

# Stoughton Town Crier

TOWN OF STOUGHTON UPDATED SEPTEMBER 1, 2025 ROBERTA HARBACK



All information taken from various Town of Stoughton pages



# Selectboard Agenda

## Tuesday Sept. 2., 2025 at 7:30 p.m.

### Great Hall Town Hall 3rd floor & virtually with Google Meets

In accordance with Chapter 2 of the Acts of 2025, which extends the Governor's March 12, 2020 "Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A § 20," until June 30, 2027, this meeting will be conducted both in person and virtually via Google Meets.

**To Join via Google Meets: orp-pfhg-kmu**  
**PHONE: 319-895-2135**  
**PIN: 106 291 973#**

The meeting will be recorded by SMAC cable television and broadcast live and may be livestreamed at [www.stoughtontv.org](http://www.stoughtontv.org). A recording of the meeting, transcript, or other comprehensive record of the proceeding will be posted on the Town's website and/or SMAC as soon as possible after the meeting if the live broadcast or livestreaming is unsuccessful. Times are approximate and items may be taken out of order at the Chair's discretion.

1. 7:30 p.m. **OPEN SESSION**  
**Call to Order & Pledge of Allegiance**
2. 7:35 p.m. Citizens' Comments
3. 7:40 p.m. Town Manager Comments
4. 7:50 p.m. Select Board Comments
5. 8:00 p.m. **Continuation of August 19, 2025 Public Hearing:**  
Pursuant MGL c. 140 §157 - to hear and consider a request dated June 26, 2025, for a dangerous dog hearing, filed by the Stoughton Animal Control Officer, concerning a dog owned by Frances Ly  
Atty. Steve Chaplin  
Town Counsel  
Michelle Carlos  
Animal Control Officer
6. 8:20 p.m. Variance Request under Section XXXI of the Town of Stoughton Select Board Alcoholic beverage Licensing Regulations - Key to Amaze, 48 Wyman St.  
William Ferraro
7. 8:30 p.m. **Public Hearings:**
  - a. Public hearing under G.L. c. 138, § 77 to give PVG Five Hospitality Inc. d/b/a Hampton Inn an opportunity to update the Board on its failure to conduct the business licensed under G.L. c. 138, § 12 to serve all alcoholic beverages on premises.
  - b. Application for 2 consecutive 1-Day Alcoholic Beverage License (Beer & Wine) and an Entertainment License Application on September 5, 2025 and September 6, 2025 and 2 Applications for a Parade Permit on September 6, 2025 and September 7, 2025 - Immaculate Conception Church, 122 Canton St. - Our Lady of Fatima Feast on September 5, 6 and 7, 2025
  - c. National Grid and Verizon New England joint pole petition - Willow Street, Project # 31076275Atty. Steve Chaplin  
Town Counsel  
  
Joseph Bacta  
  
Jarad Aker
8. 9:00 p.m. 2025 Fall Town Meeting - Open the Warrant  
Tom Calter  
Marc Tisdelle
9. 9:30 p.m. **Consent Agenda:**
  - a. Approval of Open Session Minutes Meeting of August 5, 2025 and August 15, 2025
  - b. Application for License for a Non-Alcoholic Feast - Arraial of Stoughton (Brazilian Feast) at 122 Canton St. on September 13, 2025

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# Is There a YOU in Stoughton?

Wednesday September 17th 11:30AM  
Lunch Included.

Registration Required

Whether you have lived here your entire life,  
work here or just come to be involved,  
**Stoughton's seniors are an important  
member of our community.**

*Stoughton's Equal Opportunity Committee  
is interested in hearing about what your thoughts are  
about feeling welcome.*

Please join us to hear about initiatives taking place  
and to give your feedback.





Join us for  
**STOUGHTON  
HOUSING  
PRODUCTION  
PLAN**

**PUBLIC FORUM #2**

Share your thoughts on the Plan's Goals & Strategies!

Light refreshments will be served.

