



**TWO HUNDRED NINETY-NINTH  
ANNUAL REPORT  
of the  
Receipts and Expenditures  
of the  
TOWN OF HOLLISTON  
and  
REPORTS OF SEVERAL OFFICIAL BOARDS  
AND COMMITTEES  
For the period ending  
JUNE 30, 2023**

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## DEDICATION

July 2, 2022 – Katherine M. McGilvray, Council on Aging, Election Worker

July 12, 2022 – Mary W. McNamara, School Dept.

August 10, 2022 – Claire Haggerty, School Dept.

September 3, 2022 – Pauline Elhilow, School Dept.

February 15, 2023 – Sylvia J. Stickney

1993 – Co-Founder Holliston Pantry Shelf

1994 – Celebrate Holliston Citizen of the Year

2011 to 2016 – Housing Authority

2013 to 2018 – Golf Course Advisory Committee

Longtime town wide volunteer and known for her extraordinary homemade baked goods.

June 26, 2023 – Theresa R. “Madame” Stewart, School Dept.

## GENERAL INFORMATION

<i>Incorporated:</i>	<i>December 3, 1724</i>
<i>Situated:</i>	<i>22 miles southwest of Boston</i>
<i>Area:</i>	<i>19.4 square miles, 12,186 acres</i>
<i>Population:</i>	<i>14,996 – 2020 Federal Census 15,541 – 2021 Town Census</i>
<i>Registered Voters:</i>	<i>11,205 as of May 2023</i>
<i>Assessed Value:</i>	<i>\$3,732,307,930 for Fiscal Year 2023</i>
<i>Tax Rate:</i>	<i>\$15.40 for Fiscal Year 2023</i>
<i>Senators in Congress:</i>	<i>Elizabeth Warren</i>
<i>State Senator:</i>	<i>Karen Spilka, 2<sup>nd</sup> Middlesex &amp; Norfolk Senatorial District</i>
<i>Representative in Congress:</i>	<i>Katherine Clark, 5<sup>th</sup> Congressional District</i>
<i>Representative in General Court:</i>	<i>James Arena-Derosa, 8<sup>th</sup> Middlesex District</i>
<i>Qualifications for Voters:</i>	<i>Must be 18 years old, a citizen of the United States and a Resident of the Town of Holliston.</i>
<i>Town Election:</i>	<i>The Tuesday following the third Friday in May, High School Gymnasium.</i>
<i>Annual Town Meeting:</i>	<i>Commences on the first Monday following the first Friday In May, High School Auditorium.</i>

## 2023 Elected Officials

<u>POSITION</u>	<u>NAME &amp; ADDRESS</u>	<u>TERM EXP.</u>
<b>MODERATOR</b>	William H. Mayer	May-25
3 year term	30 Erin Way	
<b>TOWN CLERK</b>	Elizabeth Turner Greendale	May-25
3 year term	674 Washington St.	
<b>SELECT BOARD</b>	John J. Cronin (Chair)	May-24
<b>&amp; HIGHWAY SURVEYORS</b>	40 Holly Lane	
Meet every Monday		
7:30 PM	Christina Hein (Vice Chair)	May-25
3 year term	142 Union St	
	Benjamin Sparrell	May-26
	9 Forest Park Dr.	
Town Administrator	Travis Ahern 429-0608	
<b>ASSESSORS, BOARD OF</b>	Jeffrey A. Marshall (Chair)	May-24
Meet every Tuesday	21 School St.	
8:00 AM		
Town Offices	Stephen Wang	May-25
3 year term	156 Hiawatha Trail	
	Mary M. Greendale (Vice Chair)	May-26
	198 Highland St.	
PRINCIPAL ASSESSOR	Kevin Ruddin 508-429-0604	
<b>FINANCE COMMITTEE</b>	Jay Robinson (Clerk)	May-24
Meets as needed	233 Chamberlain St.	
3 year term		
	Mark Whittaker	May-24
	543 Central St.	
	Jonathan Nauss	May-24
	46 Jennings Rd.	
	Kenneth S. Szajda (Chair)	May-25
	676 Fiske Street	

	Vincent J. Murphy, Jr.	May-25
	432 Norfolk St.	
	Julie Winston	May-26
	45 Country Rd.	
	Michelle F. Zeamer	May-26
	583 Winter St.	
<b>HEALTH, BOARD OF</b>	John D. Leary (Chair)	May-24
Meets 1st & 3rd Thursday	146 Karen Circle	
7:30 PM		
3 year term	Peter Liffiton (Vice Chair)	May-25
	11 Liberty Ln.	
	VACANCY	May-26
HEALTH DIRECTOR/AGENT	Scott Moles	
	429-0605	
<b>HOUSING AUTHORITY</b>	Vacancy State Appointee	Oct-26
Meets 2nd Tuesday at		
5 Year Term		
	Carl Damigella Resident Appointee	Jun-28
	492 Washington St. #19	
	Frederick W. Bray, III	May-24
	520 Washington St.	
	Anthony J. Damigella (Chair)	May-25
	95 Gregory Rd.	
	Hayley Fetrow	May-26
	55 Kingsbury Dr.	
<b>LIBRARY TRUSTEES</b>	Karla Alfred (Chair)	May-24
Meeting days vary	315 High St.	
at the library		
3 year term 6 members	Nancy B. Baron	May-24
	154 Norfolk St.	
	Kristen D. Wiwczar	May-25
	22 Temi Rd.	

	Mareourn Yai	May-25
	16 Hiawatha Trail	
	Kara C. Peterson (Vice Chair)	May-26
	837 Winter St.	
	Robert McGrath	May-24
	17 Hemlock Dr.	
LIBRARY DIRECTOR	Deric Wilson	
<b>PARK COMMISSION</b>	Richard A. Morse	May-24
Meets 2nd & 4th Wed.	606 Gorwin Dr.	
7:30 PM Park Comm. Office.		
3 year term	H. Shaw Lively (Chair)	May-24
(Park Comm. since 1940. 12/59 at	15 Sabina Dr.	
STM, Art. 6 Gen'l By-law,		
converted from app't. to an	Melissa A. Kaspern	May-25
elected.	109 Robert Rd.	
1973-ATM-By-law change - 5 mbrs.		
(they re-organize in the fall)	Steven Bigelow	May-25
	122 Briarcliff Ln.	
	Brian McDonald (Vice Chair)	May-26
	14 Howard St.	
REC. DIRECTOR	Mark Frank, Director	
	Shannon Cornwell, Asst. Dir	
	1750 Washington St. 429-2149	
<b>PLANNING BOARD</b>	Karen Apuzzo Langton (Chair)	May-24
Meets 1st & 3rd Thursday	100 Woodland St.	
7:30 PM Town Offices		
5 year term	Scott P. Ferkler	May-25
1 Associate Member appt.	30 Briarcliff Lane	
by the Planning Board		
	Barbara D. Peatie	May-26
	166 Union St	
	Jason A. Santos	May-27
	183 Marshall St.	
	Wm. Dave Thorn (Vice Chair)	May-28
	20 Hollis St.	

	VACANT Assoc. Mem.	
TOWN PLANNER	Karen Sherman 429-0635	
	Celeste Doherty, Clerk	
<b>SCHOOL COMMITTEE</b>	Lisa A. Kocian	May-24
Meets 1st & 3rd Thurs.	158 Winthrop St.	
High School Library		
7 members, 3 year term	Amanda Bigelow	May-24
	122 Briarcliff Lane	
	Mousumi Minnie Gupta	May-24
	92 Pilgrim Rd	
	Cynthia Listewnick	May-25
	72 Anne Marie Dr	
	Dawn Neborsky (Vice Chair)	May-25
	401 Prentice St.	
	Daniel Alfred (Chair)	May-26
	315 High St.	
	Sarah Fitzgerald	May-26
	3 Quail Run	
SUPERINTENDENT	Susan Kustka	
	429-0654	
BUSINESS MANAGER	Keith Buday	
	429-0652	

#### 2023 Appointed Board and Committee Members

COMMITTEE/COMMISSION	NAME	Yr. EXP.
<b>AGRICULTURAL COMMISSION</b>	Diana Phillips	2023
703 Washington Street	400 Norfolk St	
Holliston, MA 01746		
appointed by Selectmen (by ATM 5/05)	Sean Maher	2025
5 members; 3 active farming/2 general interest	665 Adams St	
(3 yr. term) & 3 associates (1 yr. term)		

	Jeanne Chuslo	2026
	142 Highland St.	
	Nancy Dubin Vice Chair	2024
	1070 Washington St	
	Cherie Hafford Chair	2024
	242 Lowland St	
	Vicky Keller (Associate)	2023
	117 Hemlock Dr.	
	Jen Dayton (Associate)	2024
	118 Wilson St	
<b>BLAIR SQUARE COMMITTEE</b>	Walter McGrath	none
Est. Aug. 28, 2017	477 Gorwin Dr.	
7 Member Board appt. by the Selectmen		
with 2 alternate appointees	Peter Barbieri	none
No term, engage a consultant and seek	47 Juniper Rd	
funding to propose at ATM 2018		
(Changed fom 5 to 7 members 10/25/17)	Kevin Conley (Chair)	none
	44 Cranberry Ln	
	Eric Woodhouse	none
	74 Exchange Street	
	Ben Sparrell Select Brd. Appointee	none
	Town Hall	
	Shaw Lively	none
	15 Sabina Dr	
	Gretchen Prieve (Rail Trail Friends Rep.)	none
	98 Dalton Rd.	
	VACANCY Alternate	2022
	Martha Ellis Alternate	2023
	79 Hollis St. #108	



<b>CABLE ADVISORY COMMITTEE</b>	Barry Sims	none
(contract negotiations)	67 Dunster Rd.	
703 Washington Street		
Holliston, MA 01746	Lindsey Morris	none
established 2/1/1985	35 Woods Crossing	
	Jay Leary	none
	146 Karen Cir.	
	VACANCY	none
	VACANCY	none
<b>COMMUNITY FARM ADVISORY COMM</b>		
established March 21, 2016	Shannon M. Gratton	2024
7 Members appt. by the Board of Selectmen	10 Shaw Farm Rd.	
to promote, encourage and facilitate the farm		
at 34 Rogers Rd.	VACANCY	2024
	VACANCY	2025
	Kristen Serocki Clerk	2025
	38 Rogers Rd	
	Dennis Prefontaine	2025
	72 Maple St	
	Dennis Serocki	2023
	38 Rogers Rd	
	Kristine Westland Chair	2023
	103 Norfolk St	
	VACANT (Associate)	2022
<b>COMMUNITY PRESERVATION</b>		
established 10/29/01 by Gen'l By-law	VACANCY - <i>Planning Brd</i>	2025
Art. XXXVII (MGL Chptr. 44B)		
1 mbr.ea.Conservation, Historical,	Thomas J. Dumas - <i>Housing Auth.</i>	2023
Park, Planning Brd & Housing Authority,	157 Winter St.	
each for 3 yr term & 4 mbrs Appointed by		
Selectmen: 2 for 1 yr then	Melissa Kaspern - <i>Parks</i>	2025
3 yr; 2 for 2 yr then 3 yr	109 Robert Rd.	

	Frank Chamberlain - <i>Historical Comm.</i>	2024
	333 Hollis St.	
	Allen Rutberg - <i>Conservation Comm.</i>	2023
	284 South St.	
	Paul Saulnier	2024
	29 Church St.	
	Eva Stahl	2024
	66 Winthrop St.	
	VACANCY	2025
	Geoffrey Zeamer	2023
	583 Winter St.	
<b>COMPREHENSIVE LONG RANGE</b>		
<b>PLANNING COMMITTEE</b>	<b>Disbanded FTM Oct. 17, 2022</b>	
<b>CLRPC Branding Subcommittee</b>		
	<b>Disbanded FTM Oct. 17, 2022</b>	None
<b>CLRPC Outreach Subcommittee</b>		
	<b>Disbanded FTM Oct. 17, 2022</b>	None
<b>CLRPC Survey Creation Subcommittee</b>		
	<b>Disbanded FTM Oct. 17, 2022</b>	None
<b>CLRPC Data Review Subcommittee</b>		
	<b>Disbanded FTM Oct. 17, 2022</b>	None
<b>CONSERVATION COMMISSION</b>		
703 Washington Street	Rebecca Weissman	2023
Holliston, MA 01746	205 Central St.	
508-429-0607		
appointed by Selectmen(TM Art.32,5/5/75)	Eilish Corey	2024
(3 year term 7 members)	54 Winthrop St.	
(originally voted at TM 3/10/61-c.223,Acts1957)		
	Ann Marie Pilch Chair	2025
	107 Juniper Rd.	

	Nicole Smith	2025
	176 Hollis St.	
	VACANCY	2024
	Utah Nickel	2024
	129 Locust St	
	Allen Rutberg Vice Chair	2023
	284 South St.	
	Richard Shansky (Assoc.)	2023
	48 Winchester Dr.	
	Ryan Clapp Agent- 429-0607	2023
<b>CONSTABLES (1 year)</b>		
	Craig Denman	2023
	Vacancy	2023
	James DeLuca (7 Pinecrest Rd.)	2023
<b>CONSTABLES (BONDED) (3-year)</b>		
	William E. Pickett, Jr (Bond Exp. 6/30/2025 )	2025
	9 Willow Brook Dr., Fram,	
	David Retalic (Bond Exp. 9/10/2022)	2025
	20 Constitution Cir	
	Barry Sims (Bond Exp. 5/18/2026)	2023
	67 Dunster Rd.	
	R. Scott Gonfrade (Bond Exp. 7/6/2022)	2024
	188 Oaks Rd., Ste. 2 Framingham MA 01702	
	Robert Guyon (Bond Exp. 6/21/2024)	2024
	34 Wedgewood Dr.	
	Paul Guyon (Bond Exp. 10/23/2023 )	2023
	233 Concord St	

<b>COUNCIL ON AGING</b>		
150 Goulding St.	Janet Alexnder	2024
Holliston, MA 01746	121 Dalton Rd.	
Meets 2nd Wed. each month		
2:30 P.M. Senior Center	Yvette Cain (Chair)	2024
(Changed from 13 to 7 members - <i>ATM 5-5-14</i> )	27 Pleasant St.	
established 8/12/1975 3yr. Term		
Senior Center established 7/1/1991	Carmen L. Chiango, Jr. Treasurer	2025
	90 Chamberlain St. 429-4756	
	Lynn Bajdek	2025
	30 Jarr Brook Rd.	
	Kathleen Anguish (Vice Chair)	2023
	542 Winter St.	
	Mildred E. Bedard	2023
	71 Winter St.	
	Georgia Papavasiliou	2023
	22 Wingate Rd	
<b>Senior Center Director</b>		
Assoc Member	Lisa Borchetta 429-0622	2023
	Peter Eagan	2023
<b>CULTURAL COUNCIL (3 year term)</b>		
703 Washington Street	Jon Neuburger	2024
Holliston, MA 01746	38 Mechanic St	
appointed by Selectmen		
established 8/24/1981	VACANCY	2024
Changed from 7 members to 9, 2/4/2015		
Name Changed from Arts Council 9/14/2016	VACANCY	2024
	Pat Fuller	2025
	15 Mechanic St	
	Tom Norton	2025
	79 Union St	
	Christine Reynolds	2025
	55 Morton St	

	Benjamin Keehn	2023
	15 Prospect St	
	Steven Durning	2023
	32 Railroad St.	
	Pooja Gupta	2023
	105 Overlook Dr.	
<b>DISABILITY ADVISORY COMMITTEE</b>		
703 Washington St.	James Moore	none
appointed by Selectmen 2/14/06	44 Ruthellen Rd.	
	Susan Haley	none
	80 Pearl St.	
	Deborah Moore	none
	183 Mill St.	
	Jean Morrissey	none
	100 Summer St. #12	
<b>ECONOMIC DEVELOPMENT COMM.</b>		
703 Washington St.	David Thorn	2024
appointed by Town Administrator	20 Hollis St.	
ATM 5/4/2015 7 members		
	John Drohan Chair	2024
	4 Cassandra Ln.	
	Chinmaya Gogineni	2024
	204 Rolling Meadow Dr.	
	Viktoria Sadlovska	2025
	860 Marshall St	
	Glenn F. Brown	2025
	23 Summitpointe Dr.	
	Christine Carosella Vice Chair	2023
	14 Summitpointe Dr.	
	Pat Hafford	2023
	242 Lowland St.	

<b>EMERGENCY MANAGEMENT</b>		
est. 1999 (formerly Civil Defense)	Michael Cassidy (Director)	2023
Fire Station	59 Central St. 429-2112	
59 Central St.		
429-4631	Paul Coffey (asst.dir.)	2023
	93 Regal St.	
<b>ENVISIONING FUTURE HOLLISTON</b>		
Est. Fall Town Meeting Oct. 17, 2022	Benjamin Sparrell      Select Board	2023
7 Members appointed by the Town Administrator, with up to 5 Associate Members	9 Forest Park Dr	
	Stacey Raffi (Vice Chair) Schl Comm.	2023
	20 Arthur St	
	Barbara Peatie (Chair) Planning Brd	2023
	166 Union St	
	Glenn Brown      EDC	2023
	23 Summitpointe Dr	
	Rich Rosenberry      Sustainable Waste	2023
	66 Jarr Brook Rd	
	Annie Singh      (Clerk)	2023
	129 Westfield Dr	
	Peter Eagan      COA	2023
	24 Fieldstone Dr.	
	Viktoria Sadlovska Anshu Alternate	2023
	860 Marshall St	
	Marlene Fine      Alternate	2023
	43 Jackson Dr	
	Jack LeWinter      Alternate	2023
	31 Bittersweet Cir.	
	Patricia Boyd      Alternate	2023
	85 Karen Cir.	

	Deola Phair Alternate	2023
	2165 Washington St.	
<b>FINANCE COMMITTEE CAPITAL</b>		
<b>BUDGET SUBCOMMITTEE (2018)</b>	Kenneth S. Szajda	
formed under article XXXIV, section 3 of the Town By-Laws	676 Fiske St.	
	Daniel G. Alfred	
	315 High St.	
	Vincent A. Murphy, Jr (Chair)	
	432 Norfolk St.	
<b>GOLF COURSE ADVISORY</b>		
<b>COMMITTEE</b>	Deborah Moore	none
703 Washington Street	183 Mill St.	
Holliston, MA 01746		
( 3 year term 7 members)	Larry Wise	none
(7 full members & 2 associate members)	19 Beatrice Ln	
established 6/30/1987		
	Michael Sarsfield	2024
	65 Wingate Rd.	
	Timothy Smith	2024
	291 Mill St.	
	Walter Thornton	2025
	107 Meadowbrook Ln.	
	John Sullivan	2023
	246 Prentice St.	
	Bob Smith	2023
	60 Marilyn St.	
	VACANCY Assoc.	2023
	VACANCY Assoc.	2023
<b>GOVERNANCE COMMITTEE</b>		
est. 3/2020 by Select Board, 5 member brd.	<b>Disbanded Feb. 27, 2023</b>	
3 yr. appt.		

<b>HISTORICAL COMMISSION</b>		
703 Washington Street	James Keast	2024
Holliston, MA 01746	104 Fairview St.	
Meets 1st Wed. each month @		
7:30 P.M., Town Hall	Frank Chamberlain	2024
est. Nov.1969 @ STM (accpt. Ch. 40:8D)	333 Hollis St.	
appt. by Selectmen (3 year term 7 members)		
	Mary Greendale	2025
	198 Highland St.	
	Sara Zarelli	2025
	79 Northway St.	
	Ben Clarkson	2023
	1919 Washington St.	
	Carol Kosicki	2023
	970 Washington St.	
	VACANCY	2023
<b>HOLLISTON CABLE ACCESS TV, INC</b>		
(Board of Directors) (HCAT)	John Drohan***	2024
703 Washington Street	Dan Sweeney ***	2022
(3 year term-7 members- 3 appt.by selectmen	Tom Cady	2024
others appointed by citizens at Annual Mtg.	Anne Buckley	2023
***appointed by Selectmen (in Sept.)	Heather Scaringella ***	2023
(only mbrs. app't by Select Board to be sworn in)	Chryso Lawless Chair	2023
	Rich Powers	2024
<b>HOLLISTON EMERGENCY RESERVE CORP.</b>		
FORMERLY-MEDICAL RESERVE CORP	Barbara Kattman (secretary)	
(Executive Committee)	49 Grove St.	
(sub committee of the Board of Health)		
appointed by the BOH 7/2007	Kathy Shore	
meets 2nd & 4th Wednesdays of month @7 PM	10 Cassandra Ln	
Medical Consultant		
	Laura Zisblatt, MD	
<b>HOUSING TRUST FUND</b>		
<b>BOARD OF TRUSTEES</b>	Gregory Carey	2024
703 Washington St.	949 Washington St.	
Holliston, MA 01746		
appointed by Selectmen 2/18/10 - 9 members	Diane McDermott-Roy	2024
1 member from each: BOS, CPC, Housing	60 Johnson Drive	



Auth. , Housing Comm. & Planning Board;		
4 members at large	Warren Chamberlain (CPC)	2022
	16 Roy Ave.	
	Bryan Clancy (Housing Comm)	2023
	45 Wendy Ln	
	Diana Harrington	2023
	120 Goulding Rd	
	(Housing Auth)	2017
	Tina Hein (Select Board)	2022
	Town Hall	
	Kay Baxter	2025
	111 Rolling Meadow Dr.	
	David Thorn (Planning)	2023
	20 Hollis St	
<b>INSURANCE ADVISORY</b>		
703 Washington Street	Theresa Stewart - Retiree rep.	none
Holliston, MA 01746	Michael Cassidy - Fire Dept	none
	Matthew Waugh - Police Dept	none
	Leslie McDonnell - Library	none
	Robert Nemet - Highway	none
	Elizabeth Greendale - Town Hall	none
	Kirsten Erbse- Teachers Rep.	none
	Mary Bousquet - Liaison/Advisor	none
<b>KEEFE TECHNICAL SCHOOL COMM</b>		
elected position until 1991, then appointed	Sarah Commerford (Vice Chair)	2024
(3 year term)	Barry Sims (Asst. Treas.)	2025
	Edward Burnam, Ashland (Chair)	
	William Hurley, Milton (Treas.)	
	Elizabeth Smith-Freedman, Natick (Sect.)	
Principal	Karen Ward, Recording Secretary	

	Patricia Canali started 7/1/2008	
<b>MEMORIAL DAY COMMITTEE</b>	Stanley Feinberg	2023
	Ronald G. Turcotte	2023
	Charles Jacobs	2023
	William Withington	2023
	Walter McGrath	2023
	Stephen Bradford	2023
<b>OPEB TRUST BOARD</b>		
5 Members - Chairs of Select Board,	John Cronin, Select Board	2022
School Committee, Town Administrator,	Stacey Raffi, School Committee	
Treasurer & Citizen at Large	Travis Ahern, Town Admin	
est. Dec. 2013	Mary Bousquet, Treasurer	
	Donald Bates	
<b>OPEN SPACE COMMITTEE</b>		
703 Washington Street	Ann Marie Pilch	2024
Holliston, MA 01746	107 Juniper Rd.	
Appointed by Selectmen 2/99		
(3 year term - 7 members)	Matt Hodgdon	2024
Mtgs. - 2nd Wednesday of the month	23 Northway St.	
	Shaw Lively	2025
	15 Sabina Dr.	
	Carrie Marsh Loscocco	2025
	182 Highland St.	
	Joseph Paru	2023
	25 Irving Pl	
	Wilston Johnston	2023
	10 Pine Oak St.	
	Alix Carey	2023
	37 Green St.	
<b>POLICE - AUXILIARY</b>		
550 Washington St.	Michael Aw	2024
Holliston, MA 01746	Devin Coakley	2024
(1 year term)	Anthony Langille	2024
	James Ray	2024
	Donavan Seay	2024

<b>POLICE - SPECIAL</b>		
1 Year Term		
	Michael Aw	2024
	Michael Cassidy	2023
	Devin Coakley	2024
	Glen Dalrymple	2023
	Craig Denman	2023
	Martha Ellis	2023
	Sean McDowell	2023
	James Ray	2024
	John Scanlon	2023
	Donovan Seay	2024
	Dona Lee Walsh, Ashland	2023
<b>REGISTRARS</b>		
703 Washington Street	Ellen George (D)	2024
Holliston, MA 01746	62 Persis Pl.	
(appointments in April)		
	Elizabeth T. Greendale (U)	2025
	Town Clerk	
	Eric Raffi (R)	2025
	20 Arthur St.	
	Elaine Doyle (D)	2023
	191 Adams St.	
<b>School Committee Communications Subcom.</b>		
appointed by School Committee	Amanda Bigelow	none
	Dawn Neborsky	none
	Lisa Kocian	none
<b>School Committee Green Subcom.</b>		
appointed by School Committee Sept. 2015	Inactive	none
<b>School Committee - Budget Subcom.</b>		
	Lisa Kocian	none
	Cynthia Listewnik	none
	Dawn Neborsky	none
<b>School Committee - Policy Subcom.</b>		
	Catherine Savard	none
	Stacey Raffi	none
	Amanda Bigelow	none

<b>School Superintendent Evaluation Subcom.</b>		
	Stacey Raffi	none
	Minnie Gupta	none
	Catherine Savard	none
<b>SURVEY BOARD</b>		
703 Washington Street	Fire Chief Michael Cassidy	none
Holliston, MA 01746	Bldg. Insp.	none
		none
<b>SUSTAINABLE WASTE MGT. and RECYCLING COMMITTEE</b>	VACANCY	2025
Appt. by BOS 11/6/2017		
6 members, 3 yr. term	Rich Rosenberry	2025
	66 Jarr Brook Rd.	
<b>TAXATION AID COMMITTEE (*E &amp; D)</b>	Mary Bousquet	none
703 Washington Street	Treasurer/Collector	
Holliston, MA 01746		
(3 year term - 3 members plus:	Mary Greendale	none
Treasurer/Collector & Chair of Assessors	Board of Assessors	
*Elderly & Disabled Committee		
	James Lane	2023
	89 Dodd Dr.	
	Laura Matz	2024
	65 Bayberry Ln	
	John F. Hunt	2025
	69 Grove St.	
<b>TOWN FOREST COMMITTEE</b>		
703 Washington Street	Michael Fowler	2023
Holliston, MA 01746	124 South St.	
3 members		
	John Goeller	2024
	12 Dunster Rd	
	Joanne Hulbert	2025
	42 Mechanic St.	
	Jason Breslau, Associate	2023
	14 Whispering Ln	

<b>TRAFFIC ADVISORY COMMITTEE</b>		
703 Washington Street	Jared Lindros	6/30/2023
Holliston, MA 01746	Engineering	
Appt. by Select Board, est. 11/2019		
	Stacey Raffi	6/30/2023
**Eff. 6/27/2022 change from 9 members to	School Comm.	
5 members to include: 1 Public Safety (police/fire);		
1 Public Works; 1 Engineer w/planning background;	Robert Walker	6/30/2023
1 School Dept.; 1 Resident at large	DPW	
	Charles Grace	6/30/2023
	Police Dept.	
	Gene Muller	6/30/2023
	76 Courtland St.	
<b>TRAILS COMMITTEE</b>		
703 Washington Street	Mark Kaplan	2024
Holliston, MA 01746	72 Norfolk St.	
7 mbrs. Appointed by Selectmen 3/99		
(3 year term)	Robert Weidknecht (Chair)	2024
	40 Hemlock Rd.	
	Herbert Brockert	2024
	760 Central St.	
	Robert (Bud) Schmitt (Clerk)	2025
	53 Evergreen Rd	
	Martha Ellis	2023
	79 Hollis St #108	
	Kenneth Henderson (Vice Chair)	2023
	1028 Washington St.	
	Marc Connelly	2023
	6 Beverly Circle	
<b>VETERANS HONOR ROLL COMM.</b>		
appointed by Selectmen August 6, 2007	Robert Blair	none
7 members	57 School Street	

	Peter Hill	none
	63 Concord Street	
	Denise Trinke	none
	92 Goulding Street	
	Stephen Napolitano	none
	67 Pleasant St.	
	Sven Mozdiez	none
	131 Dalton Rd.	
<b>WEIGHER, MEASURERS &amp;</b>		
<b>SURVEYORS OF COMMODITIES</b>	Officer Christopher Avery	2023
	Sgt. Kenneth Belson	2023
	Officer Dave Cherette	2023
	Officer Hannah Ciavarrà	2023
	Officer Ethan Coakley	2023
	Officer Bryan DiGiorgio	2023
	Officer Scott Downey	2023
	Officer Charles Grace	2023
	Officer Daniel Griffith	2023
	Sgt. Todd Hagan	2023
	Officer Timothy Heney	2023
	Officer Alexander Hulme	2023
	Officer Alexander Keefe	2023
	Officer John Loftus	2023
	Officer Andrew MacGray	2023
	Det. Ciara McGuire	2023
	Officer Ryan Parent	2023
	Sgt. Jonathan Remkis	2023
	Lt. Chad Thompson	2023
	Sgt. Matthew Waugh	2023
	Officer Michael Woods	2023
<b>WEIGHERS</b> (New England Emulsions)		
1 year term	Matthew Antonioli	2023
	Christopher Dark	2023
	Jerrold Hilliard	2023
	Domenic Porcello	2023
(Covanta)	Joshua Tammato	2023
	Paul McLaughlin	2023
	David Pacheco	2023
	Erika Richardson	2023

(Electronic Recyclers Inc. Holliston)	David Stevens	2023
	Randy Bickford	2023
	Chris Clayton	2023
	Gary Keith	2023
	Isaac King	2023
	Jordan Murawski	2023
(New England Household Moving & Storage)	Jose Sanchez	2023
	Kevin Carson	2023
	Frederick Coburn, Jr.	2023
	Jeanine Kelly-Coburn	2023
	Debra Ruf-Carson	2023
<b>YOUTH ADVISORY COMMITTEE</b>		
703 Washington Street	Deola Phair	2023
Holliston, MA 01746	2165 Washington St	
3 year term - 9 members, including		
2 non voting students -1 yr term,	Peggy Payne Clerk	2024
established 1994	32 Irving Pl	
	Kristen Haddad	2024
	35 Mohawk Path	
	Alison Quinan	2023
	37 Pilgrim Rd.	
	Katherine Cunningham (Vice Chair)	2025
	309 Marshall St.	
	John P. Drohan, Jr.	2025
	4 Cassandra Ln.	
	Matthew Putvinski (Chair)	2023
	95 Overlook Dr.	
	Stephanie Farrell (student-non voting)	2022
	Brian Sahajian (student-non voting)	2022
	Director - Jaclyn Winer	2022
	508-429-0620	

<b>ZONING BOARD OF APPEALS</b>		
(3 members - 3 years- staggered terms)	Jay Peabody (Vice Chair)	2024
(2 Associates - 1 year terms)	195 Rolling Meadow Dr.	
(Appointments in April - Town by-law)		
	Vladimir Nechev	2026
	26 Governor Prence Way	
	VACANCY	2025
	John J. Love, III (Associate)	2024
	6 Shea Drive	
	Elizabeth Dembitzer	2025
	45 Franklin St.	

#### 2023 Appointed Town Officials

POSITION	NAME	TERM EXP.
ADA Compliance Officer	Mark Kaferlein	2024
ADA Coordinator	Travis Ahern	2024
Affirmative Action Officer	Travis Ahern	2024
Affirmative Marketing Construction Officer	Travis Ahern	2024
Animal Control-Ashland eff.12/22/03 (prev. Dog Officer)		
Animal Control Officer	Dona Lee Walsh	2024
Animal Control Officer	Justine Grassey	2024
Animal Inspector (Appt.by Board of Health)	Justine Grassey	4/30/2024
Animal Inspector (Appt.by Board of Health)	Dona Lee Walsh	4/30/2024
Animal Inspector (Appt.by Board of Health)	Scott Moles	4/30/2024
Beaver Agent (Appt. by Board of Health)	Scott Moles	2024
Board of Health Special Consultant (Appt.by BOH)		
Burial Agent (Appt. by Board of Health)	Keefe M. Chesmore	2024
Burial Agent, Deputy (Appt. by Board of Health)	Scott Moles	2024
Chief Procurement Officer	Travis Ahern	2024
Community Emergency Response Coordinator	Michael Cassidy	2024
Construction Officer	Travis Ahern	2024
Contract Compliance Officer	Travis Ahern	2024
Custodian of Tax Title	Christopher Heymanns	2024
Dam Inspector		2014
Department of Public Works Director	Sean Reese	2024
Deputy DPW Director	Robert Walker	2024
Deputy Tax Collector	Kelly & Ryan	2024
E911 Coordinator	Michael Cassidy	2024
E911 Liaison	Elizabeth T. Greendale	2024



E911 Liaison	HPD Dispatch	2024
Fair Housing Officer	Travis Ahern	2024
Fence Viewer		
Fire Engineers - Chief	Michael Cassidy	2024
Fire Engineer - Assistant Fire Chief/EMS Director	Brian Kelley	2024
Fire Engineer - Deputy Chief	Alan H. Greendale, Sr	2024
Fire Engineer - Deputy Chief	Michael Gulla	2024
Fire Inspector		
Food Service Inspector (Appt. by Board of Health)	Leonard A. Izzo, Jr	2024
Forest Warden	Michael Cassidy	2024
Gas Inspector	Paul Elder, Jr	2024
Asst. Gas Inspector	Joseph P. Zacchilli	2024
Hazardous Waste Coordinator	Michael Cassidy	2024
Health Director/Agent (appointed by BOH)	Scott Moles	2024
Asst. Health Agent (Tobacco)	Parivallal Thillaigovindan	2024
Asst. Health Agent (Tobacco)	Marissa Morelo	2024
Asst. Health Agent - ROOT (Tobacco) 7 towns		
Engineering Consultant	Paul Saulnier, PE	2024
Medical Consultant	Laura Zisblatt, MD	2024
Title V Inspector		
Human Resources Director	Kathleen Buckley	2024
Inspector of Buildings	Mark Kaferlein	2024
Assistant Inspector of Buildings	Robert Fogarty	2024
Local Inspector		
Labor Counsel	Daniel Brown	2024
Local Water Resource Manager		
MAPC Natural Hazards Mitigation Planning Team	Michael Cassidy	2024
MAPC Representative, Select Board	Tina Hein	2024
MAPC Representative, Planning Board	Barbara Peatie	2024
Metro West Growth Management Committee		
Metro West Regional Collaborative (appt. by Board of Selectmen)	Tina Hein	2024
Metro West Regional Collaborative (appt. by Planning Board)		2022
Metro West Regional Transit Authority	Linda Marshall	2024
Metro West Veterans Services District Representative	Travis Ahern	2024
Moth Superintendent		
Municipal Hearing Officer	Travis Ahern	2024
Parking Clerk: (Kelley & Ryan, 13 Airport Dr. Hopedale,MA 01747)	Kelly & Ryan	2024
Plumbing Inspector	Paul Elder, Jr	2024
Assistant Plumbing & Gas Inspector	Joseph P. Zacchilli	2024
Police - Chief	Matthew Stone	2024
Police - Lieutenant	James Barrett	2024

Police Lieutenant	Chad Thompson	2024
Sealer of Weights & Measures (508-881-3133)	Louis Sakin	2024
Senior Center Director	Lisa Borchetta	2024
SMOC Representative	Richard Twomey	2024
State Ethics Commission Liaison	Elizabeth T. Greendale	2024
Town Accountant	Gita Patel	2024
Town Administrator	Travis Ahern	2024
Asst. Town Administrator	Kathleen Buckley	2024
Town Counsel	Jay Talerman	2024
Town Historian	Joanne Hulbert	2024
Treasurer & Tax Collector	Christopher Heymanns	2024
Deputy Tax Collector	Kelley & Ryan	2024
Asst. Collector (Appt. by Treasurer/Collector)		2024
Asst. Treasurer (Appt. by Treasurer/Collector)	Mallory Franceschi	2024
Tree Warden	Sean Reese	None
Veterans' Agent (Director of Veteran's Services)	Sarah Bateman	2024
West Suburban Health Group Representative	Kathleen Buckley	2024
West Suburban Health Group Rep - Alternate	Cheryl Houle	2024
Wiring Inspector	William Erickson	2024
Deputy Wiring Inspector	Michael Perkins	2024
Youth Director	Jaclyn Winer	2024
Zoning Enforcement Agent	Mark Kaferlein	None

#### STATE PRIMARY ELECTION

September 6, 2022

Pursuant to the foregoing Warrant, the inhabitants of the Town of Holliston who were qualified to vote in Elections met at the Holliston High School Field House (Gymnasium) on Tuesday September 6, 2022 at 7:00 am, and were called to order by the Town Clerk, Elizabeth Greendale who administered the oath, to the following election workers:

**WARDEN:** Anne Zegel

**CLERK:** Cynthia L. Foster

**ASSISTANT TOWN CLERK:** Veronica Mueller

#### **PRECINCT 1**

**INSPECTOR:** Tony Lulek

**BALLOT CLERK:** Sharon Stahl, Laura Zimon

**CHECKERS:** Yvette Cain, Lynn Collari

#### **PRECINCT 2**

**INSPECTOR:** Dennis Bergeron

**BALLOT CLERK:** Chris Cain

**CHECKERS:** Barbara Gardner, Lisa Deering, Carolyn Henderson

#### **PRECINCT 3**

**INSPECTOR:** Michelle Zeamer

**BALLOT CLERKS:** Jane Gilfoy

**CHECKERS:** Ed Loftus, Mary Sharon Dufault, Peter Deering, Frank Villa

**PRECINCT 4****INSPECTOR:** Bob Smith**BALLOT CLERK:** Pam Kyrka, Beth Villa**CHECKERS:** Larry Wise, Neil Grossman, Mike Gallagher

Police Officers on duty for the day were: Kelly O'Dowd, Millis PD (7-2:30), Charlie Grace (3-9:00)

Early Voting and Absentee Voting Processing Staff:

Jake Greendale, Dave McCloskey, Steve Bradford, Karla Alfred, Carol Foster, Lixy Carey, Minni Gupta, Pat Fuller, Mandy Bringham, Ellin Austin, Paula Davis, Valerie Ogilvie, Donna Kramer

Prior to the opening of the polls the Warden and the Clerk opened and checked each ballot box to be sure they were empty, and the counters registered at 0. The "0" tapes from the machines were properly hung on the wall next to the door for public display. All four voting areas were checked by the inspectors, including each voting station and the station for handicapped persons.

After election workers were sworn in by the Town Clerk, the Warden declared the polls open for voting at 7:00 am.

The weather was mild and sunny.

The Absentee & Early ballots were processed throughout the day. There were 16 hand counted ballots, and there were very few issues with the machines.

At 8:00 pm the Warden declared the polls closed and the ballot box registers were as follows:

Precinct 1: 760  
 Precinct 2: 739  
 Precinct 3: 597  
 Precinct 4: 708  
**TOTAL 3,872**

The ballots were gone through in each precinct, checking for write-in candidates, and then counted by the following people after being sworn in by Town Clerk, Elizabeth Greendale:

Dianne Davidson	Mark Dooley	Jack Connors
Katie Connors	Kristy Wiwczar	Theresa Lamkin
Stacey Raffi	Karla Alfred	Dan Alfred
Yvette Cain	Kent Berlin	

The unofficial results were read at 9:30 pm.

DEMOCRAT		PREC 1	PREC 2	PREC 3	PREC 4	TOTALS
CANDIDATE						
<b>Governor</b>	<b>1</b>					
<b>Sonia Rosa Chang-Diaz</b>		78	56	32	36	<b>202</b>
<b>Maura Healey</b>		463	505	403	496	<b>1867</b>
<b>Write-ins</b>		3	0	0	0	<b>3</b>

<b>Blanks</b>		14	10	13	15	<b>52</b>
<b>Total</b>		558	571	448	547	<b>2124</b>
<b>Lieutenant Governor</b>	<b>1</b>					
<b>Kimberley Driscoll</b>		230	243	171	240	<b>884</b>
<b>Tami Gouveia</b>		121	106	103	102	<b>432</b>
<b>Eric P. Lesser</b>		169	175	133	156	<b>633</b>
<b>Write-ins</b>		1	0	0	0	<b>1</b>
<b>Blanks</b>		37	47	41	49	<b>174</b>
<b>Total</b>		558	571	448	547	<b>2124</b>
<b>Attorney General</b>	<b>1</b>					
<b>Andrea Joy Campbell</b>		265	271	223	249	<b>1008</b>
<b>Shannon Erika Liss-Riordan</b>		162	198	123	176	<b>659</b>
<b>Quentin Palfrey</b>		101	77	82	92	<b>352</b>
<b>Write-ins</b>		1	0	0	0	<b>1</b>
<b>Blanks</b>		29	25	20	30	<b>104</b>
<b>Total</b>		558	571	448	547	<b>2124</b>
<b>Secretary of State</b>	<b>1</b>					
<b>William Francis Galvin</b>		413	427	314	417	<b>1571</b>
<b>Tanisha M. Sullivan</b>		131	132	120	116	<b>499</b>
<b>Write-ins</b>		0	2	0	0	<b>2</b>
<b>Blanks</b>		14	10	14	14	<b>52</b>
<b>Total</b>		558	571	448	547	<b>2124</b>
<b>Treasurer</b>	<b>1</b>					
8th Middlesex District						
<b>Deborah B. Goldberg</b>		473	481	374	457	<b>1785</b>
<b>Write-ins</b>		1	1	0	1	<b>3</b>

<b>Blanks</b>		84	89	74	89	<b>336</b>
<b>Total</b>		558	571	448	547	<b>2124</b>
<b>Auditor (Middlesex County)</b>	<b>1</b>					
<b>Christopher S. Dempsey</b>		198	226	182	200	<b>806</b>
<b>Diana DiZoglio</b>		311	280	212	281	<b>1084</b>
<b>Write-ins</b>		1	2	0	0	<b>3</b>
<b>Blanks</b>		48	63	54	66	<b>231</b>
<b>Total</b>		558	571	448	547	<b>2124</b>
<b>Representative in Congress</b>	<b>1</b>					
2nd District						
<b>James P. McGovern</b>		492	512	390	483	<b>1877</b>
<b>Write-ins</b>		0	1	0	1	<b>2</b>
<b>Blanks</b>		66	58	58	63	<b>245</b>
<b>Total</b>		558	571	448	547	<b>2124</b>

<b>Councillor</b>	<b>1</b>					
2nd District						
<b>Robert L. Jubinville</b>		452	460	352	435	<b>1699</b>
<b>Write-ins</b>		1	1	0	1	<b>3</b>
<b>Blanks</b>		105	110	96	111	<b>422</b>
<b>Total</b>		558	571	448	547	<b>2124</b>

<b>Senator in General Court</b>	<b>1</b>					
Middlesex & Norfolk District						
<b>Karen E. Spilka</b>		507	524	400	486	<b>1917</b>
<b>Write-ins</b>		2	1	0	2	<b>5</b>
<b>Blanks</b>		49	46	48	59	<b>202</b>
<b>Total</b>		558	571	448	547	<b>2124</b>

<b>Representative in General Crt.</b>	<b>1</b>					
Eigth Middlesex District						
<b>James C. Arena-DeRosa</b>		453	487	365	463	<b>1768</b>
<b>Connor B. Degan</b>		100	74	65	68	<b>307</b>
<b>Write-ins</b>		1	0	0	1	<b>2</b>
<b>Blanks</b>		4	10	18	15	<b>47</b>
<b>Total</b>		558	571	448	547	<b>2124</b>

<b>District Attorney</b>	<b>1</b>					
Northern District						
<b>Marian T. Ryan</b>		471	481	363	450	<b>1765</b>
<b>Write-ins</b>		0	1	0	2	<b>3</b>
<b>Blanks</b>		87	89	85	95	<b>356</b>
<b>Total</b>		558	571	448	547	<b>2124</b>

<b>Sheriff (Middlesex County)</b>	<b>1</b>					
<b>Peter J. Koutoujian</b>		462	471	350	436	<b>1719</b>
<b>Write-ins</b>		1	1	3	1	<b>6</b>
<b>Blanks</b>		95	99	95	110	<b>399</b>
<b>Total</b>		558	571	448	547	<b>2124</b>

REPUBLICAN CANDIDATE		PREC 1	PREC 1	PREC 3	PREC 4	TOTALS
<b>Governor</b>	<b>1</b>					
<b>Geoff Diehl</b>		84	78	71	62	<b>295</b>
<b>Chris Doughty</b>		118	98	81	100	<b>397</b>
<b>Charlie Baker</b>		0	0	0	1	<b>1</b>
<b>Maura Healey</b>		0	0	0	1	<b>1</b>
<b>Write-ins</b>		0	0	0	0	<b>0</b>
<b>Blanks</b>		2	0	0	0	<b>2</b>
<b>Total</b>		204	176	152	164	<b>696</b>

<b>Lieutenant Governor</b>	<b>1</b>					
Leah V. Allen		76	75	70	60	<b>281</b>
Kate Campanale		116	85	74	91	<b>366</b>
Tami Gouveia		0	0	1	0	<b>1</b>
Write-ins		0	0	1	1	<b>2</b>
Blanks		12	16	6	12	<b>46</b>
<b>Total</b>		<b>204</b>	<b>176</b>	<b>152</b>	<b>164</b>	<b>696</b>
<b>Attorney General</b>	<b>1</b>					
James R. McMahon, III		162	130	128	135	<b>555</b>
Write-ins		1	0	1	3	<b>5</b>
Blanks		41	45	23	26	<b>135</b>
Shannon Liss-Riordan		0	1			<b>1</b>
<b>Total</b>		<b>204</b>	<b>176</b>	<b>152</b>	<b>164</b>	<b>696</b>
<b>Secretary of State</b>	<b>1</b>					
Rayla Campbell		154	120	126	124	<b>524</b>
Tanisha Sullivan		0	0	1	0	<b>1</b>
Write-ins		4	0	1	5	<b>10</b>
Blanks		46	56	24	35	<b>161</b>
<b>Total</b>		<b>204</b>	<b>176</b>	<b>152</b>	<b>164</b>	<b>696</b>
<b>Treasurer</b>	<b>1</b>					
8th Middlesex District						
Deborah Goldberg			2		2	<b>4</b>
Write-ins		16	12	4	15	<b>47</b>
Blanks		188	162	148	147	<b>645</b>
<b>Total</b>		<b>204</b>	<b>176</b>	<b>152</b>	<b>164</b>	<b>696</b>

<b>Auditor</b>	<b>1</b>					
Middlesex County						
<b>Anthony Amore</b>		162	124	126	129	<b>541</b>
<b>Diana DiZoglio</b>		0	0	1	0	<b>1</b>
<b>Write-ins</b>		0	0	0	0	<b>0</b>
<b>Blanks</b>		42	52	25	35	<b>154</b>
<b>Total</b>		204	176	152	164	<b>696</b>
<b>Representative in Congress</b>	<b>1</b>					
2nd District						
<b>Jeffrey Sossa-Paquette</b>		158	124	122	123	<b>527</b>
<b>Write-ins</b>		2	0	1	0	<b>3</b>
<b>Blanks</b>		44	52	29	41	<b>166</b>
<b>Total</b>		204	176	152	164	<b>696</b>

<b>Councillor</b>	<b>1</b>					
2nd District						
<b>Dasha Videira</b>		1				<b>1</b>
<b>Robert Jubinville</b>		0	1			<b>1</b>
<b>Write-ins</b>		16	10	7	13	<b>46</b>
<b>Blanks</b>		187	165	145	151	<b>648</b>
<b>Total</b>		204	176	152	164	<b>696</b>

<b>Senator in General Court</b>	<b>1</b>					
Middlesex & Norfolk District						
<b>Karen Spilka</b>			1			<b>1</b>
<b>Write-ins</b>		12	10	6	12	<b>40</b>
<b>Blanks</b>		192	165	146	152	<b>655</b>
<b>Total</b>		204	176	152	164	<b>696</b>



<b>Representative in General Crt.</b>	<b>1</b>					
Eigth Middlesex District						
<b>Loring Barnes</b>		158	125	121	128	<b>532</b>
<b>James Arena-DeRosa</b>		0	0	0	1	<b>1</b>
<b>Write-ins</b>		0	1	0	0	<b>1</b>
<b>Blanks</b>		46	50	31	35	<b>162</b>
<b>Total</b>		204	176	152	164	<b>696</b>

<b>District Attorney</b>	<b>1</b>					
Northern District						
<b>Marian Ryan</b>			1		1	<b>2</b>
<b>Write-ins</b>		12	14	5	9	<b>40</b>
<b>Blanks</b>		192	161	147	154	<b>654</b>
<b>Total</b>		204	176	152	164	<b>696</b>

<b>Sheriff</b>	<b>1</b>					
Middlesex County						
<b>Peter Koutoujian</b>		0	0	0	1	<b>1</b>
<b>Write-ins</b>		13	10	5	9	<b>37</b>
<b>Blanks</b>		191	166	147	154	<b>658</b>
<b>Total</b>		204	176	152	164	<b>696</b>

TOWN OF HOLLISTON  
SPECIAL TOWN MEETING  
OCTOBER 17, 2022  
INDEX

ARTICLE 1	PASSED	Stabilization Fund
ARTICLE 2	PASSED	Pension Stabilization Fund
ARTICLE 3	PASSED	Programmatic Stabilization Fund
ARTICLE 4	PASSED	Capital Expenditure Fund
ARTICLE 5	PASSED	Capital Budget
ARTICLE 6	PASSED	Pay Unpaid Bills
ARTICLE 7	PASSED	FY2023 Budget Adjustments

ARTICLE 8	PASSED	Amend Consolidated Personnel By-Law S.29 Job & Wage Classification
ARTICLE 9	PASSED	Amend Consolidated Personnel By-Law
ARTICLE 10	PASSED	Public Safety Signs & Equipment
ARTICLE 11	Indef. Postponed	Governance Committee By-Law Recommendations
ARTICLE 12	PASSED	Community Preservation Committee
ARTICLE 13	PASSED	Water Meters - Replacement
ARTICLE 14	PASSED	Water System Improvements – Central to Bullard & Fiske Culvert
ARTICLE 15	PASSED	Water Treatment Plant Improvements
ARTICLE 16	PASSED	Storm Water Management (MS4 Year 5)
ARTICLE 17	PASSED	Houghton Pond Dam/Engineering
ARTICLE 18	PASSED	Public Works Facility-Design/Engineering
ARTICLE 19	PASSED	Ques. To Determine Support for Acquisition of Private Site for Future Public Works Facility
ARTICLE 20	PASSED	Sidewalk & Ramp Repairs & Reconstruction
ARTICLE 21	PASSED	Feasibility Study for Public Library Facility
ARTICLE 22	PASSED	Wastewater Treatment Plant (Instrumentation)
ARTICLE 23	PASSED	Payment in Lieu of Taxes (PILOT) for Solar Projects
ARTICLE 24	PASSED	Acceptance of Easement for Rail Trail (Hopping Brook)
ARTICLE 25	PASSED	Report of Envisioning Future Holliston (CLRPC)
ARTICLE 26	PASSED	Update to Envisioning Future Holliston Charge
ARTICLE 27	Indef. Postponed	Citizens' Petition – Zoning
ARTICLE 28	Non-Binding	Citizens' Petition – Tobacco Permits

TOWN OF HOLLISTON  
FALL TOWN MEETING  
October 17, 2022

The Fall Town Meeting of October 17, 2022 was held at the High School Auditorium and brought to order by Moderator William Mayer at 7:39pm with a quorum of 104, which increased to 114 at 8:00pm. Before he began, the Moderator asked for a moment of silence in honor of the passing of Mark Schultz, a longtime member of the Finance Committee and Town Meeting attendee.

The moderator read the warrant and went over the preliminary rules for Town Meeting and then read the following motion as required by the Town By-Laws.

**PRIOR TO ARTICLE 1**

**MOTION:** Moved that the following non-resident Town officials, consultants to committees and petitioners be allowed to speak during the course of this Special Town Meeting:

Travis Ahern	Town Administrator
Kathleen Buckley	Assistant Town Administrator
Susan Kustka	Superintendent of Schools
Joanne Menard	Assistant Superintendent of Schools
Daniel MacLeod	HPS Director of Technology & Digital Learning
Christopher Meo	Technology Director
Mary Bousquet	Treasurer / Collector
Sharon Emerick	Town Accountant
Kevin Rudden	Principal Assessor
Karen Sherman	Town Planner

Scott Moles	Health Director/Agent
Ryan Clapp	Conservation Agent
Mark Kaferlein	Building Inspector
Matthew Stone	Police Chief
Sean Reese	DPW Director
Lisa Borchetta	Senior Center Director
Mark Frank	Parks & Recreation Director
Deric Wilson	Library Director
Jaclyn Winer	Youth & Family Services Director
Jason Talerman	Town Counsel

**SECONDED**

**DISCUSSION:** Our Town By-Laws require that the Town Meeting vote to allow non-residents and non-voters to address the Town Meeting.

**VOTE:** Passed by unanimous voice vote.

**ARTICLE 1: GENERAL STABILIZATION FUND**

**SPONSORED BY:** Select Board

**ESTIMATED COST: \$400,000**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for the General Stabilization Fund; or take any action relative thereto.

**MOTION:** Moved that the Town vote to appropriate \$400,000 from Free Cash to the General Stabilization Fund.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Passed by unanimous voice vote to accept Article 1 as stated in the motion.

**ARTICLE 2: PENSION STABILIZATION FUND**

**SPONSORED BY:** Select Board

**ESTIMATED COST: \$250,000**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for the Pension Stabilization Fund; or take any action relative thereto.

**MOTION:** Moved that the Town vote to appropriate \$250,000 from Free Cash to the Pension Stabilization Fund.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Passed by unanimous voice vote to accept Article 2 as stated in the motion.

**ARTICLE 3: PROGRAMMATIC STABILIZATION FUND**

**SPONSORED BY:** Select Board

**ESTIMATED COST: \$400,000**

To see if the Town will vote to establish a Programmatic Stabilization Fund for the purpose of funding the upfront costs necessary to pursue long-term operational and/or capital savings, and to transfer from available funds a sum of money to said fund; or take any action relative thereto.

**MOTION:** Moved that the Town vote to establish a Programmatic Stabilization Fund under MGL c. 40, sec. 5b for the purpose of funding upfront costs necessary to pursue long-term operational or capital savings, and further to appropriate \$400,000 from Free Cash to the Programmatic Stabilization Fund.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Passed by unanimous voice vote to accept Article 3 as stated in the motion.

**ARTICLE 4: CAPITAL EXPENDITURE FUND****SPONSORED BY: Select Board****ESTIMATED COST: \$1,800,000**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for the Capital Expenditure Fund; or take any action relative thereto.

**MOTION:** Moved that the Town vote to appropriate \$1,800,000 from Free Cash to the Capital Expenditure Fund.

<b>Project</b>	<b>Department</b>	<b>Estimated Amount</b>
1750 Washington St. – Front Entrance	Facilities	\$45,000
Town Hall Doors – Electronic Access	Facilities	\$10,000
Town Hall HVAC (phased replacement)	Facilities	\$15,000
Town Hall – HR Office Development	Facilities	\$15,500
Senior Center Electrical Panel Replacement	Facilities	\$10,000
Fencing – Rail Trail Grant Match	Rail Trail	\$13,500
Town Telephone Handset Replacement	Technology	\$26,300
Truck with Brine Tank & Applicator	Highway (Snow & Ice)	\$90,500
3 Police Vehicles (Equipped)	Police	\$160,617
Public Safety Cameras on Traffic Signals	Public Safety	\$91,620
Ambulance A-3 (Replacement)	Ambulance	\$285,000
Extrication Equipment (Replacement)	Fire	\$20,000
Cascade System (Replacement)	Fire	\$30,000
HVAC (incl. Rooftop Units) Set Aside	School	\$500,000
<b>Total:</b>		<b>\$1,313,037</b>

**SECONDED****DISCUSSION:** None

**VOTE:** Passed by unanimous voice vote to accept Article 4 as stated in the motion.

**ARTICLE 5: FUND TRANSFER TO AFFECT THE TAX RATE**

To see if the Town will vote to transfer from available funds a sum of money for the purpose of reducing the amount of money to be raised through property taxes for Fiscal Year 2022; or take any action relative thereto. (Select Board)

**MOTION:** Moved to indefinitely postpone.

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to Indefinitely Postpone Article 5 as stated in the motion.

