



**TWO HUNDRED NINETY-SIXTH
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, 2020**

TABLE OF CONTENTS

REPORT	PAGE	REPORT	PAGE
Dedication	1	Facilities	96
General Information	1	Golf Course Advisory	97
Elected Officials	2	Governance	97
Appointed Officials	6	Board of Health	98
Special Town Meeting	32	OPEB	100
Annual Town Meeting	46	Park Department	101
Presidential Primary Election	69	Planning Board	102
Town Election	75	Police Department	102
9 Green Street	78	Public Library	110
Animal Control	78	Board of Registrars	111
Board of Assessors	79	South Middlesex Regional	112
Building Department	79	Sustainability	116
Community Preservation	80	Technology	118
Conservation Commission	84	Town Clerk	118
Council on Aging	86	Trails Committee	119
Cultural Council	89	Treasurer Collector	120
DPW - Highway	90	Weights and Measures	122
DPW - Water	92	Zoning Board of Appeals	123
Economic Development	93	Schools	123
Elderly & Disabled	93	Payroll	130
Emergency Management	93	Financials	146
Fire and Ambulance	94	Volunteer Form	154

DEDICATION

November 15, 2019

Jared H. Adams – Finance Committee, 1968-1979
Board of Selectmen, 1979-1982
Water Commissioner, 2000-2014

November 15, 2019

Harvey L. Buck – Holliston Highway Department – 36 yrs.

January 12, 2020

Patricia J. Duffey – Board of Health, 2008-2011

GENERAL INFORMATION

<i>Incorporated:</i>	<i>December 3, 1724</i>
<i>Situated:</i>	<i>22 miles southwest of Boston</i>
<i>Area:</i>	<i>19.04 square miles, 12,186 acres</i>
<i>Population:</i>	<i>13,547 - 2010 Federal Census 15,189 - May, 2020 Town Census</i>
<i>Registered Voters:</i>	<i>10,797 as of May 2020</i>
<i>Assessed Value:</i>	<i>\$2,661,778,206 for Fiscal Year 2020</i>
<i>Tax Rate:</i>	<i>\$18.85 for Fiscal Year 2020</i>
<i>Senators in Congress:</i>	<i>Elizabeth Warren</i>
<i>State Senator:</i>	<i>Karen Spilka, 2nd Middlesex & Norfolk Senatorial District</i>
<i>Representative in Congress:</i>	<i>Katherine Clark, 5th Congressional District</i>
<i>Representative in General Court:</i>	<i>Carolyn Dykema, 8th 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. Due to COVID Restrictions was postponed from May 19, 2020 to June 23, 2020.</i>
<i>Annual Town Meeting:</i>	<i>Commences on the first Monday following the first Friday in May, High School Auditorium. Due to COVID restrictions was postponed to July 20, 2020.</i>

Elected Officials

<u>POSITION</u>		<u>NAME & ADDRESS</u>	<u>TERM EXP.</u>	<u>BUS, ADDRESS & PHONE</u>
MODERATOR		William H. Mayer	May-22	Town Offices
3 year term		30 Erin Way		703 Washington Street
				Holliston, MA 01746-2142
				429-0601
TOWN CLERK		Elizabeth Turner Greendale	May-22	Town Offices
3 year term		674 Washington St.		703 Washington Street
				Holliston, MA 01746-2142
				429-0601 Fax 429-0642
BOARD OF SELECTMEN	*	Mark Ahronian (Chair)	May-20	Town Offices
& HIGHWAY SURVEYORS		107 Concord St		703 Washington Street
Meet every Monday				Holliston, MA 01746-2142
7:30 PM		John J. Cronin (Vice Chair)	May-21	
3 year term		40 Holly Lane		
		Christina Hein (Clerk)	May-22	
		142 Union St		
ASSESSORS, BOARD OF	*	Mary M. Greendale (Chair)	May-20	Town Offices
Meet every Tuesday		57 Roy Ave.		703 Washington St
8:00 AM				Holliston, MA 01746-2142
Town Offices		Lesley M. Kennally (Vice Chair)	May-21	
3 year term		32 Spring St.		
		Peter R. Barbieri (Clerk)	May-22	
		47 Juniper Road		

FINANCE COMMITTEE		Benjamin R. Sparrell (Vice Chair)	May-20	Town Offices
Meets as needed		1460 Highland St.		703 Washington Street
3 year term				Holliston, MA 01746
		Michelle F. Zeamer	May-20	
		583 Winter St.		
		Timothy A. Maxwell	May-21	
		118 Norfolk St		
		Suzanne K. Nersessian	May-21	
		12 Partridge Way		
	*	Kenneth S. Szajda (Chair)	May-22	
		676 Fiske Street		
		Vincent J. Murphy, Jr.	May-22	
		432 Norfolk St.		
		Daniel G. Alfred	May-22	
		315 High St.		
HEALTH, BOARD OF		Kylie Williams	May-20	Town Offices
Meets 1st & 3rd Thursday		30 Foxwood Cove		703 Washington Street
7:30 PM				Holliston, MA 01746-2142
3 year term		Laura Nolan (Vice Chair)	May-21	508-429-0605
		2332 Washington St.		
		Sean Fay (2022)	May-20	
		1402 Washington St.		

HOUSING AUTHORITY	*	Anthony J. Damigella (Chair)	May-20	Cole Court
Meets 2nd Tuesday at		95 Gregory Rd.		492 Washington Street
5 Year Term				Holliston, MA 01746
		Hayley Fetrow	May-21	508-429-6266
		55 Kingsbury Dr.		
		Kevin Robert Malone (State Appointee)	Oct-21	
		414 Central St		
		Thomas J. Dumas	May-23	
		157 Winter Street		
		Frederick W. Bray, III	May-24	
		520 Washington St.		
LIBRARY TRUSTEES	*	Kevin Robert Malone (Chair)	May-20	Holliston Public Library
Meeting days vary		414 Central St		752 Washington Street
at the library				Holliston, MA 01746
3 year term 6 members		Kara C. Peterson	May-20	508-429-0617
		837 Winter St.		
		Karla Alfred (Vice Chair)	May-21	
		315 High St.		
		Nancy B. Baron	May-21	
		154 Norfolk St.		
		Robert Ostrow	May-22	
		5 Amy Ln.		

		Kristen D. Wiwczar	May-22	
		22 Temi Rd.		
PARK COMMISSION		Thomas J. Chipman	May-20	Park Commission
Meets 2nd & 4th Wed.		116 Stagecoach Rd.		1750 Washington Street
7:30 PM Park Comm. Office.				Holliston, MA 01746
3 year term		Paul Healy	May-21	508-429-2149
(Park Comm. since 1940. 12/59 at		130 Briarcliff Lane		
STM, Art. 6 Gen'l By-law,				
converted from app't. to an		H. Shaw Lively (Vice Chair)	May-21	
elected.		15 Sabina Dr.		
1973-ATM-By-law change - 5 mbrs.				
(they re-organize in the fall)		Melissa A. Kaspern (Chair)	May-22	
		109 Robert Rd.		
		James C. Keast	May-22	
		104 Fairview St.		
PLANNING BOARD		Warren B. Chamberlain	May-20	Planning Board
Meets 1st & 3rd Thursday		16 Roy Ave.		703 Washington Street
7:30 PM Town Offices				Holliston, MA 01746
5 year term		Joshua M. Santoro (Clerk)	May-21	508-429-0635
		51 Dean Rd.		
		Jason A. Santos	May-22	
		183 Marshall St.		
	*	Wm. Dave Thorn (Chair)	May-23	
		20 Hollis St.		

		Karen Apuzzo Langton (Vice-Chair)	May-24	
		100 Woodland St.		
SCHOOL COMMITTEE	*	Stacey Raffi (Chair)	May-20	
Meets 1st & 3rd Thurs.		20 Arthur St.		
High School Library				
7 members, 3 year term		Joan E. Shaughnessy	May-20	
		87 Morton St.		
		Andrew P. Morton	May-21	
		72 Stonybrook Dr		
		Lisa A. Kocian	May-21	
		158 Winthrop St.		
		Anne L. Hanstad	May-21	
		8 Cassandra Ln.		
		Cynthia Listewnick	May-22	
		72 Anne Marie Dr.		
		Dawn Neborsky	May-22	
		401 Prentice St.		

Appointed Officials

COMMITTEE/COMMISSION		NAME	Yr. EXP.
9 GREEN STREET COMMITTEE		Brian Moran	None
Appt. by Selectmen 3/4/2019 5 Members		267 Norfolk St	
1 Selectman, 1 EDC, 1 Park Comm., 2 at Lg.			

		Tina Hein	None
		Board of Selectmen	
		Kevin Conley	None
Disbanded, June 8, 2020		44 Cranberry Lane	
		Lisa DiLuzio	None
		Park & Recreation	
		Fay Hale	None
		13 Green St.	
AFFORDABLE HOUSING COMMITTEE		Malini Rao	2022
Appt. by Selectmen 3/4/2019 7 Members		83 Mohawk Path	
2 Housing Trust, 1 Planning Brd, 1 Former Fin			
Com, 1 Familiar w/Holliston Real Estate,		Aaron Pyman	2022
2 Members at Large		696 Washington St	
		Warren Chamberlain	2023
		16 Roy Ave.	
		VACANCY	2021
		VACANCY	2021
		Mary Greendale	2023
		198 Highland St.	
		Bryan Clancy	2023
		45 Wendy Ln.	

AGRICULTURAL COMMISSION	*	PJ Kilkelly (Chair)	2023
703 Washington Street		891 Highland St	
Holliston, MA 01746			
appointed by Selectmen (by ATM 5/05)		Carrie Marsh Loscocco	2022
5 members; 3 active farming/1 general interest		182 Highland St	
(3 yr. term) & 3 associates (1 yr. term)			
		VACANCY	2023
		Shawn Murphy	2021
		684 Washington St.	
		Cherie Hafford	2021
		242 Lowland St	
		VACANCY (Associate)	2021
		VACANCY (Jr. Associate)	2021
BLAIR SQUARE COMMITTEE		Walter McGrath	none
Est. Aug. 28, 2017		477 Gorwin Dr.	
5 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			
		Kevin Conley	none
		44 Cranberry Ln	
		Eric Woodhouse	none
		74 Exchange St	
		Ben Sparrell	none

		Town Hall	
		Shaw Lively	none
		15 Sabina Dr	
		Gretchen Prieve (Rail Trail Friends Rep.)	none
		98 Dalton Rd.	
		Herb Brockert	none
		760 Central St	
		Martha Ellis	none
		79 Hollis St.	
CABLE ADVISORY COMMITTEE		James Mitro	none
(contract negotiations)		19 Wingate Rd.	
703 Washington Street			
Holliston, MA 01746		Greg Schumacher	none
established 2/1/1985		19 Cold Spring Rd.	
	*	Barry Sims	none
		67 Dunster Rd.	
		Lindsey Morris	none
		35 Woods Crossing	
		Jay Leary	none
		146 Karen Cir.	
COMMUNITY FARM ADVISORY COMM		Dennis Serocki	2023
established March 21, 2016		38 Rogers Rd	

7 Members appt. by the Board of Selectmen			
to promote, encourage and facilitate the farm	*	Kristine Westland Chair	2023
at 34 Rogers Rd.		103 Norfolk St	
		VACANCY	2021
		VACANCY	2021
		James Taralli	2022
		1443 Highland St	
		Kristen Serocki Clerk	2022
		38 Rogers Rd	
		Dennis Prefontaine	2022
		72 Maple St	
		VACANT (Associate)	2020
COMMUNITY PRESERVATION		Warren Chamberlain - Planning Brd	2021
established 10/29/01 by Gen'l By-law		16 Roy Ave.	
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>Park Commission</i>	2022
3 yr; 2 for 2 yr then 3 yr		109 Robert Rd.	

	*	Frank Chamberlain <i>Historical Comm.</i>	2021
		333 Hollis St.	
		Chris Bajdek <i>Conservation</i>	2022
		30 Jarr Brook Rd..	
		VACANCY	2021
		Michael P. Pelon	2023
		166 Washington St.	
		John Vosburg	2022
		19 Constitution Cir	
		Eva Stahl	2021
		66 Winthrop St.	
CONSERVATION COMMISSION		Rebecca Weissman	2023
703 Washington Street		222 Rolling Meadow Dr.	
Holliston, MA 01746			
508-429-0607		Allen Rutberg	2023
appointed by Selectmen(TM Art.32,5/5/75)		284 South St.	
(3 year term 7 members)			
(originally voted at TM 3/10/61-c.223,Acts1957)		Shaw Lively	2021
		15 Sabina Dr.	
		Ann Marie Pilch	2022
		107 Juniper Rd.	
	*	Christopher Bajdek - Chair	2022
		30 Jarr Brook Rd.	

		Jennifer Buttarro	2021
		33 Northway St	
		Utah Nickel (former Associate)	2021
		129 Locust St	
		VACANCY	2021
		VACANCY (Assoc.)	2021
	**	Ryan Clapp Agent- 429-0607	
CONSTABLES (1 year)		Craig Denman	2021
		Vacancy	2021
		James DeLuca (7 Pinecrest Rd.)	2021
CONSTABLES (BONDED) (3-year)		William E. Pickett, Jr (Bond Exp. 6/30/2022)	2022
		9 Willow Brook Dr., Framingham MA 01702	
		David Retalic (Bond Exp. 9/10/2022)	2022
		20 Constitution Cir	
		Barry Sims (Bond Exp. 5/19/2023)	2023
		67 Dunster Rd.	
		R. Scott Gonfrade (Bond Exp. 8/12/2020)	2021
		281 Concord St., Framingham MA 01702	
		Paul Guyon (Bond Exp. 10/23/2023)	2023
		233 Concord St	

		Robert Guyon (Bond Exp. 2/14/2021)	2021
		34 Wedgewood Dr.	
COUNCIL ON AGING		Mildred E. Bedard	2023
150 Goulding St.		71 Winter St.	
Holliston, MA 01746			
Meets 2nd Wed. each month		Kathleen Anguish	2021
2:30 P.M. Senior Center		5423 Winter St	
(3 yr term 13 to 7 members - <i>ATM 5-5-14</i>)			
established 8/12/1975		Robert Hopkins	2023
Senior Center established 7/1/1991		120 Marked Tree Rd	
	*	K. Robert Malone (Chair)	2021
		414 Central St.	
		Carmen L. Chiango, Jr. Treasurer	2022
		90 Chamberlain St.	
		Francis J. Caron	2022
		11 Balancing Rock Rd.	
		Yvette Cain	2021
		27 Pleasant St	
Senior Center Director	**	Linda Marshall	2021
Assoc Member		VACANCY	2021
Assoc Member		VACANCY	2021
Assoc Member		VACAMCY	
CULTURAL COUNCIL (3 year term)		Steven Durning	2023
703 Washington Street		32 Railroad St.	

Holliston, MA 01746			
appointed by Selectmen		VACANCY	2022
established 8/24/1981			
Changed from 7 members to 9, 2/4/2015			
Name Changed from Arts Council 9/14/2016		VACANCY	2022
		Walter Czarnek	2022
		24 Roy Ave.	
	*	Kent Kissinger (Chair)	2021
		130 Jennings Rd.	
		Emmanuel Franjul	2023
		9 Governor Prence Way	
		VACANCY	2023
		Laurie Edwards	2021
		16 Queens Terrace	
		Malini Rao	2021
		83 Mohawk Path	
DISABILITY ADVISORY COMMITTEE		James Moore	none
703 Washington St.		44 Ruthellen Rd.	
appointed by Selectmen 2/14/06			
		Susan Haley	none
		80 Pearl St.	

		Deborah Moore	none
		183 Mill St.	
		Jean Morrissey	none
		100 Summer St. #12	
ECONOMIC DEVELOPMENT COMM.		Christine Carosella	2023
703 Washington St.		14 Summitpointe Dr.	
appointed by Town Administrator			
ATM 5/4/2015 7 members		Lisa Zais	2021
		518 Fiske St. 429-3291	
		Matthew Coletti	2022
		31 Summitpointe Dr.	
		Dave Thorn	2021
		20 Hollis St. 429-6658	
	*	Peter Barbieri (Chair)	2021
		47 Juniper Rd. 429-2162	
		VACANCY	2023
		Glenn F. Brown	2022
		23 Summitpointe Dr.	
EMERGENCY MANAGEMENT (1999)	*	Michael Cassidy (Director)	2021
(formerly Civil Defense)		59 Central St. 429-2112	
Fire Station			
59 Central St.		Paul Coffey (asst.dir.)	2021
429-4631		93 Regal St. 429-3952	

		VACANCY	
		VACANCY	
		VACANCY	
		VACANCY	
FINANCE COMMITTEE CAPITAL		Kenneth S. Szajda	
BUDGET SUBCOMMITTEE (2018)		676 Fiske St.	
formed under article XXXIV, section 3 of the Town By-Laws			
		Suzanne Nersessian	
		12 Partridge Way	
		Vincent J. Murphy, Jr.	
		432 Norfolk St.	
		Timothy A. Maxwell	
		118 Norfolk St.	
GOLF COURSE ADVISORY	*	Deborah Moore	none
COMMITTEE		183 Mill St.	
703 Washington Street			
Holliston, MA 01746		Larry Wise	none
(3 year term 7 members)		19 Beatrice Ln	
(7 full members & 2 associate members)			
established 6/30/1987		Walter Thornton	2022
		107 Meadowbrook Ln.	

		John Sullivan	2022
		246 Prentice St.	
		Michael Sarsfield	2021
		65 Wingate Rd.	
		Chryso Lawless	2021
		23 Pinecrest Rd.	
		Bob Smith	2023
		60 Marilyn St.	
		VACANCY (Associate)	2020
GOLF COURSE CLUBHOUSE COMM.		Robert Nemet	None
7 Member Board appt. by the Selectmen		145 Robert Rd.	
Appointees may serve until the project is			
complete. established 8/6/2018		Jay Robinson	None
		233 Chamberlain St.	
		Jamie Fisher	None
		157 Concord St.	
		Paul Saulnier	None
		29 Church St.	
		Larry Wise	None
		19 Beatrice Ln.	
		Ann MacDougall	None
		250 Chamberlain St.	

		Elizabeth Turner Greendale	None
		674 Washington St.	
GOVERNANCE COMMITTEE		Len Engel	2021
est 3/2020 by Select Board, 5 member brd.		660 Winter Street	
3-yr apt.			
		Christina Lingham	2022
		75 Union Street	
		Paul Lebeau (Clerk)	2022
		147 Karen Cir	
		Scott McKechnie (Vice Chair)	2021
		215 Dalton Rd	
	*	Sam Tyler (Chair)	2023
		353 Chamberlain St	
HISTORICAL COMMISSION		VACANCY	2021
703 Washington Street			
Holliston, MA 01746			
Meets 1st Wed. each month @		Frank Chamberlain	2021
7:30 P.M., Town Hall		333 Hollis St. 429-4424	
est. Nov.1969 @ STM (accpt. Ch. 40:8D)			
appt. by Selectmen (3 year term 7 members)		VACANCY	2022
		VACANCY	2022
		Lee Desorgher 429-1034	2023
		15 Mechanic St.	

	*	VACANCY	2020
		Carol Kosicki 429-6810	2023
		970 Washington St.	
HOLLISTON CABLE ACCESS TV, INC		John Drohan***	2021
(Board of Directors) (HCAT)		Dan Sweeney***	2022
703 Washington Street		Tom Cady	2021
		VACANCY	2022
(3 year term-7 members- 3 appt.by selectmen		VACANCY	2020
others appointed by citizens at Annual Mtg.	*	Chryso Lawless	2020
***appointed by Selectmen (in Sept.)		Rich Powers	2021
(only mbrs. app't by Selectmen to be sworn in.)			
HOLLISTON EMERGENCY RESERVE CORP.	*	VACANCY	
FORMERLY-MEDICAL RESERVE CORP			
(Executive Committee)			
(sub committee of the Board of Health)		VACANCY	
appointed by the BOH 7/2007			
meets 2nd & 4th Wednesdays of month @7 PM			
		Barbara Kattman (secretary)	
		49 Grove St.	
		Kathy Shore	
		10 Cassandra Ln	
		VACANCY	
		VACANCY	

		VACANCY	
Medical Consultant		Laura Zisblatt, MD	
HOUSING TRUST FUND		Gregory Carey	2021
BOARD OF TRUSTEES		949 Washington St. 429-7847	
703 Washington St.			
Holliston, MA 01746		Diana Harrington	2020
appointed by Selectmen 2/18/10 - 9 members		120 Goulding Rd	
1 member from each: BOS, CPC, Housing			
Auth. , Housing Comm. & Planning Board; 4		Warren Chamberlain (CPC)	2020
members at large		16 Roy Ave. 429-5458	
		Diane McDermott-Roy	2021
		60 Johnson Drive 429-4661	
	*	Bryan Clancy (Housing Comm)	2023
		45 Wendy Ln 4291772	
		VACANCY (Housing Auth)	2021
		Tina Hein)Select Board)	2022
		Town Hall	
		Kay Baxter	2022
		111 Rolling Meadow Dr.	
		David Thorn (Planning)	2023
		20 Hollis St	

INSURANCE ADVISORY		Theresa Stewart - Retiree rep.	none
703 Washington Street		Michael Cassidy - Fire Dept	none
Holliston, MA 01746	*	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
KEEFE TECHNICAL SCHOOL COMM		Sarah Commerford (Vice Chair)	2021
elected position until 1991, then appointed		Barry Sims	2022
(3 year term)			
Principal		Patricia Canali started 7/1/2008	
MEMORIAL DAY COMMITTEE		Walter McGrath	2020
		Stephen Bradford	2020
		Stephen Napolitano	2020
OPEB TRUST BOARD		John Cronin, Selectmen	
5 Members - Chairs of Board of Selectmen &		Stacey Raffi, School Committee	
School Committee, Town Administrator,		Jeff Ritter, Town Administrator	
Treasurer & Citizen at Large		Mary Bousquet, Treasurer	
est. Dec. 2013		Donald Bates	
OPEN SPACE COMMITTEE		John Vosburg	2022
703 Washington Street		19 Constitution Dr. 429-4465	
Holliston, MA 01746			
Appointed by Selectmen 2/99	*	Alix Carey 508-361-6045	2023
(3 year term - 7 members)		37 Green St.	
Mtgs. - 2nd Wednesday of the month			

		VACANCY	2022
		Matt Hodgdon	2021
		23 Northway St.	
		Ann Marie Pilch	2021
		107 Juniper Rd. 429-7114	
		Emanuelle Schwartz	2023
		432 Fiske St	
		P.J. Kilkelly	2023
		43 Regency Dr. 508-328-0210	
POLICE - AUXILIARY		George Leurini - Director	2021
550 Washington St.		Michael Aw	2021
Holliston, MA 01746		Devin Coakley	
(1 year term)		Deborah Doyle	2021
		Anne Diresta	2021
		Andrew Gentile	2021
		Robert Guyon	2021
		Mark Haddad	2021
		James Henchy	2021
		Anthony Langille	2021
		Danny Lee	2021
		Sean McDowell	2021
		Daniel Nash	2021
		James Ray	2021
		Brian Ream	2021
		Donavan Seay	2021

POLICE - SPECIAL		George Leurini – Director	2021
1 Year Term		Michael Aw	2021
		Michael Cassidy	2021
		Craig Denman	2021
		Martha Ellis	2021
		Robert Guyon	2021
		Mark Haddad	2021
		Danny Lee	2021
		Sean McDowell	2021
		Daniel Nash	2021
		James Ray	2021
		Brian Ream	2021
		Donovan Seay	2021
		Jean Spera	2021
		Cynthia Valovcin	2021
		Dona Lee Walsh, Ashland	2021
REGISTRARS		Ellen George (D)	2021
703 Washington Street		62 Persis Pl.	
Holliston, MA 01746			
(appointments in April)		Elizabeth T. Greendale (U)	2022
		Town Clerk	
		Eric Raffi (R)	2022
		20 Arthur St.	
		Elaine Doyle (D)	2023
		191 Adams St.	
School Comm. Communications Subcomm.		VACANCY	
appointed by School Committee		Dawn Neborsky	none

		Lisa Kocian	none
School Committee Green Sub Comm.		Cynthia Lestewnik	none
appointed by School Committee Sept. 2015		Andy Morton	none
		VACANCY	none
School Committee-Wellness Council sub comm.		Lisa Galeaz - school committee mbr	none
appointed by School Committee		VACANCY - school committee mbr	none
13 members - & 1-3 students		Keith Buday - Superintendent designee	none
		Ania Lotti - parent	none
		Sarah Behta MD - parent	none
		John Ratcliffe - parent	none
		Joanne Costello - parent	none
		Holly Everett - Dir. School food service	none
		Carol White - Dir. Extended day program	none
		Rita Budwey - Teacher	none
		Wendy Krauss - Teacher	none
		Cathy Porcello - School Nurse	none
		Vacant - general citizen	none
		student to be named	none
		student to be named	none
		student to be named	none
School Start Time SubCommittee		Stacey Raffi	
		Cynthia Listewnik	
		Martha Devoe	
SURVEY BOARD		Fire Chief Michael Cassidy	none
703 Washington Street		Bldg. Insp. Chris Canney	none
Holliston, MA 01746			none

SUSTAINABLE WASTE MANAGEMNET		Michelle Ceresia	2021
and RECYCLING COMMITTEE		65 Dorset Rd	
Appt. by BOS 11/6/2017			
6 members, 3 yr. term		VACANCY	2021
	*	Michael Lavin	2022
		200 Jerrold St.	
		Rich Rosenberry	2022
		66 Jarr Brook Rd.	
		VACANCY	2020
		VACANCY	2020
TAXATION AID COMMITTEE (*E & D)		Mary Bousquet	none
703 Washington Street		Treasurer/Collector 429-0602	
Holliston, MA 01746			
(3 year term - 3 members plus:		Peter Barbieri	none
Treasurer/Collector & Chair of Assessors		Board of Assessors 429-0604	
*Elderly & Disabled Committee			
		James Lane	2023
		89 Dodd Dr.	
	*	Laura Matz	2021
		65 Bayberry Ln	
		John F. Hunt	2022
		69 Grove St.	

TOWN FOREST COMMITTEE		Joanne Hulbert	2022
703 Washington Street		42 Mechanic St.	
Holliston, MA 01746			
3 members		John Goeller	2022
		12 Dunster Rd	
		Michael Fowler	2020
		124 South St.	
TOWN HALL SEPTAGE COMMITTEE		Paul Saulnier	None
703 Washington Street		29 Church Street	
Holliston, MA 01746			
Appt. by Select Board, 5 members, est. 9/2019		Herb Brockert	None
		760 Central Street	
		Dave Thorn	None
		20 Hollis St	
TRAFFIC ADVISORY COMMITTEE		Michael Cassidy Vice Chair	None
703 Washington Street		Fire Chief	
Holliston, MA 01746			
Appt. by Select Board, 9 Members, est. 11/2019		Tina Hein	None
		Select Board	
	*	Matthew Stone Chair	None
		Police Chief	
		Drew Horton Clerk	None
		164 South Street	

		James Sipsma	None
		15 Partridge Way	
		Henry Dellicker	None
		24 Skyview Terrace	
		Max Emery	None
		100 Exchange Street	
		Stacey Raffi	None
		20 Arthur Street	
TRAILS COMMITTEE		Kenneth Henderson	2023
703 Washington Street		1028 Washington St.	
Holliston, MA 01746			
7 mbrs. Appointed by Selectmen 3/99		Marc Connelly	2023
(3 year term)		6 Beverly Circle	
		Robert (Bud) Schmitt	2022
		53 Evergreen Rd	
		Mark Kaplan	2021
		72 Norfolk St.	
		Herbert Brockert	2021
		760 Central St.	
	*	Robert Weidknecht	2021
		40 Hemlock Rd.	

		Martha Ellis	2020
		79 Hollis St #108	2023
VETERANS HONOR ROLL COMM.		Robert Blair	none
appointed by Selectmen August 6, 2007		57 School Street	
7 members			
		VACANCY	none
		Peter Hill	none
		63 Concord Street	
		VACANCY	none
		Denise Trinke	none
		92 Goulding Street	
		Stephen Napolitano	none
		67 Pleasant St.	
		Sven Mozdiez	none
		131 Dalton Rd.	
WEIGHER, MEASURERS & SURVEYORS		Sgt. Kenneth Belson	2021
OF COMMODITIES		Officer Dave Charette	2021
		Officer Hannah Ciavarra	2021
		Officer Ethan Coakley	2021
		Sgt. Glenn Dalrymple	2021

		Officer Bryan DiGiorgio	2021
		Officer Scott Downey	2021
		Officer Felicia Filadelfo	2021
		Officer Charles Grace	2021
		Officer Daniel Griffith	2021
		Sgt. Todd Hagan	2021
		Officer Timothy Heney	2021
		Officer Timothy Heney	2021
		Lt. George Leurini	2021
		Officer John Loftus	2021
		Officer Andrew MacGray	2021
		Det. Ciara Maguire	2021
		Officer Ryan Parent	2021
		Sgt. Jonathan Remkis	2021
		Officer John Scanlon	2021
		Lt. Chad Thompson	2021
		Sgt. Matthew Waugh	2021
		Officer Michael Woods	2021
WEIGHERS	(New England Emulsions)	Matthew Antonioli	2021
1 year term		Domenic Porcello	2021
		Christopher Dark	2021
		Richmond N. Mann	2021
		James Porcello	2021
		Jerrold Hilliard	2021
		Joshua Tammato	2021
	(Covanta)	Sharon Leavitte	2021
		Doug Cote	2021
		Eugenio Ojeda	2021
		Mike Prescott, Jr.	2021
	(Electronic Recyclers Inc. Holliston)	Randy Bickford	2021

		Paul Garneau	2021
		Luis Tejeda	2021
		Gary Keith	2021
		Isaac King	2021
		Douglas Randells	2021
		Seloyn Molina	2021
YOUTH ADVISORY COMMITTEE		Lynne Rahim	2023
703 Washington Street		447 Central St.	
Holliston, MA 01746			
(3 year term - 9 members)		Jennifer Liebermann (chair)	2021
2 students-1 yr term, non voting		335 Marshall St	
established 1994			
		VACANCY	2021
		Peggy Payne	2021
		32 Irving Pl	
		Kathryn Cumming	2022
		465 Chamberlain Street	
		Kathryn Cumming	2022
		465 Chamberlain St.	
		Alison Quinan	2023
		37 Pilgrim Rd.	
		Matthew Putvinski	2023
		95 Overlook Dr.	

		John P. Drohan, Jr.	2022
		4 Cassandra Ln.	
	**	Director - Jaclyn Winer	2020
		508-429-0620	
ZONING BOARD OF APPEALS	*	John J. Love, III (Chair)	2023
(3 members - 3 years- staggered terms)		6 Shea Drive 429-1761	
(2 Associates - 1 year terms)			
(Appointments in April - Town by-law)		Jay Peabody (Vice Chair)	2021
		195 Rolling Meadow Dr.	
		Mark Bush (full mbr. 4/22/2019)	2022
		224 Concord St.	
		Elizabeth Dembitzer (Associate)	2021
		45 Franklin St.	

**TOWN OF HOLLISTON
SPECIAL TOWN MEETING
OCTOBER 28, 2019**

The Special Town Meeting of October 28, 2019 was held at the High School Auditorium and brought to order by Moderator William Mayer at 7:42 with a quorum of 208

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:

Scott Moles	Health Director/Agent
Leslie McDonnell	Library Director
Mary Bousquet	Treasurer/Collector
Kathryn Peirce	Principal Assessor
Brad Jackson	Superintendent of Schools
Peter Botelho	Assistant Superintendent of Schools
Dan MacLeod	Director of Learning Technology
Sean Reese	DPW Director
Tom Smith	Highway Superintendent
Karen Sherman	Town Planner
Matt Stone	Police Chief
Dona Walsh	Animal Control Officer
Chris Meo	Technology Director
Jeff Ritter	Town Administrator
Sharon Emerick	Town Accountant
Mark Frank	Parks & Recreation
Jackie Winer	Youth & Family Services
Ryan Clapp	Conservation Agent
Kate Feodoroff	Town Counsel
Linda Marshall	Senior Center Director
Christa Collins	Sudbury Valley Trustees

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

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

SECONDED

DISCUSSION: None

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

ARTICLE 2. 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. (Board of Selectmen)

MOTION: Moved that the Town vote to transfer \$2,467,154 from Free Cash to the Capital Expenditure Fund.

SECONDED

DISCUSSION: Ken Szajda, 676 Fiske St., gave an overview of the Warrant before Town Meeting.

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

ARTICLE 3. To see if the Town will vote to authorize the Board of Selectmen to hold a public auction and or sale for the purpose of disposing of surplus departmental equipment; or take any action relative thereto. (Board of Selectmen)

MOTION: Moved that the Town vote to authorize the Selectmen to dispose of any and all surplus equipment.

SECONDED

DISCUSSION: Dan Alfred, 315 High St., made a motion to Indefinitely Postpone Article 3. Mr. Alfred stated that this motion was a symbolic gesture to the Board of Selectmen for their actions on an Article that was removed from the Warrant.

VOTE: The motion to Indefinitely Postpone Article 3 was defeated.

Yes: 78 No: 200

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

ARTICLE 4. To see if the Town will vote to raise and appropriate and/or transfer from available funds, or borrow a sum of money for the purpose of capital expenditures, including replacement of old vehicles and equipment, for the following departments: Board of Selectmen, School Committee, Department of Public Works (Highway), Department of Public Works (Water), Police Department, Fire Department, Council on Aging, and Parks and Recreation and to authorize the Board of Selectmen to trade or sell used equipment toward part of the purchase price; or take any action relative thereto. (Board of Selectmen)

Infield Grooming Machine	Parks & Recreation	\$20,000
Public Safety Signs	Selectmen	\$20,000
Traffic Signal Preemption/Monitoring Equipment	Fire/Police (Town Wide)	\$191,520
Engine #1 Replacement (Equipped)	Fire	\$440,000
Chief's Car Replacement (Equipped)	Fire	\$50,000
Fire Tone/Voice Pagers	Fire	\$25,000
1 Skid Steer	Highway	\$80,900
1Ton Dump Truck (Equipped)	Highway	\$52,810
2 Pick-Up Trucks (Equipped)	Water	\$117,796
1 Emergency Backup Generator	Water	\$200,000
1 Motorcycle (Equipped)	Police	\$34,000
3 Police Vehicles (Equipped)	Police	\$145,000
Senior Center Improvements	Selectmen	\$54,698

Infrastructure (Bleachers)	Schools	\$113,418
Technology	Schools	\$58,859
Curriculum	Schools	\$370,675
Total:		\$1,974,676

MOTION: Move that the Town vote to transfer the following amounts from the following sources:

Water Retained Earnings: \$317,796
Capital Expenditure Fund: \$1,472,144

For the following items:

Infield Grooming Machine	Parks & Recreation	\$20,000
Public Safety Signs	Selectmen	\$20,000
Traffic Signal Preemption Equipment	Fire/Police (Town Wide)	\$99,900
Engine #1 Replacement (Equipped)	Fire	\$440,000
Chief's Car Replacement (Equipped)	Fire	\$50,000
Fire Tone/Voice Pagers	Fire	\$25,000
1 Skid Steer	Highway	\$80,900
1 Ton Dump Truck (Equipped)	Highway	\$52,810
2 Pick-Up Trucks (Equipped)	Water	\$117,796
1 Emergency Backup Generator	Water	\$200,000
1 Motorcycle (Equipped)	Police	\$34,000
3 Police Vehicles (Equipped)	Police	\$145,000
Infrastructure (Bleachers)	Schools	\$75,000
Technology	Schools	\$58,859
Curriculum	Schools	\$370,675
Sub-Total:		\$1,789,940

SECONDED

DISCUSSION: Sam Tyler, 353 chamberlain St., made a Motion to delete \$370,675 for curriculum expenditures from the total. Mr. Tyler believes that this is an operating expense and not a Capital. Brad Jackson, Supt. of Schools, stated that this is a one-time purchase, which qualifies it as a capital expense.

AMENDED MOTION: Move that the Town vote to delete \$370,675 for curriculum expenditures from the total.

VOTE: The Motion to amend Article 4 was defeated unanimously by voice call vote.

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

ARTICLE 5. 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 2020; or take any action relative thereto. (Board of Selectmen)

MOTION: Moved that the Town vote to indefinitely postpone this Article.

SECONDED

DISCUSSION: None

VOTE: Unanimously passed by voice call vote to Indefinitely Postpone Article 5.

ARTICLE 6. To see if the Town will vote to appropriate \$174,000 from the Community Preservation Open Space Reserve and \$326,000 from the Community Preservation Fund's General Reserve for a total of \$500,000 for the purpose of acquiring an Agricultural Preservation Restriction (APR) in all or part of land, parcel ID # is Map 10 Block 1 pcl 4.0; located at 0 Highland Street, and off 28 South Street, Ashland, MA containing 28.74 acres more or less, and;

to see if the Town will vote to appropriate \$100,000 from the Community Preservation Fund's General Reserve for the purpose of assisting the Holliston Parks and Recreation Department with renovations to youth baseball fields owned by the Town, and;

to see if the town will vote to appropriate \$15,000 from the Community Preservation Funds Historic Preservation Reserve for the purpose of assisting the Holliston Historical Society with improvements to its fire alarm system. **(Community Preservation Committee)**

MOTION: Moved that the Town vote to transfer \$174,000 from the Community Preservation Open Space Reserve and \$326,000 from the Community Preservation Fund General Reserve for a total of \$500,000 for the purpose of acquiring an Agricultural Preservation Restriction (APR) on the Thistle Dew Farm;

and for the Town to vote to transfer \$100,000 from the Community Preservation Fund General Reserve for renovations to youth baseball fields owned by the Town;

and for the Town to vote to transfer \$15,000 from the Community Preservation Fund Historic Preservation Reserve for the purpose of assisting the Holliston Historical Society with improvements to its fire alarm system.

SECONDED

DISCUSSION: Lixy Carey, 37 Green St., explained the benefits of the Agricultural Preservation Restriction. Brian McDonald, 14 Howard St., stated that he is the President of Holliston Youth Baseball & Softball, and that this request will repair our fields, after many years of neglect. John Curley, 833 Central St., feels that spending the money on the Agricultural Restriction, seems more like a private real estate transaction, and doesn't feel that we should spend the money on an already restricted parcel. Mary Greendale, 198 Highland St., explained that the land is currently zoned for Agriculture, but that it could be re-zoned at a later date. With the Agricultural Preservation Restriction, this could never be changed. She also stated that the current owner could sell the land for a much higher price to a builder, however, he wants to preserve the agriculture nature of the land permanently. Tony Lulek, 35 Dalton Rd., would like to know who will be farming it, who would hold the title to the property, who is paying the difference of \$290,000, and what happens when the owner dies. Ms. Carey responded that the current owners of Out Post Farm, will pay the agricultural value of \$290,000, will own the property, will farm it, and will hold the deed. Additionally, the Town and State will hold the Restriction, and once the current owner passes away it can only be sold to and used as a farm. Ms. Greendale reiterated the fact that any future owner of the farm would only be able to sell it for the current agricultural value of the land, and what Holliston is buying is the agricultural preservation, so that it will forever be a farm.

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

ARTICLE 7. To see if the Town will vote to raise and appropriate or transfer from available funds \$15,000 for legal services to support the Cable Advisory Committee and the Board of Selectmen in the negotiations and license renewal proceedings for a new long-term cable license Agreement(s) and

related documents, or take any action relative thereto for a twelve (12) month period commencing, November 1, 2019 or take any action relative thereto. **(Board of Selectmen)**

MOTION: Moved that the Town vote to transfer \$15,000 from free cash for the purposes of obtaining legal services for the Cable Advisory Committee and the Board of Selectmen with negotiations and cable license renewal proceedings.

SECONDED

DISCUSSION: None

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

ARTICLE 8. To see if the Town will vote to raise and appropriate or transfer from available funds \$75,000 to be expended by the Board of Selectmen, for the development of a water infrastructure asset management plan and to accelerate the water line replacement work completed to date, or take any action relative thereto. **(Board of Selectmen)**

MOTION: Moved that the Town vote to transfer \$75,000 from Water Retained Earnings for the development of a water infrastructure asset management plan and to accelerate water line replacements.

SECONDED

DISCUSSION: John Cronin, 40 Holly Ln., is in favor of this Article and urges residents to approve the funds to create a scheduled water pipe replacement plan that will also increase the current replacement rate of 1 mile/yr. to approx. 3 miles/yr. Ken Szajda, 676 Fiske St., is concerned about the amount of money, stating that if we increase the pipe replacement by 3 times the current rate, we will be paying 3 times the amount of the current \$300.00 annual water infrastructure fee. Mr. Szajda made a motion to indefinitely postpone Article 8. Ben Sparrell, 1460 Highland St., stated that he is in favor of this plan, and that we need a strategic plan with all the current needs of the Town, such as the Library, High School, Highway/DPW, and sidewalks, he feels that we could benefit from this study looking at the future of Holliston. Mark Ahronian, 108 Concord St., urges resident to support this plan and stated that if we stay with the current plan it will take 55 years to replace the already decaying pipes, if we increase the plan to 3 miles/yr. it will only take 18 years. Vin Murphy, 432 Norfolk St., said that he supports indefinite postponement, and would like more time to research this study to coincide with other necessary town projects. Tina Hein, 142 Union St., pointed out that this study would include a future needs assessment and identify new water sources for the Town, taking new and current businesses into consideration that the allotted 1 Million Gallons per day, could impact our ability to attract a broader, bigger business base. Secondly, this study would identify the cost of accelerated pipe replacement and a variety of funding sources.

