



*Town of Sandwich
2015
Annual Reports*

SANDWICH, MASSACHUSETTS: A Profile

Settled:	1637, Incorporated 1639		
County:	Barnstable		
Population	January 1, 2014 --- 20,974 January 1, 2015 --- 20,000		
Area:	43.95 square miles (includes 14.95 square miles in The Massachusetts Military Reservation)		
Highest Elevation:	292 feet (Telegraph Hill)		
Lowest Elevation:	Sea Level		
Miles of Road	248.4 miles (147.7 Town, 20.4 State, 80.3 other)		
Area Code:	508		
Zip Codes:	02563 (Sandwich) 02537 (East Sandwich) 02644 (Forestdale) 02562 (Sagamore Beach)		
Government	5 Member Part-Time Board of Selectmen and a Town Manager Open Town Meeting, 1 st Monday in May Town Election, 1 st Thursday following the 1 st Monday (Annual Town Meeting)		
FY 2015 Tax Rate, Residential:	\$14.82 per thousand, Sandwich Water District \$.83, No. Sagamore Water Dist. \$.093		
FY 2016 Tax Rate, Residential:	\$14.47 per thousand, Sandwich Water District \$.72, No Sagamore Water Dist. \$.087		
Public Schools:	Forestdale School (K-2) 592 students Oak Ridge School (3-6) 908 students STEM Academy (7-8) 500 students High School (9-12) 708 students Sturgis Charter School 181 students Upper Cape Cod Vocational Technical School (Bourne) 129 Sandwich students as of 10/1/15		
Public Safety:	Full-Time Police and Fire Department (with ambulance service)		
Public Library:	Sandwich Public Library, founded 1891, FY'15 233,920 Items		
Utilities:	Electric:	EVERSOURCE (Formerly NSTAR)	800-592-2000
	Telephone:	Verizon	800-837-4966
	Natural Gas:	National Grid (formerly KEYSpan)	800-548-8000
	Water:	Sandwich Water District	508-888-2775
	Cable Television:	Comcast Cable TV (Toll Free)	800-COMCAST (800-266-2278)
		Direct TV	1-877-916-5137
Nearby Hospitals:	Cape Cod Hospital (Hyannis)		508-771-1800
	Falmouth Hospital (Falmouth)		508-548-5300
	Beth Israel Deaconess – Plymouth (Formerly Jordan Hospital)		508-746-2000
	Tobey Hospital (Wareham)		508-295-0880
	Spaulding Rehabilitation Cape Cod (Sandwich)		508-833-4000
Churches:	St. John's Episcopal, Corpus Christi (Catholic), Forestdale Baptist, Covenant Baptist, Sandwich Community Church of the Assemblies of God, First Church of Christ, Sandwich Meeting of Friends (Quaker), Calvary Chapel of Cape Cod, " Lighthouse On The Rock Family Church, Lighthouse Christian Fellowship, Covenant Community Church, Jehovah's Witness		

2015
Annual Reports
of the
Town Officers
of the
Town of Sandwich
The Oldest Town on Cape Cod



For the Year Ending December 31, 2015

2015 EMPLOYEE RECOGNITION CEREMONY

The Employee Recognition Ceremony was held December 8, 2015 to honor Town Employees for their dedicated service to the Town of Sandwich and to give special honor to recipients of the Employee of the Year and Volunteer of the Year

EMPLOYEE OF THE YEAR – BOARD OF SELECTMEN

Mark S. Galkowski, Director, Department Natural Resources

VOLUNTEER OF THE YEAR – BOARD OF SELECTMEN

Rosemary (Rosie) Frances Rhoades

EMPLOYEE OF THE YEAR – SCHOOL COMMITTEE

Karen McGrath

VOLUNTEER OF THE YEAR – SCHOOL COMMITTEE

C. Eben Franks

15-YEAR EMPLOYEES – BOARD OF SELECTMEN

Joshua Bound–Police Department	Walter Fagnant – Inspections	Lisa Malcolmson – Fire Department
Daniel Brun – Fire Department	John Johnson – Golf Department	Matthew O’Brien–Police Department
Donald Campbell–Fire Department	Susan Lundquist–Town Clerk’s	Jeannette Scalse–Nursing Department

20-YEAR EMPLOYEES – BOARD OF SELECTMEN

John Burke– Fire Department	Diane Hanelt Town Manager’s Office	Patricia Wieman–Police Department
-----------------------------	------------------------------------	-----------------------------------

25 YEAR EMPLOYEES – BOARD OF SELECTMEN

James Huska – Fire Department

30-YEAR EMPLOYEES – BOARD OF SELECTMEN

Carol Peterson – Tax Collector’s	Lauren Robinson - Library	Patrice Vineis - Library
Albert Robichaud – Police Department		

15-YEAR EMPLOYEES – SCHOOL COMMITTEE

Anne Balcom – High School	Christine Flannigan - Forestdale	Sandra Ryer – Stem Academy
Kathleen Norton Cannavo-High School	Holly Lenk – Business Office	Lucinda Savery – High School
Christine Carroll – High School	Kathleen Lima – Oak Ridge	Nancy Sicard - Forestdale
Doreen Chagnon – Oak Ridge	Michele Lyver – Oak Ridge	Geraldine Viglas – High School
Kathleen Coppola – High School	Stephanie Maseda – Forestdale	Michael Welch, Jr – High School
Marci Cosgrove – High School	E. Marilyn Russell – Stem Academy	John Williams – Oak Ridge

20-YEAR EMPLOYEES – SCHOOL COMMITTEE

Martin Cosgrove – High School	Janet Eshbaugh – High School
-------------------------------	------------------------------

25-YEAR EMPLOYEES – SCHOOL COMMITTEE

Therese Alcorn – High School	Karen Hosmer McCarthy – Early Learning	Angela White – High School
Judith Fish –Oak Ridge	Sara Lynch-Summersall – Early Learning	

30-YEAR EMPLOYEES – SCHOOL COMMITTEE

Pamela Dallaire – Oak Ridge	Donald Franke – High School
-----------------------------	-----------------------------

Cover: Town Neck Beach Re-Construction Project.
Photo Courtesy of Don Fleet, Fleetwood Photography

TABLE OF CONTENTS

GENERAL GOVERNMENT

Board of Selectmen and Town Manager.....	2
Federal, State and County Officials	4
Town Officials	5
Department Directory	8
Human Resources Department.....	11
Information Technology Department.....	12

FINANCE

Finance Director.....	14
Collector of Taxes.....	28
Finance Committee	35
Town Treasurer/Collector	36
Employee Wages	38
Board of Assessors.....	52

TOWN CLERK

Town Clerk's Office	54
Births, Marriages and Deaths in 2015.....	54
Dog Licenses.....	54
Business Certificates and Raffle Permits	54
Special Town Meeting, February 9, 2015	55
Special Town Meeting, February 23, 2015	55
Annual Town Meeting, May 4, 2015	63
Special Town Meeting, August 31, 2015.....	76
Special Town Meeting, November 16, 2015.....	77
Sandwich Historic District Election, November 24, 2015.....	80

PLANNING AND ENVIRONMENT

Planning and Development Department	82
Natural Resources Department and Animal Control.....	83
Conservation Commission	86
Harbormaster.....	87
Community Preservation Committee	88
Cape Cod Commission.....	89
Cape Light Compact	91
Bikeways and Pedestrian Committee	93
Cape Cod Water Protection Collaborative	94

HISTORIC

Historical Commission.....	96
Hoxie House.....	97
Dexter Grist Mill.....	97
Old King's Highway Historic District Commission.....	98

PUBLIC SAFETY AND INSPECTIONS

Police Department	100
Fire Department.....	105
Forest Warden	107
Building Inspector	108
Electrical Department.....	109
Plumbing/Gas Inspector	110
Facilities Department.....	110
Board of Health	111
Emergency Management Director.....	112
School Safety Group.....	113

PUBLIC WORKS

Public Works Department	116
-------------------------------	-----

CULTURE, RECREATION, LEISURE

Recreation Department.....	120
Public Library.....	122
Weston Memorial Fund.....	123
Golf Operations / Sandwich Hollows Golf Club	124
Visitor Services Board.....	125
Glass Town Cultural District.....	126

HOUSING AND HUMAN SERVICES

Housing Authority	128
Public Health Nurse Department	129
Council on Aging	130

EDUCATION

Sandwich Public Schools	134
Enrollments	135
2015 School Budget	136
Superintendent of Schools.....	137
Sandwich High School	141
Sandwich Stem Academy	146
Oak Ridge School.....	148
Forestdale School	151
Scholarship Awards.....	155
Commencement Program	157
The Class of 2015	159
Upper Cape Cod Regional Technical School	161

General Government



Photo Courtesy of F qp'Hrggv.'Hrggy qqf 'Rj qqi tcrj {

Fireworks on Shawme Pond - First Night Celebration 2015

Report of the BOARD OF SELECTMEN AND TOWN MANAGER

Two thousand and fifteen was an eventful year for the Board of Selectmen and Town Manager's Office, with infrastructure and planning continuing to play a prominent role throughout the year. The Board discussed their current priorities for large scale capital projects, including the relative merits, and likelihood of funding, some of the most important issues, including: public safety facilities, roads, beach erosion reconstruction, the Wing School, and future wastewater treatment facilities.

Regarding public safety facilities, the Board solicited considerable additional staff input based on research from professional consultants, and decided to focus on an option estimated to cost a minimum of \$15 million. This option would include: (i) one new fire/emergency medical services (EMS) substation at the corner of Quaker Meetinghouse Road and Cotuit Road; (ii) minimal improvements to the East Sandwich fire substation to make it temporarily inhabitable for permanent fire/EMS staff; and (iii) a new, vastly scaled-down Police Department headquarters at the corner of Quaker Meetinghouse Road and Cotuit Road. This plan reflects how the Board 'listened' to voters by pursuing at a *three-station* fire/EMS solution that includes coverage in downtown Sandwich in addition to south Sandwich and east Sandwich, and is also significantly less costly compared to the previous proposal which failed at the ballot. The Board anticipates asking voters for funding for this project, including the associated recurring increase in Fire Department staffing, at either the Annual or a Special Town Meeting in calendar year 2016.

In 2015 the Board selected a highly qualified architectural firm to conduct a facility assessment and feasibility study of the Henry T. Wing School in anticipation of the School Committee decommissioning the use of this building. As part of the study process, the Town received substantial community input and feedback about potential future uses of the building. Unfortunately, the realistic cost estimates prepared by professional, independent cost estimators for any future reuse of all, or portions, of this structure are substantial. As a result, the Board is focusing on three specific options: (1) demolish the entire structure and replant the site; (2) demolish the entire structure except for the 1927 auditorium/multi-purpose room portion; restore the 1927 auditorium/multi-purpose room portion with the addition of new public restrooms and replant the rest of the site; and (3) demolish the entire structure except for the whole 1927 portion; restore the 1927 portion, and construct a new gymnasium. A great deal of work by the Board, based on input from the community, will have to be done in the next few years to determine the feasibility of actually funding *any* of these options as the School Department ultimately transitions their current administrative offices out of the building and it eventually becomes vacant.

In 2015 the Board notably lifted a long-standing moratorium on accepting any new private roads as public ways, and formally adopted an updated Street Layout and Acceptance Policy. Since

this policy was adopted by the Board in May, 2015, the Town has received one complete petition from the abutters of a private road: Aviators Lane. Town staff, the Board of Selectmen and the Planning Board will work diligently to ensure that this petition is promptly evaluated with the goal of placing this question before voters at the Annual Town Meeting in May, 2016.