**ARTICLE 6: COMMUNITY PRESERVATION COMMITTEE REPORT**

To see if the Town will vote to accept the report of the Community Preservation Committee; or take any action relative thereto. (**Community Preservation Committee**)

<b>Reserves</b>	<b>Balance June 30, 2021</b>
CPA General	\$2,550,998
CPA Open Space	\$158,049
CPA Historic	\$70,261
CPA Community Housing	\$228,449
<b>Total</b>	<b>\$3,007,756</b>

**MOTION:** Moved to accept the report of the Community Preservation Committee.

**SECONDED****DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to approve Article 6 as stated in the motion.

#### **ARTICLE 7: FUND LEGAL SUPPORT FOR CABLE LICENSE RENEWAL**

To see if the Town will vote to raise and appropriate or transfer from available funds \$25,000 for legal services to support the Cable Advisory Committee and the Select Board in the negotiations and license renewal proceedings for a new long-term license Agreement(s) and related documents, or take any action relative thereto for a twenty-four (24) month period commencing, November 1, 2021 or take any action relative thereto. **(Select Board)**

**MOTION:** Moved that the Town vote to appropriate \$25,000 from Free Cash for the purpose stated in the article.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to approve Article 7 as stated in the motion.

#### **ARTICLE 8: FIRE / EMS ORGANIZATIONAL EVALUATION**

To see if the town will vote to raise and appropriate or transfer from available funds \$28,000 for the purpose of engaging a consulting firm to evaluate the service model that the Town employs for Fire and Emergency Medical Services (EMS), otherwise known as "Ambulance" service, or take any action relative thereto. **(Select Board)**

**MOTION:** Moved that the Town vote to appropriate \$28,000 from Free Cash for the purpose stated in the article.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to approve Article 8 as stated in the motion.

#### **ARTICLE 9: PHIPPS TUNNEL RESTORATION (PHASE I - GEOTECHNICAL)**

To see if the town will vote to raise and appropriate or transfer from available funds \$9,500 for the purpose of a geotechnical investigation and evaluation of Phipps Tunnel, or take any action relative thereto. **(Select Board)**

**MOTION:** Moved that the Town vote to appropriate \$9,500 from Free Cash for the purpose stated in the article.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to approve Article 9 as stated in the motion.

#### **ARTICLE 10: CONSTRUCTION OF 9 GREEN STREET**

To see if the town will vote to raise and appropriate or transfer from available funds \$300,000 for the purpose of constructing a municipal parking lot at 9 Green Street with the associated professional services, stormwater management, furnishings, and landscaping costs, or take any action relative thereto. **(Select Board)**

**MOTION:** Moved that the Town vote to appropriate \$300,000 from the Capital Expenditure Fund for the purpose stated in the article.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to approve Article 10 as stated in the motion.

#### **ARTICLE 11: GOVERNANCE COMMITTEE BY-LAW RECOMMENDATIONS**

**SPONSORED BY: Governance Committee**

To see if the town will vote to make four (4) separate amendments to the Town's General Bylaws, as follows:

- **Amendment One:** Replace Article IX [Planning Board] of the General Bylaws as presented;
- **Amendment Two:** Add a new Article to the General Bylaws specific to Scenic Roads, as presented;
- **Amendment Three:** Replace Article VII [Town Moderator] of the General Bylaws, as presented;
- **Amendment Four:** Add a new Article to the General Bylaws to create a General Bylaw Review Committee, as presented.

**MOTION:** Moved that the Town appropriate \$98,000 from Water Retained Earnings for the purpose stated in the warrant.

**SECONDED**

**DISCUSSION:** Sam Tyler, 353 Chamberlain St., gave a presentation explaining the proposed changes. Ken Szajda, 676 Fiske St., (disclosed that he is speaking as a resident, and not a member of the Finance Committee) would like to see the references to the Mass. General Law statutes instead of the context of these laws because if the MGL changes the statute would remain the same, which would prevent us from having to change the Town's by-laws. He agrees with the creation of a By-Law Review Committee, but thought the description was unclear on the term of the committee or the term of its members. He also takes issue with the suggestion that Citizen Petitions would be subject to review. He feels that citizens have the right to put an article on the warrant if they follow procedure and should not be subject to review. He stated that since he feels there is more work to be done before these changes are made, he would like to make a motion to indefinitely postpone Article 11.

**MOTION:** To Indefinitely Postpone Article 11

**SECONDED**

**DISCUSSION:** Sam Tyler, does not agree with the previous speaker that there will be changes to the current state laws, and if necessary changes can be done at town meeting. He explained that the Review Committee, would make recommendations on petition articles, not determine whether they can be put on the Warrant, their recommendation would help citizens understand the intent of the article. He said that they are currently working on whether the Select Board should go from 3 to 5 members, it is a complex issue, and he hopes to bring that up at the next town meeting. Tina Hein, 142 Union St., recalled that the Finance Committee weighs in on Citizen Petitions when there is a financial impact, and feels that it would be beneficial for the town to have the Governance Committee weigh in on Citizen Petitions. Barbara Gardner, 114 Jennings Rd., would be in favor of making amendments to each section of this article, rather than indefinitely postponing it.

**VOTE:** Passed by hand count vote to Indefinitely Postpone Article 11 as stated in the motion.

Yes: 101 No: 46

**ARTICLE 12: COMMUNITY PRESERVATION COMMITTEE**

**SPONSORED BY: CPC**

**ESTIMATED COST: \$10,167**

To see if the Town will vote to transfer from available funds a sum of money for the following uses:

Service Area	Description	Reserve Use	Cost
Historical Society	Cleaning & Restoration of twelve (12) oil paintings and framing of four (4) oil paintings (sunset 12 months)	Historic Resources Reserve	\$ 5,500
Historical Society	Restoration of two exterior doors on the ell of the Asa Whiting House (sunset 12 months)	Historic Resources Reserve	\$ 4,000
Eagle Scout	Reimburse Mr. Savage for supplies and materials for an Eagle Project on the Poitras Conservation Land (done April 2, 2022)	General Reserve	\$ 667

; or take any action relative thereto.

**MOTION:** Moved that this Article be approved as presented in the Warrant, with the Historical Society appropriations to be subject to the execution of grant agreements, as appropriate.

**SECONDED**

**DISCUSSION:** The Moderator asked the Finance Committee for their recommendation on this article. Mr. Szajda stated that the Finance Committee unanimously voted in favor of this article.

**VOTE:** Unanimously passed by voice call vote to approve Article 12 as stated in the motion.

**ARTICLE 13: WATER METERS – REPLACEMENT**

**SPONSORED BY: Select Board**

**ESTIMATED COST: \$905,000**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for costs associated with replacing or upgrading software and hardware related to the Town's water meters; or take any action relative thereto.

**MOTION:** Moved that the Town appropriate \$905,000 from the Water Meter Fee Account for the purpose stated in the Article.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to approve Article 13 as stated in the motion.

**ARTICLE 14: WATER SYSTEM IMPROVEMENTS – CENTRAL ST. TO BULLARD ST. & FISKE ST. CULVERT (SUPPLEMENTAL APPROP.)**

**SPONSORED BY: Select Board**

**ESTIMATED COST: \$500,000**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for the purpose of replacing water mains in the area of Central Street and Bullard Street to provide bi-directional flow and for culvert improvements under Fiske Street; or take any action relative thereto.

**MOTION:** Moved that the Town appropriate \$500,000 from the Water Infrastructure Fee Account for the purpose stated in the Article

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to approve Article 14 as stated in the motion.

**ARTICLE 15: WATER TREATMENT PLANT IMPROVEMENTS**

**SPONSORED BY: Select Board**

**ESTIMATED COST: \$816,000**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for upgrading filter media and control panels at the Dopping Brook Water Treatment Plant and replace the steel doors at the Well No. 4 Water Treatment Plant; or take any action relative thereto.

**MOTION:** Moved that the Town appropriate \$816,000 from Water Retained Earnings for the purpose stated in the Article.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to approve Article 15 as stated in the motion.

**ARTICLE 16: STORM WATER MANAGEMENT (MS4 YEAR 5)**

**SPONSORED BY: Select Board**

**ESTIMATED COST: \$95,200**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for engineering, consulting or construction services related to compliance with the EPA and MassDEP Municipal Storm Water Management Regulations (MS4); or take any action relative thereto.

**MOTION:** Moved that the Town appropriate \$95,200 from Free Cash for the purpose stated in the Article.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to approve Article 16 as stated in the motion.

**ARTICLE 17: HOUGHTON POND DAM – DESIGN/ENGINEERING (PARTIAL)**

**SPONSORED BY: Select Board**

**ESTIMATED COST: \$56,000**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for design, engineering and environmental evaluation services to determine the long-term strategy to addressing the poor condition of the Houghton Pond Dam; or take any action relative thereto.

**MOTION:** Moved that the Town appropriate \$56,000 from Free Cash for the purpose stated in the Article.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to approve Article 17 as stated in the motion.

**ARTICLE 18: PUBLIC WORKS FACILITY – DESIGN/ENGINEERING (PARTIAL)**

**SPONSORED BY:** Select Board

**ESTIMATED COST:** \$500,000

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for design and engineering services, and environmental testing including soil sampling, to determine the best location for a future DPW Facility, compile necessary information for the potential decommissioning of two current sites, and creating renderings of a facility to be presented to a future Town Meeting for consideration; or take any action relative thereto.

**MOTION:** Moved that the Town appropriate \$500,000 from Free Cash for the purpose stated in the Article.

**SECONDED**

**DISCUSSION:** Matthew Leach, 10 Mill St., opposes the new DPW Facility, as defined, he would like to be certain the capabilities of what we are building are the right size for our current and future needs. His major concern is the cost, scale and scope of the project, when the Town has many other significant costly projects looming ahead. Could we consider upgrading the current facilities that we have? Town Administrator Travis Ahern stated that some of Mr. Leach's questions could be answered in the Weston & Sampson feasibility study from June of 2022. He feels that the study took everything into consideration, including scaling it back from 51,000sf to 45,000sf. The study looked at the needs across town for the best location, factoring in the size, cost of land, conservation & wetlands. The Water and Highway facilities are in such poor condition that the cost to repair would not make sense, therefore both would need to be torn down, and it would be more cost effective to build a single facility rather than two. Jay Leary, 146 Karen Cir., asked if these funds would look at decommissioning the current facilities and looking into the environmental impact. Ben Sparrell, 9 Forest Park Dr., confirmed that those concerns would be met. Mr. Sparrell also stated that due to the disrepair of these facilities, there is a concern that the State could come in and decommission the buildings at any time.

**VOTE:** Unanimously passed by voice vote to approve Article 18 as stated in the motion.

**ARTICLE 19: NON-BINDING QUESTION TO DETERMINE SUPPORT FOR PRIVATE SITE ACQUISITION FOR FUTURE PUBLIC WORKS FACILITY**

**SPONSORED BY:** Select Board

To see if the Town will determine, through a non-binding vote for the purpose of providing feedback to the Select Board, whether purchasing a privately-owned site should be considered for a future DPW site at the estimated cost presented to Town Meeting based on responses to the Town's Request for Proposals (RFP) for the Purchase of Real Property; or take any action relative thereto.

**MOTION:** Moved that the Town vote to consider the acquisition of a privately-owned industrial property, projected at approximately 3-4 million dollars, should an appropriate site be identified for said purpose and to endorse the Select Board's continued review of such a purpose.

**SECONDED**

**DISCUSSION:** Town Administrator Travis Ahern gave a presentation on this article. John Gagnon, 110 Norfolk St., asked if we were to go with the Cross Street site, would there be financial assistance in cleaning up the site? Mr. Ahern said that the Town is working with the EPA on cleaning it up, once it gets out of Land Court.

**VOTE:** Unanimously passed by voice vote to approve Article 19 as stated in the motion.



**ARTICLE 20: SIDEWALK AND RAMP REPAIRS & RECONSTRUCTION****SPONSORED BY: Select Board****ESTIMATED COST: \$1,250,000**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for localized repairs or reconstruction of existing sidewalks or ramps, including the labor, cost of materials and disposal of materials, or take any action relative thereto.

To see if the Town will determine, through a non-binding vote for the purpose of providing feedback to the Select Board, whether purchasing a privately-owned site should be considered for a future DPW site at the estimated cost presented to Town Meeting based on responses to the Town's Request for Proposals (RFP) for the Purchase of Real Property; or take any action relative thereto.

**MOTION:** Moved that the Town appropriate \$1,250,000 from the Capital Expenditure Fund for the purpose stated in the Article.

**SECONDED**

**DISCUSSION:** Jay Leary, 146 Karen Cir., asked if there was a specific location or is it just general repair throughout the town. Ben Sparrell, Select Board said that it would be town wide based on a Stantek Report where sidewalks closer to town services would have the highest priority.

**VOTE:** Unanimously passed by voice vote to approve Article 20 as stated in the motion.

**ARTICLE 21: FEASIBILITY STUDY FOR PUBLIC LIBRARY FACILITY****SPONSORED BY: Library Trustees****ESTIMATED COST: \$12,000**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for a feasibility study to create a facilities plan aimed at meeting the current and future needs of the Holliston Public Library, given the current deeded purpose of the property at 752 Washington Street for which a public library must be the use; or take any action relative thereto.

**MOTION:** Moved that the Town appropriate \$12,000 from Free Cash for the purpose stated in the Article.

**SECONDED**

**DISCUSSION:** Shelly Bochner, 21 Concord St., said that the 2019 survey showed that residents want the library to stay downtown, where people can walk to the library. This study will likely show that the library is lacking in meeting space, ideal parking etc., why have a study done that will recommend a new location, which is against what the residents want? Travis Ahern stated that this study will look at multiple opportunities for creative solutions for our current location, not just a new location.

**VOTE:** Unanimously passed by voice vote to approve Article 21 as stated in the motion.

**ARTICLE 22: WASTEWATER TREATMENT PLANT (INSTRUMENTATION)****SPONSORED BY: Select Board****ESTIMATED COST: \$200,000**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for costs related to upgrading the instrumentation of the Wastewater Treatment Plant located on Linden Street which currently services the Woodland Street school complex; or take any action relative thereto.

**MOTION:** Moved that the Town appropriate \$200,000 from the Capital Expenditure Fund for the purpose stated in the Article.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice vote to approve Article 22 as stated in the motion.

**ARTICLE 23: PAYMENT IN LIEU OF TAXES (PILOT) FOR SOLAR PROJECTS****SPONSORED BY: Board of Assessors**

To see if the Town will vote to authorize the Select Board and Board of Assessors to negotiate and enter into a tax agreement for the payment of personal property taxes on the solar photovoltaic facilities proposed at 103 Bartzak Drive and the energy storage facility proposed at 600 Central Street, in accordance with G.L. c. 59, Sec. 38H, or take any action relative thereto.

**MOTION:** Moved that this Article be approved as presented in the Warrant.

**SECONDED**

**DISCUSSION:** Tom Keefe, 5 Mohawk Path, we currently have a PILOT for 39 Marshall St., why do we need one for every Solar Project. Travis Ahern, Town Administrator, replied that in order for the Board of Assessors to move forward, Town Meeting must vote to authorize it. Mr. Keefe made a motion to indefinitely postpone the Article.

**MOTION:** To Indefinitely Postpone Article 23.

**SECONDED**

**DISCUSSION:** Kevin Rudden, Principal Assessor, said that we would need this in place before we go into negotiations, and the next opportunity would be next May. Minnie Gupta, 92 Pilgrim Rd., is in favor of Indefinite Postponement. Vin Murphy, 432 Norfolk St, restated that this is solely for negotiation, and discussion on the project should be done at Planning Board meetings.

**VOTE ON THE MOTION TO INDEFINITELY POSTPONE:** Failed by voice vote.

**VOTE:** Unanimously passed by voice vote to approve Article 23 as stated in the original motion.

**ARTICLE 24: ACCEPTANCE OF EASEMENT FOR RAIL TRAIL**

**SPONSORED BY: Select Board**

To see if the Town will vote to accept an easement as shown on a Plan of Land entitled "Easement Plan Holliston, Massachusetts" Prepared by GLM Engineering Consultant, Inc. dated July 27, 2022, or take any action relative thereto.

**MOTION:** Moved that this Article be approved as presented in the Warrant.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice vote to approve Article 24 as stated in the motion.

**ARTICLE 25: REPORT OF "ENVISIONING FUTURE HOLLISTON"**

**SPONSORED BY: CLRPC**

To hear a report of the Comprehensive Long Range Plan Committee, also known as Envisioning Future Holliston, following which the original charge will have been fulfilled and the Committee shall be disbanded in its current form; or take any action relative thereto.

**MOTION:** Move to hear the report of the Comprehensive Long Range Planning Committee and dissolve the Committee in its current form.

**SECONDED**

**DISCUSSION:** Ken Henderson, 1028 Washington St., and Matt Putvinsky, 95 Overlook Dr., as members of the Committee, gave a presentation to Town Meeting.

**VOTE:** Unanimously passed by voice vote to approve Article 25 as stated in the motion.

**ARTICLE 26: UPDATE TO ENVISIONING FUTURE HOLLISTON CHARGE**

**SPONSORED BY: Town Administrator**

**ESTIMATED COST: \$80,000**

To see if the Town will vote to approve the charge and makeup of the revised Envisioning Future Holliston Committee, to be a 7 member Committee appointed by the Town Administrator, with up to 5 associate members, for the purpose of representing the community in an engagement with a consultant to develop a Town-wide Strategic Plan, using data from Envisioning Future Holliston's surveys and existing departmental strategic plans, and further to raise and appropriate or transfer from available funds \$80,000 for strategic planning initiatives; or take any action relative thereto.

**MOTION:** Moved that this Article be approved as presented in the Warrant, including appropriation of \$80,000 from Free Cash for the purpose stated in the Article.

**SECONDED**

**DISCUSSION:** Barbara Fitz Worby, is speaking in support of this Article as a member of Diverse Holliston, she would like to know how the 7 members would be selected. Travis Ahern, Town Administrator, explained the process. Robert Princepe, 203 Turner Rd., would like to be sure that the underrepresented voices should be part of this committee.

**VOTE:** Unanimously passed by voice vote to approve Article 26 as stated in the motion.

#### **ARTICLE 27: CITIZENS' PETITION: ZONING**

##### **SPONSORED BY: Citizens' Petition**

To see if the Town will vote to amend the Town's Zoning By-Law: CHANGE TO PRE-EXISTING NON-CONFORMING USES, STRUCTURES AND LOTS (I-E) by addition of a definition for "Original Gross Floor Area" as follows:

Original Gross Floor Area: shall be defined as the Gross Floor area on the most recent of 1) the date on which any current structure pre-existing non-conformity was created; or 2) 20 years prior to the date of permit application for any planned increase in the Gross Floor area; or take any action relative thereto.

**MOTION:** To Indefinitely Postpone Article 27.

##### **SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice vote to indefinitely postpone Article 27, as stated in the motion.

#### **ARTICLE 28: CITIZENS' PETITION: TOBACCO PERMITS**

##### **SPONSORED BY: Citizens' Petition**

As residents of Holliston, we are petitioning for the Board of Health to delay any changes to tobacco permits until there is full vetting with the public and all town boards and committees, including long-range planning. In the event that the Board of Health has passed a vote to change the regulations, we ask that they reconsider that vote. The change in tobacco permitting signifies a substantive change in the "culture" and overturns actions requested by the community in 2018, specifically the Holliston Drug and Alcohol Awareness Coalition. Allowing cigar bars and other changes could weaken Holliston's public health and potentially lead to an increase in tobacco use, as well as the diseases, cancers and health effects that would come with it. As the Holliston community works to address a rise in youth substance use and mental health issues, the town must work to protect and prioritize our youngest residents.

**MOTION:** No Motion was made, as this was an advisory article.

##### **SECONDED**

**DISCUSSION:** Eva Stahl, 66 Winthrop St., is speaking as the Co-Chair of the Holliston Drug & Alcohol Awareness Coalition. She stated some statistics of youth and tobacco use, and the concern of cigar bars and blunt sales. Carl Lieberman, 335 Marshall St., is also a member of the same group, and a Board Certified Addiction Specialist, he is in support of the Board of Health delaying any changes to relaxing restrictions on tobacco. Jackie Winer, Youth & Family Services Director and member of the Drug & Alcohol Awareness Coalition, would like the Board of Health to delay making any changes to tobacco regulations until proper enforcement measure and zoning requirements are in place. Mary Greendale, 198 Highland St., asked what the public health benefits are to these Board of Health's changes.

**VOTE:** Unanimously passed by voice vote to accept Article 28, as stated in the motion.

A motion was made, seconded, and unanimously voted to adjourn the meeting at 10:19pm

#### **STATE ELECTION November 8, 2022**

Pursuant to the foregoing Warrant, the inhabitants of the Town of Holliston who were qualified to vote in Elections met at the Holliston High School Field House (Gymnasium) on Tuesday November 8, 2022 at 7:00 am, and were called to order by the Town Clerk, Elizabeth Greendale who administered the oath, to the following election workers:

**WARDEN:** Amanda Lacey  
**CLERK:** Cynthia L. Foster  
**ASSISTANT TOWN CLERK:** Veronica Mueller  
**STAFF:** Taylor Borelli

**PRECINCT 1**

**INSPECTOR:** Anne Zegel  
**BALLOT CLERK:** Jane Gilfoy  
**CHECKERS:** Lynn Collari, Tony Lulek

**PRECINCT 2**

**INSPECTOR:** Dennis Bergeron  
**BALLOT CLERK:** Mary Sharon Dufault, Virginia Cotter  
**CHECKERS:** Barbara Gardner, Bev McCloskey, Susan Routhier

**PRECINCT 3**

**INSPECTOR:** Michelle Zeamer  
**BALLOT CLERKS:** Ed Loftus, Emil Routhier  
**CHECKERS:** Yvette Cain, Chris Cain, Beth Villa, Frank Villa

**PRECINCT 4**

**INSPECTOR:** Kathie Patterson  
**BALLOT CLERK:** Neil Grossman, Laura Zimon  
**CHECKERS:** Larry Wise, Bob Smith

Police Officers on duty for the day were: Ryan Parent (7-2), Hannah Ciavarra (2-9)

Early Voting and Absentee Voting Processing Staff:

Prec. 1: Jake Greendale, Dave McCloskey, Steve Bradford  
Prec. 2: Shelly Smalley, Karla Alfred, Val Ogilvie  
Prec. 3: Mandy Brigham, Carol Foster, Minnie Gupta  
Prec. 4: Paula Davis, Maryalis Bushee, Cryso Lawless

Prior to the opening of the polls the Warden and the Clerk opened and checked each ballot box to be sure they were empty, and the counters registered at 0. The "0" tapes from the machines were properly hung on the wall next to the door for public display. All four voting areas were checked by the inspectors, including each voting station and the station for handicapped persons.

After election workers were sworn in by the Town Clerk, the Warden declared the polls open for voting at 7:00 am.

The weather was sunny, and in the 70's, there was a lunar eclipse at 4am.

The Absentee & Early ballots were processed throughout the day. At 1pm a voter in Precinct 1 became unsteady and need the assistance of the wheelchair, st 3pm the Poll Pad tapes required replacing.

At 8:00 pm the Warden declared the polls closed and the ballot box registers were as follows:

Precinct 1: 1,915  
Precinct 2: 1,744  
Precinct 3: 1,577  
Precinct 4: 1,850  
**TOTAL 7,086**

There were a total of 39 hand counts, 83 Post Election Ballots, and 2 Provisional Ballots, where one was counted and the other was found to be a non-registered voter.

The ballots were gone through in each precinct, checking for write-in candidates, and then counted by the following people after being sworn in by Town Clerk, Elizabeth Greendale:

Becca Donham  
Kate Morton  
Jennifer Keen  
Ronald Bouley  
Joanne O'Connell  
Sue Strang  
Dan Lacey

Dianne Davidson  
Katie Connors  
Theresa Lamkin  
Penny Bouley  
Kevin O'Connell  
Kristy Wiwczar

Cynthia Listewnik  
Jack Connors  
Mark Dooley  
Jeanne Hausen  
David Strang  
Sue Stone

The unofficial results were read live on HCAT by the Town Clerk at 8:46 pm.

		STATE ELECTION NOVEMBER 8, 2022			
CANDIDATE & OFFICE	PREC. 1	PREC. 2	PREC. 3	PREC. 4	TOTAL
<b>GOVERNOR &amp; LT GOVERNOR</b>					
Diehl and Allen	623	493	502	554	<b>2172</b>
Healey and Driscoll	1261	1237	1045	1282	<b>4825</b>
Reed and Everett	39	34	32	34	<b>139</b>
Write-In	5	1	1	4	<b>11</b>
Blanks	24	11	13	15	<b>63</b>
TOTAL	1952	1776	1593	1889	<b>7210</b>
<b>ATTORNEY GENERAL</b>					
Andrea Joy Campbell	1233	1185	1028	1242	<b>4688</b>
James R. McMahon, III	671	550	523	601	<b>2345</b>
Write-In	2	0	3	1	<b>6</b>
Blanks	46	41	39	45	<b>171</b>
TOTAL	1952	1776	1593	1889	<b>7210</b>
<b>SECRETARY OF STATE</b>					
William Francis Galvin	1355	1293	1118	1344	<b>5110</b>
Rayla Campbell	526	413	413	460	<b>1812</b>
Juan Sanchez	42	45	38	52	<b>177</b>
Write-In	2	0	0	0	<b>2</b>
Blanks	27	25	24	33	<b>109</b>
TOTAL	1952	1776	1593	1889	<b>7210</b>

<b>TREASURER</b>					
Deborah B. Goldberg	1309	1276	1105	1316	<b>5006</b>
Cristina Crawford	423	326	334	377	<b>1460</b>
Write-In	13	5	8	9	<b>35</b>
Blanks	207	169	146	187	<b>709</b>
TOTAL	1952	1776	1593	1889	<b>7210</b>
<b>AUDITOR</b>					
Anthony Amore	700	564	544	638	<b>2446</b>
Diana DiZoglio	1045	1027	874	1029	<b>3975</b>
Gloria S Caballero-Roca	43	47	31	44	<b>165</b>
Dominic Giannone, III	23	22	24	32	<b>101</b>
Daniel Riek	47	29	44	45	<b>165</b>
Write-In	4	1	0	0	<b>5</b>
Blanks	90	86	76	101	<b>353</b>
TOTAL	1952	1776	1593	1889	<b>7210</b>
<b>REPRESENTATIVE IN CONGRESS</b>					
James P. McGovern	1284	1245	1084	1292	<b>4905</b>
Jeffrey A. Sossa-Paquette	606	483	460	528	<b>2077</b>
Write-In	1	1	4	1	<b>7</b>
Blanks	61	47	45	68	<b>221</b>
TOTAL	1952	1776	1593	1889	<b>7210</b>
<b>COUNCILLOR</b>					
Robert L. Jubinville	1197	1165	1022	1198	<b>4582</b>
Dashe M. Videira	645	510	486	572	<b>2213</b>
Write-In	1	1	1	3	<b>6</b>
Blanks	109	100	84	116	<b>409</b>
TOTAL	1952	1776	1593	1889	<b>7210</b>
<b>SENATOR IN GENERAL COURT</b>					
Karen E. Spilka	1496	1385	1244	1480	<b>5605</b>
Write-In	41	29	25	51	<b>146</b>
Blanks	415	362	324	358	<b>1459</b>
TOTAL	1952	1776	1593	1889	<b>7210</b>
<b>REPRESENTATIVE IN GENERAL COURT</b>					
James C. Arena-DeRosa	1291	1250	1070	1287	<b>4898</b>
Loring Barnes	616	490	472	549	<b>2127</b>
Write-In	0	1	1	1	<b>3</b>
Blanks	45	35	50	52	<b>182</b>
TOTAL	1952	1776	1593	1889	<b>7210</b>

<b>DISTRICT ATTORNEY</b>					
Marian T. Ryan	1438	1331	1200	1429	<b>5398</b>
Write-In	39	24	24	45	<b>132</b>
Blanks	475	421	369	415	<b>1680</b>
<b>TOTAL</b>	<b>1952</b>	<b>1776</b>	<b>1593</b>	<b>1889</b>	<b>7210</b>
<b>SHERIFF</b>					
Peter J. Koutoujian	1442	1309	1211	1414	<b>5376</b>
Write-In	39	25	25	39	<b>128</b>
Blanks	471	442	357	436	<b>1706</b>
<b>TOTAL</b>	<b>1952</b>	<b>1776</b>	<b>1593</b>	<b>1889</b>	<b>7210</b>
<b>Question 1 - 4% tax on income over 1 million</b>					
Blanks	37	57	48	61	<b>203</b>
Yes	928	960	827	994	<b>3709</b>
No	987	759	718	834	<b>3298</b>
<b>TOTAL</b>	<b>1952</b>	<b>1776</b>	<b>1593</b>	<b>1889</b>	<b>7210</b>
<b>Question 2 - dental insurance regulations</b>					
Blanks	50	71	58	77	<b>256</b>
Yes	1402	1333	1174	1365	<b>5274</b>
No	500	372	361	447	<b>1680</b>
<b>TOTAL</b>	<b>1952</b>	<b>1776</b>	<b>1593</b>	<b>1889</b>	<b>7210</b>
<b>Question 3 - changes to retail alcohol sales laws</b>					
Blanks	68	89	74	95	<b>326</b>
Yes	906	861	748	853	<b>3368</b>
No	978	826	771	941	<b>3516</b>
<b>TOTAL</b>	<b>1952</b>	<b>1776</b>	<b>1593</b>	<b>1889</b>	<b>7210</b>
<b>Question 4 - obtain drivers license without proof of lawful presence in U.S.</b>					
Blanks	40	53	50	69	<b>212</b>
Yes	1086	1058	899	1083	<b>4126</b>
No	826	665	644	737	<b>2872</b>
<b>TOTAL</b>	<b>1952</b>	<b>1776</b>	<b>1593</b>	<b>1889</b>	<b>7210</b>

TOWN OF HOLLISTON  
ANNUAL TOWN MEETING  
May 15, 2023  
INDEX

ARTICLE 1	PASSED	To hear and act on the report of the Select Board
ARTICLE 2	PASSED	To hear and act on the report of the Finance Committee
ARTICLE 3	PASSED	Authorize Treas/Collector to sell foreclosed tax title property
ARTICLE 4	PASSED	Accept c.59, s.5K & 5N, Tax Workoff Program

ARTICLE 5	PASSED	Auth. Select Board to Sell Surplus Equipment
ARTICLE 6	PASSED	Amend Interest Rate Per Annum, MGL c. 59, s.5, cl.41a
ARTICLE 7	PASSED	Amend Income Requirements, MGL c.59, s.5, cl.41c
ARTICLE 8	PASSED	Veteran's Tax Exemption, MGL c.59, s.5, cl.22g & 22h
ARTICLE 9	PASSED	Personal Property Exemption, MGL c.59, s.5, cl.54
ARTICLE 10	PASSED	Revolving Fund Spending Limits
ARTICLE 11	PASSED	Compensation for Elected Officials
ARTICLE 12	PASSED	Pay Unpaid Bills
ARTICLE 13	PASSED	Current Fiscal Year Transfers
ARTICLE 14	PASSED	Amend Consolidated Personnel By-Law, Job & Wage Classification
ARTICLE 15	PASSED	Omnibus Budget
ARTICLE 16	PASSED	Transfer to Capital Expenditure Fund
ARTICLE 17	PASSED	Capital Expenditures
ARTICLE 18	PASSED	Transfer to the General Stabilization Fund
ARTICLE 19	PASSED	Transfer to the Programmatic Stabilization Fund
ARTICLE 20	PASSED	Establish Capital Stabilization Account by South Middlesex Regional Vocational School
ARTICLE 21	PASSED	Design, Engineering, Construction for Public Works Facility
ARTICLE 22	PASSED	Water & Transportation Infrastructure Improvements, Norfolk, Central & Goulding Streets
ARTICLE 23	PASSED	Golf Course Improvements
ARTICLE 24	PASSED	Community Preservation Committee Report
ARTICLE 25	PASSED	Goodwill Park Project – Community Preservation Committee
ARTICLE 26	PASSED	Interim Report of Envisioning Future Holliston
ARTICLE 27	PASSED	Special Legislation Firefighter Mark Dellicker
ARTICLE 28	PASSED	Road Acceptances - Indian Ridge South
ARTICLE 29	INDEF POSTPONE	Tree By-Law (Ordinance)
ARTICLE 30	PASSED	No Knock Registry / Peddling & Hawking
ARTICLE 31	PASSED	Utilities Easement – Jasper Hill Road
ARTICLE 32	PASSED	Stormwater Easement – Jasper Hill Road

**ANNUAL TOWN MEETING**  
May 15, 2023

The Holliston Annual Town Meeting of May 15, 2023, held at the High School Auditorium was brought to order by Moderator, William Mayer at 7:09PM, with a quorum of 120 and grew to 189.

The Moderator read the warrant and went over the preliminary rules for Town Meeting then read the following Motion as required by the Town By-Laws.

**PRIOR TO ARTICLE 1**

**MOTION:** Moved that the following non-residents and non-voting Town officials and consultants to committees be allowed to speak during the course of this Annual Town Meeting:

Scott Moles	Health Director / Agent
Deric Wilson	Library Director
Kevin Rudden	Principal Assessor
Susan Kustka	Superintendent of Holliston Public Schools
Dan MacLeod	Director of Technology, Holliston Public Schools
Sean Reese	DPW Director
Robert Walker	Deputy DPW Director



Karen Sherman  
 Mark Kaferlein  
 Matt Stone  
 Chris Meo  
 Ryan Clapp  
 Jon Evans  
 Dolores Sharek  
 Travis Ahern  
 Chris Heymanns  
 Adam Costa  
 Dan Brown  
 Jaclyn Winer  
 Lisa Borchetta  
 Dona Walsh  
 Mark Frank  
 Matt Zettek

Town Planner  
 Building Commissioner  
 Police Chief  
 Technology Director  
 Conservation Agent  
 Superintendent, Keefe Regional Technical School  
 Finance Director, Keefe Regional Technical School  
 Town Administrator  
 Treasurer/Collector  
 Town Counsel  
 Special Labor Counsel  
 Youth & Family Services Director  
 Senior Center Director  
 Animal Control Officer  
 Director of Parks & Recreation  
 Sustainability Coordinator

**SECONDED**

**DISCUSSION:** Our By-laws require that the Town Meeting vote to allow non-residents and non-voters to address the Town Meeting

**VOTE:** Passed by unanimous voice vote.

**CONSENT AGENDA**

**SUGGESTED EXPLANATION:** In order to expedite the consideration of routine items, Articles 3, 4, 5, 6, 7, 8, 9 and 10 will be considered for approval in a single vote, without debate. I will read each article's number and title and if seven members of the Meeting rise to say "hold", the item will be removed so that it may be debated in the normal course. The remaining articles will be considered individually as printed in the Warrant.

- ARTICLE 3: AUTHORIZE TREASURER/COLLECTOR TO SELL FORECLOSED TAX TITLE PROPERTIES
- ARTICLE 4: TAX WORKOFF PROGRAM – CH. 59, SEC. 5K & 5N
- ARTICLE 5: AUTHORIZE SELECT BOARD TO SELL SURPLUS EQUIPMENT
- ARTICLE 6: AMEND INTEREST RATE PER ANNUM
- ARTICLE 7: AMEND INCOME REQUIRMENTS
- ARTICLE 8: VETERANS' TAX EXEMPTIONS
- ARTICLE 9: PERSONAL PROPERTY TAX LIMIT OF \$5,000
- ARTICLE 10: REVOLVING FUND SPENDING LIMITS

**MOTION:** Move to approve the articles in the Consent Agenda, as those articles are printed in the Warrant.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to accept the Consent Agenda as stated in the motion

**ARTICLE 1. HEAR REPORT OF THE SELECT BOARD**

**SPONSORED BY:** Select Board

To hear and act on the report of the Select Board.

**MOTION:** Moved that the Annual Report for the Town for the 12 month period ending June 30, 2022, be accepted.

**SECONDED**

**DISCUSSION:** Ben Sparrell, 9 Forest Park Dr., gave an update on the state of the Town.

**VOTE:** Unanimously passed by voice call vote to accept Article 1 as stated in the motion.

**ARTICLE 2. HEAR REPORT OF THE FINANCE COMMITTEE**  
**SPONSORED BY: Finance Committee**

To hear and act on the report of the Finance Committee.

**MOTION:** Moved that the Annual Report of the Finance Committee be received.

**SECONDED**

**DISCUSSION:** Ken Szajda, 676 Fiske St. and Chairperson of the Finance Committee, gave a presentation updating Town Meeting on the finances of the town.

**VOTE:** Unanimously passed by voice call vote to accept Article 2 as stated in the motion.

**ARTICLE 3. AUTHORIZE TREASURER/COLLECTOR TO SELL  
FORECLOSED TAX TITLE PROPERTIES**

**SPONSORED BY: Select Board**

To see if the Town will vote to authorize the Town Treasurer/Collector, subject to the approval of the Select Board, to sell property acquired through foreclosure of tax titles by the Town and other real estate, after first giving notice of the time and place of the sale by posting such notice of sale in some convenient place in the Town, by publishing such notice of such sale in a newspaper having general circulation in the Town and by posting such notice on a Holliston Cable Access Television (HCAT) bulletin board and on the Town's website at least fourteen (14) days before the sale. The Treasurer/Collector shall also give notice of such sale to the Executive Director of the Holliston Housing Authority, the Chair of the Holliston Housing Trust and the Chair of the Holliston Housing Committee or its subsequent equivalent by first class letter at least forty-five (45) days before the sale. The Treasurer/Collector may hold a public auction and may reject any bid which she/he deems inadequate, and any such advertisement, notice or indication that real property is to be offered for sale by the Town of Holliston, or any department, commission, or other subdivision of the Town shall include the following statement: "Buyers should be aware that the Town of Holliston does not guarantee this property to be in conformity with existing zoning bylaws."

Whenever the proceeds of the sale or other disposal of real estate, other than that acquired through tax title foreclosure, by the Town of Holliston exceed five hundred dollars, the same shall be applied to the payment of indebtedness incurred in acquiring such real estate or shall be added to the sinking fund, if any, from which said indebtedness is payable, or if no such indebtedness is outstanding will be applied to the Town's Capital Expenditure Fund as established by Chapter 46 of the Acts of 1993. The proceeds of a sale in excess of five hundred dollars of any park land by the Town shall be used only by the Town for acquisition of land for park purposes or for capital improvements to park land; or take any action relative thereto.

**MOTION (IF NEEDED):** Moved that the Town Treasurer/Collector, subject to the approval of the Board, be authorized to sell property acquired through foreclosure of tax titles by the Town and other real estate, pursuant to the process and subject to the provisions specified in Article 3 of the Warrant.

**CONSENT AGENDA**

**ARTICLE 4. TAX WORKOFF PROGRAM – CH. 59, SEC. 5K & 5N**  
**SPONSORED BY: Select Board**

To see if the Town will vote to amend prior acceptance of Chapter 59, Sections 5K and 5N, by allowing the maximum reduction of the real property tax bill, up to 125 volunteer service hours in a given tax year; or take any action relative thereto.

**MOTION (IF NEEDED):** Moved that the Town amend its prior acceptance of Chapter 59, Sections 5K and 5N, of the Massachusetts General Laws, by allowing the maximum reduction of the real property tax bill, up to 125 volunteer service hours in a given tax year.

**CONSENT AGENDA**

**ARTICLE 5. AUTHORIZE THE SELECT BOARD TO SELL  
SURPLUS EQUIPMENT**

**SPONSORED BY: Select Board**

To see if the Town will vote to authorize the Select Board to hold a public auction for the purpose of disposing of surplus departmental equipment; or take any action relative thereto.

**MOTION (IF NEEDED):** Moved that the Town authorize the Select Board to hold a public auction for the purpose of disposing of surplus departmental equipment.

**CONSENT AGENDA**

**ARTICLE 6. AMEND INTEREST RATE PER ANNUM**

**SPONSORED BY: Board of Assessors**

To see if the Town will vote to amend the interest rate per annum from 8% to 6% under the provisions of Massachusetts General Laws Chapter 59, Section 5, clause 41A, which regulates tax deferral for homeowners 65 years or older, pursuant to the authority contained in Chapter 136 of the Acts of 2005, thereby amending said clause 41A; or take any action relative thereto.

**MOTION (IF NEEDED):** Moved that the Town amend the interest rate per annum from 8% to 6% under the provisions of Massachusetts General Laws Chapter 59, Section 5, clause 41A, which regulates tax deferral for homeowners 65 years or older, pursuant to the authority contained in Chapter 136 of the Acts of 2005, thereby amending said clause 41A.

**CONSENT AGENDA**

**ARTICLE 7. AMEND INCOME REQUIREMENTS**

**SPONSORED BY: Board of Assessors**

To see if the Town will vote to accept the provisions of Section 51 of Chapter 184 of the Acts of 2002, amending the income requirements under Massachusetts General Laws Chapter 59, Section 5, clause 41C; or take any action relative thereto.

**MOTION (IF NEEDED):** Moved that the Town accept the provisions of Section 51 of Chapter 184 of the Acts of 2002, amending the income requirements under Massachusetts General Laws Chapter 59, Section 5, clause 41C.

**CONSENT AGENDA**

**ARTICLE 8. VETERANS' TAX EXEMPTIONS**

**SPONSORED BY: Board of Assessors**

To see if the Town will vote to accept the following statutory provisions affording tax exemptions:

M.G.L. Chapter 59 Section 5 Clause 22G (inserted by Chapter 218 of the Acts of 2018 known as an Act Relative to Veterans' Benefits, Rights, Appreciation, Validation, and Enforcement ("BRAVE Act")), signed into law August 28, 2018, which provides for a property tax exemption for any real estate that is the domicile of a person but is owned by a trustee, conservator or other fiduciary for the person's benefit if the real estate would be eligible for exemption under clause 22, 22A, 22B, 22C, 22D, 22E, or 22F if the person were the owner of the real estate;

M.G.L. Chapter 59 Section 5, Clause 22H (inserted by Chapter 218 of the Acts of 2018 known as an Act Relative to Veterans' Benefits, Rights, Appreciation, Validation, and Enforcement ("BRAVE Act")), signed into law August 28, 2018, which provides for a property tax exemption for real estate to the full amount of the taxable valuation of the real property of the surviving parents or guardians of soldiers and sailors, members of the National Guard and Veterans who: (i) during active duty service, suffered an injury or illness documented by the United States Department of Veteran Affairs or a branch of the armed forces that was a proximate cause of their death; or (ii) are missing in action with a presumptive finding of death as a result of active duty service as members of the Armed Forces of the United States; provided, however, that the real estate shall be occupied by the surviving parents or guardians as the surviving parents' or guardians' domicile; and provided further that the surviving

parents or guardians shall have been domiciled in the commonwealth for the 5 consecutive years immediately before the date of filing for an exemption pursuant to this clause or the soldier or sailor, member of the National Guard or veteran was domiciled in the commonwealth for not less than 6 months before entering service. Surviving parents or guardians eligible for an exemption pursuant to this clause shall be eligible regardless of when the soldier, sailor, member of the National Guard or veteran died or became missing in action with a presumptive finding of death; provided however, that the exemption shall only apply to tax years beginning on or after January 1, 2019. Such exemption shall be available until such time as the surviving parents or guardians are deceased. No real estate shall be so exempt which has been conveyed to the surviving parents or guardians to evade taxation; and that Veterans must have (1) been domiciled in Massachusetts for at least 6 consecutive months before entering military service, or (2) lived in Massachusetts for at least 1 consecutive year before the tax year begins; Or take any action relative thereto.

**MOTION (IF NEEDED):** Moved that the Town accept the provisions of Massachusetts General Laws Chapter 59, Section 5, Clause 22G, and Massachusetts General Laws Chapter 59, Section 5, Clause 22H, and that the residency definition for Veterans be altered, all as presented in Article 8 in the Warrant.

## **CONSENT AGENDA**

### **ARTICLE 9. PERSONAL PROPERTY EXEMPTION**

**SPONSORED BY:** Board of Assessors

To see if the Town will vote to accept clause 54 of Section 5 of Chapter 59 of the Massachusetts General Laws, and authorize the Town to establish a minimum fair cash value required for a personal property account to be taxed, and further establish such minimum fair cash value at \$5,000, to be effective for the fiscal year beginning July 1, 2023 and ending June 30, 2024; or take any action relative thereto.

**MOTION (IF NEEDED):** Moved that the Town accept clause 54 of Section 5 of Chapter 59 of the Massachusetts General Laws, and authorize the Town to establish a minimum fair cash value required for a personal property account to be taxed, and further establish such minimum fair cash value at \$5,000, to be effective for the fiscal year beginning July 1, 2023 and ending June 30, 2024.

## **CONSENT AGENDA**

### **ARTICLE 10. REVOLVING FUND SPENDING LIMITS**

**SPONSORED BY:** Select Board

To see if the Town will vote to authorize the spending limits of the following revolving funds established under the Town Bylaw and General Laws Chapter 44, Section 53E ½:

<b>Revolving Fund</b>	<b>Spending Limit</b>
Wetlands Filing Fee	\$40,000
Council on Aging	\$5,000
Composting Kit	\$3,000
Recycling & Sustainability	\$60,000
EV Charging Stations	\$100,000
Response and Recovery	\$25,000
Abutters List	\$5,000
Building Inspection	\$150,000
Town Hall Rental	\$25,000
Senior Center Van	\$10,000
Agricultural Commission	\$10,000
Sealer of Weights and Measures	\$10,000
Fluorescent Bulb Recycling	\$3,000
Banner	\$5,000
Accident Fee	\$5,000

Inoculation	\$20,000
Cost of Prosecution	\$30,000
Nutrition	\$10,000
Pinecrest Golf Course	\$200,000
Technology Repair and Replenish	\$75,000

**MOTION (IF NEEDED):** Moved that the Town authorize spending limits of certain revolving funds established under the Town Bylaw and Massachusetts General Laws Chapter 44, Section 53E½, in the amounts presented in Article 10 in the Warrant.

## CONSENT AGENDA

### ARTICLE 11. COMPENSATION FOR ELECTED OFFICIALS

**SPONSORED BY:** Select Board

To see if the Town will vote to raise and appropriate or transfer from available funds for the purposes of fixing the salaries and compensation of all elected officers of the Town effective July 1, 2023, which salaries and compensation are printed below.

<b>COMPENSATION SCHEDULE – ELECTED OFFICIALS</b>	<b>FY2023</b>	<b>FY2024</b>
Board of Assessors	\$5,000	\$2,500
Select Board	\$125	\$50
Town Clerk (Salary, incl. certification)	\$81,860	\$90,000

or take any action relative thereto.

**MOTION:** Moved that the Town fix the salaries and compensation of all elected officers of the Town for Fiscal year 2024 at \$92,550, as presented in Article 11 in the Warrant

#### SECONDED

**DISCUSSION:** Kevin Daigle, 35 Dalton Rd., made a motion to amend the Town Clerk's salary to \$121,128

**MOTION TO AMEND:** Increase the Town Clerk salary to \$121,128.

**DISCUSSION:** Ken Szajda, 676 Fiske St., commented that the current proposed salary was agreed upon prior to Town Meeting.

**VOTE ON MOTION TO AMEND:** Failed by voice vote.

**VOTE:** Unanimously passed by voice vote to accept Article 11, as originally stated in the motion.

### ARTICLE 12. PAY UNPAID BILLS

**SPONSORED BY:** Select Board

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for unpaid bills from prior years; or take any action relative thereto.

<b>Vendor</b>	<b>Fiscal Year</b>	<b>Amount</b>	<b>Board</b>
Town of Ashland (ACO)	2022	\$250	Select Board
MMA Job Posting (YFS)	2022	\$225	YFS/HR

**MOTION:** Moved that the Town appropriate the sum of \$475 from the Reserve Fund for the purpose of paying unpaid bills from prior Fiscal Years as specified in Article 12 in the Warrant.

#### SECONDED

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice vote to accept Article 12, as stated in the motion.

### ARTICLE 13. CURRENT FISCAL YEAR TRANSFERS

**SPONSORED BY:** Select Board

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for the purpose of supplementing various accounts of the Town's Fiscal Year 2023 annual operating budget, previously voted by the Town under Article 27 of the Warrant for the May 9, 2022 Annual Town Meeting; or take any action relative thereto.

<b>Department</b>	<b>Amount</b>	<b>Source</b>
Snow & Ice (01423-54000)	\$11,750	Reserve Fund (01132-57810)
DPW Water Operating (61450-55809)	\$60,000	Water Retained Earnings
Liability Insurance (01945-57400)	\$24,938	Benefits/Insurance (01914-51751)
Accountant Operating (01135-53000)	\$10,000	Accountant Salaries (01135-51100)
Police Operating (01210-53000)	\$40,000	Police Salaries (01210-51101)
Select Board Salaries (01122-51110)	\$3,400	Building Ins. Salaries (01241-51116)
DPW Hwy Salaries (01420-51113)	\$7,000	Building Ins. Salaries (01241-51116)
Treas./Collector Salaries (01145-51110)	\$1,950	Unemployment (01913-51780)
Parks & Recr. Salaries (01650-51110)	\$1,150	Unemployment (01913-51780)
Yth & Family Salaries (01542-51110)	\$300	Unemployment (01913-51780)

**MOTION:** Moved that the Town approve the current fiscal year transfers as presented in Article 13 in the Warrant.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice vote to accept Article 13, as stated in the motion.

**ARTICLE 14. AMEND CONSOLIDATED PERSONNEL BY-LAW  
SECTION 29, JOB AND WAGE CLASSIFICATION PLAN**

**SPONSORED BY:** Town Administrator

To see if the Town will vote to amend the Consolidated Personnel By-law Section 29, Job and Wage Classification Plan, by reflecting those revisions, deletions and/or additions to be effective as of July 1, 2023; or take any action relative thereto.

**MOTION:** Moved that Article 14 be approved as presented in the Warrant.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice vote to accept Article 14, as stated in the motion.

**ARTICLE 15. FISCAL YEAR 2024 BUDGET**

**SPONSORED BY:** Omnibus Budget

To see what money the Town will vote to raise and appropriate or transfer from available funds to meet expenses and outlays to Town departments, salaries of Town Officers, sundry and miscellaneous but regular expenditures, for a Reserve Fund, and to appoint trustees or caretakers or authorize the Select Board to appoint caretakers of the cemeteries of the Town not otherwise provided for, the ensuing year; or take any action relative thereto.

**MOTION:** Move that the Town raise and appropriate the sum of \$68,337,994 and appropriate the sum of \$4,235 from receipts reserved for appropriation related to previous bond premium and that it further appropriate the sum of \$3,399,681 from the Water Enterprise Fund (specifically \$2,999,681 from water rate revenue and \$400,000 from Water Retained Earnings) to meet the expenses and outlays for Town departments, salaries of Town Officers, sundry and miscellaneous but regular expenditures, for a Reserve Fund, and all other expenses of the Town not otherwise provided for, with all departments expenses reflected in the "Level 4" column of the Omnibus Budget as presented in the Warrant Document on pages 52 through 55, with \$1.5 million of the Benefits budget allocated to the OPEB Trust Fund.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice vote to accept Article 15, as stated in the motion.

FY2024 Omnibus Budget - May 2023 Annual Town Meeting			Level 4
			<b>FY2024</b>
			<b>Finance Comm. Rec.</b>
<b>01122</b>	<b>Select Board</b>	Personnel	324,226
		Operating	102,500
		<b>Total</b>	<b>426,726</b>
<b>01131</b>	<b>Finance Committee</b>	Personnel	4,000
		Operating	210
		<b>Total</b>	<b>4,210</b>
<b>01132</b>	<b>Reserve Fund</b>	<b>Total</b>	<b>325,000</b>
<b>01135</b>	<b>Town Accountant</b>	Personnel	163,161
		Operating	37,500
		<b>Total</b>	<b>200,661</b>
<b>01141</b>	<b>Board of Assessors</b>	Personnel	207,923
		Operating	87,218
		<b>Total</b>	<b>295,141</b>
<b>01145</b>	<b>Treasurer/Collector</b>	Personnel	326,194
		Operating	60,620
		<b>Total</b>	<b>386,814</b>
<b>01152</b>	<b>Human Resources</b>	Personnel	126,926
		Operating	24,260
		<b>Total</b>	<b>151,186</b>
<b>01155</b>	<b>Technology</b>	Personnel	119,656
		Operating	157,701
		Capital Outlay	45,976
		<b>Total</b>	<b>323,333</b>
<b>01161</b>	<b>Town Clerk</b>	Personnel	168,709

		Operating	11,344
		<b>Total</b>	<b>180,053</b>
<b>01162</b>	<b>Elections</b>	Personnel	25,694
		Operating	16,095
		<b>Total</b>	<b>41,789</b>
<b>01171</b>	<b>Conservation Comm.</b>	Personnel	62,096
		Operating	4,150
		<b>Total</b>	<b>66,246</b>
<b>01175</b>	<b>Planning Board</b>	Personnel	109,697
		Operating	5,050
		<b>Total</b>	<b>114,747</b>
<b>01176</b>	<b>Zoning Board</b>	Personnel	7,213
		Operating	3,875
		<b>Total</b>	<b>11,088</b>
<b>01182</b>	<b>Economic Dev.</b>	Personnel	50,000
		Operating	1,000
		<b>Total</b>	<b>51,000</b>
<b>01199</b>	<b>Sustainability</b>	<b>Total</b>	<b>51,500</b>
<b>01210</b>	<b>Police</b>	Personnel	3,324,429
		Operating	251,308
		Capital Outlay	1,435
		<b>Total</b>	<b>3,577,172</b>
<b>01211</b>	<b>Auxiliary Police</b>	<b>Total</b>	<b>16,002</b>
<b>01220</b>	<b>Fire</b>	Personnel	843,390
		Operating	145,145
		Capital Outlay	35,000
		<b>Total</b>	<b>1,023,535</b>



<b>01231</b>	<b>Ambulance</b>	Personnel	708,352
		Operating	198,150
		<b>Total</b>	<b>906,502</b>
<b>01241</b>	<b>Building Inspection</b>	Personnel	213,689
		Operating	19,200
		Capital Outlay	500
		<b>Total</b>	<b>233,389</b>
<b>01291</b>	<b>Emergency Mgmt</b>	Personnel	10,000
		Operating	12,061
		<b>Total</b>	<b>22,061</b>
<b>01292</b>	<b>Animal Control</b>	<b>Total</b>	<b>38,000</b>
<b>01420</b>	<b>DPW (Hwy)</b>	Personnel	1,058,403
		Operating	357,233
		Capital Outlay	300,000
		<b>Total</b>	<b>1,715,636</b>
<b>01422</b>	<b>Facilities Maint.</b>	Personnel	103,540
		Operating	215,757
		<b>Total</b>	<b>319,297</b>
<b>01423</b>	<b>Snow &amp; Ice</b>	Personnel	50,000
		Operating	200,000
		<b>Total</b>	<b>250,000</b>
<b>01424</b>	<b>Street Lighting</b>	<b>Total</b>	<b>99,820</b>
<b>01433</b>	<b>Solid Waste</b>	<b>Total</b>	<b>1,474,188</b>
<b>01440</b>	<b>Wastewater Treatment</b>	<b>Total</b>	<b>106,275</b>
<b>01499</b>	<b>Motor Vehicle Fuels</b>	<b>Total</b>	<b>176,500</b>

<b>01512</b>	<b>Board of Health</b>	Personnel	165,091
		Operating	8,450
		<b>Total</b>	<b>173,541</b>
<b>01541</b>	<b>Council on Aging</b>	Personnel	223,146
		Operating	61,915
		<b>Total</b>	<b>285,061</b>
<b>01542</b>	<b>Youth &amp; Family</b>	Personnel	154,323
		Operating	19,170
		<b>Total</b>	<b>173,493</b>
<b>01543</b>	<b>Veterans' Services</b>	Benefits	50,000
		Operating	47,207
		<b>Total</b>	<b>97,207</b>
<b>01610</b>	<b>Library</b>	Personnel	436,469
		Operating	188,300
		<b>Total</b>	<b>624,769</b>
<b>01650</b>	<b>Parks &amp; Recreation</b>	Personnel	153,948
		Operating	-
		<b>Total</b>	<b>153,948</b>
<b>01660</b>	<b>Rail Trail</b>	<b>Total</b>	<b>5,000</b>
<b>01692</b>	<b>Celebrations</b>	<b>Total</b>	<b>2,500</b>
<b>01911</b>	<b>County Retirement</b>	<b>Total</b>	<b>2,611,009</b>
<b>01912</b>	<b>Workers' Comp.</b>	<b>Total</b>	<b>380,969</b>
<b>01913</b>	<b>Unemployment</b>	<b>Total</b>	<b>50,000</b>
<b>01914</b>	<b>Employee Benefits</b>	<b>Total</b>	<b>8,364,143</b>

01945	Liability Insurance	Total	391,710
	Subtotal - 01122 - 01945		25,804,014
01300	Holliston Public Schools*	Total	40,529,934
01371	Keefe Technical*	Total	1,529,189
	Education Subtotal		42,059,123
01710	Debt Service	Operating	4,000
		Debt Service	373,650
		Total	377,650
	Total		68,337,994
	Total, Less Debt Service		67,960,344
61450	Water Division (Enterprise)	Personnel	872,110
		Benefits	280,623
		Operating	1,150,115
		Capital Outlay	-
		Debt Service	1,096,833
		Total	3,399,681

**ARTICLE 16. TRANSFER FROM AVAILABLE FUNDS A SUM OF MONEY FOR THE CAPITAL EXPENDITURE FUND**

**SPONSORED BY:** Select Board **Estimated Cost: \$2,350,000**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for the Capital Expenditure Fund; or take any action relative thereto.

