84	O'Brien, Cathleen B.	4,801.94
Mongeon, Louise B.	50,310.00	O'Brien, Colleen L.	500.00
Mongeon, Ormond S.	11,370.00	O'Brien, Debra G.	53,227.00
Mongeon, Sarah L.	5,331.72	O'Brien, Jessie M.	11,352.43
Monmaney, Susan M.	2,800.00	O'Brien, Mary K.	72,974.00
Moody, Donna L.	11,345.00	O'Brien, Maureen E.	15,696.52
Moore, Bonnie A.	43,636.84	O'Connell, Lisa A.	15,864.96
Moorman, Christina L.	6,299.13	O'Connell, Martha A.	60,504.00
Morelli, William D.	36,480.00	O'Connor, Kelsey E.	14,510.86
Morgan, Jennifer L.	12,750.17	O'Connor, Megan E.	38,346.00
Morgan-Mitchell, Mary E.	56,531.00	O'Day, Timothy M.	1,637.00
Morin, Angela M.	40,253.03	O'Donnell, John M.	19,945.38
Morin, Hanna M.	500.00	Oglesby, Andrew J.	2,088.00
Morrie, Nancy P.	80,472.00	Olzenak, Craig W.	63,241.00
Morris, Deirdre J.	40,625.59	O'Neil, Pamela J.	500.00
Morris, Joyce	500.00	Orlando, Lee Ann S.	55,052.89
Morrison, James L.	48,526.19	Osaba, Sara M.	12,400.00
Motia, Pari	11,547.85	O'Shea, Amy E.	48,272.84
Moy, Erica L.	28,728.75	O'Sullivan, Patrick J.	74,935.65
Mozeika, Philip M.	63,487.00	Overson, Roberta	3,066.80
Muhammad, Yonis A.	3,016.78	Owens, Edward W.	48,254.00
Muller, Gretchen P.	53,899.89	Padden, Sean P.	48,997.50
Murphy, Andrew D.	1,421.00	Padgett, Pamela D.	455.00
Murphy, Colleen M.	64,970.10	Page, Deborah W.	1,849.32
Murphy, Francis	91,054.00	Page, Johanna H.	17,836.15
Murray, Edgar W.	73,274.00	Pallutto, Carolyn R.	74,864.00

*Salaries Fiscal Year 2009-2010 (continued)*

Palmer, Lori A. ....	33,119.00	Proulx, Roberta P. ....	12,924.75
Palmer, Sean C. ....	13,561.87	Prouty, Karen L. ....	67,056.00
Palombo, Alaina C. ....	15,121.06	Provost, Mary E. ....	3,875.87
Pandis, Angela L. ....	51,432.00	Pruitt, Nancy R. ....	37,857.73
Paquette, Karen R. ....	63,487.00	Prussack, Victor ....	25,725.00
Paradis, Jessie C. ....	51,457.00	Prutsman, Gerald L. ....	73,599.00
Pariseau, Charleen A. ....	13,381.23	Putney-Crane, Cera ....	67,697.25
Park, Ann F. ....	97,298.00	Quavelin, Charles J. ....	2,500.00
Park, James M. ....	53,430.93	Quavelin, Jennifer L. ....	45,914.08
Parker, Melissa J. ....	16,117.00	Quinn, Kara C. ....	49,407.00
Parker, Melissa M. ....	11,538.12	Quinn, Karen M. ....	10,069.55
Parlante, Simon M. ....	31,240.00	Rabin, Rebecca ....	16,595.16
Pasic, Zijada ....	28,416.42	Rabin, Sara E. ....	39,000.00
Patalano, Alice ....	71,241.00	Racht, Brenda J. ....	27,958.00
Patrick, Nancy C. ....	69,616.00	Racine, Jordana M. ....	1,099.43
Pawlusiak, Diane F. ....	68,742.11	Radley, Nancy A. ....	66,348.00
Pearo, Karen R. ....	73,444.00	Randall, Linda K. ....	66,786.84
Pease, Scott W. ....	68,508.14	Rathgeb, Caitlyn E. ....	844.00
Peck, Jennifer L. ....	39,759.80	Rawat, Manju ....	377.00
Pecor, Dale W. ....	67,176.00	Ray, Margaret M. ....	1,512.72
Pecor, Lindsay K. ....	320.00	Raymond, Danny A. ....	55,170.29
Pecor, Wayne T. ....	67,145.00	Raymond, Wayne C. ....	44,706.70
Perez, Herbert A. ....	87,839.00	Reed, Jason M. ....	44,996.59
Perlstein, Rebecca F. ....	7,426.33	Reen, Catherine M. ....	2,300.00
Peterson, Melisa K. ....	9,228.00	Reges, Jennifer ....	1,116.00
Pfenning-Carter, Michele. ....	2,571.30	Reichman, Russell J. ....	971.25
Pfingst, Hubert ....	12,750.00	Reilly, Maureen M. ....	16,241.22
Phillips, Patrick E. ....	2,160.00	Renca, Carole L. ....	74,635.17
Phillips, Stephanie R. ....	97,769.00	Reno, Jacquelyn M. ....	3,264.24
Picher, Annette ....	73,875.75	Reyes, Cleofe G. ....	10,804.41
Pidgeon, Meghan-Anne B. ....	14,063.83	Reynolds, George B. ....	65,538.00
Pierce, Hugh A. ....	4,350.00	Rheaume, Janice J. ....	58,528.79
Pierce, Melissa J. ....	500.00	Rhoads, Edith S. ....	12,036.26
Piette, Gerard J. ....	500.00	Rice, Bethany M. ....	29,196.54
Plant, Brian T. ....	830.00	Richard, Andrea ....	70,521.58
Plant, Lynn A. ....	18,288.93	Richards, Jane C. ....	4,445.00
Plant, Rhonda L. ....	8,894.93	Richards, Katie T. ....	1,224.00
Plante, Margaret M. ....	63,248.00	Richardson, Chaska ....	56,139.00
Pless, Andrew B. ....	500.00	Richardson, Jane D. ....	39,628.50
Plette, Kevin J. ....	67,896.41	Richardson, Kelly B. ....	48,495.50
Pobric, Gordana ....	40,847.00	Richmond, Anah B. ....	45,244.00
Poe, Bonnie L. ....	102,009.00	Riesenfeld, Emily E. ....	27,714.10
Poirier, Geoffrey A. ....	400.00	Riley Jr, Robert C. ....	59,881.00
Polson, Diane L. ....	5,848.88	Rio, Marla L. ....	1,590.82
Porter, Wilbur N. ....	1,800.00	Ritter, David R. ....	89,060.50
Posey, Shawn P. ....	11,429.08	Ritter, Richard L. ....	3,900.00
Possidente, Alex ....	13,580.44	Rivers, Margaret A. ....	15,734.22
Possidente, Lorna H. ....	36,332.84	Robbins, Holly M. ....	44,852.16
Pound, Matthew A. ....	5,892.76	Robert, Donna J. ....	69,002.62
Powell, Eric J. ....	28,266.00	Robertson, Beverlis. ....	3,206.25
Pratt, Krysta K. ....	2,800.01	Robinson, Lillian L. ....	73,554.00
Prescott, Elayne P. ....	65,469.00	Rocheleau, Jean M. ....	62,838.00
Pretty, Gale M. ....	20,098.12	Rock, Robert L. ....	72,974.00
Price, Irie K. ....	36,587.00	Rodgers, Morgan E. ....	1,420.80
Prive, Leonard P. ....	44,134.61	Roesch, Benjamin B. ....	40,501.00