**SEPTEMBER 10, 2025 | 6-8PM**

**In-Person at Great Hall or Virtual via Zoom**

**RSVP:**

**<https://tinyurl.com/StoughtonHPP2>**

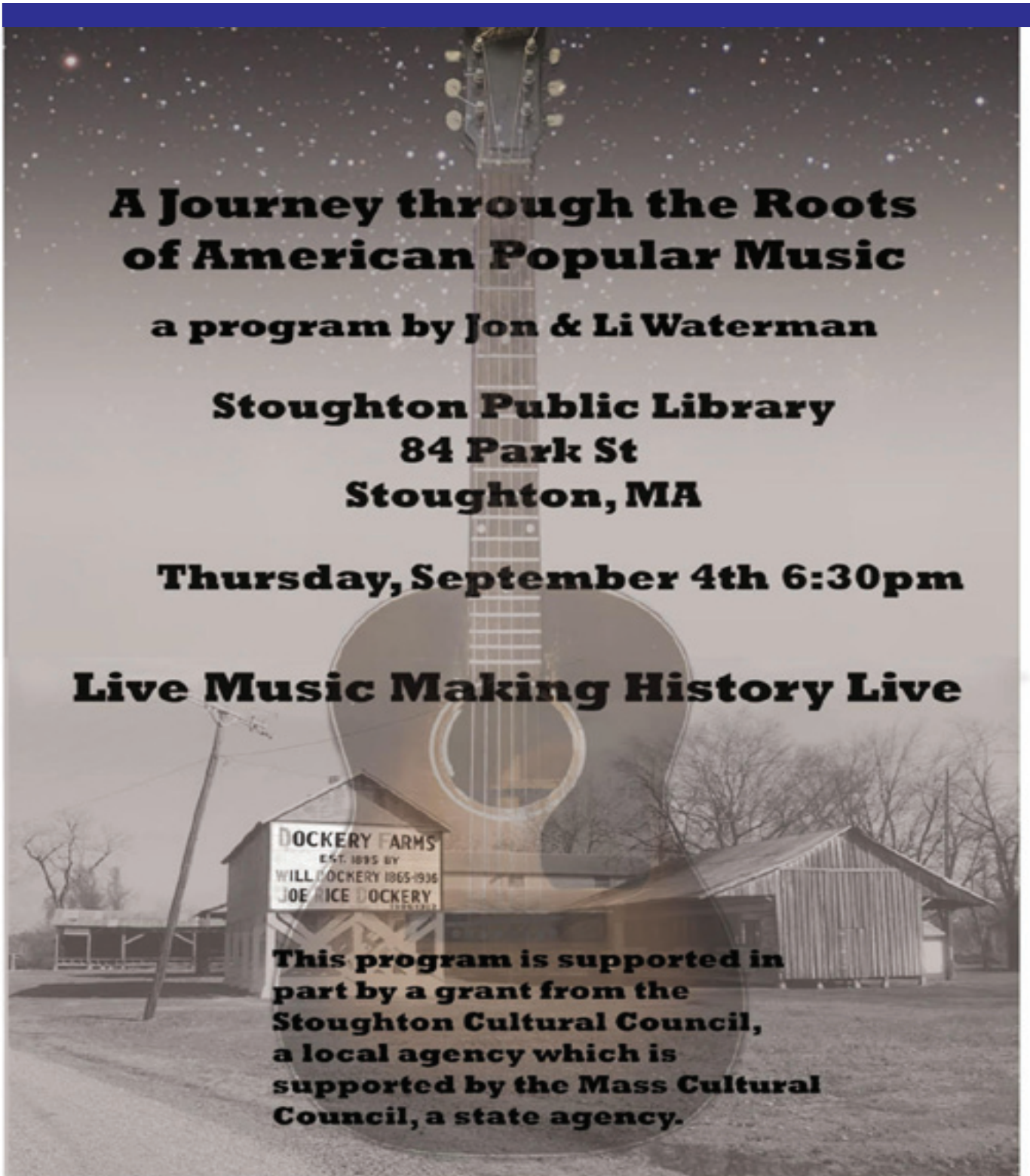
For past meetings materials, visit

<https://tinyurl.com/HPPWorkingMeetings>

**Questions?** Contact Bill Roth  
wroth@stoughton-ma.gov, 781-232-9201

**JM GOLDSON**





# **A Journey through the Roots of American Popular Music**

**a program by Jon & Li Waterman**

**Stoughton Public Library  
84 Park St  
Stoughton, MA**

**Thursday, September 4th 6:30pm**

**Live Music Making History Live**

DOCKERY FARMS  
EST. 1895 BY  
WILL DOCKERY 1865-1936  
JOE RICE DOCKERY

**This program is supported in  
part by a grant from the  
Stoughton Cultural Council,  
a local agency which is  
supported by the Mass Cultural  
Council, a state agency.**