The Town also continued to devote an extraordinary amount of staff resources and funding toward making improvements at Town Neck Beach, which was weakened by years of erosion and battered by strong coastal storms. After years of effort, in 2015 the Town received formal notification by the federal Army Corps of Engineers that it received approval of a "Section 204 program" that would have authorized the federal government to contribute 65 percent of the total incremental cost to dispose of more than 150,000 cubic yards of sand material to be dredged from the Cape Cod Canal onto Town Neck Beach. Ultimately, due to unanticipated litigation from several private property owners in the area, the Town had to quickly shift its approach, which was subsequently upheld by a strongly worded, emergency court ruling. Then, with the support of a \$1 million grant from a previously appropriated state bond authorization, and an additional \$600,000 from Community Preservation Funds approved at a Special Town Meeting in November 2015, the Town was able to fund 100 percent of the cost to place the dredged sand material onto the public portions of Town Neck Beach, including the related planting of beach grass.

As of the writing of this Annual Town Report, the hopper dredge barge has arrived in the Canal, large sections of massive steel pipe have been placed on Town Neck Beach stretching into Cape Cod Bay, bulldozers and other heavy equipment are on-site, and sand is being pumped onto Town Neck beach. While there were many twists and turns in the road, the community is ecstatic that it is finally able to achieve its longstanding goal of partially rebuilding this critically important natural resource in Town.

In anticipation of the completion of the beach reconstruction project by the end of March 2016, the Board began the process to hire a professional architectural firm to complete a feasibility study for the construction of a new bathhouse/public restroom/concession building to be located at Town Neck Beach. This is one example of the Board implementing the recently adopted Beach Management Plan, and trying to responsibly plan for future capital investment in this high priority area of town.

The Town continued its commitment to historic preservation with the planning for the rehabilitation of two historic Town-owned buildings: the Deacon Eldred House located at 4 Water Street, and the Clark-Haddad Memorial Building located at 16 Dewey Avenue. With the use of Community Preservation Act Administrative Funds, the Board hired a highly qualified architectural firm that specializes in historic preservation to complete facility assessments and feasibility studies for the adaptive re-use of these two important structures. Based on these reports, the Board formally submitted a Community Preservation Committee application for funding

the complete historic preservation of the Clark-Haddad Memorial Building.

The Board also submitted a Community Preservation Committee application to fund long-needed repairs to the Lower Shawme Dam, Grist Mill foundation, fish ladder, and associated stone retaining walls. The work will include all the engineering, permits, and construction funding to pressure grout the Grist Mill walls and floor; repoint the upstream face dam stone walls; reconstruct the stone wall abutting the southern side of Town Hall; and replace the spillway, fish ladder and inside stone walls.

The Community Preservation Committee approved both of these applications submitted by the Board, and we anticipate their inclusion on the Annual Town Meeting Warrant in the spring of 2016.

After literally decades of work, the Board executed an updated lease with the Army Corps of Engineers for the East Boat Basin, more commonly known as the Sandwich Marina. This updated lease allowed the Town to construct a desperately needed new Harbormaster office and garage building that will also include year-round public restrooms. During 2015 the Town hired an architect and project manager, finalized the building's design, and went out to bid to hire a qualified contractor. As of the date of the writing of this report, the new septic system has been installed, the foundation has been excavated and poured, the steel framing has been erected, and the walls are being constructed. This facility, which is 100 percent funded from Sandwich Marina operating revenues (not property tax revenue), is being designed and constructed to be functional and durable for literally generations to come. We look forward to its completion in the fall of 2016.

The Town also worked with MassDevelopment after receiving a pre-development grant for this area. This grant funded a fascinating study of public and private land in the greater marina area that evaluated both achievable near-term, and longer-term 'blue sky', land development concepts. We look forward to working with the private landowners in the area to determine the most appropriate next steps to facilitate more public and private development in the future.

In an additional effort to facilitate economic development in Town, the Board (as previously authorized by Town Meeting)

executed a long-term lease with the Sandwich Chamber of Commerce to allow the Chamber to construct a new visitor center on Town-owned land for \$1.00 per year. The Board is excited to be able to provide this in-kind support for the Chamber's efforts to increase tourism and economic activity in Town, and it looks forward to its completion in 2016.

One very high-profile issue throughout 2015 was the Board's selection of a private, commercial developer to purchase Town-owned land in the South Sandwich Village Center to construct a large for-profit indoor and outdoor athletic facility, with associated retail and commercial uses and a medium sized hotel. This culminated in the execution of a purchase and sales agreement in late 2014. It is the Board's hope that the developer will be able to meet the deadlines included in the purchase and sales agreement in order to be able to close on the property in 2016 and ultimately see the project through to completion.

In 2013 the Board approved a reorganization plan that created the first ever "Finance Director" for the Town of Sandwich. After successfully serving in this new position, long time Town Accountant Doreen Guild ultimately retired after nearly two decades of dedicated service to the Town. We would like to thank Doreen for guiding the Town's finances so successfully throughout the years.

In closing, we would like to thank all of our Town employees who work to provide efficient and effective municipal services, including a special thank you to all of the various unpaid volunteers on all of our boards and committees who dedicate countless hours every year. The Town could not function as well as it does without all of their efforts.

Respectfully submitted,

Frank Pannorfi , Chairman
Susan James, Vice Chair
Ralph A. Vitacco
R. Patrick Ellis
Peter Beauchemin

George "Bud" Dunham, Town Manager
Douglas Lapp, Assistant Town Manager

FEDERAL, STATE AND COUNTY ELECTED OFFICIALS

CONGRESS

Senator in Congress

Elizabeth Warren

2400 JFK Federal Building
Boston, MA 02203
Tel. 617-565-3170
Fax 617-723-7325
E-mail rielle_grant@warren.senate.gov

Senator in Congress

Ed Markey

255 Dirksen Senate Office Building
Washington, DC 20510
Tel. 202-224-2742
Website: www.markey.senate.gov

JFK Federal Building

15 New Sudbury
Boston, MA 02203
Tel. 617-565-8519
Fax 617-248-3870

Congressman – 9th District

William Keating

315 Cannon HOB
Washington, DC 20515
Tel. 202-225-3111
Fax 202-225-5658
Website www.keating.house.gov

297 North Street
Suite 312
Hyannis, MA 02601
Tel. 800-870-2626
Tel. 508-771-0666
Fax 508-790-1959

STATE

Governor

Charles Baker

Office of the Governor
State House - Room 280
Boston, MA 02133
Tel. 617-725-4000
Fax 617-727-9725
Website www.mass.gov

STATE SENATE

Plymouth & Barnstable District

Vinny deMacedo

State House - Room 313A
Boston, MA 02133
Tel. 617-722-1330
Fax 617-722-1010
Chief of Staff – Emily Jue
District Director – Monica Mullin
E-mail vinny.deMacedo@masenate.gov

Plymouth – District Office

Vinny deMacedo

10 Cordage Park Circle
Room 229
Plymouth, MA 02360
Tel. 508-747-6500
Fax 508-746-9332

State House of Representatives

Representative Randy Hunt

5th Barnstable
State House - Room 136
Boston, MA 02133-1054
Tel. 617-722-2800 x8743
Legislative Aide – Matt Liber
E-mail randy.hunt@mahouse.gov

District Office-

297 Quaker Meetinghouse Road
E. Sandwich, MA 02537
Legislative Aide – Matt Liber
E-mail randy.hunt@mahouse.gov
E-mail matthew.liber@mahouse.gov

COUNTY

Barnstable County Commissioners

PO Box 427
3195 Main Street
Barnstable, MA 02630
Dir. Tel. 508-375-6648
Tel. 508-375-6600 (County Complex)
info@barnstablecounty.org

Mary Pat Flynn, Chairman - Falmouth
Sheila Lyons, Vice-Chairman, - Wellfleet
Leo G. Cakounes, Commissioner - Harwich

Barnstable County Assembly of Delegates

James Killion

6 Pierre Vernier Drive
Sandwich, MA 02563
Tel. 508-539-4149
E-mail jkillion@barnstablecounty.org

Cape Cod Commission

3225 Main Street
PO Box 226
Barnstable, MA 02630
Tel. 508-362-3828
E-mail frontdesk@capecodcommission.org
Harold Mitchell – Sandwich Representative

TOWN OFFICIALS as of December 31, 2015

Boards and Committees

Board of Selectmen

Frank Pannorfi, Chair.....	2017
Susan James, Vice Chair.....	2016
Ralph Vitacco	2016
R. Patrick Ellis	2017
Peter Beauchemin	2018

Board of Assessors

Lawrence Harrington, Chair	2016
Nicholas E. Fernandes, Jr.,.....	2018
Robert James, Vice Chair	2017

Town Clerk.

Taylor D. White	2016
-----------------------	------

Moderator

Garry N. Blank, Esq.....	2018
--------------------------	------

Constables

Gerald D. Nye	2016
Clyde S. Gill	2017
James Joseph Sullivan.....	2018

School Committee

Nancy Crossman, Chair	2016
Kerrie Ames.....	2016
James Dever.....	2017
Sean Rausch, Vice Chair.....	2017
Elizabeth Cummings.....	2018
Stephanie Hall.....	2018
James McGrail	2018

Board of Health

Sandra Lee Tompkins, Chair	2016
Timothy P. Grady	2016
Rebecca Lovell Scott	2018

Trustees of the Sandwich Public Library

Mark Wiklund,.....	2017
William J. Fleming	2018
Alice Baker	2016
Mary Gaffney.....	2018
Janet Czarnetzki.....	2016
Edwin Scribner	2016
Jennifer Tickell, Chair	2017
Jeanie Vander Pyl	2017
Christine Brown.....	2018

Trustees of Weston Memorial Fund

Geoffrey Lenk, Chairman	2018
Jonathan Hagenstein	2016
Peter Conathan.....	2017

Planning Board

Sarah Regan, Chair	2016
William Burbank.....	2016
Lori Caron.....	2017

Planning Board

Robert King.....	2017
Thomas R. Lynch.....	2018
Scott Torrey.....	2018
Joseph Vaudo	2018

Sandwich Housing Authority

Richard Johnson, Chairman	2017
Christine Palkoski	2016
Craig Canning	2016
Tobin Wirt.....	2018
Barbara J. Hadley.....	2020

Sandwich Historic District Committee

Mary Foley, Chair	2019
William Collins	2018
Terry Blake	2016
Richard Alger.....	2017
Lynda Haller, alternate.....	2016
Richard Claytor, alternate	2016

Upper Cape Cod Regional Vocational School

Steven L. Chalke	2016
Michael Degan	2018

APPOINTED OFFICIALS

Bikeway/Pedestrian Committee

Harold Mitchell	2016
Lee Rindfuss	2016
Kevin R. Sareault	2016
Amanda Sullivan.....	2016

Finance Director

Marilyn (Mimi) Spahr	2016
----------------------------	------

Cape Cod Commission Rep.