Rogers, Michael H. . . . .	38,716.25	Shepherd, Susan R. . . . .	17,098.20
Roller, David A. . . . .	500.00	Sherman, Courtney E. . . . .	14,386.38
Rome, David L. . . . .	67,502.77	Sherman, Kurt A. . . . .	500.00
Romick, Kristin K. . . . .	2,096.25	Shishmanian, Aram J. . . . .	400.00
Rosenthal, Erica G. . . . .	5,299.50	Shishmanian, Shaant A. . . . .	400.00
Ross, Mary M. . . . .	72,974.00	Shohet, Stephanie C. . . . .	451.06
Ross, Thomas O. . . . .	39,823.14	Short, Greg C. . . . .	500.00
Rossell, Deborah A. . . . .	51,290.52	Shortsleeve, Joan E. . . . .	65,951.22
Rothey, Evan S. . . . .	320.00	Shungu, Wembo A. . . . .	64,893.41
Routhier, Patricia A. . . . .	8,920.00	Shusterman, Rachel H. . . . .	16,743.80
Rubman, Tracy L. . . . .	22,587.50	Siegel, Joan E. . . . .	72,974.00
Rupe, Mary L. . . . .	60,461.18	Siegel, Lynda R. . . . .	70,281.00
Russell, Elizabeth M. . . . .	37,946.00	Sienkiewicz, Heather J. . . . .	16,255.86
Russell, Susan K. . . . .	8,400.00	Sikora-Cain, Jill S. . . . .	71,674.84
Rutherford, Susan M. . . . .	13,140.05	Silverman, Mary C. . . . .	5,390.00
Ryan, Emily A. . . . .	13,560.40	Siminger, Eileen A. . . . .	74,529.00
Ryan, Lesley C. . . . .	65,308.00	Simmon, William S. . . . .	1,219.00
Ryan, Therese P. . . . .	73,499.00	Simonds, Sandra K. . . . .	78,859.00
Salmon, Kadi A. . . . .	333.00	Sita, Antoine M. . . . .	7,172.40
Sanford, Jessica L. . . . .	726.00	Sitek-Shaver, Lisa J. . . . .	55,631.00
Sansone, Andrew J. . . . .	1,800.00	Skoler, Emily V. . . . .	11,100.00
Sansone, Kimberly M. . . . .	4,821.60	Skorstad, Theresa . . . . .	11,123.27
Santor, Ginger . . . . .	742.20	Slack, Lynn B. . . . .	58,025.84
Sargent, Robert K. . . . .	500.00	Slater, Jamie L. . . . .	16,538.13
Saunders, Ellen L. . . . .	54,347.00	Smith, Brandon S. . . . .	2,441.25
Saunders, Susan E. . . . .	68,671.00	Smith, Deborah N. . . . .	73,649.00
Sawtelle, Maura L. . . . .	40,831.77	Smith, Jolene M. . . . .	17,583.18
Scafa, Gina A. . . . .	72,974.00	Smith, Kellie C. . . . .	62,838.00
Schaver, Dennis C. . . . .	792.00	Smith, Leonard E. . . . .	53,292.87
Scheidt, Mattie Jean . . . . .	63,758.39	Smith, Linda M. . . . .	15,744.40
Scheindel, Christina . . . . .	500.00	Smith, Russell E. . . . .	18,884.15
Schneehagen, Richard L. . . . .	48,737.37	Smith, Sarah A. . . . .	53,064.75
Schneehagen, Seth . . . . .	2,154.13	Snow, Ritchie D. . . . .	1,721.00
Schunk, Dewey . . . . .	329.07	Snyder, Karla J. . . . .	50,115.00
Schwartz, Brian C. . . . .	49,371.47	Soos, Amy. . . . .	33,497.14
Scibek, David W. . . . .	51,078.14	Sorrentino, Anthony E. . . . .	971.25
Sclafani, Barbara L. . . . .	73,414.00	Souliere, Christine L. . . . .	54,347.00
Sclafani, Brent K. . . . .	73,304.00	Sparks, Henry E. . . . .	68,556.38
Scott, Ericka D. . . . .	18,234.64	Spaulding, Danielle B. . . . .	17,872.00
Seidle, Eric M. . . . .	1,872.00	Spaulding, Ian D. . . . .	18,126.40
Seipel, Casey K. . . . .	42,342.00	Spinner, Shelley H. . . . .	44,084.00
Semic, Mustafa . . . . .	34,876.55	St John, Jamie. . . . .	2,175.00
Semic, Nijaza. . . . .	19,930.88	Standley, Margaret A. . . . .	6,536.50
Senftleber, Fritz M. . . . .	2,326.00	Stansfield, Katherine M. . . . .	18,511.58
Serchan, Sumana . . . . .	1,788.40	Stapleton, Jonathan W. . . . .	53,354.97
Sessions, Tyler G. . . . .	45,261.00	Stearns, Penny L. . . . .	76,539.00
Shaffner, Julie S. . . . .	52,906.00	Stebbins, Erinn C. . . . .	15,311.76
Shamberger, Jan L. . . . .	53,334.00	Stergas, Kathleen H. . . . .	39,395.47
Shannon, Liam M. . . . .	400.00	Stern, Mitchell . . . . .	1,800.00
Sharp, Christopher M. . . . .	72,421.00	Stetson, Amy A. . . . .	14,058.96
Shea, Angela M. . . . .	966.00	Stevens, Dana M. . . . .	63,487.00
Sheldon, Margaret B. . . . .	7,615.40	Stone, F Scott . . . . .	72,974.00
Shepard, Ashleigh E. . . . .	13,396.94	Storer, Constance . . . . .	67,236.00
Shepard, Bethany A. . . . .	7,115.84	Straley, Lisa H. . . . .	36,293.00
Shepard, Jane T. . . . .	40,946.00	Stratton Jr, Robert A. . . . .	24,127.36