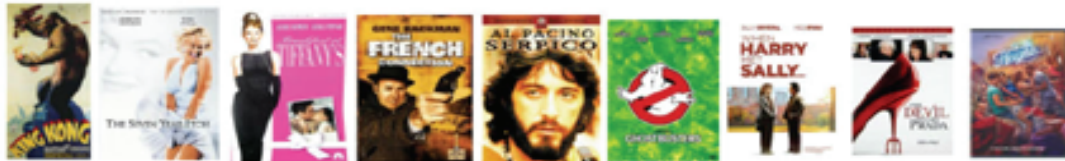
**Mass  
Cultural  
Council**

STOUGHTON  
CULTURAL  
COUNCIL

STOUGHTON PUBLIC LIBRARY PRESENTS:

## **New York City: A Tribute to Movie Memories**

*with Stoughton film historian Frank Mandosa*



**THURSDAY, SEPTEMBER 11  
6:30 PM**

Join us in the Community Room or on Zoom!

A Zoom link will be sent to all registrants 1 day prior to the program.

**COMING ATTRACTIONS:** October 23- 'Rhythm and Beat: Films about the Music World.'

To register for the film program,  
please click on the title or date.  
Or call the library at 781-344-2711.  
For all of our programs visit the [Library calendar](#).



High school English & Film teacher Frank Mandosa gives talks on a wide variety of film-related topics & has 2 movie podcasts, Silver Screeners (host) & Movies Across the Pod (co-host). Facebook movie group: "Silver Screeners" X/Twitter: @timbuf1974 Email: [silverscreenerspod@gmail.com](mailto:silverscreenerspod@gmail.com) [www.frankmandosa.weebly.com](http://www.frankmandosa.weebly.com)

# Back to School Safety

**PRACTICE SAFE DRIVING,  
WALKING AND BIKING HABITS!**



Children should wait for the bus driver's signal before boarding



Drivers should be aware of school zones and children at crosswalks



Children biking to school should wear a helmet & abide by traffic laws

**LEARN MORE AT [NHTSA.GOV](http://NHTSA.GOV)**



# **STOUGHTON PUBLIC SCHOOLS**



## **BACK TO SCHOOL SCHEDULE**

**MONDAY, SEPTEMBER 1, 2025**

**SCHOOL OFFICES/BUILDINGS CLOSED FOR LABOR DAY**

**TUESDAY, SEPTEMBER 2, 2025**

**FIRST DAY FOR TEACHERS / STAFF**

**WEDNESDAY, SEPTEMBER 3, 2025**

**FIRST DAY FOR STUDENTS IN GRADES 1-12**

**MONDAY, SEPTEMBER 8, 2025**

**FIRST DAY FOR PRESCHOOL / KINDERGARTEN**

# STOUGHTON RECREATION

## FALL 2025 PROGRAM GUIDE



### TODDLERS & KIDS

**Craft&Play** with Rec Staff Tuesdays 9/16-10/7 | 10-10:45 am | Ages 2-5 Location: Recreation Department | \$25

**Puppet Making Workshop** with Rec Staff **NEW!!** Tuesday October 14 | 10-11AM | Ages 2-5 Location: Recreation Department | \$10

**Music Making Workshop** with Rec Staff **NEW!!** Wednesday October 15 | 10-11AM | Ages 2-5 Location: Recreation Department | \$10

**Tiny Tykes Soccer** with Challenger Sports Sundays 9-9:45, 10-10:45, 11-11:45 am | 9/14-10/26 Location: Halloran Park | Ages 2-5 | \$100