**MOTION:** Moved that the Town raise and appropriate the sum of \$2,350,000 for the Capital Expenditure Fund.

**SECONDED**

**DISCUSSION:** None.

**VOTE:** Unanimously passed by voice vote to accept Article 16, as stated in the motion.

**ARTICLE 17. CAPITAL EXPENDITURES**

**SPONSORED BY:** Select Board **Estimated Cost: \$1,270,060**

To see if the Town will vote to raise and appropriate or transfer from available funds, or borrow a sum of money for the purpose of capital expenditures, including replacement and new vehicles and equipment, for the Schools,

Department	Item / Activity	Estimated Cost
Fire/Ambulance	Asst. Fire Chief, SUV (Hybrid), equipped	\$70,000
Facilities	Town Hall ADA Ramp, Front Stairs & Landing	\$75,000
Facilities	Town Hall HVAC Systems	\$12,150
Facilities	Central Fire HVAC Improvements	\$21,910
Facilities	COA (Senior Center) HVAC Systems	\$12,500
Facilities	Police Department HVAC Systems	\$35,000
DPW (Hwy)	Front End Loader with Attachments	\$220,000
DPW (Hwy)	Snow & Ice Equipment	\$36,500
DPW (Grounds)	Equipment & Attachments	\$30,000
School	Shingled Roof(s)	\$757,000
		<b>\$1,270,060</b>

**SECONDED**

**VOTE:** Unanimously passed by voice vote to accept Article 17, as stated in the motion.

**SPONSORED BY:** **Select Board**

**MOTION:** Moved to indefinitely postpone Article 18 in the Warrant.

**SECONDED**

**VOTE:** Unanimously passed by voice vote to indefinitely postpone Article 18, as stated in the motion.

**SPONSORED BY:** Select Board **Estimated Cost:** \$63,599

**MOTION:** Moved that the Town transfer the sum of \$63,599 from Free Cash for the purpose stated in Article 19 in the Warrant.

**SECONDED**

**VOTE:** Unanimously passed by voice vote to accept Article 19, as stated in the motion.

SPONSORED BY:  Select Board

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**MOTION:** Moved to authorize the South Middlesex Regional Vocational Technical School District Committee to establish a Capital Stabilization Account for the South Middlesex Regional Vocational Technical School District, pursuant to Section 16G ½ of Chapter 71 of the Massachusetts General Laws.

**SECONDED**

**DISCUSSION:** None.

**VOTE:** Unanimously passed by voice vote to accept Article 20, as stated in the motion.

**ARTICLE 21. FACILITY FOR DEPARTMENT OF PUBLIC WORKS; DESIGN & ENGINEERING, CONSTRUCTION & ADMINISTRATION**

**SPONSORED BY:** Select Board Estimated Total Cost: \$30,000,000

To see if the Town will vote to raise and appropriate, transfer from available funds or borrow a sum of money for the purpose of designing and constructing a new facility for the Department of Public Works, in addition to decommissioning the two existing facilities located at Arch Street and Central Street for future public or private use; or take any action relative thereto.

**MOTION:** Moved that the Town appropriate the sum of \$7 million from the Capital Expenditure Fund and authorize the borrowing of an additional \$23 million, with 75%, or \$17.25 million, to be non-excluded debt and 25%, or \$5.75 million, to be excluded debt, for the purpose stated in Article 21 in the Warrant related to property at 20 Cross Street, with BOTH the appropriation and borrowing authorization contingent upon successful passage of a corresponding ballot question at the May 23, 2023 election.

**SECONDED**

**DISCUSSION:** Town Administrator, Travis Ahern, introduced a presentation from David Steeves of Weston & Sampson. Devin Howe, 10 Dixon Cir., asked if any contamination remediation has been done. Mr Steeves, responded that they have been through the first phase of testing. Ben Sparrell, 9 Forest Park Rd., stated that once the land has been acquired, we will move forward with phase two. Mr Ahern said that if the property isn't viable for this facility, they would be coming back to Town Meeting, and work with EPA for the best interest of the Town. Melinda Blood, 492 Washington St., asked that if the site were to be cleaned up at a cost of 30 million dollars, would we spend another 30 million dollars to build this facility. Ben Sparrell, answered that we would not, and that we would look for alternative locations to build. Barbara Ryan, 14 Irving Pl., asked what the decommissioning of the current DPW site would be, and what type of clean up would need to be done? She then asked if we have considered combining DPW and Fire into one location for future expansion and needs of the Town. Mr Ahern referred the decommissioning to Mr. Steeves of Weston & Sampson. He explained that we are currently leasing some space in Pope Industrial Park to house one of our fire engines, and the hope is to move that to the new space on Cross St. Mr. Steeves explained that the building would be removed in the proper manner, and that there would be some EPA testing done. Matt Leach, 10 Mill St., asked how we would be paying back the \$17.25 million dollars that would be borrowed? Ken Szajda, 676 Fiske St., answered that the \$2.3 million dollars that we appropriate to the Capital Expenditure Fund, will be put towards our debt service.

**\*\*The Moderator interrupted and took a vote to allow Mr. David Steeves from Weston & Sampson, to speak to Town Meeting, all voted in favor.**

**VOTE:** Passed by hand count vote to accept Article 21, as stated in the motion.

Yes: 137 No: 5

**ARTICLE 22. WATER & TRANSPORTATION INFRASTRUCTURE IMPROVEMENTS**

**SPONSORED BY:** Select Board Estimated Total Cost: \$16,200,000

To see if the Town will vote to raise and appropriate, transfer from available funds or borrow a sum of money for the purpose of designing and constructing improvements to water mains, roadways, sidewalks, and drainage for Norfolk Street, Central Street and Goulding Street; or take any action relative thereto.

**MOTION:** Moved that the Town appropriate the sum of \$2.6 million from the Water Infrastructure Fee Account for Norfolk Street Water Mains, including design and engineering, and further that the Town authorize the borrowing

of an additional \$5.6 million in excluded debt, with ONLY the borrowing authorization contingent upon successful passage of a corresponding ballot question at the May 23, 2023 election

**SECONDED**

**DISCUSSION:** Town Administrator Travis Ahern, gave a presentation, and explained that it makes financial sense to replace the sidewalk at the same time the roads are being redone for water main replacement. The sidewalks will go to the parks on Norfolk Street and the Senior Center on Goulding Street. Ron Pipe, 47 Bittersweet Cir., asked why the Finance Committee members voted against it. Mr. Szajda, stated that sidewalks are not his priority and wanted the town to decide because he didn't know the feeling of the residents. Mr. Alfred stated that he voted against it because he wanted to do one project at a time.

**VOTE:** Passed by hand count vote to accept Article 22, as stated in the motion.

Yes: 110 No: 20

**ARTICLE 23. GOLF COURSE IMPROVEMENTS**

**SPONSORED BY:** Select Board

To see if the Town will vote to transfer from available funds a sum of money for the purpose of making improvements to the cart paths and drainage, and for mitigation of invasive species at Pinecrest Golf Course for holes 2 through 8; or take any action relative thereto.

**MOTION:** Moved to appropriate the sum of \$200,000 from the Pinecrest Revolving Fund for the purposes stated in Article 23 in the Warrant.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to accept Article 23, as stated in the motion.

**ARTICLE 24. REPORT OF THE COMMUNITY PRESERVATION COMMITTEE**

**SPONSORED BY:** Community Preservation Committee

To see if the Town will vote to act on the report of the Community Preservation Committee for the fiscal year 2023 community preservation budget and to appropriate or reserve for later appropriation monies from Community Preservation Fund annual revenues or available funds for the administrative expenses of the Community Preservation Committee, the payment of debt service, the undertaking of community preservation projects and all other necessary and proper expenses for the year:

**Reserves**

Community Housing Reserve	\$ 72,016
Open Space Reserve	\$ 72,016
Historic Resources Reserve	\$ 72,016

**Appropriations**

Administrative Functions to support the Committee	\$5,000
Cemetery Preservation - Hopping Brook Cemetery	\$25,000
Community Farm Improvements (sunset extension)	\$10,000

**Total: \$40,000 (see article 25 for separate request)**

or take any action relative thereto.

**MOTION:** Moved to appropriate the sum of \$30,000 from the Community Preservation Fund General Balance and to extend the sunset provision on the Community Farm improvements to June 30, 2024, as specified in Article 24 in the Warrant.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to accept Article 24, as stated in the motion.

**SPONSORED BY:** Community Preservation Committee

**MOTION:** Moved to appropriate the sum of \$1,100,000 from the Community Preservation Fund for the purpose stated in Article 25 in the Warrant.

**DISCUSSION:** Mark Frank, Park Director, gave a presentation on the improvements to be done.

## ARTICLE 26. INTERIM REPORT OF THE ENVISIONING FUTURE HOLLISTON COMMITTEE

To hear a report from the Comprehensive Long Range Plan Committee (also known as “Envisioning Future Holliston”) pursuant to the charge established at the May 2021 Annual Town Meeting, or take any action relative thereto.

**SECONDED**

**VOTE:** Unanimously passed by voice call vote to accept Article 26, as stated in the motion.

**SPONSORED BY:** **Town Administrator**

**MOTION:** Moved that the Town authorize the Select Board to petition the General Court for special legislation for Mark Dellicker to serve in the capacity of On-Call Deputy Fire Chief until a maximum age of 70, as presented in Article 27 in the Warrant.

**DISCUSSION:** None

## ARTICLE 28. ROAD ACCEPTANCES

To see if the Town will vote to accept as public way Indian Ridge Road South (Station 0+25 to 10+51.55) in the Clearview Estates II Subdivision as shown on the plan entitled "Street Acceptance Indian Ridge South (formerly James Road) Clearview Estates II in Holliston, MA" dated March 13, 2014, prepared by Guerrier & Halnon, Inc. such way having been laid out as Town Ways by the Select Board and taken by eminent domain, or take any action relative thereto.

**MOTION:** Moved that the Town accept Indian Ridge Road South as a public way, as further described in Article 28 in the Warrant.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to accept Article 28, as stated in the motion.

## **ARTICLE 29. TREE BYLAW (ORDINANCE)**

**SPONSORED BY:** Select Board

To see if the Town will vote to amend its General Bylaws by adding a new Article XLVII, entitled "Tree Protection & Preservation Bylaw" as follows:

### **ARTICLE XLVII TREE PROTECTION & PRESERVATION**

#### **Section 1. Intent and Purpose**

Trees are recognized for their abilities to improve air quality, protect from glare and heat, reduce noise, aid in the stabilization of soil, provide natural flood and drainage control, create habitats for wildlife, enhance aesthetics and property values, contribute to the distinct character of certain neighborhoods, provide natural privacy to neighbors, and reduce ambient carbon in the atmosphere.

Therefore, the Town deems that the preservation and protection of Public Shade Trees pursuant to General Law Chapter 87 and plantings on public grounds, the requirement to replant trees to replace those removed, and/or the collection of financial contributions to support the Town's tree planting and maintenance efforts are public purposes that protect the public health, welfare, environment and aesthetics.

The provisions of this bylaw, when pertaining to private property, apply only when there is an activity subject to a Stormwater and Land Disturbance Permit per Article XLI or construction of a new street.

This article is adopted in accordance with the authority granted by Amendment Article 89 to Article II of the Massachusetts Constitution, Chapter 294 of the Acts of Massachusetts 1920, as amended, and the powers granted to cities in the Massachusetts General Laws.

#### **Section 2. Definitions**

Diameter at Breast Height – A standard for the measurement of tree trunks, the diameter of the tree measured at 4.5' above the ground. Abbreviated as DBH.

Protected Tree – Any tree on portions of private land subject to land disturbance permitting with a diameter at breast height of 6" or larger.

Public Shade Tree – Any tree within the public right-of-way except for state highways that, as determined by the Tree Warden, has any portion of the stem actively growing into the public right-of-way.

Town Tree - Any tree within a public park or open space under the jurisdiction of the Select Board, on public school grounds, or on any other Town-owned land

Tree Warden - See Article XXXIII of the General By-Laws. Additionally, the Tree Warden shall be authorized to expend funds appropriated for planting trees and enforce provisions of this by-law. The Tree Warden shall utilize the standards of ANSI A300 to the extent practicable in all aspects of tree planting, maintenance and removal.

#### **Section 3. Applicability**

1. Applicability: The requirements of this Article shall apply under any of the following circumstances:

- Proposed cutting of existing public shade trees on public ways or of Town Trees, including those subject to review under Section 3 of Article IX on designated Scenic Roads.
- Any activity subject to a Stormwater and Land Disturbance Permit per Article XLI which may include



clearing, grubbing, grading, placement of fill, excavation of soil or other site work that will result in a land disturbance exceeding 10,000 s.f. or more or more than 25% of the parcel or lot, whichever is less or any activity that will disturb over 250 s.f. of land with 10% or greater slope.

- Creation of any new subdivision street.

2. Exemptions: The requirements of this Article shall not apply to:

- Normal maintenance and improvement of land in agricultural or logging use which is consistent with MGL, c. 40A, s. 3 and 310 CMR 10.04.
- Construction of fencing and utilities other than drainage that disturbs less than 10,000 s.f. and which will not alter terrain or drainage patterns.
- Maintenance of existing dwellings, including landscaping, utility connections and driveways, provided such maintenance does not disturb 10,000 s.f. or more or alter drainage patterns.
- Those areas of property under the jurisdiction of the Wetlands Protection Act (MGL c. 131 s. 40 and 310 CMR 10.00 *et seq.*) and the Holliston Wetlands Protection Bylaw (Article XXXI), wherein the Conservation Commission regulates the retention and/or replacement of trees located on private land.
- Emergency projects necessary for public safety, health and welfare as determined by the Building Inspector, Tree Warden, or Fire Chief.

#### **Section 4. Public Shade Trees and Town Trees**

A Public Shade Tree or Town Tree shall not be cut, pruned, removed or damaged by any person or the Town until and unless the Tree Warden issues a written permit pursuant to this section.

Any person seeking to prune or remove a Public Shade Tree or Town Tree shall submit an application to the Tree Warden in accordance with any published application requirements. The Tree Warden shall hold a public hearing on applications for removal, at the expense of the applicant, in accordance with provisions outlined in MGL c. 87. Any permit issued by the Tree Warden may specify schedules, terms, and conditions as deemed appropriate by the Tree Warden, including contributions to the Tree Fund.

#### **Section 5. Protected Trees**

##### A. Tree Protection & Mitigation:

- 1) Demolition and/or construction activity (as identified under Section 3(1)) on a property on which a Protected Tree is located is prohibited unless required tree protection and/or mitigation measures will be taken as set forth in this subsection.
- 2) Protection: Each Protected Tree to be retained on property planned for demolition and/or construction activity shall be protected by the establishment of a Tree Save Area. The Tree Save Area shall be delineated within the submitted Tree Protection & Mitigation Plan.
- 3) Mitigation: The removal of a Protected Tree from a property in connection with one or more of the circumstances set forth in Section 3(1) shall require mitigation by satisfying one of the following provisions (i. *Replanting of Trees* or ii. *Contribution to the Town of Holliston Tree Fund*). Mitigation measures shall be identified in the submitted Tree Protection and Mitigation Plan. The removal or proposed removal of a Protected Tree(s) that has been mitigated for in conjunction with a previous applicable permit shall not require additional mitigation under subsequent permits unless such mitigation has not been completed or otherwise assured.
  - i. *Replanting of Trees:* For each Protected Tree(s) which is/are removed, **no less than** one new tree(s) shall be replanted in accordance with the following:
    - Each new tree must have a minimum caliper of three (3) inches;
    - Such replanting, either on the applicant's land or on land abutting the applicant's land with the express written approval of the owner of such abutting land, shall occur prior to Final Inspection, or be otherwise assured at such time to the satisfaction of the Planning Board in a manner consistent with the Rules and Regulations;

- ii. *Contribution to the Tree Fund:* The Planning Board shall establish a Tree Fund contribution schedule, such schedule to be based on the DBH of Protected Tree(s) to be removed, impact on Town infrastructure, and other environmental impacts associated with the removal of the Tree. The schedule may also take into account the aggregate DBH of Protected Trees to be removed. The applicant shall make such contribution to the Tree Fund for the removal of a Protected Tree, not already mitigated.

**B. Maintenance of Protected and Replanted Trees:**

- 1) Protected Trees: Each Protected Tree retained shall be maintained in good health for a period of no less than twenty-four (24) months from the date of Final Inspection, or issuance of a Certificate of Occupancy if applicable. Should such Tree die within this twenty-four (24) month period, the owner of the property shall be required to provide mitigation consistent with the requirements for the removal of a Protected Tree as contained herein within nine (9) months from the death of the original Tree.
- 2) Replanted Trees: All new trees replanted to mitigate the removal of Protected Tree(s) shall be maintained in good health for a period of no less than twenty- four (24) months from the date of planting. Should such Tree die within this twenty-four (24) month period, the owner of the property shall be responsible for replacing the tree with a tree equal to or greater than the size of the original replacement Tree at the time of planting; such Tree shall be planted within nine (9) months of the death of the original replacement tree.

**Section 6. Town of Holliston Tree Fund**

Any contributions collected per this Article shall be deposited in the Tree Fund. Funds contributed for specific purposes must be clearly stated and accepted by the Holliston Select Board. Funds contributed as mitigation for removal of trees as part of public or private development shall clearly state the purpose of the mitigation and be communicated clearly to the Holliston Select Board with the deposit of funds.

**Section 7. Rules and Regulations**

The Tree Warden and Planning Board may promulgate or amend Rules and Regulations which pertain to the administration of this Article, and shall file a copy of said rules in the office of the Town Clerk. Such rules may prescribe the size, form, contents, style, and number of copies of plans and specifications, the procedure for the submission and approval of such plans, the procedure for determining final compliance with these regulations. The adoption or amendment of Rules and Regulations shall be after a public hearing to receive comments on the proposed or amended Rules and Regulations. The public hearing shall be advertised once in a newspaper of general local circulation, at least 14 days prior to the date of the public hearing.

**Section 8. Enforcement**

A Public Shade Tree or Town Tree shall not be cut, pruned, removed or damaged by any person or the Town until and unless the Tree Warden issues a written permit pursuant to this section, nor shall any person or the Town fail to comply with any enforcement order issued pursuant to this Bylaw.

The Planning Board, their agent(s), officer(s), and employee(s) shall have authority to enter upon privately owned land for the purpose of performing their duties under this bylaw, subject to the constitutions and laws of the United States and the Commonwealth.

The Tree Warden and Planning Board shall have authority to enforce this Bylaw, its Regulations, and permits issued thereunder by letters, phone calls, electronic communication and other informal methods, violation notices, non-criminal citations under G.L. Ch. 40 s. 21D, and civil and criminal court actions.

Any person who violates provisions of this Bylaw may be ordered to restore the property to its original condition and take other action deemed necessary to remedy such violations, or may be fined, or both.

Upon request of the Tree Warden, the Select Board and Town Counsel shall take legal action for enforcement under civil law. Municipal boards and officers, including any police officer or other officer having police powers, shall have authority to assist the Tree Warden and Planning Board in enforcement.

Any person who violates any provision of this Bylaw, Regulations, permits, or administrative orders issued thereunder, shall be punished by a fine of not more than \$300. Each day or portion thereof during which a violation continues shall constitute a separate offense, and each provision of the Bylaw, Regulations, permits, or administrative orders violated shall constitute a separate offense.

As an alternative to criminal prosecution in a specific case, the Tree Warden or Planning Board may issue citations with specific penalties pursuant to the non-criminal disposition procedure set forth in G.L. Ch. 40 s. 21D, which has been adopted by the Town in Article XXIV s. 9 of the general bylaws. The penalty shall be \$100 for the first violation, \$200 for the second violation, and \$300 for each and all successive violations.

#### **Section 9. Severability**

The invalidity of any section or provision of this bylaw shall not invalidate any other section or provision thereof, nor shall it invalidate any permit, approval or determination which previously has been issued.

**MOTION:** Moved that the Town accept and adopt the General Bylaws amendment as printed in Article 29 in the Warrant.

#### **SECONDED**

**DISCUSSION:** Devin Howe, 10 Dixon Cir., feels that this is a very restrictive by-law. He calculated that in a new subdivision the cost for tree mitigation would be \$65,000 per a one acre clearing. Mark Whittaker, 543 Central St., asked how this would apply to current residents. Travis Ahern, Town Administrator, responded that we have compared this to other communities and found this to be less restrictive. Mr. Whittaker made a motion to indefinitely postpone this article.

#### **MOTION TO INDEFINITELY POSTPONE ARTICLE 29**

#### **SECONDED**

**DISCUSSION:** Mary Greendale, 198 Highland St., stated that this did not come from a point of restricting what people can do on their property, rather a place of protecting legacy trees. Shaw Lively, 15 Sabina Dr., is in support of indefinitely postponing this article, and also noted that the DPW is our current Tree Warden and concerned that he will have the time and resources to oversee this new law. Travis Ahern, said that we now have a Grounds and Tree Division within the DPW who would oversee this.

**VOTE:** Passed by voice call vote to indefinitely postpone Article 29, as stated in the motion.

### **ARTICLE 30. NO KNOCK REGISTRY / PEDDLING & HAWKING**

#### **SPONSORED BY: Select Board**

To see if the Town will vote to amend its General Bylaws by adding a new Article XLVIII, entitled "Peddling, Hawking and Solicitation" as follows:

#### **Section 1 - Behavior Standards**

##### **A. Hawkers and peddlers.**

No person hawking, peddling, carrying, or displaying any article for sale shall cry his/her wares to the disturbance of the peace and comfort of the inhabitants of the Town, nor shall he/she carry or convey such articles in any manner that will tend to injure or disturb the public health or comfort, and otherwise than in vehicles and receptacles which are neat, clean, and do not leak.

#### **Section 2 -Door-to-Door Solicitation**

##### **A. Title.**

This Section shall be known as the "Door-to-Door Solicitation and No Solicitation Law" of the Town of Holliston.

##### **B. Findings and intent.**

This article is intended to regulate door-to-door sales by licensing sales agents; establishing a *No Solicitation Registry* and setting reasonable time and manner restrictions on door-to-door solicitation, including enforcement of the No Solicitation Registry.

##### **C. Definitions.**

The following words and phrases shall have the following meanings:

DOOR-TO-DOOR SALES

The in-person solicitation of sales of goods or services for present or future delivery by entry upon residential property, including multifamily or duplex residential property, or by soliciting persons located on residential property from a street, sidewalk or other adjacent property, without the prior invitation of the person to be solicited.

#### **DOOR-TO-DOOR SALES PERMIT**

A permit issued to a sales agent to engage in door-to-door sales in accordance with this article.

#### **NO SOLICITATION REGISTRY**

A registry of residential addresses in the Town, organized alphabetically by street name, indicating those residential properties placed on the registry at the request of the owner or occupant indicating that he or she does not want sales agents to enter his or her property.

#### **SALES ORGANIZATION**

Any entity engaged in the supervision, recruitment, retention or employment of a salesperson or salespersons, including any person or representative thereof.

#### **SALESPERSON**

Any person engaged in door-to-door sales of goods or services for present or future delivery.

#### **SALES SUPERVISOR**

Any person who directs or supervises a salesperson or salespersons engaged in door-to-door sales.

### **D. Administration.**

The Town of Holliston door-to-door sales permit process shall be administered by the Holliston Police Department. The Town of Holliston No Solicitation Registry shall be maintained by the Holliston Police Department.

### **E. Application requirements.**

1. Each salesperson must apply individually to the Holliston Police Department during posted administrative hours by submitting a completed application, which shall require:
  - (a) Government-issued photographic identification.
  - (b) Date of birth.
  - (c) Social security number.
  - (d) Permanent residential address.
  - (e) Home telephone number.
  - (f) Temporary local address.
  - (g) Current cell phone number.
  - (h) Sales organization information.
  - (i) Sales supervisor identity.
  - (j) Make, model, color and registration number of any vehicle(s) used to transport the sales agent, his/her supervisor, or sales materials.
  - (k) Such other verifying information as may be reasonably required.
2. Failure to submit any of the information listed above may be grounds for denial of the permit.
3. An application fee to be established and adjusted from time to time by the Select Board shall accompany each Town of Holliston door-to-door sales permit application.
4. Background check. Subject to the provisions of the Massachusetts Criminal Records Offender Information Act, M.G.L. c. 6, § 167 et seq., and regulations set thereunder, the Holliston Police Department shall conduct a criminal records check of each applicant for a Town of Holliston door-to-door sales permit to determine the applicant's fitness and suitability to conduct door-to-door sales. The background check shall be initiated within seven days of receipt of the application. The Holliston Police Department may deny a permit hereunder if the background check reveals any convictions for felonies or other offenses that, in the judgment of the Department, may imperil the public health, safety or welfare.
5. A decision on the application shall be issued by the Holliston Police Department, in writing, within 30 days following receipt of the results of the background check.
6. All permits must be renewed annually, with applications for renewal including information with respect to any of the required material required in this Section

### **F. No Solicitation Registry.**

1. Residents may submit their property for inclusion on the No Solicitation Registry, without charge, to the Holliston Police Department.

2. Upon approval and issuance of a Town of Holliston door-to-door sales permit, each salesperson shall be provided with a copy of the No Solicitation Registry.

3. The only exceptions to the No Solicitation Registry shall be limited to Holliston youth groups serving children 17 years of age and under, politicians campaigning and religious organizations. Such excepted organizations and entities shall not be required to obtain a permit hereunder.

**G. Door-to-door sales regulations.**

1. No salesperson shall engage in door-to-door sales without first having applied for and received a Town of Holliston door-to-door sales permit.

2. No sales organization shall allow any salesperson to engage in door-to-door sales who has not applied for and received a Town of Holliston door-to-door sales permit.

3. No sales supervisor shall direct or supervise, direct, or allow any salesperson to engage in door-to-door sales who has not applied for and received a Town of Holliston door-to-door sales permit.

4. No salesperson shall enter within the perimeter of any residential property included on the No Solicitation Registry. In addition to the fine(s) established below, inclusion of a residential property on the No Solicitation Registry except those identified in herein shall constitute notice prohibiting trespass under M.G.L. c. 266 § 120.

5. No salesperson shall solicit sales from a person situated within a residential property included on the No Solicitation Registry from street, sidewalk or other adjacent property except those identified herein.

6. Each salesperson shall carry the Town of Holliston door-to-door sales permit at all times while engaged in door-to-door sales and shall display said permit upon request by any police officer, Town official or any person present at a residential property where door-to-door sales are solicited.

7. No salesperson or supervisor shall use any vehicle to transport persons or materials for door-to-door sales unless said vehicle is identified in the Town of Holliston door-to-door sales permit application.

8. Door-to-door sales shall not be conducted except during the hours between 9:00 a.m. and 7:00 p.m.

**H. Violations and penalties.**

1. Each violation of any provision of this article shall be punished by a fine not to exceed \$100.

2. Upon the occurrence of a second violation of this article by any salesperson, the issuing authority may, by seven days' prior written notice, revoke that salesperson's Town of Holliston door-to-door sales permit.

**I. Severability.**

The invalidity of any portion of this article shall not invalidate any other provision thereof, nor shall it invalidate any permit, approval or determination which previously has been issued.

**MOTION:** Moved that the Town accept and adopt the General Bylaws amendment as printed in Article 30 in the Warrant, with an amendment to Section F-3 in which "17 years of age and under" is updated to "18 years of age and under."

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to accept Article 30, as stated in the motion.

**ARTICLE 31. EASEMENT FOR ACCESS & UTILITIES**

**SPONSORED BY:** Select Board

To see if the Town will vote, pursuant to G.L. c. 40, §15A, to transfer from the Select Board for general municipal purposes to the Select Board for general municipal purposes and for conveying a non-exclusive easement, and to authorize the Select Board to grant a non-exclusive easement for purposes of the improvement, construction and/or installation of access and utilities in, over or under that land shown as "30' Wide Access, Egress, & Utility Easement", as shown on a Plan entitled, "Easement Plan of Land Jasper Hill Road, Holliston, Mass", dated April 21, 2023, prepared by Applewood Survey Co., LLC, on file with the Town Clerk, on such terms and conditions as the Select Board shall determine, including with any such restrictions the Select Board may deem appropriate, said conveyance to be for such consideration as the Select Board deem appropriate including nominal consideration, and to authorize the Select Board to enter into and/or execute any offers, licenses, temporary or permanent easements, agreements or instruments as may be necessary for such conveyance, and to expend funds which may be necessary for professional engineering, architectural services, design, site investigation/testing, preparation

and/or demolition, installation and all other incidental and related costs, or pass any vote or take any action relative thereto.

**MOTION:** Moved that the Town approve Article 31 as written in the Warrant.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to accept Article 31, as stated in the motion.

## **ARTICLE 32. STORMWATER EASEMENT**

**SPONSORED BY:** Select Board

To see if the Town will vote, pursuant to G.L. c. 40, §15A, to transfer from the Select Board for general municipal purposes to the Select Board for general municipal purposes and for conveying a non-exclusive Storm Water Management Easement, and to authorize the Select Board to grant a non-exclusive Storm Water Management Easement for purposes of the improvement, construction and/or installation of stormwater management over or under that land shown as "Storm Water Management Easement", as shown on a Plan entitled, "Easement Plan of Land Jasper Hill Road, Holliston, Mass", dated April 21, 2023, by Applewood Survey Co., LLC, on file with the Town Clerk, on such terms and conditions as the Select Board shall determine, including with any such restrictions the Select Board may deem appropriate, said conveyance to be for such consideration as the Select Board deem appropriate including nominal consideration, and to authorize the Select Board to enter into and/or execute any offers, licenses, temporary or permanent easements, agreements or instruments as may be necessary for such conveyance, and to expend funds which may be necessary for professional engineering, architectural services, design, site investigation/testing, preparation and/or demolition, installation and all other incidental and related costs, or pass any vote or take any action relative thereto.

**MOTION:** Moved that the Town approve Article 32 as written in the Warrant.

**SECONDED**

**DISCUSSION:** None

**VOTE:** Unanimously passed by voice call vote to accept Article 32, as stated in the motion.

## **ANNUAL TOWN ELECTION**

**May 23, 2023**

Pursuant to the foregoing Warrant, the inhabitants of the Town of Holliston who were qualified to vote in Elections met at the Holliston High School Field House (Gymnasium) on Tuesday May 23, 2023 at 7 AM and were called to order by the Town Clerk, Elizabeth Greendale who administered the oath, to the following election workers:

**WARDEN:** Amanda Lacey

**CLERK:** Cynthia Foster

**ASSISTANT TOWN CLERK:** Lori Kelly, Acting Asst. Town Clerk

**STAFF:**

### **PRECINCT 1**

**INSPECTOR:** Anne Zegel

**BALLOT CLERK:** Pat Boyd, Jane Gilfoy

**CHECKERS:** Lynn Collari, Tony Lulek, Lisa Deering

### **PRECINCT 2**

**INSPECTOR:** Bob Smith

**BALLOT CLERK:** Mary Sharon Dufault, Carol Foster

**CHECKERS:** Larry Wise, Ed Loftus, Peter Deering

**PRECINCT 3****INSPECTOR:** Kathie Patterson**BALLOT CLERKS:** Maryalis Bushee, Val Ogilvie**CHECKERS:** Shannon Cornwell, Shelly Smalley, Laura Zimon**PRECINCT 4****INSPECTOR:** Dennis Bergeron**BALLOT CLERK:** Pam Kyrka**CHECKERS:** Yvette Cain, Chris Cain, Frank Villa, Beth Villa

Police Officers on duty for the day were: Officer Ryan Parent (7-2), Chief Matt Stone (2-9)

Prior to the opening of the polls the Warden and the Clerk opened and checked each ballot box to be sure they were empty, and the counters registered at 0. The "0" tapes from the machines were properly hung on the wall next to the door for public display. All four voting areas were checked by the inspectors, including each voting station and the station for handicapped persons.

After the election workers were sworn in by the Town Clerk, the Warden declared the polls open for voting at 7 AM.

The weather was sunny in the 70's

The Absentee ballots were processed throughout the day. There were no hand counted ballots, 1 Provisional Ballot and there were very few issues with the machines.

At 8 PM the Warden declared the polls closed and the ballot box registers were as follows:

Precinct 1: 286  
 Precinct 2: 289  
 Precinct 3: 224  
 Precinct 4: 313  
**TOTAL 1,112**

The ballots were gone through in each precinct, checking for write-in candidates, and then counted by the following people after being sworn in by Town Clerk, Elizabeth Greendale:

Kristy Wiwczar	Stacey Raffi	Jack Connors
Meredith McShane	Dan Lacey	Pamela Pinter-Parsons
Mark Dooley	Stephen Robinson	Susan Magri
Alex Suhajda	Barbara Ryan	Cheryl Anastasia
Maura Haley	Jennifer Burgett	Karen DiModica
Regina Savage		

The unofficial results were read at 8:25 PM.

Precinct	1	2	3	4	Total
<b>SELECT BOARD &amp; HWY SURV. VT. 1</b>					
Ben Sparrell	259	253	196	270	<b>978</b>
Write Ins	0	1	1	1	<b>3</b>
Blanks	27	36	27	42	<b>132</b>

<b>TOTAL</b>	<b>286</b>	<b>290</b>	<b>224</b>	<b>313</b>	<b>1113</b>
<b>ASSESSOR OF TAXES VT 1</b>					
Mary M. Greendale	258	255	191	266	<b>970</b>
Write Ins	2	1	1	0	<b>4</b>
Blanks	26	34	32	47	<b>139</b>
<b>TOTAL</b>	<b>286</b>	<b>290</b>	<b>224</b>	<b>313</b>	<b>1113</b>
<b>SCHOOL COMMITTEE VT 2</b>					
Daniel Alfred	219	210	173	226	<b>828</b>
Sarah Fitzgerald	226	217	185	232	<b>860</b>
Margaret Miller	14	26	7	16	<b>63</b>
Jamie Wolf	26	50	22	37	<b>135</b>
Write Ins	3	2	1	2	<b>8</b>
Blanks	84	75	60	113	<b>332</b>
<b>TOTAL</b>	<b>572</b>	<b>580</b>	<b>448</b>	<b>626</b>	<b>2226</b>
<b>BOARD OF HEALTH VT 1</b>					
Joshua Mann	243	246	187	260	<b>936</b>
Write Ins	0	2	1	0	<b>3</b>
Blanks	43	42	36	53	<b>174</b>
<b>TOTAL</b>	<b>286</b>	<b>290</b>	<b>224</b>	<b>313</b>	<b>1113</b>
<b>TRUSTEE OF LIBRARY VT 2</b>					
Kara C. Peterson	239	238	189	261	<b>927</b>
Gwenyth Swain	234	234	184	251	<b>903</b>
Write Ins	0	0	0	0	<b>0</b>
Blanks	99	108	75	114	<b>396</b>
<b>TOTAL</b>	<b>572</b>	<b>580</b>	<b>448</b>	<b>626</b>	<b>2226</b>
<b>FINANCE COMMITTEE VT 2</b>					
Michelle F. Zeamer	238	230	184	251	<b>903</b>
Julie L. Winston	248	243	185	252	<b>928</b>
Write Ins	1	5	0	3	<b>9</b>
Blanks	85	102	79	120	<b>386</b>
<b>TOTAL</b>	<b>572</b>	<b>580</b>	<b>448</b>	<b>626</b>	<b>2226</b>
<b>FINANCE COMMITTEE 1 YR</b>					
Mark Whittaker	240	230	186	256	<b>912</b>
Haley Fetrow	0	4	0	0	<b>4</b>
Write Ins	1	1	3	1	<b>6</b>
Blanks	45	55	35	56	<b>191</b>
<b>TOTAL</b>	<b>286</b>	<b>290</b>	<b>224</b>	<b>313</b>	<b>1113</b>



<b>PARK COMMISSIONER VT 1</b>					
Brian MacDonald	249	242	194	266	<b>951</b>
Write-ins	0	2	1	1	<b>4</b>
Blanks	37	46	29	46	<b>158</b>
<b>TOTAL</b>	<b>286</b>	<b>290</b>	<b>224</b>	<b>313</b>	<b>1113</b>
<b>PLANNING BOARD 5 Year VT 1</b>					
William D. Thorn	244	240	189	257	<b>930</b>
Write Ins	0	2	0	0	<b>2</b>
Blanks	42	48	35	56	<b>181</b>
<b>TOTAL</b>	<b>286</b>	<b>290</b>	<b>224</b>	<b>313</b>	<b>1113</b>
<b>Question 1</b>					
Sidewalks -Norfolk, Central & Goulding					
Yes	128	166	133	236	<b>663</b>
No	155	119	90	74	<b>438</b>
Blanks	3	5	1	3	<b>12</b>
<b>TOTAL</b>	<b>286</b>	<b>290</b>	<b>224</b>	<b>313</b>	<b>1113</b>
<b>Question 2</b>					
Public Works - 20 Cross St					
Yes	187	188	159	218	<b>752</b>
No	97	93	64	88	<b>342</b>
Blanks	2	9	1	7	<b>19</b>
<b>TOTAL</b>	<b>286</b>	<b>290</b>	<b>224</b>	<b>313</b>	<b>1113</b>

## DEPARTMENTAL REPORTS

### ANIMAL CONTROL

The mission of the Ashland and Holliston Animal Control and Inspection Department is, and always has been, to provide a safe and humane shelter for unwanted, stray, abused and impounded animals in accordance with State regulations. The Animal Control Department is responsible for assuring the timely and effective enforcement of the Town's By-laws and State laws. Animal Control strives on a daily basis to protect the public's health and safety from vicious, diseased or injured animals. The Department also improves animal welfare and public safety through educating the public about responsible animal care and ownership and to reduce the number of unwanted animals in the community. The average call on any given day was related to dogs running at large. We would like to reiterate that Town has a By-law which requires all dogs be under their owner's control at all times. During the year, the 62 department received numerous calls related to displaced or injured wild life. Foxes and coyotes have been predominant in our community over the past year. We urge residents to keep their cats and small dogs in, not only for their safety, but also to minimize exposure to diseases that your animal can bring indoors. As the community continues to grow, it is important to realize that wild life will continue to be displaced and prove to be a challenge for all of us.

### BLAIR SQUARE

The Board of Selectmen voted to establish the Blair Square Committee on August 28, 2017.

MISSION: The Holliston Blair Square Committee is to evaluate and recommend the best long term use of Blair Square from Church to Exchange Streets.

- One (1) (Veteran); **Walter McGrath**
- One (1) (Friends of the Rail Trail) **Gretchen Prieve**
- One (1) (Selectman) **Open** (Ben Sparrell)
- One (1) (Planning Background) **Peter Barbieri**
- One (1) (Historic Preservation Background) **Eric Woodhouse**
- One (1) (Parks Commission) **Shaw Lively**
- One (1) At Large (prefer frequent trail user) **Kevin Conley**
- Herb Brockert
- Martha Ellis

The help we received from Town Administrator Travis Ahern was always exceptional.

The help from Facilities Director, James Keast, was off the chart!

But before we started we met with Police Chief Matt Stone and Fire Chief Michael Cassidy for a tour of the area and what we envisioned it might be on April 09, 2019. They had no problems with it.

Then we spoke to the DPW Director Sean Reese on April 10, 2019, he also had no problem with it and recognized the maintenance it would need.

Then we received some advice.....

- ***I love the plan. Hope it doesn't get "value engineered."* - Robert Weidknecht**

We had timelines and spreadsheets and always updated them!

The costs would be about \$600,000 after we deducted a few things. We would have to look for funding! Mostly from the CPC. After much work we got funding from the CPC. (Thanks Frank!)

We received letters of support from:

- Charles F. DuFord Post 47 - American Legion
- Holliston Lions Club
- Mudville Base Ball Club
- Holliston Recreation Department
- Holliston Council on Aging - Senior Center
- Holliston Trails Committee
- State Rep Carolyn Dykema
- Leonard D. Chesmore Post 8507
- Friends of Holliston Trails
- Vesta Real Estate - Ed Daniels
- Neighbor Jason Green

We also had the support of:

- Holliston Board of Select
- Dave Keim, Holliston Miller School Principal
- John Drohan of the HBA
- And some of the Fin Com members who also went on tours!

We did a public survey that was highly favorable.

We did many tours!

We notified neighbors.

We set up information desks here at Blair Square as well as Town Meeting.

We received a \$45k matching from the Friends of Holliston Trail.

We received \$45k from Celebrate Holliston.

We received the works of Tom Chipman from Chipman Electric.

We received help from Herb Brockert.

We got aid from the ARPA grant.

Friends of Holliston Trail also donated funding for the trash receptacles.  
 The help from Regan Harold of Beals and Thomas and Inge Daniels was so super awesome words can not thank them enough!!  
 They were a great help in making this whole thing happen and seeing it all through!  
 The trail is already used by so many people and groups  
 Now the possibilities are even greater to bring the townspeople together.  
 Keep dreaming and see it happen!  
 The possibilities are endless!

## **BOARD OF ASSESSORS**

The primary role of the Board of Assessors is to value all Real Estate and Personal Property within Holliston at full and fair market value as of January 1st of each calendar year, based on real estate sales from the prior calendar year(s).

Both Massachusetts General Laws and the Massachusetts Department of Revenue's Rules and Regulations govern the actions of the Board and its professional staff. All processes and activities of the Board and the professional staff are monitored and reviewed by several Department of Revenue units and field personnel.

Residential values for Fiscal Year 2023 (July 1, 2022 through June 30, 2023) primarily were determined by analyzing sales within Holliston during calendar years 2020 and 2021 and the status of properties as of January 1, 2022.

Sales analysis looks at many factors including, but not limited to, square footage of living area, quality of construction, condition, age, style and the location of the home. The results of this analysis must meet the standards required by, and annually reviewed by, the Department of Revenue.

Personal Property values are based upon costs and depreciation schedules. Commercial and Industrial properties are valued by the Assessors with the support of independent consultants. Commercial and Industrial values are determined using cost analysis, market sales, or income and expense analysis, depending upon the use of the property.

The result of this analysis was a \$3,530,888,773 total valuation for the town for Fiscal Year 2023. Specific classes of property valuations for the Town of Holliston for Fiscal Year 2023, as certified by the MA Department of Revenue, were:

Residential	\$3,047,813,348	86.3308%
Commercial	92,018,799	2.6205%
Industrial	274,050,876	7.7626%
Personal Property	116,505,750	3.3001%
<b>Total</b>	<b>\$3,530,388,733</b>	<b>100%</b>

In Fiscal Year 2023, there were 4,533 single-family homes and 560 condominiums in Holliston.

The town reported \$469,303 in new Residential growth; \$466,380 in Industrial growth; and, \$590,679 in Personal Property growth – for a total valuation growth of \$1,526,362.

The Fiscal Year 2023 tax rate was certified by the MA Department of Revenue at \$15.40 per thousand dollars of valuation. This tax rate was calculated by dividing the total tax levy (the amount of money being raised through taxes) by the total value of property in town. (\$54,367,987 divided by \$3,530,388,733) times 1,000.

During Fiscal Year 2023, the Assessing staff conducted two workshops at the Holliston Senior Center focusing on what exemptions are available for eligible senior citizens.

The elected Board of Assessors are Mary Greendale, Jeffrey Marshall and Stephen Wang.

Current staff: Kevin Rudden (MA Accredited Assessor #1295) is Principal Assessor. Sherrie Bates (MA Accredited Assessor # 1324) is Assistant Assessor. Sharlene Harris and Christopher Beaudry are part-time Principal Clerks.

### **BUILDING DEPARTMENT**

The Building Department consists of eight staff members, this includes the full-time Building Commissioner and Zoning Official, full-time Office Manager and full-time assistant Building Inspector. We have four part time inspectors (3 Electrical and 2 Plumbing and Gas Inspectors.) The Department is responsible for the issuance of all building, electrical, plumbing, gas, sheet metal and trench permits related to the construction, alteration, repair and maintenance of buildings and structures in the town.

The Department is committed to the enforcement of the most recent State Building, Electrical, Plumbing and Gas Codes. This also includes the Holliston Zoning Bylaws, Architectural Access Board Regulations and many other regulations relative to public safety. The Building Department staff provides technical assistance to property owners, builders, contractors, real estate professionals. We also work closely with town boards and committees as well as other Town departments. In addition to issuing permits and conducting required onsite inspections, the Building Department staff spends an increasing amount of time reviewing subdivision plans, special permit and variance requests, site plans, making zoning determinations and addressing zoning complaints.

During the 2023 fiscal year, the Building Department issued 997 Building Permits, 110 Sheet Metal Permits, 361 Plumbing Permits, 310 Gas Permits, and 680 Electrical Permits. This is an overall 5.6% decrease from the 2022 fiscal year. The permit fees generated in the 2023 fiscal year amounts to \$557,198, which is an overall 29.02% decrease from the 2022 fiscal year. In FY 2023, 17 permits for new construction were issued versus 28 permits issued in FY 2022.

Staff Members Include: Mark Kaferlein - Building Commissioner and Zoning Official, Melissa Verrengia - Office Manager, Bob Fogarty - Assistant Building Inspector, William Erickson, Michael Perkins, David Stanley - Wiring Inspectors, Paul J. Elder, Joseph Zacchilli - Plumbing and gas inspectors

### **COMMUNITY FARM ADVISORY COMMITTEE**

The Holliston Community Farm Advisory Committee is a seven-member committee that was formed by the Select Board. The objective of this committee is to determine management and future uses of this property that was purchased by the Town of Holliston and was previously known as the Serocki Farm at 34 Rogers Road. The property encompasses approximately 30 acres, 20 of which is Open Space with trail access and 10 acres for agricultural purposes. The property includes a 100-foot greenhouse, a residential home, and a barn.

Our vision of the Holliston Community Farm is as follows:

1. Location to host educational events, both in the house and on the grounds, especially those promoting agricultural and environmental themes.
2. Preserve open space area to minimize impact on wildlife.
3. Showcase history of farming in the area by utilizing the property to revive interest in agriculture and demonstrate how vital it is to all of us.
4. Restrict and manage activities on the entire property so as not to destroy any of the resources.
5. Provide a sanctuary for the community to enjoy that leverages the peaceful location.
6. Partner with other farms to offer products and services directly to individuals in the community, which are different from those provided by the commercial farms in town.

To achieve the above vision, the Community Farm Advisory Committee maintains the property and structures and holds fundraising events to generate revenue for further improvements and for the purpose of making the location known to residents.

Improvements to the property during the reporting period include the following:

1. Repaired deteriorating plots
2. Built and installed 5 additional plots, making 30 total
3. Worked with Eagle Scout to build handicap accessible garden bed
4. Maintained pre-existing trails for walking
5. Maintained the farm field
6. Had propane tanks installed to heat greenhouse
7. Had electricity hooked up to greenhouse to run water well pump and heater
8. Progress made on Conservation Restriction application

Activities:

1. The Community Farm Advisory Committee partners with the Parks and Recreation Department to hold a Spring farming class for youth. Members of the Community Farm Advisory Committee and volunteers teach the 6-class program that includes soil science, composting, and other agricultural fundamentals. Vegetables grown during the class are harvested and donated to the Holliston Food Pantry Shelf.
2. The rental of 30 garden plots generates \$1,800, which is used for water usage and upkeep of the plot area.
3. Girl Scout support - maintaining 'Bee Hotels' around the farm, planting and maintaining garden bed around sign, and volunteering at events such as the Haunted Walk.
4. Hosted girl scouts for a special badge-earning class, and student volunteers to help grow and harvest produce in greenhouse for the Holliston Pantry Shelf.

Events:

1. The third annual seedling sale was held, where the seedlings were started in the greenhouse on the property by committee members, showcasing the resources of the property.
2. The Haunted Walk continued as our largest, and ever-growing, fundraiser and community event.
3. The second annual New Year's Eve Bonfire was held, despite the rain.

Future plan:

The Committee is in the process of updating the RFP to have a farmer utilize the field for CSA purposes, while maintaining public access to the plots and other areas of the property. We are also seeking grants or other opportunities for a solar array.

As well as writing and applying for a Conservation Restriction to protect the future of the property.

### **COMMUNITY PRESERVATION COMMITTEE**

The Community Preservation Act (CPA) was signed into law in September 2000 and adopted by Holliston in 2001 for the purpose of helping communities preserve open space and historic sites, create affordable housing, and develop outdoor recreational facilities.

Holliston voted to adopt CPA with a 1.5% property tax surcharge (out of a possible 3% maximum) with exemptions for the first \$100,000 of residential property value and exemptions for those who qualify for low-income housing and low and moderate-income senior housing.

The Holliston Community Preservation Act By-Law established a nine-member Community Preservation Committee (CPC) of which four at-large members are appointed by the Board of Selectman and five members are designated by the following specified town commissions, boards, or authorities:

Conservation Commission  
Historical Commission  
Housing Authority  
Park Commission  
Planning Board

The CPC is responsible for managing and vetting requests for CPA funding and determining whether such requests meet CPA requirements. The CPC is also charged with attempting to balance requests for CPA funding, so that projects in all three of the CPA areas of focus can be supported. CPC is responsible for making recommendations to Town Meeting, which makes the final determination on the use of CPA funding. All recommendations to Town Meeting must include their anticipated costs. Town Meeting may not exceed recommended spending by the CPC or add additional items not initiated by the CPC.

### **Restrictions on Spending**

The CPA provides for local autonomy in deciding where and how funds from the Community Preservation fund will be spent. A minimum of 10% of annual revenues must be spent or reserved for the acquisition, creation and/or preservation of:

Open Space	10%
Historic Resources	10%
Community Housing	<u>10%</u>
	30%

The remaining 70% is held in a General Reserve, which may be allocated among the three designated purposes (including recreational activities, which fall under Open Space). Up to 5% of annual receipts may be applied to support the operations of the Community Preservation Committee.

CPA funds cannot be allocated for purposes other than those listed above and cannot substitute for related services already provided by the Town. In addition, CPA funds may not be spent on ordinary maintenance or annual operating expenses; only capital improvements are allowed. For more details on the allowable uses of CPA funds, see <https://www.communitypreservation.org/allowable-uses>

### **CPA Appropriations for the Fiscal Year ending 6/30/2023:**

For fiscal 2023 (July 1, 2022, to June 30, 2023, including the town meetings of October 17, 2022, and May 15, 2023) the Community Preservation Committee recommended and Town Meeting approved appropriations of CPA funds as follows:

<b>CPA Appropriations in FY2023</b>			
<b>Category</b>	<b>Applicant</b>	<b>Purpose</b>	<b>Amount</b>
Historic Preservation	Holliston Historical Society	Cleaning and restoration of twelve oil paintings and framing of four oil paintings (Oct. TM)	\$5,500
Historic Preservation	Holliston Historical Society	Restoration of two exterior doors on the ell of the Asa Whiting House (Oct. TM)	\$4,000
Open Space / Recreation	Conservation Commission	Reimburse Mr. Liam Savage for supplies and materials for an Eagle Scout Project in the Poitras Conservation Land (Oct. TM – work completed April 2, 2022)	\$667
Historic Preservation	Town Facilities Manager	Major Jacob Miller Tomb Restoration (May TM)	\$25,000
Open Space / Recreation	Parks and Recreation Department	Goodwill Park improvements (May TM)	\$1,100,000
Administration	Community Preservation Committee	CPA Administrative expenses – to support the work of the CPC (May TM)	\$5,000
Total			\$1,140,167

In Addition, the CPC recommended, and town meeting approved the extension of the sunset provision (through 6/30/2024) of \$10,000 in improvements to the Community Farm (Recreational Open Space) originally approved as part of a \$52,100 appropriation in May 2021 and extended in May 2022.

Total CPA appropriations by category over the previous three fiscal years appear as follows:

CPA Appropriations by Category						
Category	FY'23		FY'22		FY'21	
	Appropriation	Percent	Appropriation	Percent	Appropriation	Percent
Affordable Housing	\$0	0%	\$0	0%	\$0	0%
Open Space – acquisition	\$0	0%	\$0	0%	\$0	0%
Open Space - recreation	\$1,100,667	97%	\$57,912	92%	\$10,619	3%
Historic Resources	\$34,500	3%	\$0	0%	\$335,000	96%
CPC Administrative	\$5,000	0%	\$5,000	8%	\$5,000	1%
	\$1,140,167	100%	\$62,912	100%	\$350,619	100%

### **CPA Resources**

Funding for CPA projects comes predominately from the local 1.5% surcharge on property tax bills and from the Commonwealth's matching funds. Investment income from unexpended CPA funds and penalties for nonpayment of the SPA surcharge constitute the balance of receipts available to the Town.