MOTION: To Indefinitely Postpone Article 8

SECONDED

VOTE: Article 8 was Indefinitely Postponed, by a hand count vote.

Yes – 155 No – 118

ARTICLE 9. To see if the Town will vote to transfer from water retained earnings \$15,000 for the purposes of completing a water rate study, or take any action relative thereto.
(Board of Selectmen)

MOTION: Moved that the Town vote to transfer \$15,000 from Water Retained Earnings for the purposes of completing a water rates study.

SECONDED

DISCUSSION: None

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

ARTICLE 10. To see if the Town will vote to raise and appropriate or transfer from available funds \$50,000 to be expended by the Board of Selectmen, to conduct a feasibility study to evaluate possible locations, including the existing location, for a new or expanded Department of Public Works facility, or take any action relative thereto. **(Board of Selectmen)**

MOTION: Moved that the Town vote to transfer \$50,000 from the Capital Expenditure Fund for the purposes of completing a feasibility study to evaluate possible locations, including the existing location for a new or expanded Department of Public Works facility.

SECONDED

DISCUSSION: John Cronin, 40 Holly Ln., made a motion to Indefinitely Postpone Article 10.

VOTE: Article 10 was Indefinitely Postponed, by a unanimous voice vote.

ARTICLE 11: To see if the town will vote to raise and appropriate or transfer from available funds \$40,000 for the purposes of creating a sidewalk asset inventory plan and prioritization plan including but not limited to design, engineering, and construction management and maintenance services, or take any action relative thereto. **(Board of Selectmen)**

MOTION: Moved that the Town vote to transfer \$40,000 from Capital Expenditure Fund for the purposes of completing a sidewalk asset inventory plan and prioritization plan for the design, engineering, and construction management and maintenance services for sidewalks.

SECONDED

DISCUSSION: Tina Hein, 142 Union St., urges residents to vote in favor of this Article, as it improves pedestrian safety. We currently have multiple projects in Town that will bring more pedestrians into the downtown area, and we need to make walkability and bicycle safety a priority. Ken Szajda, 676 Fiske St., stated that the Complete Streets Program offered through Mass. D.O.T. assists Town's with developing a policy for creating a prioritization plan and will also assist with obtaining grant money for the study. He feels that we should develop our policy, working with Mass D.O.T. before we finance a study. He then made a motion to indefinitely postpone Article 11. Ms. Hein stated that the Complete Street Program, encompasses many things including signalization, traffic calming, bump outs, etc. The Town is currently developing its policy, and attending forums, we are not behind the 8 ball, she feels that this study would give us what we need to add to a master plan for sidewalks, which we do not currently have.

MOTION: To Indefinitely Postpone Article 11.

VOTE: Article 11 was Indefinitely Postponed, by a hand count vote.

Yes: 132 No: 125

ARTICLE 12: To see if the Town will vote to raise and appropriate, transfer from available funds or borrow \$60,000 for the purpose of purchasing an Annual Service Agreement and hardware related to the implementation of an Advanced Metering Infrastructure system with Mueller Systems, Inc.; or take any action relative thereto. **(Board of Selectmen)**

MOTION: Moved that the Town vote to transfer \$60,000 from the Water Meter fee account for the purposes of purchasing water meter hardware and an Annual Service Licensing Agreement.

SECONDED

DISCUSSION: None

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

ARTICLE 13: To see if the Town will vote to raise and appropriate, transfer from available funds or borrow \$25,000 for the purpose of removing an abandoned building(s) and other site work as needed, or take any action relative thereto. **(Board of Selectmen)**

MOTION: Moved that the Town vote to transfer \$25,000 from free cash for the purposes of removing abandoned structures on Town owned property at 310 Woodland Street.

SECONDED

DISCUSSION: None

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

ARTICLE 14: To see if the Town will vote to rename the Board of Selectmen to Select Board and to make all corresponding amendments to the Town's General By-Laws to reflect such change, or take any action relative thereto. **(Board of Selectmen)**

MOTION: Moved that the Town vote to change the name of the Board of Selectmen to Select Board, amend the General By-Laws to reflect such change, and to take all appropriate actions to implement this change.

SECONDED

DISCUSSION: Marilyn Horn, 22 Winthrop St. made a motion to Amend Article 14, by changing "Select Board to Board of Selectpersons, Change Selectman to Selectperson, Selectmen to Selectpersons". Tina Hein, 142 Union St., stated that the Mass. Municipal Assoc., recognizes "Select Board" statewide, and this would align Holliston with that.

MOTION TO AMEND: Changing "Select Board to Board of Selectpersons, Change Selectman to Selectperson, Selectmen to Selectpersons".

VOTE ON AMENDMENT: Motion to Amend Article 14 failed unanimously by voice vote.

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

ARTICLE 15: To see if the Town will vote to authorize the Board of Selectmen, with the approval of Town Counsel as to form, to accept a half (1/2) share ownership on two (2) parcels of land located in the area 0 Mohawk Path as gift and donation of land, from the Generazio Realty Trust, and or the fee or any lesser interest in all or part of the parcel(s) of land consisting of approximately 4.47 acres of land (Board of Assessors Map 15, Block 1, Parcel 1; 2.17 acres and Board of Assessors Map 15, Block 1, Parcel 2; 2.23 acres) more or less, and, further to authorize the Selectmen to accept any and all necessary restrictions on such land and, further to appropriate a sum of money for the administrative costs for securing such transactions, or take any action relative thereto. **(Board of Selectmen)**

MOTION: Moved that the Town vote to accept the donation of land as more particularly described and printed in the Warrant from Generazio Realty Trust said property to be used for general municipal purposes, and to transfer \$5,000 from free cash for all related legal work, and further to authorize the Board of Selectmen to enter into and execute any and all documents necessary to effectuate the conveyance of the property on such terms deemed advisable.

SECONDED

DISCUSSION: None

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

ARTICLE 16: To see if the Town will vote to raise and appropriate or transfer from available funds \$59,950 for engineering services related to compliance with the EPA and Mass DEP Municipal Storm Water Management Regulations. Funds to be used to develop regulatory mechanism assistance, operations and maintenance plan, Stormwater pollution prevention plan preparation, public education assistance, integrated GIS data collection, field work BMP inspections, and annual report; or take any action relative thereto. **(Board of Selectmen)**

MOTION: Moved that the Town vote to transfer from free cash \$59,950 to be used for the development of regulatory mechanism assistance, operations and maintenance plan, Stormwater pollution prevention plan preparation, public education assistance, integrated GIS data collection, field work BMP inspections, and an annual report.

SECONDED

DISCUSSION: None

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

ARTICLE 17: To see if the Town will vote to raise and appropriate or transfer from available funds \$60,975 for the FY2020 budget to account number 01422-51100 (Facilities Manager) for the purposes of hiring a Facilities Manager, to be supervised by the DPW Director, and to oversee and implement a facilities assessment plan, for the repairs and maintenance of all public buildings and facilities, or take any action relative thereto. **(Board of Selectmen)**

MOTION: Moved that the Town vote to raise and appropriate \$60,975 for the purposes of hiring a Facilities Manager.

SECONDED

DISCUSSION: John Varrell, 928 Washington St., asked if the duties would include the School Properties. John Cronin, 40 Holly Ln., stated that by year 3 of this position it will include the schools. It will take some time for the position to grow and get up to speed with the current maintenance needs.

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

ARTICLE 18: To see if the Town will vote to raise and appropriate or transfer from available funds \$45,000 for the purposes of determining the condition and legal ownership of various dams including any water rights if any, or take any action relative thereto. **(Board of Selectmen)**

MOTION: To see if the Town will vote to transfer from free cash \$45,000 to determine the condition and legal ownership of various dams including water rights if any.

SECONDED

DISCUSSION: None

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

ARTICLE 19: To see if the town will vote to amend its General By-Laws by adding the following section; **(Board of Selectmen)**

ILLICIT DISCHARGE

Section 1. Purpose

- A. Increased volumes of stormwater and contaminated stormwater runoff are major causes of:
 - 1. impairment of water quality and reduced flow in lakes, ponds, streams, rivers, wetlands and groundwater;
 - 2. contamination of drinking water supplies;

3. alteration or destruction of aquatic and wildlife habitat; and
4. flooding.

The United States Environmental Protection Agency has identified land disturbance and polluted stormwater runoff as major sources of water pollution. Regulation of illicit connections and discharges to the municipal storm drain system is necessary for the protection of the Town of Holliston's water bodies and groundwater resources and to safeguard the public health, safety, and welfare and the natural resources of the Town.

B. The objectives of this By-Law are:

1. To prevent pollutants from entering the Town of Holliston's municipal storm drain system;
2. To prohibit illicit connections and unauthorized discharges to the municipal storm drain system;
3. To require the removal of all such illicit connections;
4. To comply with state and federal statutes and regulations relating to stormwater discharges; and
5. To establish the legal authority to ensure compliance with the provisions of this By-law through inspection, monitoring, and enforcement.

Section 2. Definitions

For the purposes of this By-law, the following shall mean:

Clean Water Act: The Federal Water Pollution Control Act (33 U.S.C. §1251 et seq.) as hereafter amended.

Discharge of Pollutants: The addition from any source of any pollutant or combination of pollutants into the municipal storm drain system or into the waters of the United States or Commonwealth from any source.

Groundwater: Water beneath the surface of the ground including confined or unconfined aquifers.

Illicit Connection: A surface or subsurface drain or conveyance, which allows an illicit discharge into the municipal storm drain system, including without limitation sewage, process wastewater, or wash water and any connections from indoor drains, sinks, or toilets, regardless of whether said connection was previously allowed, permitted, or approved before the effective date of this By-law.

Illicit Discharge: Direct or indirect discharge to the municipal storm drain system that is not composed entirely of stormwater, except as exempted in Section 7. The term does not include a discharge in compliance with an NPDES Storm Water Discharge Permit or a Surface Water Discharge Permit, or resulting from fire fighting activities exempted pursuant to Section 7, subsection B, of this By-law.

Municipal Storm Drain System or Municipal Separate Storm Sewer System (MS4): The system of conveyances designed or used for collecting or conveying stormwater, including any road with a drainage system, street, gutter, curb, inlet, piped storm drain, pumping facility, retention or detention basin, natural

or man-made or altered drainage channel, reservoir, and other drainage structure that together comprise the storm drainage system owned or operated by the Town of Holliston.

National Pollutant Discharge Elimination System (NPDES) Storm Water Discharge Permit: A permit issued by the United States Environmental Protection Agency or jointly with the State that authorizes the discharge of pollutants to waters of the United States.

Non-Stormwater Discharge: Discharge to the municipal storm drain system not composed entirely of stormwater.

Person: An individual, partnership, association, firm, company, trust, corporation, agency, authority, department or political subdivision of the Commonwealth or the federal government, to the extent permitted by law, and any officer, employee, or agent of such person.

Pollutant: Any element or property of sewage, agricultural, industrial or commercial waste, runoff, leachate, heated effluent, or other matter whether originating at a point or nonpoint source that is considered toxic to humans or the environment and may be introduced into any sewage treatment works or waters of the Commonwealth. Pollutants shall include, but not be limited to:

- (1) paints, varnishes, and solvents;
- (2) oil and other automotive fluids;
- (3) non-hazardous liquid and solid wastes and yard wastes;
- (4) refuse, rubbish, garbage, litter, or other discarded or abandoned objects, ordnances, accumulations and floatables;
- (5) pesticides, herbicides, and fertilizers;
- (6) hazardous materials and wastes; sewage, fecal coliform and pathogens;
- (7) dissolved and particulate metals;
- (8) animal wastes;
- (9) rock; sand; salt, soils;
- (10) construction wastes and residues;
- (11) and noxious or offensive matter of any kind.

Process Wastewater: Water which, during manufacturing or processing, comes into direct contact with or results from the production or use of any material, intermediate product, finished product, or waste product.

Stormwater: Runoff from precipitation or snow melt.

Surface Water Discharge Permit. A permit issued by the Department of Environmental Protection pursuant to 314 CMR 3.00 that authorizes the discharge of pollutants to waters of the Commonwealth of Massachusetts.

Toxic or Hazardous Material or Waste: Any material, which because of its quantity, concentration, chemical, corrosive, flammable, reactive, toxic, infectious or radioactive characteristics, either separately or in combination with any substance or substances, constitutes a present or potential threat to human health, safety, welfare, or to the environment. Toxic or

hazardous materials include any synthetic organic chemical, petroleum product, heavy metal, radioactive or infectious waste, acid and alkali, and any substance

defined as Toxic or Hazardous under G.L. Ch.21C and Ch.21E, and the regulations at 310 CMR 30.000 and 310 CMR 40.0000.

Watercourse: A natural or man-made channel through which water flows, or a stream of water, including a river, brook or underground stream.

Waters of the Commonwealth: All waters within the jurisdiction of the Commonwealth, including, without limitation, rivers, streams, lakes, ponds, springs, impoundments, estuaries, wetlands, coastal waters, and groundwater.

Wastewater: Any sanitary waste, sludge, or septic tank or cesspool overflow, and water that during manufacturing, cleaning or processing, comes into direct contact with or results from the production or use of any raw material, intermediate product, finished product, byproduct or waste product.

Section 3. Applicability

This By-law shall apply to flows entering the municipal storm drainage system.

Section 4. Authority

This By-law is adopted under authority granted by the Home Rule Amendment of the Massachusetts Constitution, the Home Rule statutes, and in accordance with the regulations of the federal Clean Water Act found at 40 CFR 122.34 and the Phase II ruling from the Environmental Protection Agency found in the December 8, 1999 Federal Register.

Section 5. Responsibility for Administration

The Select Board (the “Board”) shall administer, implement and enforce this By-law. Any powers granted to or duties imposed upon the Select Board may be delegated in writing by the Director of Public Works, who may further delegate authority to employees or agents of the Department.

Section 6. Regulations

The Board may promulgate rules and regulations to effectuate the purposes of this By-law. Failure by the Board to promulgate such rules and regulations shall not have the effect of suspending or invalidating this By-law.

Section 7. Prohibited and Exempt Activities

A. Prohibited Activities

1. Illicit Discharges. No person shall dump, discharge, cause, or allow to be discharged any pollutant or non-stormwater discharge into the municipal storm drain system, into a watercourse, or into the waters of the Commonwealth.
2. Illicit Connections. No person shall construct, use, allow, maintain, or continue any illicit connection to the municipal storm drain system, regardless of whether the connection was permissible under applicable law, regulation, or custom at the time of connection.

3. Obstruction of Municipal Storm Drain System. No person shall obstruct or interfere with the normal flow of stormwater into or out of the municipal storm drain system without prior written approval from the board.

B. Exemptions

1. Discharge or flow resulting from fire-fighting activities;
2. The following non-stormwater discharges or flows are exempt from this By-law, provided that the source is not a significant contributor of a pollutant to the municipal storm drain system:
 - a. Waterline flushing;
 - b. Flow from potable water sources;
 - c. Springs;
 - d. Natural flow from riparian habitats and wetlands;
 - e. Diverted stream flow;
 - f. Rising groundwater;
 - g. Uncontaminated groundwater infiltration as defined in 40 CFR 35.2005(20), or uncontaminated pumped groundwater;
 - h. Discharge from landscape irrigation or lawn watering;
 - i. Water from exterior foundation drains, footing drains (not including active groundwater dewatering systems), crawl space pumps, or air conditioning condensation;
 - j. Water from individual residential car washing;
 - k. Discharge from dechlorinated swimming pool water (less than one ppm chlorine). provided test data is submitted to the Town substantiating that the water meets the one ppm standard, and the pool is drained in such a way as not to cause a nuisance or public safety issue and complies with all applicable Town By-laws;
 - l. Discharge from street sweeping;
 - m. Dye testing, provided verbal notification is given to the board prior to the time of the test;
 - n. Non-stormwater discharge permitted under an NPDES permit or a Surface Water Discharge Permit, waiver, or waste discharge order administered under the authority of the United States Environmental Protection Agency or the Department of Environmental Protection, provided that the discharge is in full compliance with the requirements of the permit, waiver, or order and applicable laws and regulations; and
 - o. Discharge for which advance written approval is received from the board as necessary to protect public health, safety, welfare or the environment.
3. Discharge or flow that results from exigent conditions and occurs during a State of Emergency declared by any agency of the federal or state government, or by the Town Administrator, Board of Selectmen or Board of Health.

Section 8. Emergency Suspension of Storm Drainage System Access

The Board may suspend municipal storm drain system access to any person or property without prior written notice when such suspension is necessary to stop an actual or threatened discharge of pollutants that presents imminent risk of harm to the public health, safety, welfare or the environment. In the event any person fails to comply with an emergency suspension order, the board may take all reasonable steps to prevent or minimize harm to the public health, safety, welfare or the environment.

Section 9. Notification of Spills

Notwithstanding other requirements of local, state or federal law, as soon as a person responsible for a facility or operation, or responsible for emergency response for a facility or operation has information of or suspects a release of materials at that facility or operation resulting in or which may result in discharge of pollutants to the municipal drainage system or waters of the Commonwealth, the person shall take all necessary steps to ensure containment and cleanup of the release. Procedures and Requirements shall be defined and included as part of any rules and regulations promulgated as permitted under Section 6 of this By-law. Section

10. Enforcement

A. Authorized Agent

The Director of Public Works or an authorized agent of the Director of Public Works shall enforce this By-law, as well as any regulations, orders, violation notices, and enforcement orders promulgated hereunder, and may pursue all civil and criminal remedies for such violations.

B. Civil Relief

If a person violates the provisions of this By-law, regulations, permit, notice, or order issued thereunder, the Board and or the Director of Public Works may seek injunctive relief in a court of competent jurisdiction restraining the person from activities which would create further violations or compelling the person to perform abatement or remediation of the violation.

C. Orders

The Board or an authorized agent of the Board or the Director of Public Works may issue a written order to enforce the provisions of this By-law or the regulations thereunder, which may include: (a) elimination of illicit connections or discharges to the municipal storm drain system; (b) performance of monitoring, analyses, and reporting; (c) that unlawful discharges, practices, or operations shall cease and desist; and (d) remediation of contamination in connection therewith.

If the enforcing person determines that abatement or remediation of contamination is required, the order shall set forth a deadline by which such abatement or remediation must be completed. Said order shall further advise

that, should the violator or property owner fail to abate or perform remediation within the specified deadline, the Town of

Holliston may, at its option, undertake such work, and all costs incurred by the Town shall be charged to the violator, to be recouped through all available means, including the placement of liens on the property. Within thirty (30) days after completing all measures necessary to abate the violation or to perform remediation, the violator and the property owner will be notified of the costs incurred by the Town, including administrative costs. The violator or property owner may

file a written protest objecting to the amount or basis of costs with the board within thirty (30) days of receipt of the notification of the costs incurred. If the amount due is not received by the expiration of the time in which to file a protest or within thirty (30) days following a decision of the board affirming or reducing the costs, or from a

final decision of a court of competent jurisdiction, the costs shall become a special assessment against the property owner and shall constitute a lien on the owner's property for the amount of said costs. Interest shall begin to accrue on any unpaid costs at the statutory rate provided in G.L. Ch. 59, §57 after the thirty-first day at which the costs first become due.

D. Criminal Penalty

Any person who violates any provision of this By-law, regulation, order or permit issued thereunder, shall be punished by a fine of not more than \$300.00. Each day or part thereof that such violation occurs or continues shall constitute a separate offense.

E. Non-Criminal Disposition

As an alternative to criminal prosecution or civil action, the Town, by and through its Director of Public Works or the designee thereof may elect to utilize the non-criminal disposition procedure set forth in G.L. Ch. 40, §21D, in which case the board or an authorized agent of the board of the Town shall be the enforcing person. The penalty for each violation shall be \$ 300.00. Each day or part thereof that such violation occurs or continues shall constitute a separate offense.

F. Entry to Perform Duties Under This By-Law

To the extent permitted by state law, or if authorized by the owner or other party in control of the property, the board, its agents, officers, and employees may enter upon privately owned property for the purpose of performing their duties under this By-law and regulations and may make or cause to be made such examinations, surveys or sampling as the board deems reasonably necessary

G. Appeals

The decisions or orders of the Board shall be final. Further relief shall be to a court of competent jurisdiction.

H. Remedies Not Exclusive

The remedies listed in this By-law are not exclusive of any other remedies available under any applicable federal, state or local law.

Section 11. Severability

The provisions of this By-law are hereby declared to be severable. If any provision, paragraph, sentence, or clause, of this By-law or the application thereof to any person, establishment, or circumstances shall be held invalid, such invalidity shall not affect the other provisions or application of this By-law.

Section 12. Transitional Provisions

Residential property owners shall have 180 days from the effective date of the By-law to comply with its provisions or petition the board for an extension; or take any action relative thereto.

MOTION: To see if the Town will vote to amend the General By-Laws by adding a new section creating an Illicit Discharge By-Law as it is printed in the Warrant.

SECONDED

DISCUSSION: None

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

ARTICLE 20: “To see if the Town will vote to create a by-law to limit the first school bus pick up as no earlier than sunrise, for elementary students.” **(By Petition)**

MOTION: To see if the Town will vote to create a by-law to limit the first school bus pick up as no earlier than sunrise, for elementary students.

SECONDED

DISCUSSION: Michael Simon, 33 Rolling Meadow Dr., made a presentation focusing on the safety of younger children being expected to wait for their school bus or walk to school in the dark. He also pointed out that older siblings or student babysitters will no longer be available to watch the younger elementary students after school because they will still be in school, therefore costing parents a significant amount of money in childcare. He would like the School Committee to come up with another plan to adjust the school hours for students. Brad Jackson, School Superintendent, stated statistics on high school student’s mental health and the connection to their sleep patterns. He also noted that in a recent observation of 45 bus stops with the younger elementary students, there was 1 that did not have adult supervision, and managing bus stop safety is a joint responsibility of the school, the police department, and parents. He feels that this is the only viable option, next to doing nothing. Allie Mancuso, 15 Courtland Pines Rd., was initially supportive of the time change, but feels that residents were misled in that, meeting minutes for the School Start Time Subcommittee were not kept, therefore not being transparent and allowing residents to keep up with the discussion. Many residents spoke for and against this Article. Bruce Wood, 128 Dalton Rd., would like the School Committee to come up with a better plan and made a motion to Indefinitely Postpone Article 20.

MOTION: To Indefinitely Postpone Article 20

SECONDED

DISCUSSION: Mark Schultz, 21 Wedgewood Rd., reiterated that we should be concerned about the safety of all the students, and we should vote for this Article as presented in the Warrant. Alison Lima, 59 Bogastow Brook Rd., is in favor of Indefinite Postponement of this Article, because she feels it is the parent’s responsibility to ensure the safety of their children at the bus stop, and that if this were to pass, getting all the kids to school in daylight would be a logistical nightmare. The debate ensued for another 30 minutes with both sides making statements.

VOTE: Passed by hand count vote to Indefinitely Postpone Article 20 as stated in the motion.

Yes – 165 No – 76

A motion was made, seconded, and unanimously voted to adjourn the meeting at 11:23pm

**TOWN OF HOLLISTON
ANNUAL TOWN MEETING
July 20, 2020**

The Annual Holliston Town Meeting of July 20, 2020 (postponed from, May 4, 2020, due to the COVID 19 Pandemic) was held at the Placentino/Miller Cafetorium and was brought to order by Moderator, William Mayer at 7:40 PM, with a quorum of 100 and growing.

Prior to the start of regular business, 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-resident and non-voting Town officials, consultants to committees and petitioners be allowed to speak during the course of this Annual Town Meeting:

Travis Ahern	Town Administrator
Peter Botelho	Assistant Superintendent of Schools
Mary Bousquet	Treasurer/Collector
Daniel Brown	Special Labor Counsel
Ryan Clapp	Conservation Agent
Sharon Emerick	Town Accountant
Jonathan Evans	Keefe Tech Superintendent-Director
Mark Frank	Parks & Recreation Director
Susan Kustka	Interim Superintendent of Schools
Daniel MacLeod	HPS Director of Technology & Digital Learning
Leslie McDonnell	Library Director
Linda Marshall	Senior Center Director
Christopher Meo	Technology Director
Scott Moles	Health Director/Agent
Stacey Ober	American Kennel Club Outreach Coordinator
Kathryn Peirce	Principal Assessor
Sean Reese	DPW Director
Dolores Sharek	Keefe Tech Dir of Finance and Business Operations
Karen Sherman	Town Planner
Matthew Stone	Police Chief
Jason Talerman	Town Counsel
Dona Walsh	Animal Control Officer
Jaclyn Winer	Director of Youth and Family Services

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.

ARTICLE 1. To hear and act on the report of the Selectmen.

MOTION: Moved that the Annual Report of the Town for the 12 month period ending June 30, 2019, be accepted.

SECONDED

DISCUSSION: John Cronin, 40 Holly Ln., 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.

CONSENT AGENDA

SUGGESTED EXPLANATION: In order to expedite the consideration of routine items, Articles 3, 6, 7, 8, 9, 10 and 14 will be considered for approval in a single vote, without debate. The Moderator 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 6: AUTHORIZE THE SELECT BOARD TO SELL SURPLUS EQUIPMENT

ARTICLE 7: AUTHORIZATION TO EXPEND CHAPTER 90 (STATE AID FOR HIGHWAYS
PROGRAM)

ARTICLE 8: AMEND INTEREST RATE PER ANNUM

ARTICLE 9: AMEND INCOME REQUIREMENTS

ARTICLE 10: REVOLVING FUND SPENDING LIMITS

ARTICLE 14: COMMUNITY PRESERVATION COMMITTEE

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

MOTION: Moved that the Annual Report of the Finance Committee be received and laid on the table and that motions offered in the report be accepted as motions before this meeting as the articles and the budget are taken up.

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. To see if the Town will vote to authorize the Town Treasurer, 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 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 may hold a

public auction and may reject any bid which he/she 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.

(Select Board)

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

CONSENT AGENDA

ARTICLE 4. 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, 2020, which salaries and compensation are printed below.

COMPENSATION SCHEDULE – ELECTED OFFICIALS	FY2020	FY2021
Board of Assessors	\$7,500	\$7,500
Select Board	\$175	\$175
Town Clerk (Salary)	\$69,519	\$77,917
Town Clerk (FY21 Salary Adjustment which shall sunset effective June 30, 2021)		\$6,798

or take any action relative thereto. **(Select Board)**

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

SECONDED

DISCUSSION: Ken Szajda, 676 Fiske St., made a motion to amend Article 4.

MOTION TO AMEND: Reducing the compensation amount for the Board of Assessors and the Select Board to \$1.00 per member

SECONDED

DISCUSSION: Mary Greendale, 198 Highland St., agrees that the stipends should be looked at and possibly reconsidered, but feels that the Finance Committee should have spoken to the members of the affected Boards before making this recommendation. She compared it to taking a salary away from an employee and there should be a process to be followed. Tina Hein, 142 Union St., feels there should have been a process for this, and urges Town Meeting to vote against this amendment. Mr. Szajda, said that the Finance Committee was looking at the \$7,500 to balance the budget, and that they had a meeting with the Board of Assessors. Pam Zicko, 180 Fiske St., agrees that this should be brought up at a later date once the proper procedure has been followed. Jay Marsden, 32 Wendy Ln., is in favor of this amendment, and suggests a level playing field to then be discussed next year.

VOTE ON AMENDMENT: Failed by hand count vote.

Yes: 36 No: 58

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

ARTICLE 5. 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, 2020; or take any action relative thereto. **(Select Board)**

**Job and Wage Classification Plan
(Full and Part-Time Employees)**

POSITION	Grade	POSITION	Grade
Administrative Assessor	400	Custodian	100
Assistant Clerk	200	Dispatcher	200
Assistant, Senior Center Director	400	Head Dispatcher	400
Assistant Director, Library	500	Head of Circulation, Library	400
		Library	
Assistant, Recreation Director	400	Page	50
Assistant, Town Clerk	400	Matron, Police	100
Assistant, Treasurer/Collector	400	Outreach Coordinator	400
Cataloger, Library	300	Principal Clerk	300
Children's Librarian	400	Program Coordinator	200
Crossing Guard	100	Reference Librarian	400
Court Diversion/Community Therapist	500	Technician, Library	100
		Van Driver	100

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
50	11.43	12.15	12.66	12.98	13.29	13.84	14.12
100	16.96	18.05	18.81	19.27	19.66	20.48	20.92
200	20.13	21.41	22.30	22.85	23.31	24.29	24.81
300	20.76	22.09	23.01	23.56	24.05	25.05	25.58
400	23.90	25.43	26.48	27.13	27.69	28.84	29.46
500	25.93	27.59	28.73	29.44	30.03	31.28	31.97

JOB AND WAGE CLASSIFICATION PLAN-MANAGERIAL

Position	Grade	Position	Grade
Building Inspector	M2	Police Chief	M5
COA Director	M2	Police Lieutenant	M4
Conservation Agent	M2	Principal Assessor	M3
DPW Director	M4	Recreation Director	M2
Facilities Manager	M3	Town Accountant	M3
Fire Chief	M5	Town Administrator	M6
Health Agent/Director	M2	Town Planner	M2
Highway Superintendent	M3	Treasurer/Collector	M4
		Youth & Family Services	
IT Director	M3	Director	M2
Library Director	M2		

GRADE	MIN	1/3 POINT	MIDPOINT	2/3 POINT	MAX
M2	57,667	67,792	77,917	88,041	98,166
M3	72,549	80,914	89,280	97,645	106,010
M4	91,386	102,144	107,523	112,902	123,660
M5	130,000	142,500	155,000	167,500	180,000
M6	150,000	157,500	165,000	172,500	180,000

JOB AND WAGE CLASSIFICATION PLAN-ADMINISTRATIVE SUPPORT

Administrative Assistant	A2	Office Manager	A1
--------------------------	----	----------------	----

GRADE	MIN	1/3 POINT	MIDPOINT	2/3 POINT	MAX
A1-35 HR/WK	45,721	51,100	53,788	56,478	61,857
A2-40 HR/WK	57,667	64,420	67,798	71,175	77,928

JOB AND WAGE COMPENSATION PLAN-INTERMITTENT AND FIRE DEPARTMENT POSITIONS

INTERMITTENT RATES (Temporary, Seasonal and Per Diem)

Position	Beginning Rate	Each Year Returning	Max Rate
Clerks to the Boards/Committees	\$18.00	.25 per hour	\$22.00
Per Diem Dispatchers	\$20.00	.25 per hour	\$24.81
Camp Director	\$20.00		\$24.00
Camp Supervisor	\$14.00		\$18.00
Lifeguard Supervisor	\$16.00		\$20.00
Camp Counselors	Minimum Wage	.25 per hour	\$15.00
Life Guards	Minimum Wage plus \$1	.25 per hour	\$15.00
Gate Guards	Minimum Wage	.25 per hour	\$15.00
Clinic Assistants	Minimum Wage	.25 per hour	\$15.00
Program Assistants	Minimum Wage	.25 per hour	\$15.00
Landscaper	Minimum Wage	.25 per hour	\$15.00
Bathroom Cleaners	\$25 per cleaning		
Clinic Counselors	\$25		\$25.00
Multi-Sport Counselor	60% of the clinic revenues		
Recycle Center Supervisor	\$20	.25 per hour	\$24.00
Temporary Clerical Employees	\$18.00	.25 per hour	\$22.00
Temporary DPW Employees	\$15	.25 per hour	\$19.00

FIREFIGHTERS RATES

Deputy Chief		Monthly	\$778.75
Captain		Monthly	\$515.75
Lieutenant		Monthly	\$472.25
Firefighter		Monthly	\$466.00
Fire-Weekend	Deputy, Captain, Lieutenant	Weekend	\$402.75
Fire-Weekend	Firefighters	Weekend	\$100.00
Fire Hourly	Firefighter	Hourly	\$33.55
	Lieutenant	Hourly	\$34.15
	Captain	Hourly	\$35.75
	Deputy	Hourly	\$38.95
Training		Training	\$75.00

Ambulance/EMT

AMB/EMT	First Responder/EMT-Basic	Hourly	\$22.00
AMB/EMT	EMT-Advanced	Hourly	\$23.55
AMB/EMT	EMT-Paramedic	Hourly	\$24.15
EMT/SHIFT STIPEND	First Responder	Shift	\$78.75

	EMT-Basic	Shift	\$84.05
	EMT-Advanced	Shift	\$86.65
	EMT-Paramedic	Shift	\$94.85
Deputy Fire Chief	Deputy/EMS Supervisor	Monthly	\$890.65

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

SECONDED

DISCUSSION: Dan Alfred, 315 High St., made a motion to Amend Managerial Salary Ranges, as follows:

MOTION TO AMEND:

M5	117316	131,110	143,687	147,279	161,270
M6	128,827	140,623	148,022	155,421	170,220

DISCUSSION: John Cronin, 40 Holly Ln., said that these current ranges are simply an administrative task, and a housekeeping issue. William Mayer, Moderator, asked if the Finance Committee had a recommendation on this Article and to be mindful of the Open Meeting Law, Mr. Szajda responded that they voted to support Mr. Alfred's amendment. Mr. Cronin noted that the Finance Committee was not posted for a meeting this evening, and asked Town Counsel to evaluate the consensus that the Finance Committee just completed. Mr. Szajda stated that they were not taking a vote he was confirming a vote that was taken earlier in the evening when Town Meeting was convened. Mr. Mayer asked Town Counsel to give an opinion on whether an informal consensus or poll of the Committee is permitted. Jason Talerman, Town Counsel, stated that he believes that Boards and Committees should be posted in order to take votes or deliberate at Town Meeting. Mr. Szajda then stated that the Finance Committee does not have a recommendation on this Article.

VOTE ON AMENDMENT: Failed by voice vote.

VOTE: Passed by voice call vote to accept Article 5 as stated in the original motion.

ARTICLE 6. 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. **(Select Board)**

MOTION: Moved that the Town vote to authorize the Select Board to dispose of surplus equipment, including office equipment, property, and or vehicles during Fiscal Year 2021.

CONSENT AGENDA

ARTICLE 7. To see if the Town will vote to authorize the Department of Public Works, with the approval of the Select Board, to use and expend sums received from the Commonwealth of Massachusetts as reimbursements under the Chapter 90 State Aid to Highways program for further construction, reconstruction and improvements, including surface treatments of approved public ways within the Town; or take any action relative thereto. **(Select Board)**

MOTION: Moved that the Department of Public Works with the approval of the Select Board, be authorized to use and expend sums received from the Commonwealth of Massachusetts as reimbursements under the Chapter 90 State Aid to Highways program for further construction, reconstruction and improvements, including surface treatments of approved public ways within the Town.

CONSENT AGENDA

ARTICLE 8. 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. **(Board of Assessors)**

MOTION: Moved that the Town vote pursuant to the provisions of clause 41A as amended of section 5 of General Laws Chapter 59, as amended by Chapter 136 of the Acts of 2005, amending the interest rate per annum from 8% to 6% for tax deferrals for homeowners 65 years or older, for the fiscal year Commencing July 1, 2020.

CONSENT AGENDA

ARTICLE 9. 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. **(Board of Assessors)**

MOTION: Moved that the Town 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, for the fiscal year commencing July 1, 2020.

CONSENT AGENDA

ARTICLE 10. 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: **(Select Board)**

Revolving Fund	Spending Limit
Wetlands Filing Fee	\$40,000
Council on Aging	\$5,000
Composting Kit	\$3,000
Response and Recovery	\$25,000
Abutters List	\$5,000
Building Inspection	\$100,000
Town Hall Rental	\$25,000
Senior Center Van	\$10,000
Agricultural Commission	\$10,000
Sealer of Weights and Measures	\$5,000
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: Moved that the Town vote to authorize spending limits for the revolving funds as they are printed in the Warrant pursuant to Massachusetts General Laws, Chapter 44, Section 53E1/2.

CONSENT AGENDA

ARTICLE 11. 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, for the ensuing year; or take any action relative thereto. **(Omnibus Budget)**

MOTION: Move that the Town raise and appropriate \$60,941,576, appropriate \$400,000 from the stabilization fund, appropriate \$2,279,115 from the Water Enterprise Fund, and appropriate \$112,000 from fiscal year 2020 Free Cash 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 departmental expenses reflected in the 'recommended' column of the Omnibus Budget as presented in the Report of the Finance Committee; **CONTINGENT UPON ARTICLE 4:** further to raise and appropriate an additional \$7500 for line item 51000 – Board of Assessors Personal Services.

Select Board **01122**

51000 Personal Services	\$289,855
52000 Purchased Services	56,000
54000 Supplies & Materials	300
57000 Other Expenses	5,700
TOTAL	\$351,855

Finance Committee **01131**

51000 Personal Services	\$ 1,220
54000 Supplies & Materials	50
57000 Other Expenses	255
TOTAL	\$ 1,525

Other Financial Administration **01132**

57810 Reserve for Transfers	\$ 600,000
TOTAL	\$600,000

Town Accountant **01134**

51000 Personal Services	140,363
52000 Purchased Services	33,075
54000 Supplies & Materials	550
57000 Other Expenses	700
TOTAL	\$174,688

Board of Assessors **01141**

51000 Personal Services	\$207,259
52000 Purchased Services	21,804
54000 Supplies & Materials	1,000
57000 Other Expenses	2,900

TOTAL **\$232,963**

Treasurer/Collector 01145

51000 Personal Services \$ 328,130

52000 Purchased Services 53,298

54000 Supplies & Materials 5,000

57000 Other Expenses 3,500

TOTAL **\$ 389,928**

Technology 01155

51000 Personal Services \$ 97,645

52000 Purchased Services 5,025

54000 Supplies & Materials 200

58000 Capital 46,226

TOTAL **\$ 149,096**

Town Clerk 01161

51000 Personal Services \$ 161,984

52000 Purchased Services 5,280

54000 Supplies & Materials 920

57000 Other Expenses 3,313

TOTAL **\$ 171,497**

Elections 01162

51000 Personal Services \$ 28,619

52000 Purchased Services 4,650

54000 Supplies & Materials 5,665

TOTAL **\$ 38,934**

Conservation Commission 01171

51000 Personal Services \$ 50,459

52000 Purchased Services 2,550

54000 Supplies & Materials 204

57000 Other Expenses 1,223

TOTAL **\$ 54,436**

Planning Board 01175

51000 Personal Services \$ 92,312

52000 Purchased Services 2,900

54000 Supplies & Materials 250

57000 Other Expenses 500

TOTAL **\$ 95,962**

Zoning Board of Appeals 01176

51000 Personal Services \$ 6,520

52000 Purchased Services 4,028

54000 Supplies & Materials	150
57000 Other Expenses	225
TOTAL	\$ 10,923

Economic Development **01182**

51000 Personal Services	\$ 0
52000 Purchased Services	13,867
54000 Supplies & Materials	200
TOTAL	\$14,067

Public Buildings **01192**

51000 Personal Services	\$ 0
52000 Purchased Services	280,850
54000 Supplies & Materials	1,750
TOTAL	\$ 282,600

Sustainability Coordinator **01999**

52000 Purchased Services	\$50,000
TOTAL	\$50,000

Police Department **01210**

51000 Personal Services	\$2,877,004
52000 Purchased Services	99,710
54000 Supplies & Materials	17,410
57000 Other Expenses	22,230
58000 Capital Outlay	1,435
TOTAL	\$3,017,789

Auxiliary Police **01211**

52000 Purchased Services	\$ 190
54000 Supplies & Materials	,364
57000 Other Expenses	6,210
TOTAL	\$ 13,764

Fire Department **01220**

51000 Personal Services	\$765,918
52000 Purchased Services	79,528
54000 Supplies & Materials	12,000
57000 Other Expenses	5,250
58000 Capital Outlay	13,108
TOTAL	875,804

Ambulance **01231**

51000 Personal Services	\$ 349,314
52000 Purchased Services	104,050
54000 Supplies & Materials	24,100
57000 Other Expenses	2,000

58000 Capital Outlay	0
TOTAL	\$ 479,464

Building Inspection **01241**

51000 Personal Services	\$134,876
52000 Purchased Services	14,100
54000 Supplies & Materials	700
57000 Other Expenses	1,800
58000 Capital Outlay	2,500
TOTAL	\$ 153,976

Sealer of Weights & Measures **01244**

51000 Personal Services	\$ 0
52000 Purchased Services	0
54000 Supplies & Materials	0
TOTAL	\$ 0

Emergency Management **01291**

52000 Purchased Services	\$10,515
54000 Supplies & Materials	311
57000 Other Expense	450
TOTAL	\$11,276

Animal Control **01292**

51000 Personal Services	\$ 0
52000 Purchased Services	38,000
54000 Supplies & Materials	0
TOTAL	\$ 38,000

Schools **01300**

51000 Personal Services	\$ 28,541,938
52000 Purchased Services	3,849,731
54000 Supplies & Materials	580,885
55000 Fuels	54,000
56000 Intergovernmental	1,527,073
57000 Other Expenses	400,781
58000 Capital Outlay	185,307
TOTAL	\$ 35,139,715

Keefe Technical School: **01371**

57000 Intergovernmental	\$1,214,357
TOTAL	\$ 1,214,357

DPW Highway Department **01420**

51000 Personal Services	\$ 817,487
52000 Purchased Services	262,244
54000 Supplies & Materials	64,279

57000 Other Expenses	606
58000 Capital Outlay	320,875
TOTAL	\$ 1,465,491

Facilities Manager **01422**

51000 Personal Services	\$ 95,683
52000 Purchased Services	600
54000 Supplies & Materials	500
57000 Other Expenses	1,000
TOTAL	\$ 97,783

DPW Snow & Ice Removal **01423**

51000 Personal Services	\$ 50,000
52000 Purchased Services	106,215
54000 Supplies & Materials	93,785
TOTAL	\$ 250,000

Street Lighting **01424**

52120 Street Lighting	\$ 70,000
TOTAL	\$ 70,000

Solid Waste **01433**

52120 Solid Waste	\$ 1,222,851
TOTAL	\$ 1,222,851

Wastewater Treatment **01440**

52000 Purchased Services	\$ 89,790
54000 Supplies & Materials	2,000
TOTAL	\$91,790

Other Public Works **01499**

54000 Motor Vehicle Fuels	\$ 115,000
TOTAL	\$ 115,000

Board of Health**01512**

51000 Personal Services	\$ 145,417
52000 Purchased Services	7,350
54000 Supplies & Materials	650
57000 Other Expenses	1,100
TOTAL	\$ 154,517

Council on Aging **01541**

51000 Personal Services	\$ 175,439
52000 Purchased Services	58,272
54000 Supplies & Materials	9,250
57000 Other Expenses	1,200

TOTAL **\$ 244,161**

Youth Services 01542

51000 Personal Services \$ 137,904

52000 Purchased Services 6,350

54000 Supplies & Materials 1,000

57000 Other Expenses 3,000

TOTAL \$ 148,254

Veterans' Services 01543

54000 Supplies & Materials \$ 1,450

56000 Intergovernmental 42,354

57000 Benefits 50,000

TOTAL \$ 93,804

Library 01610

51000 Personal Services \$ 352,629

52000 Purchased Services 74,719

54000 Supplies & Materials 87,355

57000 Other Expenses 300

TOTAL \$ 515,003

Park Commission 01650

51000 Personal Services \$ 131,009

TOTAL \$ 131,009

Rail Trail 01660

52000 Purchased Services \$ 1,000

TOTAL \$ 1,000

Celebrations 01692

54000 Supplies & Materials \$ 2,000

TOTAL \$ 2,000

Debt Service 01710

52000 Purchased Services \$ 4,000

57600 Debt Service 3,013,054

TOTAL \$ 3,017,054

County Retirement 01911

51000 Benefits \$ 2,144,455

TOTAL \$ 2,144,455

Workers' Compensation 01912

51000 Benefits \$ 302,072

TOTAL \$ 302,072

Unemployment	01913	
51000 Benefits		\$ 100,000
TOTAL		\$ 100,000

Employee Benefits	01914	
51750 Insurance		\$ 5,875,659
51790 Benefits		1,580,982
TOTAL		\$ 7,456,641

Liability Insurance	01945	
57000 Other Expenses		\$ 275,572
TOTAL		\$ 275,572

Dept. of Public Works Water	61450	
51000 Personal Services		\$ 809,471
52000 Purchased Services		495,164
54000 Supplies & Materials		267,701
56000 Intergovernmental		4,000
57000 Other Expenses		5,678
58000 Capital Outlay		15,000
57000 Debt Service		682,101
TOTAL		\$2,279,115

SECONDED

DISCUSSION: Rick Gallimore, 785 Central St., asked why the Personal Services had a larger than normal increase. Ken Szajda, 676 Fiske St., responded that it is largely due to the managerial salary adjustments, and the step increases for staff on the Wage Chart.