*Salaries Fiscal Year 2009-2010 (continued)*

Stratton, Jennifer F. ....	48,254.00	Truchon, Amy L. ....	49,665.00
Strianese, Edward J. ....	62,758.00	Truchon, Brent ....	68,264.00
Striebe, Leslie A. ....	650.00	Turnbaugh, Alison O. ....	12,731.13
Strother, Molly M. ....	17,346.78	Tyrrell-Berinati, Eve G. ....	38,546.00
Strouse, Margaret M. ....	3,222.48	Ukolowicz, Daniel E. ....	52,374.00
Strube, Jill A. ....	510.21	Urban, Alyssa K. ....	17,483.27
Struzik, Michelle J. ....	10,818.72	Urban, Larissa K. ....	64,548.93
Stucker, David J. ....	46,919.08	Van Brunt, Peter S. ....	8,897.65
Stuller, David L. ....	72,974.00	Vatis, Christopher A. ....	54,929.50
Sullivan, Claire M. ....	13,020.21	Veitch, Madeline S. ....	5,484.81
Sutton, Jennifer S. ....	39,628.00	Venezia, G Autumn ....	49,432.82
Swenson, Candice K. ....	17,705.04	Vestrand, Shawn A. ....	34,971.27
Sylvester, Richard H. ....	67,747.00	Vining, Dawn E. ....	52,591.14
Taft, Robert W. ....	42,994.08	Virun, Michelle R. ....	19,476.00
Talcott, Florence M. ....	17,096.40	Voghell, Donna L. ....	72,974.00
Tanguay, Laurel P. ....	67,356.00	Waldron, Donna L. ....	3,340.75
Taylor Iii, Donald H. ....	650.00	Walker, Rebecca L. ....	42,142.00
Taylor, Fran P. ....	5,552.00	Wallace, Gavin. ....	41,395.00
Taylor, Jaime-Lynn E. ....	24,567.00	Wallace, Sean F. ....	1,150.00
Taylor, Jonathan L. ....	3,100.00	Walsh, Cormac F. ....	13,316.52
Teer, Robert J. ....	60,204.00	Walsh, Linda E. ....	5,919.86
Teixeira, Dawn P. ....	14,544.96	Walsleben, Linda M. ....	77,401.47
Temirov, Dilbar ....	15,974.23	Walters, Mary S. ....	57,090.00
Tenenbaum, Suzanne G. ....	47,578.00	Waltz, Jean E. ....	972.00
Terrien, Margaret M. ....	14,616.00	Wang, Yan ....	900.00
Terry, Carl G. ....	47,236.53	Warrington, Benjamin R. ....	556.00
Tetrault, Christine M. ....	60,204.00	Wasmund, Elizabeth A. ....	12,846.88
Tetu, Catherine Y. ....	54,347.00	Weaver, Donald G. ....	50,638.92
Teubert, Noelle C. ....	7,942.50	Weaver, Margaret A. ....	44,399.00
Tewksbury-Frye, Anne C. ....	77,225.45	Webb, Rebecca S. ....	56,546.11
Thibault, Aurelien G. ....	437.50	Webb, Sarah M. ....	13,909.59
Thomas, Michael. ....	19,965.39	Weiner, Corinne E. ....	596.70
Thomas, Rebekah N. ....	65,397.25	Weise, Patrick. ....	330.00
Thompson, Charles S. ....	5,640.00	Weishaar, Suzanne C. ....	69,791.00
Thompson, Holly A. ....	21,471.56	Weissenstein, David J. ....	73,174.00
Thompson, Katelyn M. ....	13,220.85	Weith, Mary D. ....	67,136.00
Thompson, Mary M. ....	24,619.55	Weizenegger, Deborah B. ....	72,974.00
Thompson, Susan J. ....	21,370.73	Welch, James M. ....	49,980.28
Thrane, Cynthia S. ....	71,642.00	Wells, Alice L. ....	54,906.00
Tipson, Kyle P. ....	2,455.50	Weltman, Sharon. ....	16,054.40
Titus, Margaret J. ....	16,254.96	Wesley, Patricia J. ....	78,545.42
Tkach, Dianne. ....	72,421.00	Weymouth, Maria C. ....	15,447.60
Tobrocke, Jeffrey K. ....	65,759.00	Wheel, Matthew R. ....	800.00
Tolces, Christopher S. ....	28,634.28	Wheeler, Penne S. ....	79,272.84
Towne, Kathleen D. ....	2,169.20	Whitaker, Gerald L. ....	500.00
Townsend, Robert W. ....	500.00	Whitcomb, Frank A. ....	68,704.00
Trackim, Brenda J. ....	53,597.00	White, Joseph W. ....	500.00
Trackim, Elizabeth A. ....	1,732.00	Whitehouse, Leonard J. ....	1,871.50
Trackim, Jason M. ....	894.28	Whitley, Danielle H. ....	4,325.42
Tracy, Marcus O. ....	1,832.25	Whitman, Patrick C. ....	67,705.84
Trawczynski, Joyce A. ....	63,487.00	Wiggins, Carol A. ....	13,583.02
Trayah, Bradley F. ....	684.02	Wilcox, Lindsay A. ....	32,533.74
Treinis, Daniel L. ....	50,620.00	Willey, Kathleen H. ....	48,254.00
Tremblay, Jennifer P. ....	34,846.82	Williams, Agnes F. ....	8,767.55
Tremblay, Norman P. ....	65,285.00	Williams, Brian E. ....	95,615.00





Williams, David P. . . . .	39,512.91	Niemann, Michael. . . . .	12,189.00
Williams, Elizabeth A. . . . .	7,022.98	Niquette, Sandra. . . . .	29,857.37
Williams, Francis A. . . . .	1,587.41	Olsen, Alex. . . . .	6,104.09
Williams, Jake R. . . . .	20,267.55	Sanders, Lydia. . . . .	1,217.49
Winn, Ann R. . . . .	31,077.38	Thibeault, Amber . . . . .	51,544.80
Winward, Rebecca B. . . . .	26,843.41	Turpin, Heather . . . . .	7,888.52
Wiseman, Katie . . . . .	380.00	Valentine, Robert . . . . .	134,858.35
Witt, Teresa M. . . . .	56,102.00	Van Vught, John . . . . .	61,276.66
Wolf, Judy . . . . .	67,136.00	Vantine, William . . . . .	41,852.70
Wolter, Joann D. . . . .	72,974.00	Wemette, James R. . . . .	63,594.57
Woodard, James S. . . . .	39,250.00	Zeno, Tonia M. . . . .	19,819.61
Woods, Douglas E. . . . .	65,847.00		
Woodworth, Heather S. . . . .	1,849.32		
Wurtsbaugh, Rachel M. . . . .	50,441.81		
Yaranga, Giovanna S. . . . .	60,218.88		
Yaranga, Ricardo A. . . . .	29,687.70		
Young, Douglas F. . . . .	480.00		
Young, Robert S. . . . .	17,971.96		
Yu, Htar Htar . . . . .	1,459.00		
Zack, Sarah F. . . . .	12,376.80		
Zahniser, Nancy J. . . . .	11,572.25		
Zajan, Cheryl E. . . . .	75,435.65		
Zeleski, Mary M. . . . .	23,043.00		
Zenaty, Jane B. . . . .	73,916.33		
Zuanich, Sara J. . . . .	18,073.50		

## Telecom

Albaro, Ernest . . . . .	11,821.96
Allen, Thomas S. . . . .	32,208.94
Arcott, Tristram. . . . .	2,618.00
Bedard, Seth. . . . .	794.84
Berger, Courtenay. . . . .	14,886.13
Blend, Jacob . . . . .	18,260.17
Burke Jr., William . . . . .	6,356.21
Burke, Kevin . . . . .	56,756.60
Chagnon, Karen. . . . .	41,997.90
Corriveau, Nicole . . . . .	65,612.37
Dawson, Karen . . . . .	1,200.00
Donnelly, Richard . . . . .	50,544.42
Dushane, Todd . . . . .	61,183.19
Dushane, William H. . . . .	64,280.26
Finkle, Jonathan. . . . .	17,725.25
Flora, Michael M. . . . .	78,171.21
Gonyeau, Jerome . . . . .	37,286.94
Greene, Shawna . . . . .	13,871.28
Griffin, Jacqueline . . . . .	37,057.11
Hathaway, Jeffrey . . . . .	4,700.50
Johnson, Leon P. . . . .	58,470.94
Lachance, Christopher. . . . .	5,364.30
Larivee II, Ronald . . . . .	57,862.72
Lauber, Donna . . . . .	38,943.85
Lepore, Sarah . . . . .	36,804.66
McCleary, Charles. . . . .	7,028.59
McKenzie, Kathleen A. . . . .	47,497.22



### General Obligation Debt

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

### Appraised Valuation

	FY 2009	FY 2008	FY 2007
Real Estate	\$3,332,911,500	\$3,300,620,527	\$3,289,629,694
Personal Property	\$139,806,696	\$133,175,304	\$120,789,178
Classification Factor*	\$158,561,627	\$155,716,128	\$155,828,988
Assessed Valuation for Tax Purposes	\$3,631,279,823	\$3,589,511,959	\$3,566,247,860
Veterans Exemption**	\$1,741,000	\$1,000,000	\$1,212,200
<b>Total Assessed Valuation</b>	<b>\$3,631,279,823</b>	<b>\$3,589,511,959</b>	<b>\$3,566,247,860</b>