Harold W. Mitchell	2016
--------------------------	------

Cape Cod Water Protection Collaborative

Dave Mason	2016
------------------	------

Cape Light Compact

Josh Peters.....	2016
------------------	------

Capital Improvement Planning Committee (Appointed by Town Moderator)

Paul Kilty	2016
John Juros.....	2016
Richard Reilly	2016
John Vibberts	2016
Joseph Stephens	2016

Cemetery Commissioner

Susan James	2016
Ralph Vitacco.....	2016
R. Patrick Ellis	2017

Community Preservation Committee

Lisa Bates, Recreation, Chair.....	2018
Stephen P. Hayes	2016
Christine Palkowski, Housing.....	2016
Richard Anderson	2017
Robert King, Planning Board.....	2018
Laura Wing	2018
Daryl Crossman	2018

Conservation Commission

Michael Zylich, Chair	2017
Christopher Kirrane	2016
Matthew Waldrip, Assoc.	2016
Erin E. Jacque, Assoc.....	2016
Karen Ganeax, Assoc.....	2016
Christopher Sellstone.....	2018
Melissa Romano	2018

Council on Aging

Richard Davies, Chair.....	2017
Neal O'Brien.....	2016
Mary Jane Ross.....	2016
Pat Walsh.....	2016
Carolyn Motta.....	2017
Michael Bondarek.....	2017
Greg Anderson.....	2018
James Pierce.....	2018
Jill MacDonald.....	2017
John Vibberts	2017
Paula Johnson	2018

Cultural Council

Aurora Winters, Chair.....	2018
Diane M. Scharf.....	2016
Karen Miller.....	2016
Pat O'Connell.....	2017
Wayne Miller	2017
Danka Piekarski	2017
Beth Anderson	2018

Emergency Management/Planning Committee

Brian Gallant, Director.....	2016
Frank O'Laughlin	2016
George Dunham.....	2016
James Foley	2016
Dan Mahoney.....	2016
Paul Tilton	2016
Randy Lewis	2016
John LaPine	2016
Chrystal LaPine.....	2016
William LaPine	2016
Mark Galkowski	2016
David Mason.....	2016
Robin Walker.....	2016
Michael Walker.....	2016
Lois Wack.....	2016
Peter Wack.....	2016
Heather Gallant.....	2016
Douglas Lapp.....	2016
William Carrico	2016

Energy Committee

Sarah Cote, Chair	2016
Damien Houlihan	2016
Kevin Burgess.....	2016
Ann Moehle.....	2016
Desiree Revoir.....	2016

Finance Committee**(Appointed by Town Moderator)**

Linell Grundman, Chair	2016
Gene Parini,.....	2016
Matthew M. Terry	2016
Robert Guerin.....	2017
James Lehane	2017
Rich Reilly	2017
Thomas Witham.....	2018
Michael Dwyer.....	2018
Mark Snyder.....	2018

Forest Warden

William Carrico.....	2016
----------------------	------

Glass Town Cultural District

Joanne Lamothe	2016
Lee Repetto	2016
Ellen Spear	2016
Charleen Johnson	2016
Katie Campbell.....	2016
Robert Vinciguerra.....	2016
Bethany Holbert-Catania.....	2016
Andrea Early	2016
Paula Johnson.....	2016
Cindy Russell	2016

Golf Advisory Committee

John G. Tzimirangas, Chair.....	2016
Norm Theriault.....	2016
Michael Regan	2016
Victor Devine.....	2016
Patti Piva	2016
Paul Washburn	2016

Hazardous Waste Coordinator

William Carrico.....	2016
----------------------	------

Board of Health Agent

David Mason

Herring Warden

Mark S. Galkowski.....	2016
------------------------	------

Inspector of Animals**(Appointed by Board of Health)**

David Mason.....	2016
------------------	------

MMR Senior Management Board

Ralph Vitacco.....	2016
--------------------	------

Parking Clerk

Taylor White	2016
--------------------	------

Personnel Board

Kelee Renzi, Chair 2016
Karen Miller..... 2016
Susan Hart..... 2016

Recreation Committee

Ken Mooney 2016
Ted Mullin 2016
Lisa Bates..... 2016
Susan McKenna 2016
Larry Travers 2016
Mary Casali..... 2016
Michael Robbins 2016
Melinda Gallant 2016

Regional Transit Authority

George H. Dunham 2016

Registrars of Voters

Antoinette L. Gleason 2016
Joe Carlson..... 2017
Lisa Perry 2018

Right to Know Coordinator

William Carrico 2016

Sandwich Economic Initiative Corporation

Richard Johnson, Chair
(Appointed by Board of Selectmen)
Ellen Spear,
(Appointed by Board of Selectmen)
Hank Touhy,
(Appointed by SEIC)
Edward Brabazon,
(Appointed by SEIC)
Susan James,
(Selectmen Representative)
Joseph Arnao,
(Sandwich Chamber Representative)
Charles H. Ritch,
(Appointed by SEIC)
Michael Miller,
(Appointed by SEIC)
Hank Sennott,
(Appointed by SEIC)

Sandwich Historical Commission

Carolyn Crowell..... 2016
Jennifer Madden 2016
Donald Bayley 2017
Gregory Anderson, Chair..... 2017
David Schrader 2018
Bill Daley 2018
Lisa Hassler..... 2018
Phil Austin, Associate 2016
Brandon Carrico, Associate 2016

School Safety Committee

Officer Christa Cabral
Dr. Richard Canfield
Alan Hall
John J. Burke
Don Campbell

School Safety Committee

Carilyn Rains
Douglas Lapp
Dr. Walter Lesiak
Michael P. Miller
Jacqueline Ramirez-Frazier

Shellfish Constable

Mark Galkowski..... 2017

South Cape Beach Advisory Committee

Janice Souza 2016

Substance Abuse Prevention Committee

Carilyn Rains..... 2016
Peter Bosco, MD 2016
John Piekarski 2016
Joe Dowick..... 2016
Joye Creeden 2016
Trude Avery 2016

Town Treasurer/Tax Collector

William Jennings..... 2016

Veteran’s Agent, Director of Veterans’ Services and Veterans Burial Agent

Edward Merigan..... 2016

Assistant Veterans’ Director

James Crockett 2016

Veterans’ Graves Officer

Raymond Moniz..... 2016

Visitor Services Board

Donna Thomas 2016
David Merrell 2016
Nancy Clifford 2016
Bethany Holbert-Catania..... 2016
Lisa Kirkwood..... 2016
Christopher Richards..... 2016

**Water Quality Advisory Committee
(appointed by represented Board)**

Mike Zylich, 2016
Frank Pannorfi 2016
Sarah Regan 2016
Dr. Francis Sheehan 2016
Chris Sellstone 2016
Rob Steen 2016
Peter Thomas..... 2016

Zoning Board of Appeals

James Killion, Chair..... 2019
Harold Mitchell 2016
Christopher Neeven..... 2017
Erik Van Buskirk 2018
Robert Jensen 2019
David Schrader, Alternate..... 2016

DEPARTMENT DIRECTORY

ACCOUNTANT'S OFFICE 508-888-0352

Marilyn Spahr, Finance Director
Phyllis O'Neill, Assistant Town Accountant
Doreen Guild, Finance Director (retired)

Office Personnel:

Kimberly Crocker

TOWN MANAGER'S OFFICE/SELECTMEN'S OFFICE

508-888-5144 or 508-888-4910

George Dunham, Town Manager
Douglas Lapp, Assistant Town Manager
Kathleen Coggeshall, Office Manager

Office Personnel:

Diane Hanelt

ASSESSING DEPARTMENT 508-888-0157

Edward Childs, Director of Assessing
Walter Slepchuk, Assistant Assessor
Benjamin Styche, Field Technician
Gary Fryxell, Field Technician (retired)
Judy Rumul, Office Manager

Office Personnel:

Jeanne Varney

Andrea Balboni

BOARD OF HEALTH 508-888-4200

David Mason, Agent
Darren Meyer, Assistant Health Agent

Office Personnel:

Jennifer Woodbury

BUILDING DEPARTMENT 508-888-4200

Paul Spiro, Inspector of Buildings
Brendan Brides, Assistant Inspector of Buildings
Michelle Raymond, Office Manager
Walter Fagnant, Jr., Gas and Plumbing Inspector
Robert Scena, Wiring Inspector

COUNCIL ON AGING 508-888-4737

Janet Timmons, Director
Rita Wahlstedt, Outreach Coordinator

Office Personnel:

Mary Ellen Steeves

Patricia Ryan, Volunteer Coordinator

Albert Nicolazzo, Van Driver

Michael Angelica, Van Driver

DEPARTMENT OF PUBLIC WORKS 508-833-8002

Paul Tilton, DPW Director/Town Engineer
Stefan Masse, Assistant DPW Director
Justin O'Connor, Tree Warden
Gary Gray, Transfer Station Manager
Marco Vieira, Highway Manager
Richard Saline, Parks Foreman
Robert Tokarz, Jr., Transfer Station Foreman

DEPARTMENT OF PUBLIC WORKS 508-833-8002

Office Personnel:

Maryann Scarpellini

Karen Gagneux (part-time)

Personnel:

William Hawkins

Jeffrey MacDonald

Brian Fraser

John Lifrieri, Jr.

Richard Malatesta

William "Scott" Neville

Ylber "Ben" Berisha

Joseph Cosgrove

Eric Young

Steven Labreck

Part-time Personnel:

Ronald Merriam

Forest Baker

Russell Conway

Steven Clark

James Driscoll

John Matthews

Edward Coveney

Daniel Hawkins

David DePasqua

Michael Geiler

ENGINEERING DEPARTMENT 508-833-8000

Samuel Jensen, Assistant Town Engineer
Sean Harrington, Engineering Technician
Melanna Forys, GIS Technician

EAST BOAT BASIN MARINA 508-833-0808

David Whearty, Harbormaster (deceased)
Michael "Mick" Dunning, Interim Harbormaster
Lloyd Lipsett, Fuel Dock Supervisor

Office Personnel:

Patricia Wojnar

Sharon Smith

FACILITIES MANAGEMENT 508-477-9457

Ted Hamilton, Director
William Sewall, Building Maintenance Specialist

Personnel:

Michael Little, Custodian

Wayne Enos, Sr., Custodian

Gary Gronlund, Custodian

FIRE DEPARTMENT 508-888-0525

William Carrico, II, Chief
John Burke, Deputy Chief

Office Personnel:

Lisa Malcolmson

Captains:

Timothy McMahon

James Huska

Robert Black III

Scott Ames

FIRE DEPARTMENT 508-888-0525

Lieutenants:

Sean Butler
Daniel Keane
Peter Pozerski
Peter Halliday

Firefighters:

David Ames
Martin Baumhoff
Robert Black IV
Daniel Brun
Jeremy Cadrin
Seth Cannon
Christopher George
Patrick George
Robert George
Joshua Glaser
Michael Goodwin
Michael Harrington
Jonathan Houde
Drew Lahteine
John LeVangie
Karen Macedo
Lawrence Machado, Jr.
Joseph Maciel
Sean Miller
Tammy Pimentel-Matthews
Morgan Reed
Nicholas C. Souke
Kenneth Sullivan
Matthew Thompson

Fire Prevention Officer:

Donald Campbell

EMS Officer:

Brian Leary

HUMAN RESOURCES DEPARTMENT 508-833-8061

Marie Buckner, Director
Janice Hagberg, Assistant Director

**INFORMATION TECHNOLOGY DEPARTMENT
508-833-8069**

Michael Twomey, Director
Tammy Reil, Network Specialist

NATURAL RESOURCES DEPARTMENT 508-888-4200

Mark Galkowski, Director of Natural Resources
David DeConto, Natural Resources Officer
John Pimental, Animal Control Officer

Office Personnel:

Heidi Hawkins
Lori Cannon (part-time)

PLANNING AND DEVELOPMENT 508-833-8001

Blair Haney, Director
Joshua Peters, Assistant Planner

Office Personnel:

Marilyn Bassett
Laura Watts (part-time)
Maureen Carty (retired)

POLICE DEPARTMENT 508-888-3343

Peter Wack, Chief of Police
Deputy Chief Michael Nurse (appointed 12/7/15)

Lieutenants:

Jason Keene (appointed 12/7/15)
Joshua Bound (appointed 12/7/15)
David Guillemette (resigned 7/17/15)

Office Personnel:

Lorrie Wieman

Sergeants:

Joseph Cotter
Christopher McDermott
Bruce Lawrence
Timothy Cavanaugh
Timothy Kane
Adam Trayner (appointed 12/7/15)
John Manley (Acting Sergeant) (appointed 12/7/15)

Detective Sergeant:

Terence Murphy

Detective:

Albert Robichaud
Michael Gumbleton

Court Officer:

William Patton
Robert Brun (retired)

School Resource Officer:

Christa Cabral

Community Service Officer:

Lauren Gilrein

K-9 Officer

Matthew O'Brien

Officers:

David Malcolmson
Brian Bondarek
Philip Anderson (retired)
Michael Wood
Shawn O'Neil
David Dwyer
Daniel Perkins
Greg Jaroszuk
Brian Fernandes
Jeff Brunelli
Paul Grigorenko
Jessica Kent
Paul McCarthy
Michael Leslie

Dispatchers:

Christine Lawrence
Kathleen Keene
Charmaine Sargent
Kim Cyr
Joshua Himelrick
Matthew Barbaro
Sarah Lake

Special Officers:

James Spofford
Lynn Gourley
Peter Howell

PUBLIC HEALTH NURSE 508-833-8020

Joanne Geake, Public Health Nurse

Office Personnel:

Jeannette Scalse

PUBLIC LIBRARY 508-888-0625

Joanne Lamothe, Library Director

Pamela Carmichael

Abera Delaney

Doris Driscoll (retired)

Melissa Frye

Barbara Gill (retired)

Willa Grant

Colleen Hayes

Kathleen Johnson

Joann Latimer

Susan Laverty

Stuart Parsons

Lauren Robinson

Vincent Sgro

Karen Varjian

Pat Vineis

Judith Werner

Janet Wright

RECREATION DEPARTMENT 508-888-4361

Guy Boucher, Director

Janice Souza, Assistant Director

Patricia MacDonald, Program Director

SANDWICH HOLLOWES GOLF COURSE 508-888-3384

John Johnson Jr., Director

David Polidor, Superintendent

Thomas Tobey, Golf Operations Supervisor

David Tilly, Groundskeeper

Stanley Romano, Mechanic

Office Personnel:

Juliet Swift (part-time)

TOWN TREASURER/COLLECTOR

508-888-6508/508-888-8012

William Jennings, Town Treasurer/Collector

Robin Cherry, Assistant Town Treasurer

Office Personnel:

Linda Kiley

Carrie Mazerolle

Carol Peterson, Assistant Town Collector

Office Personnel:

Sally Styche

Michael Barry

Warren Bovarnick (retired)

TOWN CLERK'S OFFICE 508-888-0340

Taylor White, Town Clerk

Susan Lundquist, Assistant Town Clerk

Office Personnel:

Linnea Freitas

Report of the HUMAN RESOURCES DEPARTMENT

The Human Resources Department posted over thirty six (36) positions during 2015 from at least fifteen (15) different Town departments. We continue to receive high numbers of applications for every position we post. We are reminded just how fortunate we are to be current Sandwich Town Employees. We again saw some of our long term employees retire or move on to other positions. We congratulate them and thank them for their many years of service.

Worker's compensation/Line of Injury claims have remained about the same as last year. Their complexities have continued to be markedly more challenging. We are hopeful that with additional safety training we will see a decrease in claims. The Human Resources department handles all Workers Compensation claims for the both School and Town employees as well as Line of Injury (111F) claims for our Fire and Police Departments.

The Safety Committee continues to meet with MIIA Loss Control Manager Jeff Siena. The following departments, Fire, Police, DPW, Marina, Engineering, Golf, Recreation, Building, School Maintenance and Public Facilities can always be relied on to attend these meetings. Different training opportunities are discussed including driver training, back safety, etc. This all helps with keeping our safety standards up and injuries down. Kathleen Coggeshall and Jan Hagberg, co-chairs of the committee, continue to provide information for departments on safety workshops and other procedures related to Public Official Liability, Workers Compensation and General Liability and Auto Insurance. Once again, we participated in the "MIIA Rewards" program. This year we received a credit of \$23, 346 from MIIA for our efforts. This amount was credited towards our FY '16 premium for worker's compensation/auto liability/professional liability and property and casualty insurance. So far in FY '16, many workshops have been attended. We continue to encourage participation in safety programs and workshops.

HR also oversees the administration of the compensation and classification policies and practices in accordance with collective bargaining agreements and in accordance with State and Federal laws and assists Town Manager's office in preparing and negotiating seven union contracts and in addressing and resolving labor relations issues including grievances, arbitrations and disputes. The HR Department meets with the Personnel Board and receives input on matters related to job descriptions and classifications. Although the Personnel Board does not meet very often their service is greatly appreciated and serves a very important purpose.

The Town continues to purchase health insurance through the Cape Cod Municipal Health Group (CCMHG), a Joint Purchase Group comprised of 54 public employers on Cape Cod and Martha's Vineyard. As a public employer it is challenging to meet all of the demands of the Affordable Care Act. The Town will need to consider other all available options in the

future in order to continue to be able to afford this increasingly expensive employee benefit.

The HR office continues to work closely with any department needing assistance. We arrange for various trainings throughout all Town departments and assists department heads in a wide variety of personnel matters. Since everything we do is collaborative, we want to thank all Town departments for their continued assistance to us as well. We also continue to be committed to serving all Town of Sandwich employees both Town and School in the most efficient and effective way possible. We are proud and thankful to serve the residents of the Town of Sandwich.

Respectfully submitted,

Marie L. Buckner, Director
Janice L. Hagberg, Assistant Director

Report of the INFORMATION TECHNOLOGY DEPARTMENT

The Information Technology Department maintains all facets of the Town's Municipal computer network and its associated systems, and also provides end-user support for the Department Heads and all staff members of the Town's 25 municipal departments.

In Calendar Year 2015, the IT Department performed several major system replacements and upgrades, and implemented new technologies to enhance the Town's network capabilities. Four older network servers were replaced and consolidated to 3 newer server configurations. One of these older servers was converted to a virtualized server environment, to keep its older historic data accessible for years to come.

The IT Department worked closely with the Sandwich Police Department and the Facilities Management Department to set up a new Sandwich Police Reporting Substation at Oak Crest Cove. This new substation helps streamline operations for officers patrolling in that part of town.

The Council On Aging implemented new software to assist with registering and tracking the many activities and programs that their department offers to the seniors of our community. This software utilizes a kiosk check-in station, and provides robust reporting capabilities that allows the COA to maximize its resources to the elder population. Many thanks to Jan Timmons and her entire staff at the Council On Aging, for their patience and enthusiasm while implementing this new technology

Planning for the new Marina building continued this year, and the IT Department has been involved in the planning of the networking design and telephone infrastructure that is necessary for current and future connectivity needs. The efforts of David Whearty, Doug Lapp, Mick Dunning, Sharon Smith, and Trish

Wojnar should be recognized and acknowledged for their dedication and input into this major project.

The Treasurer's Department implemented a new software program, which gives them the ability to deliver Town employee paystubs via e-mail. This will help reduce costs to print and deliver hard copy paystubs to those Town employees that opt to go paperless. Treasurer William Jennings, Carrie Mazerolle, Robin Cherry, and Linda Kiley were all instrumental with the successful implementation of this new software.

A new, modern phone system was installed at the Department of Public Works, as the old phone system suddenly failed. Mostly all Town departments still have old telephone systems that were installed sometime in the 1990's. Plans are in the works to replace the older telephone systems in each Town building, in accordance with other network upgrades and within the confines of the IT budget. Tammy Reil, Paul Tilton, Stefan Masse, Maryann Scarpellini, and Karen Gagneaux all contributed to the expeditious replacement of the failed phone system, and aided in configuring the new system.

I would like to thank all Town employees and Department Heads for their ongoing cooperation and assistance. A special thanks to Tammy Reil, George "Bud" Dunham, Doug Lapp, Theodore A. Hamilton, William Sewall, Chief Wack, Chief Carrico, and all others, for sharing their dedication and areas of expertise towards common team efforts. Many IT projects commonly span the participation of multiple departments, and are successfully implemented solely due to the efforts of all individuals that are involved.

Respectfully Submitted,

Michael S. Twomey
Information Technology Director

Finance



Photo Courtesy of Mcvj rggp'Eqi i guj cm

4237"Uj cy o g'Rqpf "Uy cp"o qo "cpf "e{i pgu

**Report of the
FINANCE DIVISION –
ACCOUNTING DEPARTMENT**

**TOWN OF SANDWICH RECEIPTS
FISCAL YEAR JULY 1, 2014 TO JUNE 30, 2015**

The Accounting Department continues to execute its core missions which include: auditing all Town payments to ensure compliance with Town and State procurement policies, cemetery plot sales to Town citizens, assisting the treasurer’s office with verifying payrolls, the implementation and enforcement of strong internal controls, and providing information to department heads and support staff for decision making.

In 2015 there were many changes to the accounting department. In March I gratefully accepted the position of Finance Director. My first day of employment was May 18th 2015. I felt welcome by my colleagues immediately and am fortunate to be part of the team here in Sandwich.

In July we hired a new Administrative Assistant, Kimberly Crocker. Kim’s talents lay in paying close attention to detail, managing occasional higher than usual workloads, and working closely with all of the town’s departments to see that vendors are paid timely and accurately.

Phyllis O’Neill, the Assistant Town Accountant, has, and continues to be the cornerstone of the office. With years of experience and knowledge Phyllis was able to train her two new colleagues on the essential operations of the office and still make sure that deadlines for our most important tasks were met. Phyllis’ helpful nature and willingness to share her knowledge with her two new colleagues has been paramount to the success of the office during this time of transition.

In August of 2015 my predecessor, Doreen Guild, officially retired after 18 years of service to the Town. The four divisions of the Finance Department will always be grateful for her many years of dedication, hard work, and professionalism.

The need to streamline and reorganize processes continues to be a large component of the change for the accounting department. The staff of the accounting department has grown to rely heavily on team-work and technology. We are ready to embrace efficiencies, eliminate duplication of efforts, and strengthen internal controls. The new financial software has the ability to be ‘decentralized’. This means departments will have direct access to their account balances, vendor payments, and financial reports. The accounting department will be working closely with the IT department to implement this much needed function. We are very excited to use technology to be able to give the town’s departments more timely information for decision making. The project is in the beginning phase and will be complete within the next 12 months.

I would like to thank all of the Departments and Divisions of the Town for their continued support and cooperation during 2015.

Respectfully submitted,

Mimi Spahr

GENERAL FUND REVENUES:

TAXES:

Personal Property	3,097,410.00
Real Estate	50,557,625.00
Excise Taxes	2,974,422.00
Interest on Taxes/Assessments	481,455.00
Lieu Taxes	9,832.00
Room Tax	187,447.00
Tax Lien Redemptions	730,619.00
Assessments	28,622.00

Total Taxes 58,067,432.00

LOCAL RECEIPTS:

Parking Charges	27,794.00
Fine & Forfeitures	7,108.00
Departmental Revenue	200,734.00
Licenses & Permits	473,058.00
Court Fines	1,760.00
Earnings on Investments	29,629.00
Medicare/Medicaid Reimbursements	84,965.00
Other	141,328.00

Total Local Receipts 966,376.00

STATE REVENUE - Cherry Sheet

Exemptions: Vets, Blind, SS,	
Elderly	99,229.00
State Owned Land	522,087.00
Unrestricted General Gov't Aid	1,002,938.00
Veterans Benefits	10,384.00
Charter Tuition Assessment	
Reimbursement	445,567.00
School Construction	1,279,534.00
School-Aid-Chapter 70	6,665,593.00

Total State Revenue 10,025,332.00

Transfers From Other Funds 2,717,758.00
2,717,758.00

Total General Fund Revenues 71,776,898.00

SPECIAL REVENUES:

School:	
School Lunch	663,341.00
School Choice	458,438.00
School Athletics	191,703.00
Adult Education	807,504.00
State Grants	197,747.00
Federal Grants	1,056,200.00
School Revolving	1,194,034.00
Total School	4,568,967.00
Town:	
Federal Grants	39,592.00
State Grants	189,848.00
Reserve for Appropriation	1,785,243.00
Marina	1,590,809.00
Community Preservation	2,048,508.00
Other Special Revenue	510,398.00
Donations / Gifts	625,688.00
Revolving Funds	575,801.00
Total Town	7,365,887.00

Total Special Revenue: 11,934,854.00

CAPITAL PROJECTS / BOND ISSUES	
School Construction/ BAN	1,300,000.00
Ch90 State Highway Projects	503,278.00
Municipal Buildings	1,000,000.00
Total Capital Projects:	2,803,278.00
TRUST FUNDS	
Trust Funds	76,760.00
Stabilization Fund	3,906.00
Total Trust Funds	80,666.00
ENTERPRISE FUNDS	
Transfer Station	885,480.00
Golf Course	920,039.00
Transfers From Other Funds	250,000.00
Total Enterprise Fund	2,055,519.00
AGENCY ACCOUNTS:	
Water Districts	0.00
Withholdings	16,270,716.00
Tailings	0.00
State Licenses	0.00
Special Details	200,184.00
Clients Escrow	0.00
School Activity	0.00
Total Agency Accounts	16,470,900.00
TOTAL RECEIPTS ALL FUNDS:	105,122,115.00