CPA Receipts Source	FY'2023		FY'2022		FY'2021	
	Receipt	Percent	Receipt	Percent	Receipt	Percent
CPA Surcharge	\$652,164	68.2%	\$627,819	73.1%	\$598,327	74.4%
State Match	\$241,994	25.3%	\$262,418	30.6%	\$167,015	20.8%
Earnings on Investments	\$57,040	6.0%	(\$37,142)	-4.3%	\$35,117	4.4%
Penalties/Interest/Tax Liens	\$4,983	0.5%	\$5,825	0.7%	\$3,244	0.4%
Total	\$956,181	100%	\$858,920	100%	\$803,704	100%

- The CPA Surcharge is based on property taxes paid by all owners of property within the Town of Holliston as described at the beginning of this report. For FY 2023, the town raised \$652,164 through the Surcharge, an increase of 3.9% over 2022 receipts.
- State matching funds are derived primarily from fees paid on real estate transfers at the county Registries of Deeds and vary from year to year based on real estate sales activity and the number of communities which have voted to adopt the Community Preservation Act. From 2003 to 2008, Holliston received a nearly 1:1 match. This amount decreased as a result of lower Registry fee income during the Great Recession of 2008-2009. While Registry fees have recovered since then, this has been offset by new communities (including the City of Boston) adopting CPA and sharing in the state match. To offset this dilution in the state matching funds, the Massachusetts legislature has added funds to the CPA trust fund from time to time, most recently in December 2021, when Governor Baker signed off on a supplemental \$10 million appropriation to the CPA Trust Fund from the state's FY21 budget surplus.
- For fiscal 2023 (received in October 2022), the state match was \$169,935, down from \$183,692 in the previous year. The state match is equal to nearly 21% of the amount raised by the 2023 Surcharge and continues to provide the town with significant funding that would not be available otherwise. For FY'24, (received October 2023), the distribution was \$241,994, a 42% increase.
- Other income consists of interest and investment income on CPA funds and the portion of any tax penalties/interest or tax lien income related to the CPA. As a result of strong investment returns, for FY 2023, these amounts totaled \$62,024, of which \$57,040 came in the form of investment income.

### **CPA Reserve Balances**

The balances in the various CPA reserves as of the end of fiscal years 2021-2023 are shown in the chart below. As previously mentioned, the balances in the specific reserves (Open Space, Historic and Housing) can be used strictly for support of projects in those areas. The CPA General reserve can be used to support any of the allowed uses and for CPA Administrative expenses.

While not mandated by the Act, Holliston's CPC has historically recommended funding recreational projects from the General Reserve, leaving the Open Space reserve available for projects which preserve or acquire open space.

In addition to funding specific projects, CPA allows communities to expend up to 5% of total annual CPA revenue to support the administration of the Act within that community. At the May 2022 Town Meeting, the Holliston Community Preservation Committee requested and received an appropriation of \$5,000 to support the Committee's administrative expenses. For FY2023 the CPC spent a total of \$3,920.07 of this amount in support of the CPA's mission, primarily in the form of annual dues to the Community Preservation Coalition, a non-profit organization which provides support and advice to local Community Preservation Committees and advocates for the CPA at both state and community levels, with the balance going to administrative assistance for the Committee.

CPA Reserve Balances					
FYE	CPA General	Open Space	Historic	Housing	Total
2021	\$2,421,350	\$252,298	\$318,156	\$148,078	\$3,139,882
2022	\$2,646,160	\$158,669	\$180,556	\$228,449	\$3,213,833
2023	\$3,313,865	\$243,941	\$56,153	\$314,371	\$3,928,329

The figures shown above are gross balances which include encumbrances in the form of funds appropriated for specific projects, but not yet spent. The largest encumbrance is in the amount of \$1.1 million from the General Reserve for improvements to Goodwill Park, with the second largest being \$25,000 from the Historic Reserve for structural repairs to the historic Major Jacob Miller tomb in the Hopping Brook (South) Cemetery. Town Meeting Both of these projects were approved at the May 2023 Town Meeting. The Goodwill Park project is currently being reevaluated in the light of unexpected cost increases and may be presented for reapproval at the May 2024. The Miller Tomb project is on track to begin work in the spring or early summer of 2024.

When encumbered funds are eliminated, net funds currently (February 2024) available to spend on future CPA projects appear as follows:

Unencumbered CPA Reserve Balances as of FYE 6/30/2023					
	CPA General	Open Space	Historic	Housing	Total
	\$3,313,865	\$243,941	\$56,153	\$314,341	\$3,928,299
Less: Project Balances (committed/unspent)	\$1,134,300	\$0	\$0	\$0	\$1,134,300
Net Available for Appropriation	\$2,179,565	\$243,941	\$56,153	\$314,341	\$2,793,999

### **CPA Uses**

In the more than 20 years since being signed into law, CPA has raised over \$3.4 billion to support more than 16,250 projects in 196 communities across the Commonwealth. Since adopting the Act in 2002, Holliston has used Community Preservation Act funds to:

- Preserve more than 425 acres of permanent open space, both through property acquisition and by the purchase of preservation easements or development rights.
- Acquire sections of CSX right-of-way from Cross Street to Hopping Brook Road for inclusion in the Upper Charles Rail Trail.
- Install a new concrete roadbed and railings on the historic Boggastow Brook Viaduct to allow for its incorporation into the Upper Charles Rail Trail.
- Rehabilitate the playground, tennis and basketball courts and replace the swim float for the town beach at Stoddard Park.
- Rehabilitate the town's youth baseball/softball fields.
- Rehabilitate tennis courts at Goodwill Park and begin then process of expanding the recreational uses of this important downtown open space.



- Assist with improving access to the Upper Charles Conservation Land Trust's Wenakeening Woods conservation area, address beaver-related flooding impacting the Mission Springs baseball field and construct several boardwalks over wet/seasonally impassible trail areas.
- Assist in the creation of nearly 40 units of affordable housing, including Cutler Heights.
- Support the Holliston Housing Trust with its ongoing efforts to provide owner-occupied single family affordable housing opportunities in town.
- Assist Habitat for Humanity with the construction of two new affordable homes and the renovation and return to the tax rolls of an existing residential property taken by the town for unpaid taxes.
- Restore the exterior of Town Hall, including repairs to historic windows, installation of storm windows to prevent further deterioration and improve energy efficiency and replacement of the floor of Upper Town Hall with historically suitable materials.
- Restore the façade of the ca. 1903 Town Library
- Restore the historic Metcalf Pumphouse
- Preserve, de-acidify and digitize historic town records
- Assist the Holliston Historical Society with the preservation of its buildings and collections.

This is just a sampling of the projects undertaken in Holliston with the assistance of CPA funding. For a complete list, visit: <http://communitypreservation.org/projectsdatabaseaccess>

### Community Preservation Committee

The structure of the CPC, with five representatives of Holliston boards or commissions and four at-large members, provides it with expert knowledge of a broad array of town issues. This is important because the CPC evaluates a wide variety of proposals submitted for consideration. The members of the CPC for 2023-2024 are shown below.

Name	Designee of:
Frank Chamberlain, Chair	Historical Commission
Alan Rutberg	Conversation Commission
Karen Apuzzo Langton	Planning Board
vacant	Housing Authority
Melissa Kaspern	Park Commission
Geoffrey Zeamer, Vice Chair	Board of Selectmen
Eva Stahl	Board of Selectmen
Paul Saulnier	Board of Selectmen
vacant	Board of Selectmen (Open Space Committee)

The Committee would also like to recognize our long-term clerk, Susan Woodrow for her capable administrative assistance.

Subsequent to the end of FY 2023, long-time CPC member and Housing Authority designee Tom Dumas stepped down from the CPC after more than 20 years of service. Tom was one of the original members of the CPC, serving since the Committee's inception in 2001. The Committee would like to extend its deep appreciation to Tom for all of his service to the CPC and the town. The CPC would also like to extend its thanks all the members of the various committees who have contributed to the success of the CPA in Holliston.

### More Information

One of the lesser-known provisions of the Community Preservation Act is the requirement that the Community Preservation Committee hold on an annual basis "one or more public informational hearings on the needs, possibilities and resources of the city or town regarding community preservation possibilities and resources." The Holliston CPC typically holds a public hearing before each town meeting to hear concerns, answer questions and solicit ideas and input from members of the community. We look forward to hearing from you.

For more information on the Community Preservation Act in general, please visit the web site of the Community Preservation Coalition at <http://www.communitypreservation.org/> For information about specific CPA-related

efforts and achievements state-wide for 2023, please see  
<https://www.communitypreservation.org/home/news/our-fy23-annual-report-coalitions-year-review>

Additional information about the work of the Holliston Community Preservation Committee is provided on the CPC's Website: [www.townofholliston.us/CPC/CPCTOC.html](http://www.townofholliston.us/CPC/CPCTOC.html). CPA grant application instructions and forms also are available on the Website. The CPC can be contacted by mail addressed to Holliston Town Hall, 703 Washington Street.

### **COMPREHENSIVE LONG-RANGE PLANNING COMMITTEE aka ENVISIONING FUTURE HOLLISTON**

The Committee developed a second town-wide survey which was advertised in the Holliston Reporter, town website, local town pages, facebook, email, and a newsletter. Paper Surveys were made available at the Library and Senior Center and committee members attended most of the town gatherings with information about the survey and paper surveys. Responses were accepted between June and August.

The Committee presented the findings at Fall Town Meeting and requested funds to hire a consultant to help us prepare a strategic plan based upon the results of the survey data. The Town Administrator published an RFP for an experienced Public Sector Planner. The group helped evaluate the responses to the RFP and we engaged BerryDunn.

**Committee members:** Peter Eagan (Health and Human Services), Barbara Peatie (Land Use), Glenn Brown (Economic Development/ Housing Trust), Stacey Raffi (Public Education), Rich Rosenberry (Sustainability/Environment), Ben Sparrell (General Government Services). Annie Singh ( Diversity, Equity, Inclusion).

**Committee alternates:** Deola Phair (Health and Human Services), Jack LeWinter (Land Use) Viktoria Sadlovska Anshu (Economic Development and Housing Trust), Patricia Boyd (General Government Services), Marlene Fine ( Diversity, Equity, Inclusion).

### **CONSERVATION COMMISSION**

The Conservation Commission is a volunteer board comprised of seven members appointed by the Board of Selectmen. The Commission has statutory responsibility for administering the Massachusetts Wetlands Protection Act (General Laws Chapter 131, Section 40), the Holliston Wetlands Administration By-Law (Article XXXI of Holliston General By-Laws), and other relevant laws, including the Rivers Protection Act. The Commission also manages approximately 1,553 acres of land (11% of the Town's area) that has been donated, purchased, or protected with conservation restrictions for open space conservation and/or watershed protection purposes.

The Massachusetts Wetlands Protection Act and Holliston's Wetlands Protection By-Law, and their implementing Regulations, protect Holliston's natural assets, including wetlands, related water resources and certain adjoining upland areas, by providing for prior review and control of activities deemed to have a significant or cumulative adverse effect upon protected resource values. Activities within 100 feet of a wetland or 200 feet of a stream are subject to protection under either or both laws. For a community such as Holliston, which depends entirely upon in-town resources for its drinking water supply, the Commission's regulatory responsibilities are critically important.

During FY 2023, the Commission held 27 public meetings, including 23 Notice of Intent hearings. The Commission reviewed 19 Requests for Determination of Applicability and issued 19 Determinations for residential, commercial, and town projects, such as garages, landscaping, driveways, additions, decks, and septic systems. Wetland fees received totaled \$18,905, including \$2,760 in fees under the state statute and \$16,145 in Town By-law fees. After several years of work, the Commission passed Regulations for Article XXXI on October 18, 2022.

In the discharge of its regulatory responsibilities, the Commission is supported by a full-time (40 hour/week) Conservation Agent. When an application is received, the Conservation Agent initially reviews the application and site plans for completeness. The Agent makes site visits, takes photographs, and reports back to the Commission

during the review process. Following the Commission's public review process, the Agent prepares and issues the decision documents. Furthermore, in today's economic climate, most lenders are now requiring that all Orders of Conditions be closed out with a Certificate of Compliance that is recorded at the Registry of Deeds. The staff frequently assists the public (buyers, sellers, and their agents) with recovering and recording the record documents in order to complete transactions involving their Holliston properties.

During FY 2023, the Commission and staff also supported one Eagle Scout Candidate in the completion of his public service project. Will Chamberlain constructed a boardwalk along the trail at the Mellen Street Conservation Area, making a previously flooded and often inaccessible area more accessible. On behalf of the many users groups enjoying these conservation lands, the Commission offers its sincere appreciation for the efforts of these volunteers.

The Conservation Associates, a volunteer group of concerned citizens interested in managing and improving public lands in Holliston, actively support the Conservation Commission in the management of the Town's open space properties. The Associates conduct on-the-ground activities in such areas as Land Management, Environmental Education, Recreation on Conservation Land, and implementation of Holliston's Open Space and Recreation Plan.

The group was founded in 1988 by outgoing Commissioner Joseph Cohen and others to be a distinct body under the jurisdiction of the Holliston Conservation Commission. The Associates' officers include Marc Connelly as Chair and Mary Curran as Secretary and Treasurer. The Associates generally meet on the fourth Wednesday of each month and welcome any interested town residents to attend their meetings or participate in their activities, however due to continued concern by members over COVID-19, we did not meet regularly. In lieu of working in a group as usual, members continued to work on projects on their own and keeping trails maintained in several conservation properties such as Mellen Street, Brentwood, and others.

Sadly, the Associates learned of the passing of Joe Cohen in April 2023 and they plan to honor his legacy in some way. He will be missed.

The Associates are happy to collaborate with other town groups who have mutual interests including the Scouts, the Garden Club, the Trails Committee, and the schools. The following ongoing projects continue: tree planting, the Conservation Land Stewardship Program, and the Adopt-a-Highway clean-up program.

### **COUNCIL ON AGING**

Holliston's Council on Aging (COA) is charged with providing services, programming and support to the town's 55+ population so that they may live well and independently in the community. This work is done in concert with other local town departments and various, area private and public providers and organizations; including the Massachusetts Council on Aging (MCOA) and the Executive Office of Elder Affairs (EOEA). It is our goal to provide a welcoming environment that services the diversity of the town's older adult residents.

As a department of the town of Holliston, the Council on Aging (COA) consists of an eight member advisory board appointed by the Board of Selectmen. The COA Board meets at the Senior Center on the second Wednesday of the month at 2:00 pm. COA board members help the Senior Center to set goals and objectives, and to offer their support and advocacy to help implement and promote the COA's mission. The responsibilities of the COA board members are; to identify the needs of Holliston's older adults and to assist in the development of programs and services to meet those needs. Additionally, the COA Board promotes and helps educate the community on issues of importance to older adults and advocates on their behalf. The COA Director is responsible for department operations.

Estimates from the U.S. Census Bureau show that in 2021, there were 2,550 residents age 60 or older living in Holliston—comprising nearly one quarter of the population (24%). An additional 16% of Holliston's residents age 50-59 are expected to move into this demographic within the next few years bringing this older demographic of the town's residents to near 40% of the total population of Holliston.

The Senior Center is an integral part of the community providing a dedicated space to serve the interests and needs of Holliston's 55+ residents. Its presence serves as a reminder that no matter your age, you are a valued member of the community. Our goal is to provide programs and services that: encourage connection, provide access to information/services and resources, assist with a variety of needs, nourish body/mind and spirit and assist members and their families while we educate, stimulate, support and celebrate older adults. Family members also utilize the Senior Center to gather information or explore services when caring for a loved one. Additionally, the center serves as a resource and gathering space for a number of other town organizations and we welcome, seek and encourage opportunities to broaden mutually valuable, intergenerational offerings.

#### STAFF

The staff consists of a full time Director (Lisa Borchetta), Assistant Directors (Amanda Boralessa-Looper 7/1/22-1/6/23) and (Amy Rose 2/27-3/23/2023), a full-time Outreach and Transportation Coordinator (Melicia DaCosta), one full-time full time employee who worked part-time as an Administrative Assistant and part-time as a Van Driver (Deborah Dupuis), four, additional part-time, Van Drivers (Ronald Turcotte, Bruce Connolly, Stephen Whitermore, and Howard Babitts) and one Part Time, Temporary, Administrative Assistant (Eleanor Stackpole 1/2-1/27/23).

#### OUTREACH / SUPPORT SERVICES

The Outreach Coordinator is available to assist with information and referral for a variety of senior services. We offer assistance with programs such as: Supplemental Nutrition Assistance Program (SNAP), South Middlesex Opportunity Council (SMOC) fuel assistance, SafeLink Wireless phones, Housing, Linkup/Lifeline discount programs. We also connect the seniors with other agencies who provide assistance. The Outreach Coordinator works closely with Springwell/BayPath Elder Services to coordinate services for homemaker/personal care, caregiver programs, Meals on Wheels, financial management and elder at risk referrals. A Grief and Loss Support Group met during the year. Home visits are made and needs assessments are formulated as staff work to help the elders remain in their own homes. The Outreach Coordinator also serves as the Senior Center liaison with the police, fire and EMT's for residents in need. Throughout the year, the Outreach Coordinator oversaw the Senior Center's home-delivered meals delivered twice a week to older residents who were most in need of the nutritional support and outside contact. Home Repair services were offered to qualifying households through two great programs: 1) the Senior Safe Program conducted in partnership with the Holliston Fire Department and the 2) Holliston Senior Center - Worcester Habitat for Humanity Program – Home Repair Program which utilized town ARPA funding to conduct critical home repairs to qualifying older adults.

#### S.H.I.N.E (Serving the Health Insurance Needs of the Elders)

The Senior Center has a certified SHINE counselor, Margaret Rowe who volunteers to assist with senior health care needs. A persistent challenge for many older adults continues to be understanding health insurance options and navigating the escalating costs attributed of "how to pay for them and how to decipher billing statements. Other programs and application assistance that SHINE assists with are: MassHealth, Health Connector, QI1, SLMB, QMB, Limited Income Subsidy, Prescription Advantage, Health Insurance Coverage, and Part D coverage. The SHINE program held 79 appointments with Holliston residents in the past year.

#### TRANSPORTATION

The Senior Center's primary transportation program is a coordinated service with the MWRTA (Metro West Regional Transit Authority). The current service operates from 8:00am to 4:00pm Monday through Friday on a fixed schedule. During FY2023 the MWRTA and the Holliston Senior Center van transportation program provided 2863 rides to Holliston residents. These rides transported residents to destinations of all sorts, including; medical and other professional appointments, grocery shopping trips, Senior Center services/events and a wide variety of other essential errands and destinations. The MWRTA is also the primary funding source for the Van Transportation Program. The Holliston Senior Center also gave residents 86 rides by taxi which were funded through grants from the MA Development Finance Agency.

#### NUTRITION PROGRAM

When the arrival of Covid-19 closed our weekly, in-house lunch program, the senior center began offering delivered lunches, twice a week for our more isolated and frail elders. Our delivery program ran concurrent to our in house lunch program which was held twice a week. Regular weekly numbers for the delivered and in-house lunches ranged from 30-60 participants twice/week. On weeks when we had special event/holiday meals numbers could increase to 120 participants, at eight events per year. Lunch participation varies from approximately eight to

twenty, in-person diners per week. Volunteers assist with serving the meals. Meals generally consist of an appetizer, salad and/or soup, main course and dessert along with beverages.

#### NEWSLETTER

The Holliston Senior Center News is produced by the Senior Center every-other-month. The production of the of the Senior Center newsletter is a multi-step, multi-week process that involves a considerable amount of work on behalf of Senior Center staff and volunteers. The center prints 3600 copies, in house which are available for pick-up at the Senior Center or are mailed directly to residents. The newsletter is also available to view on-line at: [www.townofholliston.us/senior-center](http://www.townofholliston.us/senior-center) or can be sent via email to those who would prefer to receive it digitally. The newsletter provides information about Senior Center programs, services, special events, meals, and helpful resources, including updates from other town departments, including the; Police and Fire Departments, Library, and more.

#### RECREATION/LEARNING/FITNESS/SOCIAL EVENTS

While the majority of Senior Center programs in FY23 took place at the center, some programs continued to offer both hybrid and remote participation. This flexibility worked to the benefit of many of our offerings. Programming included; virtual, outdoor and indoor gatherings that covered a broad range of interests and activities, such as: Watercolor painting, Energy Focus Movement exercise, Fall Prevention, Pilates, Yoga, Zumba, Tai Chi, Crafts, Photography Class, Writers' Group, Book Club, Three Simple Secrets to Greater Contentment, Watercolor Classes, Technology Skills Training, LGBTQIA+ programming, Historical lectures, Games, Legal Hour, Computer Skills, Big Band Music, Monthly Breakfast, Cookouts, Holiday Parties, Coffee House Events Intergenerational opportunities and more. Some programs were also available virtually via Zoom and on Holliston's Cable Access Television. Our program offerings are supported financially through our Senior Support Foundation, unless covered by specific grant funding or donation. Town funds are not used for any of the above programs.

#### COMMUNITY

We are extremely grateful to the on-going and generous contributions from a number of community organizations, businesses and individuals for their continued support of the Holliston Senior Center. We also appreciate all of the memorial donations that we receive in honor of some of the wonderful residents who were a valuable part of the Holliston Senior Center Community. Some of the organizations who assisted us were: the Knights of Columbus, American Legion, VFW, Newcomers Club, Holliston Police Association, Holliston Public Schools, Boy Scouts, Girl Scouts, Lions and Leo Club, The Holliston Pantry Shelf, the Holliston Superette, Gaetano's Bakery, Holliston Cultural Council, Shaw's Market, Stop and Shop, Big Help for Education, Tiberio Foundation, Clothing with a Conscience and so many individuals, families, organizations and more. Additionally, many individuals from Holliston and the surrounding communities – generously donate to The Senior Support Foundation's Fall Fair and the center's Bookstore, Good as New Shoppe and in countless other ways by giving of their time and talents, too. Many hands do indeed make light work and your efforts mean a lot to us.

#### INTERGENERATIONAL PROGRAMS

The Holliston Senior Center remains open and eager to offer and pursue intergenerational programming. Along with Principal David Keim and Digital Learning and Technology Specialist, Allison Curley of Miller Elementary, we planned a collaborative, inter-generational program with one of the school's fourth grade classes. Though the program was not able to take place, the collaborative and enthusiastic process was very valuable and we look forward to future opportunities to work together. Holliston Senior Center members also enjoyed wonderful, inclusive events with the Holliston High School Drama Club and the National Honor Society at a dinner and play performance.

#### MASSACHUSETTS STATE FORMULA GRANT

The Council on Aging receives an annual grant award from the Executive Office of Elder Affairs that is based upon a standard dollar amount per older adult town resident based upon the US census calculations. The grant is used for select items/options allowed per the contract such as: printing of our every-other-month newsletter, fall prevention and nutrition programs. This was the first grant year which was based on the 2020 Census data and had a positive impact on the Commonwealth's contribution to the operation of the center.

## **VOLUNTEERS**

Approximately 70 volunteers contributed a total of 4427 hours of service to the Senior Center this past year. In a typical year, volunteers; assist in the office, answer phones, assemble the newsletter, serve as board members, assist in the kitchen, call bingo, coordinate trips, assist with health care options, take blood pressure, assist with tax preparation, coordinate the annual fall fair, assist with fundraising and participate in programs that help seniors, etc.

We are grateful to our numerous community volunteers who give their time and talents to keep our programs running smoothly and give valuable support to the staff. Your contribution of time and talent – allows us to serve this community and we are most sincerely grateful.

## **SENIOR SUPPORT FOUNDATION**

We are extremely grateful to the Senior Support Foundation (SSF) who provide financial and volunteer support through their fundraising efforts for our programs and events for Holliston's older adults. They have enabled us to obtain needed; equipment, supplies, food, entertainment, instructors, and more to better serve the older adults of Holliston. The SSF Group runs the Book Store and Good as New Shoppe in the Senior Center, along with the Annual Fall Fair and sponsors special occasion programs to raise funds for the Holliston Senior Center. We appreciate all they do to help us support Holliston's older adult community.

## **TOWN OF HOLLISTON DEPARTMENTS**

The Council on Aging wishes to thank the Town Administrator, Select Board, Finance Committee, Police and Fire Departments, Human Resources, Facilities Manager, Technology, Board of Health, Accountants Office, Public Schools, Treasurers Office, DPW, Highway, Town Clerk, Library, Assessors Office, Veterans Agent, Youth and Family Services, Sustainability Office and other Town officials and employees along with numerous, wonderful community volunteers and supporters for their continued assistance and dedication each year. Thank-you!!!

## **CULTURAL COUNCIL**

The Holliston Cultural Council promotes excellence, inclusion, education, and diversity in the arts, humanities, and sciences to foster a rich cultural life for all Holliston residents through grants funded by the Massachusetts Cultural Council (MCC).

MCC receives annual appropriations from the state Legislature and distributes direct grants to individuals, organizations and local cultural councils. Local councils serve every city and town in the state and support public programs that promote access to the arts and educational activities across the Commonwealth.

The Holliston Cultural Council receives and distributes annual funding in accordance with state guidelines and considers community feedback from periodic surveys when selecting grant proposals.

The total funding allocation provided by MCC for this fiscal year was \$8000 and supported a range of cultural and artistic activities in Holliston, which we believe contributed to the vitality of our community and economy. For the current fiscal year, we approved \$10,049 funding for 21 events, with total funding exceeding the MCC allocation because some grants from the previous year were not used.

These applicants won grants in 2023:

Robert Zammarchi	Elijah T Grasshopper and Friends	700
Bonnie Cochran	"Artifact" (musical composition, process, and performance	1040

Nick Zaino	100 Years of Boston Comedy	100
The Charles River Chorale	organizational support	500
Christine Reynolds	Illuminate Downtown Ashland	500
Greater Milford Community Chorus	GMCC Holiday Concerts	325
Francis Hart	The Beat Generation – A Cultural Review	500
John Porcino	To Life!: Celebrations in Story, Song and Music	450
Kelly Kaye	SheGrooves; Using Our Voices for Positive Change	450
David Maloof	Music + Education event	400
The Claflin Hill Music Foundation	Community Culture Night at Symphony 2024	594
Matt York	Matt York - Songs & Stories: Willie Nelson	500
Fanny Lora	Españolería, a guitar and voice concert	500
MUSICDance.edu	Hip Hop Chair Dance for Seniors!	550
Patrick Smith	Afternoon of Brass #3	300
Daniel Kirouac	Concert for "Summer Sizzler" at Senior Center	275
Janet Applefield	Combating Hate and Prejudice presentation	350
Motoko Dworkin	Tales & Origami for Teens	600
Joseph P. Keefe Technical H.S.	Stories Told Mural Project	500
Alexandria Connolly	Alexandria Sings	165
	total	\$10,049

**DEPARTMENT OF PUBLIC WORKS**  
**HIGHWAY AND GROUNDS DIVISION**

Under the direction of the DPW Director, Select Board, Park Commission, and Planning Board, this department is responsible for maintaining and rehabilitating town-owned roadways and appurtenances. These maintenance procedures include the following areas: all athletic fields, recreation areas, municipal grounds, town building maintenance, roadside brush cutting, and tree removal, the cleaning of drainage brooks and collectors, subdivision roadway construction inspections, plan reviews, roadway opening permits and inspections, and snow and ice removal and control. Personnel reductions in the past and increases in the town's infrastructure have impacted the department service level. Services of public safety have been established by priority.

**PERSONNEL:** The Highway Division has twelve employees, a Deputy DPW Director, an Office Manager, One Foreman, a Head Mechanic, Two Crew Chiefs, One Tree Supervisor, and five Heavy Equipment Operators. In FY 2023 the town created the Grounds Division that consists of four employees, One Foreman, One Grounds Supervisor, and two Labors. The Grounds Supervisor's salary is split 50% for Highway and 25% each for Schools and Parks.

**EQUITMENT AND BUILDING:** in May of 2022 Town Meeting approved \$245,916.00 for one new truck with a sander and plow, \$24,000.00 for a new caterpillar roller, and \$13,004.00 for a leaf vacuum. At the October Town Meeting, the town approved \$11,560.00 for two new tractors.

**STREET MAINTENANCE OVERVIEW:** The department is working in concert with the state and local officials to plan and secure funding for roadway projects. The department also implements systems to evaluate, inspect, design, and repair the town roadway infrastructure.

**SURFACE TREATMENT, OVERLAYS, RECLAMATION, AND ROAD PRESERVATION:** In 2023 we reclaimed and paved Winter Street, and Highway had Highland Street (Medway Side) and Courtland Street resurfaced. We crack-sealed Marshall Street, Adams Street, Gorwin Drive, and South Street.

**SIDEWALK MAINTANCE:** The town installed twenty new handicapped ramps around the schools to meet ADA compliance. Repainted all crosswalks around the schools.

**DRAINAGE:** The Highway Department routinely performs repairs to the existing drainage systems in the town. Upgrading the drainage system involves engineering and designing the type, size, and elevation of the proposed drainage system. Work consists of removing and resetting drainage castings to grade, rebuilding drainage structures, replacing drainage lines, and rods, and cleaning existing ones. Also clears culverts for proper drainage. Routinely maintains beaver dams to prevent flooding.

**ROADSIDE BRUSH AND TREE TRIMMING:** The department routinely schedules roadside brush trimming as necessary in all sections of town, paying particular attention to sight-distance hazards. All school walking routes, parks, and grounds are also trimmed. In partnership with the Tree Warden, the department maintains the pruning and removal of town-owned trees.

**LINE PAINTING:** All designed streets with painted centerlines, edge lines, directional marking, parking lines, stop lines, and crosswalks were maintained to ensure motor vehicle and pedestrian safety.

**STREET SWEEPING:** All town roadways were swept to clear winter road treatments.

**BASIN CLEANING:** The Highway Division continues to keep up with the maintenance of cleaning drainage structures to ensure proper storm drainage. To follow new guidelines for Stormwater Management, all catch basins had to be logged into a computer program indicating locations, composition, and current condition.

**WINTER ROADWAY MAINTENACE:** During the winter season the DPW along with outside contracted equipment, responded to thirteen snow and ice storms that included plowing, sanding, and snow removal operations on all town roadways, municipal buildings, schools, and designated sidewalk areas. The town has implemented pretreating all roadways with granulated salt and salt brine.



**DAILY MAINTENANCE:** The town maintains all roadways for pothole repairs, fatigued asphalt areas, damaged shoulder repairs, guardrail maintenance, sign repairs and installation, and roadside brush cutting.

**INSPECTIONS:** The Highway Department is also responsible for the issuance and inspection of all roadway permits, subdivision plan reviews, and construction inspections.

**GROUND DIVISION:** The town also maintains all schools, parks, and municipal areas by implementing the following:

- Mowing, trimming, fertilizing, seeding, aerating, and rolling of all town grounds.
- Maintenance of baseball field infields and line painting of all fields.
- New installation and repairs to all play equipment, baseball backstops, and bleachers.
- Maintenance of all trees and shrubbery at the municipal building, schools, sidewalks, and roadsides.
- Leaf cleanup of all town buildings, schools, cemeteries, and designated sidewalk areas.
- Maintains recycling area including monthly cleanup and recyclable materials, relocation, and aeration of leaf composting pile. Contract disk chipper for maintenance of brush disposal.
- Town-owned tree removal and maintenance operations.
- Winter roadway, sidewalk, and municipal building maintenance.
- Maintenance of waterways, culverts, and dams.

**PARKS AND GROUNDS:** The Grounds Division now maintains all parks and schools. The DPW Highway Division assisted the Rail Trail Committee in installing almost 1,000 feet of drainpipe near the Phips Tunnel and removed multiple dead trees.

**ADMINISTRATIVE:** Under the direction of the DPW director, continues to meet with various town boards and commissions to assist in the formulation of short and long-term planning. Under the DPW director, continues to work with the Select Board to prioritize roadway improvement projects, and develop funding mechanisms for their implementation. Assists the Park Commission and Conservation Commission to develop conceptual and definitive plans for town-wide recreation areas. Updates the State Roadway Inventory List that included documentation of roadway miles to comply with Chapter 90 funds. Continues to work with the Police Department and Traffic Advisory Committee to upgrade parking and traffic flow through the business district abutting the Route 16 corridor. And prioritizing hazardous intersections.

**EQUIPMENT MAINTENANCE:** The DPW maintains its vehicle and equipment and assists other departments with repairs to their vehicles if necessary.

**ENGINEERING:** This department performs reviews, as necessary of proposed roadway construction plans for a subdivision, on-site inspections, and testing to ensure that completed roadways comply with town requirements. Develops, advertises, and recommends awarding contracts for Highway maintenance projects. Prioritizes road paving projects and makes recommendations. Evaluate drainage problems for developing solutions, and generate construction cost estimates for various departments as required. Continues to file for roadway funding projects through Chapter 90 funds, TIP, etc.

## **WATER DIVISION**

Under the supervision of the Director of Public Works, this department is responsible for the delivery of potable water and maintenance of its supporting infrastructure. The department provides support for nearly 5,000 metered water services with a population over 15,000. During 2023 the Department supplied over 365 million gallons (MG) of metered potable water.

The Water Department is funded entirely by water use revenue and user fees, not by property taxes or state aid, and operates within its projected budget for the year. The water system consists approximately 100 miles of water main, over 800 fire hydrants, 5 active wells, 5 distribution storage tanks, 3 water treatment facilities and 2 booster stations.

Water main replacement projects continue with funding provided by the Infrastructure Fee. In 2023 new water main was installed in Central, Fiske and Bullard Streets. The installation of water main in Bullard Street looped a significant portion the southeastern side of town providing increased water quality.

The Water Department uses a Supervisory Control and Data Acquisition System (SCADA) to monitor the water treatment plants, well production, storage tank elevations and safe system operation. The system is in the early stages of a significant upgrade which will continue into 2024.

The Water Department collected over 1200 water quality samples including routine bacteria testing throughout the distribution system as well as storage tanks, raw and finished water samples at all the wells. These samples are analyzed by State Certified Laboratories and the Holliston Water Department. During the year the department staff responded to and completed over 800 requests for service including but not limited to water meter readings/repairs, shut-offs, infrastructure mark outs, leaks and water emergencies.

The Holliston Department of Public Works recognizes and appreciates the continued efforts of the Water Department Administrative Staff and System Operators.

Linda Mann - Office Manager, Neil Craig - Principal Clerk, Gary Haines Jr. - Chief Water Distribution Operator , William Demko - Chief Water Treatment Operator, Frank Jordan - Water System Operator, Joseph Marengo - Water System Operator, Patrick McKinney - Water System Operator, Ricardo Pau-Preto - Water System Operator, Raymond Riendeau -Water System Operator

#### **ELDERLY AND DISABLED TAXATION COMMITTEE**

The Elderly and Disabled Taxation Committee and its Taxation Fund were created under Massachusetts General Law Chapter 60 Section 3D in 1998. The committee consisted of Mary Greendale, Chair-Board of Assessors, Mary Bousquet, Treasurer/Collector, Laura Matz, John Hunt and James Lane, community representatives as appointed by the Board of Selectmen.

The goal of the committee is to provide tax relief to elderly and disabled taxpayers by using the Town of Holliston's Taxation Fund that is supported through private donations.

Each applicant is required on an annual basis to submit an Application for Property Tax Relief by March 31. Historically, the applications are reviewed by the Committee to insure that they meet the income/assets guidelines of income of less than \$20,000 and/or total assets of less than \$200,000. The committee then determines, based on available funds, the amount each applicant receives. Applications are confidential and only reviewed by the Committee.

This committee will be revisited for FY24 in order to update the income thresholds and add new committee members.

Donations can be made to the Elderly and Taxation Fund by sending a check made payable to the Town of Holliston and mailing it to Treasurer/Collector, Town of Holliston, PO Box 6737, Holliston, MA 01746, or by stopping by the Treasurer/Collector's office. All donations are greatly appreciated.

#### **EMERGENCY MANAGEMENT**

Holliston Emergency Management focused its energies on the four phases of emergency management; mitigation, preparedness, response and recovery.

Working with the Massachusetts Emergency Management Agency (MEMA), the Town maintained its Comprehensive Emergency Management Plan (CEMP) in a web-based electronic format (eCEMP). The Town also continued using the state's web-based emergency management communications system, WebEOC, to provide real-time information sharing during natural and man-made incidents.

The Emergency Management Director (EMD) serves as the Chairman of the MetroWest Regional Emergency Planning Committee (REPC), comprised of representatives from Ashland, Framingham, Holliston, Hopkinton, Natick and Sherborn. The REPC coordinates regional efforts to meet the goals and missions of the Emergency Planning and Community Right-to-Know Act, Public Law 99-499.

The EMD worked closely with the Local Coordinator from the MEMA – Eastern MA office in Franklin. As a member of the International Association of Emergency Managers (IAEM), the EMD participated in a virtual roundtable being hosted by the *Massachusetts Joint Committee on COVID-19, Emergency Preparedness and Management*, to provide an opportunity for legislators and their staff to learn about public sector emergency management work and discuss areas of opportunity to push Massachusetts to lead the nation in preparedness and resiliency.

The EMD continued as one of six members of the American Rescue Plan Act (ARPA) Steering Group, which makes recommendations on the Select Board on the use of the one-time federal funds to make strategic investments in long-lived assets, rebuild reserves to enhance financial stability, and cover temporary operating shortfalls until economic conditions and operations normalize. The EMD submitted the annual ARPA *Project and Expenditure Report* with the U.S. Department of the Treasury in April.

## **FACILITIES DEPARTMENT**

The Holliston Facilities Department is responsible for ensuring the Town's buildings and systems work harmoniously while keeping the places in which people work, play and learn are safe, comfortable, productive and sustainable. The Facilities Department manages the procurement of goods and services related to the repair, renovation and maintenance of the Town's buildings and systems. The Department also provides valuable insight into the long-term capital planning for major facility improvements.

Notable projects from 2023 consisted of:

- Conversion of all streetlights to energy efficient LED fixtures
- Installation of EV Charging at the new 9 Green Street municipal parking lot
- Completion of renovations to Blair Square
- Modernization of the Wastewater Treatment Plant (currently used by the schools with possible expansion to accept wastewater flow from downtown business district)
- Replacement of asphalt shingle roof sections of the Placentino School
- Modernization of various HVAC components to more energy efficient systems throughout the town buildings.

Additional projects for 2024; planned or in process:

- New Department of Public Works facility
- Downtown sewer connectivity to newly modernized Wastewater Treatment Plant
- Electric golf cart storage structure (with solar) at the Pinecrest Golf Club as a result of the transition away from gas powered golf carts.
- Replacement of the roof on the Adam's Middle School
- Repairs to High School auditorium wall to stop water leaks
- On going rehabilitation of the Town's Historic Cemeteries
- Installation of rooftop solar on various town buildings.

The Facilities Department continues to optimize the use of vendor-based services and negotiate the best possible rates for electricity and natural gas used in the town's buildings. With the use of our Computerized Maintenance Management System we are fully engaged in preventative maintenance programs for all of assets under the Department's purview. This management tool also provides a rolling 5 year outlook on various capital improvement projects to help the Town better prepare for these larger expenses. It has been an exciting year and it is wonderful to see all that we have accomplished! James C. Keast Facility Manager

## **FIRE DEPARTMENT & AMBULANCE CORPS**

In accordance with NFPA 1201, *Standard for Developing Fire Protection Services for the Public*, the Fire Department has programs, procedures, and organizations for preventing the outbreak of fires in the community and for minimizing the danger to persons and damage to property caused by fires that do occur. The fire department also

carries out other compatible emergency services as mandated by federal, state and local regulations and standards.

Our activities during the year can be classified in the following areas:

#### Fire Prevention and Risk Reduction

The department used state *Student Awareness of Fire Education* (S.A.F.E.) grant funds to support its continued presence in the schools and community, conducting programs and outreach using specially trained fire and life safety educators. The department continued its partnership with Holliston Cable Access Television (HCAT), in producing *Story Time with Chief Cassidy*, an award-winning series delivering key fire safety messages to a wide audience comprised of both children and adults. Using state *Senior SAFE* funds, the department partnered with the Council on Aging to provide grab bars and smoke detectors to homes with older adults, supporting the town-wide aging in place initiative. As part of his role in the Massachusetts Public Fire and Life Safety Education Task Force, the Chief delivered workshops at the *Massachusetts Fire and Life Safety Education Conference* in September and at the *Fire and Life Safety Educators' Conference* at the New York State Academy of Fire Science in June.

#### Fire Suppression

The Fire Department responded to several structure fires during the year, including a fire on Rogers Road in August.

#### Rescue and Emergency Medical Services

The majority of the department's run volume continued to be response to emergencies by the members of our on-call ambulance corps. Numerous times during the year, two (or more) ambulances were providing medical care to patients concurrently. During the year, 49% of our transported patients went to Milford Regional Medical Center; and 44% of the transported patients went to MetroWest Medical Center.

#### Hazardous Materials

The Fire Department responds to hazardous materials releases in the community, ranging from spills on the roadway after a motor vehicle accident, to major releases from fixed or mobile containers. The response capabilities range from a firefighter with a fleet pickup truck, to dozens of firefighters using specialized containment and mitigation supplies on the hazardous materials response trailer or Rescue 1. When necessary, resources from the state HazMat team also responded to investigations in town to provide additional monitoring equipment.

#### Disaster Planning

The Fire Department worked closely with Holliston Emergency Management, the Massachusetts Emergency Management Agency, the Massachusetts Department of Public Health (DPH), and the Department of Homeland Security in planning for all-hazards incidents. The Fire Chief serves as the Chairman of the MetroWest Regional Emergency Planning Committee (REPC), comprised of representatives from Ashland, Framingham, Holliston, Hopkinton, Natick and Sherborn. The REPC coordinates regional efforts to meet the goals and missions of the Emergency Planning and Community Right-to-Know Act, Public Law 99-499.

#### Training

The Fire Department conducted regular in-house training for its call firefighters and EMTs, which was coordinated by training officers on each company, and paramedics on the ambulance. Using remote technology, some of the ambulance continuing education remained online and at times asynchronous, as the National Registry of Emergency Medical Technicians® permitted an unlimited number hours of distributive education allowed for in-service and recertification.

### Emergency Responses

The Fire Department responded to over seventeen hundred incidents:

Fire Log Incidents - 597

(Estimated dollar loss \$150,000)

Ambulance Log Incidents - 1172

(827 Patients Transported)

### **GOLF COURSE ADVISORY COMMITTEE**

The town of Holliston is in the second and final year of a two year extension contract with New England Golf Inc. for management and maintenance of the town owned Pinecrest Golf Course. The GCAC continues to move forward with the plans with golf course architect, Steven Kay, to update the master plan. The updated plan includes the front holes 2 through 8 project to install cart paths and improve drainage to areas that will enhance the playability of the course. Epsilon Associates is working with the GCAC through the permitting process. Four new trees were planted including a memorial tree on hole 15. The bunker behind hole 12 was reconstructed. Plans for solar electric cart storage area are underway to be constructed for season 2024 with an all-electric fleet of golf carts.

The town of Holliston is in the second and final year of a two year extension contract with Anthony's on the Green for the management of the Pinecrest Golf Course clubhouse restaurant and function/tent facility. The GCAC replaced kitchen appliances. A storage shed was constructed behind the tent area for the use of the restaurant. A patio was installed in front of the tent area with planters along with a new tent and new tent siding. New flooring was installed in the restaurant and pro shop.

The GCAC began working on the Request for Proposals (RFPs) for the operation of the golf course and restaurant as this past year was the last year for both contracts.

At the request of the Select Board the GCAC oversees the operations of the Pinecrest Community Gardens. In the second year overseeing the Pinecrest Community Gardens the GCAC continues to keep this opportunity available for residents. The area has 33 plots. This season all the plots were planted and there is now a waiting list. A Holliston '24 student, Harrison Smith, along with his family has volunteered to replace the boards around each plot. He is also weeding flower beds in front of the property and reconstructing the pathways around the plots. The garden had a very successful season and there is a waiting list for season 2023.

The flowers continue to be planted and maintained by John & Deborah Moore with the support of New England Golf & Anthony's on the Green.

### **BOARD OF HEALTH**

**Mission:** The Board of Health mission is: to promote and protect the public health and safety, and to protect the environment. The Board seeks to meet these goals through proactive service, by continually reviewing and expanding our efforts in response to the needs of the community, and by serving as a resource for residents and other Boards/Committees. Additionally, it is our responsibility to promulgate and ensure compliance with Health Department, Town and State regulations under our jurisdiction.

**Meetings:** The Board of Health meets on the Second and fourth Tuesday evenings at 7:00 p.m. at Town Hall or remote via teleconferences. The meeting agendas are available by contacting the Board of Health office (508-429-0605) or by accessing the Town's website ([www.townofholliston.us](http://www.townofholliston.us)). The Board of Health is comprised of three elected members: Joshua Mann, chairperson, Jay Leary, vice-chairperson and Peter Liffiton.

**Personnel:** Health Department staff personnel included Health Agent/Director Scott Moles and clerks Ann Adams and Kristin Abraham. The Board of Health receives part-time services from septic inspector Paul Saulnier, P.E. and food service inspector Leonard Izzo, R.S., CHO.

**Codes:** The Board offers services that include administering and enforcing public health codes (State and local) relative to septic systems, housing, food service, private wells, beaches, semi-public swimming pools, tobacco control, summer camps, and animal inspector's duties as well as other areas. The Board of Health provides: wastewater and private water supply plan reviews and permitting; and permitting for septage haulers (16), septic installers (57), and medical waste transporters (1).

**Permits:** As a non-sewered community, environmental health comprises a major portion of the Health Department's workload, receiving applications for:

- 147 Disposal System Construction Permits:
  - 16 new
  - 92 upgrades
  - 26 repair plans
  - 10 revised plans
  - several miscellaneous and transfers permits
- 10 private well permits
- 82 soil test applications (to get data for septic system design)
- 17 swimming pools permits
- 170 applications were reviewed for building releases for property modifications

**Septic:** Massachusetts Department of Environmental Protection (DEP) licensed inspectors perform Title 5 septic system inspections for property transfers or at time of a property change-of-use.

- A list of licensed inspectors and educational brochures to assist residents with the inspection procedure are available in Health Office or on the DEP website.
- This Health Office has records of septic system plans for over 6,000 properties in Town. Most of these properties now have scanned information stored in a sharable data base, preserving the documents and making them readily accessible. This became critical during the pandemic to keep projects moving forward.
- Residents are encouraged to call the Board of Health office with any questions they may have regarding the care of their septic system.
- 118 Title 5 Inspection Reports were received, reviewed, entered in the data base, scanned and archived.
- Over 1810 pumping records were received and entered into the data base. These numbers are comparable to FY'22.

**Complaints:** The Board received various complaints regarding housing, odor, noise, beavers, trash, Town truck traffic and other matters with actions taken to address any code violations.

**Food:** Leonard Izzo, R.S., CHO, provides regular inspections of food establishments as required by State Code; follow-up visits and emergencies are handled as needed. This year 91 food establishment permits were issued which include temporary food service permits for non-profit organizations.

**Tobacco:** There were 10 tobacco retailers licensed during the year. The Health Department appointed Tobacco Compliance Officer, Olivia DuFour, who is funded by the MetroWest Tobacco Control District grant. Olivia did education and compliance checks on the 10 tobacco retailers and there were 0 violations.

**West Nile Virus & EEE:** Massachusetts Department of Public Health (MDPH), Central Massachusetts Mosquito Control Project (CMMCP) and Town officials continue to educate residents of preventive measures to avoid human transmission of diseases spread by mosquitoes.

- MDPH conducts a surveillance program to monitor the virus in mosquito species.
- CMMCP:
  - Treats catch basins for mosquito larva in early spring as a source reduction measure and conduct brush cutting
  - Conducts weekly spraying for adult mosquitoes by resident request during the summer months. Residents can call 508-393-3055 or visit their website at <https://www.cmmcp.org/>

**Lake Winthrop Beach Testing:** During the swimming season Lake Winthrop water is tested for E.coli to ensure the safety of Stoddard Park and Pleasure Point water. In FY'22 there were several exceedances presumably due to

geese and swans. In FY'23 The Parks & Recreation Department addressed the previous year water fowl issues. They resolved the issues and the summer was a success without have to close the beach.

**Disease Prevention:**

- Under agreement with the Town, Salmon VNA & Hospice provides State mandated case investigations of reportable communicable diseases by a Registered Nurse.
- This year 672 cases investigations were completed:
  - 523 COVID-19 cases
  - 149 other diseases (Lyme, Influenza, Hepatitis C...)
  - COVID-19 case work dominated the workload and was paid out of Coronavirus Aid Relief and Economic Security Act (CARES) and the American Rescue Plan Act (ARPA) grant money.
- The State DPH uses the Massachusetts Virtual Epidemiologic Network (MAVEN), for comprehensive communicable disease reporting and monitoring.
- The Health Department has read-only access to MAVEN. Our Salmon VNA nurse, Ann Labonte, R.N. has full access.
- In addition, Ann Labonte provided timely and important COVID-19 support to residents as requested by the Health Department.
- The Health Department partnered with MetroWest Pharmacy holding a seasonal flu clinic at Town Hall, and helping facilitate flu clinics at the Senior Center and the Holliston Public Schools (for staff).

**Prescription Medication drop-off** is available at the Holliston Police Station for unused and expired dry medication. The lobby kiosk is confidential and available at all times. Proper disposal keeps ground water protected, and drugs from unintended use.

**Sharps Disposal:** Partially funded by a grant received from our Town's solid waste disposal company E.L. Harvey & Sons, the Health Department has coordinated with the local CVS Pharmacy to provide a safe, convenient sharps disposal program to comply with the State's sharps ban in solid waste. During pharmacy business hours, residents may drop off their used needles, syringes, lancets and liquid medications in an approved sharps container. The Health Department sells approved sharps containers in two sizes for \$2 or \$5 per container. We appreciate CVS Pharmacy for hosting this valuable public service at no charge to the residents.

**Animal Inspector's Report:** The Board of Health appointed alternate Animal Inspectors Scott Moles, Dona Walsh and Justine Grassey. Animal Control Officers Dona and Justine are shared with Ashland.

**Emergency Preparedness:** The Health Department is involved in emergency preparedness where grant funds are received. The Town is one of 34 towns in the DPH Region 4A sharing in resources and planning for emergencies. Residents are invited to volunteer in a medical or non-medical capacity; information is available on the Health Department website.

**Covanta Transfer Station:** The Board extended their contract with Brian Moran, P.E. of Stantec Consulting Services, Inc. to provide services as a compliance officer for the facility funded by Covanta.

**COVID-19:** Fire Chief Michael Cassidy, Holliston Emergency Management Director with input from the Health Department, provided weekly updates for COVID-19. The Health Department has been active in all aspects of the pandemic: Holliston School protocol, emergency order suspending Open Meeting Law, orders prohibiting gatherings, State Declaration of Emergency, municipal closing/work-from-home and safe practices.

The Board of Health continued to provide education and support to the Town during this pandemic; providing the town residents with 187 cases of free COVID test kits. These cases provided thousands of kits to residents in town all free. The Health Department dispersed these cases to many different town building in order for all residents to have access to them. The different buildings included the library, Selectman Office, and Senior Center.

**General Fund** deposits made to the Town Treasurer totaled \$93,918.

## **HUMAN RESOURCES DEPARTMENT**

The Human Resources Department opened in the fall of 2021 and is responsible for the entire lifecycle of Town employees, from hiring and training to exits and retirements. Both Town and School employees meet with Town Human Resources for all on-boarding, benefits and retirement meetings.

The Human Resources Department successfully transitioned HR-related responsibilities from the Treasurer's office to the ATA/HR Director and the HR/Benefits Specialist. Town employees visit the HR office, which is located on the lower level of Town Hall, to discuss confidential HR matters, benefits and pay questions. This new office provides a safe space to discuss challenges the employee may be facing either professionally or personally, and keeps benefits and payroll discussions private. Our HR/Benefits Specialist manages the benefits of approximately 1,200 active Town and School employees and about 400 retirees receiving benefits.

Critical to the success of the transition was addressing the compliance requirements outlined in the HR Audit and the DLS Financial Report, and many of these recommendations are now implemented. This transition has had a positive impact on the workload of the Treasurer's office, including employee traffic and the reuse of office space. Human Resources now houses and secures all of the permanent personnel records for Town and Schools in an HR-designated vault. This centralized personnel file administration system ensures confidentiality in all processes.

Human Resources provides guidance to about 26 managers and all employees on productivity, conflict resolution and mitigates legal issues. The ATA/HR Director and HR Benefits Specialist spend many hours on employee relations and matters. HR also delivers required municipal trainings including anti-harassment laws. Another consolidation effort was to have HR process all Unemployment and Worker's Compensation claims for Town and Schools. HR held the first in-person open enrollment Benefits Fair for all employees since COVID guidelines eased, with raffle prizes and events throughout the day. Over 100 employees attended and many expressed positive feedback, emphasizing the importance of having someone to call relating to all benefits. The benefits section of the new HR webpage was also streamlined for employees to navigate easily.

Recruitment for key positions will continue to be an urgent priority, due to retirements and the job market. Implementing succession planning strategies is also a top priority. Schools are experiencing a degree of turnover that has impacted the new HR office in terms of onboarding and 'off-boarding' staff members. To ensure Holliston maintains competitive in the job market, and addresses retention, the Town engaged a consultant to perform a compensation study to examine positions in grades 100-500 based on market data, structure and job descriptions. HR updated all job descriptions and managed the process.

## **OTHER POST-EMPLOYMENT BENEFITS TRUST COMMITTEE**

The Other Post-Employment (OPEB) Trust Committee was authorized by the Commonwealth of Massachusetts in Chapter 189 of the Acts of 2013. The Committee is comprised of the Chair of the Select Board, the Chair of the School Committee, Town Administrator, Treasurer/Collector, and a resident. The Treasurer/Collector is the custodian of the fund and may employ an outside custodial service. The Committee may employ a qualified bank, trust company, corporation, firm, or person to advise it on the investment of the OPEB Trust Fund.

Other post-employment benefits includes post-employment and healthcare benefits and all post-employment benefits provided separately from a pension. An actuarial valuation of the town's OPEB liability and funding schedule is performed every two years. The Committee is charged with reviewing the actuarial report and making a funding recommendation to the Town.

On January 13, 2015, the town was approved by the state Retirement Benefits Trust Fund (SBRBFT) through the Health Care Security Trust Board (HCST) Board of Trustees to invest in their funds. On January 14, 2020 the Committee adopted their investment policy.

OPEB Balance as of June 30, 2023: \$25,290,354.14

OPEB Liability as of June 30, 2023 \$38,290,464

Percentage of Funding: 39.78%



## **PARK COMMISSION**

The Park Commission continues to provide recreation programs and oversee maintenance of town parks and recreational facilities for the residents of Holliston. The Park Commission also oversees the beaches of Lake Winthrop and Pleasure Point. 1750 Washington St. has once again become a hub for programming provided the Parks & Recreation Department with space for the expansion of morning programs for kids and adults and after school programming for the residents of Holliston. We also have a robust schedule of programming for half days and professional development days for the schools in order to provide town based child care for working parents.

The Parks Department added new programming options including Unified Basketball, Destination Imagination introduction, nerf programming and mindful and wellness programs to our summer slate. The department is also in the process of piloting a boating program for camp Patoma for the first time in order to allow for greater capacity at camp and a higher level of service to our families.