**Multi-Sports Clinic** with Amazing Athletes Session 1: Saturdays 9/13-10/25 | 9:00-10:00AM Session 2: Saturdays 9/13-10/25 | 10:00-11:00AM Ages: 4-5 Location: Halloran Park | \$155

**Little Sports Stars** with Rec Staff Wednesdays 9/17-10/8 | 10-10:45 | Ages 4-5 Location: Halloran Park | \$25

**Tumble Time** with Rec Staff Tuesdays 11/18-12/9 | 10-10:45 | Ages 3-5 Location: Recreation Department | \$25

#### **Dance With Me with Starline**

Wednesdays 10:15-11:00 | 18 months-2 yrs Session 1: 9/10-10/15 Session 2: 10/22-11/19 Location: Starline Dance Academy | \$70

#### **Little Ballerinas with Starline**

Wednesdays 11:15-12:00PM | 3-5 years old Session 1: 9/10-10/15 Session 2: 10/22-11/19 Location: Starline Dance Academy | \$70

### KIDS & TEENS

**Fall Golf Clinic** with Matt Mondays 9/15-10/6 | 3:00-4:30 | Ages 9-15 Location: Cedar Hill Golf Course | \$40

**Slime Workshop** with Rec Staff Tuesday 9/9 | 3:30-4:30 pm | Ages 6-12 Tuesday 10/27 | 3:30-4:30 pm | Ages 6-12 Location: Recreation Department | \$10

**Culinary Creations** with Rec Staff Wednesday 9/10 | 3-4:30 pm | Wednesday 11/12 | 3-4:30 pm | Wednesday 12/17 | 3-4:30 pm Location: Recreation Department | \$15 | Ages 6-11

**Teen Chefs** with Rec Staff Thursday 9/11 | 5:00-6:30 pm | Thursday 11/13 | 5:00-6:30 pm | Thursday 12/18 | 5:00-6:30 pm | Location: Recreation Department | \$15 | Ages 11-17

**Art Club** with Rec Staff Tuesdays 9/16-10/7 | 3:30-4:30 pm | Ages 6-10 | Wednesdays 9/17-10/8 | 3:30-4:30 pm | Ages 11-17 Location: Recreation Department | \$25

**Ornament Making** with Rec Staff Monday 12/15 | 3:00-4:30 | Ages 6-10 Tuesday 12/16 | 3:00-4:30 PM | Ages 11-16 Location: Recreation Office | \$5

To sign up or for more info, visit  
**[www.Stoughtonrec.org](http://www.Stoughtonrec.org)**

All dates, times and locations are subject to change. For the most up to date info, please visit our website or contact the office recreation@stoughton-ma.gov or 781-341-1300 x9244. Prices listed are for Stoughton residents, non-resident rates may apply.



# STOUGHTON RECREATION

## FALL 2025 PROGRAM GUIDE

### **KIDS AND TEENS**

**Roblox** with Tinker & Create Thursdays 9/25-10/30 | 5:15-6:15 | Ages 8-14 Location: Stoughton Public Library | \$110

**Kids Night Out** with Rec Staff  
Friday 9/12 | 5-9 pm | Ages 6-12  
Friday 12/12 | 5-9 pm | Ages 6-12  
Location: Recreation Department | \$12

**Jijutisu** with Maxx Monsters  
Tues/Thurs/Sat. | 9/16-10/18  
5:00-5:45pm | Ages 4-7 | \$70

Tues/Thurs | 9/16-10/16 | Ages 13-17  
7:00pm-8:00pm | \$70 | Maxx Training Center

**Jijutisu/Kickboxing** 6:00-7:00pm | Ages 8-12  
Monday/Tuesday/Thursday/Saturday | 9/15-10/18  
Location: Maxx Training Center 49 Rose Street | \$70

**Muaythai** with Maxx Monsters  
Monday/Wednesday | 6-7pm | Ages 13-17  
\$70 | Maxx Training Center 49 Rose St.

**Kids Ceramics and Crafts** with Rec Staff  
Wednesday 10/15 - 11/5 | 3:30-4:30 pm | Ages 9-15  
Location: Recreation Department | \$45