VOTE: As read, each article was voted on and passed by at least a majority voice vote to accept the motions in Article 11.

ARTICLE 12. 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. **(Select Board)**

MOTION: Move that the town raise and appropriate \$1,425,000, and appropriate \$88,000 from Fiscal Year 2020 Free Cash for the Capital Expenditure Fund.

SECONDED

DISCUSSION: None

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

ARTICLE 13: 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 capital expenditures, including replacement and new vehicles and equipment, for the Schools, Police, Select Board, Fire, and authorize the Select Board to trade or sell used equipment toward part of the purchase price; or take any action relative thereto. **(Select Board)**

Department	Item/Activity	Estimated Cost
-------------------	----------------------	-----------------------

School Committee	Miller Roof	\$125,000
School Committee	Kamitian Field	500,000
School Committee	Technology	\$122,214
Select Board	1750 Washington Street Improvements	\$8,600
Select Board	Public Safety Interoperability Improvements	\$283,020
		\$1,038,834

MOTION: Moved that the Town vote to appropriate \$1,038,834 from the Capital Expenditure Fund to fund the purchase of the items listed in the Article.

SECONDED

DISCUSSION: Ron Pipe, 54 Pilgrim Rd., feels that spending \$500,000 on Kamitian Field During these financially difficult times, seems like a misappropriation of funds. He then made a Motion to amend Article 13 as follows:

MOTION TO AMEND: To remove \$500,000 from the Capital Expenditure.

SECONDED

DISCUSSION: Ken Szajda, 676 Fiske St., stated that the field is long past its expected life and that this was budgeted for in the Capital Plan as a maintenance item. Tina Hein, 142 Union St., agrees that we should reconsider appropriating the money for this project at this time because her understanding was that we would only be putting forth essential capital items and considers public safety items more essential than the field. Aislinn Weaver, 69 Woodland St., asked why would we replace the field if we may be replacing or moving the High School. Anne Louise Hanstad, School Committee, responded that the field would remain in its current location. Jay Marsden, 32 Wendy Ln., would like to fund this project, as the field has moved into a state of disrepair and has become a safety hazard.

VOTE ON AMENDMENT: Failed by voice vote.

VOTE: Passed by voice vote to accept Article 13 as originally stated in the motion.

ARTICLE 14. To see if the Town will vote to act on the report of the Community Preservation Committee for the fiscal year 2021 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: **(Community Preservation Committee)**

Reserves

Community Housing Reserve	\$ 66,600
Open Space Reserve	\$ 66,600
Historic Resources Reserve	\$ 66,600
Community Preservation Fund Budget Reserve	\$466,200

Appropriations

Administrative Functions to support the Committee	\$5,000;
---	----------

Total: \$671,000

or take any action relative thereto.

MOTION: Moved to (1) appropriate annual Community Preservation reserves and appropriations as printed in the Warrant.

CONSENT AGENDA

ARTICLE 15. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for the Stabilization Fund; or take any action relative thereto.

(Select Board)

MOTION: Moved that the Town vote to indefinitely postpone this Article.

SECONDED

DISCUSSION: None

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

ARTICLE 16. To see if the Town will vote to change the use of the top three (3) feet of the landfill located at Marshall Street from landfill purposes to general municipal purposes and authorize the Select Board to enter into a Lease Agreement for up to twenty-five years for the reuse of the former landfill off Marshall Street for the purposes of installing and operating a solar photovoltaic facility on terms and conditions which the Board determines are in the best interest of the Town, and further to enter into a Power Purchase Agreement for periods of up to twenty-five years for the purchase of the solar energy generated by the facility, and further in accordance with G.L. c. 59, Sec 38H to authorize the Select Board and the Board of Assessors to negotiate and enter into a tax agreement for the payment of personal property taxes on the solar facility for a period of up to 25 years, or take any action relative thereto.

(Select Board)

MOTION: Moved that the Town approve the Article as printed in the Warrant.

SECONDED

DISCUSSION: None

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

ARTICLE 17. To see if the Town will vote to grant an easement, license agreement and or lease agreement with the approval of Town Counsel and the Select Board, and to authorize the Town Administrator to sign the appropriate documents on behalf of the Town for the installation of a roof top solar panels and any related equipment at the 59 Central Street Fire Station, or take any action relative thereto. **(Select Board)**

MOTION: Moved that the Town approve the Article as printed in the Warrant.

SECONDED

DISCUSSION: None

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

ARTICLE 18. To see if the Town will vote to accept Massachusetts General Law, 53E ½ for the purposes of accepting grants and donations to the Community Farm Committee for rentals and fees for payment of utilities, repairs and maintenance with a limit of \$5,000 per year, or take any action relative thereto. **(Select Board)**

MOTION: Moved that the Town amend Section 5 *Authorized Revolving Funds* of Article XLIII *Revolving Accounts* of the General By-laws, by adding the new revolving fund for the Community Farm Committee, and approving the Fiscal Year 2021 expenditure limit, as printed in the warrant, and to amend the table in said Bylaw by adding the following:

Revolving Fund	Authorized to Spend	Fees/Charges/Receipts	Expenses payable	Other requirements	Fiscal years
Community Farm	Community farm Committee	Rentals and fees	Utilities, repairs and maintenance	None	Beginning July 1, 2020

SECONDED

DISCUSSION: None

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

ARTICLE 19. To see if the Town will vote to accept as public ways, Hopping Brook Road (Sta. 0+00 to Sta. 40+93.02) and Boynton Road in the Hopping Brook Definitive Subdivision, as shown on the plan entitled “Roadway Acceptance plan in Holliston, MA” dated October 18, 2001 (revised through December 2002), prepared by Schofield Brothers of New England, Inc. and Deer Run (Sta. 0+00 to Sta. 6+77.43) in the Courtland Square Definitive Subdivision as shown on a plan entitled “Acceptance Plan ‘Deer Run’ Holliston, MA” dated September 20, 2011, prepared by GLM Engineering Consultants, Inc. such ways having been laid out as Town Ways by the Select Board and will further vote to authorize the Select Board and acquire by donation, purchase or eminent domain, rights sufficient to use Hopping Brook Road, Boynton Road, Deer Run and Indian Ridge Road South all purposes for which public ways are used in the Town of Holliston, or take any action relative thereto. **(Select Board)**

MOTION: Moved to accept the street acceptances as it is printed in the Warrant and to authorize the Select Board to take any and all actions associated therewith, including the acceptance of deeds and appurtenant easements with respect thereto.

SECONDED

DISCUSSION: None

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

ARTICLE 20. To see if the Town will vote to raise and appropriate or transfer from available funds \$5,740.00 for labor, materials, and equipment for the installation and upgrades of a traffic signal at Washington, Woodland and High streets, or take any action relative thereto. **(Select Board)**

MOTION: Moved that the Town raise and appropriate \$5,740 for the purpose stated in the article.

SECONDED

DISCUSSION: None

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

ARTICLE 21. To see if the Town will vote to amend General By-Law Article XL Stormwater Management and Land Disturbance By-Law adopted in May 2008 as follows to reflect goals of the Town’s 2019 Stormwater Management Program Plan. New text is represented by ***bold italic*** text and text to be removed is represented by ~~strikethrough~~ text:

A. Purpose

The purpose of this by-law is to control the adverse impacts of increased post-development stormwater runoff, nonpoint source pollution associated with development and redevelopment as well as erosion and sedimentation associated with land disturbance and construction. Increased and contaminated stormwater runoff associated with developed land uses and the accompanying increase in impervious surface are

major causes of: impairment of water quality and flow, contamination of drinking water supplies, erosion of stream channels, alteration or destruction of habitat and flooding.

This bylaw seeks to meet the following objectives:

- Minimize damage to public and private property and infrastructure;
- Safeguard the public health, safety, environment and general welfare;
- Protect water resources and prevent contamination of drinking water supplies;
- Require practices that limit soil erosion and sedimentation on construction sites;
- Require practices that control volume and rate of stormwater runoff resulting from land disturbance activities;
- Establish the Town of Holliston's legal authority to ensure compliance with the provisions of this by-law through permitting, inspection, monitoring and enforcement.

B. Authority

This bylaw is adopted under the authority granted by the Home Rule Amendment of the Massachusetts Constitution and the Home Rule statutes, pursuant to the regulations of the federal Clean Water Act, found at 40 CFR 122.34. This bylaw is intended to meet certain provisions of the Town's requirement to comply with the National Pollutant Discharge Elimination System (NPDES) Regulations (Phase I and II Rules).

C. Applicability

No person shall undertake an activity which may include clearing, **grubbing**, grading, **placement of fill**, excavation **of soil** or other site work that will result in a land disturbance exceeding any of the following thresholds, without a Land Disturbance Permit from the Planning Board.

There are two levels of review based on the amount of proposed land to be disturbed as part of a single project as follows:

Minor Land Disturbance Permit (total project disturbance is less than 40,000 s.f.)

1. Any activity that will result in soil disturbance of 10,000 s.f. or more, or more than 25% of the parcel or lot, whichever is less;
2. Paving in excess of a total of 500 s.f. of commercial and industrial driveways, parking lots and other impervious non-roadway surfaces;
3. Any activity that will disturb over 250 s.f. of land with 10% or greater slope.

Major Land Disturbance Permit

1. ***Any activity that will result in disturbance of 40,000 s.f. or more of land;***
2. ***Projects that disturb less than 40,000 s.f. if the project is part of a larger common plan of development or redevelopment which disturbs 40,000 s.f. or more;***
3. 4- An alteration, redevelopment or conversion of land use involving the following: auto fueling, service and sale facilities, fleet storage yards, commercial nurseries and landscaping facilities.

D. Exemptions

1. ~~Projects which require a Special Permit, Site Plan Review or Definitive Subdivision approval from the Planning Board or which require an Order of Conditions from the Conservation Commission* or requires Board of Health approval of a septic system upgrade.~~
2. 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.
3. Construction of **fencing and** utilities other than drainage **that disturbs less than 40,000 s.f. and** which will not alter terrain or drainage patterns.

4. Maintenance of existing dwellings, including landscaping, utility connections and driveways, provided such maintenance does not *disturb 40,000 s.f. or more* or alter drainage patterns.
5. Repairs to any stormwater treatment facility deemed necessary by the Planning Board and maintenance, reconstruction or resurfacing of any public way.

~~* For projects and/or activities within the currently regulated jurisdiction of the Conservation Commission or Planning Board as noted above, those specific application submission requirements, public notices, and fee requirements shall apply.~~

E. Administration

1. Authority. The primary authority for the administration, implementation, and enforcement of this bylaw lies with the Planning Board.
2. Land Disturbance Permits. The Planning Board shall have the authority to issue a permit for projects subject to this bylaw. Any such permit requirements may be defined and included as part of any Regulations promulgated as a result of this bylaw.
3. Regulations. The Planning Board shall adopt and periodically amend Regulations which establish and collect permit application fees, inspection fees, and in special cases, consultant fees for review of applications. Such regulations shall elaborate on the terms, conditions, definitions, enforcement, procedures and administration of this bylaw. For execution of the provisions of this bylaw, the Planning Board will utilize the policy, criteria and information, including specifications and standards of the latest editions of the Massachusetts Stormwater Management Policy and Technical Handbooks and Massachusetts Erosion and Sediment Control Guidelines for Urban and Suburban Areas, or local equivalents based on improvements in engineering, monitoring and local maintenance experience. The regulations shall be adopted after a public hearing.
4. Waiver. The Board may waive strict compliance with any requirement of this by-law where such action is allowed by federal, state and local statutes and/or regulations, is in the public interest, and is not inconsistent with the purpose and intent of this by-law.
5. Delegation of Authority. The Planning Board may choose to delegate, in writing, its authority in whole or in part, to a qualified representative.

F. General Permit Procedures and Requirements

1. Entry. Filing an application for a permit grants the Planning Board and its agents permission to enter the site to verify the information in the application and to inspect for compliance with permit conditions.
2. Fee Structure. The Board shall obtain with each submission an Application Fee established by the Board to cover expenses connected with ~~the public hearing and~~ application review. ***The Board may, at the applicant's expense per the provisions of G.L. Chapter 44, Section 53G, retain a Registered Professional engineer or other professional consultant to advise the Board on any or all aspects of the application.***
3. Permits. The Planning Board shall, within ~~30~~ **45** days of the receipt of a completed application:
 - a. Approve the application upon finding that the proposed plan will protect water resources and meets the objectives and requirements of this bylaw;
 - b. Approve the permit with conditions, modifications or restrictions that are required to ensure that the project will protect water resources and meets the objectives and requirements of this bylaw;
 - c. Disapprove the application if the proposed plan will not protect water resources or fails to meet the objectives or requirements of this bylaw.

After an application has been submitted, no tree removal, no utility installation, no ditching, grading or construction of drives, no grading of lots or land, no excavation except for purposes of soil testing, no dredging or filling, and no construction of buildings or structures shall commence on any part of the development site until the application has been reviewed and approved in accordance with this by-law and its' implementing regulations.

4. Failure of the Planning Board to take final action upon an application within 30 calendar days of receipt of a complete application shall be deemed to be approval of such application. Upon certification by the Town Clerk that the allowed time has passed without action by the Planning Board, the Permit shall be issued.

5. Project Completion. At completion of the project, the permittee shall submit as-built drawings of all structural stormwater controls and treatment best management practices required for the site.

The as-built drawing shall document deviations from the approved plans, if any, and be certified by a registered professional engineer. This requirement may be waived at the Planning Board's discretion. No occupancy permit shall be granted unless and until the construction of all site improvements are complete or the work remaining to be done is secured.

G. Appeals. A decision of the Planning Board shall be final.

H. Enforcement. The Planning Board or an authorized agent shall enforce this bylaw and its implementing regulations and may pursue all civil and criminal remedies for such violations. Enforcement shall be further defined and included as part of any regulations promulgated as permitted under this bylaw.

I. Severability If the provisions of any portion of this by-law shall be judged invalid by a court of competent jurisdiction, such order of judgment shall not affect or invalidate the remainder of the by-law, or take any action relative thereto. **(Planning Board)**

MOTION: Moved that the Town approve changes to Article XL *Stormwater Management & Land Disturbance*, as printed in the Warrant.

SECONDED

DISCUSSION: None

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

ARTICLE 22. "A significant number of puppies, kittens, and rabbits sold at local pet shops come from large-scale, commercial breeding facilities (puppy mills) where the health and welfare of the animals are not adequately provided for. The ordinance proposed for the Holliston Town Meeting is as follows:

Section 1. Restrictions on the Sale of Animals No pet store shall sell, deliver, offer for sale, barter, auction, give away, or otherwise transfer or dispose of cats or dogs or rabbits, except for a dog, cat or rabbit displayed by a shelter or animal rescue organization.

Nothing in this section shall prohibit pet stores from collaborating with an animal care facility or animal rescue organization to offer space for such entities to showcase adoptable dogs and cats. The animal rescue organizations must be in compliance with all relevant local, state, and federal guidelines, including but not limited to registration and approval as a 501C3 nonprofit charity, in possession of a current Certificate of Solicitation from the Massachusetts Attorney General's Office, in compliance with state and local kennel bylaws, and be listed as an approved animal rescue operation by the Massachusetts Department of Agricultural Resources.

Section 2. Transparency. Any pet shop operating within Holliston, Massachusetts must display prominently a sign next to each available animal the name of the organization and location the animal was

received from, and make documentation validating this statement available to consumers as well as animal control officers and other town officials upon request.

Section 3. Recordkeeping. Each pet shop shall maintain records sufficient to document the source of each animal it acquires, for at least a period of two years following the date of acquisition. Such records shall be made available immediately upon request to the Holliston Animal Control Officer, Holliston Animal Inspector, Holliston Police or any of their designees.

Section 4. Penalties. Any person or entity, except as provided by law, who sells a dog, cat, or rabbit in violation of these bylaws shall be fined three hundred (\$300.00) dollars per violation.

Each animal sold or offered for sale in violation of this bylaw shall constitute a separate offense. Any animal being offered for sale or transferred, or displayed in violation of any of these sections may be seized or impounded.

Section 5. Enforcement. The Holliston Animal Inspector, Holliston Animal Control Officer, Holliston Police, or any of their designees shall have the authority to enforce all violations of these sections.

Any animal being offered for sale or transfer, or displayed in violation of these sections, may be seized or impounded, unless the enforcing officer determines that seizure or impoundment will be detrimental to the safety and/or health of the animal.

Animals seized pursuant to this section will be held for a period of seven days. The person or entity in violation of these sections may file an administrative hearing to appeal the seizure within seven days of the seizure of the animal(s). If after seven days, the person or entity fails to file an appeal the animal(s) shall be surrendered to Holliston Animal Control.

Section 6. Severability. If any section, subsection, paragraph, sentence, clause or phrase of this Ordinance shall be declared invalid for any reason whatsoever, such decision shall not affect the remaining portions of this Ordinance which shall continue in full force and effect, and to this end the provisions of this Ordinance are hereby declared to be severable.

Section 7. Applicability. If any provision of these sections imposes greater restrictions or obligations than those imposed by any other general law, special law, regulations, rule, ordinance, order, or policy, then the provisions of these sections shall control.

Section 8. Effective Date. This ordinance shall become effective 90 days after passage.

Definitions

Animal care facility means an animal control center or animal shelter, maintained by or under contract with any state, county, or municipality, whose mission and practice is, in whole, or significant part, the rescue and placement of animals in permanent homes or rescue organizations.

Animal rescue organization means any not-for-profit organization which has tax-exempt status under Section 501(c)(3) of the United States Internal Revenue Code, whose mission and practice is, in whole or in significant part, the rescue and placement of animals in permanent homes. This term does not include any entity housed on the premises of a breeder or broker, obtains dogs from a breeder or broker in exchange for payment or compensation, or resells dogs obtained from a breeder or broker and provides payment or compensation to such breeder or broker.

Breeder means a person who maintains dogs, cats, or rabbits for the purposes of breeding and selling its offspring.

Broker means a person who transfers dogs, cats, or rabbits at wholesale for resale by another.

Cat means a member of the species of domestic cat, *Felis catus*, including kittens.

Dog means a member of the species of domestic dog, *Canis familiaris*, including puppies.

Flea market means a building, structure, or open area occupied by one or more vendors, other than retail stores, for sale to the public of new or used goods or products.

Offer for sale means to sell, offer for sale or adoption, advertise for the sale of, barter, auction, give away or otherwise dispose of a dog or cat.

Pet shop means a retail establishment where dogs and cats are sold, exchanged, bartered or offered for sale as pet animals to the general public at retail. Such definition shall not include an animal care facility or animal rescue organization, as defined.

Rabbit means a small mammal of the family Leporidae of the order Langomorpha Oryctogus cuniculus”
(Petition)

MOTION: Moved that the Town approve the Article as printed in the Warrant.

SECONDED

DISCUSSION: Janeen Cox, 67 Overlook Dr., gave a presentation on the article, which is put forth to protect consumers and animals from inhumane puppy mills, that are commercial facilities that breed up to 1,000 puppies per year under substandard conditions. Gary Zegel, 511 Washington St., questions a by-law that is not enforceable, how would anyone know where a dog actually came from, he also feels that this by-law would put a strain on our resources and encourages we not vote for this. Ms. Cox stated that the Animal Control Officer would be the enforcement agent. Kristen Grace, 14 Hillside Dr., believes in the intent of this article, however she finds issues with some of the definitions in this article are inconsistent with that of the State, she feels this article needs more work before being passed and urges residents not to vote for it. Jay Leary, 146 Karen Cir., made a motion to indefinitely postpone Article 22.

MOTION: To indefinitely postpone Article 22

SECONDED

DISCUSSION: Ms. Cox explained that the State does not currently regulate Puppy Mills.

VOTE: The motion to indefinitely postpone Article 22, failed by voice vote.

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

The Meeting was adjourned at 10:31 pm.

PRESIDENTIAL PRIMARY ELECTION

March 3, 2020

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 March 3, 2020 at 7 AM and were called to order by the Acting Town Clerk, Dawn Michanwicz who administered the oath, to the following election workers:

WARDEN: Anne Zegel

CLERK: Hester Chesmore

ASSISTANT TOWN CLERK: Dyan Fitzgerald

STAFF: Amanda Lacey

PRECINCT 1

INSPECTOR: Andy St. James

BALLOT CLERK: Steve D. Hammond

CHECKERS:

Barbara Gardner

Linda Flannery

Charlene Pierotti

Debbie Nichols

PRECINCT 2

INSPECTOR: Michelle Zeamer

BALLOT CLERK: Gordon Maxfield

CHECKERS:

Carolyn Brumber

Virginia Matto

Joseph LaPointe

Deanna Mitro

PRECINCT 3

INSPECTOR: Paula Davis

BALLOT CLERKS: Hank Tamagno

CHECKERS:

Virginia Cotter

Dennis Bergeron

Mary Alice Bushey

Tom Merritt

PRECINCT 4

INSPECTOR: Mark Schultz

BALLOT CLERK: Marty Breinlinger

CHECKERS:

Lloyd Bernegger

Bob Smith

Tony Lulek

Larry Wise

Police Officers on duty for the day were: Scott Downey (7-2), Ethan Coakley (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 Acting Town Clerk, the Warden declared the polls open for voting at 7 AM.

The weather was mild and sunny.

The Absentee ballots were processed throughout the day. There were no hand counted ballots and very few issues with the machines. Precinct 4 had to be re-started at 10:45 due to a malfunction, the ballots were put into the hand count compartment to be tallied at the end of the night. Precinct was up and running at 11am.

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

Precinct 1: 1,238

Precinct 2: 1,241

Precinct 3: 1,176

Precinct 4: 1,061

TOTAL 4,716

The ballots were gone through in each precinct, checking for write-in candidates, there were 2 hand count ballots that were counted by the following people after being sworn in by Acting Town Clerk, Dawn Michanowicz:

Stacie Dowling
John Milton
Kathy Chisholm
Joanne O'Connell
Sue Stone
Chris Cain

Missy O'Toole
Debbie Kerrigan
Mary DeStefano
Mark Dooley
Dianne Davidson

Dan Lacy
John Willis
Theresa Lamkin
Charlotte Lacey
Robert Chisholm

Presidential Primary Results 3-30-20

CANDIDATE		PREC 1	PREC 2	PREC 3	PREC 4	TOTALS
DEMOCRAT						
Presidential Preference	1					
Deval Patrick		1	2	2	3	8
Amy Klobuchar		23	15	14	10	62
Elizabeth Warren		216	249	257	198	920
Michael Bennet		1	0	0	1	2
Mchael R. Bloomberg		140	135	116	112	503
Tulsi Gabbard		7	6	6	7	26
Cory Booker		0	0	2	0	2
Julian Castro		1	0	0	0	1
Tom Steyer		8	4	7	4	23
Bernie Sanders		222	236	226	194	878
Joseph R. Biden		393	369	348	339	1449
John K. Delaney		0	0	0	0	0
Andrew Yang		2	1	0	1	4
Pete Buttigieg		39	45	41	33	158
Msrienne Williamson		1	0	0	0	1
No Preference		1	1	0	1	3
Blanks			1	2	0	3
Write-ins		0	1	1	0	2
Total		1055	1065	1022	903	4045
State Committee Man	1					
2nd Middlesex & Norfolk Dist						
Jack Patrick Lewis		750	749	716	608	2823
Blanks		296	306	302	291	1195
Write-ins		10	10	4	4	28
Total		1056	1065	1022	903	4046

State Committee Woman	1					
2nd Middlesex & Norfolk Dist						
Karen E. Spilka		883	881	835	708	3307
Blanks		168	177	183	190	718
Write-ins		5	7	4	5	21
Total		1056	1065	1022	903	4046
Town Committee	35					
Group		490	482	489	417	1878
						0
Blanks		566	583	533	486	2168
Write-ins		50	40	65	63	218
Linda A. Arkow		518	506	508	437	1969
Ellen M. George		532	531	524	454	2041
James C. ArenaDeRosa		543	532	538	456	2069
Maryann D. Placentino		563	573	560	488	2184
Mary L. Kinsella		531	519	511	450	2011
Maria M. Constantinides		517	507	501	434	1959
Joan R. Levinsohn		512	508	503	438	1961
Elizabeth R. Dembitzer		513	505	502	443	1963
William A. Wintringham		519	506	516	440	1981
Marsha A. Wintringham		531	517	523	447	2018
Richard J. Rosenberry		506	496	500	432	1934
Carolyn C. Dykema		772	737	723	625	2857
Patrick M. Bolger		521	495	503	442	1961
Michelle F. Zeamer		551	568	542	473	2134
Howard K Hager		502	505	502	431	1940
William S. Blinstrub, III		514	494	494	431	1933
Nancy M. Farrell		528	514	541	459	2042
Barbara G. Gardner		603	590	591	495	2279
Jean M. Spera		528	517	534	458	2037
Susan M. Andrew		518	507	500	442	1967
Suzanne S. Stokes		531	517	515	456	2019
Nancy B. Baron		527	510	510	456	2003
Neil A. Osterweil		512	496	499	452	1959
Diana R. Harrington		528	508	515	456	2007
Anthony J. Damigella		573	566	564	498	2201
Total		14599	14329	14306	12459	55693

CANDIDATE		PREC 1	PREC 2	PREC 3	PREC 4	TOTALS
REPUBLICAN						
Presidential Preference	1					
William F. Weld		29	27	21	21	98
Joe Walsh		1	1	0	1	3
Donald J. Trump		139	135	128	129	531
Roque "Rocky" De La Fuente		2	1	0	2	5
No Preference		3	5	3	3	14
Blanks		2	0	0	0	2
Write-ins		5	3	1	1	10
Total		181	172	153	157	663
State Committee Man	1					
2nd Middlesex & Norfolk						
Martin A. Lamb		148	152	129	132	561
Blanks		32	20	23	25	100
Write-ins		1	0	1	0	2
Total		181	172	153	157	663
State Committee Woman	1					
2nd Middlesex & Norfolk						
Janet Leombruno		64	54	64	65	247
Leda Arakelian		97	94	69	76	336
Blanks		20	24	20	16	80
Write-ins		0	0	0	0	0
Total		181	172	153	157	663
Town Committee	35					
Group		73	65	62	70	270
Blanks		108	107	91	87	
Martin A. Lamb		138	132	119	126	515
Chryso E. Lawlwss		96	85	81	85	347
DonovanSeay		90	78	76	81	325
Vincent J Murphy, Jr		91	82	80	89	342
Blanks		5916	5643	4999	5114	21672
Write-ins		4	0	0	0	4
Total		6516	6192	5508	5652	23868

CANDIDATE		PREC 1	PREC 2	PREC 3	PREC 4	TOTALS
GREEN-RAINBOW						
Presidential Preference	1					
Dario Hunter		0				0
Sedinam Kinamo Christin Moyowasifza Curry						0
Kent Mesplay						0
Howard Hawkins						0
No Preference						0
Blanks						0
Write-ins						0
Total		0	0	0	0	0
State Committee Man	1					
2nd Middlesex & Norfolk Dist						
Blanks						0
Write-ins						0
Total		0	0	0	0	0
State Committee Woman	1					
2nd Middlesex & Norfolk Dist						
Blanks						0
Write-ins						0
Total		0	0	0	0	0
Town Committee	10					
Blanks						0
Write Ins						0
Total		0	0	0	0	0

CANDIDATE		PREC 1	PREC 2	PREC 3	PREC 4	TOTALS
Libertarian						
Presidential Preference	1					
Arvin Vohra						0
Vermin Love Supreme			2			2
Jacob George Hornberger				1		1
Samuel Joseoh Robb		1				1
Dan Taxation Is Theft Behrmen					1	1

Kimberly Margaret Ruff						0
Kenneth Reed Armstrong			1			1
Adam Kokesch						0
Jo Jorgensen						0
Max Abramson						0
No Preference			1			1
Blanks						0
Write-ins						0
Total		1	4	1	1	7
State Committee Man	1					
2nd Middlesex & Norfolk						
Blanks		1	3	1	1	
Write-ins			1			
Total		1	4	1	1	7
State Committee Woman	1					
2nd Middlesex & Norfolk						
Blanks		1	3	1	1	
Write-ins			1			
Total		1	4	1	1	7
Town Committee	10					
Blanks		10	40	10	10	70
Write Ins						0
Total		10	40	10	10	70

**July 23, 2020
Annual Town Election Results**

OFFICE & CANDIDATE	Precinct 1	Precinct 2	Precinct 3	Precinct 4	TOTAL
SELECTMAN & HYWY SURV. VT. 1					
Benjamin Sparrell	399	393	382	337	1511
Write Ins	3	2	1	0	6
Blanks	90	68	86	56	300

TOTAL	492	463	469	393	1817
ASSESSOR OF TAXES VT 1					
Mary M. Greendale	431	409	405	344	1589
Write Ins	5	3	0	4	12
Blanks	56	51	64	45	216
TOTAL	492	463	469	393	1817
SCHOOL COMMITTEE VT 2					
Stacey Raffi	328	293	331	256	1208
Joan Shaughnessy	273	279	223	230	1005
Mary C. Savard	267	258	299	219	1043
Write Ins	7	6	4	6	23
Blanks	109	90	81	75	355
TOTAL	984	926	938	786	3634
BOARD OF HEALTH VT 1 3yr.					
Joshua Mann	402	393	374	329	1498
Write Ins	6	0	1	0	7
Blanks	84	70	94	64	312
TOTAL	492	463	469	393	1817
BOARD OF HEALTH VT 1 2yr.					
Thomas S. Ellis	399	388	372	327	1486
Write Ins	3	0	0	1	4
Blanks	90	75	97	65	327
TOTAL	492	463	469	393	1817
TRUSTEE OF LIBRARY VOTE 2					
Kevin Robert Malone	406	382	385	338	1511
Kara C. Peterson	408	391	386	333	1518
Write Ins	1	3	0	1	5
Blanks	169	150	167	114	600
TOTAL	984	926	938	786	3634

FINANCE COMMITTEE VOTE 2	VOTE 2				
Michelle F. Zeamer	386	390	365	320	1461
Mark Whittaker Write-In	38	44	36	59	177
John Conroy Write-In	12	11	14	11	48
Misc. Write Ins	53	20	20	52	145
Blanks	495	461	503	344	1803
TOTAL	984	926	938	786	3634
PARK COMMISSIONER VOTE 1 3 yr.					
Steven Bigelow Write-In	32	20	11	13	76
Brian McDonald Write-In	64	50	52	52	218
Other Write-ins	25	78	23	24	150
Blanks	371	315	383	304	1373
TOTAL	492	463	469	393	1817
PARK COMMISSIONER VOTE 1 2 yr.					
Steven Bigelow Write-In	16	9	11	12	48
Brian McDonald Write-In	14	9	14	9	46
Misc. Write-Ins	14	30	13	16	73
Blanks	448	415	431	356	1650
TOTAL	492	463	469	393	1817
PLANNING BOARD 5 Year VOTE 1					
Scott P. Ferkler	234	216	236	185	871
Geoffrey H. Zeamer	180	181	171	156	688
Write Ins	0	2	0	1	3
Blanks	78	64	62	51	255
TOTAL	492	463	469	393	1817

HOUSING AUTHORITY 5 Year VOTE 1					
Tony Damigella Write-In	14	7	13	13	47
Misc. Write Ins	15	15	12	10	52
Blanks	463	441	444	370	1718
TOTAL	492	463	469	393	1817

9 GREEN STREET

The 9 Green Street Committee was established by the Select Board on February 25, 2018 and served until June 8, 2020, when the Select Board received a final report and recommendations from the Committee Chair, Kevin Conley.

The charge of the Committee was to identify potential options for the property while focusing on a future use that benefits the Downtown area. The Committee was comprised of representatives from the Select Board, Parks and Recreation and Board of Health, as well as residents which included an abutter from the Green Street neighborhood.

The Committee met nine (9) times prior to issuing the final report and recommendation to the Select Board. Along with the Committee's work to engage a Licensed Site Professional (LSP), who investigated site contamination and determined Department of Environmental Protection (DEP) compliance, the Committee identified that future use would likely be limited to a parking lot.

Rehabilitation of the existing structure on the property is not feasible due to contamination and thereby significantly limits the ability to resell the property for private development. This understanding led the Committee to make a final recommendation to demolish the existing structure and consider re-use of the site as a municipal parking lot.

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 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.

BOARD OF ASSESSORS

The Assessors value all real estate and personal property at full and fair market value as of January 1 of each year based on sale values from the prior year. This is their primary responsibility.

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

Residential and Personal Property are typically valued by the Assessors. Residential values are determined by the analysis of sales in the year prior to January 1 six months before the beginning of the fiscal year for which they are applied. Sales analysis stratifies based on home square footage, quality of construction, condition, age, style and the location of the home. The results of analysis must ultimately meet the standards 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 an independent consultant. Commercial values are determined using cost analysis, market sales, and income and expense analysis, depending upon the use of the property.

The Assessors department successfully completed the conversion of its appraisal system from the CAMA program (Computer Assisted Mass Appraisal) to the IASWorld from Tyler Co. This updated program will significantly streamline the data collected for property valuation calculations.

The Assessors staff and Board of Assessors successfully concluded the cyclical recertification of residential, commercial/industrial and personal property values for fiscal year 2021. These values were approved by the Department of Revenue.

The Board of Assessors for fiscal year 2021 consisted of members Lesley Kennally, Mary Greendale and Peter Barbieri.

Kathryn A. Peirce, MAA #523, is Principal Assessor, Kelly Schorr, MAA #1248 is Administrative Assessor, Sharlene Harris and Christopher Beaudry are the part-time Principal Clerks.

BUILDING DEPARTMENT

The Building Department consists of a eight member staff, including a full-time Principal Clerk, full-time Inspector of Buildings and part-time Inspectors of Building Inspector, Wiring and Plumbing & Gas-Fitting. 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 Town. The Department is committed to the enforcement of the State Building, Electrical, Plumbing and Gas Codes, the Holliston Zoning Bylaw, 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, 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 2020 fiscal year, the Building Department issued 794 Building Permits, 97 Sheet Metal Permits, 322 Plumbing Permits, 313 Gas Permits, and 571 Electrical Permits. This is an overall 7.8% decrease from the 2019 fiscal year. The permit fees generated in the 2020 fiscal year amounts to \$471,926, which is an overall 23% decrease from the 2019 fiscal year. In FY 2020, 37 permits for new dwelling units were issued versus 22 new dwelling unit permits issued in FY 2019.

COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Act (CPA), Chapter 267 of the Acts of 2000, is a smart growth tool intended to help communities preserve open space and historic sites, create affordable housing, and develop outdoor recreational facilities.

Community preservation funds come from a CPA surcharge of up to 3.0% on property tax bills and matching funds from the Commonwealth. These funds can only be utilized for the purpose of:

- Acquiring, creating, preserving or rehabilitating open space, including space for active or passive recreation,
- Acquiring, creating, preserving or rehabilitating community affordable housing
- Acquiring, preserving and restoring historic resources.
- Support of CPC operations.

These resources cannot be allocated for other town services or substitute for related services already provided by the Town. A minimum of 10% of annual revenues (30% total) reserved for each of the three primary functions of the Act as listed above. These funds do not have to be spent within a given fiscal year, but may be reserved for future projects.

The remaining 70% may be allocated among the three areas (including recreational open space), and up to 5% of the fund can be applied to CPC operations.

CPA funds may not be spent on ordinary maintenance or annual operating expenses; only capital improvements are allowed.

Holliston adopted the Community Preservation Act in 2001, voting for a 1.5% surcharge, 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.

Recommendations of the CPC 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.

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, board, or authority:

Conservation Commission
Historical Commission
Housing Authority
Park Commission
Planning Board

CPA Appropriations for Fiscal 2021:

For fiscal 2021 (July 1, 2020 to June 30, 2021 the Community Preservation Committee recommended, and the Town Meetings of July 20, 2020 and December 05, 2020 approved, appropriations of CPA funds totaling \$350,619. Projects included the creation of a swale at Stoddard Park to reduce erosion at the public beach, support of an Eagle Scout project to create a boardwalk over a wet area of one of the trails in the Wenekeening Woods land conservation area, restoration of Town Hall's historic windows and the fabrication and installation of exterior storm windows to reduce future deterioration, the installation of a new floor in upper Town Hall using materials similar to the existing floor after the current materials proved too badly worn to refinish again, and repairs to water and ice damaged masonry over the front door of the Public Library. This represents a 53% decrease in total appropriations over 2019 levels. 2021 appropriations are shown as follows:

CPA Appropriations in FY2021			
Category	Applicant	Purpose	Amount
General Reserve	Town of Holliston - Parks and Recreation Dept.	Drainage improvements at Stoddard Park	\$9,999
Open Space - Recreation	Upper Charles Land Trust	Funds for materials needed to construct a boardwalk on a trail in Wenekeening Woods (Eagle Scout project – Christopher MacLean, Troop 73).	\$620
Historic Resources	Town of Holliston - Facilities	Town Hall historic windows repair and improvements.	\$150,000
Historic Resources / General Reserve	Town of Holliston - Facilities	Floor replacement and refinishing in upper Town Hall.	\$100,000
Historic Resources	Town of Holliston - Facilities	Public Library – repairs to the front facade	\$85,000
Community Preservation Committee	Community Preservation Committee	CPA Administrative expenses – to support the work of the CPC	\$5,000
Total			\$350,619

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

CPA Appropriations by Category						
Category	FY'21		FY'20		FY'19	
	Appropriation	Percent	Appropriation	Percent	Appropriation	Percent
Affordable Housing	\$0	0.0%	\$0	0.0%	\$225,000	82.0%
Open Space – acquisition	\$0	0.0%	\$500,000	80.3%	\$0	0.00%
Open Space - recreation	\$10,619	3.0%	\$100,000	16.1%	\$13,000	4.7%
Historic Resources	\$335,000	95.5%	\$15,000	2.4%	\$28,500	10.4%
CPC Administrative	\$5,000	1.4%	\$8,000	1.3%	\$8,000	2.9%
Total	\$350,619	100.0%	\$623,000	100.0%	\$274,500	100.0%

CPC also recommended, and the July 2020 town meeting voted to appropriate \$5,000 to support the administrative functions of the Community Preservation Committee. To date, the Committee has expended or committed to spend approximately \$3,327 of this amount in support of the CPA's mission, 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, as well as for administrative assistance to make sure the Committee's records are maintained and meeting minutes are posted in a timely manner, and for legal notices as required. **CPA Resources**

Funding for CPA projects comes predominately from the local 1.5% surcharge on property tax bills and to a lesser extent from the Commonwealth's matching funds. Bank interest from CPA fund deposits, investment interest and penalties for nonpayment constitute the balance of receipts available to the Town.