**TOWN OF SANDWICH DISBURSEMENTS
FISCAL YEAR JULY 1, 2014 TO JUNE 30, 2015**

GENERAL FUND:	
General Government	3,753,130.00
Public Safety	8,591,983.00
Education	34,565,918.00
Public Works	2,925,853.00
Human Services	545,077.00
Culture & Recreation	1,864,556.00
Debt Service	3,774,941.00
Assessments/Intergovernmental	3,625,865.00
Employee Benefits	12,493,384.00
Transfers To Other Funds	250,000.00
Total General Fund	72,390,707.00

SPECIAL REVENUE ACCOUNTS:	
School:	
School Lunch	598,778.00
School Choice	524,526.00
State Grants	183,071.00
Federal Grants	1,046,159.00
Revolving Accounts	1,714,765.00
School Athletics	197,605.00
Adult Education	751,476.00
Total School	5,016,380.00

Town:	
Federal Grants	39,346.00
State Grants	222,961.00
Donations / Gifts	597,099.00
Reserve for Appropriation	0.00
Marina	1,434,203.80
Community Preservation	362,970.00
Other Special Revenue	514,141.00
Revolving Funds	452,996.20
Transfers To Other Funds	2,647,758.00
Total Town	6,271,475.00

Total Special Revenue Funds	11,287,855.00
CAPITAL PROJECTS:	
School Construction	1,193,260.00
Ch90 State Highway Projects	609,906.00
Municipal Buildings	144,566.00
Transfers to Other Funds	55,000.00
Total Capital Projects	2,002,732.00
TRUST ACCOUNTS:	
Trust Funds	13,437.00
Stabilization Fund	0.00
Total Trust Accounts	13,437.00
ENTERPRISE FUNDS:	
Transfer Station	1,201,414.00
Golf Course	882,080.00
Transfers To Other Funds	30,000.00
Total Enterprise Funds	2,083,494.00
AGENCY ACCOUNTS:	
Water Districts	0.00
Withholdings	16,235,165.00
Tailings	0.00
State Licenses	0.00
Special Details	211,869.00
Client Escrow	0.00
School Activity	0.00
Total Agency Accounts	16,447,034.00

TOTAL DISBURSEMENTS ALL FUNDS: 104,225,259.00

TOWN OF SANDWICH - COMBINED BALANCE SHEET
ALL FUND TYPES AND ACCOUNT GROUPS
JUNE 30, 2015

<u>Assets</u>	<u>General</u>	<u>Special Revenue</u>	<u>Capital Projects</u>	<u>Enterprise Funds</u>	<u>Fiduciary & Trust Funds</u>	<u>Acct Group Long Term Obligation</u>	<u>Totals Only</u>
Cash & Investments	\$7,925,904	\$9,537,647	\$768,172	\$1,672,111	\$2,951,825		\$22,855,659
Receivables	119,523				68,077		\$187,600
Property Taxes:	1,680,679	43,590					\$1,724,270
Allowance for Abats	(140,660)						-\$140,660
Excises (MV & Boat)	384,567						\$384,567
Tax Liens	1,742,389	22,814					\$1,765,203
Due From Other Fnds							\$0
Amts to be provided							\$0
Long Term Debt						26,501,553	\$26,501,553
Total Assets	\$11,712,403	\$9,604,051	\$768,172	\$1,672,111	\$3,019,902	\$26,501,553	\$53,278,192
Liabilities & Fnd Equity:							
Warrants Payable							0
Payroll Whhldgs	211,891						211,891
Def. Rev. PP & RE	1,508,672	43,590					1,552,262
Def. Rev. Other	148,584	22,814			68,077		239,476
Def. Rev. Tax Liens	1,759,388						1,759,388
Other Liabilities	369,854				345,591		715,445
Notes Payable			-				0
Tailings							0
Agency Payables							0
Bonds Payable						26,501,553	26,501,553
Total Liabilities	\$3,998,389	\$66,404	\$0	\$0	\$413,668	\$26,501,553	\$30,980,015
Fund Equity:							
FB Reserve for Encumb				1,779			1,779
FB Reserve Expendit.	1,831,440	259,281		260,611			2,351,332
FB Reserve for							
Continuing	4,259,230	1,242,563		72,552			5,574,345
FB for S & I Deficit	(400,000)	-					(400,000)
Designated	100,000	5,130,538	768171.94		1581864.42		7,580,575
Undesignated	1,923,344	2,905,264		1,337,169	1,024,370		7,190,147
Total Fund Equity	\$7,714,014	\$9,537,647	\$768,172	\$1,672,111	\$2,606,234	-	\$22,298,178
Total Liab & Fd Equity	\$11,712,403	\$9,604,051	\$768,172	\$1,672,111	\$3,019,902	\$26,501,553	\$53,278,192

**TOWN OF SANDWICH
STATEMENT OF INDEBTEDNESS
FY 2015**

Long Term Debt Inside the Debt Limit	Outstanding July 1, 2014	+ New Debt Issued	- Retirements	=Outstanding June 30, 2015	Interest Paid in FY2015
Buildings	1,800,000.00		300,000.00	1,500,000.00	57,750.00
Departmental Equipment	0.00			0.00	
School Buildings	9,630,000.00	2,511,366.00	1,943,200.00	10,198,166.00	261,626.13
School - All Other	0.00			0.00	
Sewer	0.00			0.00	
Solid Waste	0.00			0.00	
Other Inside	7,386,488.10	2,299,994.00	147,553.73	9,538,928.37	167,338.32
SUB - TOTAL Inside	\$18,816,488.10	\$4,811,360.00	\$2,390,753.73	\$21,237,094.37	\$486,714.45
Long Term Debt Outside the Debt Limit	Outstanding July 1, 2014	+ New Debt Issued	- Retirements	=Outstanding June 30, 2015	Interest Paid in FY2015
Airport				0.00	
Gas/Electric Utility				0.00	
Hospital				0.00	
School Buildings				0.00	
Sewer				0.00	
Solid Waste				0.00	
Water				0.00	
Other Outside	5,929,059.00	0.00	664,600.00	5,264,459.00	231,470.10
SUB - TOTAL Outside	\$5,929,059.00	\$0.00	\$664,600.00	\$5,264,459.00	\$231,470.10
TOTAL Long Term Debt	\$22,002,132.37	\$4,811,360.00	\$3,055,353.73	\$26,501,553.37	\$718,184.55
Short Term Debt	Outstanding July 1, 2014	+ Issued	- Retired	= Outstanding June 30, 2015	Interest Paid in FY2015
RANs - Revenue Anticipation				0.00	
BANs - Bond Anticipation:					
Buildings				0.00	
School Buildings	2,511,366.44	0.00	2,511,366.44	0.00	12,556.83
Sewer	0.00			0.00	
Water	0.00			0.00	
Other BANs	0.00			0.00	
SANs - State Grant Anticipation	0.00			0.00	
FANs - Federal Gr. Anticipation	0.00			0.00	
Other Short Term Debt	0.00			0.00	
TOTAL Short Term Debt	\$2,511,366.44	\$0.00	\$2,511,366.44	\$0.00	\$12,556.83
GRAND TOTAL All Debt	\$27,256,913.54	\$4,811,360.00	\$5,566,720.17	\$26,501,553.37	\$730,741.38

**TOWN OF SANDWICH
FINANCIAL STATEMENT REPORT
From 07/01/2014 to 06/30/2015**

01 - GENERAL FUND		FY 15					
Description	Carry Fwd	Orig Approp	Amended	Encumberd	Expended	Balance	% Used
SALARY		450.00			450.00	0.00	100.00%
114 Total MODERATOR		450.00			450.00	0.00	100.00%
PUBLIC SAFETY BUILDING DESIGN	8,241.21				8,241.21	0.00	100.00%
CANAL CENTENNIAL/TOWN 375TH	29,962.52				29,782.52	180.00	99.40%
H T WING RELIEFING STUDY		75,000.00			59,500.00	15,500.00	79.33%
122 Total SELECTPERSONS	38,203.73	75,000.00			97,523.73	15,680.00	86.14%
SALARIES		8,000.00			7,999.92	0.08	99.99%
SALARY		157,225.00			157,225.00		100.00%
ASSISTANT		111,158.00			111,245.74	-87.74	100.07%
CLERICAL		110,816.00			110,817.04	-1.04	100.00%
CLERICAL - NIGHTS		5,500.00			5,870.38	-370.38	106.73%
WAGE ADJUSTMENTS		252,254.00			233,918.27	18,335.73	92.73%
POSTAGE		2,000.00			1,542.84	457.16	77.14%
ADVERTISING		850.00			468.63	381.37	55.13%
SCHOOL SAFETY GROUP		20,000.00			20,000.00		100.00%
OFFICE SUPPLIES		3,500.00			5,440.20	-1,940.20	155.43%
COPIER SUPPLIES		3,000.00				3,000.00	0.00%
COPIER SERVICE		4,500.00			5,817.90	-1,317.90	129.28%
OTHER CHARGES AND EXPENSES		10,000.00			3,139.70	6,860.30	31.39%
MEETING EXPENSE		15,000.00			13,140.81	1,859.19	87.60%
TOURISM PROMOTION, A9, '11ATM		23,326.00			22,704.83	621.17	97.33%
ENCUMBERED FOR NEXT FY	5,526.25				5,526.25		100.00%
123 Total SELECTMENT/TOWN	5,526.25	727,129.00			704,857.51	27,797.74	96.20%
SECRETARY		2,000.00			1,878.33	121.67	93.91%
PRINTING		100.00				100.00	0.00%
POSTAGE		75.00				75.00	0.00%
OFFICE SUPPLIES		350.00			194.68	155.32	55.62%
TRAVEL REIMBURSEMENT		25.00				25.00	0.00%
MEETING EXPENSE		600.00			100.00	500.00	16.66%
DUES AND MEMBERSHIPS		250.00			293.00	-43.00	117.20%
131 Total FINANCE COMMITTEE		3,400.00			2,466.01	933.99	72.52%
RESERVE FUND APPROP		500,000.00	-358,901.80			141,098.20	0.00%
132 Total RESERVE FUND		500,000.00	-358,901.80			141,098.20	0.00%
SALARY		103,444.00			103,456.16	-12.16	100.01%
CLERICAL		94,673.00			91,178.83	3,494.17	96.30%
REPAIR/MAINT EQPT		750.00				750.00	0.00%
AUDIT PRIOR FY		36,500.00			36,500.00		100.00%
OFFICE SUPPLIES		2,200.00			1,374.98	825.02	62.49%
MEETING EXPENSE		2,300.00			730.88	1,569.12	31.77%
135 Total TOWN ACCOUNTANT		239,867.00			233,240.85	6,626.15	97.23%
SALARIES		5,000.00			4,999.86	0.14	99.99%
SALARY		107,515.00			107,527.38	-12.38	100.01%
ASSISTANT		105,525.00			102,357.68	3,167.32	96.99%
CLERICAL		130,835.00			124,968.87	5,866.13	95.51%
REPAIR/MAINT EQPT		1,400.00			959.56	440.44	68.54%
EQUIPMENT		500.00			269.95	230.05	53.99%
MAINT/RECORDS		7,800.00			7,373.77	426.23	94.54%
ABSTRACTS/MAPS		800.00			168.00	632.00	21.00%
TUITION		2,400.00			504.70	1,895.30	21.02%
POSTAGE		1,950.00			1,950.00		100.00%
ADVERTISING		300.00			334.16	-34.16	111.38%
OFFICE SUPPLIES		3,775.00			4,193.94	-418.94	111.09%
TRAVEL REIMBURSEMENT		3,000.00			4,818.24	-1,818.24	160.60%
MEETING EXPENSE		2,600.00			2,303.94	296.06	88.61%
DUES AND MEMBERSHIPS		400.00			500.00	-100.00	125.00%
VEHICLE PURCHASE FY'15 CAPITAL		23,000.00			22,614.00	386.00	98.32%
141 Total ASSESSORS		396,800.00			385,844.05	10,955.95	97.23%
SALARY		75,288.00			76,389.47	-1,101.47	101.46%
CLERICAL		122,990.00			125,695.16	-2,705.16	102.20%
REPAIR/MAINT EQPT		1,350.00				1,350.00	0.00%
POSTAGE		6,500.00			7,933.96	-1,433.96	122.06%
PAYROLL SERVICES		4,000.00			416.40	3,583.60	10.41%
OFFICE SUPPLIES		1,300.00			1,463.71	-163.71	112.59%
TRAVEL REIMBURSEMENT		1,400.00			929.30	470.70	66.38%
145 Total TREASURER		212,828.00			212,828.00	0.00	100.00%
CLERICAL		142,436.00			145,085.85	-2,649.85	101.86%
POSTAGE		32,500.00			32,384.65	115.35	99.64%
POSTAGE METER		2,500.00			2,420.00	80.00	96.80%
OFFICE SUPPLIES		3,000.00			2,422.06	577.94	80.73%
BEACH/LANDFILL STICKERS SUPPLI		5,250.00			5,903.00	-653.00	112.43%
TAX FORMS/ SUPPLIES		6,400.00			4,334.75	2,065.25	67.73%
MEETING EXPENSE		1,250.00	-203.81		376.00	670.19	35.93%
ENCUMBERED FOR NEXT FY			203.81			203.81	0.00%