The Parks Department implemented aquatic vegetation control measures after filing an NOI and working with the conservation commission on a plan to improve the user experience for recreational activities at Lake Winthrop. The first treatments were done in September of 2023 and we expect to see results this Spring and Summer before deciding on a course of further treatments

With the help of the Eagle Scout communities we have built additional boat racks for Stoddard Park, and new bike rack for 1750 Washington St. We worked with a marketing intern from Holliston High school to beef up our social media outreach and engagement, and to create a photo bank of our spaces under management.

Programming numbers were very high for the summer of 2023, we saw our first dip in beach pass sales since the pandemic. However demand for camp remains higher than we are able to provide service for. We have some special changes in the works, including our renovations at Goodwill Park that will help address these changes.

The Parks Commission continues to work with the grounds crew on ongoing maintenance issues. The grounds crew has advocated for additional resources and we hope to help them with both additional equipment needs as well as advocate for personnel resources in the future as well.

## **PLANNING BOARD**

The Planning Board is a five-member elected Board with a focus on development review and permitting as well as implementation of land use regulations. The Board regulates the following: Subdivisions, Site Plans and Special Permits, Common Driveways, Inclusionary Housing, Scenic Roads, and Storm Water and Land Disturbance permits.

### Subdivisions

Approvals were issued for the following subdivisions: 1. A four lot residential OSRD definitive subdivision, Stormwater and Land Disturbance Permit on 5.33 acres known as January Lane (3.24 acres open space) was approved as part of Constitution Village, 2. A two lot residential OSRD definitive subdivision, Site Plan and Special Permit, Scenic Road Permit on 9.81 acres known as Hidden Cove (7.68 acres open space) at 0 Hill Street and, 3. A four lot residential OSRD definitive subdivision, Scenic Road Permit on 9.04 acres known as Trail at Jennings Hills (4.54 acres open space) at 103 Jennings Road.

### Scenic Road Work Permits

A Scenic Road Work Permit was approved for a new driveway at 401 Underwood Street. The applicant was Northeast Development Group.

### Special Permit and Site Plan Reviews

An approval was issued for Paragon Harvest LLC, 91 Kuniholm Drive, for marijuana Cultivation and product manufacturing.

### Ongoing Construction Projects

The Board currently holds performance bonds and coordinates third-party inspections for construction of the following active single-family residential subdivisions: The Trails at Jennings Hills, January Lane, Eagle Path, Constitution Village, Deer Run, Triangle Farm, and White Pine Estates II. In addition Hopping Brook Industrial Park Phase II is currently active.

We would like to thank Asst. DPW Supt. Robert Walker, Ali Parand, PE of AP Associates, Dave Faist, PE and Rob Lussier, EIT of CMG Engineering and Peter Engle, PE of McClure Engineering for their continued support facilitating roadway inspections and project peer reviews.

## **HOLLISTON POLICE DEPARTMENT WELCOME MESSAGE FROM CHIEF OF POLICE MATTHEW J. STONE**

Once again, I am pleased to submit the annual report on behalf of the Holliston Police Department for fiscal year 2023. It is my hope that this summary of activities and accomplishments between the period of July 1, 2022 and June 30, 2023 helps to paint a picture and provide an understanding of our department and the impressive work that is performed by our officers each and every day. I am proud to serve as Holliston's Police Chief and I am privileged to work alongside the hardworking and dedicated women and men of our police department. We are grateful for the support of the Holliston community whom we are proud to serve and protect.

The Holliston Police Department is an accredited law enforcement agency. Accreditation acknowledges our commitment to excellence in law enforcement by providing the community with the most proactive, efficient, effective, and constitutionally-sound law enforcement services based on best practices. It is one of the best measures of a police department's compliance with professional law enforcement standards. In June 2023, as part of the mandatory re-accreditation process, the Holliston Police Department invited members of the Massachusetts Police Accreditation Commission (MPAC) to the police station for a three-day onsite assessment. I am happy to report that our agency met or exceeded all of the mandatory standards representing a significant professional achievements for the Department. Mandatory standards generally impact officer and public safety, address high liability/risk management issues, and promotes operational efficiency in the agency. Our agency also met or exceeded many of the optional standards set forth by MPAC. Optional standards are often considered *enhancements* to agency operations, including exemplary programs and/or activities.

It was another unprecedented year for the Holliston Police Department, our Community, and around the globe as we continued to deal with the COVID-19 pandemic that has now spanned multiple fiscal years. We were fortunate to be in constant contact with law enforcement leaders both locally and nationally who were all encountering similar unprecedented challenges, and in response, had to take unprecedented actions to keep themselves, their officers, and their communities safe. Police officers and staff were, and are, often directly or indirectly involved in the pandemic response and thus have a high risk of getting infected during every call for service. The pandemic certainly spread our officers and dispatchers thin across numerous ancillary duties relating to state restrictions and guideline enforcement. Nevertheless, while the pandemic was rampant, the department never lost sight of our mission and worked tirelessly to build on our already existing positive community relations efforts.

The men and women of the Holliston Police Department are accountable to our citizens. We stride to provide an unequalled level of service to our community, and we are proud to be part of the remarkable Holliston community. We believe in engaging the community and developing relationships with our residents. We acknowledge Holliston as a premier quality of life community and desire to create partnerships that are built upon mutual trust and respect, preserving the excellence of the Town.

Locally, the Town of Holliston is fortunate to have a full staff of sworn and civilian public safety professionals who are hardworking and steadfast on providing the most efficient and effective police services possible. We have many new faces at the police department, all of whom represent the very best in modern policing. Our leadership team works diligently each day to ensure our members are well prepared and trained to meet the needs of a growing community.

Community policing continues to be a key focus of our mission. Officers on patrol strive to meet and get to know those who live, work, and visit the Holliston community. Our many outreach programs offer structured environments to interact with members of the police department and learn about our team. Residents have an open invitation to participate in any of the programs that we offer throughout the year. We strive to keep our initiatives informative and aim to give participants time and direct access to personally ask us questions. Members of the community are able to gain a great sense of our professionalism and culture through a variety of community outreach initiatives that we offer. Events such as Coffee with a Cop and National Night Out, are just a couple of examples of great opportunities to get to know our officers and partner with us.

We, along with many police and fire departments across the Commonwealth, continue to see the opioid epidemic affect individuals and families in our community. However, we also continue to expand our outreach efforts in partnership with many community groups to find innovative ways to reverse this trend. On the following pages, you will find more information on these, as well as the many other initiatives, that we are working on to make Holliston a safe community for all of those who live, work, and visit.

I am proud to report that the men and women of the Holliston Police Department continued to deliver top notch, professional law enforcement services to the community. I would be remiss if I didn't take this opportunity to publically acknowledge each and every member of the Holliston Police Department and thank them for their continued tradition of service to the Town of Holliston. Our police officers and dispatchers are true professionals.

I invite you to learn more about the Holliston Police Department and the services that we provide. Please take your time and review this annual report in its entirety and acquire a better understanding of how your police department operates and how your tax dollars are spent. We hope it gives you an insight into the many positive programs that our officers are involved with each day to make Holliston the great community that it is. We encourage you to take advantage of the many opportunities to communicate and stay informed via social media, volunteer opportunities, and local meetings.

I am proud and honored to serve as your Police Chief. Your police department values your input and greatly appreciates your continued trust and support.

#### **HOLLISTON POLICE DEPARTMENT MISSION STATEMENT**

As the lead first responders, the Holliston Police Department serves to secure and enhance quality of life through crime prevention, law enforcement, problem resolution, public outreach, and protecting public safety for our community.

#### **HOLLISTON POLICE DEPARTMENT CORE VALUES AND BELIEFS**

The Holliston Police Department is committed to building an enduring department that behaves in a disciplined and professional manner; is dedicated to selfless service for the community; builds relationships with each other and the community based upon trust, confidence, honesty, respect, transparency, approachability, integrity and accountability; respects hard work, doing the job and taking the initiative; unleashes and develops talent through training and guidance, to achieve professionalism and excellence; values the team and creates a growth oriented, cohesive and effective performance environment that is ethical, direct, agile, adaptable, engaging and fulfilling; and celebrates personal and group achievement and successes.

#### **HOLLISTON POLICE DEPARTMENT VISION STATEMENT**

Achieve effective and efficient Policing through organizational & professional development, community support & engagement and creative resource management that fosters a sense of pride, teamwork and ownership, while embracing technological innovation & societal evolution.

## **FISCAL YEAR 2023 OVERVIEW**

In order to connect with all segments of our population, communication is of the utmost importance. Citizens are able to find a variety of subject matter through our official website [www.hollistonpolice.com](http://www.hollistonpolice.com). Our website offers timely information regarding scams, identity theft, filing traffic complaints, obtaining various forms and updates on law enforcement related topics, as well as access to department email addresses. Our outreach through social media on Facebook, Twitter and Instagram has increased in popularity and all are invited to join and follow us.

In fiscal year 2023 (FY23), our agency entered into the second year of our five year strategic plan. Our five-year strategic plan identifies several goals and objectives that will help guide our agency through 2023 and 2027. Six major areas of importance where the Holliston Police Department will focus their attention include; Organization, Culture, and Communications; Professional Development and Training; Operations Excellence; Community Partnership and Engagement; Resources and Technology; and Enhance Facilities.

Roadway safety continues to be a major focus of our department. Our goal is to reduce the number of motor vehicle crashes and traffic violations through consistent traffic education and enforcement, public awareness and through grants awarded by the Executive Office of Public Safety and Security that focus on impaired and aggressive driving, pedestrian safety and seatbelt enforcement. Our Traffic Safety Officer continues to address areas of improvement for both driver education and enforcement. One area we plan to explore further is the international initiative to reduce traffic fatalities and injuries known as "Vision Zero." We believe these type of efforts, including participation in the downtown traffic studies and discussions and responding to specific traffic complaints, will lead to safer roads for those who live, work and travel through our community.

The Holliston Police Department maintains an effective partnership with the Holliston Public Schools. Our School Resource Officers are situated in the Holliston High School and in the middle and elementary schools with a goal of prevention and intervention. Our School Resource Officers (SRO) have established meaningful partnerships with the administration, faculty, and students creating an atmosphere of trust and cooperation. The SRO's engage in mediation and resolution of non-criminal matters and participate in the Community Based Justice (CBJ) program, a collaborative effort to help identify students at risk and direct them to the proper resources both inside and outside of the school setting. Our SRO's actively works with outside agencies such as Youth & Family Services/Court Diversion Program and Massachusetts Partnership for Youth. Outside the school setting, our SRO's take the lead in connecting the police department with the youth of the community through high school internships and the junior police academy, involvement with organized activities sponsored by the schools and the Park and Recreation Department and safety oriented policing while on patrol.

Our Detective Division is working diligently on narcotics investigations, breaking and entering crimes as well as sexual assaults, cyber crimes and identity theft. Domestic abuse is proactively addressed through participation in domestic violence roundtables with the Middlesex District Attorneys Office and meaningful follow-ups with victims directing them to resources which can help them address abuse and violence. The Holliston Police Department's creation of the QR code business card is an easy way to distribute information to victims of domestic violence and provides them with a myriad of resources for help and assistance. We are also engaged with the Middlesex Opioid Task Force. We issue public advisories regarding certain crimes and can offer crime prevention strategies for residents and businesses through our crime prevention officer. The addition of our second, full-time detective position within the detective unit has increased our ability to investigate crimes and follow up on incidents throughout the community. As crimes increasingly become more complex, ensuring that we have two full-time detectives dedicated to investigating crimes is crucial.

Our Jail Diversion Program (JDP) started as a grant from the Department of Mental Health (DMH) and continues to be a vital part of our agency. This collaborative effort is designed to reduce or eliminate the time people with mental illness or substance abuse disorders spend incarcerated and avoid unnecessary criminal charges by directing them from the criminal justice system to community based treatment. Historically, an emergency service clinician (Masters Level) is imbedded into our agency and serves as a resource for a variety of circumstances where a clinician can best

assist an individual in emotional or mental health crisis. Our department consistently utilizes our clinician who plays a critical role in serving the needs of those with mental health issues within our community. Unfortunately, our clinician positions has remained vacant since April 2023. We are diligently working on recruiting and retaining a quality Master's Level clinician to fill this role and reinvigorate our Jail Diversion Program.

Crime prevention is a particular focus of our police department. Through proactive patrols and investigative procedures we strive for the highest level of safety and security for our residents. Our commitment to the prevention of crime can be seen on a daily basis by those officers dedicated to the areas of domestic violence, elder affairs, community affairs, housing, safety, juveniles, investigations, patrol and K-9 patrol.

#### **DEPARTMENT MILESTONES**

The Holliston Police Department continues to utilize an electronic scheduling software. This initiative has improved our carbon footprint by nearly eliminating time slips and paper time sheets from this process. Our system streamlines our scheduling, attendance, timekeeping, and payroll preparation and provides automatic communications through e-mail and text notifications. This system empowers members of the department to manage their work life anywhere and anytime from any connected device.

Sergeant Todd Hagan and his partner K-9 Mattis continue to assist our agency in many ways and offer mutual aid assistance to surrounding communities. Their patrol efforts help to track suspects or missing persons, protect police officers or other persons from injury or death, and apprehend fleeing and/or arresting suspects. Sergeant Hagan and K-9 Mattis continue to train and fine tune their skills with the Boston Police Department K-9 Unit each month. In addition to patrol/narcotics detection, our K-9 team is busy performing public demonstrations and visiting members of the community.

We continue to take a proactive approach whenever we can to help those who are facing substance abuse issues and addiction. The Holliston Police Department was one of seven police departments in Middlesex County to pilot a new "Critical Incident Management System (CIMS)" software program. The CIMS system is a software product developed to support countywide police led programs intending to document all overdose incidents within county jurisdictions and helps to facilitate the transition of those experiencing drug overdoses to treatment. This software allows the documentation of overdose events in real time, manages and documents incident follow-ups to better help those suffering from substance use get access to services, and shares information across communities up to an including an incident notification system.

Our agency continues to participate in the Framingham District Recovery Court, which was launched in February 2019. Unlike a court diversion program, the Recovery Court is a form of probation for those who are guilty of a crime. Completion of the program is a condition of their probation. An offender suffering from addiction must apply for the Recovery Court program, and a team made up of a local judge, prosecutors, defense attorneys, a probation officer, a mental health clinician, and a police officer determine if the person is a good fit for the program. This stringent, 18-month probation period includes frequent drug tests, weekly court appearances, meetings with clinicians and probation officers as well as visits to in-patient treatment facilities. The Holliston Police Department continues to play an active role in the program and participates in the monthly meetings at Framingham District Court.

The police department has also taken proactive steps to upgrade our property and evidence room procedures. Our officers continue to use the new evidence processing manual that has been created to ensure officers are using best practices when it comes to the handling and packaging of property and evidence. Additionally, the implementation of our new state-of-the-art barcoding system in our property and evidence room several years back has proven to work as it was; designed by accurately and efficiently recording the movement of evidence in and out of the property room. This evidence tracking system uses barcodes to do all of the work. The chain of custody that is vital when handling evidence is maintained as the system records each transaction with a time and date stamp. Each evidence movement is recorded; the people involved, the date, time and location are saved as well. A printed receipt is generated noting the case number, evidence involved, the person issuing the evidence as well as the person checking the evidence out. This receipt is signed and saved to document these transactions. Utilizing industry best practices

when it comes to property and evidence not only ensures accountability, but promotes transparency throughout the process.

As an accredited law enforcement agency, the Holliston Police Department seeks and employs best practice strategies whenever possible. As a result, our accreditation policy software allows us to manage our policies and procedures in the most strategic way possible. This system ensures that our policies meet the expected compliance requirements as established by the Massachusetts Police Accreditation Commission. This software program allows our police officers to have instant access to documents such as Standard Operating Procedures, Policy Manuals, policy documents, and Vision and Mission statements. This software easily stores all of these documents and stores historical versions for easy reference and retrieval. It also allows us to distribute documents to department members for them to read, assess, and sign off that they've understood the material.

In the area of motor vehicle citations, the Holliston Police Department continues to utilize the "e-citation" system. After receiving a grant from the Executive Office of Public Safety and Security (EOPSS), we were able to purchase new e-citation printers for all of our patrol vehicles. Our officers now enter the location and type of violation into the system, print the ticket out for the violator, all while using a dash-mounted laptop computer inside the cruiser. This technology cuts paperwork and saves money, while also making citations and crash data instantly available to courts, the Registry of Motor Vehicles, and the state's Merit Rating Board, which compiles data on driving records. The Holliston Police Department continuously seeks grant opportunities to support our operating budget and to lessen the burden on you, the taxpayers. In fiscal year 2023 we were able to secure grant funding from a variety of source including, but not limited to; the Massachusetts Department of Mental Health, the Executive Office of Public Safety and Security, the State 911 Department, the Med-Project Grant, the Massachusetts Bulletproof Vest Program, the Edward Byrne Memorial Justice Assistance Grant (BJAG), and other local non-profit organizations such as the Holliston Newcomers, Holliston Lions Club, the Framingham Union Aid Association, and the Stephen and Mary Birch Family Grant. We are grateful for how these grants were able to supplement our operating budget and allow us to expand the services that we provide to our community.

The Holliston Police Department actively participates in Holliston's Traffic Advisory Committee (TAC) which helps to examine traffic issues within the community. There are a total of five members on the Traffic Advisory Committee, including Traffic Safety Officer Grace as the Committee Chair, who are all appointed by the Select Board. TAC is an advisory committee charged with hearing resident petitions, conducting studies, collecting traffic data, and proposing solutions/recommendations to the Select Board. The Traffic Advisory Committee hears resident petitions on nearly a monthly basis and have made recommendations to the Select Board that include speed reductions, additional signage, and most recently in the area of commercial motor vehicle exclusions on a number of roadways within town.

In the spring of 2020, we successfully implemented the department's first police motorcycle program. With support and approval of Holliston residents, the police department was able to acquire a new police motorcycle for the department and properly train three police officers in its use and deployment. Our new motorcycle participated in a number of parades, funeral escorts, traffic enforcement posts, community events, and mutual aid requests. Our motor officers patrolled the community on two wheels throughout the spring, summer, and fall and the impact has been tremendously positive. Our police motorcycle program has proven to be an effective tool for our department and we look forward to many more years of success.

In early 2023, Chief Stone has requested the Massachusetts Police Accreditation Commission (MPAC) to perform an on-site assessment of our agency to ensure that the Holliston Police Department is meeting or exceeding the Commission's high standards for law enforcement professional excellence. A three-day onsite assessment took place on June 5, 6, & 7 2023, which confirmed our agency is in compliance with the Commission's 341 mandatory standards as well as several optional standards for an agency our size. We are confident that the Holliston Police Department will be awarded re-accreditation status after this in-depth assessment. The standards in which we will be evaluated, established by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA), covers some of the following areas; use of force, recruitment, selection, training, prisoner transportation and holding facilities, property

and evidence control, and patrol operations. As a re-accredited agency, we conform to the gold standard of policing policies and follow the best practices of modern day policing.

## **DEPARTMENT PERSONNEL**

### **SWORN MEMBERS**

Chief of Police Matthew Stone, Lieutenant Chad Thompson, Lieutenant George Leurini (*resigned on 5/6/22*), Sergeant Matthew Waugh, Sergeant Kenneth Belson, Sergeant Jonathan Remkus, Sergeant Todd Hagan , Sergeant Andrew MacGray, Officer Timothy Heney, Officer John Scanlon (*retired 5/1/22*), Detective Ciara Maguire (*retired on 10/21/22*), Officer Scott Downey, Officer Daniel Griffith, Officer Andrew MacGray (*promoted to Sergeant 9/27/21*), Officer Bryan DiGiorgio, Officer Michael Woods, Officer Ethan Coakley, Officer John Loftus, Officer David Charette, Officer Charles Grace, Detective Christopher Avey . Officer Hannah Ciavarra , Officer Ryan Parent , Officer Alexander Hulme, Officer Guillermo Palencia , Officer Alexander Keefe , Officer David Craig (*hired on 4/4/2022*), Officer Christopher Mustard (*hired on 8/29/22*)

### **CIVILIAN MEMBERS**

Dispatcher James Ray, Dispatcher Liana Lodola, Dispatcher Mollie Brown, Dispatcher Gina Moscilli (*hired 11/16/20*), Per Diem Dispatcher Kasey Richards, Per Diem Dispatcher Renee Masiello, Administrative Assistant Kelly O'Rourke  
Crossing Guard Martha Ellis, Crossing Guard Barbara Baker (*hired 09/27/21*)

### **TRAINING HIGHLIGHTS**

Training continues to be one of the highest priorities of the Holliston Police Department. Providing quality training for our police officers increases professionalism and reduces liability. All of our police officers successfully completed their forty (40) hours of state mandated in-service training as required by the Municipal Police Training Committee (MPTC). This mandated training covers all police fundamentals such as CPR, First Responder, Narcan, firearms, legal/law updates, Electronic Control Weapons (ECW) recertification, Defensive Tactics, and other specialized topics. The Holliston Police Department hosts all of our in-service training courses here at the Holliston Police station and are joined by surrounding agencies such as the Sherborn, Hopkinton, Ashland, Millis, and Medway. This collaborative effort has helped to create an excellent training environment for all of our officers and has proven to be both an efficient and an effective way to learn.

In addition to the above mandated training, all members of the department are encouraged to seek out specialized training to build on their knowledge and that benefits the organization as a whole. In fiscal year 2023 (FY23), Officers participated in professional development classes in the following areas; Next Generation 9-1-1 New Hire, Field Training Officers Course, Breath Test Operator, Massachusetts Instant Record Check System (MIRCS), Behavioral Threat Assessment Training for School Resource Officers, Instructor Certification – Duty to Intervene Train-the-Trainer, Defensive Tactics Instructor Re-Certification Course, Natural Preparedness Month Resources for K-12 Schools and Communities, National Association of School Resource Officers (NASRO) Conference, Police Chief In-Service Training Conference, Electronic Controlled Weapons (ECW), M&P Pistol Armorers course, Overcoming Size for Female Officers, Report Writing, Firearms Instructor Re-Certification, From Sandy Hook to Uvalde: Challenges of School Safety, MPTC Instructor Development, 4<sup>th</sup> Annual Faith Based Organizations Safety and Security Seminar, Searches and Seizures, NASRO – Adolescent Mental Health, K-9 Law, Comprehensive School Threat Assessment Guidelines (CSTAG), Law Enforcement Mental Health and Suicide Prevention, Massachusetts Partnerships for Youth: Threat Assessment Training Conference, The POST – Complaint Investigations, Breaking and Entering Recovery, Night Range Training, Leadership Conference, Police Mental Health Intervention, Managing and Conducting Background Investigations, Snow and Ice Operations, Legal Update, Dust 'n Bust, Post Promotional Suicide, Sexual Assault Investigators Course, Basic Crime Scene Processing, Emergency Preparedness, Tactical Firearms Instructors Course, Emergency Medical Dispatch (EMD), Hate Crimes, Duty to Intervene, Opioid Overdose, Standard Field Sobriety Testing Instructor, Basic Search Warrant Preparation, Excited Delirium, Alzheimer's and Dementia, Frontline Digital Evidence, Officer Response to Interpersonal Violence, Pre-Employment Background Investigations, Keeping Crossing Guards Safe, FBI – Law Enforcement Executive Development Association (LEEDA) Supervisor Leadership Institute, Firearms Dealership Inspections, Public Information Officer (PIO), Breeding Success, Critical Incident Stress,

Sexual Assault Investigations, Identifying the Imposter – Understanding Identity Theft and Licensed Fraud, The Role of Cyberspace in Terrorism and School Safety, The Tactical Nutrition Advantage: How First Responders Can Control Weight and Increase Resiliency, Officer In Charge (OIC), Understanding the Unique Challenges of Leading a Smaller Police Department, Responding to Crisis, Rescue Task Force/ASHER, Firearms Legal Update, School Resource Officer Safety Conference, Nomadic Transient Criminals and their Perfect Victims – The Elderly, Detective’s Conference, Oleoresin Capsicum, Handcuffing Techniques, Police Officers Standards and Training (POST) Commission, Field Training Officer (FTO) Refresher, MPTC Instructor Recertification, Law Enforcement Mental Health Seminar, Court Prosecutors Seminar, and K-9 Critical Issues.

In addition to the aforementioned specialized training courses, Sergeant Hagan and his partner K-9 Mattis attended 16 hours of mandatory in-service training with the Boston Police Department K-9 Unit during each month of the fiscal year.

### **COMMUNITY OUTREACH**

Community outreach continues to be a cornerstone of the Holliston Police Department. The essence of community policing is our contact with the public. Both the police and the public can initiate this communication and it is our goal to keep the dialogue open. This partnership is formed through community interactions, social media (Facebook, Twitter, & Instagram) and outreach events such as “Coffee with a Cop”, National Night Out, K-9 demonstrations, Citizens Police Academy, Junior Police Academy, Rape Aggression and Defense (RAD), Celebrate Holliston, participation in panel discussions and charitable events such as the Senior Holiday Luncheon and Toys for Tots program. The Holliston Police Department is proud of our relationship with the community and through our commitment and partnership, our goal is to help ensure a quality of life that is safe and can be enjoyed by all. We appreciate the continued support of those we serve.

As the department continues its commitment to Community Policing, the Police Chief and all department staff will continue to support the events and initiatives instituted in the past while always striving to expand the services the police department provides to the residents of Holliston. The Holliston Police Department is honored to be asked to support community events and will always do our best to make ourselves available to the residents of Holliston. In any given year however, these are some of the many community outreach programs that members of the Holliston Police Department participate in. These programs and initiatives occur above and beyond the 17,000+ calls for service that we respond to or initiate throughout the year.

Police Mountain Bike Patrols, Junior Police Academy, National Night Out, Pink Patch Project, Prescription Drug Take Back Day, Veterans Appreciation Breakfast, Pumpkin Patrol, Walking School Bus, No Shave November, Holiday Senior Lunch, Fill-A-Cruiser Toy Drive Event, Toys for Tots, Shop with a Cop, Boston Children’s Hospital Blood Drive, Soup-er Bowl, Celebrate Holliston , MetroWest Clothing Initiative , Community Reader Week, Girl/Boy Scout Station Tours, Special Olympics, HHS Graduation Parade, Veterans Court Holiday Luncheon, Boston Marathon, Recovery Court, Rape Aggression Defense (RAD), Law Day at Framingham District Court, Community Based Justice (CBJ) Meetings, Ice cream social – Mission Springs and Cole Court, Story Hour Program at the Holliston library, Intruder Response/Workplace Violence Presentations, Popsicles with Cops, “BACK-Pack to School” Program, Safe Routes to School Campaign, Bicycle Safety Event , Elementary/Middle School Graduation Parade(s), Holliston High School Graduation Parade



**CALLS FOR SERVICE**  
**JULY 1, 2022 through JUNE 30, 2023**

<b>FY23</b>	<b>Calls</b>	<b>MV Citations</b>	<b>MV Crashes</b>	<b>Offense</b>	<b>Arrest</b>	<b>Protective</b>	<b>Mental</b>	<b>Medical</b>
<b>07/01/22 - 06/30/23</b>	<b>For Service</b>	<b>Issued</b>	<b>Investigated</b>	<b>Numbers</b>	<b>Reports</b>	<b>Custody</b>	<b>Health</b>	<b>Emergencies</b>
July	1,613	134	12	100	11	0	13	62
August	1,449	200	10	73	4	0	9	79
September	1447	151	14	81	7	0	6	84
October	1,577	167	32	91	8	1	7	88
November	1,608	153	22	65	9	0	8	92
December	1,581	170	37	68	5	0	13	90
January	1,533	195	24	74	11	1	9	73
February	1,477	177	22	81	13	1	12	52
March	1,726	281	11	90	9	1	12	68
April	1,622	245	12	90	3	0	16	77
May	1,634	220	26	118	4	0	3	78
June	1,577	242	14	78	4	1	7	83
<b>FY22 Totals</b>	<b>18,844</b>	<b>2,335</b>	<b>236</b>	<b>1009</b>	<b>88</b>	<b>5</b>	<b>115</b>	<b>926</b>

**PUBLIC LIBRARY**

The Library continued our quest to improve quality of life with access to information and technologies ranging from books to mobile WiFi hotspots. We made efforts in FY23 to expand our graphic novel offerings as well as our new books and our browsing collection and this has yielded modest increases in circulation this year (218,950 total circulations). Our largest increases were in adult print books, and downloadable audio books made available through Hoopla and Kanopy.

FY23 saw big increases in programing, with the addition of the Library Speakers Consortium online author talks provided by the Friends of the Library. Overall the library hosted 239 programs for children and adults in FY23, with over 6000 attendees in total.

The library requested and received \$12,000 to conduct a building study in FY24 with an eye towards making the best use of our existing space, and we are looking forward to implementing some the study's suggestions to make our space more comfortable and efficient for staff and patrons. Prior to this the library made some space changes to add a meeting room to the list of rooms that can be reserved by patrons. We also finished the work on the Minds in the Making LSTA Grant which has provided us with update toys and tool in the Gilman room.

**BOARD OF REGISTRARS**

The Board of Registrars is part of the Town Clerk's Office and is responsible for conducting the annual census, certifying all nomination papers and petitions, both town and state, voter registration, planning and conducting all elections, recounts, prepare and mail out Early Voting Ballots and Absentee Ballots.

During the Fiscal year (July 1, 2022 – June 30, 2023) the following Elections & Town Meetings were held: Special Town Meeting, October 17, 2022; Annual Town Meeting, May 15, 2023; State Primary Election, Sept. 6, 2022; State Election, Nov. 8, 2022; Annual Town Election, May 23, 2023.

For this same time period there were 11,205 registered voters in Holliston. Democrats: 2,775; Republicans: 1,069; Libertarian: 41; Socialist: 2; Inter. 3<sup>rd</sup> Party: 12; Conservative: 3; United Independent Party: 26, Green Party: 2; We the People: 1; Constitution Party: 2; MA Independent Party: 2; American Independent: 3; Pirate Party: 2; Working Families Party; 1 and Unenrolled: 7,262. A population of 15,547 was recorded.

The State is continually upgrading and improving our Voter Registration Information System (VRIS) which improves our ability to keep track of census and voter information, making certifying nomination papers and petitions quicker and more accurate. This system is connected with the Secretary of State's Office and voter registration

through the Registry of Motor Vehicles. It also provides an accurate list of inactive voters (those who do not answer the census) for elections and allows them to vote upon proof they are still residents. The election laws are constantly changing and keeping up is a challenge.

We are always grateful for the continued cooperation of the School Department and the Highway Department for their assistance in the election process. Also, without the devotion of the election workers, who cover Town Meetings and all elections, we would be unable to do the job that we do.

Elaine Doyle (D), Eric Raffi (R), Ellen George (D) and Elizabeth T. Greendale (U), Town Clerk

## **TECHNOLOGY**

From July 2022 to June of 2023 the Technology Department continued to support remote and hybrid Committee meetings. The Department staffed 340 Board/Committee meetings, totaling 548 hours which allowed 5567 residents to participate remotely. The Technology group continued to train, support and install equipment for Staff to work both in-person and remotely throughout the year as well.

The large-format printer/scanner purchased seven years ago continues to get extensive use by allowing the Town to digitize historical and current design plans bringing maps and plans into the 21<sup>st</sup> century.

Other projects undertaken by the Technology Department included installing security cameras on Town buildings, obtaining grants for employee cyber security training, and maintaining up-to-date information and communications on the Town's Facebook Page (Town of Holliston) and the upkeep of the [www.townofholliston.us](http://www.townofholliston.us), [www.hollistonedc.com](http://www.hollistonedc.com) and [futureholliston.org](http://futureholliston.org) websites.

In addition, the Technology Department successfully received grant funding for an electric vehicle charging station at 9 Green Street scheduled to be installed in February of 2024, as well as, grant funding from the Green Community Program to offset costs to convert the street lights to LEDs.

For the 2023-2024 year, the Technology Department looks forward to continuing to work with and support all Town Employees and Committees/Boards with their technology needs.

## **TOWN CLERK**

The day to day working of this very busy office continues.

The Town Clerk's Office is the keeper of the records, town seal, certifies all official actions of the Town, and signs all notes for borrowing, files Planning and Zoning Board decisions. We issue and renew business certificates, fuel storage permits, raffle and auctioneer permits. We are responsible for submitting all zoning and general by-law amendments made at town meeting to the Attorney General, notifying the State when the Town has accepted a state statute. Our office conducts the yearly census, jury list, prepares warrants and ballot layout, has custody of all election materials, instructs and supervises election workers, as well as administering the oath of office to all town officers, elected and appointed. We also prepare nomination papers for town candidates and certify nomination papers and petitions for both state and local issues. Indexing and recording of all hospital, home, out of state, out of country births, adoptions, marriages and deaths are done in this office. We also post all meetings and agendas, keep the minutes of boards and distribute open meeting and conflict of interest laws, as well as the annual distribution and bi-annual testing of the State Ethics Law. We receive notices of claims and legal actions against the Town and keep the Town's traffic rules and orders and the General and Zoning By-laws. State Ethics Laws, Open Meeting Law and Campaign Finance Laws are continually changing and the responsibility of the Town Clerk. The Town Clerk is also the Public Records Access Officer.

Our office turned over to the Town \$46,867 with the following breakdown: licensed 1,736 dogs and 10 Kennels, totaling \$28,315 plus \$1,327 in late fines. Approximately \$1,345 in miscellaneous fees, \$12,970 in Certified Vital Records, \$2,410 in Business Certificates, and \$500 in Non-Criminal fees were turned over to the Treasurers office.

The statistical report of the activity in this office for fiscal year 2022 is as follows:

Recorded Births – 143, Marriages – 45, Deaths – 125

Town Meetings: Fall Special (Oct.), and Annual (May)

Elections: State Primary Election (9/6/2022), State Election (11/8/2022), Town Election (5/23/2023).

I would also like to thank my staff Veronica Mueller, Terri Gated and Taylor Borelli for a job well done. I would also like to acknowledge the Community Preservation Committee, for their hard work and investment in preserving our Town Records.

#### **TOWN FOREST COMMITTEE**

Over the past year, the town forest committee has been committed to maintaining the open space for conservation, recreation and preservation. This Town Forest is a vitally important asset to the town, and this resource is used not only by Holliston residents but has increased in popularity and use by other out of town groups. The town forest trails are linked to other trails in the David Fairbanks Conservation Land, as well as the conservation lands of Milford and Hopkinton. There has been some minor trail clearing needed. The work was done by volunteers and those who want to keep the trails open for walking and for mountain biking.

The Town Forest on Highland Street came in for more scrutiny in 2023, as a large, contiguous parcel of land came under the oversight of the Mass. Audubon. The land would connect the Highland Street town forest with other parcels of land that will in the future connect them all, from Jasper Hill all the way to Warren Woods in Ashland. Ongoing planning is still be worked out as to where any trails might be added. Town Forest, Conservation Commission, and the Holliston Greenbelt initiative are involved in planning and implementing improvements.

At the meetings during 2023, discussion has increased, and have considered options for ways to mark trails, and also, add more information on the kiosks. Wooden markers with numbers on them, similar to those that have been placed in the Fairbanks Land, are the favored type. On the conservation land that runs from Linden Street to Mill Pond, for example, has that type of trail marker. Consensus is leaning toward adapting that type of marker for future town forest signs.

The one hundredth anniversary of the Holliston Town Forest Committee, on July 7, 2024, marks a significant milestone in Holliston's commitment to preserving open space. This is a date of worthy note as it was the first time Holliston began to set aside land that had, up to this date, been land ignored for two centuries of Holliston's existence and benignly neglected, which has proven to become to Holliston's great fortune. May the Town of Holliston continue the preservation of open space, know the value of conserving the land that now has three centuries of history and looks forward to the future.

#### **TRAILS COMMITTEE**

The Holliston Trails Committee was responsible for the development of the Holliston section of the Upper Charles Rail Trail, a proposed multi-purpose, accessible 20-mile loop trail system through the towns of Sherborn, Holliston, Milford, Hopkinton and Ashland. The Holliston portion of the trail was completed in 2018 and is 6.7 miles in length from the town line in Sherborn to the town line in Milford. The Trails Committee is now focused on maintenance and improvements for the Trail. The former railbed corridor is owned entirely by the Town of Holliston and is improved with a stone dust surface, approximately 10 feet wide.

#### **Improvements made in the period from July 1, 2022 to June 30, 2023**

- Ditches restored by Central Massachusetts Mosquito Control Project November 1-4, 2022 in partnership with Holliston DPW.
- Drainage pipes installed near Phipps Tunnel to eliminate the open ditches and ongoing maintenance concerns, completed December 2022.

- Little Free Library installed by Baroud family December 2022
- Blair Square Park Improvements completed May 25, 2023
- Tree cutting contracted by Holliston DPW to maintain trees along corridor

#### **Trail Use**

Trail use counters were temporarily provided by the Metropolitan Area Planning Council. Trails use were measured near Blair Square and again near Village Plaza. Trail use at these two areas were measured from July 1, 2022 to June 30, 2023 and yielded:

662 Average daily use  
 574 Median daily use  
 241,467 Total yearly use  
 2,246 Peak use on July 10, 2022

#### **Trail Maintenance**

Trail volunteers participated in maintenance activities including: tree cutting, vegetation mowing, leaf blowing, trail surface grooming and repair, dealing with graffiti, ditch repair, and litter. This year over 800 hours were conducted by volunteers and donated services by others. Since the beginning of the project, over 10,700 hours of volunteer time has been contributed toward the construction and maintenance of the Trail.

### **TREASURER AND COLLECTOR**

The Treasurer/Collector's position is an appointed position by the Town Administrator with approval of the Board of Selectmen. The staff in the Treasurer/Collector's office consists of Finance Director – Treasurer/Collector Chris Heymanns. Assistant Treasurer/Collector - Payroll Manager Mallory Franceschi, Financial Analyst Ryan Josephson, and two Principal Clerks, Lisa Rodrigues and Kathy Walters. Our Deputy Collector is Kelley and Ryan of Hopedale, Mass.

The Treasurer's office is responsible for receiving and identifying all moneys owed to the town and providing the Accountant with a detailed report of receipts. It is our responsibility to insure safekeeping of all funds received and to manage town funds to insure maximum cash availability and yield. The Treasurer also issues vendor checks according to the weekly warrant approved by the Accountant and Board of Selectmen. The Treasurer's office prepares and maintains all payroll and personnel information and accounts for and disburses all payroll deductions. The Treasurer is also responsible for all short-term and long-term borrowing. Our department also runs the tax title process and manages the Town's investments.

The Collector's office is responsible for the billing, collection and reconciliation of all bills due the Town. The following is a brief description of bills processed by the office.

#### **REAL ESTATE and PERSONAL PROPERTY BILLS**

Real estate and personal property bills are issued on a quarterly basis as follows:

<u>ISSUE DATE</u>	<u>DUE DATE</u>
July 1-Qtr 1.	August 1
July1-Qtr 2	November 1
January 1-Qtr 3	February 1
January 1-Qtr 4	May 1

Bills are mailed on or before July 1 and January 1. Both bills are placed in one envelope and should be held for the next due date.

Assessed owners of unpaid real estate bills will receive a letter stating they have until a certain day to pay the bill in full. Unpaid bills will be advertised in the Metrowest Daily News for a Tax Taking. A Tax Taking is the advertising of your property in the Metrowest Daily News and the recording of an Instrument of Taking placing a lien on your

property. The lien is recorded in the Middlesex South District Registry of Deeds. The Notice of Tax Taking is posted on the Town Hall, Library bulletin boards and under legal notices on the Town's web site. If the outstanding taxes are not paid within six months, the Town has the legal right to begin foreclosure proceedings in Land Court. That said, Land Court is a last resort and we will always work with residents to avoid this situation.

### **MOTOR VEHICLE EXCISE**

Motor vehicle excise tax bills are issued when a commitment is received from the Registry of Motor Vehicles. The first commitment is usually mailed in the first quarter of the calendar year. All motor vehicle tax bills are due and payable within 30 days from the issue date shown on the bill.

If a payment is not received by the due date, a \$10 demand fee is charged along with interest at the rate of 12% per annum. If a warrant is issued by the Deputy Collector and you fail to pay the bill, the Deputy has the authority to "mark" your file at the Registry of Motor Vehicles which will result in your registration and/or license not being renewed until all unpaid excise tax bills are paid in full.

If you feel your bill needs to be adjusted, please see the Assessor's Office within the first 30 days that the bill is issued. You will be responsible for any additional charges and fees that are due unless your bill is abated in full.

If you move or change your address, it is imperative that you notify the Registry of Motor Vehicles.

### **TRASH STICKERS AND RECYCLING CENTER WINDOW DECALS**

Trash stickers are available for sale during regular business hours. Senior Citizens may pick up their trash stickers from the Treasurer's Office.

### **ONLINE PAYMENTS**

We strongly encourage residents to use secure and convenient online bill payment system at <https://www.townofholliston.us/tax-collector-treasurer/pages/online-payments>.

Payments made by e-check are free of charge.

### **DEPARTMENT OF WEIGHTS AND MEASURES**

The Holliston Department of Weights and Measures enforces Massachusetts General Laws, town by-laws, state and local regulations relating to the accuracy of weighing and measuring devices that weigh, measure, and count commodities offered for sale to the public. This includes gas pumps, scales, oil trucks, scanners, item pricing and unit pricing (in food stores or food departments). To ensure that equity and fairness prevails in the marketplace the department enforces all laws relating to the accuracy of weighing and measuring devices used by local businesses. To accomplish this, the department inspects seals or condemns the devices tested. Additionally the department inspects prepackaged foods and merchandise to assure compliance with weight, measurement, and count requirements and for proper labeling as to weight, measure, and extended prices. The department investigates complaints on weighing and measuring devices not complying with legal standards. The department also investigates complaints for short measure of firewood delivered to homes (consumers) to assure compliance with proper measurement (128 cubic feet) based on what the consumer has purchased. Oil trucks are inspected to assure that their meters are properly sealed and the correct fuel oil deliveries slip is prepared. If violations are found based on inspections or complaints, the department may issue civil citations or engage in criminal prosecutions.

During 2023 the Holliston Department of Weights and Measures continued inspecting weighing and measuring devices located in the town and sealed or condemned them. A device condemned cannot legally be used in trade until it is repaired or replaced. It is marked with a red condemned or not sealed tag which can only be removed by the Sealer of Weights and Measures. Also inspected were gasoline pumps, scanners, pharmacy scales through scales in food stores to large truck scales to scales used for package weighing (FEDEX, postage, or UPS type scales) and *Cannabis* growers/processors.

The Weights and Measures Inspector serves on the NCWM *Cannabis* Task group as Scale Task Group Chair which is charged with developing national standards on methods of sale, scales, and inspection procedures on *Cannabis* facilities. The Weights and Measures inspector worked with open *Cannabis* growers and processors to assure that their weighing and measuring devices meet “legal for trade” requirements. He also serves on the Massachusetts Weights and Measures Association board of directors.

A special effort continued this year to assure that gasoline dispensers are secure from skimming devices. These illegal devices facilitate the theft of identity and credit/debit card information. Stations managers are advised what to look out for to prevent these fraudulent activities. Inspections were conducted throughout the year. No instances of skimmers were found in Holliston.

In 2023 thirty-three different inspections were conducted, 103 devices were adjusted. Over 283 devices were inspected, adjusted, and sealed. Three devices were condemned as not meeting legal standards. One Item Pricing inspection for food stores/food departments took place. Two retailers received a Price Verification [scanning] inspection. Merchants who do not meet legal requirements for these inspections are directed to comply and appropriate civil citations issued. Two complaints were received and resolved. In 2023 over \$32,000.00 was saved by merchants and consumers through weights and measures inspections. Over \$539,000 was saved by *Cannabis* grower/producers and their customers by inspecting their scales twice a year. Two complaints were received and resolved without penalties being imposed.

A very special thanks to Donna Muzzy, Peg Driscoll, and Travis Ahern for all the assistance they have given to Weights and Measures this year.

## **ZONING BOARD OF APPEALS**

The Zoning Board of Appeals met monthly to hear Dimensional Variance, Use Variance, Special Permit and Comprehensive Permit applications as empowered under MGL, c. 40A & c. 40B and the Town’s Zoning By-Laws. Sixteen applications were acted upon this year. The majority of the Board’s hearings were for requests for alterations and expansions to pre-existing, non-conforming residential structures.

In addition, the following businesses were issued Special Permits with operational conditions: 1. Leudson HVAC, 893 Washington Street, 2. Jack’s Automotive, LLC, 85 Central Street, 3. RC Cabinets, LLC, 56 Lowland Street, 4. Upton Tea Imports, 100 Jeffrey Ave., 5. Mindful Recovery, 859 Washington Street, 6. Joe Sokol/HCT, LLC, 56 Lowland Street, 7. 567 Concord Street, LLC (Planet Automotive), 567 Concord Street, 8. Green Team Junk Removal, 18 Water Street, 9. John Sutherland Electrical, 425 Washington Street, 10. Pegasus, 39 Locust Street, 11. Hopping Brook Development, LLC (Richard Gordon), 58A Hopping Brook Road, and 12. Horizon Construction Company, 150 Kuniholm Drive.

The Board is currently monitoring the development of two 40B projects: Village on the Green, 16 units, (Washington Street) and Geoffrey Park, 24 units, (Indian Ridge Road South). The housing lottery was completed for Village on the Green. Geoffrey Park is under a Covenant and a third-party engineer is working for the town under the direction of the Building Commissioner and Town Planner.

## **SAM PLACENTINO ELEMENTARY SCHOOL**

The 2022-2023 school year has been another year of growth and change at Placentino School. Our 725 students and amazing staff members have had many accomplishments to be proud of and applaud! Here are just a few:

- Placentino School continues to implement a structured literacy model. Within this model, we focus on the individual needs of readers, utilizing authentic text, decodable readers, hands on phonics manipulatives and materials that encompass windows and mirrors for all of our learners ensuring racially and culturally diverse learning materials.
- Placentino students and staff **CARE!** Cooperation, Acceptance, Responsibility, Effort. We are continuing our participation in a three-year journey with DESE to be part of the PBIS (Positive

Behavioral Interventions & Supports) Academy. Our coaches and leadership team have created a matrix of expected behaviors throughout the school and created signage throughout the school. In addition, the team has created lessons teachers use within their classroom multiple times a year systematically teaching students how they can show CARE within Placentino. The overall system is simple, all adults at Placentino are committed to acknowledging our students with a CARE card when we “catch” them cooperating, being accepting (kind), showing responsibility, or trying their best. Our goal continues to be to create a positive school culture in which young children are independently making good choices with their words and actions. Placentino children do CARE; the success of the program is a strong example of what a community working together can do.

- We continue to focus on embracing the concept of a Social, Emotional Learning, Growth Mindset, and embedding Mindfulness strategies in our classrooms to help students self-regulate, learn how to persevere through challenging tasks, and learn the importance of reflection and learning from mistakes.

**Parent/Teacher Organization:** PTO’s fundraising efforts and volunteer participation continue to provide wonderful support for our staff and students at the Sam Placentino Elementary School. Throughout the year groups of enthusiastic parents have worked diligently to support our school and initiatives. Fundraising proceeds have been used to support innovative initiatives, Culture Connections, and field trips that offer our children valuable and important school experiences.

**Assessment:** Formative and summative assessments are used by teachers to measure student achievement in reading and math throughout the school year. Ongoing assessments of children’s learning are a vital part of any school’s commitment to excellence. Our staff continues to work together addressing the goal of ensuring that our assessment is used to critically inform and shape the instruction of each one of our students.

**New Staff Members:** We welcomed the following staff to our school during the 2022-2023 school year: Charlotte Smith, Nicole Bergeron, Kara Dicruttalo, Krissy Gilbert, Nicole Marchant, Stephanie Worth, Magadhi Diwanji, Meredith McShane, Jacob Keplinger, Magdalena Bernal, Joe Santos, Diana Rivera, Sue Robidoux, Giuliana Bruno Da Silva, Aiden Carroll, Rebecca Harrison, Melissa Hutchinson, Kristina MacPherson, Jordan McKay, Jennifer Monteith, Patty Pereira, Aundrea Redfield, Connor Salgueiro, Nicole Sutherland Kasper, and Megan Taylor.

Jaime Slaney, Principal, Cheryl Cordero, Assistant Principal, Carol Dicruttalo, Interim Student Services Administrator

### **FRED W. MILLER INTERMEDIATE ELEMENTARY SCHOOL**

Welcome to Miller Elementary School, where we specialize in fostering the unique abilities of students in grades 3 through 5, all within a caring and cooperative atmosphere aimed at unlocking each individual's full potential. Our mission is to equip every student with the resources and opportunities needed to thrive academically and personally.

We strive to cultivate confident critical thinkers, foster a lifelong love of learning, and instill a sense of social responsibility in our students. Our aim is to prepare them to navigate an ever-evolving, technologically advanced, and diverse society with ease.

Building upon the foundation laid at Placentino, Miller proudly continues three distinctive programs: Traditional, Montessori, and French Immersion. Entry into the Montessori and French Immersion programs requires prior enrollment at Placentino.

At Miller, we embody the spirit of RISE! Our students are encouraged to embrace Resilience, Integrity, Self-awareness, and Empathy as guiding principles. Similar to Placentino's CARE initiative, our RISE Program fosters a positive school climate and fosters trusting relationships between students and teachers.

We take great pride in fostering a sense of community and mutual respect within our school. Our ultimate goal is for respect to permeate every aspect of student life, ensuring a nurturing and inclusive environment for all

**MISSION, VISION, BELIEFS OF THE FRED W. MILLER  
INTERMEDIATE ELEMENTARY SCHOOL**

**MISSION**

To collaboratively create a safe, inclusive environment that empowers all learners, through innovative teaching and learning, to be lifelong, active, global citizens.

**VISION**

Embark on Your Journey: Personal. Local. Global

**OUR CORE VALUES:**

We Believe In:

- Leveraging technology to enhance innovative learning
- An emotionally and physically supportive, safe, and equitable school environment
- Effective communication between all constituents
- A strong sense of community enhanced by family and community partnerships
- The power of student agency (voice, action, self-promotion, advocacy)
- Recognizing, celebrating, and appreciating individuality in order to establish respect amongst learners as well as the community as a whole
- Providing varied opportunities for collaboration so that learners can achieve excellence

**Enrollment:** During the 2022-2023 school year, the Fred W. Miller Intermediate Elementary School housed grades three, four and five. The June 2023 Enrollment was as follows:

<u>Grade</u>	<u>Enrollment</u>
3	210
4	175
5	220
Total	605

**Miller School Council:** The Education Reform Act, which was signed into law in June of 1993, contained a provision for the establishment of School Councils. The School Council is composed of parents, teachers, and a community representative. The broad goals for the School Council, as defined in the Educational Reform Act, are to adopt educational goals for the school which are consistent with local and statewide standards; to identify the educational needs of the children attending our schools; to review the annual school budget; and to formulate a school improvement plan. The agenda is broad and complex. The Elementary School Council has become an integral part of the decision-making process. School Council meetings are held monthly. Members of the 2022-2023 School Council included:

Mr. David Keim	Principal, Council Chair
Mrs. Erica Linares	Assistant Principal
Claire Picard	3 <sup>rd</sup> Grade Teacher Representative
Noelle Tonelli	5 <sup>th</sup> Grade Teacher Representative
Allie Curley	Teacher Representative
Amanda Wang	3rd Grade Parent Representative
Open Position	4th Grade Parent Representative
Laura Gallerane	5th Grade Parent Representative
Chief Mike Cassidy	Community Representative

**Staff In-service:**

The Miller School staff met for a district-wide opening day orientation on August 29, 2022. The day was filled with Welcome meetings, introductions of new staff, trainings, and faculty meetings. August 30, 2022 presentations included "Project 351" and "Getting to know the Arches of the Strategic Plan". November 4th focused on Social



Emotional Learning & Building Community, Writing Across Content Areas, and Trauma informed strategies. December 14th included "Vision of a Graduate" by Nicole Bottomley, continued "Writing Across Content Areas", & Cognitive Behavior Therapy". February 3rd, 2023 Curriculum work was done by grade level teachers in different content areas. World Language Teachers worked on articulating Transfer Tasks/Summative Assessments. Unified Arts teachers worked on curriculum collaboration. Bill Atwood presented Writing Across the Curriculum Area on the March 10th professional development day. UA staff worked on creating teaching units. March 22nd, "Autism: From Awareness to Advocacy" was presented by Ella Reed & Carla Brady. Later, Culturally Responsive Education Relationship Mapping occurred.

**New Staff Members:** We welcomed the following staff members to Fred W. Miller Elementary School: Brenda Barton - .75 Nurse, Matthew Jarvis - Paraprofessional, Kristina Kern - Sped Teacher, Kaitlin Kodak - Psychologist, Timothy Lowell - Paraprofessional, Tania Morse - paraprofessional, Ilse O'Brien - Literacy Specialist, Colleen Pagucci - Paraprofessional, Stephanie Prentice - Paraprofessional, Susan Robidoux - Procedural Assistant, Nicholas Rockwood - Band Teacher, Amanda Sexton - Adjustment Counselor, Marina Stewart - paraprofessional, Eileen Sullivan - Montessori Teacher, Joanna Vanesian - Moderate Special Education Teacher

**School Activities:** The students enjoyed a variety of in-school activities as well as many field trips throughout the year. The 3rd grade students went to Plimoth Plantation and the Holliston Historical Society, the 4th grade classes visited the Broadmoor Wildlife Sanctuary. The 5th graders visited the Museum of Science, Wheelock Theatre, and the Freedom Trail. On June 20th we celebrated with our 5<sup>th</sup> graders at their "Moving Up" ceremony.

**ES PTO (Elementary School Parent Teacher Organization):** Provided support to the Holliston Elementary Schools, Kindergarten through Grade Five, with volunteer and fundraising efforts. A group of enthusiastic parent volunteers are involved in a series of activities to support our school: Virtual Book Fairs, School Pictures, Teacher Support Program, and the coordination of Room Parents to help teachers with classroom activities.

**Community Service:** Food Pantry Collections are held monthly throughout the school year.

## **ROBERT ADAMS MIDDLE SCHOOL**

The 2022-2023 school year began with the Robert Adams Middle School enrollment at 664 students. Students in 6th and 7th grade continue to be arranged in teams at the Middle School with a total of six teams, three teams in each grade. All grades were composed of two teams with four general educators- an English, mathematics, science, and social studies teacher; and one team with two general educators- a teacher who taught both English and social studies and a teacher who taught both mathematics and science. Teams also had a special education teacher assigned to them. Students also study world language, including French Immersion, Introductory French, and Spanish as well as art, computer science, wellness and music (in the form of general music, band or chorus) in the unified arts. In addition, the middle school offers a range of special education programs and services designed to meet individual needs. These programs support students in a way that provides them with the least restrictive setting.

The year's new teaching staff included: Jesse Conant (Interim Assistant Principal); Tessa Piantedosi (Student Services Administrator); Jennifer Dayton (math/science teacher); Emily Shipman (Special Education teacher); Janet Morganelli (Psychologist); Urooj Zaman (math teacher); Alexis Bratica (math teacher); Marinka Dorcely-Aihe (French Immersion teacher); Cole Perkins (computer science teacher); Anita Lahue (ELA teacher); Mackenzie Byck (ELA teacher); Kayla Smith (School Counselor); Kelsey Flynn (Adjustment Counselor); Lisa Ahronian (Data Specialist).

Paraprofessionals are: Jacob DeMasi-Capua; Stephen Mulvoy; Alecia Thomas; Ysaswini Vummiti.

School pictures were taken on September 8. In the fall of 2022, Open House for grade 6, Unified Arts/World Language was held on the evening of September 20. Open House for both grades 7 and 8 was held on the evening of

September 21. It was a wonderful time for parents to hear from the teachers about all the valuable learning opportunities that their students would experience at the Adams School.