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

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

### Tax Exempt Property Summary

Type	Accounts 2009	Assessments
City	130	\$297,854,723
Colleges—Fully Exempt	100	625,323,600
County	3	9,511,000
Fraternity	11	11,765,584
Hospital	22	406,588,609
Rail Road	5	5,190,700
Religious	54	150,494,700
State of Vermont	10	66,227,200
U.S. Government	3	22,345,600
Winooski Valley Parks	7	6,236,300
All others	80	120,298,900
<b>Exempt Properties Total</b>	<b>425</b>	<b>1,721,836,916</b>
Colleges—Partially Exempt (values stabilized per State statute)	31	16,279,863





1609-2009

BURLINGTON  
VERMONT  
CELEBRATES  
CHAMPLAIN

*The Lake. The Land. The People.*



STEVE MEASE



MARK HARLON



BARB LESLIE



MARK HARLON



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BARB LESLIE



BARB LESLIE



DAN LOVELL



PATRICIA BRAINE



STEVE MEASE



STEVE MEASE



STEVE MEASE



PATRICIA BRAINE



STEVE MEASE



MARK HARLON



MARK HARLON



MARK HARLON



MARK HARLON



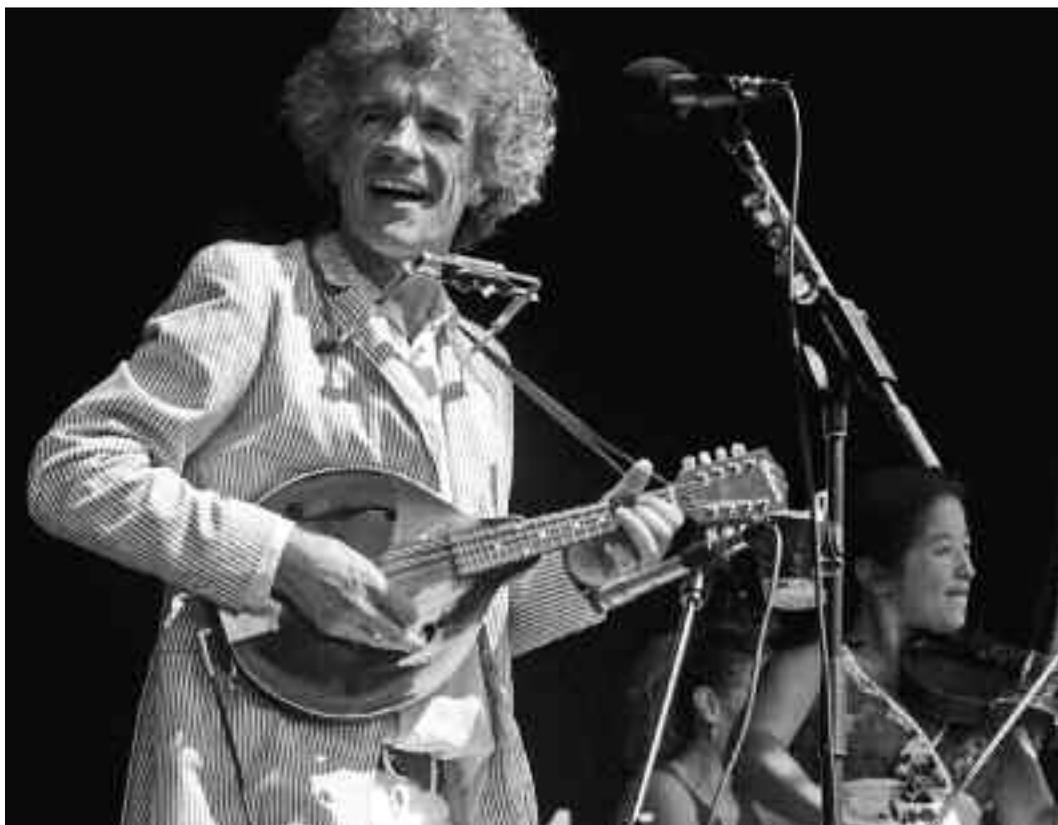
MARK HARLON



STEVE MEASE



MARK HARLON



MARK HARLON



STEVE MEASE



MARK HARLON



MARK HARLON





MARK HARLON



MARK HARLON



MARK HARLON





DAN LOVELL



DAN LOVELL



MARK HARLON





City of  
*Burlington*



*2009 Preliminary  
Financial Report*  
Year Ending June 30, 2009



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## **OFFICE OF THE CHIEF ADMINISTRATIVE OFFICER**

### **City of Burlington**

City Hall, Room 20, 149 Church Street, Burlington, VT 05401

Voice (802) 865-7000

Fax (802) 865-7014

TTY (802) 865-7142

February 8, 2010

Honorable Mayor and City Council  
City of Burlington  
Burlington, Vermont 05401

This section provides preliminary results for the fiscal year ending June 30, 2009 for the major City funds. The comprehensive audited statements are nearly complete, but were not available in time to be printed and included in this soft bound City Annual Report. As indicated in the letter from Sullivan, Powers & Company, the City's independent audit firm, the audited financial statements will be available soon at this office and will be published in the hard bound City Annual Report.

Included are reports covering, in brief, the results of major City departments and Funds. These include the City's General Fund, The School General Fund, Burlington International Airport, Burlington Electric, Telecom, the Water and Wastewater Utilities. Also included is a complete list of the City's outstanding long-term debt. The results of the Special Revenue Funds will be included in the audited statements.

Questions concerning any of the information provided here, or request for additional information, should be addressed to the Office of the Chief Administrative Officer, City of Burlington, City Hall, 149 Church Street, Burlington, VT 05401

Jonathan P.A. Leopold, Jr.  
Chief Administrative Officer  
City of Burlington, Vermont

**Sullivan, Powers & Co.**  
CERTIFIED PUBLIC ACCOUNTANTS

A PROFESSIONAL CORPORATION

77 Barre Street  
P.O. Box 947  
Montpelier, VT 05601  
802/223-2352  
802/223-3576 FAX

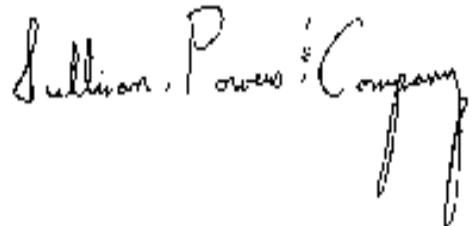
Fred Duplessis, CPA  
Richard J. Brigham, CPA  
Chad A. Hewitt, CPA  
Wendy C. Gilwee, CPA  
VT Lic. #92-000180

January 29, 2010

Honorable Mayor and City Council  
City of Burlington  
Burlington, Vermont 05401

We are in the process of auditing the financial statements of the City of Burlington, Vermont as of and for the year ended June 30, 2009.

The financial statements and our reports thereon will be available for inspection at the City Treasurer's Office.