01 - GENERAL FUND		FY 15					
Description	Carry Fwd	Orig Approp	Amended	Encumberd	Expended	Balance	% Used
146 Total TAX COLLECTOR		193,336.00	0.00		192,926.31	409.69	99.78%
TAX TITLE COSTS		25,000.00	-706.67		21,861.00	2,432.33	89.99%
ENCUMBERED FOR NEXT FY			706.67			706.67	0.00%
147 Total TAX TITLE FORCLOSURES		25,000.00	0.00		21,861.00	3,139.00	87.44%
LABOR RELATIONS - OTHER		60,000.00			58,849.79	1,150.21	98.08%
LEGAL FEES - GENERAL		165,000.00			116,770.10	48,229.90	70.76%
CONTRACTED SERVICES		50,000.00			47,758.17	2,241.83	95.51%
151 Total LAW		275,000.00			223,378.06	51,621.94	81.22%
SALARY		90,971.00			90,981.37	-10.37	100.01%
CLERICAL		60,300.00			60,321.00	-21.00	100.03%
CLERICAL - NIGHTS		2,000.00			851.94	1,148.06	42.59%
TRAINING		5,000.00			3,303.53	1,696.47	66.07%
ADVERTISING		500.00			535.00	-35.00	107.00%
OFFICE SUPPLIES		2,000.00			987.01	1,012.99	49.35%
DUES/MEETING EXPENSE		500.00			498.25	1.75	99.65%
152 Total HUMAN RESOURCES		161,271.00			157,478.10	3,792.90	97.64%
SALARY		72,969.00			72,976.96	-7.96	100.01%
CLERICAL		82,199.00			82,198.63	0.37	100.00%
REPAIR/MAINT EQPT		750.00			445.67	304.33	59.42%
OFFICE SUPPLIES		1,750.00			2,197.06	-447.06	125.55%
MEETING EXPENSE		500.00			272.00	228.00	54.40%
161 Total TOWN CLERK		158,168.00			158,090.32	77.68	99.95%
REGISTRARS SALARIES		1,500.00			1,275.00	225.00	85.00%
ANNUAL TOWN MEETING SALARIES		6,000.00			1,035.43	4,964.57	17.26%
SPECIAL TOWN MEETING SALARIES		4,000.00			858.61	3,141.39	21.47%
STATE/FEDERAL PRIMARY		6,000.00			525.53	5,474.47	8.76%
STATE/FEDERAL ELECTION		6,000.00			375.52	5,624.48	6.26%
CENSUS ENUMERATORS		5,000.00			6,775.81	-1,775.81	135.52%
EQUIPT/MAINTENANCE		2,000.00			1,923.08	76.92	96.15%
LAW BOOKS/UPDATE		3,500.00			4,195.00	-695.00	119.86%
POSTAGE		5,000.00			6,500.00	-1,500.00	130.00%
COMPUTER SERVICES		2,000.00			1,400.00	600.00	70.00%
STATE/FEDERAL PRIMARY		7,500.00			6,467.93	1,032.07	86.24%
STATE/FEDERAL ELECTION		10,000.00			12,655.23	-2,655.23	126.55%
OFFICE SUPPLIES		750.00			1,476.78	-726.78	196.90%
MEETING EXPENSE		500.00			421.43	78.57	84.29%
ANNUAL TOWN MTGS EXP		12,000.00			13,886.93	-1,886.93	115.72%
SPEC. TOWN/OTHER MTG EXPENSE		5,500.00			962.50	4,537.50	17.50%
162 Total ELECTION & REG		77,250.00			60,734.78	16,515.22	78.62%
ASSISTANT DIRECTOR		53,010.00			53,016.28	-6.28	100.01%
DIRECTOR		76,729.00			76,763.87	-34.87	100.05%
CLERICAL		48,615.00			48,246.80	368.20	99.24%
CLERICAL - NIGHTS		2,500.00			1,447.99	1,052.01	57.92%
WORKCAMPERS		19,500.00			18,774.50	725.50	96.28%
OVERTIME/COVERAGE		5,000.00				5,000.00	0.00%
DNR PATROL		15,000.00			2,161.00	12,839.00	14.41%
ANIMAL CONTROL OFFICER		40,154.00			46,505.73	-6,351.73	115.82%
VEHICLE REPAIR/MAINT		3,200.00			12,281.39	-9,081.39	383.79%
ENGINEER/LAND MAINT		2,300.00			506.76	1,793.24	22.03%
LAND SURVEY		4,000.00				4,000.00	0.00%
AUDUBON / PLOVER		18,000.00			11,144.60	6,855.40	61.91%
OFFICE SUPPLIES		2,050.00			3,287.73	-1,237.73	160.38%
SHELLFISH MANAGEMENT		1,500.00			1,350.04	149.96	90.00%
TOOLS-EQUIPMENT		700.00			1,614.75	-914.75	230.68%
ANIMAL CONTROL EXPENSES		4,100.00			3,686.06	413.94	89.90%
BEACH CLEANING		2,000.00			3,097.60	-1,097.60	154.88%
UNIFORMS		500.00			1,467.20	-967.20	293.44%
DUES/MEETING EXPENSE		1,250.00			2,286.00	-1,036.00	182.88%
WORKCAMPER PROPERTIES		5,000.00			12,594.03	-7,594.03	251.88%
WATERWAY		10,000.00			14,184.85	-4,184.85	141.85%
CONSERVATION LAND MAPS	2,153.50				2,153.50		100.00%
TRAIL MAINTENANCE EQUIPMENT & BEACH RENOURISHMENT FY 15	185.47	21,995.00			185.47		100.00%
GATE REPLACEMENTS	152.00				152.00		100.00%
SIGNAGE	527.40				527.40		100.00%
BUOY REPLACEMENTS	4,196.00				4,185.98	10.02	99.76%
OUTBOARD MOTOR	1,163.55				1,076.37	87.18	92.51%
CAPITAL EQUIPMENT (FY'10 CAP)	804.96				804.96		100.00%
171 Total NATURAL RESOURCES	9,182.88	337,103.00			345,497.86	788.02	99.77%
DIRECTOR		68,512.00			60,406.64	8,105.36	88.16%
ASSISTANT		45,173.00			7,201.60	37,971.40	15.94%
CLERICAL		65,163.00			65,756.77	-593.77	100.91%
CLERICAL - NIGHTS		2,650.00			2,535.94	114.06	95.69%
REPAIR/MAINT EQPT		2,300.00			2,860.00	-560.00	124.34%
CONSULTANT		10,500.00			16,020.00	-5,520.00	152.57%
ADVERTISING		800.00			1,301.13	-501.13	162.64%
OFFICE SUPPLIES		5,975.00			4,148.46	1,826.54	69.43%
DUES/MEETING EXPENSE		1,550.00			1,150.12	399.88	74.20%

01 - GENERAL FUND		FY 15					
Description	Carry Fwd	Orig Approp	Amended	Encumberd	Expended	Balance	% Used
175 Total PLANNING &		202,623.00			161,380.66	41,242.34	79.64%
ASSISTANT		54,810.00			54,832.72	-22.72	100.04%
CUSTODIAN		47,470.00			48,540.92	-1,070.92	102.25%
FACILITIES MANAGER		78,082.00			78,102.40	-20.40	100.02%
ELECTRIC POWER		110,000.00			40,706.39	69,293.61	37.00%
HEATING FUEL		65,000.00			53,170.33	11,829.67	81.80%
SEPTIC SYSTEM MAINT		2,000.00			2,840.00	-840.00	142.00%
WATER		1,500.00			1,100.00	400.00	73.33%
REPAIRS AND MAINT.		130,000.00	-1,034.00		166,080.72	-37,114.72	128.77%
EQUIPT/MAINTENANCE		5,000.00			6,152.39	-1,152.39	123.04%
OFFICE SUPPLIES		500.00			500.00	0.00%	
BUILDING/CUSTODIAL SUPPLIES		4,500.00			7,477.27	-2,977.27	166.16%
LITTLE RED SCHOOL HOUSE		1,000.00			1,500.00	-500.00	150.00%
COMFORT STATION/BATH HOUSE		1,200.00			2,221.98	-1,021.98	185.16%
UNIFORMS		500.00			349.32	150.68	69.86%
TRAVEL REIMBURSEMENT		1,100.00			1,198.40	-98.40	108.94%
DUES AND MEMBERSHIPS		200.00			398.00	-198.00	199.00%
BLDG REPAIR & IMP.	82,372.52	125,000.00			139,236.04	68,136.48	67.14%
PUBLIC BEACH IMPROVEMENTS		50,000.00			11,665.75	38,334.25	23.33%
ENCUMBERED EXPENSES			1,034.00			1,034.00	0.00%
190 Total TOWN BUILDINGS	82,372.52	677,862.00	0.00		615,572.63	144,661.89	80.97%
PRINTING TOWN REPORT AND WARRA		11,000.00			6,349.83	4,650.17	57.72%
195 Total TOWN REPORTS		11,000.00			6,349.83	4,650.17	57.72%
RECORD STORAGE		5,000.00			4,968.00	32.00	99.36%
BINDING TOWN RECORDS		1,000.00			478.32	521.68	47.83%
196 Total BIND TOWN RECORDS		6,000.00			5,446.32	553.68	90.77%
SALARY		102,852.00			102,462.66	389.34	99.62%
ASSISTANT		56,867.00			59,863.60	-2,996.60	105.26%
COMPUTER SOFTWARE MAINTENANCE		95,000.00	-90.00		94,633.38	276.62	99.70%
TRAINING		10,000.00			9,056.85	943.15	90.56%
TELEPHONE		75,000.00			74,758.69	241.31	99.67%
CPU REPAIR/PURCHASE		100,000.00			99,340.83	659.17	99.34%
WEBSITE MAINTENANCE		2,500.00			2,090.00	410.00	83.60%
NETWORK OVERSIGHT		50,000.00			49,871.34	128.66	99.74%
FINANCIAL SOFTWARE AND HARDWARE		104,600.00			20,625.00	83,975.00	19.71%
ENCUMBER FOR DATA PROCESSING			90.00			90.00	0.00%
197 Total DATA PROCESSING		596,819.00	0.00		512,702.35	84,116.65	85.90%
SALARIES & HOLIDAYS		2,716,419.00			2,591,760.70	124,658.30	95.41%
OT/SPECIAL COVERAGE		475,000.00	189,703.18		789,717.27	-125,014.09	118.80%
SP. INVESTIGATION		1,000.00			85.00	915.00	8.50%
REPAIR/MAINT EQPT		5,000.00			3,700.77	1,299.23	74.01%
VEHICLE REPAIR/MAINT		40,000.00			34,673.77	5,326.23	86.68%
EQUIPMENT		10,000.00			13,450.05	-3,450.05	134.50%
COMPUTER CONTRACT		26,000.00			19,603.88	6,396.12	75.39%
PURCHASE CRUISERS		135,000.00			148,288.72	-13,288.72	109.84%
LAW BOOKS/UPDATE		3,000.00			3,193.95	-193.95	106.46%
TRAINING		15,000.00			11,392.26	3,607.74	75.94%
PHYSICALS		2,000.00				2,000.00	0.00%
OFFICE SUPPLIES		8,000.00			6,257.25	1,742.75	78.21%
MEALS		1,000.00			2,456.69	-1,456.69	245.66%
UNIFORMS		36,000.00			38,417.53	-2,417.53	106.71%
TRAVEL REIMBURSEMENT		500.00			100.00	400.00	20.00%
OUT OF STATE TRAVEL		2,000.00			3,409.34	-1,409.34	170.46%
DUES/MEETING EXPENSE		4,000.00			3,115.00	885.00	77.87%
RADIO PURCHASE FY 15		9,500.00			5,776.65	3,723.35	60.80%
VESTS FY 15		35,000.00				35,000.00	0.00%
WEAPONS EQUIPMENT		12,000.00			11,852.50	147.50	98.77%
TASER PURCHASE	7,051.41				85.25	6,966.16	1.20%
RADIO /LINK W SCHOOLS	3,642.90					3,642.90	0.00%
210 Total POLICE	10,694.31	3,536,419.00	189,703.18		3,687,336.58	49,479.91	98.67%
SALARIES & HOLIDAYS		3,146,112.00			2,901,229.93	244,882.07	92.21%
OVERTIME		600,000.00	28,082.09		918,084.32	-290,002.23	146.17%
RADIO REPAIRS		10,000.00			476.96	9,523.04	4.76%
EQUIPT/MAINTENANCE		75,000.00			60,818.01	14,181.99	81.09%
EQUIPMENT		21,000.00			31,089.10	-10,089.10	148.04%
CMED SERVICES-SHERIFFS OFFICE							100.00%
PROTECTIVE EQUIPMENT		35,000.00			32,800.78	2,199.22	93.71%
LEASE/PURCHASES EQPT		150,000.00			149,407.43	592.57	99.60%
AMBULANCE BILLING CHARGES		36,000.00			44,534.44	-8,534.44	123.70%
TUITION		29,500.00			2,186.57	27,313.43	7.41%
TRAINING		12,500.00			15,196.68	-2,696.68	121.57%
PHYSICALS					2,202.00	-2,202.00	100.00%
CMED SERVICES		15,000.00			9,079.84	5,920.16	60.53%
OFFICE SUPPLIES		11,000.00			12,878.28	-1,878.28	117.07%
AMBULANCE SUPPLIES/TRAINING		80,000.00			69,512.92	10,487.08	86.89%
REPLACEMENT OF PERSONAL ITEMS		500.00				500.00	0.00%
HOSE		6,300.00			6,761.00	-461.00	107.31%
UNIFORMS/COATS/BOOTS		32,000.00			32,479.06	-479.06	101.49%