**Halloween Ceramics Workshop** with Rec Staff  
Thursday 10/16 | 3:00-4:00pm | Ages 5-8  
Location: Recreation Department | \$12

**Wacky Chemistry Workshop** with Rec Staff **NEW!**  
Tuesday 10/14 | 3:00-4:30 | Ages 6-12  
Location: Recreation Department | \$10

**Pumpkin Carving Workshop** with Rec Staff  
Tuesday 10/21 | 3:00-4:30 pm | Ages 6-11  
Thursday 10/23 | 5:00-6:30 pm | Ages 11-17  
Location: Recreation Department | \$15

**Halloween Art Workshop** with Rec Staff  
Wednesday 10/22 | 10-11:00 am | Ages 3-5  
Tuesday 10/28 | 3:00-4:30 pm | Ages 6-11  
Location: Recreation Department | \$5

**Rock Climbing** with Central Rock Gym Randolph  
Session 1: Saturdays 9/6-10/11 | 11:30-1:30 PM  
Session 2: Saturdays 10/18-11/22 | 11:30-1:30 PM  
Ages 7-12 Location: Central Rock Gym Randolph | \$195

**Archery** with On the Mark Session 1: Sundays 9/14-10/5 | 5-6PM Session 2: Sundays 10/19-11/9 | 5-6PM Grade 4-Adult | \$170 Location: Pequitside Farm, Canton

### **ADULTS**

**JigsawWizards** with Rec Staff Friday 10/17 | 5:30-7:30 | Ages 16+ Friday 11/21 | 5:30-7:30 | Ages 16+ Location: Recreation Department | \$15 per team

**Print Making Workshop** with Mass Audubon Thursday | 10/9 | 5-6pm | Ages 16+ Location: Recreation Department | \$10

**Boxwood Wreath Workshop** with Laurice Thursday 12/11 | 5:30-7:00PM | Ages 16+ Location: Recreation Department | \$30

**Pottery Night** with Bebble Art Center Friday 10/10 | 5:00-7:00 pm | 17y & up Friday 12/5 | 5:00-7:00 pm | 17y & up Location: Recreation Department | \$75

**Paint Night** with Bebble Art Center Friday 11/7 | 5:15-7pm | 17y & up | Location: Recreation Department \$25

**Watercolor Wreath Workshop** with Laurice Thursday 12/4 | 5:30-7pm | 16y & up | Location: Recreation Department | \$20

**Easyfit Exercise** with Mary Tuesdays and Fridays | 9/9-10/10 | 10:30-11:30 am Ages 18+ Location: First United Methodist Church | \$3 per class

### **COMMUNITY EVENTS**

**Stoughton Day** September 27th 11AM-3PM | Halloran Park

**Halloween Costume Exchange**  
Thursday Oct 2nd | 10:00AM-7:00PM  
Friday October 3rd | 8:30AM- 12PM  
Location: Recreation Department

**Check our website for NEW programs added throughout the fall!**

# STOUGHTON DAY



**11 AM - 3 PM**

**HALLORAN PARK**

**SATURDAY**

**9/27/2025**





# Town of Stoughton

## OFFICE OF THE TOWN COLLECTOR

10 Pearl Street • Stoughton, MA 02072 • (781) 341-1300 • FAX (781) 341-1032

The Water, Sewer, Trash Department has issued the **Fiscal Year 2026 (FY26) 1<sup>st</sup> quarter Water, Sewer, Trash bills** to the Town of Stoughton water, sewer, and trash customers. The 1<sup>st</sup> quarter Water, Sewer, Trash bills were mailed on **Tuesday, August 12, 2025, and are due Thursday, September 11, 2025**, and must be received in the Collector's Office or the PO Box in Medford on or before this date. **A postmark date is not acceptable as payment made if the payment is not received in the Collector's Office or the PO Box in Medford by September 11, 2025.**

When sending payment(s) to the Lockbox address in Medford, checks, **AND** water, sewer, trash remittances **MUST BE SENT. PLEASE** do not mail checks only to the Medford address. If there is/are no remittance(s) with the check(s), the payment(s) cannot be processed and will be returned to Town Hall for processing. This will delay the payment(s) from being applied to your water, sewer, trash bill(s).