CPA Receipts	FY 2021*		FY 2020		FY 2019	
Source	Receipt	Percent	Receipt	Percent	Receipt	Percent
CPA Surcharge	\$446,685.94	70.50%	\$573,158.70	75.57%	\$547,604.81	75.98%
State Match	\$167,015.00	26.36%	\$131,683.00	17.36%	\$101,840.00	14.13%
Earnings On Investments	\$17,394.49	2.75%	\$48,097.72	6.34%	\$65,050.07	9.03%
Surcharge Penalty/Interest	\$1,184.11	0.19%	\$1,490.99	0.20%	\$1,638.32	0.23%
Tax Liens	\$1,292.43	0.20%	\$4,006.71	0.53%	\$4,608.57	0.64%
Total	\$633,571.97	100.00%	\$758,437.12	100.00%	\$720,741.77	100.00%

- 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. The figures shown above are as of 2/25/2021 and do not include the May 2021 property tax payments.
- The amount generated through the surcharge increased by 4.46% in FY 2020.
- 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 sharply as a result of decreased Registry fee income during the Great Recession of 2008-2009 and has been slow to recover as new communities (including the City of Boston) adopted CPA, spreading the available funds over a larger number of communities.
- Because of the success of CPA and recognition by state leaders that the current pool of matching funds was insufficient, in recent years the legislature has looked for ways to increase the amount of matching funds available, including through direct transfer from the state's budget surplus (when available) to the CPA trust fund.
- As a result, Holliston's matching funds have increased in each of the past three fiscal years, from 14% in 2019 to over 26% in the current fiscal year.
- Other income shown above 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.

CPA Reserve Balances

The balances in the various CPA reserves as of 2/28/2021, and as of the end of fiscal years 2020 and 2019 are shown in the chart below. As previously discussed, 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 specific reserves, and for certain administrative expenses to assist the Community Preservation Committee in its work.

The chart below shows the total reserve balances as of 2/28/2021 and at the end of fiscal years 2020 and 2019. For 2021, the Reserve Balances are broken down into the amount(s) already appropriated for specific projects but not yet spent, and the remaining balance available for future appropriations.

CPA Reserve Balances					
FYE	CPA General	Open Space	Historic	Housing	Total
2019 Reserve Balance	\$1,961,408	\$176,454	\$257,307	\$72,235	\$2,467,404
2020 Reserve Balance	\$2,421,350	\$252,298	\$318,156	\$148,078	\$3,139,882
2021 Reserve Balance*	\$2,858,338	\$315,655	\$379,826	\$211,436	\$3,765,255
Less: Approved Project Balances	-\$362,350	-\$174,620	-\$333,313	\$0	-\$870,283
2021 – Available for Appropriation	\$2,495,988	\$141,035	\$46,513	\$211,436	\$2,894,972
*Through 2/28/2021					

It should be noted that while the Approved Project Balances shown above represent funds that have been appropriated by Town Meeting to support specific projects, it is possible that not all of these funds will be spent. Project costs occasionally come in under budget, or do not require the use of contingency funds included in the appropriation. In addition, the Holliston CPC includes a sunset provision in most appropriations, ensuring that funds not spent for their intended purpose will return to the CPA fund from which they were originally drawn and become available again to support future projects. The various Holliston town boards and community organizations supported by the CPA are to be commended for their diligence in managing CPA funds – in the 20 years since Holliston adopted CPA, no project has seriously underestimated the project cost, and a number of projects have returned surplus funds to the town.

CPA Achievements

Since adopting the Act in 2002, Holliston has used Community Preservation Act funds to:

- Preserve over 400 acres of permanent open space
- Provide funds to acquire the section of the Rail Trail from Cross Street to Hopping Brook Road
- Install a new concrete roadbed and railings on the Boggastow Brook Viaduct to allow for its incorporation into the Upper Charles Rail Trail
- Rehabilitate the tennis courts at Goodwill Park and tennis and basketball courts at Stoddard Park
- Rehabilitate playgrounds at Miller School and Stoddard Park
- Provide access to the Upper Charles Conservation Land Trust's Wenakeening Woods conservation area
- Assist in the creation of nearly 40 units of affordable housing, including Cutler Heights
- Assist the Holliston Housing Trust with its ongoing efforts to support owner-occupied single family affordable housing opportunities in town.
- Assist Habitat for Humanity with the construction of two new affordable homes
- Restore the exterior of Town Hall
- Restore the historic Metcalf Pumphouse
- Preserve, de-acidify and digitize historic town records
- Assist the Holliston Historical Society with the preservation of its buildings

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 nine members of the CPC for 2021 are shown below.

Name	Designee of:
Frank Chamberlain, Chair	Historical Commission
Chris Bajdek	Conversation Commission
Warren Chamberlain	Planning Board
Thomas J. Dumas	Housing Authority
Melissa Kaspern	Park Commission
Michael P. Pelon	Board of Selectmen
Eva Stahl	Board of Selectmen
John Vosburg	Board of Selectmen (Open Space Committee)
Vacancy	Board of Selectmen

The Community Preservation Committee would like to extend its thanks all the members of the various committees who have contributed to the success of the CPA in Holliston. The Committee would particularly like to thank Susan Woodrow for her invaluable assistance with the CPC's administrative work.

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/>

Additional information about the work of the Holliston Community Preservation Committee is provided on the CPC’s Website: **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.

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 XXX of Holliston General By-Laws), and other relevant laws, including the Rivers Protection Act. The Commission also manages approximately 1,553 acres of land 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 2020, the Commission held 19 public meetings, including 13 Notice of Intent hearings. Permits issued included Orders of Conditions for a commercial building at 2016 Washington Street, a solar field at the Bird Property on Marshall Street, and various septic systems and single family houses. During the second half of FY 2020, the Conservation Commission, along with many other boards in Holliston learned to work remotely to conduct its important business.

Six Extensions to Orders of Conditions previously issued were issued, and several projects were modified and updated administratively, without the requirement for additional public hearings. The Commission reviewed 16 Requests for Determination of Applicability and issued 16 Determinations for residential, commercial, and town projects, such as garages, landscaping, driveways, additions, decks, and septic systems. Wetland fees received totaled \$15,858, including \$4,890 in fees under the state statute and \$10,968 in Town By-law fees.

In the discharge of its regulatory responsibilities, the Commission is supported by a full-time (35 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.

The Conservation Commission is also responsible for authorizing and regulating the breaching of beaver dams following the determination of a threat to human health or safety by the Board of Health under M.G.L. Chapter 131, Section 80A. During FY 2020, the Commission issued the necessary Emergency Certifications for beaver dam breaches on Water Street, Westfield Drive, Highland Street, and the Houghton Pond Dam. The work on these waterways, performed by the Town of Holliston Department of Public Works and Beaver Solutions, Inc., include constant monitoring of these areas.

During FY 2020, the Commission and staff also supported two Eagle Scout Candidates in the completion of their public service projects. Brandon Paradie, an Eagle Scout from Holliston's Troop 14, constructed a boardwalk within the Poitras Conservation Land to improve accessibility through hard-to-pass areas of the trail, and Griffin Ripley, also an Eagle Scout from Troop 14 performed trail maintenance and constructed a boardwalk within the Brentwood Conservation Land. On behalf of the many users groups enjoying these conservation lands, the Commission offers its sincere appreciation for both volunteers' efforts.

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. The COVID-19 pandemic changed the work of the Associates as it did for the rest of the world. Before the closure in March, they held two general meetings at which projects, walks, and talks were planned. Assessments of past walks and talks, flora and fauna sightings, and other conservation or nature topics were discussed. Two walks were hosted for the public before the closure. In February, Marc Connelly led a walk on the Holliston Community Farm property. In March, Ann Marie Pilch led a walk through the Daniels Property and taught tree identification techniques. In September, a walk and meeting was held at the Brentwood Conservation Area.

The Conservation Associates are thankful to the Holliston Newcomers Club for awarding a grant to engrave a boulder to mark the entrance of the Brentwood Conservation Area and to Herb Brockert for donating and moving the stone. The Associates had hoped to host the town to mark the installation and publicize this piece of conservation land, but that was postponed.

In lieu of working in a group as usual, members took on projects on their own, keeping trails maintained and replacing markers in several conservation properties such as Mellen Street, Joseph Cohen, Brentwood, and others.

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

The Council on Aging (COA) is a department of the Town of Holliston. The COA has a seven member advisory board appointed by the Board of Selectmen. Currently one seat is open. The COA Board meets at the Senior Center the second Wednesday of the month at 1:00pm. The COA Board helps set goals, objectives and offers complementary support/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 elders, to develop programs and services to meet those needs. In addition, the COA Board promotes and helps educate the community on elder issues and to advocate on behalf of the elders.

The Director is responsible for program operations. There are approximately 4,889 residents (55 years and older) in the Holliston community of 15,219 residents (approximately 32% of the Population) based on the 2019 census. All are encouraged to participate and avail themselves of services available. It is the mission of the Council on Aging to evaluate, promote and encourage new and existing activities and services to allow the elder to remain independent and keep the quality of life for them at home for as long as possible.

The Senior Center is the visible point of access and outreach for older people in our community. The Senior Center provides a tangible reminder that the public system cares and that services are available when the elder needs them. The Senior Center is a place seniors can go to remedy problems of isolation, to renew old acquaintances or make new ones and to become involved in the community. The Senior Center is also a resource to family members looking for information or services to care for an aging loved one.

Due to Covid 19, most in person programming stopped in March, but staff remain available during regular business hours. Currently, a variety of programs are being offered through Zoom and on HCAT.

STAFF

The staff consists of a full time Director, (Linda Marshall), full time Assistant Director (Bryan Perkins), full time Outreach Coordinator, (Martha Schneier), full time Van Driver (Deborah Dupuis) and part time Van Drivers- Delphine Greenlaw, Connie McGaffigan, Ellie Stackpole, and Ron Turcotte.

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 BayPath Elder Services to coordinate services for homemaker/personal care, caregiver programs, Meals on Wheels, financial management and elder at risk referrals. 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 a liaison between the police, fire and EMT's and the senior center.

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

The Senior Center has a certified SHINE counselor, Peggy Rowe who volunteers to assist with senior health care needs. One of the most perplexing problems of the elderly continues to be health insurance, the escalating costs, how to pay for them and how to decipher the bills received. Other programs and application assistance that she assists with is MassHealth, Health Connector, QI1, SLMB, QMB, Limited Income Subsidy, Prescription Advantage, Health Insurance Coverage, and Part D coverage. The Shine program helped over 100 Holliston residents in the past year.

TRANSPORTATION

The Holliston Van Transportation Service continues to provide essential transportation services during the pandemic trips for medical appointments, grocery shopping, and other essential needs. For everyone's safety, due to the pandemic, only 2 passengers are permitted on the bus at one time. All appointments are scheduled through the MWRTA (MetroWest Regional Transit Authority). The current service operates from 8:00am to 4:00pm Monday through Friday on a fixed schedule. In FY 2020, approximately 3,827 rides were provided for senior and disabled residents. The MWRTA is also the primary funding source for the Transportation Program.

NUTRITION PROGRAM

Prior to Covid-19 Lunch was served three times a week at the senior center. The Assistant Director worked with the local caterer to develop twice weekly nutritional lunches that will attract elders, their caregivers, neighbors and friends to the Senior Center. A third soup, salad, sandwich lunch was prepared at the senior center. Volunteers assisted with serving the meals. Once the pandemic hit, congregate meals were not allowed. We transformed the two hot weekly meals, to a home delivered meal program, delivered by Center staff and drivers, delivering 40-45 hot meals to Seniors in need, every Monday and Wednesday.

NEWSLETTER

3,500 copies are printed bi-monthly and mailed to residents. Also, the newsletter is available on-line at: www.townofholliston.us/senior-center. Residents can also request the newsletter be emailed directly to them. The newsletter provides information about Senior Center programs, meals, and helpful resources, including updates from the Police and Fire Departments, Library, and more.

RECREATION/FITNESS/SOCIAL EVENTS

Prior to the pandemic our seniors participated in a variety of programs such as: Bingo, Quilting, WaterColor painting, Chi Gong, Focus Energy Movement exercise, Fall Prevention, Pilates, Yoga, Zumba, Line dancing, Tai Chi, Arts & Crafts, Chair massage, Photography class, Writers' group, book club, a Grief and Loss support group, Educational programs, Legal hour, Computers, Tune Timers big band, Monthly Breakfast, Birthday parties, Cookouts, Holiday parties and more. Since Covid 19 our Pilates, Yoga, Book club, Legal hours and Zumba class as well as our Grief and Loss support group are offered via Zoom. We have also added a Singing for well-being class on Zoom. HCAT also shows some of these programs, as well as other pre-recorded programs held at the Senior Center. Town funds are not used for any of the above programs. The town budget is used for the maintenance, use and upkeep of the building and salaries. All other expenses, programs, activities and instructor fees are paid through the Senior Support Foundation, fundraising, donations and grants.

COMMUNITY

Although many of the community programs we are often involved with were cancelled this year, we continue to receive, and are appreciative of the support of many of our community organizations. We are grateful to the Knights of Columbus, American Legion, VFW, Newcomers, Holliston Police Association, Holliston Public Schools, Boy Scouts, Girl Scouts, Lions and Leo Club, The Holliston Pantry Shelf, and the Cultural Council for their continued support.

INTERGENERATIONAL PROGRAMS

Although many of these programs could not take place this year, the Holliston High School drama club and National Honor Society provided a dinner and play for the seniors.

MASSACHUSETTS STATE FORMULA GRANT

The Council on Aging receives an annual grant award from the Executive Office of Elder Affairs. The grant is used for select items/options allowed per the contract such as: printing of the monthly newsletter, fall prevention and nutrition programs.

VOLUNTEERS

Approximately 148 volunteers contributed over 3500 hours to the Senior Center this past 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 pressures, assist with tax preparation, coordinate the annual fall fair, assist with fundraising and participate in programs that help seniors, etc.

We are grateful to all our volunteers who give their time and talents to keep programs running and the support given to the staff.

SENIOR SUPPORT FOUNDATION

We are most appreciative to the Senior Support Foundation who provide support and fundraise for our senior residents. They have enabled us to obtain needed equipment, supplies, supplement instructors fees, and many other items to better serve our elderly in Holliston. The SSF Group sponsors special occasion programs to raise funds for the Senior Center.

The Council on Aging wishes to thank the Select Board, Town Administrator, Finance Committee, Fire and Police Departments, Board of Health, Assessors Office, Accountants Office, Treasurers Office, DPW, Highway, Technology, Town Clerk, Library, Facilities Manager, other Town officials and the Senior Support Foundation for their continued support and dedication each year.

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 annual surveys when selecting grant proposals.

The total funding allocation provided by MCC for this fiscal year was \$6,500 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 funding for 19 events, with total funding exceeding the MCC allocation thanks to locally raised funds.

Event Title	Contact	Funding
A Musical Journey Through The Years	Tommy Rull	\$300
Greater Milford Community Chorus	Greater Milford Community Chorus	\$200
Hip Hop Dance Chair Exercise for Seniors!	MUSIC Dance.edu	\$280
Imagine Your Story' Library Performance	Scott Jameson	\$400
Beatles and Beyond	Roger Tincknell	\$400
Romeo and Juliet	Holliston Middle School PTO	\$1,000
Family Symphony Matinee Concert: Story Time	Clafin Hill Symphony Orchestra	\$300
RIDE: Resilience, Inclusion, Diversity, and Entrep	Temple Beth Torah	\$500
Jumpin' Juba concert at Holliston Senior Center	Steven Hurlbut	\$300
St. Mary's 150 Anniversary Concert!	Music at St. Mary's Holliston	\$800
Elijah T. Grasshopper & Friends	Robert Zammarchi	\$300
Dancing Arts Center of Holliston Nutcracker	Gregg Saulnier	\$200
Stephano: The True Story of Shakespeare's Shipwrec	Andrew Giles Buckley	\$280
Annual Juried Exhibition	atac (Amazing Things Arts Center)	\$750
Adventures in Lifelong Learning	FSU	\$250
A Cultural and Historical Reflection of the 1960s	Francis Hart	\$250
Mixed Media Workshop: Making Marks and Art-Collage	Jacqueline Volpe	\$425
Combating Hate and Prejudice	Janet Applefield	\$350
Imagine Your Story	John Porcino	\$400

In response to the extraordinary disruptions caused by the COVID-19 pandemic, the Council voted to preserve funding for events postponed for the next fiscal year. Some events were cancelled, and the Council voted to carry these allocations over to the next fiscal year. The Council also adapted to the

changing environment by working with grantees to allow for digital events given the COVID-related statewide restrictions on large gatherings.

The Cultural Council is currently comprised of six voting members. In addition, this year we voted to include two student representatives on the board who serve as non-voting members, but who nevertheless greatly contribute the council's connection with local schools.

DEPARTMENT OF PUBLIC WORKS HIGHWAY DIVISION

Under the direction of the DPW Director, Select Board, Park Commission, and Planning Board, this department is responsible for the maintenance and rehabilitation of 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's service level. Services pertaining to public safety have been established by priority.

PERSONNEL: The Highway Department has thirteen positions in the department consisting of a superintendent, office manager, head foreman, two crew chiefs, tree supervisor, mechanic, five heavy equipment operators and grounds/maintenance supervisor. The grounds/maintenance supervisor position is split between the Highway, School, and Park departments; 50% Highway, 25% each for School and Park.

EQUIPMENT AND BUILDINGS: At the November, 2019 town meeting, the town voted to appropriate \$52,810 for a 1 ton dump truck and snow plow, and \$80,900 for a skid steer.

STREET MAINTENANCE OVERVIEW: The department is working in concert with 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: Road reconstruction was completed on the following roads: Hill St., Central St. from Granite St. to Fiske's General Store, and Ashland St. from Concord St. to the town line.

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 re-setting drainage castings to grade, rebuilding drainage structures, replacing drainage lines, rod and clean existing lines. The culvert on Westfield Dr. was in the process of being replaced. This project was funded through Chapter 90.

ROADSIDE BRUSH TRIMMING 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 designated streets with painted centerlines, edge lines, directional markings, parking lines, stop lines and crosswalks were maintained to insure motor vehicle and pedestrian safety.

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

BASIN CLEANING: All town drainage structures were cleaned in the spring of silt and debris to insure proper storm drainage.

WINTER ROADWAY MAINTENANCE: During the winter season, the town, along with outside contracted equipment, responded to 11 snow and ice storms that included plowing, sanding, and snow removal operations on all town roadways, municipal buildings, schools, and designated sidewalk areas. Overall it was a mild and uneventful winter season and the snow budget was underspent by just under \$10,000.

DAILY MAINTENANCE: The town maintains all roadways in relation to pothole repairs, fatigued asphalt areas, damaged shoulder repairs, guardrail maintenance, sign repairs and installations 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.

GROUNDS MAINTENANCE: 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 tree and shrubbery at municipal buildings, schools, sidewalks, and roadsides.
- Leaf cleanup of all town buildings, schools, and designated sidewalk areas.
- Maintains recycle area including monthly cleanup and recyclable material, 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: Working with the Park Commission and schools, the department executes requests when required. DPW Highway also assisted the Rail Trail committee to install various pedestrian crossing signs, install donated benches, and clear trees as requested along the town's bike trail.

ADMINISTRATIVE: Under the direction of the DPW director, continues to meet with various town boards and commissions to assist in formulating 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 to upgrade parking and traffic flow through the business district abutting the Route 16 corridor, and prioritize hazardous intersections.

EQUIPMENT MAINTENANCE: The DPW maintains its own vehicles 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 subdivisions, on site inspections, and testing to insure that completed roadways comply with town requirements. Develops, advertises, and recommends awarding contracts for Highway maintenance

projects. Prioritizes road paving projects and makes recommendations. Evaluates drainage problems for developing solutions, and generates construction cost estimates for various departments as required. Continues to file for roadway funding projects through Chapter 90 funds, TIP, etc.

DEPARTMENT OF PUBLIC WORKS 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 Holliston Water Department supplied potable water and related services for fire protection to residential, commercial, and industrial customers in Holliston. The department provides support for over 4,900 metered water services with a daily population over 15,000. During this time the Department supplied over 340 million gallons (MG) of metered potable water.

The Water Department meets these demands by limiting outside water use during periods of peak periods. A mandatory watering ban is in effect from May 1st to September 30th every year.

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, 2 water treatment facilities and 2 booster stations.

Water main replacement projects continue with funding provided by the Customer Infrastructure Fee. The Cedar Street area including Cheryl Lane received new water mains utilizing the water infrastructure fee. Appropriations were passed to replace the water mains in Winter Street in 2021 and start the construction of the new water treatment facility on Central Street.

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 Water Department collected over 1000 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 fiscal year the department staff responded to and completed over 700 requests for service including but not limited to water meter readings/repairs, shut-offs, infrastructure mark outs, leaks and water emergencies.

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

Linda Mann - Office Manager

Jackie Napolitano - Principal Clerk

Gary Haines Jr. - Water Distribution Foreman

Gregg Morrissey - Water Treatment Foreman

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

ECONOMIC DEVELOPMENT COMMITTEE

Our mission established by the 2015 Annual Town Meeting (See Article XLIII of the Town's General By-Laws) remains unchanged: To proactively promote, encourage and facilitate the development of responsible and properly planned commercial and industrial growth within the

community in order to expand and strengthen the local economy and diversify the community's tax base and to give the Town's residents more opportunities to live, work and thrive in an economically forward-thinking and financially strong community. The Committee has created an active business and community website (See www.hollistonedc.com), an introductory community video and business testimonials and a local permitting guide. We have expanded on our initial efforts to address downtown issues as well as traditional industrial and commercial development. In 2020, we maintained our memberships with the Metrowest Chamber of Commerce and the Milford Area Chamber of Commerce and provided letters of support for the Business Grant Program and a number of development projects. Susan Russo resigned from the Committee. Glenn Brown and Christine Carosella were appointed as members of the Committee.

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 consists 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. 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.

During fiscal year 2020, we received three applications for assistance. Two applicants had received financial assistance through the Board of Assessor's exemption process and their taxes were paid in full. One applicant received assistance in the amount of \$500.00. As of June 30, 2020, we had available funds of \$5,736.41. We would like to thank the taxpayers who have contributed to this fund along with the generous donation from the Holliston Lions' Club.

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 partnered with the police, fire and schools in exercising existing school emergency plans. The EMD also attended a *Threat Assessment Intensive Workshop* in Worcester and *Preventing Targeted Violence* training in Lexington in January, and the *Psychology of School Treat Assessment* training in Manchester, NH in March.

The EMD worked closely with the Local Coordinator from the MEMA Region 1 Office in Tewksbury, and attended meetings at the MEMA State Emergency Operations Center (EOC) in Framingham and throughout MEMA Region 1.

As the SARS-CoV-2 novel coronavirus began to spread across the globe, the EMD briefed the Select Board and recommended that they declare a local state of emergency on March 16. In response to Emergency Orders issued by Governor Baker, and guidance from the Massachusetts Department of Public Health (DPH) and the United States Centers for Disease Control and Prevention (CDC), municipal buildings were closed to the public. Accelerated telework capacity was implemented for continuity of operations (COOP) and continuity of governance (COG) to ensure the continuity of essential functions. Working with existing and new supply chains, the EMD coordinated the acquisition and distribution of specialized personal protective equipment (PPE) for first responders. The EMD participated in numerous conference calls with the White House Office of Intergovernmental Affairs, MEMA, DPH, Metropolitan Area Planning Council (MAPC), Mayors and Managers, and the Massachusetts Municipal Association (MMA), to assist with plans for mitigation, response and recovery to the COVID-19 pandemic.

In June, the Town received \$1,317,137 in *Coronavirus Aid, Relief, and Economic Security Act (CARES Act)* funding from the Executive Office for Administration and Finance (A&F). The CARES Act funds were to be used to cover costs that were necessary expenditures incurred due to the public health emergency with respect to the Coronavirus Disease 2019 (COVID-19); were not budgeted as of March 27, 2020; and were incurred during the period that began on March 1, 2020 and ended on December 30, 2020.

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 Fire Chief delivered a workshop at the 25th Anniversary *Massachusetts Fire and Life Safety Education Conference* in Marlborough in September.

Fire Suppression

The Fire Department responded to several structure fires during the year, including structure fires on Concord Street in October, and Carl Road and Cross Street in March. The department took delivery of a new Engine 1 in May, thanks to a capital appropriation from Special Town Meeting. The pumper had previously been in service for one year at the Daytona International Speedway.

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, 55% of our patients were transported to MetroWest Medical Center, Framingham; 34% of our patients were transported to Milford Regional Medical Center; and 8% of our patients were transported to MetroWest Medical Center, Natick.

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 Rescue 1.

Disaster Planning

The Fire Department worked closely with Holliston Emergency Management, the Massachusetts Emergency Management Agency, the Massachusetts Department of Public Health, 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.

The Fire Chief partnered with the police and schools in exercising existing school emergency plans. The Chief also attended a *Threat Assessment Intensive Workshop* in Worcester and *Preventing Targeted Violence* training in Lexington in January, and the *Psychology of School Treat Assessment* training in Manchester, NH in March.

As the SARS-CoV-2 novel coronavirus began to spread across the globe, the department updated its screening questions posed to callers by dispatchers, made specialized personal protective equipment (PPE) available to first responders, and modified its response protocols allowing our members to continue to serve the public while minimizing potential exposure to COVID-19.

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. In the fall, fire instructors from the department conducted an in-house *Firefighter I/II* training course for new members; preparing them to sit for the certification exam offered by the Massachusetts Fire Training Council. Using resources from the National Firefighting Academy, the Massachusetts Firefighting Academy, and

professional colleagues in the healthcare field, we kept the members of the department up to date on the current job performance requirements of their respective positions. Members are encouraged to participate in outside training opportunities.

Emergency Responses

The Fire Department responded to over sixteen hundred incidents:

Fire Log Incidents - 483 (Estimated dollar loss \$672,218)

Ambulance Log Incidents - 1163 (805 Patients Transported)

HOLLISTON FACILITIES DEPARTMENT

The Holliston Facilities Department is new for FY2020 and is responsible for making sure the Town's buildings and systems work harmoniously while ensuring 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.

The department is on a three year implementation schedule with oversight of the Town's municipal buildings in year one, expansion into Parks and Grounds in year two and Schools in year three. During FY2020 the department completed all tasks outlined in the "Facility Manager Employment Plan" for Year 1 – Key Accomplishments include:

- Engaged with all building stakeholders and established communication procedures
- Completed Facility Condition Assessments for all Town buildings to establish:
 - Baseline conditions
 - Establish Preventative Maintenance Programs
 - Develop long-term Capital Improvement Plan for the Town's assets
- Researched, selected and procured a Computerized Maintained Management System to manage preventive maintenance schedules and work orders.

Along with processing and closing 85 facilities work orders for the various Town buildings, the department began developing competitive annual contracts for; facility cleaning services, HVAC maintenance/repair, fire suppression system inspection/service, elevator inspection/service and utilities (Natural Gas, Electricity). By leveraging a competitive environment for these services the Town is expected to save over \$100,000 on an annual basis.

Large scale projects initiated and completed in FY2020 were:

- Covid 19 Facility Preparation - Installation of various barriers in Town buildings, signage, HVAC adjustments including filtration and fresh air intakes
- 260 Woodland Street site remediation
- Replacement of Pinecrest exterior doors, cupola repairs and snack shack roof
- Senior Center door repairs and kitchen compliance updates
- Police Station garage wall structural issues and remediation
- Pinecrest parking assessment and signage

Several additional projects are planned for FY2021 consisting of:

- Library improvements - Restoration of the front facade, interior painting, carpeting and HVAC controls
- Town Hall - Floor refinishing, window restoration and repairs, septic system
- Senior Center improvements - interior painting and carpeting

This is an exciting time to start a new department. A lot of effort is being spent laying the groundwork to establish a solid foundation on which the department can focus on its ultimate goal of protecting Holliston's largest assets.

GOLF COURSE ADVISORY COMMITTEE

The town of Holliston is in the second year of a three year contract with New England Golf Inc. for management and maintenance for the town owned Pinecrest Golf Course. This year the purchase of two sets of solar crossing lights for golfer and public safety will be installed at the clubhouse crossing and hole two crossing. Leveled the cart paths on holes 2, 3, 5, 9, 14 and 16. Continued to eliminate invasives by clearing out hotspot areas through course. Removed the sod, leveled and re-sodded the forward tee on #2, forward tee on #7, forward tee on #9, forward tee on #15 and the tee on #16. Improved the playability of the surround on the bunker of #15 and #18. Pruning of ornamental trees around the pro shop, restaurant, parking area and the 10th green. Pruning and removal of trees for safety and sightlines on the fifth hole and seventeenth hole. Provided additional staff and training to comply with Covid-19 guidelines to ensure safety of employees and players.

The town of Holliston is in the second year of a three year contract with Anthony's on the Green for the management of the Pinecrest Golf Course restaurant and function/tent facility. The town refurbished the deck. The tent area was recarpeted, new tent siding installed and the tent was repaired. A new fryolater, grill and refrigeration unit was bought by the town. The clubhouse building was painted.

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

GOVERNANCE COMMITTEE

The Governance Committee was established by the Select Board on March 3, 2020 to assist in the development of town-wide policies that relate to governance and recommend changes to the form of government if needed. Appointments to the Committee were completed on June 17, 2020. Regarding governance, Holliston has not undertaken a comprehensive review of its government structure and efficiency for over 40 years.

The Governance Committee consist of five Holliston residents with diverse professional backgrounds and prior experience in Holliston government. Members are: Samuel Tyler, Chair; Scott McKechnie, Vice Chair; Paul LeBeau, Clerk; Leonard Engel and Christina Lingham. These members collectively represent over 100 years of municipal experience. Snapshot bios of each member are provided on the Governance Committee's town webpage.

Starting with its organizational meeting on July 16, 2020, the Governance Committee has conducted a total of 14 virtual public meetings in 2020 to meet with Town officials, review data and information it prepared and discuss governance issues and possible recommendations.

At its meeting on August 19, 2020, the Committee members voted that a new Town By-Law outlining the budget development process in Holliston should be its first initiative. Holliston's current By-Laws are silent on this topic, which has led to tension among some boards and committees. The hiring of a new Town Administrator with direct experience in municipal finance in two other towns and the Committee's extensive review of the Charters or General By-Laws of scores of other Massachusetts towns contributed to this decision.

At the start of its work, the Governance Committee prepared an organizational chart of town offices to help understand the current organizational structure of Holliston government. From data provided from resources of the state's Division of Local Services within the Department of Revenue and the Massachusetts Municipal Association, the Committee developed a table of comparative towns to Holliston.

From this comparable town list, and our review of town Charters and General By-Laws, the Committee developed a list of fifteen (15) comparable towns that each adopted Charters that included Articles outlining its budget development process. The list was divided among the five Governance Committee members so that each was responsible for developing working relationships with officials in three towns to learn more about their town operations than would be possible from merely reviewing written Charters and By-Laws.

By the end of 2020, the Governance Committee has completed developing a draft Article outlining a revised budget development process for Holliston. The provisions of this By-Law will require modifications of four other Town By-Law Articles. In 2021, the Governance Committee will meet with several Town committees, boards and officials to receive feedback on the draft Articles. Public hearings will be held for the same reason. The Committee will make adjustments to its drafts based on these meetings where warranted and submit its final recommendations to be presented to the May 10, 2021 Annual Town Meeting.

BOARD OF HEALTH

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.

The Board of Health meets on the first and third Tuesday evenings at 7:00 p.m. in room #014 at Town Hall. Starting on March 20, 2020 the meetings became 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). The Board of Health is comprised of three elected members: Laura Nolan, chairperson, Thomas Ellis, vice-chairperson and Joshua Mann.

Health Department staff personnel include Health Agent/Director Scott Moles and clerks Lisa Deering and Ann Adams, with a combined 32 years of service with Holliston. The Board of Health receives part-time services from septic inspector Paul Saulnier, P.E. and food service inspector Leonard Izzo, R.S., CHO.

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, septage hauler and installer permitting, and medical waste transport permitting.

As a non-sewered community, environmental health comprises a major portion of the department's workload. The Board received applications for 168 Disposal System Construction Permits (new and upgrade), including 40 repair plans, 12 revised plans and several miscellaneous permits. There were 2 private well permits issued. There were 119 soil test applications, 12 swimming pools, and 100 applications were reviewed for building releases.

The Board received various complaints for housing, odor, noise, beavers, trash and other matters with actions taken to address any code violations.

The Health Department is actively involved in emergency preparedness where grant funds are received.

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 61 food establishment permits were issued which include temporary food service permits for non-profit organizations.

Septic: 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 office or on the Mass DEP website. This office has record of septic system plans for over 6,000 properties. Residents are encouraged to call the Board of Health office with any questions they may have regarding the care of their septic system. A total of 125 Title 5 Inspection Reports were received and reviewed. With the change in pumping record requirements, over 2041 pumping records were received and entered into the data base.

West Nile Virus & EEE: MDPH, Town and Central Massachusetts Mosquito Control Project (CMMCP) officials continue efforts to educate and advise residents of preventive measures to avoid human transmission of diseases spread by mosquitoes. The Massachusetts Department of Public Health (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. CMMCP conducts weekly spraying for adult mosquitoes by resident request only during the summer months by calling 508-393-3055. In Holliston, CMMCP has expanded with some beaver control/management at the Wenakeening Woods and Chicken Brook.

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 101 case investigations were completed. The State DPH uses the MAVEN, for comprehensive communicable disease reporting and monitoring.

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

Sharps Disposal: With the assistance of a grant received from E.L. Harvey & Sons, Inc, and Board of Health funding, the Board has partnered with the CVS Pharmacy to provide a safe, convenient sharps disposal program to comply with the State's sharps ban in solid waste. Residents may drop off their used needles, syringes, and lancets in an approved sharps container during pharmacy business hours. The

Health Department sells approved sharps containers in two sizes for \$2 or \$5 per container. We appreciate CVS Pharmacy for hosting a 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 Sophie Schulman. Town resident PJ Kilkelly has been volunteering with his expertise in animal care.

Tobacco: There were 10 tobacco retailers licensed during the year. The Health Department informed the retailers of the State ban (beginning June 1, 2020) on the sale of flavored cigarettes and tobacco products, including menthol cigarettes and flavored chewing tobacco.

Emergency Preparedness: 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; an application is available on the Town Board of Health website. All volunteers welcome.

Covanta Transfer Station: The Board extended a contract with Brian Moran of Stantec Consulting Services, Inc. to provide services as a compliance officer for the facility funded by Covanta. Lawrence Waste Services continues to run the operational services at the facility.

COVID-19: Massachusetts had its first COVID-19 case on 3/2/20. Fire Chief Michael Cassidy, Holliston Emergency Management Director with the Health Department gave the first briefing on COVID-19 on 3/11/20. The Health Department has been active in all aspects of the pandemic: Holliston School cancellation, emergency order suspending Open Meeting Law, orders prohibiting gatherings, State Declaration of Emergency, municipal closing/work-from-home, Board of Health face covering mandate 4/28/20. The Board of Health continues providing education and support to the Town during this pandemic.

General Fund deposits made to the Town Treasurer totaled \$97,116.

OTHER POST-EMPLOYMENT BENEFITS TRUST COMMITTEE (OPEB)

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, 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 any 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 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 (SRBFT) through the Health Care Security Trust (HCST) Board of Trustees to invest in their funds. On January 14, 2020, the Committee adopted their investment policy.

Deposits into the fund (Inception to 6/30/2020):	\$12,370,423.10
Interest earned less fees:	3,098,599.66

OPEB balance as of June 30, 2020:	\$15,469,022.76
OPEB Liability as of June 30, 2020:	\$45,330,773.00
Percentage of Funding:	34%

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. The addition of 1750 Washington St. has 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.

The Parks Department completed renovations at all of the infields using the allocated CPC funding from 2019 May Town meeting. The fields are draining much better and safety concerns regarding lips that had formed at many infields have been mitigated. We purchased an infield grooming machine with funds allocated from 2019 special town meeting and have been utilizing it to better care for our infields. We are currently moving on to the next phase of our baseball field renovations which is installing covered dugouts at the fields. The first set is going in at Flagg Field in March.

Our beach refurbishment project was completed at Stoddard with drainage issues being addressed in May of 2020 and new sand being delivered and spread in July of 2020. Our post season beach survey data indicated a very positive experience for beach users this year.

Our operation was significantly affected by both EEE in the fall of 2020, and then the COVID-19 Pandemic. We lost the majority of our field rental revenue for the year, and were able to offer significantly less programming options in the spring and summer than we would under normal circumstances. We reduced operating costs by limiting lifeguarding schedules and operating our camp during limited hours.

We did run a successful summer camp under difficult restrictions and also ran two weeks of sports camps in partnership with Skyhawks Sports. After a very successful Fall and Winter season of our busing program (busing kids from Miller and Placentino to 1750 for after school programming) we paused the program for the Spring. This program was on an excellent trajectory and we are eager to resume it, hopefully in the Fall of 2021.

The Parks department continues to see ongoing maintenance at the fields and parks as an area we should invest more resources in. We are hopeful that the new facilities manager can help us navigate a plan to address this in a permanent way so that the Parks revolving fund is not depleted supplementing maintenance issues using contractors.

Director of Parks and Recreation – Mark Frank on behalf of the Parks Commission:
 Melissa Kaspern, Chairperson
 Brian MacDonald
 Paul Healy
 Shaw Lively, Vice Chairperson
 Steve Bigelow

PLANNING BOARD

Development Review of Note

Special Permit and Site Plan Review approvals were issued for the following commercial developments and municipal projects: 1. Mayflower Medicinals, Inc. at 89 October Hill Road to expand existing operations as an Adult Use Marijuana Establishment, 2. Good Chemistry at 390 Hopping Brook Road to be utilized for a Marijuana Establishment, 3. James Read, d/b/a R&R Landscaping, for construction of a 4,950 sq.ft. commercial garage and storage building at 2016 Washington Street, 4. Earthlight Solar at 56 Boynton Road for a 323 kw rooftop photovoltaic installation and 5. CRG Integrated Real Estate Solutions at 555 Hopping Brook Road for an 800,400 sq.ft. warehouse distribution facility (Site Plan Review only).

Ongoing Construction Projects

The Board currently holds performance bonds and coordinates third-party inspections for construction of the following active single-family residential subdivisions: Brooksmont Meadow (Laurel Glen), Constitution Village, Deer Run, Highlands at Holliston, Liberty Estates, Summitpointe and White Pine Estates II. Additionally, the Board is monitoring construction of the Hollis Hills Preserve, Brooksmont (415 Concord Street) and Washington Hills (Holliston Woods) Senior Residential projects, as well as Hopping Brook Industrial Park Phase II.

We would like to thank Highway Supt. Tom Smith, Ali Parand, PE, CMG Engineering and McClure Engineering for their continued support facilitating roadway inspections.

HOLLISTON POLICE DEPARTMENT

MISSION STATEMENT

The mission of the Holliston Police Department is to achieve effective, efficient and professional policing in partnership with the community, helping to secure a safe and just community in which human rights and responsibilities are properly respected and balanced.

DEPARTMENT VALUES

The Holliston Police Department Value Statement cites the attributes of Integrity, Professionalism, Loyalty and Pride which are the foundation of our commitment to public service, safety and security for those who live, work and travel through our community. These values guide us as a department as we undertake the difficult demands of the police profession.

FISCAL YEAR 2020 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. 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 such as Facebook, Twitter and Instagram has increased in popularity and all are invited to join and follow us.

In 2017 our department formulated a second five-year strategic plan which is available on our department website. Our community stakeholders identified areas of importance where police should focus attention;

Crime Prevention, Traffic, Juvenile Issues, Domestic Violence & Mental Health and Community Relations. Year three of our new strategic plan began in July 2019.

Roadway safety continues to be a major focus of our department. Our goal is a reduction in 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. We believe these 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 at the Holliston High School and 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. The SRO 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 through the Middlesex District Attorneys Office and meaningful follow-ups with victims directing them to resources which can help them address abuse and violence. Most recently, Detective Ciara Maguire created a Holliston Police Department QR code business card to distribute to victims of domestic violence that 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. Most notably in fiscal year 2020, we were able to add a second full-time detective position within the unit. 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. 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.

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.

Our K-9 team completed the Boston Police Department K-9 Patrol Academy and Narcotics Detection Academy. 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 always 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 is also participating 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 addict 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. While the Holliston Police Department has not had an individual participate in the program itself to date, we play an active role in the program and participate in the monthly meetings at Framingham District Court.

The police department has also taken proactive steps to upgrade our property and evidence room procedures. A new evidence processing manual has been created to ensure officers are using best practices when it comes to the handling and packaging of property and evidence. Additionally, we have implemented a new state-of-the-art barcoding system in our property and evidence room that is designed to accurately and efficiently record 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 in the industry 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, we have implemented an accreditation policy software that allows us to manage our policies and procedures in the most strategic way possible. This new 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 has moved from traditional "paper" citations to the new "e-citation" system. We received a grant from the Executive Office of Public Safety and Security (EOPSS) that provided 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 2020 we were able to secure grant funding from a variety of source including, but not limited to State legislative earmarks, the Massachusetts Department of Mental Health, the Executive Office of Public Safety and Security, the State 911 department, Governor Baker's Safer Schools and Communities program, the Med-Project Grant, the Massachusetts Bulletproof Vest Program, and other local non-profit organizations such as the Holliston Newcomers and Massachusetts Vest-A-Dog. 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.