**CITY OF BURLINGTON, VERMONT**  
**BALANCE SHEETS - CITY GENERAL FUND AND SCHOOL GENERAL FUND**  
**"Preliminary Statements"**  
**June 30, 2009**

**Form 1**

	<b>City General Fund</b>	<b>School Department General Fund</b>
<b>ASSETS</b>		
Cash and Cash Equivalents	\$ 6,291,063	\$2,333,074
Investments	103,671	0
Receivables: (Net of Allowance for Uncollectibles)	3,398,423	174,566
Interfund Loan Receivables	2,724,183	0
Inventories	162,127	0
Prepaid Expenses	480,021	0
Other Current Assets	192,693	0
<b>Total Assets</b>	<b>\$ 13,352,181</b>	<b>2,507,640</b>
<b>LIABILITIES AND FUND EQUITY</b>		
<b>LIABILITIES:</b>		
Accounts Payable	\$ 1,874,244	435,306
Accrued Payroll & Benefits Payable	762,245	3,591,056
Due to Other Funds	414,263	0
Deferred Revenue	1,254,980	30,000
Insurance Reserves	192,693	0
<b>Total Liabilities</b>	<b>4,498,425</b>	<b>4,056,362</b>
<b>FUND BALANCES (DEFICIT):</b>		
Reserved for		
Inventories and Prepaid Expenditures	642,148	0
Other Purposes	3,371,840	0
Unreserved: Reported In		
General Fund	4,839,768	0
Special Revenue Funds	0	(1,548,722)
<b>Total Fund Equity/(Deficit)</b>	<b>8,853,756</b>	<b>(1,548,722)</b>
<b>Total Liabilities and Fund Equity</b>	<b>\$ 13,352,181</b>	<b>\$ 2,507,640</b>

**CITY OF BURLINGTON, VERMONT  
SCHEDULE OF REVENUES, EXPENDITURES  
& CHANGE IN FUND BALANCE  
GENERAL FUND/ SCHOOL DEPT "PRELIMINARY"  
FOR THE YEAR ENDED JUNE 30, 2009**

Form 2

REVENUE SOURCE	City General Fund	School Department General Fund
Taxes and Special Assessments	\$ 26,480,570	\$ 1,161,788
Local Option Sales Tax	1,885,141	0
Payments in Lieu of Taxes	3,609,261	0
Permits and Licenses	4,469,136	0
Intergovernmental Revenues	1,444,105	44,193,483
Charges for Services	9,762,395	316,340
Fines and Forfeits	1,978,490	0
Investment Income	594,074	(126)
Miscellaneous Revenue	210,500	550,558
<b>Total Revenues</b>	<b>50,433,672</b>	<b>46,222,043</b>
<b>EXPENDITURES</b>		
General Administration Departments	9,263,676	0
Safety Services	20,893,097	0
Cultural & Recreation	9,111,002	0
Public Works Function	3,212,567	0
Education	0	44,596,537
Capital Outlay and Infrastructure Improvements	4,635,248	0
Debt Service	0	0
Bond and Note Principal Retirement	1,708,733	760,519
Lease Principal Retirement	795,215	40,950
Interest Charges	577,220	341,357
Bond Issue Costs	9,548	0
<b>Total Expenditures</b>	<b>50,206,306</b>	<b>45,739,363</b>
Excess/(Deficiency) of Revenue Over Expenditures	227,366	482,680
Other Financing Sources/(Uses):		
Proceeds of Long Term Debt	3,250,000	40,917
Transfers Inc	76,171	15,000
Transfer Out	(1,850,131)	(1,321,013)
Net Premium on Debt	16,153	0
<b>Total Other Financing Sources/ (Uses)</b>	<b>1,492,193</b>	<b>(1,265,096)</b>
<b>Net Change in Fund Balances</b>	<b>1,719,559</b>	<b>(782,416)</b>
Fund Balnces /(Deficit), July 1, 2008	7,134,197	(766,306)
Fund Balances/ (Deficit), June 30, 2009	8,853,756	(1,548,722)





**CITY OF BURLINGTON, VERMONT**  
**RESTRICTED AND DESIGNATED FUND BALANCES - GENERAL FUND**  
**"PRELIMINARY STATEMENT"**  
**FOR THE YEAR ENDED JUNE 30, 2009**

**Form 3**

The City's General Fund Balance as of June 30, 2009 was \$8,853,756. The reserved and designated fund balance of the General Fund as of June 30, 2009 consisted of the following items.

**RESTRICTED:**

Inventory & Prepaid Expenses	\$ 642,148
Parking Fund by Charter	23,000
Library Books and Donations	164,434
Public Records Restoration	62,595
Impact Fees	154,021
Police Equitable Sharing Funds	426,119
Street Repaving Tax	2,210,813
Due from Donohoe & O'Brien - Long Term Note	280,000
Due from Wastewater - Long Term Note	50,858
<b>Total Restricted</b>	<b>\$ 4,013,988</b>

**DESIGNATED TAX ITEMS:**

Insurance Reserve	210,586
CCTA Tax & County Tax	144,515
Conservation Legacy Tax	310,706
Parks - Greenbelt Dedicated Taxes	105,747
Cemetery Capital	15,450
Recycling Funds	176,808
<b>Subtotal Designated Tax Items</b>	<b>963,812</b>

Less: Uncollected Taxes, Penalties & Interest	(690,000)
<b>Total Designated Tax Items</b>	<b>273,812</b>

**TOTAL DESIGNATED & RESTRICTED** **4,287,800**

**UNDESIGNATED** **4,565,956**

**TOTAL FUND BALANCE** **\$ 8,853,756**

CITY OF BURLINGTON, VERMONT  
 "PRELIMINARY" STATEMENT OF NET ASSETS FOR ENTERPRISE FUNDS  
 JUNE 30, 2009

	<u>Electric Utility</u>	<u>Airport</u>	<u>Water Resources</u>	<u>Wastewater</u>	<u>Telecom</u>	<u>Total</u>
<b>ASSETS</b>						
Current Assets						
Cash and Cash Equivalents	\$ 942,265	\$ 10,441,522	\$ (1,080,519)	\$ (16,097)	\$ (15,461,070)	\$ (5,173,899)
Investments	0	20,000	0	0	0	20,000
Restricted Cash and Investments	1,325,210	0	1,267,678	0	0	2,592,888
Receivables (Net of Allowance for Uncollectible Accounts)	5,918,960	7,783,383	477,134	584,000	832,853	15,596,330
Notes Receivable - Current	84,000	0	0	0	0	84,000
Due from BCDC - Current	0	56,762	0	0	0	56,762
Due from Other Governments	19,868	0	0	0	414,263	434,131
Estimated Unbilled Revenues	1,898,161	331,336	328,807	422,125	7,489	2,987,918
Inventories	4,606,688	205,097	217,606	132,190	0	5,161,581
Other Current Assets	536,791	0	250	3,134	70,426	610,601
<b>Total Current Assets</b>	<b>15,331,943</b>	<b>18,838,100</b>	<b>1,210,956</b>	<b>1,125,352</b>	<b>(14,136,039)</b>	<b>22,370,312</b>
Noncurrent Assets						
Restricted Cash and Investments	16,816,290	1,154,445	110,005	0	1,127,933	19,208,673
Due from BCDC	0	1,182,810	0	0	0	1,182,810
Deferred Charges	0	0	58,802	0	0	58,802
Notes Receivable - Long Term	1,456,507	0	0	0	0	1,456,507
Investment in Associated Company	13,265,316	0	0	0	0	13,265,316
Other Long Term-Assets, Net of Accumulated Amortization	13,824,406	1,282,587	0	0	100,686	15,207,679
Land	560,522	18,669,219	51,250	847,951	157,800	20,286,742
Construction in Progress	2,671,084	14,400,551	0	0	0	17,071,635
Land Improvements	0	26,968,535	0	0	250,000	27,218,535
Buildings and Building Improvements	0	72,685,431	0	0	3,054,490	75,739,921
Vehicles, Machinery and Equipment	0	5,545,917	1,299,963	11,757,999	765,363	19,369,242
Production, General and Other Plant	66,177,388	0	0	0	0	66,177,388
Transmission and Distribution Plant	54,971,623	0	34,113,989	47,164,442	32,741,841	168,991,895