Eliza Marion received the David P. McCobb Principal's Award for academic achievement and citizenship. The Mary Troy Math Award was presented to Bryan Casey and the Scholastic Achievement Award was presented this year to Yukti Reddy Avala..

The MS-PTO (Middle School-Parent Teacher Organization) was led by Sarah Fitzgerald. Its efforts have been invaluable in planning for school functions, staff appreciation, fundraising, and many other important events at Adams.

In curriculum, instruction and assessment, teachers collaboratively developed student learning and professional practice goals aimed at developing deep conceptual understanding of essential learning goals; critical thinking and complex problem solving; sophisticated reading, writing, listening, and speaking skills; artistic expression; and physical, social and emotional wellbeing. This centered itself around a literacy initiative aimed at unifying the reading and writing expectations and language used by teachers in the building.

In an effort to continue to develop a positive culture, Adams organized two successful school-wide spirit activities in the fall including a Spirit Week and Rally to celebrate our fall sports and after-school clubs and a Thankfulness Gathering which celebrated our feelings of gratitude. Service learning opportunities were visible throughout the building including, but not limited to, the seventh grade participation in Project Just Because where they supported children in need during the winter holiday season, and the 8th grade Community Service Day where 8th graders did a community clean up of many of Holliston's public spaces. Efforts also continued around anti-bias and anti-racism, including partnering with the Anti-Defamation League and Sandy Hook Promise in the creation of two peer leadership groups that facilitated discussions and training for all staff and students. In addition, the Band and Chorus Winter and Spring concerts were held December 13 and 20th; May 22 and the Spring Musical was held April 28-30.

I would be remiss if I did not acknowledge the exceptional work of our teachers in improving the academic outcomes of the students, which has been recognized formally by the Department of Elementary and Secondary Education for high achievement and growth among all subgroups of students.

David Jordan, Principal

### **HOLLISTON HIGH SCHOOL**

Holliston High School had a very productive, successful, and rewarding school year. The Class of 2023 Commencement Ceremony was held on Kamitian Field on Sunday, June 4th, with faculty, staff, and family in attendance. Many of our students were the recipients of special awards in a variety of areas and, among the 792 enrolled, many were individually recognized for their accomplishments in academic, extracurricular, and athletic activities.

The following new staff members joined the Holliston High School community:

- Bella Ramsey, Social Studies Teacher
- Ronald Taylor, Assistant Principal
- Dylan Nauss, World Language Teacher
- Catherine Cooper, Math Teacher
- Alec Haffner, Math Teacher
- Anthony Mazzola, Special Education
- Shannon Mattson, Math Teacher
- Michelle Donovan, Nurse
- David List, Principal
- Joel Stembridge, Interim Assistant Principal

- Rebecca Smith, Theatre Teacher
- Taylor Arthaud, Special Education
- Kevin LaMarque, Math Teacher
- Hallie Starkey, Science & Technology
- Mark Liberty, Building Based Substitute
- Paul O'Neil, Building Based Substitute
- Ashley Guy, Procedural Assistant

One hundred twenty-three (123) students were inducted and re-inducted virtually into the Aristos Chapter of the National Honor Society here at Holliston High School.

Many students were presented with scholarships and department awards where they were recognized for their Excellence in Scholarship, Character, and Collaboration. Senior Scholarship Evening was held on Wednesday, May 31st in the HHS Auditorium. The event was also live-streamed to HCAT and the HHS Counseling YouTube channel. Department Awards were presented to grades 9-12 recipients during the in-school graduation celebration that took place on Friday morning, June 2nd.

The following scholarships, totaling over \$150,000, were awarded to dozens of Holliston High School graduating seniors during Scholarship Evening.

The Holliston Scholarship Foundation presented the following awards: Mary C. Flatley Memorial Scholarship. The Jack Quindley Memorial Scholarship, The Therese S. Caccavale Scholarship, Justin D. Brockert Scholarship Award, The Elaine Mitsok Memorial Scholarship, The Ethan Bagge Memorial Scholarship, The Elizabeth Stillings Brooks Memorial Scholarship Award, The Little Beehive Farm Award, The Joseph Larracey Award, The Doug Perry and Linda Frank Artistic Award, Donna R. Keenan Award, The Peter Sawyer Award, Kathleen P. Webster Award, The Reese McGilvray Award, The Holliston Masonic Lodge Award, The William and Alice Phipps Award, The Fred W. Miller Award, The Sam Placentino Award, The Thomas and Marjorie Lyons Award, The Virginia Aldrich McGrain Award, The Kamitian Award, The Beth Lyon Award, The Thompson Award. The Andrew Linn Award, Washington Street Players Scholarship, The Arcadian Farms Scholarship, Forekicks Student Athlete Scholarship, The Olivia Berit Bergstrom Memorial Scholarship, Timothy O'Connell Memorial Scholarship, Millis Flag Football Scholarship, The Holliston Business Association Scholarships, Sol Systems LLC Scholarship, The Holliston Garden Club, The Jensen-Sheehan Insurance Agency Scholarship, The Lt. Shawn F. Moore Memorial Scholarship, The Diamond Awards, The Holliston Lions Club Educational Assistance Awards, The Doug Bloomquist Educational Award, The Office David J. Moore Memorial Scholarship, The Holliston Youth Lacrosse Association, The Holliston Police Association John Johnson Memorial Scholarship, The Holliston Music & Arts Parents' Association Scholarships, The Holliston Athletic Booster Association Scholarships, The PTO Essay Scholarship Award, The Holliston Youth Soccer Association Award, The Holliston Youth Baseball/Softball Association Scholarships, The Aristos Chapter of The National Honor Society, Covanta Energy Award, The Holliston High School Alumni Scholarship, Holliston Cable Access Television Scholarship. The Middlesex Savings Bank, The Athletic Awards; The Fred W. Miller Scholar/Athletes Awards, MVP Awards, Larracey Sportsmanship Award. The Eleanor Barstow Award, The HHS Student Council Award, and The Principal's Leadership Award.

The following awards were presented to selected junior students during the Book Award Presentation that was held on Thursday, June 8th. Families were in attendance and the event was live streamed on HCAT.

Alfred University Book Award, The Bonaventure Book Award, The Bowdoin College Book Award, The Brandeis University Book Award, The Bryn Mawr Book Award, The Clarkson University Achievement Award, The Chatham University's Rachel Carson Healthy Planet Award, The Clarkson University Leadership Award, The Brown University Book Award, The Columbia University Book Award, The Dartmouth College Book Award, The Elmira College Key Award, The Harvard Book Award, The Johns Hopkins University Book Award, The Le Moyne College Heights Award, The Rensselaer Medal, The Rochester Institute of Technology Computing Medal, The Rochester Institute of Technology Awards; Art and Design, Business and Leadership, Computing, Humanities and Social Sciences, Science and Math, Women in Stem, The Smith College Book Award, The St. Lawrence University Book Award, The St. Michael's College Book Award, The Suffolk University Award, The Tulane University Book Award, The University of Vermont Citizens Award, The University of Virginia Book Award, The University of Rochester's Awards; Bausch & Lomb, George Eastman Young, Frederick Douglas and Susan B. Anthony, Worcester Polytechnic Institute Award, Xerox Award. The Xavier University Award, Yale University Book Award.

Students participated and excelled in a wide variety of extracurricular and athletic activities including Art Club, Band, Beautiful Minds, Best Buddies, Chorus, Drama, Environmental Club, Enigma Literary Magazine, GSA, Globefest, Jazz Band, Leo's Club, Math Team, Model United Nations, National Honor Society, NERD Club, PAWS, Robotics Club, SADD, Senior Showcase, Student Advisory Council, Student Council, The Vision, and Yearbook. Both the winter and the spring music concerts showcased the wonderful talents of our music students, as well as the fall musical, *Pippin*. Students in Fine Arts showcased their work in many exhibits for "Art Saves Lives" on their website.

The Class of 2023 started their graduation celebrations with a car parade held on May 21st. Our seniors traveled through the streets of Holliston in decorated vehicles wearing their caps and gowns. So many of our Holliston families were out to cheer them on as they drove through the designated routes. Seniors formally graduated on June 4th in a ceremony held on Kamitian Field with faculty, staff, and family members in attendance. The National Anthem was sung by the senior members of the chorus. The Address of Welcome was given by Dr. Susan Kustka, Superintendent, and the Address to Graduates by Nicole Bottomley, Principal of Holliston High School. Musical performances were performed by Colleen Malvey, Kaitlyn Irons, Joshua Nelson, Ryan Bausch, Dakshata Selvakumar and Valerie DiScipio. The Commencement Address was given by Ava Kaviani and Declan Collins, co-Valedictorians.

The Senior Class Officers present were: Jonah Feldman, Class President; Hailey Davis, Vice President; Ania Alwani, Secretary; and Declan Collins, Treasurer. There were 196 graduates and 93% went on to two and four-year colleges, 6% took a gap year or went directly into the workforce and 1% joined the military.

Nicole Bottomley, Principal, Ronald Sudmyer, Interim Assistant Principal, Karen Archambault, Assistant Principal, Kimberly Condon, Student Services Administrator, Matthew Baker, Athletic Director

#### **South Middlesex Regional Vocational Technical School Committee (Keefe Regional Technical School)**

This annual report is prepared by Superintendent /Director, Jonathan Evans, and composed on behalf of the members of the School Committee of the **South Middlesex Regional Vocational Technical School District** and submitted after review and approval by the full Committee in compliance with the provisions of the Agreement among the City of Framingham and Towns of Ashland, Holliston, Hopkinton and Natick.

This report reviews the major items with which the Committee was concerned during the year. It is a representative account of matters solely within the policy making authority of the Committee and also of matters which the Superintendent/Director brought before the Committee for information and consultation. For greater detail and discussion, the reader should read the extended minutes of Committee meetings and the attachments thereto which are available on the district website. In addition to serving as a public high school, the South Middlesex Regional Vocational Technical School District provides continuing education opportunities for adults through the Keefe at Night program as well as Summer Discover, a summer program for area youth.

The Committee reorganized on June 13, 2023 with officers elected unanimously to the following positions:

**Chair:** Edward Burman (Ashland)

**Vice-Chair:** Sarah Commerford (Holliston)

**Secretary:** Maria Martinez (Framingham)

**Assistant Treasurer:** Barry Sims (Holliston)

Staff members working on behalf of the District and School Committee are Karen Ward, **Recording Secretary** and William Hurley, **Treasurer**.

The balance of this report presents a summary of the discussions and actions of the Committee on a number of the important matters brought before the Committee for advice or action.

#### **Community Engagement**

Last year our CTE program areas participated in several projects throughout the district and member municipalities. Similar learning opportunities were also created on our campus as programs made improvements throughout the school grounds.

## **Design & Visual Communications**

Morse Institute Library Outdoor Reading Room - This collaboration with Metal Fabrication, Design & Visual Communication and Carpentry produced an artistic outdoor structure for community members to enjoy.

## **Carpentry**

Nyanza Healing Garden Ashland -

Students designed and built a memorial bench for the garden.

## **Horticulture**

Natick Community Organic Farm - Weekly tasks to grow vegetables and flowers to help sustain the operation

Framingham Fire Department - Landscaping project for a future fireman's memorial

Keefe Tech Turf Project - The students removed the grass from our existing athletic field and used machines to re-grade and apply new Turf to make the field playable. We were able to host games in the fall of 2023 thanks to their efforts.

## **Electrical**

Keefe Tech Light Post Repairs

The students were able to repair and replace the lights along the school parking lot.

Town of Ashland DPW

Grade 11 and 12 students wired a 100-amp underground service for the town's construction trailer at the DPW site.

Keefe Tech Internet Improvements- The students in electrical ran CAT-6 wiring in several parts of the building.

## **Administration**

In 2023, Jonathan Evans completed his tenth year in the role of Superintendent Director, with 28 years of service to the district. The School Committee completed its periodic evaluation of the Superintendent using the DESE rubric and provided a rating of Proficient Approaching Exemplary. The complete record of this evaluation is a public document that will be available at the South Middlesex Regional School District Superintendent's Office.

## **School Improvement Plan**

The School Improvement Plan for the 2023-2024 school year includes the following objectives: 1) The CTE faculty will intertwine the theoretical and conceptual learning with the active, authentic learning in the construction cluster, 2) Increase the effectiveness and integration of the BRYT program into the larger school community, 3) Decrease the number of out of school suspensions through creative re-engagement with students in the learning process, with a special emphasis of finding alternative consequences for underrepresented populations, 4) Implement the full transition from iPass to the new learning management system, PowerSchool for all aspects of school business. The Professional Development Program included a series of workshops on Positive Psychology, the Science of Happiness. The information centered on how happiness can give you the advantage in your career, personal life, and relationships. Faculty learned about and experienced practical, science-based strategies that can increase productivity, joy, happiness, and wellbeing. The professional development was led by Pam Garramone.

## **Handbook**

With review by the School Council, updates to the Handbook were made. A section on plagiarism and cheating was updated to account for the new technology, artificial intelligence (AI), the food and drink policy was updated, and a section on the Debate Club was added. Two new sections, Continuation of Educational Service Plan and Physical Restraint Policy were updated in accordance with legal requirements.

## **The Budget Process**

In 2023, the district was able to utilize grant funding totaling \$1,487,861, through the Elementary and Secondary School Emergency Relief Fund (ESSER II & ESSER III) to purchase items such as Chromebooks for students, and support for mental health initiatives to address learning loss challenges students have faced due to the pandemic. Funding was also utilized to build a four (4) classroom modular structure.

In 2023, the Superintendent continued the practice of communicating early in the budget process with the financial officers of the member municipalities to develop mutual awareness of both municipal budget constraints and the efforts of the Committee to manage the school efficiently and effectively while recognizing those limitations. The Committee continued to consider reductions in the preliminary budget and the budget of \$24,159,019 as submitted to the member municipalities for FY24, was approved by all.

In December of 2023 the Budget Sub-Committee members Ed Burman, Rick Gallagher, Michele Burns, Barry Sims, Jaime Shepard and Ed Carr are beginning the FY25 budget development process.

### **Auditor's Report**

The FY23 annual audit by the independent accounting firm of Roselli, Clark & Associates is underway and will be preparing the financial statements for committee review.

### **Enrollment, Recruiting and Student Retention**

Keefe Regional Technical School is a school of application. Maintaining a healthy enrollment of students for our day school operation is essential for our overall operational success. The Superintendent has indicated that he believes that the quality and rigor of our school programs and the safety and culture of our school environment will lead to our success in attracting students and their families to Keefe Regional Technical School. The Superintendent has emphasized that the administration, faculty, and support staff must work together to ensure that Keefe Regional Technical School continues to be recognized by our community as a career and technical school of high quality. As a district, we were pleased to welcome 8th grade students onto our campus in November 2023 for our Showcase Days. Students had the opportunity to explore different Career and Technical Programs and learn about everything Keefe Tech has to offer. Interested students had the opportunity to bring their families back to our Career Night Open House at the end of November. All 16 Career and Technical Programs were represented at this event, as well as our academic departments and all other aspects of our school programming. We continued to have an excellent turnout of prospective students and their families at this event and appreciate the relationships we have with our sending communities to support students accessing our school as an option. We are pleased to report that we have maintained full enrollment, with 875 students on October 1, 2023.

### **Buildings and Grounds**

Keefe Regional Technical School has been occupied continuously since September 1973. The facility is used not only during the school day and year but also evenings, weekends, and during the summer months. Facility upgrades that were completed in 2023 include replacement of refrigeration units in the student cafeteria kitchen, upgrades/repairs to turf areas of the football field, replacement of carpeting in various common areas, plumbing and electrical upgrades, expansion of the video surveillance system, construction of a storage shed for the Horticulture Program, replacement of several exterior glass window panels in hallways, classrooms, and in the cafeteria, construction and occupancy of a modular building (four classrooms) to alleviate overcrowding in academic classrooms, repair/upgrade of gym bleachers, installation of informational banners on exterior light posts, replacement of the main water shut-off valve and backflow device, refinishing of gym and stage floors, replacement of partitions in two student restrooms, plumbing and electrical upgrades, replacement/repair of mechanical and control components of the building HVAC system through participation in an Improving Ventilation and Air Quality (IVAQ) Grant, purchasing additional furniture for classrooms and student cafeteria to accommodate increased student enrollment, painting exterior building panels and various interior areas, renovation of the Culinary Program East Side Dining Room, replacement of the sound system in the gym, upgrades/repairs to the auditorium sound, lighting, and projection systems, and the purchase of two 14 passenger vans.

### **Student Achievement**

Keefe Technical High School is pleased to share several noteworthy updates pertaining to student achievements. We take great pride in announcing that 51 seniors in grade 12 have been conferred the John and Abigail Adams Scholarship for the 2023-2024 academic year. This merit-based program offers full tuition coverage for undergraduate studies at any Massachusetts state college or university. Furthermore, Keefe Tech served as the host for the Seal of Biliteracy examination for students in grades 11 and 12. Among the 63 exams administered, 27 students successfully attained the Seal of Biliteracy, while 22 students distinguished themselves by achieving the Seal of Biliteracy with Distinction. Keefe Tech received notification from the Department of Elementary and Secondary Education (DESE) and the CollegeBoard® regarding student participation and outcomes from state and national examinations. The ACCESS

scores reflect consistent growth in language proficiency among our English as a Second Language (ESL) students, with a total of 19 students demonstrating proficiency and successfully transitioning out of the English Language Learner (ELL) Program.

Moreover, Keefe Tech facilitated 85 Advanced Placement (AP) exams for students in grades 11 and 12, spanning seven academic disciplines. Notably, there has been significant improvement in the "mean scores" from the AP exams, particularly in two of the seven content areas, compared to the preceding school year.

The Massachusetts SkillsUSA District III Leadership and Skills Conference was held online March 1, 2023. Keefe Tech. students earned a total of 26 medals at the District Conference: 10 gold, 11 silver and 5 bronze. Keefe Tech. sent 17 competitors, 19 delegates and one state officer candidate to the Massachusetts SkillsUSA State Leadership and Skills Conference. Keefe Tech. earned the Chapter of Excellence award. While one student was named state officer for 2024.

Horticulture and Landscape Management had one student qualify for the National Future Farmers of America (FFA) Conference based on their performance at the state level. On October 31, 2023, the student and advisor traveled to Indianapolis Indiana to compete in the 2023 National Conference event. The student earned a bronze medal in Extemporaneous Public Speaking at the event.

The State Business Professionals of America competition was held at the Sheraton Tara in Framingham and Keefe Tech took home 14 gold medals, 11 silver medals, 13 bronze medals. A group of 18 Keefe students advanced to the National competition in Anaheim California where our software engineering team received the best in show award and were ranked in the top 10 nationally. The BPA team also had 5 individual medalists at the event.

### **General Advisory Board**

The Program Advisory Committee meeting for the spring of 2023 was held on May 11, 2023. All of the committee members were updated in their program areas about student competitions, cooperative education placements, curriculum, and Perkins purchases. Each program was allocated time to present budget and equipment requests as part of their meeting.

The fall Program Advisory Committee meeting for the 2023-24 School year took place on Thursday October 12, 2023. During this meeting programs elected their new chairperson, reviewed Perkins indicators, were updated on student program enrollment, and allocated time for budget recommendations and five-year equipment planning.

**Payroll**

<b>Name</b>	<b>Base Wages</b>	<b>Overtime/Extra-Duty</b>	<b>Stipend/Other</b>	<b>Total</b>
ABDELMALAK, RANDA	\$ 7,311.25	\$ -	\$ -	\$ 7,311.25
ABRAHAM, KRISTIN M	\$ 30,776.88	\$ -	\$ -	\$ 30,776.88
ACKER, ERIN	\$ 109,432.44	\$ -	\$ -	\$ 109,432.44
ACORD, JASON	\$ -	\$ -	\$ 1,721.92	\$ 1,721.92
ADAMS, ANN S	\$ 44,799.05	\$ -	\$ 100.00	\$ 44,899.05
ADAMS, JADEN	\$ 1,852.40	\$ -	\$ -	\$ 1,852.40
AHERN, TRAVIS	\$ 170,956.65	\$ -	\$ -	\$ 170,956.65
AHRONIAN, KERRI L	\$ 2,775.20	\$ -	\$ -	\$ 2,775.20
AHRONIAN, LISA M	\$ 59,064.32	\$ -	\$ -	\$ 59,064.32
ALLEN, DENISE	\$ 23,471.22	\$ 465.00	\$ 235.83	\$ 24,172.05
ALMEIDA, AIMEE	\$ 96,501.08	\$ 25.00	\$ -	\$ 96,526.08
AMELL, HEATHER	\$ 17,394.92	\$ 453.38	\$ 1,244.33	\$ 19,092.63
ANDELMAN, ELISE N	\$ 285.00	\$ -	\$ -	\$ 285.00
ANDERSON, KATHRYN H	\$ 75,918.36	\$ -	\$ 3,773.28	\$ 79,691.64
ANDERSON-YORK, LORI J	\$ 79,154.43	\$ -	\$ -	\$ 79,154.43
ANDREWS, JENNIFER P	\$ 58,704.25	\$ 560.00	\$ -	\$ 59,264.25
ANTONELLIS, JOSEPH L	\$ 1,287.50	\$ -	\$ -	\$ 1,287.50
ANTONIOLI, FAITH E	\$ 59,968.96	\$ -	\$ -	\$ 59,968.96
ANTONIOLI, JOSEPH A	\$ -	\$ -	\$ -	\$ -
ARBOUR, JUSTIN	\$ 25,826.46	\$ -	\$ -	\$ 25,826.46
ARCHAMBAULT, KAREN	\$ 112,401.90	\$ -	\$ -	\$ 112,401.90
ARCHAMBAULT, SARAH	\$ -	\$ -	\$ -	\$ -
ARENA, BRENDA E	\$ 29,853.95	\$ 224.40	\$ -	\$ 30,078.35
ARGIR, MICHELE	\$ 23,776.33	\$ -	\$ -	\$ 23,776.33
ARMSTRONG, LAURIE A	\$ 32,690.24	\$ 4,607.80	\$ 2,171.14	\$ 39,469.18
ARNOLD, HALLE	\$ 48,909.93	\$ -	\$ 2,501.52	\$ 51,411.45
ARNOLD, MORGAN J	\$ 2,436.77	\$ -	\$ -	\$ 2,436.77
ASHLEY, EDITH A	\$ 12,932.77	\$ -	\$ -	\$ 12,932.77
AUGER, NIKOLE R	\$ 65,096.00	\$ -	\$ -	\$ 65,096.00
AVEY, CHRISTOPHER B	\$ 78,688.65	\$ 3,255.85	\$ 6,003.69	\$ 87,948.19
AVOLA, SAMANTHA	\$ 2,425.02	\$ -	\$ -	\$ 2,425.02
AW, MYAT S	\$ -	\$ -	\$ 2,380.96	\$ 2,380.96
AYOTTE, ANDREA	\$ 12,593.39	\$ 322.36	\$ 940.29	\$ 13,856.04
BABINEAU, SHAWN C	\$ 170.00	\$ -	\$ -	\$ 170.00
BABITTS, HOWARD	\$ 8,255.27	\$ -	\$ -	\$ 8,255.27
BAHERY, MICHELE A	\$ 26,281.60	\$ 65.22	\$ -	\$ 26,346.82
BAKER, BARBARA	\$ 14,558.53	\$ -	\$ -	\$ 14,558.53
BAKER, CAROLINE M	\$ 1,235.00	\$ -	\$ -	\$ 1,235.00
BAKER, KERRY A	\$ 35,057.28	\$ 168.24	\$ -	\$ 35,225.52
BAKER, MATTHEW J	\$ 110,240.28	\$ -	\$ 180.00	\$ 110,420.28
BALCHA, TEJAS	\$ 3,616.45	\$ -	\$ -	\$ 3,616.45
BALLAN, TERESA	\$ 43,653.12	\$ -	\$ -	\$ 43,653.12
BANAK, ELYSE G	\$ -	\$ -	\$ -	\$ -
BANDI, LAKSHMI S	\$ 17,417.61	\$ -	\$ -	\$ 17,417.61
BANKS, KEITH H	\$ 75,156.67	\$ 6,300.92	\$ 2,599.68	\$ 84,057.27
BARBIERI, JOSEPH S	\$ 10,200.19	\$ -	\$ 1,485.28	\$ 11,685.47
BARIBEAU, PATRICIA	\$ -	\$ -	\$ -	\$ -
BARNETT, COLLEEN	\$ 81,691.35	\$ -	\$ -	\$ 81,691.35
BARRE, LUCIE A	\$ 2,025.00	\$ -	\$ -	\$ 2,025.00



Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
BARRETT, JAMES	\$ 57,926.20	\$ 302.04	\$ 490.90	\$ 58,719.14
BARRY, COLLEEN M	\$ 1,122.00	\$ -	\$ -	\$ 1,122.00
BARRY, DONNA L	\$ 60,968.96	\$ -	\$ -	\$ 60,968.96
BARTON, BRENDA J	\$ 46,599.26	\$ 2,060.00	\$ -	\$ 48,659.26
BATEMAN, SARAH M	\$ 83,571.12	\$ -	\$ -	\$ 83,571.12
BATES, SHERRIE L	\$ 51,465.90	\$ -	\$ 445.12	\$ 51,911.02
BAUSCH, BENJAMIN	\$ 541.50	\$ -	\$ -	\$ 541.50
BAUSCH, RYAN	\$ 1,884.58	\$ -	\$ -	\$ 1,884.58
BEACHEN, CINDY E	\$ 22,767.48	\$ 58.08	\$ -	\$ 22,825.56
BEATTIE, JESSICA C	\$ 130,000.00	\$ -	\$ 5,000.00	\$ 135,000.00
BEAUDRY, CHRISTOPHER R	\$ 23,540.74	\$ -	\$ -	\$ 23,540.74
BEAVER, ADRIENNE	\$ 96,501.08	\$ 300.00	\$ 3,773.28	\$ 100,574.36
BECKVOLD, DIANA A	\$ 32,242.66	\$ 979.45	\$ -	\$ 33,222.11
BEDARD, DEREK	\$ 6,372.92	\$ -	\$ -	\$ 6,372.92
BEDARD, KIMBERLY M	\$ 117,736.53	\$ -	\$ 1,000.00	\$ 118,736.53
BEDROSIAN, DORIS E	\$ -	\$ -	\$ -	\$ -
BELASON, TASHA R	\$ 1,540.86	\$ -	\$ -	\$ 1,540.86
BELLEY, MICHAEL T	\$ 1,463.00	\$ -	\$ -	\$ 1,463.00
BELSON, KENNETH E	\$ 84,579.35	\$ 11,276.12	\$ 23,881.53	\$ 119,737.00
BELTRAN, BLANCA	\$ 109,432.44	\$ 50.00	\$ 4,573.28	\$ 114,055.72
BENOFF, AMY	\$ 2,749.34	\$ -	\$ -	\$ 2,749.34
BERGERON, DENNIS	\$ 454.45	\$ -	\$ -	\$ 454.45
BERGERON, NICOLE P	\$ 52,493.63	\$ -	\$ -	\$ 52,493.63
BERGLOFF, DAVID	\$ 4,347.88	\$ -	\$ 4,050.08	\$ 8,397.96
BERMAN, LAUREN	\$ 109,432.44	\$ -	\$ -	\$ 109,432.44
BERNADEAU, JULIE	\$ 52,493.63	\$ 990.00	\$ -	\$ 53,483.63
BERNAL, MAGDALENA	\$ 23,833.79	\$ -	\$ -	\$ 23,833.79
BERNSTEIN, JOEL	\$ 128,100.96	\$ 5,120.00	\$ 19,485.58	\$ 152,706.54
BILODEAU, SEAN L	\$ 83,664.15	\$ 1,040.00	\$ 12,950.30	\$ 97,654.45
BIRD, SUSAN E	\$ 7,109.15	\$ -	\$ 169.20	\$ 7,278.35
BLACKMORE, VICTORIA S	\$ 33,135.45	\$ 140.86	\$ -	\$ 33,276.31
BLANCHARD, MARY E	\$ 2,070.00	\$ -	\$ -	\$ 2,070.00
BLASIE, DONNA L	\$ 2,932.00	\$ -	\$ -	\$ 2,932.00
BLASIE, NATALIE	\$ 1,482.00	\$ -	\$ -	\$ 1,482.00
BLOOD, MATTHEW L	\$ 96,501.08	\$ 4,480.00	\$ 800.00	\$ 101,781.08
BODMER-TRUE, SYLVIA E	\$ 101,908.53	\$ 130.00	\$ 3,155.84	\$ 105,194.37
BOGGESE, MARGARET P	\$ 20,729.63	\$ 48.76	\$ -	\$ 20,778.39
BOICE, REAGAN	\$ 665.00	\$ -	\$ -	\$ 665.00
BOLTON, DELANEY B	\$ 5,948.25	\$ -	\$ -	\$ 5,948.25
BONISTEEL-SALEM, CARRIE B	\$ 17,724.63	\$ 48.76	\$ -	\$ 17,773.39
BORALESSA-LOOPER, AMANDA	\$ 30,029.00	\$ -	\$ -	\$ 30,029.00
BORCHETTA, LISA	\$ 70,470.08	\$ -	\$ -	\$ 70,470.08
BORELLI, TAYLOR F	\$ 30,686.72	\$ -	\$ -	\$ 30,686.72
BOTTOMLEY, COURTNEY A	\$ -	\$ -	\$ 18,344.44	\$ 18,344.44
BOTTOMLEY, NICOLE L	\$ 154,651.90	\$ -	\$ 330.00	\$ 154,981.90
BOUCHER, FRANCINE	\$ 93,509.56	\$ 25.00	\$ -	\$ 93,534.56
BOURQUE, DANIELLE A	\$ 66,756.97	\$ -	\$ -	\$ 66,756.97
BOURQUE, GAIL A	\$ 109,432.44	\$ -	\$ -	\$ 109,432.44
BOUSQUET, MARY A	\$ 83,861.24	\$ -	\$ 1,250.00	\$ 85,111.24

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
BOWEN, FINCH E	\$ 97,136.16	\$ 1,200.00	\$ -	\$ 98,336.16
BOWKER, COURTNEY M	\$ 99,256.04	\$ 1,230.00	\$ 6,618.15	\$ 107,104.19
BRADY, ANN C	\$ 37,630.25	\$ 1,014.07	\$ -	\$ 38,644.32
BRADY, CARLA M	\$ 103,605.71	\$ 142.50	\$ 357.61	\$ 104,105.82
BRATICA, ALEXIS C	\$ 49,359.34	\$ -	\$ -	\$ 49,359.34
BRAY, ANGELA C	\$ 2,449.69	\$ -	\$ 8,175.75	\$ 10,625.44
BRAZIL, MYRA	\$ 23,490.49	\$ -	\$ -	\$ 23,490.49
BRIGGS, VICTORIA A	\$ 105,041.33	\$ 1,340.00	\$ 475.68	\$ 106,857.01
BRIGHAM, MARIANNE	\$ 217.31	\$ -	\$ -	\$ 217.31
BROCKERT, DIANE	\$ 32,378.12	\$ 819.61	\$ -	\$ 33,197.73
BROOKS, MEGAN	\$ 3,024.00	\$ -	\$ -	\$ 3,024.00
BROWN, MOLLIE B	\$ 49,173.46	\$ 6,075.41	\$ 6,537.48	\$ 61,786.35
BRUMBER, CAROLYN	\$ -	\$ -	\$ -	\$ -
BRUNO, SCOTT	\$ -	\$ -	\$ -	\$ -
BUCKLEY, KATHLEEN	\$ 104,109.73	\$ -	\$ -	\$ 104,109.73
BUCKLEY, KATHRYN E	\$ 108,936.44	\$ -	\$ 2,263.28	\$ 111,199.72
BUDAY, KEITH	\$ 166,973.02	\$ -	\$ -	\$ 166,973.02
BURNS, JOHN P	\$ 3,103.00	\$ -	\$ -	\$ 3,103.00
BURNS, STEPHANIE	\$ 65,512.98	\$ -	\$ 3,773.28	\$ 69,286.26
BURWICK, ETHAN	\$ -	\$ -	\$ -	\$ -
BUSCH, JESSICA	\$ 36,999.20	\$ -	\$ -	\$ 36,999.20
BUTLER, BRADY	\$ 2,784.00	\$ -	\$ -	\$ 2,784.00
BUTLER, DENISE A	\$ 55,420.50	\$ -	\$ -	\$ 55,420.50
BUTURLIA, KIM M	\$ 102,253.26	\$ 3,280.00	\$ 119.27	\$ 105,652.53
BYCK, MACKENZIE L	\$ 45,392.22	\$ -	\$ -	\$ 45,392.22
CAHAN, JAMES B	\$ -	\$ -	\$ -	\$ -
CALAIS, DOUGLAS W	\$ 98,806.04	\$ 200.00	\$ -	\$ 99,006.04
CALAIS, ERIKA D	\$ 98,806.04	\$ 170.00	\$ 2,263.28	\$ 101,239.32
CALKINS, LYNORA C	\$ 5,558.47	\$ -	\$ -	\$ 5,558.47
CAME, SUSAN M	\$ 102,372.53	\$ -	\$ -	\$ 102,372.53
CAMIEL, VALERIE L	\$ 59,968.96	\$ -	\$ -	\$ 59,968.96
CAMP, KELLY M	\$ 8,875.57	\$ -	\$ -	\$ 8,875.57
CAMPBELL, LUKE M	\$ 380.00	\$ -	\$ -	\$ 380.00
CAMUTI, ASHLEY	\$ 35,673.26	\$ -	\$ -	\$ 35,673.26
CANAL, LYNDIA A	\$ 64,517.58	\$ 25.00	\$ -	\$ 64,542.58
CANNEY, CHRISTOPHER	\$ 595.00	\$ -	\$ -	\$ 595.00
CANTO, STACIE	\$ 127.37	\$ 25.31	\$ 11.34	\$ 164.02
CANTY, ALYNDRA B	\$ 35,002.23	\$ 25.00	\$ -	\$ 35,027.23
CAPODANNO, CHARLIE J	\$ 34,451.62	\$ -	\$ -	\$ 34,451.62
CARBINO, SHANNON	\$ 59,968.96	\$ -	\$ -	\$ 59,968.96
CARDENTE, ERICA J	\$ 9,208.44	\$ -	\$ -	\$ 9,208.44
CAREY, HALEY	\$ 5,669.50	\$ -	\$ -	\$ 5,669.50
CAREY, WINIFRED	\$ 108,936.44	\$ 50.00	\$ 1,886.66	\$ 110,873.10
CARLSON, JENNIFER L	\$ 60,558.27	\$ -	\$ 50.00	\$ 60,608.27
CARNES, ANDREW S	\$ 1,604.42	\$ -	\$ 1,653.67	\$ 3,258.09
CARNES, FREDERICK W	\$ 7,244.17	\$ -	\$ 1,351.93	\$ 8,596.10
CARROLL, AIDEN I	\$ 20,763.10	\$ -	\$ -	\$ 20,763.10
CARVALHO, ROBERTA M	\$ 8,598.00	\$ 766.85	\$ 897.05	\$ 10,261.90
CASSIDY, BRYNN A	\$ 76,345.74	\$ -	\$ 800.00	\$ 77,145.74

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
CASSIDY, JAMES	\$ 7,166.58	\$ -	\$ 1,338.39	\$ 8,504.97
CASSIDY, JOSEPH J	\$ 6,460.00	\$ -	\$ -	\$ 6,460.00
CASSIDY, MICHAEL R	\$ 142,387.39	\$ -	\$ 250.00	\$ 142,637.39
CASTILLO D'JESUS, LISETTE	\$ 315.97	\$ -	\$ -	\$ 315.97
CATLIN, RANDOLPH	\$ 2,004.52	\$ -	\$ 8,088.89	\$ 10,093.41
CEBROWSKI, LINDA M	\$ 94,180.02	\$ -	\$ -	\$ 94,180.02
CERESIA, ISABELLA	\$ 2,947.50	\$ -	\$ -	\$ 2,947.50
CERULLI, MADELINE J	\$ 288.00	\$ -	\$ -	\$ 288.00
CHADSEY, BRIELLE M	\$ 96,232.46	\$ 1,313.11	\$ 7,470.70	\$ 105,016.27
CHAPMAN, TYLER	\$ 5,881.50	\$ -	\$ 7,352.23	\$ 13,233.73
CHARETTE, DAVID T	\$ 74,042.07	\$ 13,385.06	\$ 30,274.08	\$ 117,701.21
CHARLOT, DANIELLE J	\$ 33,268.76	\$ -	\$ -	\$ 33,268.76
CHEEVER, BRIAN	\$ 4,526.56	\$ -	\$ -	\$ 4,526.56
CHESMORE, KEEFE	\$ 8,772.29	\$ -	\$ 1,853.65	\$ 10,625.94
CHIARELLI, LINDSEY A	\$ 500.00	\$ -	\$ -	\$ 500.00
CHRISTENSEN, ROBERT N	\$ 1,515.15	\$ -	\$ 957.83	\$ 2,472.98
CHUNG, SARAH	\$ 76,345.74	\$ -	\$ -	\$ 76,345.74
CHUSLO, JEANNE M	\$ -	\$ -	\$ -	\$ -
CIAVARRA, HANNAH C	\$ 65,680.76	\$ 8,740.58	\$ 27,944.60	\$ 102,365.94
CIAVARRA, KATHERINE M	\$ 11,330.59	\$ -	\$ -	\$ 11,330.59
CLAPP, RYAN	\$ 59,635.54	\$ -	\$ -	\$ 59,635.54
CLARK, PATRICIA A	\$ 34,277.49	\$ 295.80	\$ -	\$ 34,573.29
CLIFTON, KIMBERLY A	\$ 82,487.47	\$ 120.00	\$ 4,194.88	\$ 86,802.35
COADY, CYRA	\$ 1,054.65	\$ -	\$ -	\$ 1,054.65
COAKLEY, ETHAN M	\$ 74,445.98	\$ 8,697.54	\$ 35,353.29	\$ 118,496.81
COFFEY, PAUL H	\$ 15,434.89	\$ -	\$ 20,724.54	\$ 36,159.43
COHEN, ANNE MARIE	\$ 111,198.18	\$ 1,454.09	\$ -	\$ 112,652.27
COLBY, CASSIDY S	\$ 5,624.22	\$ -	\$ -	\$ 5,624.22
COLE, CHRISTINE E	\$ 4,848.00	\$ -	\$ -	\$ 4,848.00
COLLARI, LYNN	\$ 1,214.82	\$ -	\$ -	\$ 1,214.82
COLLINS, ALYSSA	\$ 2,648.01	\$ 10.50	\$ -	\$ 2,658.51
COLLINS, KATERI B	\$ -	\$ -	\$ -	\$ -
COLLINS, SARA	\$ 57,182.39	\$ 4,240.00	\$ 1,489.00	\$ 62,911.39
COLOMBO, OLIVIA R	\$ 2,500.00	\$ -	\$ -	\$ 2,500.00
CONAHAN, KATHRYN	\$ 101,462.29	\$ 25.00	\$ -	\$ 101,487.29
CONANT, JESSE M	\$ 124,907.14	\$ -	\$ -	\$ 124,907.14
CONDON, BAILEY M	\$ -	\$ -	\$ -	\$ -
CONDON, KIMBERLY D	\$ 126,990.42	\$ -	\$ -	\$ 126,990.42
CONNOLLY, BRUCE R	\$ 20,535.03	\$ -	\$ -	\$ 20,535.03
CONNOLLY, GAVIN	\$ 8,430.24	\$ 54.72	\$ -	\$ 8,484.96
CONNONI, ANNE	\$ 89,480.56	\$ 50.00	\$ 3,087.36	\$ 92,617.92
CONNORS, SHAWN	\$ 26,301.00	\$ -	\$ 4,812.38	\$ 31,113.38
CONRAD, CARLY E	\$ 23,649.87	\$ 228.00	\$ -	\$ 23,877.87
CONROY, BONNIE L	\$ 12,653.15	\$ -	\$ 100.00	\$ 12,753.15
CONROY, JOHN	\$ -	\$ -	\$ -	\$ -
COOK, CHRISTOPHER D	\$ 21,051.50	\$ -	\$ 240.00	\$ 21,291.50
COPPINGER, SETH E	\$ 23,062.50	\$ -	\$ -	\$ 23,062.50
CORDERO, BRANDON M	\$ 680.00	\$ -	\$ -	\$ 680.00
CORDERO, CHERYL M	\$ 111,125.66	\$ -	\$ 1,396.24	\$ 112,521.90

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
CORDON, SLOAN	\$ 7,885.14	\$ -	\$ -	\$ 7,885.14
CORDON, TATUM R	\$ 3,721.89	\$ -	\$ -	\$ 3,721.89
CORMIER, JESSICA S	\$ 98,575.99	\$ -	\$ 500.36	\$ 99,076.35
CORNWELL, SHANNON	\$ 52,272.57	\$ -	\$ -	\$ 52,272.57
CORRIVEAU, GERARD J	\$ -	\$ -	\$ -	\$ -
CORROU, JULIA T	\$ 96,063.68	\$ 4,760.00	\$ -	\$ 100,823.68
CORTIS, TINA M	\$ 96,063.68	\$ 255.00	\$ 1,200.00	\$ 97,518.68
COSSETTE, COURTNEY M	\$ 2,085.00	\$ -	\$ -	\$ 2,085.00
COSTANZO, ELIZABETH A	\$ 18,845.85	\$ 1,446.28	\$ 1,342.41	\$ 21,634.54
COTTER, VIRGINIA	\$ 99.75	\$ -	\$ -	\$ 99.75
COTTING, MEGAN E	\$ 27,887.55	\$ 137.71	\$ -	\$ 28,025.26
COTTING, NICHOLAS R	\$ 6,535.38	\$ -	\$ -	\$ 6,535.38
COUGHLIN, RICHARD M	\$ 10,621.89	\$ -	\$ 5,887.52	\$ 16,509.41
COUTURE, MARINA I	\$ 18,878.36	\$ -	\$ -	\$ 18,878.36
COYLE, MAUREEN P	\$ 26,930.19	\$ 68.85	\$ -	\$ 26,999.04
CRAIG, DAVID A	\$ 59,927.90	\$ 3,844.56	\$ 12,976.99	\$ 76,749.45
CREFELD, DIANE	\$ 102,970.58	\$ -	\$ -	\$ 102,970.58
CREONTE, DAWN M	\$ 93,804.98	\$ -	\$ 4,573.28	\$ 98,378.26
CRONIN, JOHN J	\$ 50.00	\$ -	\$ -	\$ 50.00
CUCCOLI, ALLISON	\$ 8,462.32	\$ -	\$ -	\$ 8,462.32
CUMMING, JOSEPH A	\$ 1,145.01	\$ -	\$ -	\$ 1,145.01
CUNHA, LUCIANE R	\$ -	\$ -	\$ -	\$ -
CUNIS, MICHELLE	\$ 14,141.91	\$ -	\$ -	\$ 14,141.91
CUNNINGHAM, THOMAS P	\$ 1,120.00	\$ -	\$ -	\$ 1,120.00
CURLEY, ALLISON A	\$ 102,372.53	\$ 490.00	\$ 1,886.66	\$ 104,749.19
CUSICK, MEGHAN	\$ 2,748.30	\$ -	\$ 5,029.69	\$ 7,777.99
CUTONE, JAIME E	\$ 109,432.44	\$ 3,120.00	\$ 4,124.06	\$ 116,676.50
CUTONE, NICHOLAS D	\$ 54,310.01	\$ -	\$ 4,741.35	\$ 59,051.36
CYMROT, DONNA	\$ -	\$ -	\$ -	\$ -
DA SILVA, GIULIANA B	\$ 19,405.17	\$ 26.82	\$ -	\$ 19,431.99
DACOSTA, MELICIA	\$ 51,219.60	\$ -	\$ -	\$ 51,219.60
DAHLIN-DOHERTY, INGRID	\$ 81.25	\$ -	\$ -	\$ 81.25
DALRYMPLE, GLENN J	\$ -	\$ -	\$ 65,441.32	\$ 65,441.32
DALTON, HEATHER A	\$ 110,702.18	\$ 1,454.09	\$ -	\$ 112,156.27
D'AMARIO, ALLYSON	\$ 23,139.63	\$ 117.48	\$ -	\$ 23,257.11
DAMIGELLA, CAITLIN F	\$ 2,232.50	\$ -	\$ -	\$ 2,232.50
DAMIGELLA, CAROLL A	\$ 27,339.03	\$ 213.60	\$ -	\$ 27,552.63
DAMIGELLA, MARY K	\$ 25,334.44	\$ 52.38	\$ -	\$ 25,386.82
DANDENEAU, PHOEBE	\$ 3,030.30	\$ -	\$ -	\$ 3,030.30
DARLING, AVA	\$ 3,924.00	\$ -	\$ -	\$ 3,924.00
D'AVANZO, GLENN J	\$ -	\$ 80.00	\$ 769.20	\$ 849.20
DAWOUD, INAS	\$ 2,797.42	\$ -	\$ -	\$ 2,797.42
DAY, JULIE	\$ 79,240.81	\$ -	\$ -	\$ 79,240.81
DAYTON, JENNIFER L	\$ 52,493.63	\$ -	\$ 3,394.90	\$ 55,888.53
DEANGELIS, ALAN R	\$ 82,778.02	\$ 25.00	\$ 6,036.56	\$ 88,839.58
DEERING, LISA W	\$ 158.16	\$ -	\$ -	\$ 158.16
DEGANNE, SCOTT E	\$ 8,030.85	\$ -	\$ 1,508.02	\$ 9,538.87
DELLARocca, KATHERINE B	\$ 21,211.52	\$ 825.00	\$ -	\$ 22,036.52
DELLICKER, MARK E	\$ 15,563.23	\$ -	\$ 4,017.92	\$ 19,581.15

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
DELLICKER, MATTHEW M	\$ 9,421.84	\$ -	\$ 2,302.85	\$ 11,724.69
DELUCA, DIANA R	\$ 82,817.02	\$ -	\$ -	\$ 82,817.02
DEMAIO, STEPHEN	\$ 643.76	\$ -	\$ 1,998.92	\$ 2,642.68
DEMARZI-JEYE, DONNA M	\$ 26,237.94	\$ 586.84	\$ 1,369.88	\$ 28,194.66
DEMASI-CAPUA, JACOB V	\$ 8,883.87	\$ -	\$ -	\$ 8,883.87
DEMKO, WILLIAM J	\$ 79,560.36	\$ 62,854.41	\$ 8,422.20	\$ 150,836.97
DENEHY, ALLEGRA J	\$ 18,963.24	\$ 42.77	\$ -	\$ 19,006.01
DENMAN, LORRAINE M	\$ 38,824.89	\$ 4,817.08	\$ -	\$ 43,641.97
DENNISON, KRISTIN	\$ 70,567.61	\$ -	\$ -	\$ 70,567.61
DEROY, ASHLEY A	\$ 68,991.59	\$ -	\$ 108.50	\$ 69,100.09
DESILETS, MICHAEL G	\$ 91,293.34	\$ 510.00	\$ 107.96	\$ 91,911.30
DESIMONE, VANESSA J	\$ 660.00	\$ -	\$ -	\$ 660.00
DESMARAIS, SUSAN L	\$ 187.50	\$ -	\$ -	\$ 187.50
DESOUSA, JOHN	\$ 42,870.00	\$ -	\$ -	\$ 42,870.00
DESPRES, LINDSEY M	\$ 300.00	\$ -	\$ -	\$ 300.00
DESROCHERS, CHERYL M	\$ 51,275.10	\$ -	\$ 99.89	\$ 51,374.99
DEVOE, SARAH M	\$ -	\$ -	\$ -	\$ -
DEWAR, SUSAN	\$ 22,838.62	\$ 2,317.50	\$ 1,685.31	\$ 26,841.43
DIAMANDIS, LESLIE A	\$ 108,936.44	\$ 6,128.65	\$ 1,200.00	\$ 116,265.09
DICRUTTALO, CAROL A	\$ 42,658.89	\$ -	\$ -	\$ 42,658.89
DICRUTTALO, KARA E	\$ 2,361.20	\$ -	\$ -	\$ 2,361.20
DIGIOIA, CHRISTINA M	\$ 98,806.04	\$ -	\$ -	\$ 98,806.04
DIGIORGIO, BRYAN H	\$ 79,212.26	\$ 3,018.47	\$ 24,754.48	\$ 106,985.21
DILUZIO, LISA F	\$ 65,000.00	\$ -	\$ -	\$ 65,000.00
DINIZIO, JOYLENE B	\$ 36,116.59	\$ 160.00	\$ -	\$ 36,276.59
DIWANJI, MAGADHI V	\$ 8,547.84	\$ -	\$ -	\$ 8,547.84
DOHERTY, CELESTE	\$ 18,542.30	\$ -	\$ -	\$ 18,542.30
DOHERTY, JANE N	\$ 39,728.12	\$ 4,605.80	\$ -	\$ 44,333.92
DOHERTY-CHESLEY, HOLLY	\$ 23,021.98	\$ 252.51	\$ -	\$ 23,274.49
DOIRE, MICHAL BROOK E	\$ 99,256.04	\$ 205.00	\$ 7,572.98	\$ 107,034.02
DOIRON, SARAH E	\$ 107,078.45	\$ -	\$ -	\$ 107,078.45
DOLINER, KATHERINE B	\$ 553.28	\$ -	\$ -	\$ 553.28
DONNELL, JOSEPH	\$ 51,077.43	\$ 1,972.40	\$ 8,835.81	\$ 61,885.64
DONOVAN, MICHAEL P	\$ 5,122.16	\$ -	\$ -	\$ 5,122.16
DOOHER, JOSEPH P	\$ 109,432.44	\$ -	\$ -	\$ 109,432.44
DOOLIN, TYLA G	\$ 6,641.47	\$ -	\$ 707.83	\$ 7,349.30
DORCELY-AIHE, MARINKA	\$ 48,209.53	\$ 50.00	\$ -	\$ 48,259.53
DOUCETTE, PATRICIA A	\$ 19,195.59	\$ -	\$ -	\$ 19,195.59
DOWLING, SANDRA L	\$ 109,432.44	\$ 325.00	\$ 1,280.54	\$ 111,037.98
DOWNEY, SCOTT J	\$ 40,690.10	\$ 3,143.29	\$ 74,967.06	\$ 118,800.45
DOWNIN, NICOLE M	\$ 3,394.92	\$ 200.00	\$ 4,050.08	\$ 7,645.00
DOWNING, EMILY	\$ 4,560.00	\$ -	\$ -	\$ 4,560.00
DOYLE, ELAINE	\$ 100.00	\$ -	\$ -	\$ 100.00
DRISCOLL, MARGARET	\$ 18,316.13	\$ -	\$ -	\$ 18,316.13
DROWNE, JESSICA A	\$ 36,736.79	\$ -	\$ -	\$ 36,736.79
DUBIN, DAVID J	\$ 5,901.01	\$ -	\$ 879.01	\$ 6,780.02
DUFAULT, MARYSHARON	\$ 9,585.00	\$ -	\$ -	\$ 9,585.00
DUNCAN, BLAIR J	\$ -	\$ -	\$ 384.60	\$ 384.60
DUNLAY, THOMAS R	\$ 192.61	\$ -	\$ -	\$ 192.61

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
DUNN, ASHLEY N	\$ 800.00	\$ -	\$ -	\$ 800.00
DUNNAGAN, MARCIANN	\$ 1,583.79	\$ 17.03	\$ 180.00	\$ 1,780.82
DUPONT, RICHELLE L	\$ 76,345.74	\$ 300.00	\$ -	\$ 76,645.74
DUPUIS, DEBORAH A	\$ 43,784.13	\$ -	\$ -	\$ 43,784.13
DUPUIS, JOSEPH A	\$ 8,029.52	\$ 200.00	\$ 7,385.44	\$ 15,614.96
DURLING, ROBERT C	\$ -	\$ -	\$ 2,382.40	\$ 2,382.40
EASTMAN, JAMIE R	\$ 418.77	\$ -	\$ 1,972.64	\$ 2,391.41
EATON, MARGARET K	\$ 78,248.37	\$ -	\$ -	\$ 78,248.37
ECHOUAFNI, ALEXANDRA S	\$ -	\$ -	\$ -	\$ -
EDWARDS, ALLISON M	\$ 2,270.00	\$ -	\$ -	\$ 2,270.00
EDWARDS, SHARMAINE E	\$ 64,702.98	\$ -	\$ -	\$ 64,702.98
EHLE, WYATT R	\$ 19,763.52	\$ 182.16	\$ -	\$ 19,945.68
EL-ASSAAD, MAGIDA R	\$ 26,663.91	\$ -	\$ -	\$ 26,663.91
ELDER, PAUL J	\$ 37,805.60	\$ -	\$ 5,560.00	\$ 43,365.60
ELDER, THOMAS E	\$ 9,435.00	\$ -	\$ -	\$ 9,435.00
ELLIS, BERNARD E	\$ 53,591.00	\$ 6,208.16	\$ 4,456.50	\$ 64,255.66
ELLIS, MARGARET M	\$ 11,372.05	\$ -	\$ -	\$ 11,372.05
ELLIS, MARTHA B	\$ 16,212.57	\$ -	\$ 150.00	\$ 16,362.57
EMERICK, SHARON E	\$ 79,712.92	\$ -	\$ 2,717.00	\$ 82,429.92
ERBSE, KIRSTEN E	\$ 101,908.53	\$ 25.00	\$ -	\$ 101,933.53
ERICKSON, WILLIAM	\$ 25,110.00	\$ -	\$ 9,920.00	\$ 35,030.00
ERTMANN, MICHAEL	\$ 1,058.50	\$ -	\$ -	\$ 1,058.50
EVARD, MAXWELL K	\$ 11,147.24	\$ 160.00	\$ -	\$ 11,307.24
FALLON, DARCY M	\$ 19,102.65	\$ -	\$ -	\$ 19,102.65
FALLON, THOMAS E	\$ 225.00	\$ -	\$ -	\$ 225.00
FARAG, MARIAM	\$ 1,202.43	\$ -	\$ -	\$ 1,202.43
FARRELL, CYNTHIA	\$ 4,533.76	\$ -	\$ -	\$ 4,533.76
FATEIGER, DEBRA	\$ 5,420.00	\$ -	\$ -	\$ 5,420.00
FEBO, SHARON E	\$ 4,656.86	\$ -	\$ 150.00	\$ 4,806.86
FENNO, ARTHUR	\$ 6,518.06	\$ -	\$ 471.37	\$ 6,989.43
FERLAND, JENNA L	\$ 67,535.36	\$ -	\$ -	\$ 67,535.36
FERRANTE, DEBRA A	\$ 29,874.01	\$ -	\$ 328.64	\$ 30,202.65
FERRO, ALEXANDER V	\$ 14,968.75	\$ -	\$ -	\$ 14,968.75
FERRONE, JENNIFER	\$ 16,471.18	\$ -	\$ -	\$ 16,471.18
FIEDLER, KIMBERLY	\$ 12,416.12	\$ 797.44	\$ 686.96	\$ 13,900.52
FINNEGAN, HEIDI	\$ 109,432.44	\$ 80.00	\$ 3,335.36	\$ 112,847.80
FINNERAN, KATHLEEN W	\$ 5,211.90	\$ -	\$ -	\$ 5,211.90
FISHER, KENNETH G	\$ 8,084.03	\$ -	\$ 2,629.73	\$ 10,713.76
FISK, CAITLIN E	\$ 9,167.26	\$ -	\$ 201.02	\$ 9,368.28
FISK, MACKENZIE	\$ 1,904.00	\$ -	\$ -	\$ 1,904.00
FITZGERALD, MARGARET C	\$ 475.00	\$ -	\$ -	\$ 475.00
FITZSIMONS, ANDREW	\$ 57.78	\$ -	\$ 315.28	\$ 373.06
FLANAGAN, MELISSA R	\$ 17,198.78	\$ 160.92	\$ -	\$ 17,359.70
FLANNERY, JULIANNE E	\$ 76,345.74	\$ -	\$ -	\$ 76,345.74
FLANNERY, KIMBERLY A	\$ 6,730.28	\$ 200.00	\$ -	\$ 6,930.28
FLEISCHER, ERIN C	\$ 81,898.05	\$ 889.80	\$ -	\$ 82,787.85
FLEISCHMAN, TREVOR J	\$ 3,350.75	\$ -	\$ -	\$ 3,350.75
FLEMING, MARY M	\$ 2,370.63	\$ -	\$ -	\$ 2,370.63
FLODSTROM, COREY S	\$ -	\$ -	\$ 910.90	\$ 910.90