When processing a payment online through your bank's Bill Pay, you **MUST** include the bill number, the year, and type in the Memo field (for example, Bill #25, 2026 water, sewer, trash) so your payment will be properly applied. When paying multiple bills, you must include each bill number. If this information is not included on your check, your check may be returned to you, and interest/charges may accrue due to a late payment. **Online bank payment checks must be mailed to the Town of Stoughton, PO Box 9108, Stoughton, MA 02072.**

The Water, Sewer, Trash bills may be paid online at [HTTPS://WWW.STOUGHTON.ORG/428/ONLINE-BILL-PAY](https://www.stoughton.org/428/online-bill-pay), at Town Hall with cash, checks and credit and debit card with a 3% fee and for your convenience, there is a secured payment drop box outside of Town Hall on Pearl St. The payment drop box is emptied two to three times a day, once in the morning and once in the afternoon, and if needed, once before leaving for the day.

All unpaid water, sewer, trash bills will accrue interest at 14% from their respective due dates, a \$15.00 demand fee will be added to the bill, and the Senior Discount will be forfeited if this quarter's balance is not paid in full.

**All unpaid FY25 water, sewer, and trash amounts \$100.00 or more will be added to the 3<sup>rd</sup> quarter FY26 real estate tax bill as a lien. You may pay the unpaid FY25 water, sewer, and trash amounts at the Collector's Office at Town Hall.**

The Collector staff members are available by phone Monday through Wednesday from 8:30 AM to 4:30 PM, Thursday from 8:30 AM to 7:00 PM, and Friday from 8:30 AM to 12:00 PM. Please call 781-341-1300 X 9222 if you need your bill number(s) and or amount(s) due.

★★ **NORFOLK COUNTY SHERIFF'S OFFICE** ★★  
**SHERIFF PATRICK McDERMOTT**



**HOUSE TO HOUSE  
FOR HEROES**

★ HONORING ALL WHO SERVED ★



**VOLUNTEERS NEEDED**  
**STOUGHTON**



**EVENT DETAILS**

Sheriff Patrick McDermott, The Norfolk County Sheriff's Office and The Town of Stoughton, in partnership with the Veterans' Service Office, are hosting an event designed to provide veterans with essential information and resources.

**Date:** September 6, 2025

**Time:** 9:00 am - 12:00 pm

**Where:** VFW Post #1645  
14 Seaver St.  
Stoughton, MA

**All volunteers are requested to arrive at VFW Post #1645 no later than 9:15 am.  
We will provide our volunteers with pastries and light refreshments.**



Scan QR Code to Sign up



**If you are a veteran and live in the Town of Stoughton, but are unsure if you are registered as a veteran, please contact the Veterans' Service Office  
781-341-1300 ext. 9220**



**STOUGHTON ENERGY &  
SUSTAINABILITY COMMITTEE**

**FREE**  
**MOVIE NIGHT**

**DISCUSSION  
AFTER**



**HIS GREATEST  
MESSAGE OF HOPE  
IN THIS  
SPECTACULAR NEW  
FILM.**

**O C E A N**  
*with*  
**DAVID ATTENBOROUGH**

**REFRESHMENTS  
&  
BOOK GIVE-AWAY!**

**STOUGHTON PUBLIC LIBRARY**  
**84 Park Street, Stoughton, MA**

**THURSDAY, SEPTEMBER 25, 2025**  
**6:00-8:00 PM**





**Healthy and Resilient Stoughton:**  
Climate Action and Resilience Plan

**COMMUNITY SURVEY**

The Town of Stoughton is working on a Climate Action and Resilience Plan that will support the town with reducing emissions and increasing its resilience to climate change.

**YOUR OPINION MATTERS IN SHAPING A HEALTHY AND RESILIENT FUTURE FOR STOUGHTON!**

Scan the QR Code to **COMPLETE THE SURVEY**

**SHARE YOUR THOUGHTS WITH US!**

What does a Healthy and Resilient Stoughton mean to you?