01 - GENERAL FUND		FY 15					
Description	Carry Fwd	Orig Approp	Amended	Encumberd	Expended	Balance	% Used
DUES/MEETING EXPENSE		5,000.00			4,256.77	743.23	85.13%
AMBULANCE REPLACEMENT	5,909.23				3,930.78	1,978.45	66.51%
220 Total FIRE	5,909.23	4,264,912.00	28,082.09		4,296,924.87	1,978.45	99.95%
SALARIES		108,378.00			98,391.87	9,986.13	90.78%
CLERICAL		43,390.00			43,389.31	0.69	99.99%
OT/SPECIAL COVERAGE		5,000.00			4,289.11	710.89	85.78%
BUILDING INSP-SALARY		84,758.00			84,969.20	-211.20	100.24%
VEHICLE REPAIR/MAINT		2,880.00			2,864.65	15.35	99.46%
EQUIPT/MAINTENANCE		3,050.00			1,914.60	1,135.40	62.77%
OFFICE SUPPLIES		4,325.00			2,112.35	2,212.65	48.84%
TRAVEL REIMBURSEMENT		5,850.00			9,291.45	-3,441.45	158.82%
241 Total INSPECTIONS		257,631.00			247,222.54	10,408.46	95.95%
CONTRACTED SERVICES		200.00				200.00	0.00%
244 Total SEALER		200.00				200.00	0.00%
SALARIES		3,000.00			3,000.00	0.00	100.00%
EQUIPMENT		8,500.00			8,500.00	0.00	100.00%
291 Total EMERGENCY		11,500.00			11,500.00	0.00	100.00%
VEHICLE REPAIR/MAINT		1,500.00			1,500.00	0.00	100.00%
294 Total FOREST WARDEN		1,500.00			1,500.00	0.00	100.00%
GREENHEAD FLY PEST CONTROL		2,000.00			2,000.00	0.00	100.00%
299 Total GREENHEAD FLY		2,000.00			2,000.00	0.00	100.00%
SALARY,SUPERINTENDENT SP		186,188.00			198,593.60	-12,405.60	106.66%
SALARY,BUS.ADMIN. BO		123,000.00			122,095.75	904.25	99.26%
HR Specialist					28,980.86	-28,980.86	100.00%
SALARIES,ATH.TRAINER SYS		47,519.00	1,731.00		49,490.00	-240.00	100.48%
SALARY,HEAD/BLG&GRND SYS		150,790.00	22,936.00		176,520.45	-2,794.45	101.60%
SALARIES, PRINCIPALS WG		202,475.00	6,885.00		203,555.00	5,805.00	97.22%
SALARIES, TCHRS WG-WIDE		448,695.00	-46,305.52		371,603.74	30,785.74	92.34%
SALARIES, LIBRARIANS WG		50,000.00	-1,374.00		42,688.00	5,938.00	87.78%
SALARIES, NURSES WG		83,610.00	-7,722.92		67,867.90	8,019.18	89.43%
SALARIES, EXTRA CURR. WG		8,000.00			5,855.00	2,145.00	73.18%
SALARIES, PRINCIPALS OR		207,936.00	10,834.00		221,070.89	-2,300.89	101.05%
SALARIES, LIBRARIANS OR		50,832.00			51,264.25	-432.25	100.85%
SALARIES, NURSES OR		68,055.00	-10,470.00		69,335.17	-11,750.17	120.40%
SALARIES, EXTRA CURR OR		8,000.00			5,354.00	2,646.00	66.92%
SALARIES, PRINCIPALS FD		208,872.00			202,186.00	6,686.00	96.79%
SALARIES, LIBRARIANS FD		50,000.00			40,460.00	9,540.00	80.92%
SALARIES, NURSES FD		103,988.00			126,643.16	-22,655.16	121.78%
SALARIES, EXTRA CURR FD		8,000.00			7,214.00	786.00	90.17%
SALARIES, PRINCIPALS HS		338,582.00	-9,436.00		331,031.96	-1,885.96	100.57%
SALARIES, DEPT HEADS HS							100.00%
SALARIES, LIBRARIANS HS		62,363.00	-26,242.40		36,394.35	-273.75	100.75%
SALARIES, NURSES HS		68,055.00	-65.00		75,454.33	-7,464.33	110.97%
SALARIES ATH. DIRECTOR		98,538.00			100,425.70	-1,887.70	101.91%
SALARIES, EXTRA CURR HS		30,000.00			30,000.00		100.00%
SALARIES, PRINCIPALS SA		189,250.00	6,342.00		195,842.00	-250.00	100.12%
SALARIES, NURSES SA		45,000.00	41,482.00		78,223.92	8,258.08	90.45%
SALARIES, EXTRA CURR SA		6,000.00			8,506.00	-2,506.00	141.76%
SALARIES DEPT HEADS HS		43,911.00	-2,944.00		40,152.00	815.00	98.01%
SALARY, SCH COM SECTY SC		9,900.00			9,900.00		100.00%
SALARIES, SECRETARIAL SP		70,278.00			73,534.90	-3,256.90	104.63%
SALARIES, SECRETARIAL BO		160,603.00			116,124.50	44,478.50	72.30%
SALARIES, SECRETARY FACILITIES		22,162.00	1,485.00		23,500.00	147.00	99.37%
SALARIES, SECRETARIAL WG		95,548.00			96,489.94	-941.94	100.98%
SALARIES, SECRETARIAL OR		95,448.00			92,900.00	2,548.00	97.33%
SALARIES, SECRETARIAL FD		95,248.00			94,137.50	1,110.50	98.83%
SALARIES, SECRETARIAL HS		94,375.00	-227.50		114,708.05	-20,560.55	121.83%
SALARIES, SECRETARY ATH		44,325.00	-20,953.00		24,968.50	-1,596.50	106.83%
SALARIES, SECRETARIAL SA		44,098.00			45,500.00	-1,402.00	103.17%
SALARIES,MAINT/GRNDS SYS		205,762.00	1,420.00		200,312.56	6,869.44	96.68%
SALARIES,MAINT/BLDGS SYS		200,488.00	-94,000.00		148,138.50	-41,650.50	139.11%
SALARIES, CUSTODIAL WG		179,407.00	4,459.00		174,128.08	9,737.92	94.70%
SALARIES, ESP		20,711.00			21,292.08	-581.08	102.80%
SALARIES, CUSTODIAL OR		185,143.00	-57,487.00		157,278.72	-29,622.72	123.20%
SALARIES, CUSTODIAL FD		201,305.00	-24,354.36		148,207.93	28,742.71	83.75%
SALARIES, LIBRARY ESP HS		20,711.00			21,279.36	-568.36	102.74%
SALARIES, COACHES HS		96,348.00	19,222.00		117,030.00	-1,460.00	101.26%
SALARIES, SECURITY SYS		60,600.00			61,250.69	-650.69	101.07%
SALARIES, CUSTODIAL HS		257,407.00	51,414.00		275,324.26	33,496.74	89.15%
SALARIES, COACHES SA		17,536.00			19,863.00	-2,327.00	113.26%
LEGAL SERV/SCH COM BO		50,000.00		140.00	54,046.75	-4,186.75	108.37%
SALARIES, SCH PHYS SYS		7,500.00			7,500.00		100.00%
CONTRACTED SERVICES SYS		156,950.00	-1,200.00	15,116.84	134,923.42	5,709.74	96.33%
MAINTENANCE/VEHICLES SYS		20,000.00			18,743.34	1,256.66	93.71%
FIRE ALARMS WG			1,234.13			1,234.13	0.00%
SALARIES, OFFICIALS HS		56,215.00			49,039.25	7,175.75	87.23%
TECH NETWRK SPEC/IST BO		80,000.00			86,880.00	-6,880.00	108.60%
TRANSPORTATION HS		107,100.00		2,629.90	93,564.62	10,905.48	89.81%
FEES/CLINICS SA		10,000.00			10,950.92	-950.92	109.50%