Beginning in 2018, Chief Stone and Chief Cassidy joined forces to address a long standing operability issue that affected first responder communications throughout town. Cyber Communications Solutions, the premier service provider in New England for Motorola, was contacted to perform a propagation study to determine the current level of service provided by the existing system. The results of this study quickly confirmed the inadequacies of the radio system and made recommendations for upgrading. We then sought funding support for a project of this nature and were able to secure a legislative earmark from State Representative Carolyn Dykema's Office and Senate President Karen Spilka's Office. This funding support allowed us to move the project from a conceptual idea to technological solution. Finally in December 2020, the Holliston voters at Annual Town Meeting approved our request for funding and the project was completed on time and on budget. This system overhaul has created a 21st century communication system that has dramatically improved the safety of our first responders and enhanced the overall efficiency of public safety operations within the community.

The Holliston Police Department also assisted in the formation of Holliston's new Traffic Advisory Committee (TAC) which helps to examine traffic issues within the community. There are a total of nine members on the Traffic Advisory Committee, including Chief Stone as the 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. Despite many hurdles created by COVID-19, the Traffic Advisory Committee has committed to hearing resident petitions (remotely) 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 June 2020, Chief Stone requested the Massachusetts Police Accreditation Commission (MPAC) to perform an on-site assessment of our agency to ensure that the Holliston Police Department was meeting or exceeding the Commission's high standards for law enforcement professional excellence. After three days of assessment which helped to ensure that we were in compliance with the Commission's 257 mandatory standards as well as a required percentage of optional standards for an agency our size, the Holliston Police Department was awarded re-accreditation status. The standards in which we were 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.

Despite the onslaught of challenges created by COVID-19, the Holliston Police Department was still able to seek, hire, and train a number of new qualified candidates for the position of police officer. For reasons out of our control at the local level, the October 2019 police academy class that we had planned to send two new recruits to was postponed until January 2020. This unsettling news left our two newest police recruits, Ryan Parent and Alex Hulme, waiting in limbo for their law enforcement careers to begin. Finally in January 2020, the academy class was properly funded and Ryan and Alex began their new journey to become a police officer. Unfortunately, only two months later we were faced with a global pandemic that essentially shut down the physical in-person learning at the academy. Through all of this, our two newest officers met every challenge before them and continued to persevere through unprecedented conditions. Needless to say their return to academy learning in early May 2020 paved the way for a much anticipated graduation date on June 19, 2020. This story is shared not only to highlight the focus and determination of Officers Parent and Hulme, but to accentuate the ability of the men and women of the Holliston Police Department for continually adapting and overcoming obstacles each and every day. This is not only a tribute to each individual officer, but to the outstanding agency in which we serve.

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, 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, and Millis. In July 2019, we expanded our regional in-service training program by welcoming members of the Medfield Police Department to share in our training regimen. 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 2020, Officers participated in professional development classes in the following areas;

“Critical Incident Management System” (CIMS), Advanced Domestic Violence Seminar, “How To Become A Great Leader,” Autism Awareness for Law Enforcement seminar, Dark Web: Cryptocurrency Investigations, Table Top Intruder Response/Incident Command System (ICS) with Holliston Fire and Holliston School Administrators, License Plate Recognition, School Safety and Security, The Field Training Officer (FTO) Process and Probationary Employees: Legal Liability and Best Practices, Executive Development, Pre-Incident Stress Debriefing for Command Staff, Use of Force/Non-Compliance Report Writing, Sex Offender Registry Board: Partnerships, Advancements, and Safer Communities through Collaboration and Training, Post Promotional Suicide Prevention, Sexual Assault Investigator Certification, Anti-Terrorism Advisory Council (ATAC)/Joint Terrorism Task Force (JTTF) seminar, Legal Issues and Liability, Juvenile Update/Court Diversion, UTV familiarization, Active Shooter Dispatch Training, Xtra Duty Web Seminar, Annual School Safety Summit-Best Practices in School Safety, Property and Evidence Room Management, High Risk Domestic Violence, First Line Supervisor Course, Lidar, Traffic Incident Management Training, Low-Light Firearms Qualifications, Leadership for Reducing Organizational Stress in Law Enforcement, Liability and Public Records, Entry Level Fitness Coordinator, Advancing and Supporting Women in Law Enforcement, Applied Patrol Procedures at the Plymouth Police Academy, School Shootings: A Crippling Problem, The Property Room: Inspection, Inventory, and Audits, Contemporary Issues in Securing Houses of Worship, Teen Dating Violence Awareness, Preparing for the Accreditation Assessment, Police Survival, Animal Cruelty and Investigations, Child Passenger Seats, Sexual Assault Kit Processing, Cyber Security for Town Employees, Comprehensive Emergency Management Plan (CEMP), Low Light Pistol Instructor, Best Practices and Coronavirus Concerns for Law Enforcement Leaders, Basic Police Motorcycle Operators Course, Electronic Control Weapons Instructor Course, Emergency Medical Technician (EMT), and Patrol Rifle certification.

COMMUNITY OUTREACH

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.

Due to the on-going COVID-19 pandemic, our community outreach efforts had to be reduced dramatically. 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 17,900+ calls for service that we respond to or initiate throughout the year.

Some of the different community outreach programs that members of the Holliston Police Department frequently participate are:

Birthday Parades
Police Mountain Bike Patrols
Health Care Lunch Delivery Event
Junior Police Academy
National Night Out
Pink Patch Project
Prescription Drug Take Back Day
MetroWest Senior Citizen BBQ in Hopkinton
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
Soup-er Bowl
Celebrate Holliston
MetroWest Clothing Initiative
Community Reader Week
Girl/Boy Scout Station Tours
Special Olympics
HHS Graduation Parade
“Declan Vail” Swearing In Ceremony
Veterans Court Holiday Luncheon
Boston Marathon
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
Pops with Cops
“BACK-Pack to School” Program
Safe Routes to School Campaign
Bicycle Safety Event
Pictures with Santa K-9 Fundraiser
First Responder Tribute Train
Elementary/Middle School Graduation Parade(s)

DEPARTMENT PERSONNEL

SWORN MEMBERS

Chief of Police Matthew Stone
Lieutenant Chad Thompson
Lieutenant George Leurini (*promoted to Lt. 10/14/19*)
Sergeant Glenn Dalrymple
Sergeant Matthew Waugh
Sergeant Kenneth Belson
Sergeant Jonathan Remkus
Sergeant Todd Hagan (*promoted to Sgt. 10/14/19*)
Officer Timothy Heney
Officer John Scanlon
Officer James Ward (*retired 08/03/19*)
Detective Ciara Maguire
Officer Scott Downey
Officer Daniel Griffith
Officer Andrew MacGray
Officer Todd Hagan
Officer Bryan DiGiorgio
Officer Michael Woods
Officer Ethan Coakley

Officer Felicia Gonzalez

Officer John Loftus

Officer David Charette

Officer Charles Grace

Officer Christopher Avey (*hired 09/09/19*)

Officer Hannah Ciavarra (*hired 10/18/19*)

Officer Ryan Parent (*hired 01/06/20*)

Officer Alex Hulme (*hired 01/06/20*)

CIVILIAN MEMBERS

Dispatcher Supervisor Kasey Richards

Dispatcher James Ray

Dispatcher Shawn Wilkins

Dispatcher Liana Lodola

Dispatcher Mollie Brown

Per Diem Dispatcher Jessica McGowan

Per Diem Dispatcher Lisa Gallagher

Per Diem Dispatcher Renee Masiello

Per Diem Dispatcher James Henchy (*hired 9/23/19*)

Administrative Assistant Kelly O'Rourke

Crossing Guard Martha Ellis

Crossing Guard Jean Spera

RETIREMENTS

In August 2019, Officer James Ward retired from the police department after more than 30 years of service to the Town. Officer Ward spent the majority of his career as a juvenile detective and school resource officer for the department.

We would like to recognize and thank Officer Ward for his outstanding contributions to public safety in the Town of Holliston.

PUBLIC LIBRARY

The pandemic presented many challenges in providing library services to the town in 2020. Although the library closed for a few months, it re-opened for in-person visits, curbside pickup and home delivery as

well as providing a wealth of electronic resources. Being able to access e-books from home prompted many to try the service for the first time. The library continues to be a source of learning new technology related to e-books.

The library circulated 150,564 items in FY '20. Electronic books, audio, magazines, music and streaming television shows and movies steadily increased in popularity as print and physical non-print slowly decreased. The library added Hoopla, an electronic service to provide these services alongside Overdrive/Libby.

All programming for all ages became virtual via Zoom during the year and we found new and creative ways to connect our users to each other and the library. We co-sponsored programs with other area libraries and organizations such as the historical society to widen our audience and share costs. A mystery book club was added to the existing morning and history clubs. The addition of Eventkeeper made it possible to register easily for programs online.

We used suggestions from the 2020 space study to create a larger play area in the children's room and more space for caregivers and kids to relax and read together. The collections were weeded of worn or outdated items. Weekly kits of STEM and art projects to do at home was added to the curbside pickup table and were very popular along with holiday goody bags. All were funded by the Friends of the Library with help from the Garden Club for an ornament kit in December. Read-alike bookmarks to help readers discover new books and authors were created for popular genres. We also added security cameras to the building and upgraded our website to make access easier for the disabled.

We look forward to another wonderful year serving the residents of Holliston in 2021.

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, and absentee voting.

During the Fiscal year (July 1, 2019 – June 30, 2020) the following Elections & Town Meetings were held: October 28, 2019 - Special Town Meeting; March 3, 2020 – Presidential Primary Election; June 23, 2020 – Annual Town Election; July 20, 2020 – Annual Town Meeting. Due to the COVID-19 Pandemic Town Meeting and Town Election were postponed from the usual May dates. Additionally Early Voting By Mail was introduced during the Pandemic, and a significant amount of voters chose to vote by mail for the Annual Town Election.

For this same time period there were 10,797 registered voters in Holliston. Democrats: 2,901; Republicans: 1,249; Green Rainbow: 2; Libertarian: 39; Socialist: 2; Inter. 3rd Party: 12; Conservative: 2; United Independent Party: 35, Green Party: 2; We the People: 2; Constitution Party; 1; MA Independent Party: 4; American Independent: 3; Pirate Party: 1; and Unenrolled: 6,542. A population of 15,189 was recorded.

The State is continually upgrading and improving our Voter Registration Information System (VRIS) and improving our ability to keep track of census and voter information. It makes certifying nomination papers and petitions quicker and more accurate. This system is connected with the Secretary of States 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 Committee 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

SOUTH MIDDLESEX REGIONAL VOCATIONAL TECHNICAL SCHOOL

(KEEFE TECHNICAL)

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 from the perspective of the Committee 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 at the school office.

In addition to 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. We look forward to resuming Summer Discover in 2021, after canceling in 2020 due to the pandemic.

The Committee reorganized on June 22, 2020 with officers elected unanimously to the following positions:

Chair: Edward Burman (Ashland)

Vice-Chair: Sarah Commerford (Holliston)

Secretary: A.J. Mulvey (Framingham)

Assistant Treasurer: Barry Sims (Holliston)

Staff members working on behalf of the District and School Committee are Karen Ward, **Recording Secretary** and Jack Keating, **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

Staff and students of Keefe Regional Technical School participated in many community projects throughout the school district member municipalities during the first quarter of the year, when the building was open for in person learning. Examples of these activities include:

Carpentry

Ashland House Project – Framing sections of the basement and front porch, and the installation of exterior doors and windows

Electrical

Framingham Parks & Recreation – Relocated overhead garage door safety sensors at the maintenance building. Also completed miscellaneous repairs

Habitat for Humanity, Holliston– Completed installation of a 200 amp service and all rough wiring

Irving Street Park, Framingham – Installed a 200 amp underground service

Farm Pond Park, Framingham – Designed and submitted material lists for upgrade

Ashland House Project – Installation of temporary electrical service and installation of rough wiring

Horticulture

Natick Community Organic Farm -
Completed work on a weekly basis

Framingham Park & Recreation – Assistance with cleanups and maintenance projects

Framingham Department of Public Works – Assistance with cleanups and maintenance projects

Pearl Street Cupboard & Cafe – Donation of produce and flowers

Plumbing

Habitat for Humanity, Holliston – Installation of all plumbing and heating components

Ashland House Project – Installation of underground plumbing

Prior to the school closure in March 2020, the Keefe Regional Technical School swimming pool was used by the Framingham Parks & Recreation Department, as well as all five municipalities' swim teams.

Administration

In 2020, Jonathan Evans completed his seventh year in the role of Superintendent Director, with 25 years of service to the district.

The majority of focus in 2020 was a response to the pandemic and plans for re-opening. These efforts required significant adjustments to the budget in order to meet the needs of our students during the pandemic. The District was able to acquire necessary personal protective equipment, maintenance supplies, and technology resources to safely deliver high quality instruction to students.

The School Committee completed its periodic evaluation of the Superintendent using the DESE rubric, and found him to be Proficient Approaching Exemplary for Standards I (Instructional Leadership), III (Family Engagement), and IV (Professional Culture); Exemplary in Standard II (Management and Operations), with an Overall Rating of Proficient. 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 2020-2021 school year includes the following objectives: 1) Rewriting the district Admissions Policy with a focus on consistent implementation of an updated career exploratory rubric, 2) Expanding the new model for our Student Response Team (START) to include a process for any faculty member to refer students of concern, 3) Create opportunities that focus on promoting student success in all aspects of high school, 4) Plan and implement a Two Way Immersion

(TWI) model for English Language Learners (ELLs) who are designated as Level 1 and Level 2 as determined by ACCESS testing performance. The TWI model will incorporate a co-taught instructional strategy, utilizing a teaming approach, and consists of an ESL certified teacher and a content certified teacher in the areas of English, Math and Biology.

The Professional Development Program included a second series of workshops hosted by Teachers21 to train faculty using Zoom, a workshop on Equity from Roots and Wings, and an ELL workshop for faculty hosted by the Keefe Tech ELL Department.

Handbook

With review by the School Council, updates to the Handbook were made. A section on the attendance policy was updated in accordance with legal requirements. A section was also included that Keefe Tech will follow the guidance of the CDC and the Board of Health. Finally, the requirements for students attending Business Professionals of American nationals was changed to be the same as for students attending nationals for FFA and SkillsUSA.

The Budget Process

2020 was a challenging year for all. It required the District to adjust the budget needs in order to meet new state guidelines pertaining to the pandemic issues that were faced. The District was able to utilize grant funding totaling \$426,646, through the CARES Act, Coronavirus Relief Fund (CvRF), and Remote Technology Grant in order to purchase items such as personal protective equipment and high quality air filters. The District was also able to purchase Chromebooks and hotspots for students to engage in remote learning.

In December 2020, the Budget Sub-Committee members Ed Burman, Linda Fobes, Rick Gallagher, Jamie Shepard, Elizabeth Smith-Freedman and Barry Sims began the FY22 budget development process.

In 2020, 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 \$21,131,000 as submitted to the member municipalities for FY21 was approved by all.

Auditor's Report

The annual audit by the independent accounting firm of Roselli, Clark & Associates is in the process of preparing the financial statements for committee review. It is expected that the audit report that calculates our energy project will meet the stipulated guarantee benchmarks for the 2020-2021 year.

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.

The District's recruitment efforts needed to pivot to virtual events in response to the pandemic. While we were unable to host all prospective 8th grade students as we normally do, we appreciate the flexibility and cooperation from our district partners in support of our efforts to inform families about the opportunities offered by Keefe Technical School.

We are pleased to report the enrollment on October 1, 2020 was 817 students, which reflects an increase in Enrollment.

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 2020 include replacement of carpeting in classrooms and common areas, upgrades/repairs to main boilers/heating system, replacement/upgrade of HVAC system filters to MERV-13, installation of touchless faucets, replacement of auditorium stage curtains, renovation/expansion of the guidance office suite, reconfiguration/upgrade of auditorium stage fire sprinkler system, upgrades/repairs to kitchen fire suppression systems, expansion of the video surveillance system, installation of a swimming pool water chemical controller/monitoring system, plumbing and electrical upgrades, and the purchase of one 14 passenger minibus and one 6 passenger crew cab dump truck.

Student Achievement

The Massachusetts Department of Elementary and Secondary Education (DESE) acknowledges the disruption caused by COVID-19. Subsequently, DESE has paused calculating accountability determinations for the 2020-2021 school year.

Keefe Tech added an additional AP Course, AP Physics, bringing the total to seven courses, offered in a variety of multidisciplinary areas for students seeking a more rigorous course load.

Endorsed by the state of Massachusetts, the State Seal of Biliteracy recognizes and awards high school seniors who attain academic levels of proficiency in English and a second world language. This distinction is in acknowledgement of having studied and attained proficiency in two or more languages by a student's high school graduation. The State Seal of Biliteracy designation appears on the Keefe Tech transcript and is a statement of achievement for future employers and for college admissions. Keefe Tech is proud to report that 8 seniors received this award for English and Spanish in 2020.

Keefe Regional Technical School hosted the Massachusetts SkillsUSA District Three Leadership and Skills Conference on February 26, 2020. 660 students and their advisors from 10 different schools attended the event. Keefe Tech had 113 students participating in a variety of competitions, and our students won a total of 39 medals at the event. Four Keefe Tech students earned Perfect Scores in the OSHA testing portion of the event. 30 students qualified to compete in the Massachusetts SkillsUSA State Leadership and Skills Conference, but this event was canceled due to the current pandemic. 28 Keefe Tech students participated in the Business Professionals of America State Leadership Conference. The Keefe Tech students earned 30 total medals at the conference: 10 gold, 12 silver, and 8 bronze medals. 10 students qualified for the National Leadership Conference, but this event was canceled due to the current pandemic.

General Advisory Board

The General Advisory Committee consists of the Chairperson from each of the Program Advisory Committees. The General Advisory Committee reviews curriculum and equipment requests, summarizes these requests, and brings to the attention of the Administration and the School Committee observations and recommendations from the Program Advisory Committees. The points noted for the current school year include: the need to continually align the curriculum with changes in equipment and technology within specific industries; community outreach to bring Keefe's programs to potential students; increasing opportunities for students and employers through the co-op program; continued pursuit of grant funding for state-of-the-art career and technical equipment; and training students to acquire industry-recognized credentials to help them make the transition from school to work.

SUSTAINABILITY

The Sustainability Department ("Department") was established in 2020 with the hiring of the Town's first Sustainability Coordinator in late January. Initial funding for the part time position was secured with the support of State Senator Karen Spilka and State Representative Carolyn Dykema, with subsequent support provided by local officials and residents at the FY21 Annual Town Meeting.

The Department assists town officials, residents and businesses with increasing clean energy, reducing waste and adapting to climate change impacts. The Department collaborates with other municipalities, the Commonwealth and related stakeholders to implement sustainable, cost efficient practices that reduce our carbon footprint and enhance the quality of life in Town.

Clean, green energy

Significant strides were made in increasing the use of clean energy in Town in 2020. Through a competitive bid process, a new supplier for our Community Choice Electric Supply aggregation program was selected. Whereas the old program had less than a 30% renewable energy component, the three-year agreement that began in December has a 100% renewable wind energy component. Along with this green energy benefit, residential and business participants are also realizing significant savings through a 9% reduction in supply rate. In the first month of the new program, ratepayers saved \$28,356 and carbon dioxide emissions were reduced by an estimated 774 metric tons. The Department also assisted the Facilities Manager with greening up the Town's energy consumption. Town department electricity needs were bulked together and savings realized as a lower cost, 100% renewable energy rate was secured.

The Town continued making progress in generating renewable energy locally. The Select Board and Town Administrator's leadership helped move site development, permitting and interconnectivity issues forward on the Marshall Street Solar Project. The 3.2-megawatt solar system is anticipated to go on line in 2022 and by re-using the old landfill site, both significant cost savings and revenue will be realized by the Town.

The 51-kilowatt solar system advanced by the Chief on the Fire Station roof was operational this year and provided clean energy to the grid while reducing electricity costs. The Department explored opportunities with staff and solar vendors and will be advancing solar generation capabilities at other Town sites in 2021. Future collaborations with the School Department will create additional clean energy generation opportunities.

Waste reduction

In 2020, the Town completed its first year of the new curbside waste reduction program. Residents responded to the PAYT/ SMART cart system, developed with Massachusetts Department of Environmental Protection (DEP) grant support, and trash generation initially decreased by 20% and recycling increased. The trash reduction effort was curtailed as the Covid-19 virus arrived and stay at home restrictions ensued that led to large increases in both trash and recycling generation. The Department worked with Town officials to facilitate a \$46,209 reimbursement through the CARES program for these extraordinary pandemic based costs.

The Department facilitated a partnership with Ashland to develop and implement a food waste reduction program. The initiative builds on the private subscription curbside service between participating residents and a composting company. Costs were lowered for all residents receiving the service and the Town used grant funds to provide a curbside cart at no cost to incentivize new participants. An additional 30% price reduction will be realized when a 500 household threshold is met. The favorable community response is appreciated as the program both helps reduce waste disposal costs and promotes a sustainable waste management practice.

The Department expanded services at the Marshall Street Recycling Center in 2020 by adding textile recycling containers. Along with food scraps, the DEP has identified textiles as recoverable materials that are still being incinerated in large volumes as waste. The clothing, footwear and linens collected at these textile containers help reduce waste disposal costs, promote reuse and generate revenue for the Town.

The Town again participated in the DEP's Sustainable Materials Recovery Program and received increased grant funding through the Recycling Dividends Program. The active participation of residents, and support of the Sustainable Waste Management and Recycling Committee to reduce waste and comply with DEP waste bans in 2020, is appreciated.

Climate Resiliency and Carbon Reduction

Important steps to help the Town become more climate resilient were made in 2020. Climate challenges don't stop at our borders so we joined other towns involved in the Charles River Climate Compact (CRCC). Along with fourteen other communities, we were awarded a Municipal Vulnerability Preparedness program regional grant of \$264,171 to reduce climate impacts. The project will conclude in 2021 and initial steps were taken to develop a watershed model that will help us better prepare for precipitation driven flood risk and test adaptation strategies.

Under the leadership of the Town's IT Director, we continued to participate in the Green Communities program and maximize energy efficiency efforts. A \$173,701 grant was secured to reduce energy consumption at school and municipal buildings and for a LED light conversion project at the Pinecrest Golf Course.

Research and development of a regional project to reduce greenhouse gas emissions from homes and small businesses ensued late in the year. Together with Ashland, Framingham and Natick, the MetroWest Solar & Clean Heat Challenge will facilitate additional solar and heat pump usage through competitive pricing and reduce our carbon footprint in 2021 and beyond.

Progress made on the sustainability front in 2020 is due to the collaboration amongst Town and state officials and the community. Overall, these efforts helped us enhance the environment, comply with state regulations, reduce costs and improve public health and the quality of life in the community. The collaboration of involved residents, the help from the local media in educating the public and the support of numerous officials and departments including the Select Board, Town Administrator's Office, DPW,

the Conservation, Facilities, Technology, Fire and Planning Departments, Town Accountant and the Town Clerk's Office are key factors for the success of the Town's sustainability efforts.

TOWN HALL TECHNOLOGY

In 2018-19, the Technology Department implemented a five year computer replacement plan and at the end of the third year, 90 of the nearly 140 Town computers and servers have been replaced.

From March to June of 2020 the Technology Department deployed equipment for Staff to work remotely as well as ensure the Town could host 103 public Committee/Board meetings from March 16th to June 30th, 2020.

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

Other projects undertaken by the Technology Department included maintaining up-to-date information on the Town's Facebook Page (Town of Holliston) and the upkeep of both the www.townofholliston.us website and the www.hollistonedc.com website.

The Town Hall Technology Department is also an integral member of the Green Community Team and project manager for the Town's energy conservation projects. Those energy projects that were approved as of June 30, 2020 include motion sensors for all classrooms and offices at the Elementary School, new light fixtures at Pinecrest Golf Course, insulation barriers for the High School Field House, and a new boiler for the Police Station.

For the 2021-2022 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, and certifies all official actions of the Town, 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 \$40,152.25 with the following breakdown: licensed 1,744 dogs and 5 Kennels, totaling \$23,460 plus \$2,565 in late fines. Approximately \$1,907 in miscellaneous fees, \$9,840 in Certified Vital Records, \$1,180 in Business Certificates, and \$1,200 in Non-Criminal fees were turned over to the Treasurers office.

The statistical report of the activity in this office for fiscal year 2019 is as follows:

Recorded Births – 131, Marriages – 44, Deaths – 119

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

Elections: Presidential Primary (3/3/2020), Town Election (6/23/2020).

I would also like to thank my staff Dyan Fitzgerald and Bonnie Conroy 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.

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.

Ownership of Corridor

The Town of Holliston owns all 6.7 miles of the railbed corridor.

Trail Conditions

- All 6.7 miles of the Trail have a stone dust surface.

Improvements made in the period from July 1, 2019 to June 30, 2020

- Railing and access path improvements constructed near Village Plaza by Eagle Scout candidate Drew Mahoney
- Additional granite benches installed by DPW and coordinated by Friends of Holliston Trails
- Access path from Parks Building, 1750 Washington Street, to the Trail was constructed
- Rapid Flashing Beacon was installed at South Street by DPW
- Vegetation cutting by DPW
- Maintenance vegetation cutting by volunteer group
- Trail surface grooming using maintenance Golf Cart attached with dragger
- Coordination of encroachments on town property by abutting properties
- Coordination with Blair Square Committee for park improvements in the downtown area
- Coordination with volunteers who are preparing Interpretive signage
- Crosswalk was installed on Woodland Street by DPW to connect the trail to the schools, for the Safe Routes to Schools program.
- Trail use counters were temporarily installed on December 28, 2019 by the Metropolitan Area Planning Council. Trail use in the period between December 28, 2019 and June 30, 2020 was a total of 152,465 users, measured at the two sites. Average use in this period

was 819.8 per day. Peak daily use was 2,242 users measured at Blair Square, and 685 users measured near Village Plaza.

Trail Activities

A number of trail activities were cancelled this year due to the COVID-19 pandemic. Some of the following trail activities were conducted prior to the pandemic.

- Great Pumpkin Walk by Holliston Newcomers and Neighbors Club
- Holiday Stroll-November 30, 2019
- Seventh Annual First Night Trail Walk, December 31, 2019
- Walking School Bus program using portions of the Rail 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 Assistant Treasurer Kristin Stearley, Assistant Collector Lois Saunders and three Principal Clerks Celeste Doherty, Mallory Ferranti and Mei Joe. 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 my responsibility to insure safekeeping of all funds received and to manage town funds to insure maximum cash availability and maximum 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. Payroll is processed on the in-house computer. The Treasurer is also responsible for all short-term and long-term borrowing. I am also the custodian of all tax title accounts and conducts auctions on town property acquired through the foreclosure process.

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 my 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
July 1-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.

If a payment is received late, interest is charged at the rate of 14% per annum. Interest is charged from the date the payment is due until the date payment is received. Postmarks are not accepted. If you are a new owner and do not receive your tax bills, you should contact the Tax Collector's office immediately. It is also your responsibility to forward your tax bill to your bank for processing.

If your real estate and/or personal property bill is not paid in full by May 1, a demand bill will be issued and an additional \$10 demand fee plus interest will be added to the bill. The demand bill is due 14 days from the date of demand. Failure to pay the demand bill by the due date will result in the Town taking further collection actions.

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.

Assessed owners of personal property bills will receive a warrant issued by the Deputy Collector and additional fees will be added to the bill.

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 the demand bill is not paid within 14 days from the date of demand, the outstanding bill will be forwarded to our Deputy Collector where charges, interest and fees will be assessed. 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. You may obtain a booklet published by the Registry of Motor Vehicles from our office if you have difficulty understanding your excise tax bill.

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.

PAYMENTS

Payments can be made in person at Town Hall, mailed directly to Tax Collector/Treasurer, Town of Holliston, P.O. Box 6737, Holliston, MA 01746-6737, placed in the drop box on the side entrance of Town Hall or can be made on line [at www.townofholliston.us](http://www.townofholliston.us).

If you are using your personal on-line banking system to pay your bills, please place in the comment/memo section of your bill the following information:

Real Estate Bills:	Parcel number (example 01-23-4567)
Personal Property Bills:	PP ID number (example: 9489)

Motor Vehicle Bills:

License Plate Number (example: 123 TAX)

Please do not combine any of the above bills with your water payments. Water bills are processed separately from real estate, personal property and motor vehicle.

HOLLISTON 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 2020 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).

The Weights and Measures Inspector continues to serve as the Northeast Weights and Measures Region chair on the Law and Regulations Committee. These laws and regulations range from the basic weights and measures laws to specific laws and regulations for Weighmasters, commodity regulations, price scanners, unit pricing, engine fuel and automotive lubricants and more. The model laws and regulations are published annually in *NIST Handbook 130, Uniform Laws and Regulations*. Additionally, the L&R Committee and the NCWM adopts test procedures for verifying the actual net quantity and contents contained in packages and products offered for sale.

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. The Weights and Measured inspector worked with open cannabis growers and processors to assure that their weighing and measuring devices meet “legal for trade” requirements.

In 2020 twenty-three different inspections were conducted, forty-one devices were adjusted, and one reinspection was performed. Over One hundred seventy devices were inspected, adjusted, and sealed. One device was condemned as not meeting legal standards. Two Item Pricing inspections 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.

A very special thanks to Donna Muzzy for all the assistance she has 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. The majority of the Board's hearings were for requests for alterations and expansions to pre-existing, non-conforming residential structures. Twenty-four applications were acted upon this year. The following businesses were issued Special Permits: 1. AT&T Mobility, 0 Marilyn Street and 2. Putts & More, 750 Concord Street.

HOLLISTON HIGH SCHOOL

Holliston High School had a very productive, successful and rewarding school year, despite our building closure in March due to COVID 19. Our classes, programs and celebrations were all re-imagined to reflect the unprecedented situation we found ourselves in. Award ceremonies, concerts, graduation celebrations among many other events were still held, although in a virtual setting. Many of our students were the recipients of special awards in a variety of areas and, among the 851 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: Karen Archambault, Assistant Principal, Victoria Roy, Math Teacher, Dael Higgins, Math Teacher, Sara Collins, English Teacher, Jenna Gamage, School Psychologist, Guia Reyes, Secondary School Nurse, Melissa Fitzgerald, Paraprofessional, Kevin Merrick, Paraprofessional, Michael Mullen, Paraprofessional, Andrew Weiseth, Paraprofessional, Sarah Archambault, Health and Safety Monitor, Jack Rossini, Health and Safety Monitors, Jim Gooding, Building Based Substitute, Paul Hickey, Building Based Substitute and Eleena Rioux, Building Based Substitute.

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 senior students were presented with scholarships and department awards where they were recognized for the Excellence in Scholarship, Character and Collaboration. This event was held virtually in June and families were able to view the ceremony on Facebook, HCAT and the School Counseling YouTube Channel. The following named scholarships were awarded to dozens of Holliston High School graduating seniors.

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 Elizabeth Stillings Brooks Memorial Scholarship Award, The Little Beehive Farm Award, The Washington Street Players Award, The Joseph Larracey Award, The Doug Perry and Linda Frank Award, The Paul Rowles Award, Donna R. Keenan Award, The Lois Franz Honorary Award, The Peter Sawyer Award, Kathleen P. Webster 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 Nancy Moore Jillson Award, The Virginia Aldrich McGrain Award, The Bedros and Helen Kamitian Award, The Reverend William Haley Award, The

Beth Lyon Award, The Thompson - Enquist Award. The Andrew Linn Award, Ingrid M. Amati Memorial Scholarship, The Arcadian Farms Scholarship, Forekicks Student Athlete Scholarship, The Olivia Berit Bergstrom Memorial Scholarship, Timothy O'Connell Memorial Scholarship, HUB International of New England Award, The Marine Corps, The Millis Flag Football Scholarship, The Holliston Business Association Scholarships, The Holliston Federation of Teachers Scholarship, The Holliston Garden Club, The Jensen-Sheehan Insurance Agency, Inc. Scholarship, The Justin Mayer Memorial Scholarship, The Lt. Shawn F. Moore Memorial Scholarship, The Highland Farm of Holliston Scholarship, The Oligo Scientific Scholarship, The Sue Dacey Award, Association Scholarship, The Diamond Awards, The Holliston Lions Club Educational Assistance Awards, The Eric Witunski Memorial Scholarship, 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, 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, The Principal's Leadership Award.

Underclassmen at Holliston High School received many awards during their Virtual Awards Ceremony, which took place in June. Students were recognized for their Excellence, Scholarship and Collaboration in various departments and Book Awards were presented as well. Families were able to view the ceremony on Facebook, HCAT and The School Counseling YouTube Channel. The following Book Awards were presented to our junior students.

The John P. Garrahan Leadership in Diversity Award, The Eric Witunski Memorial Scholarship, The HOBY 2020 HHS Ambassador Recognition, The Bates 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 Columbia University Book Award, The Brown University Book Award, The Dartmouth College Book Award, The Elmira College Key Award, The Furman University Scholars Program, The George Washington University Book Award, The Harvard Book Award, The High Point University Book Award, The Johns Hopkins University Book Award, The Le Moyne College Heights Award, The Mount Holyoke College Book Award, The Rensselaer Medal, The Rochester Institute of Technology Computing Medal, The Rochester Institute of Technology Creativity and Innovation Award, The Sage College Award, The Salve Regina University Alumni Book Award, 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 Lasell College Book Award, The Boston University/Wheelock School of Education Award, The University of Virginia Book Award, The University of Virginia Award, The University of Rochester Bausch & Lomb Award, The University of Rochester George Eastman Young Leaders Award, The University of Rochester Frederick Douglas and Susan B. Anthony Award, The University of Rochester Xerox Award, Villanova University Alumni Association Book Award, The Wellesley College Alumni Book 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, WHHB Radio Station and Yearbook, some of which transitioned to meet remotely some time in the spring. Both the winter and the spring music concerts showcased the wonderful talents of our music students. The fall musical was *Mamma Mia* and the spring play was a

filmed version of *Much Ado About Nothing*. Students in Fine Arts showcased their work in a number of exhibits for “Art Saves Lives” on their website.

In a typical year, more than twenty-five athletic teams competed for Holliston High School this year, and more than 300 students per season were involved in athletics and sports. During the 2019-2020 school year, fall and winter athletics took place. Unfortunately, due to COVID-19, the spring season did not take place.

The Class of 2020 started their graduation celebrations with a car parade held on June 7th. 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 July 25th in a ceremony held on the turf field with more than 428 family members in attendance. The National Anthem was sung by members of the Class of 2020. The Address of Welcome was given by Nicole Bottomley, Principal of Holliston High School. The introduction of the student speakers was given by Allison Powell, Salutatorian. Musical performances were performed by Renee Torio, Andrew MacMurray, Olivia Skerry, and Sophia Campbell. The Commencement Address was given by Jessica Durkee, Valedictorian.

The Senior Class Officers present were: Thomas Sykes, Class President; Ashani Kurukulasuriya, Vice President; Gwen Freeley, Secretary; and Chloe Kafka, Treasurer. There were 214 graduates and 95.1% went on to two and four-year colleges, and 4.9% took a year off from school to either work or joined the military.

ROBERT ADAMS MIDDLE SCHOOL

The 2019-2020 school year began with the Robert Adams Middle School enrollment at 693. 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. Both 6th and 7th 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. There were no teams in 8th grade due to the number of leveled classes, which include Math 8, Math 8 Accelerated, Algebra, and Introductory Physical Science. By not having teams, classes were able to be more heterogeneously grouped. 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: Ryan Venditti (Social Studies), Katie Mason (Science), Mallory Piercy (English Language Arts), Joanna Haswell (Special Education), Shannon Mulkerrin (Math). Adams’ new paraprofessionals are Kelsey Argir, James Brodeur, Rachel Jones, Sudha Kolla, Ashwini Kulkarni, Mark Liberty, Sue Taibi-Nemri, Alexis Spallone and Emily Spillane. We welcomed our new nurse, Jennifer Olsen.

In the fall of 2019, Open Houses were held on the evenings of September 17 and 24. The events were once again 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. Band and Chorus members performed their

winter concerts; but, due to the COVID-19 school closure and change to online learning on March 13, Band and Chorus members were unable to perform spring concerts. Also, In the spring, Adams students were unable to perform in the musical rendition of *SHREK*! We hope this performance will take place the Spring of 2021.

Eighth grade students were honored at the end-of-year eighth grade ceremony. Rachel Griffiths received the David P. McCobb Principal's Award for academic achievement and citizenship. Additionally, the Mary Troy Math Award was presented to Josephine Quinn. No Scholastic Achievement Award was presented this year due to the interruption in grade reporting as a result of the COVID-10 school closure and shift to remote learning.

The MS-PTO (Middle School-Parent Teacher Organization) was led by new President Sarah Fitzgerald. Its efforts have been invaluable in planning for school dances, the sixth grade Nature's Classroom trip, fundraising, and many other important events at Adams. The Middle School Council Members were: teacher representative Elaine Mitsock; parent representatives Alissa Sheils, Nicole Smith, James Lukowiak, Susan Arnold, Agatha McEachern, Stephanie Golub-Simon, and Jennifer Rosenfeld; community representative Chief Cassidy; and Principal David Jordan. The council contributes to the development of school goals and vision. Both groups support student activities and help set the direction for the school and its improvement.

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. With each passing year, our Chromebook 1:1 program continues to be further integrated into the day-to-day, advancing our ability to analyze literature, provide feedback, analyze text and scientific data, and collaborate with peers across disciplines, grades, and schools. Google Classroom has continued to develop as a learning management system, allowing teachers to push content out to students in the form of articles, instructional videos, assignments and learning resources while collecting and providing feedback digitally.

Furthermore, the social emotional wellbeing of students continued to be a focus of the district and school. Advisory, a social emotional learning initiative, was in year two of implementation. It met once every 6 days. Each teacher had a small group of around 10 students where they worked on the character traits of responsibility, perseverance, courage, empathy, respect, and integrity. Lessons were action-based, which were highlighted by middle schoolers reading to 1st graders, community service, letters of appreciation to the military, random acts of kindness with other students, and "pay-it-forward" initiatives.

In our 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.

This year would not be complete without acknowledging the significant impact of the COVID-19 pandemic. On March 13, and continuing through the end of the school year, all students and staff completed all instruction remotely, outside of the building. This period was structured with a weekly curriculum plan and descriptive video from Mr. Jordan and Mrs. Beattie, including the week's lessons for each grade level.

Students worked on a variety of asynchronous and synchronous activities for math, science, social studies, English language arts, and unified arts.

FRED W. MILLER INTERMEDIATE ELEMENTARY SCHOOL

Welcome to the Fred W. Miller Intermediate Elementary School, which housed students in grades 3, 4 and 5 during the 2019-2020 school year. Our school provides students with the security of a nurturing community while developing the skills necessary to move towards independence.

Miller School contains 31 academic classrooms and several classrooms that are specifically designed for students with special needs. Each classroom contains state-of-the-art technology including 15 Chromebooks that are connected to our district network. Our Innovation Lab and Media Center provide students with the latest tools to access information for research projects. In support of the Arts, our school provides a music room, a band room for instrumental instruction as well as for band rehearsals, an art room and a large gymnasium with a climbing wall.

The Miller School began to make the transition to the Reader's Workshop model. Within this model, we focused on the individual needs of readers, utilizing authentic text that encompassed windows and mirrors for all of our learners ensuring racially and culturally diverse learning materials.

In March, as the global COVID-19 pandemic took place, our school shifted to a remote learning model. Staff quickly pivoted and designed both synchronous and asynchronous lessons. Students engaged in lessons via Zoom with their teachers and our classrooms became virtual learning environments. We changed to a 1:1 model where every student was assigned a school sanctioned Chromebook..

Enrollment: During the 2019-2020 school year, the Fred W. Miller Intermediate Elementary School housed grades three, four and five. The June 2020 Enrollment was as follows:

<u>Grade</u>	<u>Enrollment</u>
3	231
4	230
5	227
Total	688

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 2019-2020 School Council included:

David Keim
Erica Linares

Principal, Council Chair
Assistant Principal

Erin Driscoll	3 rd Grade Teacher Representative
Kathryn Anderson	4 th Grade Teacher Representative
Colleen Hill	5 th Grade Teacher Representative
Michelle Diamond	3 rd Grade Parent Representative
Amy Donahue	4 th Grade Parent Representative
Sara Errickson	5 th Grade Parent Representative
Chief Mike Cassidy	Community Representative

New Staff Members: We welcomed the following staff members to Fred W. Miller Elementary School: Rachel Aldridge - Moderate Special Education Teacher, Amy Benoff - paraprofessional, Melissa Cataldo - paraprofessional, Anna Clark - paraprofessional, Jennifer Jackson - paraprofessional, Erica Levin - Psychologist, John McGrath - paraprofessional, Charlotte Porter - paraprofessional, Allie Salk - Moderate Special Education Teacher, Maureen Silven - Moderate Special Education Teacher, Kharen Torres-Garcia – Spanish Teacher, Brittney Trifero - Paraprofessional, Bethany Wilson - Paraprofessional, Kyle Wilson - Paraprofessional

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: The Fall and Spring Book Fair, the Fall and Spring Fundraisers, School Pictures, Teacher Support Program, and the coordination of Room Parents to help teachers with classroom activities. Thank you to Karla Alfred for her outstanding job as PTO President.