CITY OF BURLINGTON, VERMONT  
 "PRELIMINARY" STATEMENT OF NET ASSETS FOR ENTERPRISE FUNDS  
 JUNE 30, 2009

	<u>Electric Utility</u>	<u>Airport</u>	<u>Water Resources</u>	<u>Wastewater</u>	<u>Telecom</u>	<u>Total</u>
Less Accumulated Depreciation	(65,236,796)	(46,001,101)	(22,248,708)	(24,114,502)	(5,957,103)	(163,558,210)
<b>Total Noncurrent Assets</b>	<b>104,506,340</b>	<b>95,888,394</b>	<b>13,385,301</b>	<b>35,655,890</b>	<b>32,241,010</b>	<b>281,676,935</b>
<b>Total Assets</b>	<b>\$ 119,838,283</b>	<b>\$ 114,726,494</b>	<b>\$ 14,596,257</b>	<b>\$ 36,781,242</b>	<b>\$ 18,104,971</b>	<b>\$ 304,047,247</b>
<b>LIABILITIES</b>						
Current Liabilities						
Accounts and Contracts Payable	4,942,598	1,995,424	43,353	92,025	1,131,929	8,205,329
Accrued Payroll and Benefits Payable	199,920	41,219	27,614	23,377	39,826	331,956
Interfund Payables	2,673,325	0	0	50,858	0	2,724,183
Accrued Interest Payable	269,511	0	0	0	193,337	462,848
Due to Other funds	0	7,437	4,685	0	7,218	19,340
Deferred Revenue	0	0	82,394	0	379,640	462,034
Accrued Interest Payable	1,325,210	1,035,099	122,678	4,159	0	2,487,146
General Obligation Bonds Payable - Current Portion	239,690	0	0	833,771	0	1,073,461
Revenue Bonds						
Revenue Bonds Payable - Current Portion	6,370,000	2,250,000	1,145,000	0	0	9,765,000
Capital Leases Payable - Current Portion	19,767	0	74,626	47,646	0	142,039
<b>Total Current Liabilities</b>	<b>16,040,021</b>	<b>5,329,179</b>	<b>1,500,350</b>	<b>1,051,836</b>	<b>1,751,950</b>	<b>25,673,336</b>
Non Current Liabilities						
General Obligation Bonds Payable	24,951,836	0	0	23,879,473	0	48,831,309
Revenue Bonds Payable	29,814,443	39,678,643	3,660,652	0	0	73,153,738
Bond Anticipation Note Payable	1,000,000	0	0	0	0	1,000,000
Capital Leases Payable	9,640	0	91,977	135,011	32,828,825	33,065,453
Accrued Compensated Absences Payable	932,231	170,703	139,768	77,228	42,170	1,362,100
Other Noncurrent Liabilities	1,312	0	0	0	0	1,312
<b>Total Noncurrent Liabilities</b>	<b>56,709,462</b>	<b>39,849,346</b>	<b>3,892,397</b>	<b>24,091,712</b>	<b>32,870,995</b>	<b>157,413,912</b>

Form 4

CITY OF BURLINGTON, VERMONT  
 "PRELIMINARY" STATEMENT OF NET ASSETS FOR ENTERPRISE FUNDS  
 JUNE 30, 2009

	<u>Electric Utility</u>	<u>Airport</u>	<u>Water Resources</u>	<u>Wastewater</u>	<u>Telecom</u>	<u>Total</u>
<b>Total Liabilities</b>	72,749,483	45,178,525	5,392,747	25,143,548	34,622,945	183,087,248
<b>NET ASSETS</b>						
Investment in Capital Assets, Net of Related debt	7,242,764	51,622,496	8,303,041	10,709,131	0	77,877,432
Restricted - Debt Service/Renewal and Replacements/ Capital Projects	16,816,290	13,295,376	1,255,005	0	0	31,366,671
Unrestricted (Deficit)	23,029,746	4,630,097	(354,536)	928,563	(16,517,974)	11,715,896
<b>Total Net Assets</b>	<b>47,088,800</b>	<b>69,547,969</b>	<b>9,203,510</b>	<b>11,637,694</b>	<b>(16,517,974)</b>	<b>120,959,999</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 119,838,283</b>	<b>\$ 114,726,494</b>	<b>\$ 14,596,257</b>	<b>\$ 36,781,242</b>	<b>\$ 18,104,971</b>	<b>\$ 304,047,247</b>





**CITY OF BURLINGTON, VERMONT**  
**STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET ASSETS**  
**"PRELIMINARY" PROPRIETARY FUNDS**  
**FOR THE YEAR ENDED JUNE 30 2009**

Form 5

	Electric Utility Fund	Airport Fund	Water Resources Fund	Wastewater Fund	Telecom	Total
<b>OPERATING REVENUES</b>						
Charges for Services	\$ 44,370,821	\$ 11,859,044	\$ 4,613,097	\$ 6,024,216	\$ 5,806,843	\$ 72,674,021
Intergovernmental	0	226,476	0	0	0	226,476
Miscellaneous	5,640,011	94,312	97,366	0	414,263	6,245,952
<b>Total Operating Revenues</b>	<b>50,010,832</b>	<b>12,179,832</b>	<b>4,710,463</b>	<b>6,024,216</b>	<b>6,221,106</b>	<b>79,146,449</b>
<b>OPERATING EXPENSES</b>						
Operating, maintenance and general admin. exp.	45,409,867	10,458,813	3,495,215	3,805,486	6,205,138	69,374,519
Depreciation and amortization	4,049,182	3,836,565	750,050	1,561,667	2,139,012	12,336,476
Payments in lieu of taxes	1,531,189	0	222,920	768,297	173,173	2,695,579
<b>Total Operating Expenses</b>	<b>50,990,238</b>	<b>14,295,378</b>	<b>4,468,185</b>	<b>6,135,450</b>	<b>8,517,323</b>	<b>84,406,574</b>
<b>OPERATING INCOME/(LOSS)</b>	<b>(979,406)</b>	<b>(2,115,546)</b>	<b>242,278</b>	<b>(111,234)</b>	<b>(2,296,217)</b>	<b>(5,260,125)</b>
<b>NONOPERATING REVENUES ( EXPENSES)</b>						
Other Income/Expense (Net)	279,254	0	0	0	0	279,254
Dividends from Associated Companies	1,180,904	0	0	0	0	1,180,904
Grant Income	0	386,202	0	0	0	386,202
Passenger Facility Charges	0	2,989,643	0	0	0	2,989,643
Investment Income	426,538	140,240	943	0	3,664	571,385
Interest Expense	(5,228,226)	(1,976,009)	(323,573)	(80,533)	(1,939,838)	(9,548,179)
Amortization of Bond Issue Costs	(120,269)	(97,751)	(19,601)	0	0	(237,621)
Capital Assets	(112,311)	0	0	4,500	0	(107,811)
Grant Expense	0	(394,084)	0	0	0	(394,084)

**CITY OF BURLINGTON, VERMONT**  
**STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET ASSETS**  
**"PRELIMINARY" PROPRIETARY FUNDS**  
**FOR THE YEAR ENDED JUNE 30 2009**