- Reach out to [capcommittee@stoughton-ma.gov](mailto:capcommittee@stoughton-ma.gov) to get involved.
- Visit our webpage to learn more.





On August 15th Town Manager Tom Calter organized the Climate Action Committee as a Town Manager Working Group. That committee will make recommendations and propose policies through the Town Manager to the Selectboard for its consideration. The structure of the Working Group is unchanged from that of the Climate Action Plan Committee. The group will fully comply with the conditions relating to Town Manager Working Groups





**Plan Aksyon ak Rezilyans Klima**  
pou yon Stoughton ki An Sante ak Rezilyan

**Ankèt Kominotè**

Vil Stoughton ap travay sou yon Plan Aksyon ak Rezilyans pou Klima ki pral ede vil la diminye emisyon gaz a efèdsè ak ogmante kapasite li pou adapte ak chanjman klimatik yo.

**OPINYON OU ENPÒTAN POU FÒMEYON AVNI KI AN SANTE AK REZILYAN POU STOUGHTON!**

Eskane kòd QR a pou **reponn kesyon ankèt la**




**PATAJE OPINYON OU AVÈK NOU!**

Ki sa Yon Stoughton Ki an Sante e Ki Rezilyan vle di pou ou?

- RKontakte [capcommittee@stoughton-ma.gov](mailto:capcommittee@stoughton-ma.gov) pou w patispe.
- Vizite sit entènèt nou an pou aprann plis.





**Stoughton Saudável e Resiliente:**  
Plano de Ação Climática e Resiliência

**Pesquisa Comunitária**

A Cidade de Stoughton está desenvolvendo um Plano de Ação Climática e Resiliência que ajudará a cidade a reduzir as emissões e aumentar sua resiliência às mudanças climáticas.


**SUA OPINIÃO É IMPORTANTE PARA CONSTRUIR UM FUTURO SAUDÁVEL E RESILIENTE PARA STOUGHTON!**


Escaneie o código QR para **RESPONDER À PESQUISA**

**COMPARTILHE SUA OPINIÃO CONOSCO!**

O que significa para você uma Stoughton Saudável e Resiliente?

- Entre em contato com [capcommittee@stoughton-ma.gov](mailto:capcommittee@stoughton-ma.gov) para participar.
- Visite nossa página da web para saber mais.







# 2025 Message to the Citizens of Stoughton

Should residents have questions, comments, or concerns that relate to the Town of Stoughton, they can contact Communications Coordinator Kelsey Lynch at [klynch@stoughton-ma.gov](mailto:klynch@stoughton-ma.gov) or 781-341-1300 ex. 9514. She will discuss your issue with the Town Manager and respond accordingly.

Greetings Stoughton Citizens,

I am pleased to provide a report summarizing the condition of Stoughton's financial affairs. Following a six-month process in the FY26 Operating Budget's creation, I want to provide you with an executive summary. On May 5, 2025, we will present the proposed budget for Town Meeting consideration and vote. Should you have any questions regarding the FY26 Operating Budget, I invite you to contact me at 781 344 1300 ex. 9211.

The FY26 budget process began on October 15, 2024 with the budget committee's recommendation of guidelines to the Select Board. With the Select Board's input, Mr. Marc Tisdelle created a schedule from October 24, 2024 to the Annual Town Meeting. On December 30, 2024, in strict compliance with the Select Board's budget guidelines, the School Committee voted in a 3.8% budget increase for the School Department's FY26 operating budget. The Select Board also voted in a 3.37% budget increase for the municipal departments' operating budget. The total Select Board FY26 budget is \$139,956,816, which is a 3.59% increase over FY25. As required by Charter, the consolidated Town FY26 operating budget was transmitted to the Finance Committee on January 21, 2025. Since its submission, we have responded to many requests for information from residents, Finance Committee members, and Town Meeting Representatives. We appreciate the caliber of collaboration between all stakeholders.

I would like to share a few highlights from the FY26 operating budget.