Community Service: The staff and students of Miller school participated in many activities that embodied the spirit of Community Service. Monthly food pantry collections, Our Veterans “Wall of Stars”, and Holiday Gift Bags for Holliston Seniors are just a few of the service learning opportunities that helped students learn about helping out their community.

SAM PLACENTINO ELEMENTARY SCHOOL

The 2019-2020 has been another year of growth and change at Placentino School. Our 702 students and amazing staff members have had many accomplishments to be proud of and applaud! Here are just a few:

- Placentino School began to make the transition to the Reader’s Workshop model. Within this model, we focused on the individual needs of readers, utilizing authentic text that encompassed windows and mirrors for all of our learners ensuring racially and culturally diverse learning materials.
- Student learning is also linked with activities they have participated in throughout the year through PTO-sponsored Culture Connections. This year we had a variety of presentations and school-based presentations to support student learning.
- Placentino students and staff **CARE! Cooperation, Acceptance, Responsibility, Effort**. The 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 continued to expand our Placentinkers Makerspace. It is a place for students to explore, design, create, tinker, collaborate, and connect using the principles of Design Thinking.

Design Thinking is a way to foster empathy, creativity, and innovation. It's a growth mindset where students learn the value of mistakes and see them as opportunities for growth and learning. Concepts like Makerspace and Design Thinking help students relate their core subjects to the real world and gives them hands-on learning experiences. Each month students are empowered to think and create like architects, engineers, and artists just to name a few.

- We continue to focus on embracing the concept of a Growth Mindset and embedding Mindfulness and other social-emotional 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.
- In March, as the global COVID-19 pandemic took place, our school shifted to a remote learning model. Staff quickly pivoted and designed both synchronous and asynchronous lessons for our district's youngest learners. Students engaged in lessons via Zoom with their teachers and our classrooms became virtual learning environments. Education as we knew it was redesigned.

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 and Culture Connections that include fantastic authors, artists, and educational guests 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 2019-2020 school year: Stephanie Burns, Nicole Lovell, Jessica Bartha, Caitlin Ralto, Tessa Piantedosi, Amber Dame, Emilio Cabanas, Michele Airiau, Emily Boockoff, Jessica Busch, Samantha O'Day, Mary Phelan, Courtney Turmell, Kelsey Vreeland, Jamie Yegenoglu

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
ABALUTZK	REBECCA	41,795.98			41,795.98	MISC ADVISOR-BASE PAY
ACKER	ERIN	100,596.08			100,596.08	MILLER SCHOOL TEACHER
ACORD	JASON	-	416.00		416.00	NON POLICE OUTSIDE DETAIL
ADAMS	ANN	25,464.20			25,464.20	PRINCIPAL CLERK
AHRONIAN	LISA	63,148.02			63,148.02	SCHOOL SECRETARY-12 MONTHS
AIRIAU	MICHELE	8,539.23			8,539.23	PLACENTINO TEACHER
ALDRIDGE	RACHEL	31,404.28			31,404.28	MILLER SCHOOL TEACHER
ALEXANDER	TRACY	9,074.56			9,074.56	CHILDRENS LIBRARIAN
ALIBRANDI	MICHAEL	2,802.19			2,802.19	COUNSELORS-PARK
ALLEN	DENISE	66,496.40			66,496.40	PLACENTINO TEACHER
ALMEIDA	AIMEE	93,201.38			93,201.38	MIDDLE SCHOOL TEACHER
ALMEIDA	ANDREW	86,349.12			86,349.12	PLACENTINO TEACHER
ALTIERI	BEVERLY	86,349.12			86,349.12	PLACENTINO TEACHER
ALVES	MANUEL	4,347.88			4,347.88	SCHOOL ATHLETIC COACHES
ANDERSON	KATHRYN	57,598.50			57,598.50	MILLER SCHOOL TEACHER
ANDERSON-YORK	LORI	70,451.40			70,451.40	PLACENTINO TEACHER
ANTONELLIS	JOSEPH	7,480.00			7,480.00	HIGH SCHOOL SUBSTITUTE
ANTONIOLI	FAITH	56,513.20			56,513.20	SCHOOL SECRETARY-12 MONTHS
ARENA	BRENDA	29,359.05			29,359.05	PLACENTINO PERSONAL CARE ASST.
ARGIR	KELSEY	16,637.66			16,637.66	MIDDLE SCHOOL AIDES
ARGIR	MICHELE	20,421.07			20,421.07	MIDDLE SCHOOL AIDES
ARMSTRONG	LAURIE	29,242.91			29,242.91	CAFETERIA WORKERS
AUGER	NIKOLE	51,364.16			51,364.16	PLACENTINO TEACHER
AVEY	CHRISTOPHER	46,937.27		938.17	47,875.44	POLICE PATROLMEN
AW	MYAT	-	15,886.60		15,886.60	NON POLICE OUTSIDE DETAIL
BABKA	ASHLEY	20,125.00			20,125.00	MIDDLE SCHOOL AIDES
BACHMAN	NATHANIEL	-			-	AMBULANCE DRIVERS/EMT
BAHERY	KIARRA	1,439.50			1,439.50	EXTENDED SCHOOL YEAR
BAHERY	MICHELE	21,837.67			21,837.67	PLACENTINO AIDES
BAILEY	SARA	100,255.44			100,255.44	MILLER SCHOOL TEACHER
BAILEY	TIMOTHY	94,689.86			94,689.86	HIGH SCHOOL TEACHER
BAKER	CAROLINE	1,865.00			1,865.00	PLACENTINO SUBSTITUTE
BAKER	KERRY	31,529.43			31,529.43	MILLER PCA/OTA
BAKER	MATTHEW	102,386.07			102,386.07	ATHLETIC DIRECTOR
BAKER	PAULA	1,370.16			1,370.16	PRINCIPAL CLERK
BALCOM	KATHLEEN	99,847.98			99,847.98	MILLER SCHOOL TEACHER
BALTZ	MATTHEW	1,260.75			1,260.75	AMBULANCE DRIVERS/EMT
BANKS	KEITH	69,668.21		7,023.82	76,692.03	HIGHWAY FOREMAN
BARBIERI	JOSEPH	8,530.75			8,530.75	FIRE DISPATCHERS
BARBIERI	PETER	1,250.00			1,250.00	BOARD OF ASSESSORS
BARIBEAU	PATRICIA	825.00			825.00	SUBSTITUTE NURSE
BARNETT	COLLEEN	66,241.40			66,241.40	MILLER SCHOOL TEACHER
BARQUET	KATHLEEN	47,322.03			47,322.03	HEALTH & SAFETY MONITOR
BARRILE	MARISSA	1,520.00			1,520.00	EXTENDED SCHOOL YEAR
BARRY	DONNA	56,089.02			56,089.02	SCHOOL SECRETARY-12 MONTHS
BATEMAN	SARAH	63,754.87			63,754.87	VETERANS' SVC DIRECTOR
BATIC	CAROLE	2,262.00			2,262.00	LUNCH ROOM MONITOR
BAZINET	ROBERT	680.00			680.00	ADAMS SUBSTITUTE
BEACHEN	CINDY	20,300.74			20,300.74	MIDDLE SCHOOL AIDES
BEATTIE	JESSICA	100,002.02			100,002.02	ASSISTANT PRINCIPAL
BEAUDRY	CHRISTOPHER	20,958.13			20,958.13	PRINCIPAL CLERK
BEAVER	ADRIENNE	92,751.38			92,751.38	PLACENTINO TEACHER
BECK	ISABEL	2,509.39			2,509.39	COUNSELORS-PARK
BECKVOLD	DIANA	28,713.82			28,713.82	HIGH SCHOOL AIDES
BEDARD	KIMBERLY	93,714.59			93,714.59	MIDDLE SCHOOL TEACHER
BELL	JONATHAN	3,187.50			3,187.50	LIFEGUARDS
BELSON	KENNETH	104,078.38		3,874.03	107,952.41	POLICE SERGEANTS
BELTRAN	BLANCA	98,637.98			98,637.98	MIDDLE SCHOOL TEACHER
BENOFF	AMY	7,144.87			7,144.87	AIDES PAID ON HRLY BASIS
BERG	CATHERINE	320.00			320.00	HIGH SCHOOL SUBSTITUTE
BERG	THOREN	3,222.00			3,222.00	TEMPORARY HELP
BERMAN	LAUREN	100,596.08			100,596.08	PLACENTINO TEACHER
BERNIER	CINDY	3,615.15			3,615.15	PRINCIPAL CLERK
BERNSTEIN	JOEL	104,926.52			104,926.52	HIGH SCHOOL TEACHER
BERTONAZZI	LINDSAY	2,291.75			2,291.75	MILLER SCHOOL AIDES
BETHONEY	JENNIFER	86,298.02			86,298.02	HIGH SCHOOL TEACHER

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
BILODEAU	SEAN	76,336.15			76,336.15	HIGH SCHOOL TEACHER
BISCONE	ALYCIA	13,259.87			13,259.87	MILLER SCHOOL TEACHER
BLACKINGTON	ANNE	97,297.98			97,297.98	PLACENTINO TEACHER
BLACKMORE	VICTORIA	28,869.74			28,869.74	ABA THEREAPIST
BLACKNEY	KAREN	120,871.82			120,871.82	HIGH SCHOOL TEACHER
BLANCHARD	MARY	2,125.00			2,125.00	EXTENDED SCHOOL YEAR
BLASIE	DONNA	2,420.00			2,420.00	EXTENDED SCHOOL YEAR
BLOOD	MATTHEW	89,062.52			89,062.52	HIGH SCHOOL TEACHER
BODMER-TRUE	SYLVIA	97,011.84			97,011.84	HIGH SCHOOL TEACHER
BOGGESS	MARGARET	15,779.35			15,779.35	PLACENTINO TEACHER
BOICE	CLAYTON	3,117.09			3,117.09	LIFEGUARDS
BONISTEEL-SALEM	CARRIE	11,684.49			11,684.49	CONTRACT/HRLY TUTOR
BOOCKOFF	EMILY	12,518.92			12,518.92	PLACENTINO AIDES
BOTELHO	PETER	146,728.92			146,728.92	ASST. SUPERINTENDENT
BOTTOMLEY	COURTNEY	15,664.32			15,664.32	TEMPORARY HELP
BOTTOMLEY	NICOLE	146,456.96			146,456.96	PRINCIPAL
BOUCHER	FRANCINE	86,056.80			86,056.80	MIDDLE SCHOOL TEACHER
BOURQUE	DANIELLE	55,398.80			55,398.80	PLACENTINO TEACHER
BOURQUE	GAIL	101,606.08			101,606.08	PLACENTINO TEACHER
BOUSQUET	LEA	683.27			683.27	PRINCIPAL CLERK
BOUSQUET	MARY	101,891.91			101,891.91	TREASURER/COLLECTOR
BOWEN	FINCH	75,303.02			75,303.02	HIGH SCHOOL TEACHER
BOWKER	COURTNEY	89,701.14			89,701.14	HIGH SCHOOL TEACHER
BOWLER	LYNNE	95,607.78			95,607.78	SCHOOL NURSE
BRADLEY	JENNIFER	331.20			331.20	PLACENTINO TEACHER
BRADY	ANN	36,635.98			36,635.98	HIGH SCHOOL PERSONAL CARE ASST
BRADY	CARLA	78,881.88			78,881.88	HIGH SCHOOL TEACHER
BRADY	ELIZABETH	1,871.20			1,871.20	COUNSELORS-PARK
BRADY	EMMA	4,225.05			4,225.05	HIGH SCHOOL AIDES
BRAY	ANGELA	4,420.60			4,420.60	AMBULANCE DRIVERS/EMT
BRAZIL	MYRA	21,060.29			21,060.29	HIGH SCHOOL AIDES
BRIGGS	VICTORIA	98,991.14			98,991.14	SPED SPECIALIST
BRIGHAM	MARIANNE	98.81			98.81	ELECTION WORKER
BROCKERT	DIANE	30,606.55			30,606.55	PLACENTINO AIDES
BRODEUR	JAMES	16,181.06			16,181.06	MIDDLE SCHOOL AIDES
BROWN	MEAGHAN	14,963.00			14,963.00	HEALTH & SAFETY MONITOR
BROWN	MOLLIE	21,177.76		591.78	21,769.54	DISPATCHER-POLICE
BRUMBER	CAROLYN	184.88			184.88	ELECTION WORKER
BRYANT	ABIGAIL	2,505.75			2,505.75	LIFEGUARDS
BUCKLEY	KATHRYN	102,047.56			102,047.56	MIDDLE SCHOOL TEACHER
BUDAY	KEITH	146,078.92			146,078.92	BUSINESS MANAGER
BURKE	MARGARET	88,146.10			88,146.10	MIDDLE SCHOOL TEACHER
BURKE	MARSHALL	30,839.88		4,140.83	34,980.71	HEAD MECHANIC
BURNS	STACY	59,652.95			59,652.95	MIDDLE SCHOOL TEACHER
BURNS	STEPHANIE	44,735.24			44,735.24	PLACENTINO TEACHER
BURWICK	ETHAN	663.00			663.00	EXTENDED DAY/AFTER SCHOOL PROG
BURWICK	SETH	3,096.00			3,096.00	EXTENDED DAY/AFTER SCHOOL PROG
BUSCH	JESSICA	21,519.02			21,519.02	PLACENTINO AIDES
BUSHEE	MARYALIS	79.69			79.69	ELECTION WORKER
BUTURLIA	KIM	94,910.38			94,910.38	HIGH SCHOOL TEACHER
CABANAS	EMILIO	36,464.11			36,464.11	PLACENTINO TEACHER
CAIRA	MARY	35,976.92		2,651.04	38,627.96	BUS DRIVER
CALABRESE	NICHOLAS	1,564.95			1,564.95	COUNSELORS-PARK
CALAIS	DOUGLAS	90,956.06			90,956.06	HIGH SCHOOL TEACHER
CALAIS	ERIKA	92,441.00			92,441.00	HIGH SCHOOL GUIDANCE
CALKINS	LYNORA	3,955.19			3,955.19	COUNSELORS-PARK
CAME	SUSAN	94,825.96			94,825.96	PLACENTINO TEACHER
CAMIEL	VALERIE	56,513.20			56,513.20	SCHOOL SECRETARY-12 MONTHS
CAMIRE	MARGARET	143,520.00			143,520.00	STUDENT SERVICES DIRECTOR
CAMP	KELLY	108,143.62			108,143.62	STUDENT SERVICES DIRECTOR
CAMUTI	ASHLEY	73,596.38			73,596.38	PLACENTINO TEACHER
CANAL	LYNDA	53,676.72			53,676.72	PLACENTINO TEACHER
CANNEY	CHRISTOPHER	86,662.22			86,662.22	TEMPORARY HELP
CANTO	STACIE	54.87			54.87	SUB CAFETERIA WORKER
CAPALUCCI	KARA	537.48			537.48	CAFETERIA WORKERS
CAPOBIANCO	MICHAEL	5,858.20			5,858.20	SCHOOL ATHLETIC COACHES
CAPODANNO	CHARLIE	12,782.00			12,782.00	HEALTH & SAFETY MONITOR

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
CAPONE	JAMES	30,899.95			30,899.95	HIGH SCHOOL TEACHER
CARBINO	SHANNON	56,513.20			56,513.20	SCHOOL SECRETARY-12 MONTHS
CAREY	WINIFRED	99,759.28			99,759.28	PLACENTINO TEACHER
CARIG-O'NEILL	KAREN	91,220.70			91,220.70	HIGH SCHOOL TEACHER
CARLIN	TRACEY	46,616.30			46,616.30	EXTENDED DAY/AFTER SCHOOL PROG
CARLSON	GLENN	13,628.88		335.12	13,964.00	MECHANIC
CARLSON	JENNIFER	42,303.46			42,303.46	CHILDRENS LIBRARIAN
CARLSON	JESSICA	658.50			658.50	EXTENDED DAY/AFTER SCHOOL PROG
CARNES	ANDREW	1,847.30			1,847.30	FIREFIGHTERS HOURLY PAY
CARNES	FREDERICK	8,527.86			8,527.86	CALL FIREFIGHTER BASE SALARY
CARROLL	KEVIN	16,162.50			16,162.50	EXTENDED DAY/AFTER SCHOOL PROG
CARUSO	JULIA	3,760.00			3,760.00	EXTENDED SCHOOL YEAR
CASSIDY	BRYNN	63,806.14			63,806.14	MILLER SCHOOL TEACHER
CASSIDY	MICHAEL	128,424.63			128,424.63	FIRE CHIEF
CATALDO	MELISSA	10,589.21			10,589.21	MILLER SCHOOL TEACHER
CATLIN	RANDOLPH	6,053.16			6,053.16	AMBULANCE DRIVERS/EMT
CEBROWSKI	LINDA	76,684.22			76,684.22	PLACENTINO TEACHER
CELLITTI	LILLIAN	2,412.00			2,412.00	EXTENDED DAY/AFTER SCHOOL PROG
CELLITTI	SARAH	29,288.99			29,288.99	EXTENDED DAY/AFTER SCHOOL PROG
CERULLI	MADELINE	2,423.27			2,423.27	COUNSELORS-PARK
CHADSEY	BRIELLE	84,361.47			84,361.47	MILLER GUIDANCE
CHAMPAGNE	MARK	6,075.12			6,075.12	SCHOOL ATHLETIC COACHES
CHARETTE	DAVID	75,842.51	21,277.60	4,764.81	101,884.92	POLICE PATROLMEN
CHARLOT	DANIELLE	302.50			302.50	PLACENTINO SUBSTITUTE
CHARTRAND	RICHARD	147.60			147.60	TEMPORARY HELP
CHEEVER	BRIAN	3,930.96			3,930.96	SCHOOL ATHLETIC COACHES
CHENOWETH	ANNABELLE	1,188.00			1,188.00	COUNSELORS-PARK
CHESMORE	HESTOR	209.69			209.69	ELECTION WORKER
CHESMORE	KEEFE	8,612.71			8,612.71	CALL FIREFIGHTER BASE SALARY
CHESTNA	KRISTINE	73,966.54			73,966.54	HIGH SCHOOL TEACHER
CHRISTENSEN	ROBERT	3,542.51			3,542.51	CALL FIREFIGHTER BASE SALARY
CHUNG	SARAH	63,006.14			63,006.14	MILLER SCHOOL TEACHER
CIAVARRA	HANNAH	41,644.74	2,368.00	1,794.77	45,807.51	POLICE PATROLMEN
CLANCY	MICHELLE	21,582.27			21,582.27	MIDDLE SCHOOL AIDES
CLAPP	RYAN	49,500.65			49,500.65	CONSERVATION AGENT
CLARK	ANNA	19,823.05			19,823.05	MILLER SCHOOL AIDES
CLARK	PATRICIA	28,998.63			28,998.63	ABA THERAPIST
CLIFTON	KIMBERLY	69,321.78			69,321.78	MIDDLE SCHOOL TEACHER
COAKLEY	ETHAN	77,975.63	18,623.00	9,309.40	105,908.03	POLICE PATROLMEN
COFFEY	PAUL	25,310.80			25,310.80	AMBULANCE DRIVERS/EMT
COFFIN	CHRISTOPHER	58,874.46		772.35	59,646.81	SCHOOL MAINTENANCE STAFF
COHEN	ANNE MARIE	103,353.97			103,353.97	PLACENTINO GUIDANCE
COHEN	JOSHUA	1,840.56			1,840.56	COUNSELORS-PARK
COLEMAN	RUTH	19,370.50			19,370.50	ADMINISTRATIVE SUPPORT
COLLARI	LYNN	44.63			44.63	ELECTION WORKER
COLLIER - CLARKE	AOIFE	1,476.39			1,476.39	EXTENDED DAY/AFTER SCHOOL PROG
COLLINS	ALYSSA	22,747.80			22,747.80	MILLER SCHOOL AIDES
COMINGS	KELLY	46,893.66			46,893.66	PLACENTINO TEACHER
CONAHAN	KATHRYN	93,331.06			93,331.06	MIDDLE SCHOOL TEACHER
CONANT	JESSE	98,533.18			98,533.18	MIDDLE SCHOOL TEACHER
CONDON	KIMBERLY	88,117.35			88,117.35	STUDENT SERVICES ADMINISTRATOR
CONGDON	SUSAN	442.81			442.81	SUB CAFETERIA WORKER
CONNONI	ANNE	107,178.77			107,178.77	HIGH SCHOOL TEACHER
CONNORS	JULIE	72,064.86			72,064.86	MILLER SCHOOL TEACHER
CONNORS	SHAWN	30,171.38			30,171.38	FIRE LIEUTENANT
CONROY	BONNIE	25,049.13		37.22	25,086.35	PERMENANT PART TIME CLERICAL
CONTE	TRACY	16,271.36			16,271.36	STUDENT SERVICES ADMINISTRATOR
COOK	CHRISTOPHER	108,037.02			108,037.02	ASSISTANT PRINCIPAL
COOPERMAN	ELISABETH	483.00			483.00	COUNSELORS-PARK
CORNWELL	SHANNON	12,667.29			12,667.29	ASSISTANT DEPARTMENT HEAD
CORRIVEAU	GERARD	-	872.00		872.00	NON POLICE OUTSIDE DETAIL
CORTIS	TINA	37,441.25			37,441.25	MIDDLE SCHOOL TEACHER
COSTELLO	TIMOTHY	11,165.26			11,165.26	FIRE CAPTAIN
COTE	MAXWELL	52,988.10		2,443.80	55,431.90	HEAVY EQUIPMENT OPERATOR
COTTER	MATTHEW	80,692.78			80,692.78	MIDDLE SCHOOL TEACHER
COTTER	VIRGINIA	79.69			79.69	ELECTION WORKER
COTTING	MEGAN	21,715.86			21,715.86	PLACENTINO AIDES

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
COTTING	TYLER	2,741.00			2,741.00	EXTENDED DAY/AFTER SCHOOL PROG
COUGHLIN	RICHARD	16,534.76			16,534.76	FIRE DISPATCHERS
COYLE	MAUREEN	23,020.95			23,020.95	MIDDLE SCHOOL AIDES
CREFELD	DIANE	97,464.66			97,464.66	MILLER SCHOOL TEACHER
CREONTE	DAWN	78,076.30			78,076.30	PLACENTINO TEACHER
CROKE	JOHN	696.00			696.00	COUNSELORS-PARK
CRONIN	JOHN	50.00			50.00	BOARD OF SELECTMEN
CUCCOLI	ALLISON	22,350.39			22,350.39	PLACENTINO AIDES
CULVER	JENNIFER	10,078.80			10,078.80	PLACENTINO AIDES
CULVERWELL	CAROL	160.00			160.00	SUBSTITUTE SECRETARY
CUMMING	JOSEPH	8,369.97			8,369.97	AMBULANCE DRIVERS/EMT
CUMMINS	GABRIELLA	3,230.50			3,230.50	LIFEGUARDS
CUNIS	MICHELLE	13,983.17			13,983.17	LIBRARY TECHNICIANS
CURLEY	ALLISON	95,039.80			95,039.80	MILLER SCHOOL TEACHER
CURLEY	LINDA	5,604.64			5,604.64	LUNCH ROOM MONITOR
CURTO	ABIGAIL	3,378.00			3,378.00	EXTENDED SCHOOL YEAR
CUSHING	JAKE	768.00			768.00	EXTENDED DAY/AFTER SCHOOL PROG
CUTONE	JAIME	106,336.58			106,336.58	MIDDLE SCHOOL TEACHER
CUTONE	NICHOLAS	16,225.34			16,225.34	SCHOOL MAINTENANCE STAFF
DALRYMPLE	GLENN	124,028.52		18,088.08	142,116.60	POLICE SERGEANTS
DALTON	HEATHER	102,660.31			102,660.31	PLACENTINO GUIDANCE
D'AMARIO	ALLYSON	18,534.45			18,534.45	PLACENTINO AIDES
DAME	AMBER	34,821.54			34,821.54	PLACENTINO TEACHER
DAMIGELLA	ANTHONY	2,103.01			2,103.01	COUNSELORS-PARK
DAMIGELLA	CAROLL	21,024.29			21,024.29	PLACENTINO AIDES
DAMIGELLA	MARY	20,911.17			20,911.17	MILLER SCHOOL AIDES
D'AVANZO	GLENN	88,968.10			88,968.10	HIGH SCHOOL TEACHER
DAVIS	JENNIFER	21,381.69			21,381.69	PLACENTINO AIDES
DAVYDENKO	ANTON	102.00			102.00	COUNSELORS-PARK
DAWOUD	INAS	24,019.21			24,019.21	PLACENTINO AIDES
DAY	JULIE	63,465.61			63,465.61	PLACENTINO TEACHER
DEANGELIS	ALAN	71,310.76			71,310.76	MIDDLE SCHOOL TEACHER
DECASTRO	CHRISTINA	2,577.92			2,577.92	MILLER SCHOOL AIDES
DEELEY	CHRISTINE	38,111.80			38,111.80	EXTENDED DAY/AFTER SCHOOL PROG
DEERING	LISA	28,466.83			28,466.83	PRINCIPAL CLERK
DEGANNE	SCOTT	11,834.76			11,834.76	CALL FIREFIGHTER BASE SALARY
DELLICKER	MARK	17,210.53			17,210.53	DEPUTY FIRE CHIEF
DELLICKER	MATTHEW	8,445.29			8,445.29	CALL FIREFIGHTER BASE SALARY
DELUCA	DIANA	64,238.88			64,238.88	MIDDLE SCHOOL TEACHER
DEMARKEY	CHRISTOPHER	1,160.69			1,160.69	COUNSELORS-PARK
DEMARZI-JEYE	DONNA	23,895.39			23,895.39	MILLER SCHOOL AIDES
DEMELLE	HOLLY	2,153.49			2,153.49	CAFETERIA WORKERS
DENISON	ELIZABETH	58,928.76			58,928.76	PLACENTINO TEACHER
DENMAN	LORRAINE	40,863.23			40,863.23	ABA THERAPIST
DEROY	ASHLEY	39,056.91			39,056.91	MILLER SCHOOL TEACHER
DESILETS	MICHAEL	72,146.54			72,146.54	PLACENTINO TEACHER
DESNoyERS	JENNIFER	4,860.00			4,860.00	EXTENDED SCHOOL YEAR
DESROCHERS	CHERYL	31,094.01			31,094.01	PRINCIPAL CLERK
DETERING	EMERSON	1,149.00			1,149.00	COUNSELORS-PARK
DEVOE	SARAH	925.00			925.00	ADAMS SUBSTITUTE
DEWAR	SUSAN	18,404.11			18,404.11	CAFETERIA WORKERS
DIAMANDIS	LESLIE	95,068.61			95,068.61	PSYCHOLOGIST-PLACENTINO
DIAMOND	KIMBERLY	76,684.22			76,684.22	PLACENTINO TEACHER
DIBIASIO	KATHLEEN	1,618.88			1,618.88	LIFEGUARDS
DICRUTTALO	CAROL	117,131.52			117,131.52	STUDENT SERVICES ADMINISTRATOR
DICRUTTALO	JENNA	5,084.28			5,084.28	PLACENTINO SUBSTITUTE
DICRUTTALO	KARA	4,020.00			4,020.00	PLACENTINO SUBSTITUTE
DIGIOIA	CHRISTINA	90,931.06			90,931.06	MILLER SCHOOL TEACHER
DIGIORGIO	BRYAN	91,777.04	1,512.00	1,327.18	94,616.22	POLICE PATROLMEN
DILUZIO	LISA	48,170.85			48,170.85	HUMAN RESOURCE ANALYST
DILUZIO	NATALIE	156.00			156.00	LIFEGUARDS
DILUZIO	NICHOLAS	3,118.76			3,118.76	COUNSELORS-PARK
DINIZIO	JOYLENE	105,047.98			105,047.98	HIGH SCHOOL TEACHER
DOBROWOLSKI	ELIZABETH	6.25			6.25	MIDDLE SCHOOL AIDES
DOHERTY	CELESTE	30,320.86			30,320.86	PRINCIPAL CLERK
DOHERTY	JANE	39,621.59			39,621.59	ABA THERAPIST
DOIRE	MICHAL BROOK	96,086.62			96,086.62	MIDDLE SCHOOL TEACHER

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
DOIRON	SARAH	89,536.10			89,536.10	MIDDLE SCHOOL TEACHER
DOLINER	KATHERINE	6,650.21			6,650.21	LIBRARY TECHNICIANS
DONOGHUE	EMILY	11,662.57			11,662.57	MILLER SCHOOL AIDES
DOOHER	JOSEPH	100,596.08			100,596.08	MILLER SCHOOL TEACHER
DOOLIN	TYLA	9,544.63			9,544.63	AMBULANCE DRIVERS/EMT
DOUCETTE	PATRICIA	24,667.65			24,667.65	EXTENDED DAY/AFTER SCHOOL PROG
DOWDING	JEANNE	104,698.90			104,698.90	MIDDLE SCHOOL TEACHER
DOWLING	SANDRA	102,021.62			102,021.62	MILLER SCHOOL TEACHER
DOWNEY	SCOTT	92,725.11	19,041.00	5,200.88	116,966.99	POLICE PATROLMEN
DOYLE	ELAINE	100.00			100.00	ELECTION WORKER
DRISCOLL	MARGARET	984.55			984.55	TEMPORARY HELP
DROOKER	KIMBERLY	3,135.00			3,135.00	EXTENDED SCHOOL YEAR
DROWNE	JESSICA	39,252.06			39,252.06	EXTENDED DAY/AFTER SCHOOL PROG
DUBIN	DAVID	6,937.15			6,937.15	CALL FIREFIGHTER BASE SALARY
DUBOIS	ASHLEY	37,640.64			37,640.64	EXTENDED DAY/AFTER SCHOOL PROG
DUFAULT	LISA	4,803.34			4,803.34	PLACENTINO SUBSTITUTE
DUFAULT	MARYSHARON	7,842.50			7,842.50	MILLER SUBSTITUTE
DUNCAN	BLAIR	73,779.58			73,779.58	HIGH SCHOOL TEACHER
DUNCAN-RICHTER	SARAJANE	11,412.26			11,412.26	MIDDLE SCHOOL AIDES
DUNLAY	THOMAS	7,353.25			7,353.25	AMBULANCE DRIVERS/EMT
DUPONT	RICHELLE	60,580.78			60,580.78	PLACENTINO TEACHER
DUPUIS	DEBORAH	34,227.51			34,227.51	COA VAN DRIVERS
DUPUIS	JOSEPH	8,079.52			8,079.52	SCHOOL ATHLETIC COACHES
EATON	MARGARET	77,509.54			77,509.54	MILLER SCHOOL TEACHER
EDWARDS	ALLISON	996.00			996.00	EXTENDED SCHOOL YEAR
EDWARDS	JAMES	3,455.00			3,455.00	HIGH SCHOOL SUBSTITUTE
EDWARDS	SHARMAINE	13,116.68			13,116.68	HIGH SCHOOL AIDES
EGLINTINE	COLLEEN	19,831.10			19,831.10	SCHOOL ATHLETIC COACHES
EILERS	SANDRA	18,322.96			18,322.96	HIGH SCHOOL AIDES
EKWALL	MERIDETH	100,008.30			100,008.30	MILLER SCHOOL TEACHER
EL-ASSAAD	MAGIDA	18,646.70			18,646.70	PLACENTINO AIDES
ELDER	PAUL	37,019.20			37,019.20	PLUMBING INSPECTOR
ELDER	THOMAS	5,982.50			5,982.50	HIGH SCHOOL SUBSTITUTE
ELLIS	MARGARET	9,973.21			9,973.21	LIBRARY TECHNICIANS
ELLIS	MARTHA	15,162.40			15,162.40	SCHOOL CROSSING GUARDS
ELMS	CYNTHIA	5,858.29			5,858.29	TUTOR (AS NEEDED/SUB)
EMBERLEY	KATHERINE	3,714.04			3,714.04	SCHOOL ATHLETIC COACHES
EMERICK	SHARON	97,743.14			97,743.14	TOWN ACCOUNTANT
EMERY	MAXWELL	57,951.73		5,717.01	63,668.74	CREW CHIEF - HIGHWAY
EMMONS	ANDREW	2,200.00			2,200.00	ADAMS SUBSTITUTE
ERBSE	KIRSTEN	93,509.64			93,509.64	MILLER SCHOOL TEACHER
ERICKSON	WILLIAM	33,602.00			33,602.00	WIRING INSPECTOR
ETRE	ANAIS	4,000.00			4,000.00	TEMPORARY HELP
EVANS	CHEKYII	936.00			936.00	EXTENDED DAY/AFTER SCHOOL PROG
EVANS	KYREESE	396.00			396.00	EXTENDED SCHOOL YEAR
EVARD	MAXWELL	69,552.62			69,552.62	HIGH SCHOOL TEACHER
FALCAO	CHERYL	1,936.25			1,936.25	ADAMS SUBSTITUTE
FARAG	MARIAM	31,625.00			31,625.00	LONG-TERM SUBSTITUTE TEACHER
FARESE	LISA	89,071.10			89,071.10	MIDDLE SCHOOL TEACHER
FARRELL	CYNTHIA	82,034.80			82,034.80	EXTENDED DAY/AFTER SCHOOL PROG
FARRELL	NANCY	163.28			163.28	CLERK TO BOARD
FEBO	SHARON	4,046.35			4,046.35	LIBRARY PAGE
FELIX	MIA	2,269.32			2,269.32	COUNSELORS-PARK
FENNO	ARTHUR	840.50			840.50	AMBULANCE DRIVERS/EMT
FERRARELLI	NATHAN	60,000.20			60,000.20	TECHNICAL SUPPORT
FERRONE	JENNIFER	13,879.89			13,879.89	ABA POSITION-HOURLY
FINNEGAN	HEIDI	104,731.44			104,731.44	HIGH SCHOOL TEACHER
FINNERAN	KATHLEEN	897.26			897.26	SUB CAFETERIA WORKER
FIORAVANTI	KATE	155.70			155.70	LUNCH ROOM MONITOR
FISHER	KENNETH	231.00			231.00	AMBULANCE DRIVERS/EMT
FISHER	KENNETH	8,176.44			8,176.44	CALL FIREFIGHTER BASE SALARY
FISK	CAITLIN	27,373.73			27,373.73	HIGH SCHOOL PERSONAL CARE ASST
FISK	MACKENZIE	2,096.63			2,096.63	EXTENDED DAY/AFTER SCHOOL PROG
FITZGERALD	DYAN	54,213.38		177.20	54,390.58	ASSISTANT DEPARTMENT HEAD
FITZGERALD	JOHN	3,156.68			3,156.68	SCHOOL ATHLETIC COACHES
FITZSIMONS	ANDREW	4,877.30			4,877.30	AMBULANCE DRIVERS/EMT
FLANNERY	KIMBERLY	6,632.48			6,632.48	SCHOOL ATHLETIC COACHES

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
FLANNERY	LINDA	178.50			178.50	ELECTION WORKER
FLEISCHER	ERIN	75,449.82			75,449.82	PLACENTINO TEACHER
FLEISCHMAN	ELLEN	335.66			335.66	SUB CAFETERIA WORKER
FLYNN	KIMBERLY	97,058.58			97,058.58	PLACENTINO TEACHER
FOGARTY	ROBERT	1,755.00			1,755.00	ASSISTANT BUILDING INSPECTOR
FOLEY	SHERLINE	24,649.62			24,649.62	CONTRACT/HRLY TUTOR
FOLEY	STEPHANIE	64,140.96			64,140.96	HUMAN RESOURCE ANALYST
FORDE	CHRIS	1,287.50			1,287.50	COUNSELORS-PARK
FOSTER	CYNTHIA	3,518.42			3,518.42	HIGH SCHOOL SUBSTITUTE
FRANCESCHI	MALLORY	39,571.51			39,571.51	PRINCIPAL CLERK
FRANCOIS	JULIANNE	72,781.38			72,781.38	MILLER SCHOOL TEACHER
FRANK	MARK	65,918.96			65,918.96	PARKS/RECREATION DIRECTOR
FRECHETTE	ERIC	6,123.71			6,123.71	CALL FIREFIGHTER BASE SALARY
FRIGON	KIMBERLY	22,772.50			22,772.50	HIGH SCHOOL TEACHER
FROST	SHAWNA	92,545.52			92,545.52	HIGH SCHOOL TEACHER
FULGINITI	NICOLE	4,345.61			4,345.61	MIDDLE SCHOOL AIDES
GAGNON	CELIA	3,545.32			3,545.32	CAFETERIA WORKERS
GAGNON	JOHN	15,803.82			15,803.82	FIRE CAPTAIN
GALEAZ	MELANIE	1,143.00			1,143.00	EXTENDED SCHOOL YEAR
GALLAGHER	LISA	21,777.05		2,649.28	24,426.33	PER DIEM DISPATCHER
GALLAGHER	MICHAEL	15,768.00			15,768.00	HEALTH & SAFETY MONITOR
GALLAGHER	SANDRA	31,819.91			31,819.91	ABA THEREAPIST
GALLERANI	JOSEPH	20,421.25			20,421.25	AMBULANCE DRIVERS/EMT
GALSTER	MURRAY	90,665.67			90,665.67	HIGH SCHOOL TEACHER
GAMMAL	LUCAS	1,456.00			1,456.00	LIFEGUARDS
GARABEDIAN	AMY	19,138.02			19,138.02	MIDDLE SCHOOL AIDES
GARDNER	BARBARA	178.50			178.50	ELECTION WORKER
GARDNER	EMILY	12,008.54			12,008.54	LIBRARY TECHNICIANS
GARNHUM	KELLI	94,490.76			94,490.76	MIDDLE SCHOOL TEACHER
GARNHUM	NATALIE	225.00			225.00	EXTENDED DAY/AFTER SCHOOL PROG
GARRY	JOANNE	35,630.74			35,630.74	MIDDLE SCHOOL PCA
GARVEY	SUSAN	70,005.00			70,005.00	SCHOOL SECRETARY-12 MONTHS
GARVIN	KARLA ANN	95,624.34			95,624.34	PLACENTINO TEACHER
GAVAN	ANGELA	105,406.13			105,406.13	MIDDLE SCHOOL GUIDANCE
GEARY	DANIEL	6,572.92			6,572.92	SCHOOL ATHLETIC COACHES
GEIMAN	JAIME	91,681.66			91,681.66	MIDDLE SCHOOL TEACHER
GELMINI	ALICIA	99,472.24			99,472.24	MILLER SCHOOL TEACHER
GENTILE	LYNNE	11,341.01			11,341.01	PLACENTINO AIDES
GENTILE	MARIA	680.00			680.00	ADAMS SUBSTITUTE
GEORGE	ELLEN	100.00			100.00	BOARD OF REGISTRARS
GERGES	CHRISTEIN	525.00			525.00	PLACENTINO SUBSTITUTE
GIANOPOULOS	ROBERT	53,666.85			53,666.85	FIRE DISPATCHERS
GILBERT	KRISTINA	63,006.14			63,006.14	MILLER SCHOOL TEACHER
GIRARD-HOURIHAN	HELEN	54,954.01			54,954.01	PLACENTINO AIDES
GIULIANINI	CATERINA	3,030.00			3,030.00	TEMPORARY HELP
GIVNER	JOHN	3,925.00			3,925.00	VETERANS' AGENT
GLAZEBROOK	EDWARD	2,605.55			2,605.55	AMBULANCE DRIVERS/EMT
GOING	MARTHA	67,766.35			67,766.35	MIDDLE SCHOOL TEACHER
GONZALEZ	FELICIA	77,698.34	9,512.00	6,832.65	94,042.99	POLICE PATROLMEN
GORHAM	DEBORAH	1,030.00			1,030.00	PLACENTINO SUBSTITUTE
GORMAN	LOIS	78,468.00			78,468.00	TECHNICAL SUPPORT
GOSSELS	ROBIN	8,581.60			8,581.60	AMBULANCE DRIVERS/EMT
GOVONI	ELIZABETH	19,669.03			19,669.03	MILLER SCHOOL AIDES
GOWAN	MARY	88,708.10			88,708.10	HIGH SCHOOL TEACHER
GRACE	BRIAN	25,556.04			25,556.04	FIRE LIEUTENANT
GRACE	CHARLES	68,294.31	23,530.80	7,441.09	99,266.20	POLICE PATROLMEN
GRAY	SARAH	9,487.42			9,487.42	AIDES PAID ON HRLY BASIS
GREENDALE	ALAN	12,260.89			12,260.89	FIRE CAPTAIN
GREENDALE	ELIZABETH	70,512.87			70,512.87	TOWN CLERK
GREENDALE	MARY	1,250.00			1,250.00	BOARD OF ASSESSORS
GREENE	KALEIGH	3,514.04			3,514.04	SCHOOL ATHLETIC COACHES
GREENLAW	DELPHINE	363.13			363.13	COA VAN DRIVERS
GREGOR	JEFFREY	2,226.72			2,226.72	AMBULANCE DRIVERS/EMT
GRIFFIN	ALEXANDRA	336.00			336.00	EXTENDED DAY/AFTER SCHOOL PROG
GRIFFIN	PATRICK	433.50			433.50	EXTENDED DAY/AFTER SCHOOL PROG
GRIFFITH	DANIEL	88,081.42	2,472.00	647.80	91,201.22	POLICE PATROLMEN
GRINA	MATTHEW	61,101.79			61,101.79	MIDDLE SCHOOL TEACHER