Form 5

	Electric Utility Fund	Airport Fund	Water Resources Fund	Wastewater Fund	Telecom	Total
<b>Total Nonoperating Revenues ( Expenses)</b>	<b>(3,574,110)</b>	<b>1,048,241</b>	<b>(342,231)</b>	<b>(76,033)</b>	<b>(1,936,174)</b>	<b>(4,880,307)</b>
Income ( Loss) Before Contributions & Transfers	(4,553,516)	(1,067,305)	(99,953)	(187,267)	(4,232,391)	(10,140,432)
Capital Contributions	258,289	8,493,513	0	0	0	8,751,802
Transfers In	0	0	0	0	86,000	86,000
<b>Change in Net Assets</b>	<b>(4,295,227)</b>	<b>7,426,208</b>	<b>(99,953)</b>	<b>(187,267)</b>	<b>(4,146,391)</b>	<b>(1,302,630)</b>
<b>Total Net Assets, July 1, 2008</b>	<b>51,384,027</b>	<b>62,121,761</b>	<b>9,303,463</b>	<b>11,824,961</b>	<b>(12,371,583)</b>	<b>122,262,629</b>
<b>Total Net Assets, June 30, 2009</b>	<b>\$ 47,088,800</b>	<b>\$ 69,547,969</b>	<b>\$ 9,203,510</b>	<b>\$ 11,637,694</b>	<b>\$ (16,517,974)</b>	<b>\$ 120,959,999</b>





**CITY OF BURLINGTON, VERMONT** **Form 6**  
**"PRELIMINARY" STATEMENT OF FIDUCIARY NET ASSETS - PENSION TRUST FUND**  
**JUNE 30, 2009**

	<b>PENSION TRUST FUND</b>
<b><u>ASSETS</u></b>	
Cash	\$ 2,063,630
Investments	93,442,052
Reimbursement Receivable	12,792
Due from Other Funds	36,524
<b>Total Assets</b>	<b>\$ 95,554,998</b>
<b><u>LIABILITIES</u></b>	
Accounts Payable	187,653
Accrued Liabilities	289,974
Compensated Absences	8,762
<b>Total Liabilities</b>	<b>486,389</b>
<b>NET ASSETS</b>	
Held in Trust For:	
Employees' Pension Benefits	95,068,609
<b>Total Net Assets</b>	<b>\$ 95,068,609</b>

**CITY OF BURLINGTON, VERMONT**  
**"PRELIMINARY" STATEMENT OF CHANGES IN FIDUCIARY NET ASSETS**  
**PENSION AND PRIVATE PURPOSE TRUST FUNDS**  
**FOR THE YEAR ENDED JUNE 30, 2009**

Form 7

	<b>PENSION TRUST FUND</b>
<b><u>ADDITIONS</u></b>	
Contributions	
Employer - Pension	\$ 5,875,315
Employer - FICA	2,771,354
Plan Members	1,833,355
Other	31,179
<b>Total Contributions</b>	<b>10,511,203</b>
Investment Earnings	
Interest and Dividends	3,439,966
Net decrease in the Fair Value of Investments	(26,406,689)
<b>Total Investment Earnings</b>	<b>(22,966,723)</b>
Less Investment Expense	(423,109)
<b>Net Investment Earnings</b>	<b>(23,389,832)</b>
<b>Total Additions</b>	<b>(12,878,629)</b>
<b><u>DEDUCTIONS</u></b>	
Benefits - Pension	7,280,183
Benefits - FICA	2,771,354
Benefits - Post Employment Health	68,488
Refunds of Contributions	214,152
Administrative Expenses	193,233
<b>Total Deductions</b>	<b>10,527,410</b>
<b>Change in Net Assets</b>	<b>(23,406,039)</b>
<b>Net Assets - July 1, 2008</b>	<b>118,474,648</b>
<b>Net Assets - June 30, 2009</b>	<b>\$ 95,068,609</b>



**CITY OF BURLINGTON, VERMONT  
SCHEDULE OF LONG-TERM LIABILITIES  
as of June 30, 2009**

**Governmental Activities:**

**General Obligation Bonds:**

Issue Date	Interest Rate %	Maturity Date	Original Issue	Outstanding 6/30/2008	New Issue	Amount Refunded	Principal Reduction	Outstanding 6/30/2009
08/03/98	4.25-4.55	12/01/2011	835,000	300,000	0	0	70,000	230,000
08/03/98	4.25-4.55	12/01/2011	174,167	62,499	0	0	15,000	47,499
08/03/98	4.20-4.30	12/01/2008	750,000	90,000	0	0	90,000	0
07/20/99	4.25-4.80	12/01/2009	750,000	175,000	0	0	85,000	90,000
10/12/00	4.25-4.75	12/01/2010	750,000	265,000	0	0	80,000	180,000
10/01/01	3.00-4.00	11/01/2011	750,000	335,000	0	0	80,000	255,000
07/30/02	3.00-4.00	09/01/2012	750,000	410,000	0	0	75,000	335,000
05/01/03	3.50-4.00	11/01/2018	2,500,000	1,960,000	0	0	145,000	1,815,000
10/15/03	2.00-3.75	11/01/2013	750,000	480,000	0	0	70,000	410,000
07/15/04	2.00-3.80	12/01/2016	530,000	360,000	0	0	40,000	320,000
07/15/04	2.25-3.75	05/01/2015	750,000	550,000	0	0	70,000	480,000
06/28/05	3.50-3.60	11/01/2015	250,000	210,000	0	0	25,000	185,000
07/06/05	3.25-3.50	11/1/2015	1,000,000	835,000	0	0	90,000	745,000
10/10/06	3.75	12/1/2009	1,454,867	802,894	0	0	391,111	411,783
10/10/06	3.50-4.00	11/1/2026	1,000,000	970,000	0	0	35,000	935,000
12/10/07	3.50-4.25	11/1/2027	1,000,000	1,000,000	0	0	30,000	970,000
			13,994,034	8,805,393	0	0	1,396,111	7,409,282
Subtotal								

**School**

08/03/98	4.25-4.55	12/01/2011	696,667	250,000	0	0	60,000	190,000
07/30/02	2.50-4.00	09/01/2013	1,070,000	640,000	0	0	95,000	545,000
07/30/02	3.00-4.375	03/01/2018	860,000	705,000	0	0	35,000	670,000
07/15/04	2.00-3.80	12/01/2016	2,370,000	1,585,000	0	0	175,000	1,410,000
07/06/05	3.25-4.2	11/1/2025	750,000	710,000	0	0	30,000	680,000
10/10/06	3.75	12/1/2006	614,105	396,781	0	0	208,254	188,527
10/10/06	3.50-4.00	11/1/2026	750,000	725,000	0	0	25,000	700,000
10/10/06	3.50-4.00	11/1/2026	3,615,000	3,500,000	0	0	125,000	3,375,000
12/10/07	3.50-4.25	11/1/2027	750,000	750,000	0	0	20,000	730,000
			11,475,772	9,261,781	0	0	773,254	8,488,527
Subtotal								

**Certificates of Participation**

06/01/99	4.30-4.80	12/01/2018	5,500,000	2,775,000	0	0	435,000	2,340,000
06/01/99	4.30-4.80	12/01/2018	1,390,000	920,000	0	0	65,000	855,000
06/27/00	5.375-5.75	12/01/2020	4,100,000	3,125,000	0	0	175,000	2,950,000
07/30/02	3.00-4.25	05/01/2015	2,075,000	1,235,000	0	0	155,000	1,080,000
6/7/2005	4.0-4.375	05/01/2025	7,870,000	7,565,000	0	0	315,000	7,250,000
			20,935,000	15,620,000	0	0	1,145,000	14,475,000
Subtotal								