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
FLOWER, ALAN A	\$ 18,052.90	\$ 1,254.97	\$ 106.56	\$ 19,414.43
FLYNN, KELSEY	\$ 16,865.68	\$ -	\$ -	\$ 16,865.68
FLYNN, KIMBERLY	\$ 105,365.80	\$ -	\$ -	\$ 105,365.80
FLYNN, REGAN M	\$ -	\$ -	\$ 4,715.12	\$ 4,715.12
FOGARTY, ROBERT	\$ 45,133.20	\$ -	\$ 8,170.00	\$ 53,303.20
FOLEY, SHERLINE	\$ 27,236.59	\$ -	\$ -	\$ 27,236.59
FOLEY, STEPHANIE A	\$ 13,612.39	\$ -	\$ -	\$ 13,612.39
FORBER-PRATT, WENDY E	\$ -	\$ -	\$ -	\$ -
FORBES, SUSAN L	\$ 24,571.21	\$ 908.12	\$ -	\$ 25,479.33
FORNAGIEL, MELISSA	\$ -	\$ -	\$ 156.09	\$ 156.09
FOSTER, CYNTHIA L	\$ 22,261.24	\$ 2,090.00	\$ 100.00	\$ 24,451.24
FOSTER, JONATHAN G	\$ 49,176.30	\$ 1,837.70	\$ 4,375.66	\$ 55,389.66
FOX-TORIO, NANCY A	\$ 6,096.25	\$ -	\$ -	\$ 6,096.25
FRANCESCHI, MALLORY J	\$ 55,779.75	\$ -	\$ 594.95	\$ 56,374.70
FRANCO, LINDSEY G	\$ 642.96	\$ -	\$ -	\$ 642.96
FRANK, MARK	\$ 80,754.43	\$ -	\$ -	\$ 80,754.43
FRECHETTE, ERIC	\$ 8,794.02	\$ -	\$ 4,920.23	\$ 13,714.25
FREDRIKSSON, ANNEKA G	\$ 4,563.00	\$ -	\$ -	\$ 4,563.00
FREELEY, GWENYTH L	\$ 760.00	\$ -	\$ -	\$ 760.00
FRENCH, BOBBIE	\$ 110,371.94	\$ -	\$ 60.00	\$ 110,431.94
FROST, SHAWNA	\$ 99,256.04	\$ 330.00	\$ 1,578.34	\$ 101,164.38
GAGNON, CELIA R	\$ 7,897.31	\$ -	\$ 162.02	\$ 8,059.33
GAGNON, JOHN E	\$ 13,775.40	\$ -	\$ 5,942.42	\$ 19,717.82
GALLERANE, ALAN J	\$ -	\$ -	\$ -	\$ -
GALLERANI, JOSEPH	\$ 13,991.11	\$ -	\$ 25,049.57	\$ 39,040.68
GALSTER, MURRAY B	\$ 103,862.13	\$ 40.00	\$ 2,739.75	\$ 106,641.88
GANNAWAY, JENNIFER R	\$ 775.00	\$ -	\$ -	\$ 775.00
GARDNER, BARBARA G	\$ 374.06	\$ -	\$ -	\$ 374.06
GARDNER, EMILY C	\$ 10,813.76	\$ -	\$ 200.00	\$ 11,013.76
GARNHUM, KELLI A	\$ 98,806.04	\$ -	\$ 2,203.72	\$ 101,009.76
GARRETT, STEVEN R	\$ 4,316.86	\$ -	\$ 5,308.19	\$ 9,625.05
GARRY, JOANNE	\$ 21,492.90	\$ -	\$ -	\$ 21,492.90
GARVIN, KARLA ANN	\$ 98,806.04	\$ -	\$ 3,773.28	\$ 102,579.32
GATCHELL, NICHOLAS R	\$ 17,325.54	\$ -	\$ -	\$ 17,325.54
GATES, THERESA M	\$ 17,525.22	\$ -	\$ -	\$ 17,525.22
GAVAN, ANGELA J	\$ 110,609.60	\$ 2,885.21	\$ 4,361.99	\$ 117,856.80
GEIMAN, JAIME L	\$ 91,168.16	\$ -	\$ -	\$ 91,168.16
GELMINI, ALICIA	\$ 108,936.44	\$ -	\$ 800.00	\$ 109,736.44
GENTILE, LYNNE M	\$ 11,419.82	\$ 104.75	\$ -	\$ 11,524.57
GEORGE, ELLEN M	\$ 100.00	\$ -	\$ -	\$ 100.00
GIANOPOULOS, ROBERT A	\$ 3,753.49	\$ -	\$ -	\$ 3,753.49
GILBERT, KRISTINA M	\$ 76,345.74	\$ -	\$ -	\$ 76,345.74
GIRARD- HOURIHAN, HELEN M	\$ 40,530.97	\$ 113.36	\$ -	\$ 40,644.33
GIROTTI, JAMES M	\$ -	\$ 330.36	\$ -	\$ 330.36
GIUSTI-KIZIK, ELLEN	\$ 1,781.25	\$ -	\$ -	\$ 1,781.25
GIUSTI-KIZIK, JULIA	\$ -	\$ -	\$ -	\$ -
GLACE, ADAM	\$ 2,544.76	\$ -	\$ -	\$ 2,544.76
GLENN, MICHAEL	\$ 74,210.77	\$ 25.00	\$ -	\$ 74,235.77
GODFREY, CORNELIA B	\$ 11,834.34	\$ 2,056.39	\$ 656.84	\$ 14,547.57

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
GOING, MARTHA M	\$ 65,529.06	\$ -	\$ 3,537.45	\$ 69,066.51
GOLLADAY, PETRA K	\$ 4,541.36	\$ 12.78	\$ 180.00	\$ 4,734.14
GONCALVES, CHRISTINA	\$ 2,500.00	\$ -	\$ -	\$ 2,500.00
GOPALAKRISHNAN, HEMALATHA	\$ 11,645.14	\$ 13.41	\$ -	\$ 11,658.55
GORMAN, LOIS	\$ 88,115.04	\$ -	\$ 1,500.00	\$ 89,615.04
GOSELS, ROBIN A	\$ 15,185.65	\$ -	\$ 14,077.91	\$ 29,263.56
GOVONI, ELIZABETH A	\$ 24,220.08	\$ -	\$ -	\$ 24,220.08
GOWAN, MARY K	\$ 96,501.08	\$ -	\$ -	\$ 96,501.08
GRACE, BRIAN J	\$ 18,896.45	\$ -	\$ 24,488.54	\$ 43,384.99
GRACE, CHARLES J	\$ 66,014.24	\$ 8,262.18	\$ 25,444.57	\$ 99,720.99
GRACE, MADISON B	\$ 4,413.56	\$ -	\$ 3,973.96	\$ 8,387.52
GRAHAM, RENEE P	\$ 3,394.92	\$ -	\$ -	\$ 3,394.92
GRAY, SARAH	\$ 3,028.69	\$ -	\$ -	\$ 3,028.69
GREENDALE, ALAN	\$ 14,238.93	\$ -	\$ 10,194.80	\$ 24,433.73
GREENDALE, ALAN H	\$ 8,554.14	\$ -	\$ 10,601.30	\$ 19,155.44
GREENDALE, ELIZABETH T	\$ 81,509.85	\$ -	\$ 1,600.00	\$ 83,109.85
GREENDALE, MARY M	\$ 1,250.00	\$ -	\$ -	\$ 1,250.00
GRESIAN, AMANDA J	\$ 1,571.84	\$ -	\$ 17.07	\$ 1,588.91
GRIFFIN, PATRICK	\$ 9,059.00	\$ -	\$ -	\$ 9,059.00
GRIFFITH, DANIEL	\$ 72,969.82	\$ 1,462.31	\$ 28,167.34	\$ 102,599.47
GRINA, MATTHEW	\$ 69,289.99	\$ -	\$ 7,266.40	\$ 76,556.39
GROSS, TRAVIS J	\$ 7,962.00	\$ -	\$ 1,574.85	\$ 9,536.85
GROSSMAN, NEIL J	\$ 171.00	\$ -	\$ -	\$ 171.00
GUERNITZ, GENEVIEVE	\$ 23,106.45	\$ 1,883.62	\$ -	\$ 24,990.07
GULLA, MICHAEL K	\$ 19,858.43	\$ -	\$ 32,036.19	\$ 51,894.62
GUYON, ROBERT S	\$ 6,923.21	\$ -	\$ 1,251.93	\$ 8,175.14
HAGAN, TODD M	\$ 84,033.23	\$ 48,602.41	\$ 37,675.45	\$ 170,311.09
HAGARTY, CALEB C	\$ 5,041.71	\$ -	\$ 1,006.60	\$ 6,048.31
HAGEN, BRIAN	\$ 1,453.50	\$ -	\$ -	\$ 1,453.50
HAGEN, MAUREEN F	\$ 86,521.46	\$ -	\$ 1,886.66	\$ 88,408.12
HAINES, GARY R	\$ 73,286.16	\$ 49,391.38	\$ 4,458.44	\$ 127,135.98
HAIRE, ZARA R	\$ 8,074.89	\$ -	\$ -	\$ 8,074.89
HALCHUK, LILLY	\$ 12,673.74	\$ -	\$ -	\$ 12,673.74
HALE, LACEY	\$ 102,372.53	\$ -	\$ -	\$ 102,372.53
HALPERN, MEGHAN E	\$ 2,275.25	\$ -	\$ -	\$ 2,275.25
HANLEY, VERONICA E	\$ 21,197.44	\$ 198.17	\$ 934.85	\$ 22,330.46
HANSEN, NORA	\$ -	\$ -	\$ -	\$ -
HANSEN, ROBERT H	\$ 3,751.29	\$ 206.25	\$ 503.27	\$ 4,460.81
HARKIN, CATHERINE A	\$ 71,851.54	\$ -	\$ 400.00	\$ 72,251.54
HARRINGTON, ELLEN A	\$ 22,587.76	\$ -	\$ -	\$ 22,587.76
HARRINGTON, JODIRENE	\$ 23,384.64	\$ -	\$ -	\$ 23,384.64
HARRINGTON, JULIE E	\$ 4,705.24	\$ 200.00	\$ -	\$ 4,905.24
HARRIS, SHARLENE	\$ 26,324.11	\$ -	\$ 50.00	\$ 26,374.11
HARRISON, REBECCA L	\$ 4,314.49	\$ 29.82	\$ -	\$ 4,344.31
HARTFORD, KATHARINE A	\$ 18,584.64	\$ -	\$ -	\$ 18,584.64
HART-SHUMAN, JONATHAN M	\$ -	\$ -	\$ -	\$ -
HARVEY, DANIEL	\$ -	\$ -	\$ 442.72	\$ 442.72
HARWICH, MANUELA M	\$ 111,786.76	\$ 2,718.17	\$ -	\$ 114,504.93
HASTINGS, CAMPBELL	\$ 1,021.25	\$ -	\$ -	\$ 1,021.25



Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
HASTINGS, MICHELLE L	\$ 52,605.80	\$ 50.00	\$ -	\$ 52,655.80
HASTINGS, PEYTON	\$ 2,018.75	\$ -	\$ -	\$ 2,018.75
HAYES, SANDRA	\$ 31,583.45	\$ 432.38	\$ -	\$ 32,015.83
HEBB, AMBER	\$ 5,384.19	\$ -	\$ 13,164.35	\$ 18,548.54
HEBERT, HEATHER H	\$ 98,790.23	\$ -	\$ 3,097.12	\$ 101,887.35
HECKER, BETH A	\$ -	\$ -	\$ 4,407.44	\$ 4,407.44
HEFFRON, LEAH	\$ 7,570.00	\$ -	\$ -	\$ 7,570.00
HEMARATNE, OSHEDI	\$ 3,400.00	\$ -	\$ -	\$ 3,400.00
HEMSTEDT, LINDA E	\$ -	\$ -	\$ -	\$ -
HENDERSON, CAROLYNN J	\$ 85.50	\$ -	\$ -	\$ 85.50
HENDRICKSON, SARAH	\$ 28,877.90	\$ 121.44	\$ -	\$ 28,999.34
HENEY, TIMOTHY P	\$ 80,304.06	\$ 4,327.73	\$ 35,668.02	\$ 120,299.81
HERMANN, SADIE M	\$ 2,349.38	\$ -	\$ -	\$ 2,349.38
HERRERA ALDANA, JAVIER	\$ 6,150.00	\$ -	\$ -	\$ 6,150.00
HERSH, JEFFREY A	\$ 10,681.23	\$ 5.47	\$ 161.82	\$ 10,848.52
HEYMANNS, CHRISTOPHER P	\$ 49,090.00	\$ -	\$ -	\$ 49,090.00
HICKEY, PAUL	\$ 20,343.75	\$ -	\$ 7,683.25	\$ 28,027.00
HICKS, JOSEPH C	\$ 78,098.22	\$ 950.00	\$ -	\$ 79,048.22
HIGGINS, KELLEY A	\$ 26,625.49	\$ 111.86	\$ -	\$ 26,737.35
HILL, PETER	\$ 5,936.96	\$ -	\$ 1,144.29	\$ 7,081.25
HOBIN, BRIAN W	\$ -	\$ -	\$ -	\$ -
HOFT, CATHERINE E	\$ 25,991.32	\$ 108.36	\$ -	\$ 26,099.68
HOLLERAN, DEBORAH R	\$ 59,968.96	\$ 1,500.00	\$ -	\$ 61,468.96
HOLMES, DANIEL	\$ 10,279.15	\$ -	\$ -	\$ 10,279.15
HOLMES, SARAH B	\$ 59,109.16	\$ 1,180.00	\$ 400.00	\$ 60,689.16
HOLMGREN, ELIZABETH A	\$ 52,537.84	\$ 650.00	\$ 5,300.82	\$ 58,488.66
HORRIGAN, MARY P	\$ 4,060.00	\$ -	\$ -	\$ 4,060.00
HOULE, CHERYL A	\$ 69,508.62	\$ -	\$ 153.18	\$ 69,661.80
HOWE, WHITNEY M	\$ 53,999.92	\$ -	\$ -	\$ 53,999.92
HRONES, PAMELA	\$ 45,886.75	\$ -	\$ -	\$ 45,886.75
HULME, ALEXANDER S	\$ 73,566.45	\$ 5,397.60	\$ 24,700.83	\$ 103,664.88
HUOT, JESSICA V	\$ 96,501.08	\$ -	\$ -	\$ 96,501.08
HURLEY, REBECCA L	\$ 705.50	\$ -	\$ -	\$ 705.50
HUTCHINSON, MELISSA M	\$ 16,373.50	\$ 9.94	\$ -	\$ 16,383.44
IACOVELLI, DANIEL	\$ 54,354.72	\$ 3,337.11	\$ 4,110.00	\$ 61,801.83
IACOVIELLO, GINA J	\$ 3,110.61	\$ -	\$ -	\$ 3,110.61
IRONS, ELLEN C	\$ 22,059.27	\$ 3,244.22	\$ -	\$ 25,303.49
IRVING, DENISE	\$ 108,936.44	\$ -	\$ -	\$ 108,936.44
IZZO, LEONARD A	\$ 180.00	\$ -	\$ -	\$ 180.00
JACKSON, KATHRYN E	\$ 102,372.53	\$ -	\$ -	\$ 102,372.53
JACOBS, ALISON J	\$ 11,008.29	\$ 200.00	\$ 4,526.55	\$ 15,734.84
JAMESON, PAUL J	\$ 3,907.67	\$ -	\$ 945.84	\$ 4,853.51
JANNINO, ELIZABETH	\$ -	\$ -	\$ -	\$ -
JANUS, JOHN	\$ 17,362.14	\$ -	\$ -	\$ 17,362.14
JARVIS, MATTHEW F	\$ 18,680.25	\$ 71.52	\$ -	\$ 18,751.77
JESSUP, LENA	\$ 27,429.62	\$ -	\$ -	\$ 27,429.62
JEWETT, DANIEL P	\$ 96,063.68	\$ -	\$ -	\$ 96,063.68
JEWETT, PATRICK	\$ -	\$ -	\$ -	\$ -
JEWETT, SEAN R	\$ -	\$ -	\$ -	\$ -

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
JOHNSON, CAROLINE N	\$ 58,401.96	\$ -	\$ -	\$ 58,401.96
JOHNSTON, MEGAN	\$ 3,113.89	\$ -	\$ -	\$ 3,113.89
JORDAN, DAVID M	\$ 148,255.90	\$ -	\$ -	\$ 148,255.90
JORDAN, FRANK S	\$ 61,860.48	\$ 10,918.57	\$ 3,309.20	\$ 76,088.25
JORDAN, MELISSA A	\$ 73,825.20	\$ 280.00	\$ 6,800.00	\$ 80,905.20
JOSEPH, SEBASTIEN P	\$ 1,895.02	\$ -	\$ 5,351.71	\$ 7,246.73
JUAREZ, MARCO A	\$ 34,340.62	\$ -	\$ 892.00	\$ 35,232.62
JUBB, RYAN J	\$ -	\$ -	\$ 13,297.85	\$ 13,297.85
KADLIK, JOAN T	\$ 32,712.61	\$ 2,222.48	\$ 2,171.14	\$ 37,106.23
KADRA, ROBERT A	\$ 84,229.04	\$ -	\$ 401.52	\$ 84,630.56
KAFERLEIN, MARK	\$ 94,149.56	\$ -	\$ -	\$ 94,149.56
KALLUPURAKAL, JACOB	\$ 80.00	\$ -	\$ -	\$ 80.00
KAMRA, AARUSHI	\$ 462.40	\$ -	\$ -	\$ 462.40
KASPER, NICOLE D	\$ 15,133.23	\$ 119.28	\$ -	\$ 15,252.51
KATZ, EVAN	\$ -	\$ -	\$ -	\$ -
KAYE, LEX	\$ 1,595.76	\$ -	\$ -	\$ 1,595.76
KEAST, JAMES C	\$ 100,094.17	\$ -	\$ 1,092.00	\$ 101,186.17
KEAST, JUSTIN J	\$ 3,960.25	\$ -	\$ -	\$ 3,960.25
KEEFE, ALEXANDER J	\$ 71,582.38	\$ 2,855.32	\$ 43,942.01	\$ 118,379.71
KEEN, JENNIFER	\$ 67,402.91	\$ -	\$ 200.00	\$ 67,602.91
KEENAN, ANN	\$ 11,125.37	\$ (12.76)	\$ 656.84	\$ 11,769.45
KEIM, DAVID N	\$ 146,748.94	\$ -	\$ -	\$ 146,748.94
KELLEY, LORI	\$ 8,025.00	\$ -	\$ -	\$ 8,025.00
KELLEY, MEGHAN	\$ 29,063.00	\$ 400.00	\$ -	\$ 29,463.00
KELLOGG, ANNE B	\$ 69,913.96	\$ -	\$ 715.60	\$ 70,629.56
KELLY, CHERYL A	\$ 59,968.96	\$ -	\$ -	\$ 59,968.96
KEMPTON, JEREMY P	\$ -	\$ -	\$ 531.62	\$ 531.62
KENNEDY, JULIA	\$ 3,160.00	\$ -	\$ -	\$ 3,160.00
KENNEY, STACEY A	\$ 109,432.44	\$ -	\$ -	\$ 109,432.44
KEPLINGER, JACOB W	\$ 11,153.85	\$ -	\$ -	\$ 11,153.85
KERN, KRISTINA L	\$ 61,769.82	\$ -	\$ -	\$ 61,769.82
KILEY, DANIELLE J	\$ -	\$ -	\$ -	\$ -
KILEY, DEREK	\$ 4,407.44	\$ -	\$ -	\$ 4,407.44
KILEY, TODD J	\$ 99,256.04	\$ 200.00	\$ 6,968.50	\$ 106,424.54
KING, ANN M	\$ 98,806.04	\$ -	\$ -	\$ 98,806.04
KING, JOY L	\$ 6,471.25	\$ -	\$ -	\$ 6,471.25
KIZIK, LAURIE	\$ 111,904.44	\$ 25.00	\$ 3,539.76	\$ 115,469.20
KNOWLES, KEITH A	\$ 65,837.43	\$ 16,752.02	\$ 5,367.65	\$ 87,957.10
KODAK, KAITLIN P	\$ 52,462.69	\$ -	\$ -	\$ 52,462.69
KOENIG, LYNNE M	\$ 56,714.39	\$ 13,981.20	\$ 519.40	\$ 71,214.99
KOGUT-TAYLOR, CASSANDRA	\$ 53,694.85	\$ -	\$ -	\$ 53,694.85
KOLLA, SUDHA RANI	\$ 21,666.88	\$ 14.24	\$ -	\$ 21,681.12
KORKMAZ, TEOMAN	\$ -	\$ -	\$ -	\$ -
KORSON, MAUREEN L	\$ 6,585.60	\$ -	\$ -	\$ 6,585.60
KOZAY, JOSEPH	\$ 96,063.68	\$ 1,280.00	\$ 5,241.28	\$ 102,584.96
KRAMER, BRIAN G	\$ 9,063.91	\$ -	\$ 3,229.67	\$ 12,293.58
KRAUSE, CARLA L	\$ 96,501.08	\$ 25.00	\$ 800.00	\$ 97,326.08
KRAUSS, WENDY	\$ 81,898.05	\$ 25.00	\$ -	\$ 81,923.05
KRUPNICK, RANDY S	\$ 11,993.48	\$ 168.36	\$ 500.00	\$ 12,661.84

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
KUCHMAN, ELLA J	\$ 3,254.52	\$ -	\$ -	\$ 3,254.52
KUHNE, SARAH E	\$ 101,776.18	\$ 380.00	\$ 1,518.78	\$ 103,674.96
KULKARNI, ASHWINI	\$ 21,809.38	\$ -	\$ -	\$ 21,809.38
KUSTKA, SUSAN	\$ 209,346.13	\$ -	\$ 3,600.00	\$ 212,946.13
KUSTWAN, ALISON D	\$ 98,806.04	\$ 330.00	\$ 2,348.56	\$ 101,484.60
KUSTWAN, TESS E	\$ 7,296.25	\$ -	\$ -	\$ 7,296.25
KWAS, BRANDON L	\$ 94,598.40	\$ 25.00	\$ -	\$ 94,623.40
LACK, DOUGLAS R	\$ 108,936.44	\$ 2,400.00	\$ 6,487.52	\$ 117,823.96
LADD, AARON	\$ 10,072.24	\$ 400.00	\$ -	\$ 10,472.24
LAFLAMME, JACOB W	\$ 35,917.24	\$ 126.23	\$ -	\$ 36,043.47
LAGAS, ASHLEY R	\$ -	\$ -	\$ -	\$ -
LAHUE, ANITA A	\$ 45,392.22	\$ -	\$ -	\$ 45,392.22
LAMARQUE, KEVIN	\$ 49,264.93	\$ 2,430.00	\$ 8,457.55	\$ 60,152.48
LAMME, DANIEL	\$ 15,383.88	\$ -	\$ 207.64	\$ 15,591.52
LAMONT, ABIGAIL C	\$ 32,724.40	\$ -	\$ -	\$ 32,724.40
LAMONT, THOMAS G	\$ 8,766.77	\$ -	\$ 2,167.38	\$ 10,934.15
LANE, CATHERINE J	\$ 475.00	\$ -	\$ -	\$ 475.00
LANG, TARYN M	\$ 84,997.66	\$ 3,850.00	\$ 4,973.25	\$ 93,820.91
LAPLANTE, BETTY J	\$ 10,694.45	\$ 156.45	\$ -	\$ 10,850.90
LARCHE, ISABELLE G	\$ 400.00	\$ -	\$ -	\$ 400.00
LARCHE, JACK	\$ -	\$ -	\$ -	\$ -
LARKIN, MADELYN	\$ -	\$ -	\$ -	\$ -
LASHER, JENNIFER L	\$ 110,983.84	\$ 4,720.00	\$ 6,871.94	\$ 122,575.78
LATIFI, ABDELAZIZ Z	\$ 3,930.96	\$ -	\$ -	\$ 3,930.96
LEBLANC-HOWELL, DANIEL J	\$ 3,313.14	\$ -	\$ -	\$ 3,313.14
LEE, JULIANNA J	\$ 142.50	\$ -	\$ -	\$ 142.50
LEFEBVRE, AMANDA	\$ 74,807.77	\$ -	\$ -	\$ 74,807.77
LELAND, HILDA E	\$ 65,457.18	\$ -	\$ -	\$ 65,457.18
LEMAY, MICHELLE E	\$ 46,448.64	\$ -	\$ -	\$ 46,448.64
LESBIREL, JULIE E	\$ 87,615.26	\$ -	\$ 800.00	\$ 88,415.26
LEVASSEUR, CHRISTOPHER	\$ 4,228.76	\$ -	\$ -	\$ 4,228.76
LEVASSEUR, JAMES E	\$ 113,432.44	\$ 925.00	\$ 3,930.95	\$ 118,288.39
LEVESQUE, MEAGHAN	\$ 67,119.89	\$ 112.50	\$ -	\$ 67,232.39
LEVESQUE, THOMAS D	\$ 108,936.44	\$ 3,985.00	\$ 1,072.08	\$ 113,993.52
LEWIS, GREGG T	\$ 6,356.26	\$ -	\$ 721.37	\$ 7,077.63
LIBERTY, MARK R	\$ 22,816.11	\$ 115.39	\$ -	\$ 22,931.50
LIECHTY, JUSTIN	\$ 3,410.00	\$ -	\$ -	\$ 3,410.00
LIMA, SIMARA B	\$ 7,886.40	\$ -	\$ -	\$ 7,886.40
LINARES, ERICA	\$ 112,401.90	\$ -	\$ 5,180.00	\$ 117,581.90
LINDEMAN, CYNTHIA	\$ 101,908.53	\$ 300.00	\$ -	\$ 102,208.53
LINDROS, KELY C	\$ 5.27	\$ -	\$ -	\$ 5.27
LISI, MARGO R	\$ 14,486.70	\$ 360.00	\$ -	\$ 14,846.70
LITTLE, KATIE A	\$ 2,500.00	\$ -	\$ -	\$ 2,500.00
LITTMAN, SAVANNAH C	\$ 1,095.00	\$ -	\$ -	\$ 1,095.00
LOCKE, NANCY E	\$ 112.50	\$ -	\$ -	\$ 112.50
LODOLA, LIANA M	\$ 50,495.02	\$ 11,455.27	\$ 6,913.06	\$ 68,863.35
LOFTUS, EDWARD R	\$ 181.69	\$ -	\$ -	\$ 181.69
LOFTUS, JOHN T	\$ 72,091.55	\$ 2,430.17	\$ 35,070.30	\$ 109,592.02
LOMBARDI, BRIDGET	\$ 26,008.78	\$ 342.93	\$ -	\$ 26,351.71

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
LORENZEN, CHRISTIAN L	\$ 4,389.00	\$ -	\$ -	\$ 4,389.00
LORENZEN, KURT D	\$ 6,372.92	\$ 200.00	\$ -	\$ 6,572.92
LORICCO, JENNIE M	\$ 109,432.44	\$ 25.00	\$ 1,886.66	\$ 111,344.10
LORICCO, SOPHIA	\$ 5,719.73	\$ -	\$ 3,097.26	\$ 8,816.99
LOVELL, NICOLE	\$ 64,843.90	\$ 350.00	\$ -	\$ 65,193.90
LOVELY, FELECIA A	\$ 30,703.75	\$ 258.40	\$ -	\$ 30,962.15
LOVLEY, DANIEL	\$ 67,764.97	\$ -	\$ 2,263.28	\$ 70,028.25
LOWELL, TIMOTHY F	\$ 22,523.42	\$ 59.64	\$ -	\$ 22,583.06
LUCE, CHERYL L	\$ 3,005.00	\$ 24.87	\$ 2.71	\$ 3,032.58
LUISI, MIA C	\$ 3,915.01	\$ -	\$ -	\$ 3,915.01
LULEK, ANTHONY	\$ 451.88	\$ -	\$ -	\$ 451.88
LUO, XU	\$ 9,350.00	\$ -	\$ -	\$ 9,350.00
LUSSIER, WENDY R	\$ 58,064.42	\$ 1,012.50	\$ -	\$ 59,076.92
LYNCH, DIANE	\$ 9,582.50	\$ 703.38	\$ -	\$ 10,285.88
LYNCH, SHAWN R	\$ 6,429.57	\$ -	\$ 1,038.20	\$ 7,467.77
LYNSKY, DEBORAH L	\$ 5,100.00	\$ -	\$ -	\$ 5,100.00
LYONS, CAROL G	\$ 88,269.74	\$ -	\$ -	\$ 88,269.74
LYONS, MARGARET T	\$ 46,938.46	\$ -	\$ -	\$ 46,938.46
MACDONALD, JASON J	\$ 950.00	\$ -	\$ -	\$ 950.00
MACEDO, MA MARGARITA C	\$ 24,962.10	\$ -	\$ -	\$ 24,962.10
MACGRAY, ANDREW	\$ 90,879.61	\$ 24,985.32	\$ 61,964.38	\$ 177,829.31
MACKAY, ANNE S	\$ 22,368.49	\$ 44.70	\$ -	\$ 22,413.19
MACLEAN, DEVIN	\$ 2,739.54	\$ -	\$ -	\$ 2,739.54
MACLEAN, LEONA	\$ 3,019.42	\$ 146.57	\$ 337.39	\$ 3,503.38
MACLEOD, DANIEL	\$ 127,271.04	\$ -	\$ 5,464.00	\$ 132,735.04
MACLEOD, PATRICIA H	\$ 23,622.33	\$ 19.74	\$ -	\$ 23,642.07
MACPHERSON, KRISTINA M	\$ 18,923.41	\$ 119.28	\$ -	\$ 19,042.69
MAGUIRE, CIARA M	\$ 28,705.52	\$ 1,284.59	\$ 14,583.44	\$ 44,573.55
MAHER, KATHERINE	\$ 54,718.25	\$ 4,640.00	\$ -	\$ 59,358.25
MAHONEY, DYLAN	\$ 21,930.82	\$ -	\$ 6,257.57	\$ 28,188.39
MAILING, DEBORAH	\$ 83,909.88	\$ -	\$ 800.00	\$ 84,709.88
MAILLET, BRIDGETT R	\$ 2,050.00	\$ -	\$ -	\$ 2,050.00
MAILLOUX, KATHLEEN M	\$ 11,825.90	\$ 116.22	\$ -	\$ 11,942.12
MAJKUT, ANN Z	\$ 87,402.52	\$ 4,480.00	\$ -	\$ 91,882.52
MAJKUT, JOSEPH	\$ 4,642.50	\$ -	\$ -	\$ 4,642.50
MALINN, ELIZABETH	\$ 33,509.55	\$ -	\$ -	\$ 33,509.55
MALLOY, KELLEY A	\$ 102,372.53	\$ 390.00	\$ -	\$ 102,762.53
MALONE, BRENDAN C	\$ 4,387.97	\$ -	\$ 3,277.07	\$ 7,665.04
MANCINI, DEDE	\$ 59,968.96	\$ -	\$ -	\$ 59,968.96
MANCINI, KATIE L	\$ 1,600.00	\$ -	\$ -	\$ 1,600.00
MANCINI, MATTHEW	\$ 277.32	\$ -	\$ 1,109.44	\$ 1,386.76
MANN, JENNIFER H	\$ 98,061.39	\$ 25.00	\$ 3,362.16	\$ 101,448.55
MANN, LINDA	\$ 61,567.87	\$ -	\$ 665.59	\$ 62,233.46
MANN, RICHARD E	\$ 71,353.88	\$ 2,221.29	\$ -	\$ 73,575.17
MANTENUTO, JOSEPH E	\$ 3,620.26	\$ -	\$ -	\$ 3,620.26
MARCHAND, DESIREE L	\$ 21,448.84	\$ -	\$ -	\$ 21,448.84
MARCHAND, KIMBERLY	\$ 87,917.53	\$ -	\$ -	\$ 87,917.53
MARCHANT, NICOLE M	\$ 52,462.69	\$ -	\$ -	\$ 52,462.69
MARCOALDI, JAY A	\$ 15,858.01	\$ -	\$ 2,615.66	\$ 18,473.67

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
MARENGO, JOSEPH J	\$ 54,644.04	\$ 357.04	\$ 9,878.00	\$ 64,879.08
MARINO, KRISTIN N	\$ 84,510.35	\$ 25.00	\$ -	\$ 84,535.35
MAROLDA, STEVEN J	\$ 61,856.52	\$ 4,449.31	\$ 3,855.48	\$ 70,161.31
MARSDEN, RILEY M	\$ 926.25	\$ -	\$ -	\$ 926.25
MARSH, BENJAMIN C	\$ 49,939.64	\$ 1,230.00	\$ -	\$ 51,169.64
MARSH, DANIEL E	\$ 91,828.06	\$ 5,840.00	\$ 2,203.72	\$ 99,871.78
MARSHALL, JEFFREY A	\$ 1,250.00	\$ -	\$ -	\$ 1,250.00
MARSHALL, JULIE	\$ 43,280.79	\$ -	\$ -	\$ 43,280.79
MARSHALL, LINDA M	\$ -	\$ -	\$ -	\$ -
MASIELLO, RENEE	\$ 5,758.96	\$ -	\$ 204.80	\$ 5,963.76
MASIONIS, JULIA	\$ 35,080.85	\$ -	\$ 410.26	\$ 35,491.11
MASON, KATHRYN G	\$ 98,806.04	\$ 25.00	\$ -	\$ 98,831.04
MASTROIANNI, ANTHONY J	\$ 57,783.96	\$ -	\$ -	\$ 57,783.96
MATCHESON, AMANDA L	\$ 98,806.04	\$ 910.00	\$ 1,578.34	\$ 101,294.38
MATHEW, ASWATHY M	\$ 5,355.00	\$ -	\$ -	\$ 5,355.00
MATSON, RONDA L	\$ 4,112.24	\$ -	\$ 6,405.82	\$ 10,518.06
MATTHY, JACK H	\$ 1,254.00	\$ -	\$ -	\$ 1,254.00
MAURAO, LUCY L	\$ 2,146.02	\$ -	\$ -	\$ 2,146.02
MAVRIDOU MATSKAS, ZOE	\$ 3,111.12	\$ -	\$ -	\$ 3,111.12
MAXWELL, JOSHUA J	\$ 949.81	\$ -	\$ -	\$ 949.81
MAZZOLA, LISA A	\$ 109,432.44	\$ 4,400.00	\$ 2,950.08	\$ 116,782.52
MCCLOSKEY, BEVERLY H	\$ 416.82	\$ -	\$ -	\$ 416.82
MCCLOSKEY, DAVID	\$ 231.57	\$ -	\$ -	\$ 231.57
MCDANIEL, KELLY A	\$ 73,513.82	\$ 590.00	\$ -	\$ 74,103.82
MCDANIEL, MICHAEL	\$ 2,550.00	\$ -	\$ -	\$ 2,550.00
MCDONNELL, LESLIE A	\$ 17,633.49	\$ -	\$ -	\$ 17,633.49
MCDOWELL, SEAN M	\$ -	\$ -	\$ 757.08	\$ 757.08
MCGARRY, OWEN M	\$ -	\$ -	\$ -	\$ -
MCGEE, SUSAN L	\$ 77,681.50	\$ -	\$ -	\$ 77,681.50
MCGOVERN, ROBYN E	\$ 76,345.74	\$ -	\$ -	\$ 76,345.74
MCGOWAN, JAMES P	\$ 2,723.01	\$ -	\$ 100.00	\$ 2,823.01
MCGOWAN, JESSICA M	\$ 40,278.08	\$ -	\$ 2,887.68	\$ 43,165.76
MCGOWAN, SUMMER	\$ 3,506.61	\$ -	\$ -	\$ 3,506.61
MCGRATH, JOHN M	\$ 25,889.29	\$ 209.80	\$ -	\$ 26,099.09
MCGUINNESS, KATHLEEN	\$ 54,718.25	\$ 405.00	\$ -	\$ 55,123.25
MCGUIRE, KENNETH M	\$ 7,078.08	\$ -	\$ 286.46	\$ 7,364.54
MCHUGH, MAKAYLA K	\$ 3,883.15	\$ -	\$ -	\$ 3,883.15
MCHUGH, STEVEN J	\$ -	\$ -	\$ 841.57	\$ 841.57
MCKAY, JORDAN L	\$ 14,434.38	\$ 107.28	\$ -	\$ 14,541.66
MCKEOWN, KEITH	\$ 16,693.12	\$ -	\$ 6,051.85	\$ 22,744.97
MCKINNEY, PATRICK R	\$ 61,604.39	\$ 23,862.96	\$ 3,606.82	\$ 89,074.17
MCLEAN, REBECCA	\$ 99,839.14	\$ 185.00	\$ 2,561.08	\$ 102,585.22
MCSHANE, KEVIN	\$ 4,347.88	\$ -	\$ -	\$ 4,347.88
MCSHANE, MEREDITH	\$ 8,555.34	\$ -	\$ -	\$ 8,555.34
MEDEIROS, BENNETT A	\$ 18,156.25	\$ -	\$ -	\$ 18,156.25
MEISNER, MARIE	\$ 2,315.63	\$ -	\$ -	\$ 2,315.63
MENARD, JOANNE	\$ 143,250.12	\$ -	\$ -	\$ 143,250.12
MEO, CHRISTOPHER	\$ 102,733.50	\$ -	\$ 50.00	\$ 102,783.50
MEO, KATHLEEN	\$ 103,153.60	\$ 920.00	\$ 2,322.84	\$ 106,396.44

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
MERCIER, COBY J	\$ 34,208.80	\$ 513.98	\$ 1,440.20	\$ 36,162.98
MEREDITH, MICHELLE	\$ 5,949.68	\$ -	\$ 2,500.00	\$ 8,449.68
MERTEN, NATASHA C	\$ 93,509.56	\$ -	\$ -	\$ 93,509.56
MESSANA, DORA	\$ 14,194.17	\$ -	\$ 200.00	\$ 14,394.17
MICELOTTI, NICHOLAS F	\$ 6,060.28	\$ -	\$ 10,443.66	\$ 16,503.94
MICELOTTI, STEVEN F	\$ 8,507.84	\$ -	\$ 1,511.12	\$ 10,018.96
MIGA, MADELEINE	\$ 3,725.78	\$ -	\$ -	\$ 3,725.78
MIKHAIL, CAROLINE M	\$ 21,585.74	\$ 63.84	\$ -	\$ 21,649.58
MILLER, ANTHONY A	\$ 3,108.30	\$ -	\$ 4,271.73	\$ 7,380.03
MILLER, ELISE	\$ -	\$ -	\$ -	\$ -
MILLER, ERIC J	\$ 6,937.46	\$ -	\$ -	\$ 6,937.46
MILLER, SHAMUS	\$ -	\$ -	\$ 277.36	\$ 277.36
MILLS, KAITLIN	\$ 105,365.80	\$ 1,920.00	\$ 1,429.44	\$ 108,715.24
MILTON, JOHN D	\$ 9,562.50	\$ -	\$ -	\$ 9,562.50
MIRANDA-AHERN, JULIA	\$ 2,716.77	\$ -	\$ -	\$ 2,716.77
MITCHELL, KIRSTY	\$ -	\$ -	\$ -	\$ -
MITCHELL, KRISTINE A	\$ 3,684.80	\$ -	\$ -	\$ 3,684.80
MITCHELL, MEGHAN E	\$ 66,247.84	\$ 180.00	\$ -	\$ 66,427.84
MOLES, SCOTT A	\$ 91,219.49	\$ -	\$ 50.00	\$ 91,269.49
MONT, MARYBETH G	\$ 111,786.76	\$ 2,508.17	\$ 800.00	\$ 115,094.93
MONTEITH, JENNIFER J	\$ 19,150.07	\$ 525.79	\$ -	\$ 19,675.86
MOORE, ARTHUR J	\$ 10,035.05	\$ -	\$ 2,541.22	\$ 12,576.27
MOORE, NICOLE D	\$ 4,240.00	\$ -	\$ -	\$ 4,240.00
MOORE, PATRICIA L	\$ 108,936.44	\$ -	\$ -	\$ 108,936.44
MORAIS-FONSECA, DANIELLY	\$ 18,649.60	\$ -	\$ -	\$ 18,649.60
MORATTI, CYNTHIA A	\$ 67,244.53	\$ -	\$ -	\$ 67,244.53
MOREAU, JENNIFER L	\$ 96,063.68	\$ 1,225.00	\$ 11,957.99	\$ 109,246.67
MOREAU, ZOE	\$ 6,214.00	\$ -	\$ -	\$ 6,214.00
MORGANELLI, JANET M	\$ 92,512.92	\$ -	\$ 2,115.30	\$ 94,628.22
MORRISON, STEPHANIE	\$ 59,961.66	\$ -	\$ -	\$ 59,961.66
MORSE, TANIA M	\$ 8,437.44	\$ -	\$ -	\$ 8,437.44
MORTON, LAUREN N	\$ 75,111.28	\$ -	\$ 4,573.28	\$ 79,684.56
MOSCILLO, GINA	\$ 44,114.78	\$ 7,778.92	\$ 3,218.92	\$ 55,112.62
MOSCILLO, KAYLEIGH V	\$ 3,145.00	\$ -	\$ -	\$ 3,145.00
MOTUZAS, NATHANIEL	\$ -	\$ -	\$ 330.36	\$ 330.36
MULKERRIN, SHANNON	\$ 60,291.27	\$ -	\$ 1,191.20	\$ 61,482.47
MULLEN, MICHAEL	\$ 21,242.83	\$ -	\$ -	\$ 21,242.83
MULVANEY, JOHN	\$ -	\$ 200.00	\$ 4,526.56	\$ 4,726.56
MULVANEY, RYAN	\$ -	\$ -	\$ 3,871.40	\$ 3,871.40
MULVOY, STEPHEN T	\$ 21,848.78	\$ 643.68	\$ -	\$ 22,492.46
MURATORI, ANTHONY	\$ 1,589.50	\$ -	\$ -	\$ 1,589.50
MURPHY, CHRIS P	\$ 99,506.04	\$ 1,320.00	\$ 12,448.07	\$ 113,274.11
MURPHY, JAIME	\$ 96,063.68	\$ 350.00	\$ 12,626.68	\$ 109,040.36
MURPHY, LAUREN M	\$ 4,522.75	\$ -	\$ -	\$ 4,522.75
MURPHY, MICHAEL J	\$ 4,321.59	\$ -	\$ 8,275.88	\$ 12,597.47
MURPHY, SHANNEN M	\$ 15,675.88	\$ -	\$ -	\$ 15,675.88
MURRAY, NICHOLAS R	\$ 61,285.52	\$ 5,996.18	\$ 7,147.00	\$ 74,428.70
MURRAY, NICOLE H	\$ 14,077.08	\$ -	\$ -	\$ 14,077.08
MUSTARD, CHRISTOPHER J	\$ 48,099.89	\$ 3,453.08	\$ 11,515.99	\$ 63,068.96

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
MUZZY, DONNA A	\$ 55,056.23	\$ 45.25	\$ 320.65	\$ 55,422.13
NAM, SARAH A	\$ 95,400.50	\$ 325.00	\$ 800.00	\$ 96,525.50
NAPOLITANO, JACQUELINE M	\$ 17,131.30	\$ -	\$ 197.70	\$ 17,329.00
NARDELLI, THOMAS J	\$ -	\$ -	\$ -	\$ -
NASH, DANIEL	\$ -	\$ -	\$ 13,474.27	\$ 13,474.27
NASH, DANIEL J	\$ 4,434.50	\$ -	\$ -	\$ 4,434.50
NAUGHTON, JOANNE	\$ 21,007.21	\$ 736.05	\$ 1,461.35	\$ 23,204.61
NAZAR, REBECCA A	\$ 3,423.00	\$ 99.04	\$ 268.10	\$ 3,790.14
NELSON, EDITH C	\$ 103,086.96	\$ 260.00	\$ -	\$ 103,346.96
NELSON, KILEY	\$ 1,632.00	\$ -	\$ -	\$ 1,632.00
NEMET, ROBERT A	\$ 61,421.26	\$ 3,125.51	\$ 778.00	\$ 65,324.77
NESPOLA, CHRISTINE	\$ 23,415.49	\$ -	\$ -	\$ 23,415.49
NEWCOMB, DIANE G	\$ 17,309.14	\$ 921.78	\$ 1,230.61	\$ 19,461.53
NEZUCH, STEPHEN	\$ 70,001.30	\$ 6,149.15	\$ 3,052.68	\$ 79,203.13
NICKERSON, CHERYL	\$ 23,821.33	\$ -	\$ -	\$ 23,821.33
NIRO, ROBERT C	\$ 35,597.84	\$ 1,732.87	\$ 1,603.24	\$ 38,933.95
NIXON, KATARINA	\$ 2,883.06	\$ -	\$ -	\$ 2,883.06
NOLAN, KATHRYN E	\$ 113.69	\$ -	\$ -	\$ 113.69
NOLAN, MEGAN	\$ 61,359.15	\$ -	\$ -	\$ 61,359.15
NOLAN, SUSAN M	\$ -	\$ 240.00	\$ -	\$ 240.00
NORTH, KATHERINE E	\$ 450.00	\$ -	\$ -	\$ 450.00
NORTON, MARYALICE	\$ 14,073.96	\$ 1,297.80	\$ -	\$ 15,371.76
NUNES, HEATHER	\$ 57,900.57	\$ -	\$ -	\$ 57,900.57
OBID, MAURICE T	\$ 3,930.96	\$ -	\$ -	\$ 3,930.96
O'BRIEN, ILSE M	\$ 108,345.48	\$ 50.00	\$ -	\$ 108,395.48
O'BRIEN, KAREN C	\$ 25,226.08	\$ 418.15	\$ -	\$ 25,644.23
O'CALLAHAN, JOHN	\$ -	\$ -	\$ -	\$ -
O'CONNELL, BRENDAN J	\$ 59,958.50	\$ 340.00	\$ -	\$ 60,298.50
O'CONNELL, CATHY L	\$ 53,952.00	\$ -	\$ -	\$ 53,952.00
O'CONNELL, CHRISTOPHER	\$ 4,022.20	\$ -	\$ -	\$ 4,022.20
O'CONNELL, MATTHEW J	\$ 1,380.00	\$ -	\$ -	\$ 1,380.00
O'CONNELL, SARAH	\$ 12,672.69	\$ -	\$ 26,228.67	\$ 38,901.36
O'CONNOR, RICHARD S	\$ 93,935.40	\$ -	\$ -	\$ 93,935.40
O'DAY, SAMANTHA	\$ 21,831.07	\$ 2,940.43	\$ -	\$ 24,771.50
OGILVIE, VALERIE A	\$ 516.56	\$ -	\$ -	\$ 516.56
OHNEMUS, MAUREEN F	\$ 59,968.96	\$ 328.13	\$ -	\$ 60,297.09
OLESKI, KARIN	\$ 957.50	\$ -	\$ -	\$ 957.50
O'LOUGHLIN, KEVIN M	\$ -	\$ -	\$ 402.72	\$ 402.72
OLSON, CATHERINE A	\$ 4,802.25	\$ -	\$ -	\$ 4,802.25
OLSON, COOPER L	\$ 2,746.64	\$ -	\$ -	\$ 2,746.64
OLSON, ERICA D	\$ 150.00	\$ -	\$ -	\$ 150.00
OLSSON, KERRIANN P	\$ 95,400.50	\$ -	\$ -	\$ 95,400.50
O'MAHONY, BRYAN W	\$ 84,510.35	\$ 1,480.00	\$ -	\$ 85,990.35
ONDRASEK, JACQUELYN A	\$ 99,256.04	\$ -	\$ 2,203.72	\$ 101,459.76
O'NEIL, KIMBERLY M	\$ 96,712.76	\$ -	\$ -	\$ 96,712.76
O'NEILL, ANA P	\$ -	\$ -	\$ -	\$ -
O'NEILL, KRISTEN G	\$ 108,936.44	\$ 4,120.00	\$ -	\$ 113,056.44
O'NEILL, SARAH	\$ -	\$ -	\$ -	\$ -
O'RIELLY, BETH	\$ 107,747.50	\$ -	\$ -	\$ 107,747.50

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
O'ROURKE, KELLY	\$ 66,399.29	\$ -	\$ 470.09	\$ 66,869.38
OSMER, ANN MARIE M	\$ 58,281.08	\$ -	\$ -	\$ 58,281.08
O'SULLIVAN, SUMMER E	\$ 2,900.01	\$ -	\$ -	\$ 2,900.01
OZELLA-HAMEL, LAURA ANN	\$ 224.03	\$ -	\$ -	\$ 224.03
PAGE, TAMARA	\$ 41,412.45	\$ -	\$ 150.00	\$ 41,562.45
PAGUCCI, COLLEEN A	\$ 26,266.04	\$ -	\$ -	\$ 26,266.04
PAILLARD, ROSALIE	\$ 102,372.53	\$ -	\$ -	\$ 102,372.53
PAINE, SARAH E	\$ 7,756.08	\$ -	\$ -	\$ 7,756.08
PALEFSKY, GRIFFIN J	\$ 10,803.87	\$ 212.88	\$ 588.72	\$ 11,605.47
PALEFSKY, SUSAN M	\$ 11,337.50	\$ -	\$ -	\$ 11,337.50
PALENCIA, GUILLERMO	\$ 72,885.39	\$ 3,336.23	\$ 38,556.46	\$ 114,778.08
PALYVOU, KATINA	\$ 6,088.08	\$ -	\$ -	\$ 6,088.08
PAPPAS, IDA M	\$ 92,920.13	\$ 925.00	\$ -	\$ 93,845.13
PARADIE, DONNA E	\$ 1,213.47	\$ 148.73	\$ 27.13	\$ 1,389.33
PARENT, RYAN J	\$ 78,031.98	\$ 28,705.13	\$ 30,188.13	\$ 136,925.24
PARISI, PAUL J	\$ -	\$ -	\$ 200.24	\$ 200.24
PARKER, DOREEN L	\$ 49,384.21	\$ -	\$ 769.24	\$ 50,153.45
PATEL, GITA B	\$ 3,448.28	\$ -	\$ -	\$ 3,448.28
PATEL, OM	\$ 27.00	\$ -	\$ -	\$ 27.00
PAU-PRETO, RICARDO L	\$ 54,504.81	\$ 24,427.43	\$ 11,923.67	\$ 90,855.91
PAYNE, TANYA	\$ -	\$ -	\$ -	\$ -
PEREIRA, KATHLEEN	\$ 42,457.40	\$ -	\$ -	\$ 42,457.40
PEREIRA, PATRICIA A	\$ 10,887.75	\$ 199.74	\$ 783.75	\$ 11,871.24
PERERA, MATTHEW D	\$ 4,645.00	\$ -	\$ -	\$ 4,645.00
PERKINS, COLE A	\$ 45,392.22	\$ -	\$ 1,072.08	\$ 46,464.30
PERKINS, MAX	\$ 76,345.74	\$ 764.19	\$ -	\$ 77,109.93
PERKINS, MICHAEL M	\$ 378.00	\$ -	\$ -	\$ 378.00
PERPALL, KERRY	\$ 109,754.94	\$ -	\$ -	\$ 109,754.94
PERRON, LIBERTY	\$ 2,728.89	\$ -	\$ -	\$ 2,728.89
PERRY, CHRISTOPHER M	\$ 91,760.50	\$ -	\$ 6,789.80	\$ 98,550.30
PERRY, JAMES J	\$ 5,300.84	\$ -	\$ -	\$ 5,300.84
PERRY, MARY R	\$ 49,338.54	\$ 300.00	\$ -	\$ 49,638.54
PERUSSE, PAUL G	\$ 2,764.92	\$ -	\$ 8,923.17	\$ 11,688.09
PETERS, SARA M	\$ 109,432.44	\$ 2,800.00	\$ 4,764.80	\$ 116,997.24
PETERSEN, CHRISTINE M	\$ 86,521.46	\$ -	\$ -	\$ 86,521.46
PETERSON, MARK T	\$ 10,750.00	\$ -	\$ -	\$ 10,750.00
PETRIE, CHRISTINE	\$ 136.24	\$ -	\$ -	\$ 136.24
PHELAN, MARY A	\$ 9,311.69	\$ 113.36	\$ -	\$ 9,425.05
PHIPPS, CHRISTIANNE M	\$ 109,432.44	\$ -	\$ 5,053.82	\$ 114,486.26
PIANTEDOSI, TESSA C	\$ 100,855.22	\$ -	\$ -	\$ 100,855.22
PICARD, CLAIRE	\$ 96,063.68	\$ -	\$ 3,773.28	\$ 99,836.96
PIEROTTI, CHARLENE A	\$ 730.31	\$ -	\$ -	\$ 730.31
PINKOS, JARED A	\$ 4,000.00	\$ -	\$ 23.42	\$ 4,023.42
PISELLI, AMY S	\$ 29,636.94	\$ 2,576.11	\$ -	\$ 32,213.05
PITTS, FRANCES	\$ -	\$ -	\$ -	\$ -
PLACIDE, ASHLEY R	\$ -	\$ -	\$ -	\$ -
PLACIDE, JEAN D	\$ 14,874.12	\$ -	\$ -	\$ 14,874.12
PLOURDE, ANASTASIA C	\$ 48,912.00	\$ -	\$ -	\$ 48,912.00
PLUMB, ZOE	\$ 1,368.00	\$ -	\$ -	\$ 1,368.00



Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
PORTER, ALEXANDER M	\$ 14,134.96	\$ -	\$ 6,232.82	\$ 20,367.78
PORTER, AMY M	\$ 25,184.14	\$ -	\$ 150.00	\$ 25,334.14
PORTER, CHARLOTTE A	\$ 60,414.55	\$ -	\$ -	\$ 60,414.55
PORTOCARRERO-HEISLER, KAR	\$ 65,671.02	\$ 1,325.00	\$ -	\$ 66,996.02
POWERS, BAILEY F	\$ 77,597.13	\$ -	\$ -	\$ 77,597.13
POWERS, GRETCHEN	\$ 99,560.50	\$ 150.00	\$ -	\$ 99,710.50
POWERS, JOHN	\$ 110,609.60	\$ 2,885.21	\$ -	\$ 113,494.81
POWERS, LISA M	\$ 27,596.66	\$ -	\$ -	\$ 27,596.66
POWERS-LAGOS, TESS E	\$ -	\$ -	\$ -	\$ -
PRENTICE, STEPHANIE J	\$ 19,479.17	\$ 109.34	\$ -	\$ 19,588.51
PRESCOTT, MICHAEL D	\$ -	\$ -	\$ -	\$ -
PRIESING, JENNIFER A	\$ 74,592.87	\$ -	\$ -	\$ 74,592.87
PRIEST, KENNETH D	\$ 44,755.80	\$ -	\$ -	\$ 44,755.80
PRIZIO, JANET M	\$ 6,165.27	\$ -	\$ -	\$ 6,165.27
PRYCE, MADISON M	\$ 16,854.01	\$ -	\$ -	\$ 16,854.01
PULEO, DION J	\$ 87,340.08	\$ -	\$ -	\$ 87,340.08
QUINDLEY, DONALD A	\$ 94,784.56	\$ 3,680.00	\$ 8,438.67	\$ 106,903.23
QUINN, DANIEL	\$ 1,116.25	\$ -	\$ -	\$ 1,116.25
QUINN, JOSEPHINE	\$ 5,019.89	\$ -	\$ -	\$ 5,019.89
QUINN, KEVIN J	\$ 6,584.58	\$ -	\$ -	\$ 6,584.58
QUINN, KEVIN P	\$ 4,297.12	\$ -	\$ -	\$ 4,297.12
QUINTIN, MICHAEL R	\$ 53,255.64	\$ 85.25	\$ 6,172.41	\$ 59,513.30
QUINZANI, MIA	\$ 2,649.88	\$ -	\$ -	\$ 2,649.88
RABOVSKY, DONNA M	\$ 7,152.60	\$ (110.69)	\$ 316.24	\$ 7,358.15
RADCLIFFE, MARILOU C	\$ 98,227.56	\$ 576.81	\$ 800.00	\$ 99,604.37
RAFFI, ERIC	\$ 100.00	\$ -	\$ -	\$ 100.00
RAISMAN, JILL	\$ -	\$ -	\$ -	\$ -
RALTO, CAITLIN	\$ 29,775.00	\$ -	\$ -	\$ 29,775.00
RAMAGE, LIANNA G	\$ 63,891.53	\$ 139.01	\$ -	\$ 64,030.54
RAMSDELL, JENNIFER	\$ 70,212.62	\$ -	\$ -	\$ 70,212.62
RANCOURT, KIRSTEN M	\$ 65,975.12	\$ -	\$ -	\$ 65,975.12
RATCLIFFE, JOHN K	\$ 1,165.00	\$ -	\$ -	\$ 1,165.00
RAY, JAMES W	\$ 49,412.89	\$ 4,780.80	\$ 15,354.01	\$ 69,547.70
REDFIELD, AUNDREA L	\$ 18,010.23	\$ 164.01	\$ -	\$ 18,174.24
REED, ELLA	\$ 49,685.40	\$ 512.50	\$ -	\$ 50,197.90
REESE, SEAN	\$ 112,695.73	\$ 68,649.25	\$ 1,142.00	\$ 182,486.98
REGGIO, CHRISTINE M	\$ -	\$ -	\$ -	\$ -
REGGIO, MARIE F	\$ 88,409.69	\$ -	\$ 1,161.42	\$ 89,571.11
REGNIER, DANIEL F	\$ 24,871.57	\$ 196.89	\$ -	\$ 25,068.46
REID, CATHLEEN	\$ 29,609.09	\$ 175.28	\$ 2,263.28	\$ 32,047.65
REID, MYKEL	\$ -	\$ -	\$ -	\$ -
REIDY, JOHN	\$ 760.00	\$ -	\$ -	\$ 760.00
REIDY, MAUREEN	\$ 26,911.09	\$ 280.78	\$ -	\$ 27,191.87
REMKUS, JONATHAN T	\$ 84,149.06	\$ 18,118.23	\$ 22,496.40	\$ 124,763.69
RENKAWITZ, CHRISTIAN	\$ 109,432.44	\$ 1,920.00	\$ -	\$ 111,352.44
REYES, GUIA T	\$ -	\$ -	\$ -	\$ -
REYTLAT, MARK L	\$ 4,347.88	\$ -	\$ 4,050.08	\$ 8,397.96
RICARD, MICHELE	\$ 12,862.96	\$ 143.55	\$ 957.01	\$ 13,963.52
RICE, DYANN E	\$ 93,935.40	\$ -	\$ 5,977.00	\$ 99,912.40

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
RICE-NORTON, DAWN	\$ 1,050.00	\$ -	\$ -	\$ 1,050.00
RICHARDS, KASEY E	\$ 2,073.24	\$ -	\$ 68.27	\$ 2,141.51
RIENDEAU, RAYMOND	\$ 59,935.88	\$ 30,173.00	\$ 4,087.96	\$ 94,196.84
RIOUX, ELEENA	\$ 39,999.96	\$ -	\$ -	\$ 39,999.96
RITUCCI, JESSICA L	\$ 67,119.89	\$ -	\$ -	\$ 67,119.89
RIVAS MCCUE, KAROLINA	\$ 729.34	\$ 2.84	\$ 115.74	\$ 847.92
RIVERA CORDOVA, DIANA	\$ 1,635.00	\$ -	\$ -	\$ 1,635.00
RIVERA, AMANDA G	\$ 96,501.08	\$ 120.00	\$ 2,501.52	\$ 99,122.60
ROBERSON, JILL	\$ 893.00	\$ -	\$ -	\$ 893.00
ROBIDOUX, SUSAN E	\$ 40,997.22	\$ -	\$ -	\$ 40,997.22
ROBINSON, STEPHEN L	\$ 2,524.50	\$ -	\$ -	\$ 2,524.50
ROBINSON, ZACHARY J	\$ 2,555.64	\$ -	\$ -	\$ 2,555.64
ROBSHAW, JOHN	\$ 71,353.88	\$ 1,586.63	\$ -	\$ 72,940.51
ROBSHAW, PHILIP	\$ 8,908.88	\$ -	\$ 8,450.72	\$ 17,359.60
ROCKWOOD, NICHOLAS A	\$ 36,429.43	\$ -	\$ -	\$ 36,429.43
RODRIGUES, JOHN A	\$ 58,091.74	\$ 3,550.43	\$ 8,035.46	\$ 69,677.63
RODRIGUES, LISA	\$ 45,644.69	\$ -	\$ 383.23	\$ 46,027.92
RODRIGUES, TEREZA O	\$ 86,083.02	\$ 450.00	\$ -	\$ 86,533.02
ROKES, LORI A	\$ 46,761.11	\$ -	\$ 4,472.35	\$ 51,233.46
ROLAND, JENNIFER B	\$ 98,806.04	\$ -	\$ -	\$ 98,806.04
ROLLINS, NATHAN A	\$ 92,753.44	\$ -	\$ 3,394.90	\$ 96,148.34
ROLLS, JULIUS L	\$ -	\$ -	\$ -	\$ -
ROONEY, SHAUN	\$ 73,513.82	\$ 2,680.00	\$ 2,739.84	\$ 78,933.66
ROPI, MARGENA	\$ 35,419.16	\$ 3,145.38	\$ 2,696.74	\$ 41,261.28
ROSE, AMY	\$ 3,717.90	\$ -	\$ -	\$ 3,717.90
ROSE, JULIAN	\$ 4,837.50	\$ -	\$ -	\$ 4,837.50
ROSS, DOMINIQUE F	\$ -	\$ 1,626.68	\$ -	\$ 1,626.68
ROSS, PAMELA R	\$ 2,177.50	\$ -	\$ -	\$ 2,177.50
ROSSI, DANIELLE L	\$ 5,267.90	\$ 136.25	\$ 248.12	\$ 5,652.27
ROSSINI, ANTHONY J	\$ 1,190.90	\$ -	\$ 157.64	\$ 1,348.54
ROSSINI, BRIAN D	\$ 4,189.75	\$ -	\$ 867.02	\$ 5,056.77
ROSSINI, JAMES E	\$ 5,104.53	\$ -	\$ 879.01	\$ 5,983.54
ROSSINI, JOHN W	\$ 8,110.00	\$ -	\$ -	\$ 8,110.00
ROSSINI, RICHARD	\$ 11,766.71	\$ -	\$ 4,569.96	\$ 16,336.67
ROURKE, PATRICIA H	\$ 2,700.00	\$ -	\$ -	\$ 2,700.00
ROUSSEAU, EMILY	\$ 109,295.17	\$ -	\$ 937.27	\$ 110,232.44
ROUTHIER, EMILY	\$ 1,790.00	\$ -	\$ -	\$ 1,790.00
ROWLAND, MARY KAY	\$ 10,346.73	\$ -	\$ 50.00	\$ 10,396.73
ROY, CAROLINE M	\$ 57,287.73	\$ 3,170.00	\$ 774.28	\$ 61,232.01
ROY, VICTORIA	\$ 58,786.52	\$ 3,840.00	\$ 850.35	\$ 63,476.87
RUDDEN, KAREN K	\$ 17,724.63	\$ 48.76	\$ -	\$ 17,773.39
RUDDEN, KEVIN	\$ 90,186.75	\$ -	\$ -	\$ 90,186.75
RUSSAK, PAUL	\$ 4,592.00	\$ -	\$ -	\$ 4,592.00
RUSSELL, JENNIFER M	\$ 112,349.40	\$ 600.00	\$ -	\$ 112,949.40
RUSSELL, JOANNE	\$ 23,242.99	\$ -	\$ -	\$ 23,242.99
RYAN, ALEXANDRA K	\$ 81,308.43	\$ 25.00	\$ 2,382.40	\$ 83,715.83
RYAN, DANIEL O	\$ 1,506.94	\$ -	\$ -	\$ 1,506.94
RYAN, EMMA	\$ -	\$ -	\$ -	\$ -
RYAN, JAMES J	\$ 981.00	\$ -	\$ -	\$ 981.00

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
RYAN, LAURA A	\$ 111,309.99	\$ -	\$ 1,161.42	\$ 112,471.41
RYAN, LINDSAY	\$ 4,180.00	\$ -	\$ -	\$ 4,180.00
SABOUNJIAN, RICHARD V	\$ 1,120.00	\$ -	\$ -	\$ 1,120.00
SAGE, STEFFANIE	\$ 17,589.68	\$ -	\$ -	\$ 17,589.68
SAKIN, LOUIS	\$ 5,100.00	\$ -	\$ -	\$ 5,100.00
SAKOLLARI, NATASHA	\$ 1,437.44	\$ 441.54	\$ 42.55	\$ 1,921.53
SALGUEIRO, CONNOR D	\$ 20,485.90	\$ 129.22	\$ -	\$ 20,615.12
SALK, ALLIE	\$ 60,397.45	\$ 25.00	\$ -	\$ 60,422.45
SANFORD, ELISSA R	\$ 24,384.80	\$ -	\$ -	\$ 24,384.80
SANGERMANO, GIANNA	\$ 3,577.02	\$ -	\$ -	\$ 3,577.02
SANON, CRISPI	\$ 1,978.40	\$ -	\$ -	\$ 1,978.40
SANTOS, JOSEPH J	\$ 32,075.18	\$ 254.72	\$ 11,078.15	\$ 43,408.05
SANTOS, KIRSTIN	\$ 9,430.08	\$ 525.00	\$ -	\$ 9,955.08
SAULNIER, PAUL E	\$ 450.00	\$ -	\$ -	\$ 450.00
SAUNDERS, LOIS	\$ 58,055.00	\$ -	\$ 448.03	\$ 58,503.03
SAWYERS, EMMA L	\$ 902.50	\$ -	\$ -	\$ 902.50
SCANLON, JOHN C	\$ -	\$ -	\$ 7,885.76	\$ 7,885.76
SCHACHER, LUCAS D	\$ 1,785.00	\$ -	\$ -	\$ 1,785.00
SCHMID, GABRIELLE N	\$ 1,444.13	\$ -	\$ -	\$ 1,444.13
SCHMID, LEANN D	\$ 105,365.80	\$ 180.00	\$ 4,726.24	\$ 110,272.04
SCHMIDT, JENIFER	\$ -	\$ 320.00	\$ -	\$ 320.00
SCHOFIELD, MARYANN V	\$ 56,856.00	\$ 1,251.42	\$ -	\$ 58,107.42
SCHWAB, KATHARINE	\$ 10,206.05	\$ -	\$ 200.00	\$ 10,406.05
SCOTT, CHRISTINE E	\$ 108,936.44	\$ -	\$ -	\$ 108,936.44
SCOTT, ERIKA R	\$ 3,680.00	\$ -	\$ -	\$ 3,680.00
SCUMACI, ROBERT F	\$ 3,990.52	\$ 200.00	\$ -	\$ 4,190.52
SEASTEDT, TYE	\$ 56,080.57	\$ 375.00	\$ 5,300.85	\$ 61,756.42
SEAY, DONAVAN W	\$ -	\$ -	\$ 19,648.88	\$ 19,648.88
SEMPLE, CHRISTOPHER	\$ -	\$ -	\$ 1,313.12	\$ 1,313.12
SEXTON, AMANDA L	\$ 69,979.54	\$ -	\$ -	\$ 69,979.54
SEXTON, KIMBERLY J	\$ 16,128.00	\$ -	\$ -	\$ 16,128.00
SEYMOUR, ROBERT	\$ 26,607.45	\$ 54.72	\$ -	\$ 26,662.17
SHANNON, TIMOTHY	\$ 8,137.52	\$ 137.85	\$ -	\$ 8,275.37
SHEA, ERIN	\$ 110,702.18	\$ 1,454.09	\$ -	\$ 112,156.27
SHEILS, EMMA	\$ 1,907.13	\$ -	\$ -	\$ 1,907.13
SHEPARD, JAMES H	\$ 71,353.88	\$ 445.97	\$ 1,500.00	\$ 73,299.85
SHERMAN, CASEY	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00
SHERMAN, KAREN L	\$ 83,774.49	\$ -	\$ 200.00	\$ 83,974.49
SHIELDS, GERARDO	\$ -	\$ -	\$ -	\$ -
SHIELDS, LYDIA J	\$ 99,974.68	\$ 900.00	\$ 800.00	\$ 101,674.68
SHIFF, ZACHARY L	\$ 79,154.43	\$ 2,305.00	\$ -	\$ 81,459.43
SHIMKUS, MICHAELA	\$ 5,006.61	\$ -	\$ -	\$ 5,006.61
SHIPMAN, EMILY A	\$ 46,659.93	\$ -	\$ -	\$ 46,659.93
SILVA, CHRISTINE E	\$ 98,806.04	\$ -	\$ -	\$ 98,806.04
SIMONEAU, DANIELLE C	\$ 96,063.68	\$ 25.00	\$ -	\$ 96,088.68
SIMPSON, CAROLYN A	\$ 15,239.09	\$ -	\$ -	\$ 15,239.09
SIMPSON, DENISE	\$ 11,465.00	\$ 53.64	\$ -	\$ 11,518.64
SIMPSON, NATHANIEL A	\$ 3,658.69	\$ -	\$ -	\$ 3,658.69
SISSON, KENDRA M	\$ 98,806.04	\$ -	\$ -	\$ 98,806.04

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
SLANEY, JAIME D	\$ 146,748.94	\$ -	\$ -	\$ 146,748.94
SMALLEY, SHELLEY R	\$ 1,494.19	\$ -	\$ -	\$ 1,494.19
SMITH, AMANDA E	\$ 97,136.16	\$ -	\$ -	\$ 97,136.16
SMITH, CHARLES T	\$ 2,881.89	\$ -	\$ -	\$ 2,881.89
SMITH, CHARLOTTE A	\$ 47,667.58	\$ -	\$ -	\$ 47,667.58
SMITH, ELIZABETH A	\$ 97,796.08	\$ 3,240.00	\$ 18,374.25	\$ 119,410.33
SMITH, EMILY	\$ -	\$ -	\$ -	\$ -
SMITH, HARRISON K	\$ -	\$ -	\$ -	\$ -
SMITH, KAYLA L	\$ 10,108.02	\$ -	\$ -	\$ 10,108.02
SMITH, ROBERT	\$ 783.50	\$ -	\$ -	\$ 783.50
SMITH, ROBERT AIDAN K	\$ 1,615.00	\$ -	\$ -	\$ 1,615.00
SNOW, ALEXANDER N	\$ 49,737.50	\$ -	\$ -	\$ 49,737.50
SNYDER, AARON	\$ 105,845.48	\$ 50.00	\$ -	\$ 105,895.48
SOFRO, LISA B	\$ 12,100.88	\$ 133.51	\$ -	\$ 12,234.39
SPALLONE, ALEXIS L	\$ 20,609.38	\$ 56.94	\$ -	\$ 20,666.32
SPERA, JEAN M	\$ -	\$ -	\$ -	\$ -
SQUIERS, ERIN E	\$ 52,142.91	\$ -	\$ -	\$ 52,142.91
ST. AUBIN, LINDSAY	\$ 105,845.48	\$ 50.00	\$ -	\$ 105,895.48
STACKPOLE, ELEANOR T	\$ 1,170.00	\$ -	\$ -	\$ 1,170.00
STANLEY, CRAIG R	\$ -	\$ -	\$ 805.44	\$ 805.44
STANLEY, JENNIFER L	\$ 565.10	\$ -	\$ -	\$ 565.10
STANTON, ABIGAIL L	\$ -	\$ -	\$ -	\$ -
STEARLEY, ETHAN W	\$ 1,793.14	\$ -	\$ -	\$ 1,793.14
STEARLEY, KATHERINE E	\$ 4,393.75	\$ -	\$ -	\$ 4,393.75
STEARLEY, KRISTIN F	\$ 61,337.11	\$ -	\$ -	\$ 61,337.11
STEINER, CHRISTINE M	\$ 23,037.76	\$ -	\$ -	\$ 23,037.76
STEWART, BRENNAN	\$ 3,843.00	\$ -	\$ -	\$ 3,843.00
STOLK, JENNIFER	\$ 86,521.46	\$ -	\$ -	\$ 86,521.46
STONE, LORRIN	\$ 1,340.38	\$ -	\$ 78.82	\$ 1,419.20
STONE, MATTHEW J	\$ 171,782.51	\$ 302.04	\$ 13,354.37	\$ 185,438.92
STONE, SUSAN	\$ 66,612.88	\$ 80.00	\$ -	\$ 66,692.88
STORLAZZI, WENDY	\$ 22,127.79	\$ -	\$ -	\$ 22,127.79
STRONG, JOSHUA	\$ 1,472.00	\$ -	\$ -	\$ 1,472.00
STRUM, ALEXANDER	\$ 73,513.82	\$ 350.00	\$ 6,458.20	\$ 80,322.02
SUDMYER, RONALD P	\$ 100,900.36	\$ -	\$ -	\$ 100,900.36
SULLIVAN, EILEEN M	\$ 62,791.66	\$ 3,465.00	\$ -	\$ 66,256.66
SULLIVAN, SAMANTHA	\$ 67,119.89	\$ -	\$ -	\$ 67,119.89
SUMNER, VALERIE	\$ 17,001.64	\$ 328.75	\$ 1,272.97	\$ 18,603.36
SUNDQUIST, PATRICIA M	\$ 10,742.32	\$ -	\$ -	\$ 10,742.32
SVIRSKY, LUCY	\$ 2,649.15	\$ -	\$ -	\$ 2,649.15
TAIBI-NEMIRI, SUE D	\$ 22,074.88	\$ 406.59	\$ -	\$ 22,481.47
TARUTIS, ELAINE A	\$ 44,376.19	\$ -	\$ -	\$ 44,376.19
TAYLOR, ELISA C	\$ 89,547.40	\$ 1,986.79	\$ 2,950.08	\$ 94,484.27
TAYLOR, JOSHUA S	\$ 2,655.25	\$ -	\$ -	\$ 2,655.25
TAYLOR, MEGAN A	\$ 19,455.89	\$ 750.47	\$ -	\$ 20,206.36
TEJEDA, JOANNE	\$ 719.62	\$ -	\$ -	\$ 719.62
TESTA, TODD D	\$ -	\$ -	\$ 402.72	\$ 402.72
TETREAULT, PAMELA A	\$ 1,425.00	\$ -	\$ -	\$ 1,425.00
THOMAS, ALECIA M	\$ 17,235.78	\$ -	\$ -	\$ 17,235.78

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
THOMPSON, CHAD	\$ 127,095.21	\$ -	\$ 690.90	\$ 127,786.11
TIERNEY - BELFORTI, PATRI	\$ 10,116.67	\$ -	\$ 3,394.90	\$ 13,511.57
TIVNAN, ROBERT C	\$ 96,063.68	\$ 2,315.00	\$ 3,480.20	\$ 101,858.88
TOBIN, AVA	\$ 1,786.64	\$ -	\$ -	\$ 1,786.64
TODARO, CAROLINE A	\$ 16,303.23	\$ 501.41	\$ 1,195.83	\$ 18,000.47
TOFANI, ISABELLA D	\$ 34,957.00	\$ -	\$ -	\$ 34,957.00
TONELLI, NOELLE D	\$ 108,936.44	\$ -	\$ -	\$ 108,936.44
TORIO, RENEE N	\$ 1,450.00	\$ -	\$ -	\$ 1,450.00
TORPEY, DEBRA A	\$ 2,550.00	\$ -	\$ -	\$ 2,550.00
TORRES RIVERA, MARIA D	\$ 39,606.57	\$ -	\$ 800.00	\$ 40,406.57
TORRES-GARCIA, KHAREN	\$ 96,501.08	\$ 25.00	\$ -	\$ 96,526.08
TRAZE, KRISHANTHI	\$ 27,039.30	\$ 190.59	\$ -	\$ 27,229.89
TROTIN, DOMINIQUE	\$ 96,501.08	\$ 3,440.00	\$ 2,744.32	\$ 102,685.40
TROY, MICHAEL B	\$ 58,505.20	\$ 5,383.11	\$ 5,171.98	\$ 69,060.29
TUFFS, BRITTANY D	\$ 23,183.31	\$ 150.00	\$ 17.87	\$ 23,351.18
TURCOTTE, RONALD G	\$ 5,412.30	\$ -	\$ -	\$ 5,412.30
TURNER, NAKISHA	\$ 29,651.66	\$ 5,536.16	\$ 3,030.92	\$ 38,218.74
TUTTLE, JENNIFER L	\$ 32,190.08	\$ 2,281.14	\$ 538.58	\$ 35,009.80
TUTTLE, SHANNON	\$ 23,143.46	\$ 1,358.47	\$ 2,150.00	\$ 26,651.93
ULLMANN, KLAUS R	\$ 6,342.45	\$ -	\$ 836.65	\$ 7,179.10
URBANI, FRANK	\$ -	\$ -	\$ -	\$ -
URQUHART, MICHELLE	\$ 25,055.59	\$ 123.66	\$ -	\$ 25,179.25
VALE, CHRISTOPHER J	\$ 81,580.92	\$ 640.00	\$ 800.00	\$ 83,020.92
VALOVICIN, DERICK	\$ 17,921.41	\$ -	\$ 15,393.72	\$ 33,315.13
VANESIAN, CHRISTOPHER A	\$ 85,547.35	\$ -	\$ 6,075.10	\$ 91,622.45
VANESIAN, JOANNA	\$ 68,558.98	\$ -	\$ 1,905.90	\$ 70,464.88
VARONE, MATTHEW A	\$ 3,394.92	\$ -	\$ -	\$ 3,394.92
VAUTIER, PETER J	\$ 88,269.74	\$ 1,450.00	\$ -	\$ 89,719.74
VENDITTI, RYAN	\$ 76,345.74	\$ -	\$ 3,275.84	\$ 79,621.58
VERBIC, JESSICA	\$ 59,137.67	\$ -	\$ -	\$ 59,137.67
VERGNE, JARIEL	\$ 124,999.94	\$ -	\$ -	\$ 124,999.94
VERRENGIA, MELISSA A	\$ 12,605.48	\$ -	\$ -	\$ 12,605.48
VITTORIA, LAURA M	\$ 109,432.44	\$ -	\$ -	\$ 109,432.44
VOCATURA, LAUREN	\$ 372.50	\$ -	\$ -	\$ 372.50
VUMMITI, YASASWINI	\$ 8,620.23	\$ -	\$ -	\$ 8,620.23
WALKER, ROBERT D	\$ 85,670.52	\$ -	\$ 828.00	\$ 86,498.52
WALTERS, CHRISTOPHER J	\$ 3,847.50	\$ -	\$ -	\$ 3,847.50
WALTERS, KATHLEEN E	\$ 45,047.28	\$ -	\$ 530.56	\$ 45,577.84
WALTHER, MATTHEW C	\$ 425.00	\$ -	\$ -	\$ 425.00
WARD, CAROLINE	\$ 5,022.61	\$ -	\$ 9,589.15	\$ 14,611.76
WARD, MARYKATHERINE	\$ -	\$ -	\$ 3,050.96	\$ 3,050.96
WASHEK, THOMAS J	\$ 6,620.74	\$ -	\$ 1,151.93	\$ 7,772.67
WATSON, AMY B	\$ 91,567.16	\$ -	\$ -	\$ 91,567.16
WAUGH, MATTHEW H	\$ 81,701.60	\$ 25,257.64	\$ 43,818.62	\$ 150,777.86
WEINGARTNER, ANDREA	\$ 53,414.00	\$ 1,290.00	\$ -	\$ 54,704.00
WELLS, SAMUEL L	\$ 19,677.00	\$ -	\$ -	\$ 19,677.00
WESOLY, ALYSSA R	\$ 5,181.72	\$ 200.00	\$ -	\$ 5,381.72
WEST, ANN MARIE	\$ 22,835.26	\$ -	\$ -	\$ 22,835.26
WESTON, PATRICIA A	\$ -	\$ -	\$ -	\$ -

Name	Base Wages	Overtime/Extra-Duty	Stipend/Other	Total
WESTON, PAUL	\$ 3,558.94	\$ -	\$ 34,707.19	\$ 38,266.13
WETTENGEL, ELLEN	\$ 84,510.35	\$ -	\$ -	\$ 84,510.35
WETTENGEL, KATHERINE D	\$ -	\$ -	\$ -	\$ -
WETTENGEL, RYAN S	\$ -	\$ -	\$ -	\$ -
WHEELER, ROBERT E	\$ -	\$ -	\$ -	\$ -
WHITE, CAROL	\$ 36,327.72	\$ -	\$ -	\$ 36,327.72
WHITE, GREGORY M	\$ 93,509.56	\$ 90.00	\$ -	\$ 93,599.56
WHITERMORE, STEPHEN M	\$ 7,537.65	\$ -	\$ -	\$ 7,537.65
WIG, CASEY	\$ 3,251.64	\$ -	\$ -	\$ 3,251.64
WIGHTMAN, SAMANTHA	\$ 19,334.55	\$ 20.61	\$ 756.58	\$ 20,111.74
WILDER, KAITLYN	\$ 28,978.65	\$ 64.08	\$ -	\$ 29,042.73
WILSON, BRIAN M	\$ 2,625.00	\$ -	\$ -	\$ 2,625.00
WILSON, DERIC J	\$ 84,971.44	\$ -	\$ -	\$ 84,971.44
WILSON, KYLE J	\$ 2,625.00	\$ -	\$ -	\$ 2,625.00
WINER, JACLYN	\$ 81,820.63	\$ -	\$ -	\$ 81,820.63
WINSTON, SAMUEL	\$ 4,169.94	\$ -	\$ -	\$ 4,169.94
WIPFLER, JILL	\$ 109,432.44	\$ -	\$ 4,573.28	\$ 114,005.72
WOLF, JAMIE A	\$ 1,406.16	\$ -	\$ -	\$ 1,406.16
WOOD, CONNOR	\$ 3,987.65	\$ -	\$ -	\$ 3,987.65
WOODROW, SUSAN	\$ 906.75	\$ -	\$ -	\$ 906.75
WOODS, GEORGANNA C	\$ 3,724.47	\$ -	\$ -	\$ 3,724.47
WOODS, MICHAEL H	\$ 71,898.44	\$ 1,953.90	\$ 15,238.33	\$ 89,090.67
WORTH, STEPHANIE A	\$ 4,207.58	\$ -	\$ -	\$ 4,207.58
WRIGHT, DONNA M	\$ -	\$ -	\$ -	\$ -
YAGOOBI, AIDAN S	\$ 876.88	\$ -	\$ -	\$ 876.88
ZACCHILLI, JOSEPH P	\$ 243.00	\$ -	\$ -	\$ 243.00
ZAHNER, KEVIN M	\$ 91,567.16	\$ 2,105.00	\$ -	\$ 93,672.16
ZAKRZEWSKI, DAVID	\$ 98,326.96	\$ -	\$ -	\$ 98,326.96
ZAMAN, UROOJ	\$ 60,397.45	\$ -	\$ -	\$ 60,397.45
ZANCEWICZ, LISA	\$ 108,936.44	\$ 300.00	\$ -	\$ 109,236.44
ZEGEL, ANNE F	\$ 221.25	\$ -	\$ -	\$ 221.25
ZENOWICH, DIANNE W	\$ 96,501.08	\$ -	\$ -	\$ 96,501.08
ZERIO, MERI-JANE	\$ 517.37	\$ -	\$ -	\$ 517.37
ZINMAN, ROMY I	\$ 1,083.00	\$ -	\$ -	\$ 1,083.00
ZIU, MIRJETA	\$ 15,291.89	\$ 209.66	\$ 1,127.62	\$ 16,629.17

**Town of Holliston  
Balance Sheet  
June 30, 2023**

	General Fund	Special Revenue	Capital Projects	Enterprise Funds	Trust & Agency Funds	Long Term Debt Account Group	Governmental Fixed Assets	Total
<b>ASSETS</b>								
Cash & Investments:								
Petty Cash	900.00	-						900.00
Unrestricted Checking	11,226,991.83	15,071,212.48	12,392,679.73	8,933,387.97	38,061,758.16	-		85,686,030.17
Other Cash & Investments								-
	11,227,891.83	15,071,212.48	12,392,679.73	8,933,387.97	38,061,758.16	-		85,686,930.17
Receivables:								
Personal Property - 2021	3,381.65							3,381.65
Personal Property - 2022	13,162.61							13,162.61
Personal Property - 2023	345,438.83							345,438.83
Personal Property - 2024								-
	361,983.09	-	-	-	-	-		361,983.09
Real Estate - 2017	0.01							0.01
Real Estate - 2022	(20.93)							(20.93)
Real Estate - 2023	389,416.94							389,416.94
	389,396.02	-	-	-	-	-		389,396.02
Total Property Taxes	751,379.11	-	-	-	-	-		751,379.11
Allowance for Abate/Exempt - 2017	(118,194.57)							(118,194.57)
Allowance for Abate/Exempt - 2018	(173,513.67)							(173,513.67)
Allowance for Abate/Exempt - 2019	(117,300.67)							(117,300.67)
Allowance for Abate/Exempt - 2020	(172,013.73)							(172,013.73)
Allowance for Abate/Exempt - 2021	(163,844.16)							(163,844.16)
Allowance for Abate/Exempt - 2022	(74,065.67)							(74,065.67)
Allowance for Abate/Exempt - 2023	324,159.71							324,159.71
	(494,772.76)							(494,772.76)
Net Property Taxes	256,606.35	-	-	-	-	-		256,606.35
Tax Liens	642,786.70	4,432.04		11,189.18				658,407.92
Deferred Taxes	253,329.55							253,329.55
Tax Foreclosures	259,189.90							259,189.90
Departmental	220,706.04							

**Town of Holliston  
Balance Sheet  
June 30, 2023**

	General Fund	Special Revenue	Capital Projects	Enterprise Funds	Trust & Agency Funds	Long Term Debt Account Group	Governmental Fixed Assets	Total
<b>ASSETS (cont)</b>								
Motor Vehicle - 2017	0.02							
Motor Vehicle - 2018	(90.22)							(90.22)
Motor Vehicle - 2019	6,098.81							6,098.81
Motor Vehicle - 2020	7,465.56							7,465.56
Motor Vehicle - 2021	10,522.41							10,522.41
Motor Vehicle - 2022	29,645.11							29,645.11
Motor Vehicle - 2023	157,965.36							157,965.36
	211,607.05	-	-	-	-	-		211,607.05
User Charges	-			259,257.12				259,257.12
Water Connection/Svce Chg				303.50				303.50
Backflow Prevention				378.25				378.25
Infrastructure Charge				84,565.45				84,565.45
Meter Fee				10,094.44				10,094.44
Liens Added to Tax								-
Departmental								-
Community Preservation Rec.	-	4,432.77						4,432.77
Employee Insurance Premium	13,792.61							13,792.61
Police False Alarm Receivable	2,050.00							2,050.00
Plowing Receivable	-							-
False Alarm Liens	-							-
	15,842.61	4,432.77	-	354,598.76	-	-		374,874.14
Total Receivables	1,860,068.20	8,864.81	-	365,787.94	-	-	-	2,234,720.95
Due from Intergovernmental		972,904.91		-				972,904.91
Due from Other		-						-
Prepaid Expenses	7,426.00							7,426.00
Inventory	3,391.15							3,391.15
								-
Fixed Assets								-
Building							49,388.27	49,388.27
Amounts To Be Provided:								
Amounts to be Provided Sick Time								-
Amounts to be Provided BAN						-		-
Amounts to be Provided for Bonds						8,252,000.00		8,252,000.00
	-	-	-	-	-	8,252,000.00		8,252,000.00
<b>TOTAL ASSETS</b>	<b>13,098,777.18</b>	<b>16,052,982.20</b>	<b>12,392,679.73</b>	<b>9,299,175.91</b>	<b>38,061,758.16</b>	<b>8,252,000.00</b>	<b>49,388.27</b>	<b>97,206,761.45</b>

**Town of Holliston  
Balance Sheet  
June 30, 2023**

	General Fund	Special Revenue	Capital Projects	Enterprise Funds	Trust & Agency Funds	Long Term Debt Account Group	Governmental Fixed Assets	Total
<b>LIABILITIES</b>								
Warrants Payable	2,873,742.92	92,245.26	1,208.16	15,766.51	11,972.75	-		2,994,935.60
Accounts Payable	1,764,808.64	310,598.30	347,235.62	12,588.22	18,926.74			2,454,157.52
Accrued Payroll								-
Withholdings	1,127,170.20							1,127,170.20
Agency Accounts:								
Special Duty					(38,226.42)			(38,226.42)
Student Activity					282,418.91			282,418.91
Performance Deposits					414,716.57			414,716.57
Other Deposits					100,000.00			100,000.00
Other Agency Accounts					183,407.24			183,407.24
	-	-	-	-	942,316.30	-		942,316.30
Deferred Revenue:								
Property Taxes	100,144.47							100,144.47
Deferred Taxes	253,329.55							253,329.55
Tax Liens	642,786.70	4,432.04		11,189.18				658,407.92
Tax Foreclosures	259,189.90							259,189.90
Motor Vehicle	211,607.05							211,607.05
Liens Added to Tax	-							-
Community Preservation	-	4,432.77						4,432.77
Retiree Benefit Receivable								-
User Charges				259,938.87				259,938.87
Infrastructure Charge				84,565.45				84,565.45
Meter Fee				10,094.44				10,094.44
Departmental Receivable	15,842.61							15,842.61
Other		-						-
Intergovernmental		972,904.91						972,904.91
	1,482,900.28	981,769.72	-	365,787.94	-	-	-	2,830,457.94
Taxes Collected in Advance	157,233.84							157,233.84
Unclaimed Items	12,358.49							12,358.49
Due to Commonwealth		60.61						60.61
Accrued Sick Pay	115,677.65							115,677.65
Bond Anticipation Note						8,252,000.00		8,252,000.00
Bonds Payable:								
Water								-
Police Station								-
Water Treatment Plant								-
School Building #2								-
	-	-	-	-	-	-	-	-
<b>TOTAL LIABILITIES</b>	<b>7,533,892.02</b>	<b>1,384,673.89</b>	<b>348,443.78</b>	<b>394,142.67</b>	<b>973,215.79</b>	<b>8,252,000.00</b>	<b>-</b>	<b>18,886,368.15</b>

**Town of Holliston  
Balance Sheet  
June 30, 2023**

	General Fund	Special Revenue	Capital Projects	Enterprise Funds	Trust & Agency Funds	Long Term Debt Account Group	Governmental Fixed Assets	Total
<b>FUND BALANCE</b>								
Reserved Fund Balance:								
Encumbrance Control								-
Investment in Fixed Assets							49,388.27	49,388.27
Reserved for Petty Cash	1,200.00			150.00				1,350.00
Reserved for Encumbrances	627,752.99			-				627,752.99
Reserved for Continuing Appropriations	961,712.48		11,788,389.08	4,570,105.75				17,320,207.31
Reserved for Debt Service	13,600.54		255,846.87					269,447.41
Reserved for Special Puposes				-				-
Reserved for Appropriation Deficits								-
Reserved for Infrastructure								-
Reserved for Meter Replacement								-
Reserve for Prior Year Expenditures	63,599.00			2,600,000.00				2,663,599.00
	1,667,865.01	-	12,044,235.95	7,170,255.75	-	-	49,388.27	20,931,744.98
Designated Fund Balance:								
Designated for School Grants		(778,517.45)						(778,517.45)
Designated for Town Grants		1,621,074.03						1,621,074.03
Designated for Local Grants		1,621,074.03						1,621,074.03
Designated for Revolving Funds		6,534,959.15						6,534,959.15
Designated for Other Special Revenue		5,669,718.55						5,669,718.55
Designated for Trust Funds					37,088,542.37			37,088,542.37
	-	14,668,308.31	-	-	37,088,542.37	-		51,756,850.68
Unreserved Fund Balance	3,897,020.15	-		1,734,777.49		-		5,631,797.64
Bonds Authorized	-	-	-		-	-		-
Bonds Authorized Offset	-	-	-		-	-		-
<b>TOTAL FUND BALANCE</b>	<b>5,564,885.16</b>	<b>14,668,308.31</b>	<b>12,044,235.95</b>	<b>8,905,033.24</b>	<b>37,088,542.37</b>	<b>-</b>	<b>49,388.27</b>	<b>78,320,393.30</b>
<b>TOTAL LIABILITIES &amp; FUND BALANCE</b>	<b>\$13,098,777.18</b>	<b>\$16,052,982.20</b>	<b>\$12,392,679.73</b>	<b>\$9,299,175.91</b>	<b>\$38,061,758.16</b>	<b>\$8,252,000.00</b>	<b>\$49,388.27</b>	<b>\$97,206,761.45</b>



**Town of Holliston  
Special Revenue  
As of June 30, 2023**

	Balance 7/1/2022	Revenues	Expenses	Transfers	Balance 6/30/2023
General	3,210,603.08	669,326.77	582,821.47		3,297,108.38
Open Space	243,940.59	95,618.11	19,156.85		320,401.85
Historic Resources	159,414.56	95,618.11			255,032.67
Community Housing	314,340.74	95,618.11			409,958.85
<b>Total Community Preservation</b>	<b>\$3,928,298.97</b>	<b>\$956,181.10</b>	<b>\$601,978.32</b>	<b>\$0.00</b>	<b>\$4,282,501.75</b>
Esser Fund		49,363.00			49,363.00
Esser II	20,471.00	18,564.00	204,717.00		-165,682.00
Esser III	43,761.00				43,761.00
Title II Improve Education	2,945.67	27,183.00	25,715.25		4,413.42
Title III	177.46		706.26		-528.80
Special Support Earmark	0.00	53,767.00	2,990.00		50,777.00
SPED Entitlement	-716,676.38	818,262.00	809,885.34		-708,299.72
SPED Corrective Action	0.00	20,469.00	55,028.63		-34,559.63
Early Childhood SPED	384.61	18,806.00	22,580.00		-3,389.39
IDEA ARP	-0.36	13,390.00			13,389.64
SPED Program Improvement					0.00
E.C. SPED Program Improvement	-1,764.00	1,764.00			0.00
Title I	-4,267.00	60,974.00	56,338.24		368.76
Title IV	1,000.43	6,810.00	3,805.00		4,005.43
Academic Support	0.00				0.00
Foundation Reserve	303,211.70		303,211.70		0.00
Health Services	54,600.00	40,000.00	7,680.00		86,920.00
Prog & Practioner	0.00				0.00
Big Yellow School Bus	250.00				250.00
Drug & Alcohol Awareness	1,376.26		300.00		1,076.26
Student Social Emotional Learning	390.04	22,660.00	1,050.04		22,000.00
School Safety Zone	986.45				986.45
Substance Abuse	39,310.50		12,850.00		26,460.50
<b>Total School Grants</b>	<b>-\$253,842.62</b>	<b>\$1,152,012.00</b>	<b>\$1,506,857.46</b>	<b>\$0.00</b>	<b>-\$608,688.08</b>

**Town of Holliston  
Special Revenue  
As of June 30, 2023**

	Balance 7/1/2022	Revenues	Expenses	Transfers	Balance 6/30/2023
Law Enforcement	7,563.33				7,563.33
Lake Winthrop	23,386.65				23,386.65
Violence Against Women	1,500.00				1,500.00
COVID-19 FEMA	-369,551.89				-369,551.89
ARPA	953,675.00	2,228,649.34	1,234,582.13		1,947,742.21
Chapter 90	0.00	595,561.89	249,415.44		346,146.45
Complete Streets	0.00	37,087.84			37,087.84
Curbside Recycling	20,099.58	7,800.00	1,830.50		26,069.08
Green Communities Grant	0.00				0.00
DEP Landfill Solarization	0.00	5,000.00			5,000.00
COVID CvRF					0.00
Green Communities IV					0.00
Green Communities V	0.00	49,929.50	59,004.75		-9,075.25
Extended Polling	27,853.95	16,829.61			44,683.56
Comm Ed - Pedestrian & Bike	-15,930.00	15,930.00			0.00
Bullet Proof Vests - State	-9,949.34		6,792.18		-16,741.52
Byrne Crime Detect & Tech Grant	0.00				0.00
911 Training Grant	-4,981.35	44,566.90	41,696.56		-2,111.01
911 Support Grant	-10,790.83	10,892.91	15,385.45		-15,283.37
Pedestrian Crosswalk Enforcement	0.00				0.00
Traffic Enforcement Grant	-0.03				-0.03
Earmark Equipment	49,350.35		19,417.04		29,933.31
Med Project	0.00	1,950.00	733.20		1,216.80
Jail Diversion	0.00	42,084.05	43,959.05		-1,875.00
MEMA Personal Protection	1,000.00				1,000.00
Automaed External Defibrillator	34.47				34.47
Fire Safe Grant	11,665.50	11,716.00	5,858.00		17,523.50
Safety Equipment Grant	0.00				0.00
Safe & Senior Grant	21,656.53		5,624.20		16,032.33
Washer Extractor Grant	4,590.00				4,590.00
Turnout Gear	1,013.20				1,013.20
Emergency Management	6,589.08	4,600.00			11,189.08
Earmack ARPA Water	-52,721.80	48,615.78			-4,106.02
COVID - 19	11,796.32				11,796.32
Council on Aging	2,568.15	19,720.49			22,288.64
COA Earmark Renovation Grant	594.75				594.75
Earmark Drug & Alcohol Awareness	0.00		27,594.11		-27,594.11
Library Aid Grant	0.00	10,000.00	9,200.56		799.44
Earmark Goodwill Park	83,071.84	10,000.00	83,071.84		10,000.00
Holliston Bike Trail	18,595.81				18,595.81
Downtown Depot Trail Parking	800.02				800.02
Cultural Council	11,473.76	8,500.00	9,924.00		10,049.76
Factory Pond Dam Earmark	0.00	1,000,000.00	604.08		999,395.92
Total Town Grants	\$794,953.05	\$4,169,434.31	\$1,814,693.09	\$0.00	\$3,149,694.27

**Town of Holliston  
Special Revenue  
As of June 30, 2023**

	Balance 7/1/2022	Revenues	Expenses	Transfers	Balance 6/30/2023
School Lunch	660,541.78	1,440,862.36	1,227,784.70		873,619.44
School Community Use	34,924.54	59,398.27	48,872.53		45,450.28
Drama Program	204.48		845.08		-640.60
Industrial Arts	7,800.76	2,374.05			10,174.81
Non Resident Tuition	863,650.89	293,198.72	370,161.11		786,688.50
After School Program	8,664.57		410.00		8,254.57
Extended Day Care	410,860.47	1,320,728.07	1,051,025.77		680,562.77
Adult & Continuing Ed	24,435.66				24,435.66
Cable TV Studio Rental	48,200.00		13,000.00		35,200.00
Athletic Revolving	88,809.05	145,248.00	10,420.65		223,636.40
Lost Books Middle School	5,971.59				5,971.59
High School Parking Fees	12,961.43	11,075.00	15,000.00		9,036.43
High School Transcript Fees	23,445.65		10,000.00		13,445.65
Lost Books School	6,117.18	171.95			6,289.13
High School Activity Fees	2,272.79	17,010.06	13,470.06		5,812.79
Middle School Activity Fees	2,603.26				2,603.26
Miller School Activity Fees	4,460.00				4,460.00
School Bus Revolving	315,829.77	222,240.00	360,000.00		178,069.77
School Choice	603,635.79	731,905.00	640,022.16		695,518.63
SPED 50-50 Program	1,472,320.00	1,904,105.00	1,472,320.00		1,904,105.00
<b>Total School Revolving</b>	<b>\$4,597,709.66</b>	<b>\$6,148,316.48</b>	<b>\$5,233,332.06</b>	<b>\$0.00</b>	<b>\$5,512,694.08</b>
Recreation Revolving	463,153.80	510,357.87	472,979.33		500,532.34
Premium on Long Term Debt	0.00				0.00
Recycling Initiative	12,417.28	9,937.21			22,354.49
Assessors Abutters Fees	3,787.28	4,714.00	1,358.86		7,142.42
Conservation Protection	63,711.64	2,831.89	1,386.11		65,157.42
Conservation Wetland By-Laws	143,527.28	16,035.00	707.07		158,855.21
Community Farm	2,931.02	4,308.14	3,565.18		3,673.98
Agricultural Comm.	1,840.67		395.25		1,445.42
Town Hall Rental	43,655.44	11,625.00	8,705.00		46,575.44
Building Department Fees	214,956.30	133,681.00	111,648.24		236,989.06
Sealer Weights & Measures	51,261.55	17,135.00			68,396.55
Emergency Management	58,438.92	1,151.76	3,453.32		56,137.36
School Tech Repair & Replace	93,864.56	19,986.00	33,244.09		80,606.47
Composting Kits	2,418.00	396.00			2,814.00
Flourescent Bulbs	896.72				896.72
BOH Innoculations	24,667.42		-403.57		25,070.99
Senior Center Nutrition	23,423.51	5,916.00	8,122.51		21,217.00
Senior Center Van	18,409.98	24,757.48	57,476.32		-14,308.86
COA Building Rental	0.00				0.00
Pinecrest Revolving	504,411.53	313,256.24	209,122.82		608,544.95
Selectmen Insurance Recovery	973.74		2,641.00		-1,667.26
MTBE Settlement	13,868.90		13,868.90		0.00
Tax Title Revolving	33,661.28	5,773.18			39,434.46
Police Insurance Recovery	5,130.92	3,046.20	4,198.80		3,978.32
Fire Insurance Recovery	9,742.08	2,973.90			12,715.98
School Insurance Recovery	23,180.84				23,180.84
Highway Insurance Recovery	2,626.88	967.29	705.00		2,889.17
Water Insurance Recovery	0.00				0.00
COA Insurance Recovery	846.36				846.36
Recreation Insurance	0.00				0.00
<b>Total Town Revolving</b>	<b>\$1,817,803.90</b>	<b>\$1,088,849.16</b>	<b>\$933,174.23</b>	<b>\$0.00</b>	<b>\$1,973,478.83</b>
<b>Total Revolving</b>	<b>\$6,415,513.56</b>	<b>\$7,237,165.64</b>	<b>\$6,166,506.29</b>	<b>\$0.00</b>	<b>\$7,486,172.91</b>

**Town of Holliston**  
**Special Revenue**  
**As of June 30, 2023**

	Balance 7/1/2022	Revenues	Expenses	Transfers	Balance 6/30/2023
Esther Wagner Gift	3,596.11				3,596.11
Helena Foundation Gift	1,799.12				1,799.12
Elementary School Gift	37,563.72	390.07	1,584.50		36,369.29
Middle School Gift	24,123.60	1,272.98	1,272.98		24,123.60
High School Gift	6,079.81	3,490.52	2,130.90		7,439.43
Miscellaneous School Gift	53,862.97	2,869.92	591.60		56,141.29
Metrowest Health Care	0.00		1,188.94		-1,188.94
Metrowest Health Foundation	0.00	25,000.00	25,000.00		0.00
HFT Refreshments	262.85				262.85
FACE Intern Grant	0.00				0.00
HEF - Buck Institute Training	0.00				0.00
Total School Other Special Revenue	\$127,288.18	\$33,023.49	\$31,768.92	\$0.00	\$128,542.75
Elderly Taxation Fund	8,906.64	1,051.97			9,958.61
Selectmen Cable TV	2,411.91				2,411.91
Selectmen Traffic Control	55.00				55.00
Selectmen Gift	0.00	7,000.00			7,000.00
Clean Energy Choice Grant	60.00				60.00
Blair Square Gift	1,500.00	102,710.00	9,812.50		94,397.50
Town Clerk Gift	43.25				43.25
Elections & Registration Grant	0.00				0.00
Agricultural Comm Gift	1,450.00				1,450.00
Holliston Newcomers	39.42	1,934.00			1,973.42
Police Gift	36,114.50	5,370.00	5,749.00		35,735.50
Police DARE Gift	587.19				587.19
Police K-9 Gift	178.43				178.43
Framingham Union Aid - Police	16.55				16.55
Law Enforcement Trust	13,095.84				13,095.84
Newcomers Flashlight Grant	137.97				137.97
IACP Drug Impaired	-1,061.63				-1,061.63
Celebrate Holliston Gift	127.25				127.25
Newcomers Tactical	1,050.66				1,050.66
Police Auxiliary Gift	1,868.57				1,868.57
Fire Department Gift	54,185.27		2,851.08		51,334.19
Framingham Union Gift - Cancer	1,500.00				1,500.00
Ambulance Gift	25,506.12		650.00		24,856.12
Emergency Management	113.05				113.05
Animal Control	25.01				25.01
Town Forest	10,965.03	4.11			10,969.14
Casella Vehicle Safety Gift	226,398.46				226,398.46
Hazmat Waste	9,569.80				9,569.80
Board of Health Gift	500.00		100.00		400.00
BOH - Tobacco Grant	87.14				87.14
Metrowest Health Foundation	10,764.80		6,887.69		3,877.11
Senior Center Gift	19,042.42	4,033.40			23,075.82
Bay Path Grant	0.00				0.00
Metrowest Area Planning Council	490.15		358.15		132.00
Metrowest Outdoor	0.00				0.00
Metrowest 55+ Community	12,500.00	12,500.00	25,000.00		0.00
Youth Services Gift	2,380.81		399.99		1,980.82
Youth Metrowest	141.64				141.64
Library Gift	9,555.40	500.00	236.43		9,818.97
Library Lost Books	3,042.55	1,673.61			4,716.16
Park Newcomers Gift	503.00				503.00
Park Department Gift	5,905.63	1,300.00	1,750.00		5,455.63
Goodwill Park Gift	5,610.00		5,610.00		0.00
Bike Trails	5,801.91	46,860.00	16,860.00		35,801.91
300th Anniversary Gift	0.00	5,000.00			5,000.00
Taxi & Livery Partnership	0.00	21,500.00	3,576.15		17,923.85
Pinecrest Garden Plot Gift	0.00	130.00			130.00
Select Trees Gift	0.00	300.00			300.00
Park & Rec. Taylor Gift	0.00	3,000.00			3,000.00
Total Town Other Special Revenue	\$471,169.74	\$214,867.09	\$79,840.99	\$0.00	\$606,195.84
Total Other Special Revenue	\$598,457.92	\$247,890.58	\$111,609.91	\$0.00	\$734,738.59
Total Special Revenue	\$11,483,380.88	\$13,762,683.63	\$10,201,645.07	\$0.00	\$15,044,419.44

**Town of Holliston  
Trust Funds  
As of June 30, 2023**

	Balance 7/1/2022	Revenues	Expenses	Transfers In/Out	Non-Expendable	Balance 6/30/2023
Housing Trust Fund	881,644.12	198,936.12				1,080,580.24
I. & S. Sills Library Trust	2,502.12	1.73			1,968.00	4,471.85
W.J. Henrich Library Trust	6,772.50					6,772.50
W.J. Henrich COA Trust	6,772.50					6,772.50
P. Gilman Library Trust	10,343.60	250.59			1,661.00	12,255.19
Frank A. Rees Library Trust	4,661.06	1.73			2,365.00	7,027.79
H. & E. Patridge Library Book	0.00				150.00	150.00
Howe Library Trust	0.00				800.00	800.00
Congo. Church Members Cemetery	845.00	0.31			675.00	1,520.31
Open Space Aquisition Fund	413,399.54	61,359.35	3,200.00			471,558.89
A.A. Williams School Scholarship	2,256.62	0.85				2,257.47
Conservation Trust Fund	148,016.13	166.85	-27.50			148,210.48
Shoemaker Cemetery P.C.	2,767.90	1.03			520.00	3,288.93
Folansbee Cemetery P.C.	1,644.21	0.61			120.00	1,764.82
A.A. Williams Park Trust	7,078.14	2.64			5,000.00	12,080.78
Douglas,Howe,Patridge Library	10,236.74	4.21			264.71	10,505.66
L. Razee Library Book Trust	1,753.05	0.66			1,000.00	2,753.71
Sylvia Daniels Library Book Trust	8,683.68	3.26			6,000.00	14,686.94
Elias Bullard Library Trust	3,001.96	1.12			1,000.00	4,003.08
Pension Liability Stabilization	314,943.10	32,244.08		548,956.00		896,143.18
Stabilization Fund	8,629,729.17	179,328.84		400,000.00		9,209,058.01
Other Post Employment	22,436,296.85	1,354,057.29		1,500,000.00		25,290,354.14
Programmatic Stabilization	0.00	402,029.23		231,000.00		633,029.23
 Total Trust Funds	 \$32,893,347.99	 \$2,228,390.50	 \$3,172.50	 \$2,679,956.00	 \$21,523.71	 \$37,820,045.70

## TOWN OF HOLLISTON CITIZEN VOLUNTEER FORM

If you are interested in serving the Town in any capacity, please complete this form and return it either by mail or in person, to the Town Clerk's Office, Room 102, Town Hall, 703 Washington Street, Holliston, MA 01746. Information received will be made available to all boards, committees and departments for their reference in filling vacancies.

Name: \_\_\_\_\_ Telephone: \_\_\_\_\_

Address: \_\_\_\_\_

Area(s) of Interest: \_\_\_\_\_

Availability (e.g. nights, weekends, hours per month): \_\_\_\_\_

Comments: \_\_\_\_\_

### HAVE YOU READ ME CAREFULLY?

Here are a few suggestions until we meet at town meeting:

- look to where the majority of the money will go;
- look at material and significant changes from year to year;
- reread prior year's reports if you see something unusual which is not clear in this year's report;
- write down exactly what your questions will be; be clear and precise;
- bring a pencil to make notes at town meeting;
- be alert to what is said so the same questions are not repeated;
- discuss issues with friends and neighbors; come prepared to talk about facts.

### GOOD GOVERNMENT STARTS WITH YOU

### EMERGENCY NOTIFICATION INFORMATION

Please be sure to update your emergency contact information by going to [www.townofholliston.us](http://www.townofholliston.us) and selecting the link to Blackboard Connect (shown below) on the right hand side of the home page. Thank you.