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
GROSJEAN	JUDITH	20,058.42			20,058.42	HIGH SCHOOL AIDES
GROSS	MARIA	741.00			741.00	EXTENDED SCHOOL YEAR
GROSS	MARISSA	5,604.80			5,604.80	PLACENTINO AIDES
GROSS	TRAVIS	8,996.07			8,996.07	CALL FIREFIGHTER BASE SALARY
GUELLNITZ	GENEVIEVE	57,260.03			57,260.03	MIDDLE SCHOOL GUIDANCE
GULLA	MICHAEL	9,706.41			9,706.41	CALL FIREFIGHTER BASE SALARY
GUYON	ROBERT	7,652.43	288.00		7,940.43	CALL FIREFIGHTER BASE SALARY
HADDAD	MARK	-	507.00		507.00	NON POLICE OUTSIDE DETAIL
HAGAN	TODD	92,626.68	3,928.00	24,747.36	121,302.04	POLICE SERGEANTS
HAGEN	MAUREEN	74,636.94			74,636.94	MILLER SCHOOL TEACHER
HAINES	GARY	69,146.00		8,804.69	77,950.69	WATER DISTRIBUTION FOREMAN
HALPERN	MEGHAN	2,922.50			2,922.50	COUNSELORS-PARK
HAMMOND	MARGARET	83,559.96			83,559.96	HIGH SCHOOL TEACHER
HARKIN	CATHERINE	46,210.24			46,210.24	SCHOOL NURSE
HARRINGTON	ELLEN	19,871.99			19,871.99	HIGH SCHOOL AIDES
HARRIS	SHARLENE	22,818.08			22,818.08	PRINCIPAL CLERK
HARRISON	ANNELIESE	4,488.32			4,488.32	SCHOOL ATHLETIC COACHES
HARTLEY	SAMUEL	588.35			588.35	AMBULANCE DRIVERS/EMT
HARVEY	EILEEN	119,759.28			119,759.28	STUDENT SERVICES ADMINISTRATOR
HARWICH	MANUELA	104,866.49			104,866.49	HIGH SCHOOL GUIDANCE
HASTINGS	MICHELLE	41,136.48			41,136.48	MILLER SCHOOL TEACHER
HASWELL	JOANNA	44,209.12			44,209.12	MIDDLE SCHOOL TEACHER
HAYES	SANDRA	24,540.16			24,540.16	PLACENTINO AIDES
HEASLEWOOD	GEORGINA	22,027.32			22,027.32	SCHOOL YR SECRETARY-40 WEEKS
HEBERT	HEATHER	84,300.18			84,300.18	MIDDLE SCHOOL TEACHER
HECKER	BETH	7,683.20			7,683.20	TEMPORARY HELP
HEFFRON	LEAH	9,551.00			9,551.00	HIGH SCHOOL SUBSTITUTE
HEIHSEL	JACOB	1,518.00			1,518.00	EXTENDED DAY/AFTER SCHOOL PROG
HEIN	ANNA	2,050.75			2,050.75	LIFEGUARDS
HEIN	CHRISTINA	50.00			50.00	BOARD OF SELECTMEN
HENCHY	JAMES	4,520.00			4,520.00	PER DIEM DISPATCHER
HENEY	TIMOTHY	77,768.79	24,564.00	2,238.81	104,571.60	POLICE PATROLMEN
HERING	ROGER	77,655.98			77,655.98	HIGH SCHOOL TEACHER
HERSEE	ERICA	537.92			537.92	CONTRACT/HRLY TUTOR
HERSH	JEFFREY	5,830.23			5,830.23	SUB CAFETERIA WORKER
HICKEY	PAUL	14,911.84			14,911.84	PERMANENT SUB TEACHER
HIGGINS	KELLEY	20,938.19			20,938.19	MILLER SCHOOL AIDES
HILL	COLLEEN	68,634.76			68,634.76	MILLER SCHOOL TEACHER
HILL	KATELYN	3,690.00			3,690.00	EXTENDED SCHOOL YEAR
HILL	PETER	6,942.67			6,942.67	CALL FIREFIGHTER BASE SALARY
HILL	REBECCA	2,237.30			2,237.30	PLACENTINO AIDES
HOFT	CATHERINE	23,506.50			23,506.50	PLACENTINO AIDES
HOLLERAN	DEBORAH	58,063.20			58,063.20	SCHOOL SECRETARY-12 MONTHS
HOLMES	DANIEL	12,118.52			12,118.52	MIDDLE SCHOOL AIDES
HOLMES	SARAH	33,623.38			33,623.38	SCHOOL NURSE
HOVANISIAN	HASMIK	74,303.02			74,303.02	MIDDLE SCHOOL TEACHER
HULME	ALEXANDER	26,103.13			26,103.13	POLICE PATROLMEN
HUOT	JESSICA	44,353.92			44,353.92	PLACENTINO TEACHER
HURLEY	REBECCA	3,738.75			3,738.75	EXTENDED DAY/AFTER SCHOOL PROG
HYPOLITE	KIDANE	3,954.85			3,954.85	MIDDLE SCHOOL AIDES
IMBROGNA	JENNA	1,960.00			1,960.00	EXTENDED SCHOOL YEAR
INMAN	GRACE	600.00			600.00	MILLER SUBSTITUTE
IRONS	ELLEN	19,670.55			19,670.55	PLACENTINO AIDES
IRVING	DENISE	100,255.44			100,255.44	MILLER SCHOOL TEACHER
IZZO	LEONARD	4,980.00			4,980.00	FOOD SERVICE INSPECTOR
JACKSON	BRADFORD	257,345.04			257,345.04	SUPERINTENDENT
JACKSON	JENNIFER	12,498.60			12,498.60	MILLER SCHOOL AIDES
JACKSON	KATHRYN	91,126.34			91,126.34	PLACENTINO TEACHER
JANUS	JOHN	40,023.40			40,023.40	EXTENDED DAY/AFTER SCHOOL PROG
JENSEN	REBECCA	2,012.06			2,012.06	COUNSELORS-PARK
JESSUP	LENA	25,224.24			25,224.24	MILLER SCHOOL TUTORS
JEWETT	DANIEL	92,981.06			92,981.06	MILLER SCHOOL TEACHER
JEWETT	PATRICK	56.25			56.25	PLACENTINO SUBSTITUTE
JEWETT	SEAN	675.00			675.00	MILLER SUBSTITUTE
JOE	MEI FUN	37,833.20			37,833.20	PRINCIPAL CLERK
JONES	RACHEL	18,294.91			18,294.91	MIDDLE SCHOOL AIDES
JORDAN	DAVID	140,400.00			140,400.00	PRINCIPAL

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
JORDAN	FRANK	58,303.20		5,187.17	63,490.37	WATER OPERATOR 2
JORDAN	MELISSA	4,875.00			4,875.00	LONG-TERM SUBSTITUTE NURSE
JUAREZ	MARCO	33,667.60		6,526.66	40,194.26	SCHOOL CUSTODIAN
KADLIK	JOAN	27,801.02			27,801.02	CAFETERIA WORKERS
KADRA	ROBERT	80,938.00			80,938.00	SCHOOL MAINTENANCE STAFF
KAFKA	CHLOE	1,895.69			1,895.69	COUNSELORS-PARK
KARP	NICHOLE	66,406.40			66,406.40	PLACENTINO TEACHER
KATZ	EVAN	3,417.00			3,417.00	EXTENDED DAY/AFTER SCHOOL PROG
KATZ	RYAN	2,483.25			2,483.25	EXTENDED DAY/AFTER SCHOOL PROG
KEAST	JAMES	25,564.00			25,564.00	FACILITIES MANAGER
KEATING	DAVID	7,074.50			7,074.50	ADAMS SUBSTITUTE
KEATING ROSS	SARA	23.42			23.42	MIDDLE SCHOOL AIDES
KEE	JESSICA	336.20			336.20	AMBULANCE DRIVERS/EMT
KEEN	JENNIFER	60,913.17			60,913.17	ASST. LIBRARY DIRECTOR
KEIM	DAVID	143,973.12			143,973.12	PRINCIPAL
KEIM	KRISTINE	80.00			80.00	MILLER SUBSTITUTE
KEITH	SHANNON	32,367.97			32,367.97	PLACENTINO AIDES
KELLEY	CAROL	800.00			800.00	INTERMEDIATE SUB TEACHER
KELLEY	MAUREEN	22,813.27			22,813.27	MIDDLE SCHOOL AIDES
KELLEY	PATRICK	4,030.31			4,030.31	ASSISTANT PRINCIPAL
KELLOGG	ANNE	54,416.40			54,416.40	OFFICER MANAGER
KELLY	CHERYL	56,513.20			56,513.20	BOOKKEEPER/CENTRAL OFFICE
KENNALLY	LESLEY	1,250.00			1,250.00	BOARD OF ASSESSORS
KENNEY	STACEY	100,866.08			100,866.08	PLACENTINO TEACHER
KERN	KRISTINA	5,325.00			5,325.00	ABA POSITION-HOURLY
KILEY	TODD	98,408.48			98,408.48	MILLER SCHOOL TEACHER
KILICASLAN HENDEKLI	BERIL	3,523.75			3,523.75	PLACENTINO SUBSTITUTE
KINDER	JACK	1,614.00			1,614.00	COUNSELORS-PARK
KING	ANN	91,111.06			91,111.06	HIGH SCHOOL TEACHER
KIRBY	LISA	46,633.90			46,633.90	PRINCIPAL CLERK
KIZIK	LAURIE	102,916.80			102,916.80	MIDDLE SCHOOL TEACHER
KNOWLES	KEITH	53,926.79		2,258.96	56,185.75	DISPATCHER
KNOWLTON	JOANNE	16,259.06			16,259.06	PLACENTINO AIDES
KOCUR	GRACE	330.00			330.00	EXTENDED DAY/AFTER SCHOOL PROG
KOENIG	LYNNE	41,486.10			41,486.10	CAFETERIA WORKERS
KOGUT-TAYLOR	CASSANDRA	43,849.24			43,849.24	HIGH SCHOOL TEACHER
KOLLA	SUDHA RANI	16,631.49			16,631.49	MIDDLE SCHOOL AIDES
KORSON	MAUREEN	37,458.74			37,458.74	PROCEDURAL ASSISTANT
KOZAY	JOSEPH	94,213.94			94,213.94	HIGH SCHOOL TEACHER
KRABY	SHERI	11,007.77			11,007.77	CAFETERIA WORKERS
KRAMER	BRIAN	9,439.12			9,439.12	FIRE LIEUTENANT
KRAUS	SANDRA	771.38			771.38	SUB CAFETERIA WORKER
KRAUSE	CARLA	88,146.10			88,146.10	MIDDLE SCHOOL TEACHER
KRAUSS	WENDY	91,264.98			91,264.98	MILLER SCHOOL TEACHER
KRUPNICK	RANDY	51,178.14		2,032.16	53,210.30	HEAVY EQUIPMENT OPERATOR
KUHNE	SARAH	75,899.10			75,899.10	HIGH SCHOOL TEACHER
KULKARNI	ASHWINI	18,664.08			18,664.08	MILLER SCHOOL AIDES
KUSTWAN	ALISON	96,552.90			96,552.90	MIDDLE SCHOOL TEACHER
KWAS	BRANDON	86,913.62			86,913.62	MIDDLE SCHOOL TEACHER
LACK	DOUGLAS	106,807.96			106,807.96	HIGH SCHOOL TEACHER
LADD	AARON	9,772.24			9,772.24	SCHOOL ATHLETIC COACHES
LADOUCEUR	LAURIE	2,858.88			2,858.88	SCHOOL ATHLETIC COACHES
LAFLAMME	JACOB	34,063.21			34,063.21	PLACENTINO AIDES
LAFONTAINE	SARAH	1,705.00			1,705.00	EXTENDED SCHOOL YEAR
LAFORCE	TYLER	-			-	AMBULANCE DRIVERS/EMT
LAGAS	ASHLEY	78,624.30			78,624.30	MIDDLE SCHOOL TEACHER
LAMARQUE	KEVIN	4,705.24			4,705.24	SCHOOL ATHLETIC COACHES
LAMBERTO	KELLY	69,547.68			69,547.68	MIDDLE SCHOOL TEACHER
LAMME	DANIEL	6,221.36			6,221.36	AMBULANCE DRIVERS/EMT
LAMONT	THOMAS	8,027.86			8,027.86	CALL FIREFIGHTER BASE SALARY
LANE	CATHERINE	1,353.00			1,353.00	PLACENTINO SUBSTITUTE
LANGMEYER	ALYSSA	2,738.08			2,738.08	COUNSELORS-PARK
LANGMEYER	SCOTT	1,764.02			1,764.02	LIFEGUARDS
LANGTON	FLANNERYROSE	465.00			465.00	MILLER SUBSTITUTE
LAPIERRE	MARK	2,456.91			2,456.91	SCHOOL ATHLETIC COACHES
LARCHE	JACK	412.50			412.50	MILLER SUBSTITUTE
LASHER	JENNIFER	92,407.54			92,407.54	HIGH SCHOOL TEACHER

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
LASSEY	CHERYL	99,977.02			99,977.02	ASSISTANT PRINCIPAL
LATIFI	ABDELAZIZ	3,930.96			3,930.96	SCHOOL ATHLETIC COACHES
LAWLESS	ANGELA	6,435.53			6,435.53	AMBULANCE DRIVERS/EMT
LEARY	DANIEL	270.00			270.00	TEMPORARY HELP
LECHTER	JOSHUA	93,809.64			93,809.64	MILLER SCHOOL TEACHER
LEE	DANNY	-	1,936.00		1,936.00	NON POLICE OUTSIDE DETAIL
LEE	JULIANNA	1,397.63			1,397.63	EXTENDED DAY/AFTER SCHOOL PROG
LEFEBVRE	AMANDA	69,010.30			69,010.30	PLACENTINO TEACHER
LEKAS	GRACE	1,008.00			1,008.00	EXTENDED SCHOOL YEAR
LEKAS	LISA	2,456.61			2,456.61	MILLER SCHOOL AIDES
LELAND	HILDA	63,878.88			63,878.88	PLACENTINO TEACHER
LEMOINE	KATIE	77,380.97			77,380.97	MILLER SCHOOL TEACHER
LESBIREL	JULIE	71,264.70			71,264.70	PLACENTINO TEACHER
LESSARD	NICOLE	9,343.38			9,343.38	PLACENTINO AIDES
LEURINI	GEORGE	112,926.79	16,118.60	5,789.57	134,834.96	POLICE LIEUTENANT
LEVASSEUR	CHRISTOPHER	300.00			300.00	MISC ADVISOR
LEVASSEUR	JAMES	105,423.28			105,423.28	HIGH SCHOOL TEACHER
LEVESQUE	THOMAS	102,280.44			102,280.44	HIGH SCHOOL TEACHER
LEVIN	ERICA	31,605.86			31,605.86	PSYCHOLOGIST MILLER
LEVIN	JULIA	58,349.99			58,349.99	PLACENTINO TEACHER
LEWIS	GREGG	8,034.47			8,034.47	CALL FIREFIGHTER BASE SALARY
LIBERMAN	REBECCA	720.00			720.00	MILLER SUBSTITUTE
LIBERTY	MARK	14,447.55			14,447.55	MIDDLE SCHOOL AIDES
LINARES	ERICA	99,977.02			99,977.02	ASSISTANT PRINCIPAL
LINDEMAN	CYNTHIA	94,105.96			94,105.96	PLACENTINO TEACHER
LINDROS	KELY	12,977.07			12,977.07	SUB CAFETERIA WORKER
LINDSTROM	ALLISON	84,784.07			84,784.07	PLACENTINO TEACHER
LISI	MARGO	4,275.00			4,275.00	TUTOR (AS NEEDED/SUB)
LIXFIELD	CATRINA	33,159.52			33,159.52	EXTENDED DAY/AFTER SCHOOL PROG
LOCKE	NANCY	3,502.50			3,502.50	PLACENTINO SUBSTITUTE
LODOLA	LIANA	44,720.40		8,386.04	53,106.44	DISPATCHER-POLICE
LOFTUS	EDWARD	38.25	2,750.00		2,788.25	ELECTION WORKER
LOFTUS	JOHN	74,637.27	20,633.00	4,224.34	99,494.61	POLICE PATROLMEN
LOGAN	DEREK	1,849.10			1,849.10	AMBULANCE DRIVERS/EMT
LOJKO	SUZANNE	83.88			83.88	TEMPORARY HELP
LONG	DEIRDRE	19,916.16			19,916.16	MIDDLE SCHOOL AIDES
LORENZEN	CHRISTIAN	2,537.50			2,537.50	COUNSELORS-PARK
LORENZEN	KURT	6,372.92			6,372.92	SCHOOL ATHLETIC COACHES
LORICCO	JENNIE	103,913.94			103,913.94	MILLER SCHOOL TEACHER
LOTTI	MEGHAN	4,163.25			4,163.25	LIFEGUARDS
LOVELL	NICOLE	45,243.88			45,243.88	PLACENTINO TEACHER
LOVELY	FELECIA	29,904.66			29,904.66	PLACENTINO PERSONAL CARE ASST.
LUCE	CHERYL	20,155.06			20,155.06	CAFETERIA WORKERS
LULEK	ANTHONY	60.50			60.50	ELECTION WORKER
LUPIEN	MARTHA	86,349.12			86,349.12	PLACENTINO TEACHER
LUSSIER	WENDY	41,219.18			41,219.18	MIDDLE SCHOOL TEACHER
LYNCH	DIANE	29,149.41			29,149.41	ASSISTANT CLERK
LYNCH	SHAWN	7,005.23			7,005.23	CALL FIREFIGHTER BASE SALARY
LYNCH	SUSAN	24,764.07			24,764.07	MIDDLE SCHOOL AIDES
LYONS	CAROL	63,456.14			63,456.14	MILLER SCHOOL TEACHER
MACDONALD	JASON	475.00			475.00	COUNSELORS-PARK
MACGRAY	ANDREW	90,952.78	31,099.00	5,996.97	128,048.75	POLICE PATROLMEN
MACLACHLAN	AINSLEY	744.20			744.20	COUNSELORS-PARK
MACLEOD	DANIEL	120,526.90			120,526.90	TECHNOLOGY DIRECTOR
MACLEOD	PATRICIA	19,680.55			19,680.55	MIDDLE SCHOOL AIDES
MAGUIRE	CIARA	102,421.43		7,557.84	109,979.27	POLICE PATROLMEN
MAHONEY	DYLAN	13,088.16			13,088.16	CALL FIREFIGHTER BASE SALARY
MAILING	DEBORAH	76,661.80			76,661.80	MIDDLE SCHOOL TEACHER
MAJKUT	ANN	70,894.98			70,894.98	HIGH SCHOOL TEACHER
MALLON	SALLY	11,873.69			11,873.69	MILLER PCA/OTA
MALLOY	KELLEY	94,087.52			94,087.52	MIDDLE SCHOOL TEACHER
MANCINI	DEDE	56,513.20			56,513.20	SCHOOL SECRETARY-12 MONTHS
MANN	LINDA	54,316.40			54,316.40	OFFICER MANAGER
MANN	RICHARD	67,238.34		1,680.95	68,919.29	SCHOOL MAINTENANCE STAFF
MANTENUTO	JOSEPH	1,586.00			1,586.00	HEALTH & SAFETY MONITOR
MARBLE	CAROL	56,482.40			56,482.40	SCHOOL SECRETARY-12 MONTHS
MARCOALDI	JAY	34,624.25			34,624.25	FIREFIGHTERS HOURLY PAY

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
MARENGO	JOSEPH	57,122.64		2,200.70	59,323.34	WATER OPERATOR 2
MARINO	KRISTIN	68,844.76			68,844.76	PLACENTINO TEACHER
MAROLDA	STEVEN	55,801.00		3,428.18	59,229.18	HEAVY EQUIPMENT OPERATOR
MARSH	DANIEL	80,007.94			80,007.94	HIGH SCHOOL TEACHER
MARSHALL	ETHAN	871.08			871.08	EXTENDED DAY/AFTER SCHOOL PROG
MARSHALL	LINDA	62,778.53			62,778.53	SENIOR CTR DIRECTOR
MASIELLO	RENEE	7,661.25			7,661.25	PER DIEM DISPATCHER
MASON	KATHRYN	74,334.12			74,334.12	MIDDLE SCHOOL TEACHER
MASTRANGELO	EMILY	1,534.31			1,534.31	COUNSELORS-PARK
MATCHESON	AMANDA	74,680.92			74,680.92	HIGH SCHOOL TEACHER
MATSON	RONDA	4,994.50			4,994.50	AMBULANCE DRIVERS/EMT
MATTHEWS	KOLIN	159.05			159.05	CALL FIREFIGHTER BASE SALARY
MAZZOLA	LISA	102,107.78			102,107.78	HIGH SCHOOL TEACHER
MCCLOSKEY	BEVERLY	105.19			105.19	ELECTION WORKER
MCCLUSKEY	MEGHAN	460.00			460.00	SUBSTITUTE NURSE
MCDANIEL	KELLY	61,451.81			61,451.81	HIGH SCHOOL LIBRARIAN
MCDANIEL	MICHAEL	1,029.00			1,029.00	TEMPORARY HELP
MCDONNELL	LESLIE	85,603.69			85,603.69	LIBRARIAN
MCDOWELL	SEAN	-	1,053.00		1,053.00	NON POLICE OUTSIDE DETAIL
MCGAFFIGAN	CORNELIUS	3,313.52			3,313.52	COA VAN DRIVERS
MCGEE	JEANETTA	4,026.75			4,026.75	LUNCH ROOM MONITOR
MCGEE	MEGAN	20,743.40			20,743.40	LONG-TERM SUBSTITUTE TEACHER
MCGEE	SUSAN	54,888.24			54,888.24	MILLER SCHOOL TEACHER
MCGETTIGAN	RHONDA	5,720.43			5,720.43	SUB CAFETERIA WORKER
MCGORTY	CARLENE	97,297.98			97,297.98	PLACENTINO TEACHER
MCGOVERN	ROBYN	63,006.14			63,006.14	PLACENTINO TEACHER
MCGOWAN	JAMES	5,735.20			5,735.20	AMBULANCE DRIVERS/EMT
MCGOWAN	JESSICA	7,705.91			7,705.91	PER DIEM DISPATCHER
MCGRATH	JOHN	15,469.01			15,469.01	MILLER SCHOOL AIDES
MCGUINNESS	KATHLEEN	19,832.75			19,832.75	PLACENTINO AIDES
MCGUIRE	KENNETH	7,175.26			7,175.26	PER DIEM DISPATCHER
MCKEOWN	KEITH	13,593.52			13,593.52	FIRE DISPATCHERS
MCKINNEY	PATRICK	58,202.46		8,289.98	66,492.44	WATER OPERATOR 2
MCLEAN	REBECCA	88,472.24			88,472.24	HIGH SCHOOL TEACHER
MCNAMARA	MARY	105,644.54			105,644.54	TECHNICAL SUPPORT
MCSHANE	KEVIN	4,347.88			4,347.88	SCHOOL ATHLETIC COACHES
MEO	CHRISTOPHER	95,970.23			95,970.23	TECHNOLOGY DIRECTOR
MEO	KATHLEEN	102,867.04			102,867.04	HIGH SCHOOL TEACHER
MERCURI	CAROLYN	1,666.90			1,666.90	AMBULANCE DRIVERS/EMT
MEREDITH	MICHELLE	56,513.20			56,513.20	SCHOOL SECRETARY-12 MONTHS
MERTEN	NATASHA	85,247.92			85,247.92	PLACENTINO TEACHER
MESSANA	DORA	18,193.96			18,193.96	LIBRARY TECHNICIANS
MEYERS	JEFFREY	3,297.00			3,297.00	COUNSELORS-PARK
MICELOTTI	STEVEN	8,453.84			8,453.84	CALL FIREFIGHTER BASE SALARY
MIDDLEMAN	LAUREN	22,814.62			22,814.62	MIDDLE SCHOOL AIDES
MILLER	ANTHONY	6,372.30			6,372.30	AMBULANCE DRIVERS/EMT
MILLIGAN	MICHELLE	10,980.15			10,980.15	LIBRARY TECHNICIANS
MILLS	KAITLIN	94,860.10			94,860.10	HIGH SCHOOL TEACHER
MINIHAN	ANDREA	69,453.05			69,453.05	ADMINISTRATIVE ASSISTANT
MITCHELL	KRISTINE	37,458.74			37,458.74	PROCEDURAL ASSISTANT
MITRO	DEANNA	79.69			79.69	ELECTION WORKER
MOGREN	CURTIS	803.30			803.30	AMBULANCE DRIVERS/EMT
MOLES	SCOTT	85,289.71			85,289.71	HEALTH DIRECTOR
MONAHAN	ERIN	57,598.50			57,598.50	MILLER SCHOOL TEACHER
MONT	MARYBETH	100,366.98			100,366.98	HIGH SCHOOL GUIDANCE
MONTAIN	KEVIN	412.50			412.50	PLACENTINO SUBSTITUTE
MONTVILA	RENEE	150.00			150.00	ADAMS SUBSTITUTE
MOORE	ARTHUR	20,767.21			20,767.21	DEPUTY FIRE CHIEF
MOORE	PATRICIA	100,255.44			100,255.44	MILLER SCHOOL TEACHER
MORAN	CATHERINE	39,360.96			39,360.96	LONG-TERM SUBSTITUTE TEACHER
MORATTI	CYNTHIA	62,365.54			62,365.54	PLACENTINO TEACHER
MOREAU	JENNIFER	92,447.25			92,447.25	HIGH SCHOOL TEACHER
MORRISON	STEPHANIE	19,305.90			19,305.90	PLACENTINO TEACHER
MORRISSEY	GREGORY	69,033.00		4,292.22	73,325.22	WATER TREATMENT FOREMAN
MORTON	LAUREN	58,719.34			58,719.34	MIDDLE SCHOOL TEACHER
MULHERN	KATRINA	28,730.31			28,730.31	ABA THERAPIST
MULKERRIN	SHANNON	45,031.65			45,031.65	MIDDLE SCHOOL TEACHER

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
MULTER	ALICIA	93,224.98			93,224.98	MIDDLE SCHOOL TEACHER
MURDOCK	TRAVIS	1,861.25			1,861.25	MILLER SUBSTITUTE
MURPHY	CHRIS	99,276.29			99,276.29	HIGH SCHOOL TEACHER
MURPHY	FRANCE	100,308.26			100,308.26	HIGH SCHOOL TEACHER
MURPHY	JAIME	86,451.70			86,451.70	HIGH SCHOOL TEACHER
MURPHY	JOHN	9,563.64			9,563.64	FIRE CAPTAIN
MURPHY	LAUREN	1,215.00			1,215.00	EXTENDED DAY/AFTER SCHOOL PROG
MURPHY	MICHAEL	3,698.20			3,698.20	AMBULANCE DRIVERS/EMT
MURPHY	ROBERT	9,200.84			9,200.84	SCHOOL ATHLETIC COACHES
MURPHY	SHANNEN	5,573.50			5,573.50	EXTENDED DAY/AFTER SCHOOL PROG
MURRAY	NICHOLAS	52,688.72		3,630.45	56,319.17	TREE SUPERVISOR
MURRAY	NICOLE	81,603.38			81,603.38	STUDENT SERVICES ADMINISTRATOR
MURRAY WILDT	JILL	18,240.00			18,240.00	VETERANS' AGENT
MUZZY	DONNA	40,315.66			40,315.66	PRINCIPAL CLERK
NAM	SARAH	63,422.70			63,422.70	MILLER SCHOOL TEACHER
NAPOLITANO	JACQUELINE	46,683.94			46,683.94	PRINCIPAL CLERK
NASH	DANIEL	-	8,872.00		8,872.00	PER DIEM DISPATCHER
NAUGHTON	JOANNE	18,599.29			18,599.29	CAFETERIA WORKERS
NELSON	EDITH	88,868.10			88,868.10	HIGH SCHOOL TEACHER
NEMET	ROBERT	56,324.40		4,123.12	60,447.52	GROUNDNS MAINT. SUPERVISOR
NERSESSIAN	DOMINIQUE	2,007.75			2,007.75	COUNSELORS-PARK
NESPOLA	CHRISTINE	21,198.14			21,198.14	HIGH SCHOOL AIDES
NEWCOMB	DIANE	14,792.60			14,792.60	CAFETERIA WORKERS
NEWCOMBE	JEFFREY	3,633.16			3,633.16	SCHOOL ATHLETIC COACHES
NGUYEN-POND	MY LINH	27,530.00			27,530.00	LONG-TERM SUBSTITUTE TEACHER
NICKERSON	CHERYL	21,854.77			21,854.77	MIDDLE SCHOOL AIDES
NOLAN	MEGAN	24,901.02			24,901.02	LONG-TERM SUBSTITUTE TEACHER
NOLAN	SUSAN	75,589.12	11,020.00		86,609.12	HIGH SCHOOL TEACHER
NUMBERS	MARY BETH	104,901.90			104,901.90	PLACENTINO TEACHER
NUNES	HEATHER	49,309.78			49,309.78	PLACENTINO TEACHER
O'BEIRNE	MAEVE	84.05			84.05	AMBULANCE DRIVERS/EMT
OBID	MAURICE	3,037.56			3,037.56	SCHOOL ATHLETIC COACHES
O'BRIEN	KAREN	21,736.93			21,736.93	PLACENTINO AIDES
O'CALLAHAN	JOHN	5,940.00			5,940.00	MILLER SUBSTITUTE
O'CONNELL	BRENDAN	4,606.26			4,606.26	COUNSELORS-PARK
O'CONNELL	CATHY	43,744.20			43,744.20	PLACENTINO AIDES
O'CONNELL	CHRISTOPHER	1,503.69			1,503.69	COUNSELORS-PARK
O'CONNELL	MATTHEW	3,794.47			3,794.47	COUNSELORS-PARK
O'CONNOR	RICHARD	86,349.12			86,349.12	HIGH SCHOOL TEACHER
O'DAY	SAMANTHA	11,531.08			11,531.08	PLACENTINO TEACHER
OHNMUS	MAUREEN	56,513.20			56,513.20	SCHOOL SECRETARY-12 MONTHS
OLASON	OLAFUR	3,324.32			3,324.32	BUS DRIVER
OLESKI	KARIN	2,105.00			2,105.00	MILLER SUBSTITUTE
OLSEN	JENNIFER	55,858.24			55,858.24	SCHOOL NURSE
OLSEN	MITCHELL	1,350.00			1,350.00	LIFEGUARDS
OLSON	CATHERINE	2,866.50			2,866.50	COUNSELORS-PARK
OLSON	ERICA	4,325.00			4,325.00	SUBSTITUTE NURSE
OLSSON	KERRIANN	39,298.61			39,298.61	HIGH SCHOOL TEACHER
O'MAHONY	BRYAN	71,145.33			71,145.33	HIGH SCHOOL TEACHER
ONDRASEK	JACQUELYN	94,603.70			94,603.70	MIDDLE SCHOOL TEACHER
O'NEILL	ANA	8,932.50			8,932.50	PLACENTINO SUBSTITUTE
O'NEILL	KRISTEN	100,695.44			100,695.44	HIGH SCHOOL TEACHER
O'RIELLY	BETH	100,255.44			100,255.44	MILLER SCHOOL TEACHER
O'ROURKE	KELLY	57,317.87			57,317.87	ADMINISTRATIVE ASSISTANT
O'ROURKE	LAURIE	114,081.66			114,081.66	MIDDLE SCHOOL TEACHER
OSMER	ANN MARIE	56,522.61			56,522.61	SCHOOL YR SECRETARY-40 WEEKS
OZELLA-HAMEL	LAURA ANN	52,223.66			52,223.66	EXTENDED DAY/AFTER SCHOOL PROG
PAGE	TAMARA	38,506.91			38,506.91	HEAD OF CIRCULATION
PAILLARD	ROSALIE	94,105.96			94,105.96	PLACENTINO TEACHER
PALEFSKY	SUSAN	65,800.00			65,800.00	FOOD SERVICE DIRECTOR
PALMATIER	OWEN	6,772.63			6,772.63	CALL FIREFIGHTER BASE SALARY
PARADIE	DONNA	18,547.53			18,547.53	CAFETERIA WORKERS
PARENT	RYAN	26,103.12			26,103.12	POLICE PATROLMEN
PARKER	DOREEN	97,768.58			97,768.58	PLACENTINO TEACHER
PARKS	MICHAEL	27,889.01			27,889.01	EXTENDED DAY/AFTER SCHOOL PROG
PAU-PRETO	RICARDO	59,670.37		7,672.27	67,342.64	WATER OPERATOR 2
PAYNE	TANYA	5,167.05			5,167.05	LUNCH ROOM MONITOR

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
PEIRCE	KATHRYN	95,055.66			95,055.66	PRINCIPAL ASSESSOR
PEREIRA	KATHLEEN	30,343.61			30,343.61	AIDES PAID ON HRLY BASIS
PEREIRA	PATRICIA	4,610.50			4,610.50	PLACENTINO SUBSTITUTE
PEREZ	ALONDRA	462.00			462.00	EXTENDED DAY/AFTER SCHOOL PROG
PERKINS	MICHAEL	594.00			594.00	WIRING INSPECTOR
PERPALL	KERRY	100,866.08			100,866.08	MILLER SCHOOL TEACHER
PERRY	CHRISTOPHER	85,071.02			85,071.02	MIDDLE SCHOOL TEACHER
PERRY	JAMES	5,658.20			5,658.20	HIGH SCHOOL SUBSTITUTE
PERRY	MARY	47,838.05			47,838.05	EARLY CHILDHOOD COORDINATOR
PERUSSE	PAUL	5,727.33			5,727.33	AMBULANCE DRIVERS/EMT
PETERS	SARA	100,861.08			100,861.08	MILLER SCHOOL TEACHER
PETERSEN	CHRISTINE	75,439.82			75,439.82	MILLER SCHOOL TEACHER
PETERSON	JENNIFER	4,503.63			4,503.63	CAFETERIA WORKERS
PETERSON	KARA	4,559.75			4,559.75	LUNCH ROOM MONITOR
PETROSINELLI	LORI	17,691.69			17,691.69	HIGH SCHOOL AIDES
PETTINICCHIO	FLORA	6,050.00			6,050.00	ADAMS SUBSTITUTE
PEYRONNE	MATHILDE	4,000.00			4,000.00	TEMPORARY HELP
PFANNENSTIEHL	CURT	30,469.80		934.09	31,403.89	HEAVY EQUIPMENT OPERATOR
PHANEUF	DAVID	29,387.56			29,387.56	EXTENDED DAY/AFTER SCHOOL PROG
PHELAN	KAYLEE	630.00			630.00	EXTENDED DAY/AFTER SCHOOL PROG
PHELAN	MARY	19,069.26			19,069.26	PLACENTINO AIDES
PHIPPS	CHRISTIANNE	93,830.82			93,830.82	MILLER SCHOOL TEACHER
PIANTEDOSI	TESSA	73,589.12			73,589.12	SPED SPECIALIST
PICARD	CLAIRE	93,041.56			93,041.56	MILLER SCHOOL TEACHER
PIEPENBURG	CAMERON	265.00			265.00	LIFEGUARDS
PIERCY	MALLORY	42,599.70			42,599.70	MIDDLE SCHOOL TEACHER
PIEROTTI	CHARLENE	172.13			172.13	ELECTION WORKER
PINKHAM	MARCIA	9,909.53			9,909.53	CONTRACT/HRLY TUTOR
PLESKA	FRANCES	487.50			487.50	MILLER SUBSTITUTE
PLETCHER	ADRIANE	11,852.74			11,852.74	SUB CAFETERIA WORKER
PLOURDE	ANASTASIA	36,818.77			36,818.77	PLACENTINO AIDES
POPEK	RENEE	94,105.96			94,105.96	MILLER SCHOOL TEACHER
PORCIELLO	CHRISTINA	1,998.75			1,998.75	PLACENTINO SUBSTITUTE
PORTER	ALEXANDER	6,289.51			6,289.51	CALL FIREFIGHTER BASE SALARY
PORTER	AMY	22,865.31			22,865.31	CATALOGER-LIBRARY
PORTER	CHARLOTTE	18,305.05			18,305.05	LONG-TERM SUBSTITUTE TEACHER
POWELL	BRIAN	2,600.00			2,600.00	TEMPORARY HELP
POWERS	CHRISTINA	1,700.00			1,700.00	PLACENTINO SUBSTITUTE
POWERS	GRETCHEN	85,097.98			85,097.98	PSYCHOLOGIST MIDDLE SCHOOL
POWERS	JOHN	106,467.44			106,467.44	MIDDLE SCHOOL GUIDANCE
PRAJAPATI	GIRA	2,050.80			2,050.80	PHYSICAL THERAPIST
PRALAT	JENNA	2,967.56			2,967.56	COUNSELORS-PARK
PRATT	SARAH	80.00			80.00	MILLER SUBSTITUTE
PREECE	KRYSTLE	77,786.98			77,786.98	PSYCHOLOGIST HIGH SCHOOL
PRIEST	KENNETH	32,916.36			32,916.36	CAMPUS SUPERVISOR
PRIZIO	JANET	22,068.01			22,068.01	MILLER SCHOOL AIDES
PROTAS	KARIN	962.00			962.00	PLACENTINO SUBSTITUTE
PULEO	DION	82,034.80			82,034.80	EXTENDED DAY/AFTER SCHOOL PROG
QUINDLEY	DONALD	98,892.56			98,892.56	HIGH SCHOOL TEACHER
QUINTIN	MICHAEL	13,506.47			13,506.47	AMBULANCE DRIVERS/EMT
RADCLIFFE	MARILOU	77,642.74			77,642.74	PLACENTINO TEACHER
RAFFI	ERIC	100.00			100.00	ELECTION WORKER
RALTO	CAITLIN	21,737.50			21,737.50	PHYSICAL THERAPIST
RAMAGE	LIANNA	47,629.45			47,629.45	PLACENTINO TEACHER
RAMIREZ-BRODEUR	GABRIELLA	1,679.50			1,679.50	EXTENDED DAY/AFTER SCHOOL PROG
RANCOURT	KIRSTEN	55,407.12			55,407.12	COURT DIVERSION COORDINATOR
RAO	MALINI	98.81			98.81	ELECTION WORKER
RASTOGI	ASEEM	53,963.82			53,963.82	HIGH SCHOOL TEACHER
RAY	JAMES	44,093.39	2,766.00	4,255.32	51,114.71	DISPATCHER-POLICE
REAM	BRIAN	-	1,534.00		1,534.00	NON POLICE OUTSIDE DETAIL
REESE	SEAN	107,292.54			107,292.54	DPW DIRECTOR
REEVE	THOMAS	88,507.78			88,507.78	HIGH SCHOOL TEACHER
REGGIO	CHRISTINE	1,280.50			1,280.50	MILLER SUBSTITUTE
REGGIO	MARIE	84,836.88			84,836.88	MIDDLE SCHOOL TEACHER
REID	CATHLEEN	32,360.73			32,360.73	MILLER SCHOOL AIDES
REIDY	MAUREEN	23,958.97			23,958.97	PLACENTINO AIDES
REILLY	CLAIRE	2,760.38			2,760.38	COUNSELORS-PARK