**Other Notes Payable**

04/28/99	5.40-6.20	08/01/2017	1,930,000	910,000	0	0	0	910,000
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K1

**CITY OF BURLINGTON, VERMONT  
SCHEDULE OF LONG-TERM LIABILITIES  
as of June 30, 2009**

	Issue Date	Interest Rate %	Maturity Date	Original Issue	Outstanding 6/30/2008	New Issue	Amount Refunded	Principal Reduction	Outstanding 6/30/2009
128	02/12/03	3.25	08/01/2022	3,602,000	698,000	800,000	0	100,000	1,398,000
142	03/08/05	2.50	03/08/2012	304,531	20,782	0	0	20,782	0
				5,836,531	1,628,782	800,000	0	120,782	2,308,000
				52,241,337	35,315,956	800,000	0	3,435,147	32,680,809
<b>Total Governmental Activities Bonds &amp; Other Debt</b>									
<b>Business-type Activities:</b>									
Electric Department General Obligation Bonds:									
89	08/03/98	4.25-4.55	12/01/2011	174,167	62,500	0	0	15,000	47,500
113	07/30/02	2.50-3.50	09/01/2008	120,000	25,000	0	0	25,000	0
135	07/15/04	2.00-3.80	12/01/2016	510,002	340,000	0	0	40,000	300,000
141	06/28/05	3.50-4.20	11/01/2025	1,000,000	945,000	0	0	35,000	910,000
144	07/06/05	3.25-4.20	11/01/2025	1,000,000	940,000	0	0	35,000	905,000
149	10/10/06	3.75	12/1/2009	146,028	80,325	0	0	40,635	39,690
151	10/10/06	3.50-4.00	11/1/2026	1,000,000	970,000	0	0	35,000	935,000
157	12/20/07	3.50-4.30	11/1/2027	1,000,000	1,000,000	0	0	30,000	970,000
159	04/20/09	2.00-4.375	11/1/2029	12,750,000	0	12,750,000	0	0	12,750,000
160	04/20/09	4.00-6.00	11/1/2029	8,250,000	0	8,250,000	0	0	8,250,000
				25,950,197	4,362,825	21,000,000	0	255,635	25,107,190
<b>Subtotal</b>									
Wastewater General Obligation Bonds:									
102	12/06/90	0.00	12/01/2010	5,378,105	4,490,721	0	0	215,124	4,275,597
101	02/12/92	0.00	12/01/2014	19,403,807	17,966,285	0	0	485,095	17,481,190
103	09/06/06	2.00	02/01/2027	1,650,000	1,472,553	0	0	64,471	1,408,082
161	07/01/00	2.00	10/01/2026	2,500,000	1,614,836	0	0	66,461	1,548,375
				28,931,912	25,544,395	0	0	831,151	24,713,244
<b>Subtotal Wastewater Fund</b>									
				54,882,109	29,907,220	21,000,000	0	1,086,786	49,820,434
<b>General Obligation Bonds Subtotal</b>									
Electric Department Revenue Bonds:									
77	04/01/96	3.80-6.38	12/01/2012	54,475,000	22,070,000	0	0	3,920,000	18,150,000
126	12/01/01	2.30-4.60	07/01/2014	11,115,000	8,385,000	0	0	630,000	7,755,000
127	04/01/02	5.00-5.375	07/01/2014	20,875,000	16,180,000	0	0	1,135,000	15,045,000
130	04/15/04	4.27	07/01/2024	10,000,000	8,915,000	0	0	385,000	8,530,000
				96,465,000	55,550,000	0	0	6,070,000	49,480,000
<b>Subtotal</b>									
Water Resources Revenue Bonds:									
82	07/10/97	4.10-5.00	12/01/2012	13,925,000	6,020,000	0	0	1,090,000	4,930,000
				13,925,000	6,020,000	0	0	1,090,000	4,930,000
<b>Subtotal</b>									

**CITY OF BURLINGTON, VERMONT**  
**SCHEDULE OF LONG-TERM LIABILITIES**  
**as of June 30, 2009**

K1

	Issue Date	Interest Rate %	Maturity Date	Original Issue	Outstanding 6/30/2008	New Issue	Amount Refunded	Principal Reduction	Outstanding 6/30/2009
Airport Revenue Bonds:									
78	05/01/97	3.85-5.60	07/01/2017	12,380,000	7,815,000	0	0	605,000	7,210,000
	Revenue Bonds 1997 Series A								
79	05/01/97	4.00-5.75	07/01/2017	7,450,000	4,735,000	0	0	365,000	4,370,000
	Revenue Bonds 1997 Series B								
104	05/17/00	4.80-6.20	07/01/2020	10,435,000	7,980,000	0	0	430,000	7,550,000
	Revenue Bonds 2000 Series A								
119	06/11/03	2.00-5.00	07/01/2028	24,800,000	23,340,000	0	0	755,000	22,585,000
	Revenue Bonds 2003 Series A and B								
	Subtotal			55,065,000	43,870,000	0	0	2,155,000	41,715,000
	Revenue Obligation Bonds Subtotal			165,455,000	105,440,000	0	0	9,315,000	96,125,000
	<b>Total Business-type</b>			220,337,109	135,347,220	21,000,000	0	10,401,786	145,945,434
<b>Tax and Bond Anticipation &amp; Other Notes Payable</b>									
	7/1/2008	2.75%	8/15/2008	8,000,000	0	0	0	8,000,000	8,000,000
	Tax Anticipation Note - General Fund								
	7/1/2008	2.75%	8/15/2008	2,500,000	0	0	0	2,500,000	2,500,000
	Revenue Anticipation Note - BED								
	8/16/2008	2.89%	3/15/2009	10,000,000	0	0	0	10,000,000	10,000,000
	Tax Anticipation Note - General Fund								
	8/19/2008	2.89%	3/15/2009	6,000,000	0	0	0	6,000,000	6,000,000
	Revenue Anticipation Note - BED								
	12/18/2008	3.00%	6/16/2009	6,000,000	0	0	0	6,000,000	6,000,000
	Tax Anticipation Note - General Fund								
	12/26/2008	3.00%	4/20/2009	8,000,000	0	0	0	8,000,000	8,000,000
	Revenue Bond Anticipation Note - BED								
	12/26/2008	3.75%	4/20/2009	6,000,000	0	0	0	6,000,000	6,000,000
	Revenue Bond Anticipation Note - BED								
	2/24/2009	2.00%	8/24/2009	5,000,000	0	0	0	5,000,000	0
	Bond Anticipation Note - GF, School & BED								
	3/31/2009	2.75%	6/20/2009	5,000,000	0	0	0	5,000,000	5,000,000
	Tax Anticipation Note - General Fund								
	4/16/2009	2.75%	6/20/2009	5,000,000	0	0	0	5,000,000	5,000,000
	Tax Anticipation Note - General Fund			61,500,000	0	0	0	61,500,000	56,500,000
	<b>Total of All Bonds</b>			272,578,446	170,663,176	21,800,000	0	13,836,933	178,626,243
<b>Interfund Loans</b>									
106	05/18/92	7.00	05/18/2017	674,000	143,336	0	0	143,336	0
	Moran Station - BED								
123	06/01/03	6.00	07/01/2010	117,051	38,581	0	0	18,713	19,868
	Fletcher Free Library - BED								
	<b>Total Interfund Loans</b>			791,051	181,917	0	0	162,049	19,868









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