- We had a 7-year plan to stop the use of free cash and one-time funds to balance our operating budget. Now, in year two of that 7-year plan, we balanced the budget without use of free cash or one-time funds. I am grateful to the Budget Team for their efforts toward resource consolidation and more effective technology use in our efforts to reduce expenses while maintaining services.
- In accordance with DOR guidelines, local receipts are conservatively estimated at 90% of FY24 actuals. The Moody's Bonding Agency commended the Town of Stoughton's conservative budgeting methods.
- The Department of Education, DESE, determined the Stoughton School Foundation budget to be \$65,412,011. Stoughton net school spending is \$22,756,152. Therefore, the Town's total financial support of its schools is \$88,168,163. This education investment represents 63% of the Town's total budget. We should all be proud of this commitment to our town's children and future.
- Through position consolidation and technology utilization, the Municipal Department's FY26 budget includes 4.47 fewer full-time-equivalent (FTE) employees than FY25 and 18.67 fewer FTE employees than FY24.
- As stated, there is no free cash used in the FY26 operating budget. On February 7, 2025 the Town of Stoughton's "free cash" of \$12,722,449 was certified by the Mass Department of Revenue's Division of Local Services.
- Cost of living adjustments of 3% were budgeted for employees not subject to collectively bargained agreements.
- The employee health insurance trust fund is solvent and budgeted at a 3.7% increase in FY26.
- General liability insurance is budgeted at a 10% increase.
- Merit increases are budgeted for employees who consistently exceed expectations. Market comparisons are provided in the budget book. I want to note that, on average, it is 10-20% more expensive to replace a high-performing employee than to increase their salary.

- Wages are adjusted for employees who consistently meet expectations but are paid below market or who are impacted by systemic pay parity inequities.
- Because of job consolidation and effective technology use, water and sewer rates are budgeted at FY25 rates.
- \$500,000 of rubbish and solid waste operational savings allowed us to maintain FY25 rates.
- The VNA Enterprise Fund's current operating structure is not financially sustainable. Strategic planning is necessary to determine its organizational viability. In the next six months we will seek public input on a new strategic approach to reduce costs, increase revenue, and elevate the level of service to Stoughton citizens.
- A budget account in our HR department was created to pay for a yet-to-be-ratified labor contract.
- The FY26 Operating Budget includes a fund balance of \$18,421,000 across five stabilization accounts, a balance never achieved in Stoughton's history. The decision to build our savings reserves is made in recognition of today's uncertain economic times. This is an achievement of which Stoughton residents should be proud. This level of financial stability differentiates our town from similar-sized municipalities across the Commonwealth.

In response to decades of challenges and deficiencies in the town's balance sheet, we completely restructured our Finance and Accounting Department. We recruited a seasoned Finance Manager with Forensic Accounting expertise, as well as two certified municipal accountants well versed in policy and procedure development. Their combined exemplary efforts cleaned up the past while preparing staff to work more effectively in the future. Though training is well underway, the Forensic Accounting project will require another 12 to 18 months to complete.

A considerable portion of the \$12.7 million in certified free cash was realized by closing old balance sheet accounts. Our Finance and Accounting staff's work, in collaboration with Assessing and Treasury, is truly remarkable. Under Elizabeth Zaleski's leadership, the town is compliant with municipal finance and taxation laws. Our entire accounting staff is on a first name basis with the Division of Local Services, the external support team of the Department of Revenue. We frequently interact, including a visit in February where they congratulated our team on a job well done.

I am extremely proud of this team and grateful for their achievements. Stoughton now stands on a strong financial footing. Impressive economic development, smart growth, and a conservative budgeting strategy combine to ensure a bright financial future.

Please note several changes to the FY26 operating budget's structure. Under Mr. Tisdelle's leadership the format was simplified and enhanced. Our expectation is that with greater clarity and documentation budget examination will be more transparent, allowing for greater financial understanding and management control.

As the nation, Commonwealth, and municipalities face uncertain socioeconomic times, the Town of Stoughton is prepared for whatever may come. Every member of your town government is committed to our citizens' welfare. On behalf of town employees, I pledge to you that we will always do what is best for the Town of Stoughton and its residents. We are both honored and proud to contribute to this wonderful community.

Thank you,



Thomas J. Calter,  
Town Manager