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
REILLY	KELLY	18,820.00			18,820.00	LONG-TERM SUBSTITUTE TEACHER
REMKUS	JONATHAN	92,911.11	2,000.00	11,939.10	106,850.21	POLICE SERGEANTS
RENKAWITZ	CHRISTIAN	93,371.96			93,371.96	HIGH SCHOOL TEACHER
RESNICK	KIMBERLEY	1,710.00			1,710.00	EXTENDED SCHOOL YEAR
REYES	GUIA	2,467.50			2,467.50	LONG-TERM SUBSTITUTE NURSE
REYTBAT	MARK	4,347.88			4,347.88	SCHOOL ATHLETIC COACHES
REZENDES	EVAN	2,661.57			2,661.57	COUNSELORS-PARK
REZENDES	WENDY	8,452.60			8,452.60	PLACENTINO AIDES
RICE	DYANN	91,022.40			91,022.40	MIDDLE SCHOOL TEACHER
RICE-OLASON	EILEEN	2,861.44			2,861.44	BUS DRIVER
RICHARDS	JESSICA	9,413.82			9,413.82	PLACENTINO AIDES
RICHARDS	KASEY	61,298.00		5,156.41	66,454.41	PER DIEM DISPATCHER
RIENDEAU	RAYMOND	39,311.40		4,341.47	43,652.87	WATER OPERATOR 2
RITTER	JOHN	129,480.59			129,480.59	TOWN ADMINISTRATOR
RITUCCI	JESSICA	54,821.58			54,821.58	PLACENTINO TEACHER
RIVERA	AMANDA	88,788.10			88,788.10	HIGH SCHOOL TEACHER
ROBSHAW	JOHN	67,238.34		1,454.68	68,693.02	SCHOOL MAINTENANCE STAFF
ROBSHAW	PHILIP	14,613.35			14,613.35	AMBULANCE DRIVERS/EMT
RODIA	MARIE	36,343.18			36,343.18	MILLER SCHOOL TEACHER
RODRIGUES	JOHN	54,571.78		3,038.17	57,609.95	HEAVY EQUIPMENT OPERATOR
RODRIGUES	TEREZA	61,010.56			61,010.56	SCHOOL NURSE
RODRIGUEZ	MARCOS	1,478.20			1,478.20	SUB CAFETERIA WORKER
ROKES	LORI	40,054.76			40,054.76	FIRE DISPATCHERS
ROLAND	JENNIFER	91,473.98			91,473.98	MILLER SCHOOL TEACHER
ROLAND	LINDSAY	150.00			150.00	PLACENTINO SUBSTITUTE
ROLLINS	NATHAN	75,383.02			75,383.02	MIDDLE SCHOOL TEACHER
RONAN	GAIL	2,840.00			2,840.00	EXTENDED SCHOOL YEAR
ROONEY	SHAUN	63,551.08			63,551.08	HIGH SCHOOL TEACHER
ROPI	MARGENA	30,045.58			30,045.58	CAFETERIA WORKERS
ROPI	OREST	3,180.00			3,180.00	TEMPORARY HELP
ROSS	DOMINIQUE	24,332.05			24,332.05	HIGH SCHOOL GUIDANCE
ROSSINI	JAMES	7,405.88			7,405.88	CALL FIREFIGHTER BASE SALARY
ROSSINI	JOHN	8,902.50			8,902.50	HEALTH & SAFETY MONITOR
ROSSINI	RICHARD	11,503.05			11,503.05	FIRE CAPTAIN
ROURKE	PATRICIA	1,280.00			1,280.00	MILLER SUBSTITUTE
ROUSSEAU	EMILY	95,445.96			95,445.96	MIDDLE SCHOOL TEACHER
ROWLAND	MARY KAY	12,675.19			12,675.19	LIBRARY TECHNICIANS
RUDDEN	KAREN	12,120.96			12,120.96	PLACENTINO TUTOR
RUSSAK	PAUL	3,840.00			3,840.00	RECYCLE CENTER SUPERVISOR
RUSSELL	JOANNE	21,054.54			21,054.54	HIGH SCHOOL AIDES
RYAN	ALEXANDRA	70,918.80			70,918.80	MIDDLE SCHOOL TEACHER
RYAN	EMMA	225.00			225.00	MILLER SUBSTITUTE
RYAN	LAURA	71,295.30			71,295.30	HIGH SCHOOL TEACHER
SAID	JANNA	1,545.00			1,545.00	TUTOR (AS NEEDED/SUB)
SAINI	ROOP	10,253.19			10,253.19	HIGH SCHOOL AIDES
SAKIN	LOUIS	3,681.72			3,681.72	SEALER,WEIGHT & MEASURES
SAKOLLARI	NATASHA	24,397.91			24,397.91	CAFETERIA WORKERS
SALK	ALLIE	49,264.82			49,264.82	SPED PROGRAM MILLER
SALVUCCI	KARA	41,736.64			41,736.64	PSYCHOLOGIST HIGH SCHOOL
SANTOS	JOSEPH	5,300.84			5,300.84	SCHOOL ATHLETIC COACHES
SAPOROSCHETZ	SUSAN	5,264.34			5,264.34	LUNCH ROOM MONITOR
SARODE	SUMA	3,861.25			3,861.25	MILLER SUBSTITUTE
SAULNIER	PAUL	100.00			100.00	HEALTH INSPECTOR/AGENT
SAUNDERS	LOIS	49,222.09			49,222.09	ASSISTANT DEPARTMENT HEAD
SAVAGE	OWEN	4,808.75			4,808.75	LIFEGUARDS
SAWIN	LINDSAY	2,425.54			2,425.54	EXTENDED DAY/AFTER SCHOOL PROG
SCANLON	JOHN	92,805.84	19,682.00	5,237.09	117,724.93	POLICE PATROLMEN
SCARAMELLA	CLAIRE ANN	1,755.00			1,755.00	SUBSTITUTE NURSE
SCHMID	LEANN	97,560.64			97,560.64	MIDDLE SCHOOL TEACHER
SCHMIDT	JENIFER	88,987.78			88,987.78	HIGH SCHOOL TEACHER
SCHNEIER	MARTHA	51,357.15			51,357.15	OUTREACH COORDINATOR
SCHOFIELD	MARYANN	49,042.92			49,042.92	SCHOOL SECRETARY-12 MONTHS
SCHORR	KELLY	49,948.03			49,948.03	ADMINITRATIVE ASSESSOR
SCHULTZ	MARK	1,838.50			1,838.50	MILLER SUBSTITUTE
SCHWAB	KATHARINE	10,164.34			10,164.34	LIBRARY TECHNICIANS
SCOTT	CHRISTINE	98,381.54			98,381.54	MILLER SCHOOL TEACHER
SCOTT	DEBRA	23,743.75		230.23	23,973.98	MILLER SCHOOL AIDES

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
SCOTT	ERIKA	2,080.00			2,080.00	PLACENTINO SUBSTITUTE
SEASTEDT	TYE	61,827.08			61,827.08	HIGH SCHOOL TEACHER
SEAY	DONAVAN	-	6,292.00		6,292.00	NON POLICE OUTSIDE DETAIL
SEMPLE	CHRISTOPHER	1,674.80			1,674.80	AMBULANCE DRIVERS/EMT
SHAGIN	PAULA	65,082.84			65,082.84	SCHOOL SOCIAL WORKER
SHEA	ERIN	102,951.36			102,951.36	MILLER GUIDANCE
SHEPARD	ELIZABETH	76,952.74			76,952.74	MILLER SCHOOL TEACHER
SHEPARD	JAMES	68,738.34		1,196.05	69,934.39	SCHOOL MAINTENANCE STAFF
SHERIDAN	KRISTEN	520.00			520.00	ADAMS SUBSTITUTE
SHERMAN	KAREN	75,936.08			75,936.08	TOWN PLANNER
SHIELDS	LYDIA	92,307.78			92,307.78	MILLER SCHOOL TEACHER
SHIFF	ZACHARY	76,572.08			76,572.08	HIGH SCHOOL TEACHER
SIGLIN	NICOLE	48,047.78			48,047.78	ATHLETIC TRAINER
SILVA	CHRISTINE	88,407.24			88,407.24	MIDDLE SCHOOL TEACHER
SILVEN	MAUREEN	19,788.51			19,788.51	SPED PROGRAM MILLER
SIMONEAU	DANIELLE	93,081.06			93,081.06	MIDDLE SCHOOL TEACHER
SISSON	KENDRA	71,522.88			71,522.88	PLACENTINO TEACHER
SKERRY	ALYCIA	3,552.21			3,552.21	MIDDLE SCHOOL AIDES
SLANEY	JAIME	138,973.12			138,973.12	PRINCIPAL
SMIRNOV	ALEXANDER	4,480.60			4,480.60	AMBULANCE DRIVERS/EMT
SMITH	AMANDA	79,330.20			79,330.20	PLACENTINO TEACHER
SMITH	ELIZABETH	98,480.47			98,480.47	HIGH SCHOOL TEACHER
SMITH	HARRISON	4,867.75			4,867.75	COUNSELORS-PARK
SMITH	HENRY	3,318.75			3,318.75	LIFEGUARDS
SMITH	JESSICA	60,898.32			60,898.32	PSYCHOLOGIST MIDDLE SCHOOL
SMITH	ROBERT	178.50			178.50	ELECTION WORKER
SMITH	THOMAS	97,007.62			97,007.62	HIGHWAY SUPERINTENDENT
SMITH MATEIKO	VICKIE	1,873.70			1,873.70	CAFETERIA WORKERS
SNOW	ALEXANDER	33,174.00			33,174.00	MILLER SCHOOL AIDES
SNYDER	AARON	94,855.96			94,855.96	PLACENTINO TEACHER
SOFOUL	TAYLOR	1,658.63			1,658.63	EXTENDED DAY/AFTER SCHOOL PROG
SOFRO	LISA	14,188.51			14,188.51	PLACENTINO AIDES
SOTO	JULIE	95,313.26			95,313.26	MIDDLE SCHOOL TEACHER
SOTTILE	LINDA	51,277.06			51,277.06	ASSISTANT DEPARTMENT HEAD
SPALLONE	ALEXIS	16,158.56			16,158.56	MIDDLE SCHOOL AIDES
SPERA	JEAN	13,543.20			13,543.20	SCHOOL CROSSING GUARDS
SPILLANE	EMILY	8,919.97			8,919.97	MIDDLE SCHOOL AIDES
SPINO	CYNTHIA	102,298.04			102,298.04	MILLER SCHOOL TEACHER
SQUIERS	ERIN	78,015.33			78,015.33	MILLER SCHOOL TEACHER
ST. AUBIN	LINDSAY	82,668.04			82,668.04	PLACENTINO TEACHER
ST. SAUVEUR	LORI	2,000.00			2,000.00	EXTENDED SCHOOL YEAR
ST.JAMES	WILLIAM	178.50			178.50	ELECTION WORKER
STACKPOLE	COLLEEN	1,148.63			1,148.63	EXTENDED DAY/AFTER SCHOOL PROG
STACKPOLE	ELEANOR	4,541.68			4,541.68	COA VAN DRIVERS
STARRATT	DIANN	31,757.59			31,757.59	HIGH SCHOOL PERSONAL CARE ASST
STEARLEY	KATHERINE	2,754.00			2,754.00	LIFEGUARDS
STEARLEY	KRISTIN	46,148.39			46,148.39	ASSISTANT DEPARTMENT HEAD
STEINER	ADAM	44,408.40			44,408.40	MIDDLE SCHOOL TEACHER
STEINER	CHRISTINE	19,953.74			19,953.74	HIGH SCHOOL AIDES
STERING	MARTHA	47,781.88			47,781.88	MILLER SCHOOL TEACHER
STEVENS	NICHOLAS	5,300.84			5,300.84	SCHOOL ATHLETIC COACHES
STOICO	LINDA	651.63			651.63	ELECTION WORKER
STONE	MATTHEW	140,774.24	4,600.00		145,374.24	POLICE CHIEF
STONE	SUSAN	60,120.08			60,120.08	CAREER COORDINATOR
STRUM	ALEXANDER	63,830.20			63,830.20	HIGH SCHOOL TEACHER
SUBASH	SANGEETHA	19,962.60			19,962.60	PLACENTINO AIDES
SUDMYER	RONALD	122,585.00			122,585.00	INTERIM ASST. PRINCIPAL
SULLIVAN	SAMANTHA	46,866.82			46,866.82	MILLER SCHOOL TEACHER
SUMNER	VALERIE	3,337.24			3,337.24	SUB CAFETERIA WORKER
SUNDQUIST	PATRICIA	52,700.60			52,700.60	SCHOOL SECRETARY-12 MONTHS
SWAIN	GWENYTH	1,017.50			1,017.50	MILLER SUBSTITUTE
TAIBI-NEMIRI	SUE	18,832.84			18,832.84	MIDDLE SCHOOL AIDES
TAYLOR	ELISA	72,339.59			72,339.59	HIGH SCHOOL GUIDANCE
TAYLOR	JOSHUA	3,451.50			3,451.50	LIFEGUARDS
TAYLOR	KATHRYN	3,336.25			3,336.25	MILLER SUBSTITUTE
TAYLOR	RYAN	3,094.00			3,094.00	TEMPORARY HELP
TETREULT	PAMELA	4,534.68			4,534.68	LUNCH ROOM MONITOR

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
THAPA	JUDITH	18,136.23			18,136.23	MIDDLE SCHOOL TEACHER
THAYER SHIFF	CHRISTINE	18,579.33			18,579.33	HIGH SCHOOL AIDES
THIBAUT	EVELYN	1,446.25			1,446.25	PLACENTINO SUBSTITUTE
THOMPSON	CHAD	109,604.16			109,604.16	POLICE LIEUTENANT
TIERNEY - BELFORTI	PATRICIA	23,750.82			23,750.82	MIDDLE SCHOOL AIDES
TIVNAN	ROBERT	88,032.22			88,032.22	HIGH SCHOOL TEACHER
TOMASZ	ANNE	9,560.16			9,560.16	SCHOOL SOCIAL WORKER
TONELLI	NOELLE	94,230.46			94,230.46	MILLER SCHOOL TEACHER
TORRES	DAWN	39,565.56			39,565.56	MIDDLE SCHOOL TUTOR
TORRES RIVERA	MARIA	25,875.46			25,875.46	PLACENTINO TEACHER
TORRES-GARCIA	KHAREN	86,968.96			86,968.96	MILLER SCHOOL TEACHER
TRAINOR	ELIZABETH	100,636.08			100,636.08	HIGH SCHOOL TEACHER
TRIFERO	BRITTNEY	16,949.12			16,949.12	MILLER SCHOOL AIDES
TRIVERI	DEBRA	142.99			142.99	LUNCH ROOM MONITOR
TROMBLY	LINDA	58,239.00			58,239.00	PLACENTINO TEACHER
TROTIN	DOMINIQUE	93,545.90			93,545.90	HIGH SCHOOL TEACHER
TROY	MICHAEL	53,963.68		635.63	54,599.31	FIRE DISPATCHERS
TUCKER	AMY	7,225.00			7,225.00	LONG-TERM SUBSTITUTE TEACHER
TUDINO	EMMA	1,174.26			1,174.26	COUNSELORS-PARK
TUFFS	BRITTANY	66,241.40			66,241.40	MIDDLE SCHOOL TEACHER
TURCOTTE	RONALD	4,782.26			4,782.26	COA VAN DRIVERS
TURMEL	COURTNEY	15,254.99			15,254.99	PLACENTINO AIDES
TURNER	NAKISHA	12,811.53			12,811.53	CAFETERIA WORKERS
UEK	KATHLEEN	225.00			225.00	PLACENTINO SUBSTITUTE
ULFELDER	EMILY	15,241.00			15,241.00	EXTENDED DAY/AFTER SCHOOL PROG
ULLMANN	KLAUS	6,461.46			6,461.46	FIREFIGHTERS HOURLY PAY
URQUHART	MICHELLE	14,801.65			14,801.65	PLACENTINO AIDES
USHKURNIS	JACOB	9,833.66			9,833.66	HIGH SCHOOL AIDES
VACHON	SARAH	7,448.00			7,448.00	EXTENDED DAY/AFTER SCHOOL PROG
VALE	CHRISTOPHER	82,302.88			82,302.88	HIGH SCHOOL TEACHER
VALOVGIN	DANIEL	5,701.65			5,701.65	CALL FIREFIGHTER BASE SALARY
VALOVGIN	DERICK	10,568.89			10,568.89	CALL FIREFIGHTER BASE SALARY
VANESIAN	CHRISTOPHER	70,531.40			70,531.40	MIDDLE SCHOOL TEACHER
VARONE	MATTHEW	3,097.12			3,097.12	SCHOOL ATHLETIC COACHES
VAUTIER	PETER	63,006.14			63,006.14	HIGH SCHOOL TEACHER
VENDITTI	RYAN	56,550.02			56,550.02	MIDDLE SCHOOL TEACHER
VIEIRA	ANUSKA	1,966.13			1,966.13	LIFEGUARDS
VIGUE	D. PETER	3,394.92			3,394.92	SCHOOL ATHLETIC COACHES
VITTORIA	LAURA	94,185.28			94,185.28	MILLER SCHOOL TEACHER
VREELAND	KELSEY	16,861.23			16,861.23	PLACENTINO AIDES
WADE	MINDY	480.00			480.00	SUBSTITUTE NURSE
WALKER	ROBERT	58,418.69		5,804.31	64,223.00	CREW CHIEF - HIGHWAY
WARD	JAMES	10,642.41			10,642.41	POLICE PATROLMEN
WASHEK	THOMAS	1,723.65			1,723.65	AMBULANCE DRIVERS/EMT
WATSON	AMY	74,303.02			74,303.02	MIDDLE SCHOOL TEACHER
WAUGH	MATTHEW	111,877.07	5,072.00	23,961.00	140,910.07	POLICE SERGEANTS
WEINGARTNER	ANDREA	38,390.55			38,390.55	HIGH SCHOOL TEACHER
WELCH	DAVID	1,625.00			1,625.00	MILLER SUBSTITUTE
WELLS	SAMUEL	10,840.50			10,840.50	COUNSELORS-PARK
WERNBORG	JILL	225.00			225.00	MILLER SUBSTITUTE
WESOLY	ALYSSA	5,381.72			5,381.72	SCHOOL ATHLETIC COACHES
WEST	ANN MARIE	19,836.78			19,836.78	HIGH SCHOOL AIDES
WESTERMAN	MICHAEL	7,847.30			7,847.30	PLUMBING INSPECTOR
WESTON	PATRICIA	14,147.24			14,147.24	BUS COORDINATOR
WESTON	PAUL	1,816.95			1,816.95	AMBULANCE DRIVERS/EMT
WEXLER	NANCY	30,312.22			30,312.22	ABA THERAPIST
WEXLER	NICOLE	24,731.60			24,731.60	PLACENTINO AIDES
WHEELER	ROBERT	-	416.00		416.00	NON POLICE OUTSIDE DETAIL
WHITE	CAROL	85,815.60			85,815.60	EXTENDED DAY/AFTER SCHOOL PROG
WHITE	GREGORY	86,056.80			86,056.80	HIGH SCHOOL TEACHER
WHITTEN	GLEN	-	416.00		416.00	NON POLICE OUTSIDE DETAIL
	KAITLYN	27,428.56			27,428.56	MIDDLE SCHOOL AIDES
WILKINS	SHAWN	43,572.37		3,665.66	47,238.03	DISPATCHER-POLICE
WILLIAMS	SUSAN	255.00			255.00	PLACENTINO SUBSTITUTE
WILSON	BETHANY	10,008.83			10,008.83	MILLER SCHOOL AIDES
WILSON	KYLE	18,274.72			18,274.72	MILLER SCHOOL AIDES
WIND	NANCY	91,239.98			91,239.98	MILLER SCHOOL TEACHER

Fiscal Year 2020 Wages

Employee Last Name	Employee First Name	Base Wages	Police Details	Overtime	Total Gross Wages	Job Class Desc
WINER	JACLYN	77,041.31			77,041.31	YOUTH/ADULT DIRECTOR
WIPFLER	JILL	104,489.36			104,489.36	PLACENTINO TEACHER
WISE	LAWRENCE	353.81			353.81	ELECTION WORKER
WONG	KIRA	25,265.00			25,265.00	LONG-TERM SUBSTITUTE TEACHER
WOODROW	SUSAN	361.00			361.00	PART TIME CLERK
WOODS	MICHAEL	79,867.73	288.00	4,287.12	84,442.85	POLICE PATROLMEN
WRIGHT	DONNA	1,575.00			1,575.00	SUBSTITUTE NURSE
YAGOOBI	AIDAN	1,026.00			1,026.00	COUNSELORS-PARK
YEGENOGLU	JAMIE	11,103.90			11,103.90	PLACENTINO AIDES
ZACCHILLI	JOSEPH	189.00			189.00	PLUMBING INSPECTOR
ZAGAME	STEPHANIE	5,181.82			5,181.82	HIGH SCHOOL AIDES
ZAHNER	KEVIN	74,883.02			74,883.02	HIGH SCHOOL TEACHER
ZAKRZEWSKI	DAVID	91,031.06			91,031.06	MIDDLE SCHOOL TEACHER
ZANCEWICZ	LISA	100,686.08			100,686.08	MILLER SCHOOL TEACHER
ZEGEL	ANNE	209.69			209.69	ELECTION WORKER
ZENOWICH	DIANNE	88,888.10			88,888.10	MILLER SCHOOL TEACHER
ZHYVOTOVSKA	VIKTORIYA	2,466.25			2,466.25	MILLER SUBSTITUTE
ZUCCO	JAMES	3,390.00			3,390.00	TEMPORARY HELP
		38,479,972.55	281,345.60	281,963.08	39,043,281.23	

**Town of Holliston
Balance Sheet
June 30, 2020**

	General Fund	Special Revenue	Capital Projects	Enterprise Funds	Trust & Agency Funds	Long Term Debt Account Group	Governmental Fixed Assets	Total
ASSETS								
Cash & Investments:								
Petty Cash	1,200.00	-		150.00				1,350.00
Unrestricted Checking	9,686,135.25	10,487,745.76	6,886,294.05	7,365,479.99	23,771,565.22	-		58,197,220.27
Other Cash & Investments					15,006.00			15,006.00
	9,687,335.25	10,487,745.76	6,886,294.05	7,365,629.99	23,786,571.22	-		58,213,576.27
Receivables:								
Personal Property - 2018	7,390.81							7,390.81
Personal Property - 2019	3,379.57							3,379.57
Personal Property - 2020	24,489.40							24,489.40
	35,259.78	-	-	-	-	-		35,259.78
Real Estate - 2019	82.85							82.85
Real Estate - 2020	839,563.89							839,563.89
	839,646.74	-	-	-	-	-		839,646.74
Total Property Taxes	874,906.52	-	-	-	-	-		874,906.52
Allowance for Abate/Exempt - 2011	(44,539.17)							(44,539.17)
Allowance for Abate/Exempt - 2014	(114,160.26)							(114,160.26)
Allowance for Abate/Exempt - 2015	(101,100.26)							(101,100.26)
Allowance for Abate/Exempt - 2016	(124,514.00)							(124,514.00)
Allowance for Abate/Exempt - 2017	(217,880.88)							(217,880.88)
Allowance for Abate/Exempt - 2018	(180,777.07)							(180,777.07)
Allowance for Abate/Exempt - 2019	(120,274.14)							(120,274.14)
Allowance for Abate/Exempt - 2020	(179,148.75)							(179,148.75)
	(1,082,394.53)							(1,082,394.53)
Net Property Taxes	(207,488.01)	-	-	-	-	-		(207,488.01)
Tax Liens	885,130.12	5,757.01		17,575.41				908,462.54
Deferred Taxes	173,088.44							173,088.44
Tax Foreclosures	259,000.84							259,000.84
Motor Vehicle - 2017	4,867.60							4,867.60
Motor Vehicle - 2018	8,688.67							8,688.67
Motor Vehicle - 2019	29,015.56							29,015.56
Motor Vehicle - 2020	199,480.12							199,480.12
	242,051.95	-	-	-	-	-		242,051.95
User Charges	-			194,993.10				194,993.10
Water Connection/Svce Chg				2,107.00				2,107.00
Backflow Prevention				1,495.00				1,495.00
Infrastructure Charge				95,949.82				95,949.82
Meter Fee				11,351.58				11,351.58
Liens Added to Tax				24,491.56				24,491.56
Community Preservation Rec.	-	11,607.45						11,607.45
Employee Insurance Premium	16,539.60							16,539.60
Police False Alarm Receivable	2,350.00							2,350.00
Plowing Receivable	-							-
False Alarm Liens - 2020	125.00		-					125.00
	19,014.60	11,607.45	-	330,388.06	-	-		361,010.11
Total Receivables	1,370,797.94	17,364.46	-	347,963.47	-	-	-	1,736,125.87
Due from Intergovernmental		164,456.38		-				164,456.38
Due from Other		6,000.00						6,000.00
Prepaid Expenses	3,167.00							3,167.00
Inventory	4,115.08							4,115.08
								-
Fixed Assets								-
Building							49,388.27	49,388.27
Amounts To Be Provided:								
Amounts to be Provided Sick Time						363,696.37		363,696.37
Amounts to be Provided BAN								-
Amounts to be Provided for Bonds						11,036,901.00		11,036,901.00
	-	-	-	-	-	11,400,597.37		11,400,597.37
TOTAL ASSETS	11,065,415.27	10,675,566.60	6,886,294.05	7,713,593.46	23,786,571.22	11,400,597.37	49,388.27	71,577,426.24

**Town of Holliston
Balance Sheet
June 30, 2020**

	General Fund	Special Revenue	Capital Projects	Enterprise Funds	Trust & Agency Funds	Long Term Debt Account Group	Governmental Fixed Assets	Total
FUND BALANCE								
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	368,172.25			-				368,172.25
Reserved for Continuing Appropriations	844,466.35	674,104.86		2,118,338.00				3,636,909.21
Reserved for Debt Service	39,889.92							39,889.92
Reserved for Special Puposes				-				-
Reserved for Appropriation Deficits								-
Reserved for Infrastructure				2,905,566.36				2,905,566.36
Reserved for Meter Replacement				600,446.01				600,446.01
Reserve for Prior Year Expenditures								-
	1,253,728.52	674,104.86	-	5,624,500.37	-	-	49,388.27	7,601,722.02
Designated Fund Balance:								
Designated for School Grants		(74,164.19)						(74,164.19)
Designated for Town Grants		1,337,478.61						1,337,478.61
Designated for Local Grants		548,166.46			36,899.30			585,065.76
Designated for Revolving Funds		5,436,481.42						5,436,481.42
Designated for Other Special Revenue		2,465,777.37						2,465,777.37
Designated for Trust Funds					23,144,498.40			23,144,498.40
	-	9,713,739.67	-	-	23,181,397.70	-		32,895,137.37
Unreserved Fund Balance	3,976,324.86	-	6,886,294.05	1,433,968.93	83,389.01	-		12,379,976.85
Bonds Authorized	-	-	-		-	8,375,000.00		8,375,000.00
Bonds Authorized Offset	-	-	-		-	(8,375,000.00)		(8,375,000.00)
TOTAL FUND BALANCE	5,230,053.38	10,387,844.53	6,886,294.05	7,058,469.30	23,264,786.71	-	49,388.27	52,876,836.24
TOTAL LIABILITIES & FUND BALANCE	\$11,065,415.27	\$10,675,566.60	\$6,886,294.05	\$7,713,593.46	\$23,786,571.22	\$11,400,597.37	\$49,388.27	\$71,577,426.24

**Town of Holliston
Balance Sheet
June 30, 2020**

	General Fund	Special Revenue	Capital Projects	Enterprise Funds	Trust & Agency Funds	Long Term Debt Account Group	Governmental Fixed Assets	Total
LIABILITIES								
Warrants Payable	1,928,627.38	17,775.29		(390,146.53)	6,711.98	-		1,562,968.12
Accounts Payable	1,265,497.35	79,359.32		697,307.22	11,115.43			2,053,279.32
Withholdings	851,685.70							851,685.70
Agency Accounts:								
Special Duty					(32,903.74)			(32,903.74)
Student Activity					306,333.93			306,333.93
Performance Deposits					220,221.97			220,221.97
Other Agency Accounts					4,804.94			4,804.94
	-	-	-	-	498,457.10	-		498,457.10
Deferred Revenue:								
Property Taxes	(211,133.76)							(211,133.76)
Deferred Taxes	173,088.44							173,088.44
Tax Liens	885,130.12	5,757.01		17,575.41				908,462.54
Tax Foreclosures	259,000.84							259,000.84
Motor Vehicle	242,051.95							242,051.95
Liens Added to Tax	-			24,491.56				24,491.56
Community Preservation	-	11,607.45						11,607.45
Retiree Benefit Receivable	16,539.60							16,539.60
User Charges				198,595.10				198,595.10
Infrastructure Charge				95,949.82				95,949.82
Meter Fee				11,351.58				11,351.58
Departmental Receivable	2,475.00							2,475.00
Other		6,000.00						6,000.00
Intergovernmental		164,456.38						164,456.38
	1,367,152.19	187,820.84	-	347,963.47	-	-	-	1,902,936.50
Taxes Collected in Advance	294,363.13	2,766.62						297,129.75
Unclaimed Items	12,358.49							12,358.49
Due to Commonwealth					5,500.00			5,500.00
Accrued Sick Pay	115,677.65					363,696.37		479,374.02
Bond Anticipation Note								-
Bonds Payable:								
1750 Washington Street						345,000.00		345,000.00
Fire Station						-		-
Town Hall Renovation						170,100.00		170,100.00
Golf Course						50,200.00		50,200.00
Water						4,086,901.00		4,086,901.00
Police Station						2,415,000.00		2,415,000.00
School Building #1						-		-
SRF Sewer						-		-
School Building #2						3,419,700.00		3,419,700.00
Sewer						550,000.00		550,000.00
	-	-	-	-	-	11,036,901.00	-	11,036,901.00
TOTAL LIABILITIES	5,835,361.89	287,722.07	-	655,124.16	521,784.51	11,400,597.37	-	18,700,590.00

**Town of Holliston
Special Revenue
As of June 30, 2020**

	Balance 7/1/2019	Revenues	Expenses	Transfers	Balance 6/30/2020
General	1,961,407.74	530,905.98	70,964.00		2,421,349.72
Open Space	176,454.49	75,843.71			252,298.20
Historic Resources	257,307.25	75,843.71	14,995.00		318,155.96
Community Housing	72,234.64	75,843.71			148,078.35
Total Community Preservation	<u>\$2,467,404.12</u>	<u>\$758,437.11</u>	<u>\$85,959.00</u>	<u>\$0.00</u>	<u>\$3,139,882.23</u>
SPED Entitlement	14,438.56	695,612.00	772,259.00		-62,208.44
Early Childhood SPED	-17,982.39	39,216.00	21,330.00		-96.39
Title II Improve Education	1,520.67	24,285.00	24,510.00		1,295.67
Title I	-7,785.30	70,043.00	77,386.46		-15,128.76
Digital Literacy	0.00	865.10			865.10
Title IV	296.43	1,000.00			1,296.43
Academic Support	100.00				100.00
Health Services	0.00	5,000.00			5,000.00
Prog & Practioner	0.00				0.00
Big Yellow School Bus	0.00	250.00			250.00
Drug & Alcohol Awareness	1,376.26				1,376.26
Holliston SA Prevention	55,283.65		55,283.65		0.00
School Safety Zone	40,000.00		39,013.55		986.45
Substance Abuse	0.00	160,000.00	167,900.51		-7,900.51
Total School Grants	<u>\$87,247.88</u>	<u>\$996,271.10</u>	<u>\$1,157,683.17</u>	<u>\$0.00</u>	<u>-\$74,164.19</u>

**Town of Holliston
Special Revenue
As of June 30, 2020**

	Balance 7/1/2019	Revenues	Expenses	Transfers	Balance 6/30/2020
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	0.00		46,134.56		-46,134.56
Chapter 90	-26,800.00	303,917.50	277,117.50		0.00
Curbside Recycling	6,448.00	5,400.00			11,848.00
Green Communities Grant	166.00				166.00
Green Communities Grant II	-487.12	4,671.48			4,184.36
DEP Landfill Solarization	-9,320.40	15,000.00	15,081.59		-9,401.99
Municipal Vulnerability Grant	0.00	15,000.00	15,000.00		0.00
Green Communities III	0.00	150,052.90	146,348.75		3,704.15
Sustainability Coordinator	0.00	25,000.00	22,743.47		2,256.53
Safe Routes to Schools	0.00		7,284.51		-7,284.51
COVID CvRF	0.00	1,317,137.00	233,308.80		1,083,828.20
Community Compact IT Grant	5.60				5.60
Extended Polling	10,676.74	1,301.28	2,296.63		9,681.39
Bullet Proof Vests - State	-530.10	8,683.96	9,624.45		-1,470.59
Highway Safety Click It Program	-1,491.09	1,491.09			0.00
911 Training Grant	-11,776.40	48,235.01	38,189.85		-1,731.24
911 Support Grant	-6,192.52	15,176.34	9,524.50		-540.68
Underage Drinking Enforcement	15.00		15.00		0.00
Pedestrian Crosswalk Enforcement	-772.01	4,272.40	3,500.34		0.05
Traffic Enforcement Grant	113.89	1,270.10	1,612.87		-228.88
Drug & Alcohol Awareness Grant	5,845.01		5,845.02		-0.01
Earmark Radio System	0.00	200,000.00	100,000.00		100,000.00
Earmark Equipment	0.00	100,000.00	8,886.39		91,113.61
Med Project	0.00	1,950.00	171.09		1,778.91
Fire Safe Grant	2,398.50				2,398.50
Safe & Senior Grant	20,595.72				20,595.72
Emergency Management	4,589.08	3,000.00	7,061.38		527.70
COVID - 19	0.00	11,188.00	6,988.35		4,199.65
Council on Aging	0.00	31,032.00	31,032.00		0.00
COA Earmark Renovation Grant	-21,636.13	22,937.68	706.80		594.75
Library Aid Grant	5,506.94	17,595.95	16,028.50		7,074.39
Holliston Bike Trail	19,395.81		800.00		18,595.81
Bike Trail - Property Acquisition	0.01				0.01
Cultural Council	7,556.56	6,500.00	4,788.80		9,267.76
Total Town Grants	\$36,757.07	\$2,310,812.69	\$1,010,091.15	\$0.00	\$1,337,478.61

**Town of Holliston
Special Revenue
As of June 30, 2020**

	Balance 7/1/2019	Revenues	Expenses	Transfers	Balance 6/30/2020
School Lunch	110,131.25	544,220.78	544,220.78		110,131.25
School Community Use	52,614.44	76,946.13	67,336.16		62,224.41
Drama Program	204.48				204.48
Industrial Arts	6,690.37	440.00	622.99		6,507.38
Non Resident Tuition	747,167.70	813,481.16	724,562.20		836,086.66
After School Program	9,679.32	1,045.00	1,239.75		9,484.57
Extended Day Care	760,966.33	1,161,352.67	1,409,593.11		512,725.89
Adult & Continuing Ed	22,895.66	1,540.00			24,435.66
Cable TV Studio Rental	24,560.00	12,280.00	13,200.00		23,640.00
Athletic Revolving	106,884.49	173,003.98	168,957.46		110,931.01
Lost Books Middle School	5,878.59				5,878.59
High School Parking Fees	15,061.43	11,550.00	10,000.00		16,611.43
High School Transcript Fees	23,875.00				23,875.00
Lost Books School	4,232.23	783.00			5,015.23
High School Activity Fees	26,242.19	9,546.95	20,725.00		15,064.14
Middle School Activity Fees	5,968.76				5,968.76
Miller School Activity Fees	4,460.00				4,460.00
School Bus Revolving	141,306.79	180,299.22	135,000.00		186,606.01
School Choice	605,785.15	598,748.00	539,698.62		664,834.53
SPED 50-50 Program	1,126,155.00	2,009,409.00	1,518,377.00		1,617,187.00
Total School Revolving	\$3,800,759.18	\$5,594,645.89	\$5,153,533.07	\$0.00	\$4,241,872.00
Recreation Revolving	352,639.91	267,548.96	396,414.66		223,774.21
Premium on Long Term Debt	0.00	3,557.34			3,557.34
Assessors Abutters Fees	2,686.39	3,759.00	3,570.68		2,874.71
Conservation Protection	45,823.59	4,890.00			50,713.59
Conservation Wetland By-Laws	92,884.87	9,818.00	24.74		102,678.13
Community Farm	0.00	600.00			600.00
Agricultural Comm.	3,714.95		2,920.00		794.95
Town Hall Rental	35,898.35	4,000.00	289.98		39,608.37
Building Department Fees	108,007.16	105,088.25	80,354.05		132,741.36
Sealer Weights & Measures	24,005.13	7,933.00	4,081.72		27,856.41
Emergency Management	72,628.17				72,628.17
School Tech Repair & Replace	112,041.35	34,140.00	16,929.93		129,251.42
Composting Kits	1,252.00	594.00			1,846.00
Flourescent Bulbs	896.72				896.72
BOH Innoculations	14,177.34	25,610.50	16,657.73		23,130.11
Senior Center Nutrition	19,539.14	6,026.00	1,939.63		23,625.51
Senior Center Van	8,419.38	52,044.54	54,454.41		6,009.51
COA Building Rental	1,179.04				1,179.04
Pinecrest Revolving	207,972.17	258,531.04	241,202.06		225,301.15
Selectmen Insurance Recovery	-451.06	2,500.00			2,048.94
MTBE Settlement	58,376.84				58,376.84
Tax Title Revolving	11,825.62	4,438.38	105.00		16,159.00
Police Insurance Recovery	8,120.02	9,503.38	11,504.48		6,118.92
Fire Insurance Recovery	8,616.33		4,495.03		4,121.30
School Insurance Recovery	0.00	35,090.84			35,090.84
Highway Insurance Recovery	3,626.88	37,991.69	37,991.69		3,626.88
Water Insurance Recovery	0.00				0.00
COA Insurance Recovery	0.00				0.00
Library Insurance Recovery	-2,552.89	2,440.46	-112.43		0.00
Total Town Revolving	\$1,191,327.40	\$876,105.38	\$872,823.36	\$0.00	\$1,194,609.42
Total Revolving	\$4,992,086.58	\$6,470,751.27	\$6,026,356.43	\$0.00	\$5,436,481.42

**Town of Holliston
Special Revenue
As of June 30, 2020**

	Balance 7/1/2019	Revenues	Expenses	Transfers	Balance 6/30/2020
Esther Wagner Gift	3,596.11				3,596.11
Helena Foundation Gift	1,799.12				1,799.12
Elementary School Gift	36,347.11	15,113.52	14,656.18		36,804.45
Middle School Gift	40,276.27	640.00	6,586.78		34,329.49
High School Gift	6,093.13	242.62	255.94		6,079.81
Miscellaneous School Gift	49,558.74	1,274.50			50,833.24
Metrowest Health Care	-2,304.06		543.76		-2,847.82
HFT Refreshments	262.85				262.85
FACE Intern Grant	794.91	7,500.00	8,483.18		-188.27
HEF - Buck Institute Training	0.00				0.00
Total School Other Special Revenue	<u>\$136,424.18</u>	<u>\$24,770.64</u>	<u>\$30,525.84</u>	<u>\$0.00</u>	<u>\$130,668.98</u>
Elderly Taxation Fund	6,221.21	1,086.99	1,571.79		5,736.41
Selectmen Cable TV	-9,388.09	5,900.00			-3,488.09
Selectmen Traffic Control	55.00				55.00
Selectmen Gift	0.00				0.00
Clean Energy Choice Grant	60.00				60.00
Town Clerk Gift	79.73				79.73
Agricultural Comm Gift	2,462.22				2,462.22
Holliston Newcomers	2,595.00	1,495.00	4,050.58		39.42
Police Gift	18,006.76	15,782.29	3,974.57		29,814.48
Police DARE Gift	587.19				587.19
Police K-9 Gift	519.56	525.00	366.13		678.43
Celebrate Holliston - Police RAD	0.61				0.61
Framingham Union Aid - Police	16.55				16.55
Law Enforcement Trust	12,908.34				12,908.34
Newcomers Flashlight Grant	137.97				137.97
Celebrate Holliston Gift	127.25				127.25
Newcomers Tactical	1,050.66				1,050.66
Police Auxiliary Gift	2,108.57		240.00		1,868.57
Fire Department Gift	61,121.19	7,225.00	17,899.33		50,446.86
Framingham Union Gift - Cancer	1,500.00				1,500.00
Newcomers CO Detector	1,952.00		2,069.66		-117.66
Ambulance Gift	28,565.89		3,290.66		25,275.23
Emergency Management	113.05				113.05
Animal Control	25.01				25.01
Town Forest	10,863.79	64.60			10,928.39
Casella Vehicle Safety Gift	226,398.46				226,398.46
Hazmat Waste	10,364.00				10,364.00
Board of Health Gift	0.00	250.00			250.00
BOH - Tobacco Grant	87.14				87.14
Senior Center Gift	9,719.42	1,861.00			11,580.42
Bay Path Grant	206.25				206.25
Youth Services Gift	820.51	70.00	100.00		790.51
Youth Metrowest	141.64				141.64
Library Gift	7,553.61		1,969.99		5,583.62
Library Lost Books	4,228.92	1,632.72	2,556.27		3,305.37
Park Newcomers Gift	503.00				503.00
Park Department Gift	4,275.63	500.00	750.00		4,025.63
Goodwill Park Gift	5,610.00				5,610.00
Playground Equipment Gift	0.00				0.00
Bike Trails	9,115.35		769.53		8,345.82
Total Town Other Special Revenue	<u>\$420,713.39</u>	<u>\$36,392.60</u>	<u>\$39,608.51</u>	<u>\$0.00</u>	<u>\$417,497.48</u>
Total Other Special Revenue	<u>\$557,137.57</u>	<u>\$61,163.24</u>	<u>\$70,134.35</u>	<u>\$0.00</u>	<u>\$548,166.46</u>
Total Special Revenue	<u>\$8,140,633.22</u>	<u>\$10,597,435.41</u>	<u>\$8,350,224.10</u>	<u>\$0.00</u>	<u>\$10,387,844.53</u>

**Town of Holliston
Trust Funds
As of June 30, 2020**

	Balance 7/1/2019	Revenues	Expenses	Transfers In/Out	Unexpendable	Balance 6/30/2020
Housing Trust Fund	543,198.71	2,119.43	105,493.35			439,824.79
I. & S. Sills Library Trust	511.00	14.75			1,968.00	2,493.75
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	7,297.43	464.87			1,661.00	9,423.30
Frank A. Rees Library Trust	2,253.02	27.46			2,365.00	4,645.48
H. & E. Patridge Library Book	0.00				150.00	150.00
Howe Library Trust	0.00				800.00	800.00
Congo. Church Members Cemetery	160.08	4.97			675.00	840.05
Open Space Aquisition Fund	196,500.16	70,475.96				266,976.12
A.A. Williams School Scholarship	2,235.77	13.30				2,249.07
Conservation Trust Fund	161,902.20	93.16				161,995.36
Shoemaker Cemetery P.C.	2,222.35	16.30			520.00	2,758.65
Folansbee Cemetery P.C.	1,509.02	9.69			120.00	1,638.71
A.A. Williams Park Trust	2,012.77	41.71			5,000.00	7,054.48
Douglas,Howe,Patridge Library	9,868.75	65.90			264.71	10,199.36
L. Razee Library Book Trust	736.86	10.33			1,000.00	1,747.19
Sylvia Daniels Library Book Trust	2,603.51	51.15			6,000.00	8,654.66
Elias Bullard Library Trust	1,974.24	17.69			1,000.00	2,991.93
Stabilization Fund	6,275,580.32	121,603.05		340,304.37		6,737,487.74
Other Post Employment	13,689,545.19	279,477.57		1,500,000.00		15,469,022.76
 Total Trust Funds	 \$20,913,656.38	 \$474,507.29	 \$105,493.35	 \$1,840,304.37	 \$21,523.71	 \$23,144,498.40

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 and selecting the link to Blackboard Connect (shown below) on the right hand side of the home page. Thank you.