01 - GENERAL FUND Description	FY 15			Encumberd	Expended	Balance	% Used
	Carry Fwd	Orig Approp	Amended				
MEDICAID PROCESS EXP BO		12,500.00			9,060.28	3,439.72	72.48%
SUPPLIES, GENERAL SP		22,500.00		99.18	16,977.81	5,423.01	75.89%
SUPPLIES BO		6,000.00		2,209.95	4,464.94	-674.89	111.24%
SUPPLIES, TECH		75,600.00	149.00	7,200.00	54,824.62	13,724.38	81.88%
DISTRICTWIDE GROUNDS SUPPLY		43,000.00		211.68	52,347.53	-9,559.21	122.23%
SUPPLIES, GENERAL SYS			94,000.00	448.69	98,078.47	-4,527.16	104.81%
DISTRICTWIDE MAINT EQUIP		17,000.00			28,431.84	-11,431.84	167.24%
SUPPLIES, GENERAL WG		5,000.00			3,194.16	1,805.84	63.88%
COPIER SUPPLIES WING		17,000.00			17,059.84	-59.84	100.35%
SUPPLIES, GENERAL WG		2,129.00			2,020.57	108.43	94.90%
SUPPLIES, GENERAL WG		9,500.00			10,242.17	-742.17	107.81%
FUEL, OIL & GAS WG		75,000.00			66,335.00	8,665.00	88.44%
ELECTRIC, WG		105,000.00	34.98		108,568.03	-3,533.05	103.36%
SUPPLIES, GENERAL OR		4,700.00			4,403.14	296.86	93.68%
COPIER SUPPLIES OR		14,000.00			14,059.83	-59.83	100.42%
SUPPLIES, GENERAL OR		2,116.00		1,120.00	1,891.28	-895.28	142.31%
SUPPLIES, GENERAL OR		9,500.00			10,204.85	-704.85	107.41%
FUEL, OIL & GAS OR		78,000.00			69,886.40	8,113.60	89.59%
ELECTRIC, OR		115,000.00			126,018.78	-11,018.78	109.58%
SUPPLIES, GENERAL FD		4,200.00		1,899.36	3,753.23	-1,452.59	134.58%
COPIER SUPPLIES FD		14,000.00			14,059.83	-59.83	100.42%
SUPPLIES, GENERAL FD		2,061.00			2,020.71	40.29	98.04%
SUPPLIES, GENERAL FD		9,500.00			10,242.40	-742.40	107.81%
FUEL, OIL & GAS FD		70,000.00			80,768.96	-10,768.96	115.38%
ELECTRIC, FD		118,000.00			111,327.07	6,672.93	94.34%
SUPPLIES, GENERAL HS		15,000.00		120.00	8,167.24	6,712.76	55.24%
COPIER SUPPLIES SHS		26,000.00		3,620.00	27,675.85	-5,295.85	120.36%
SUPPLIES, GENERAL HS		2,696.00			2,579.48	116.52	95.67%
SUPPLIES, GENERAL HS		73,291.00		470.46	76,831.32	-4,010.78	105.47%
SUPPLIES, GENERAL HS		16,000.00			18,667.23	-2,667.23	116.67%
FUEL, OIL & GAS HS		100,000.00			96,544.67	3,455.33	96.54%
ELECTRIC, HS		400,000.00	187.65		389,346.82	10,840.83	97.29%
SUPPLIES, GENERAL SA		10,000.00			7,136.78	2,863.22	71.36%
COPIER SUPPLIES SA		1,500.00			1,500.00		100.00%
SUPPLIES, GENERAL SA		2,940.00			2,816.13	123.87	95.78%
SUPPLIES, GENERAL SA		24,760.00			24,085.90	674.10	97.27%
SEWERAGE TREATMENT WG		8,000.00	540.63	92.89	3,533.64	4,914.10	42.46%
SEWERAGE TREATMENT OR		14,450.00		92.89	10,012.66	4,344.45	69.93%
SEWERAGE TREATMENT FD		12,050.00		92.89	10,584.23	1,372.88	88.60%
SEWERAGE TREATMENT HS		24,550.00		92.89	24,155.44	301.67	98.77%
PROFL DEVELOPMENT SP		1,000.00			468.76	531.24	46.87%
PROFESSIONAL DEVELOPMENT BO		500.00			500.00		100.00%
TECHNOLOGY LICENSES BO		105,050.00	15,133.00		121,236.96	-1,053.96	100.87%
EQUIPMENT, TECH SYS		422,000.00		37,920.00	415,323.63	-31,243.63	107.40%
TELEPHONE SP		50,000.00		1,286.41	45,919.04	2,794.55	94.41%
PROFL DEVELOPMENT WG		2,000.00			1,957.61	42.39	97.88%
PROFL DEVELOPMENT OR		1,864.00			224.42	1,639.58	12.03%
PROFL DEVELOPMENT FD		1,455.00			1,295.97	159.03	89.07%
PROFL DEVELOPMENT HS		7,500.00			6,980.00	520.00	93.06%
PROFL DEVELOPMENT SA		2,500.00			1,496.50	1,003.50	59.86%
POSTAGE SP		1,500.00			1,253.63	246.37	83.57%
POSTAGE BO		1,500.00			1,032.04	467.96	68.80%
WATER DW		700.00	50.00	250.00	250.00	250.00	66.66%
SUPPLIES, POSTAGE WG		3,000.00	530.68		1,093.52	2,437.16	30.97%
SUPPLIES, POSTAGE OR		2,800.00			2,483.18	316.82	88.68%
SUPPLIES, POSTAGE FD		3,000.00			2,412.47	587.53	80.41%
SUPPLIES, POSTAGE HS		8,000.00			6,496.16	1,503.84	81.20%
SUPPLIES, POSTAGE SA		5,600.00			1,736.66	3,863.34	31.01%
PRINTING/ADVERTISING SC		7,000.00			6,631.03	368.97	94.72%
PRINTING SP		250.00		90.00		160.00	36.00%
SYSTEMWIDE CURR. SUPPLIES		80,000.00	7.50		51,632.84	28,374.66	64.53%
DUES/MEMBERSHIPS SC		8,500.00			8,182.00	318.00	96.25%
DUES/MEMBERSHIPS SP		4,000.00			286.25	3,713.75	7.15%
DUES/MEMBERSHIPS BO		1,200.00			1,173.00	27.00	97.75%
DUES/MEMBERSHIPS WG		2,108.00			134.00	1,974.00	6.35%
DUES/MEMBERSHIPS OR		1,589.00				1,589.00	0.00%
DUES/MEMBERSHIPS FD		2,442.00			895.42	1,546.58	36.66%
DUES/MEMBERSHIPS HS		7,000.00			6,745.00	255.00	96.35%
DUES/MEMBERSHIPS SA		4,900.00				4,900.00	0.00%
IN-STATE TRAVEL/CONF SC		1,800.00			1,800.00		100.00%
IN-STATE TRAVEL/CONF SP		1,000.00			186.58	813.42	18.65%
IN-STATE TRAVEL/CONF BO		600.00			569.90	30.10	94.98%
TRAVEL SYS		500.00	1,200.00		2,480.27	-780.27	145.89%
IN STATE TRAVEL/CONF. WG		500.00			500.00		100.00%
IN STATE TRAVEL/CONF. OR		500.00			356.79	143.21	71.35%
IN STATE TRAVEL/CONF. FD		500.00			498.54	1.46	99.70%
IN STATE TRAVEL/CONF HS		3,000.00			2,599.26	400.74	86.64%
IN STATE TRAVEL/CONF SA		1,350.00			591.87	758.13	43.84%
SYSTEMWIDE ELL SUPPLIES		2,500.00				2,500.00	0.00%
PRINTING WG		1,100.00			215.35	884.65	19.57%
PRINTING OR		1,100.00			765.00	335.00	69.54%
PRINTING FD		1,100.00			302.12	797.88	27.46%

01 - GENERAL FUND		FY 15						
Description	Carry Fwd	Orig Approp	Amended	Encumberd	Expended	Balance	% Used	
GRADUATION HS		10,000.00	365.00		8,862.75	1,502.25	85.50%	
AWARDS HS		1,000.00			747.50	252.50	74.75%	
AWARDS SA		700.00			700.00	0.00	0.00%	
SPEC.SERVICES, POLICE HS		750.00		556.92		193.08	74.25%	
ASSET ACQUISITION SYS		69,375.00	-15,133.00		54,242.00		100.00%	
COMPUTER SOFTWARE	12,510.00		-4,110.00		8,400.00	0.00	100.00%	
UNDERGROUND TANK REMOVAL	8,317.48					8,317.48	0.00%	
BATHROOM PARTITIONS-SRVCS	222.59		-222.59			0.00	100.00%	
FLOORING - SERVICES	371.63		-371.63			0.00	100.00%	
BUILDING REPAIRS/IMPROVMTS-SRVCS	100,935.20		-73,869.60		23,366.73	3,698.87	86.33%	
OAK RIDGE / FORESTDALE RELOCATION			415,549.22		20,974.67	394,574.55	5.04%	
HT WING BLDG STUDY - SERVICES	209.00		-209.00			0.00	100.00%	
HTW SCHOOL ZONE SIGNAL-SRVCS	5,462.85		-4,901.95		560.90	0.00	100.00%	
OAK RIDGE WINDOWS-SRVCS	2,317.42		-2,317.42			0.00	100.00%	
SHS LOCKER ROOM UPGRADE-SRVCS	42,259.55					42,259.55	0.00%	
SHS FIELD MAIN/IMP - SERVICES	500.09		-500.09			0.00	100.00%	
SHS CELL TOWER - SERVICES	2,936.78		88,642.84		6,463.24	85,116.38	7.05%	
POOL & EQUIP CAP EXCL-SRVCS	927,698.19				854,656.44	73,041.75	92.12%	
A WING & STEM CAP EXCL-SRVCS	590,142.47		-54,046.94		529,565.08	6,530.45	98.78%	
SPS - ENCUMBERED SALARIES	1,869,778.27		1,767,757.61		1,869,778.27	1,767,757.61	51.40%	
SPS - ENCUMBERED EXPENSES	213,340.01		-7,998.89		205,341.12	0.00	100.00%	
300 Total SANDWICH PUBLIC	3,777,001.53	7,907,605.00	2,131,227.43	75,760.95	11,283,868.50	2,456,204.51	82.22%	
SALARY, DIR.OF CURR SP		20,211.00	-736.00		53,210.72	-53,210.72	100.00%	
CURR COODINATORS, DW					9,406.93	10,068.07	48.30%	
SALARIES, TCHRS, K WG		153,428.00	-11,984.88		67,312.12	74,131.00	47.58%	
SALARIES, SUB. TCHRS WG		45,000.00			78,058.00	-33,058.00	173.46%	
SOCIAL WORKER WG		59,608.00	-9,170.48		50,437.52	0.00	100.00%	
SALARIES, TCHRS, K OR		119,166.00	-18,333.24		107,232.76	-6,400.00	106.34%	
SALARIES, TCHRS OR-WIDE		440,929.00	-52,771.96		367,012.42	21,144.62	94.55%	
SALARIES, TCHRS, K FD		126,104.00	-18,855.85		104,488.07	2,760.08	97.42%	
SALARIES, TCHRS FD-WIDE		460,267.00	-104,282.76		468,746.32	-112,762.08	131.67%	
SALARIES, TEACHERS HS		3,770,648.00	-360,533.80		3,646,881.56	-236,767.36	106.94%	
SCHOOL-WIDE SPEC. HS					40.00	-40.00	100.00%	
SALARIES, GUIDANCE HS		260,654.00	-19,682.87		230,545.98	10,425.15	95.67%	
SALARIES, TEACHERS SA		1,452,246.00	-185,613.36		1,211,908.63	54,724.01	95.67%	
SCHOOL-WIDE SPEC. SA		281,276.00	-55,007.68		214,357.52	11,910.80	94.73%	
SALARIES, GUIDANCE SA		55,000.00			42,688.00	12,312.00	77.61%	
SALARIES, TCHRS 1-5 WG		1,926,663.00	-235,248.92		1,770,455.30	-79,041.22	104.67%	
SALARIES, TCHRS 1-5 OR		2,072,871.00	-233,826.72		1,844,858.33	-5,814.05	100.31%	
SALARIES, TCHRS 1-5 FD		2,005,144.00	-143,806.76		1,744,367.13	116,970.11	93.71%	
SALARIES, TCHRS 6-8 FD					113.97	-113.97	100.00%	
SOCIAL WORKER FD		57,188.00	-8,798.16		48,389.84	0.00	100.00%	
SALARY, SOCIAL WORKER HS		61,734.00	-9,497.52		52,236.48	0.00	100.00%	
SALARIES, SECRETARIAL HS		23,968.00	-192.50		25,262.50	-1,487.00	106.25%	
SALARIES, E. S. P. WG		19,134.00	-1,440.00		3,850.35	13,843.65	21.76%	
SALARIES, PROF'L SUBS.WG		4,300.00			4,300.00	0.00	100.00%	
SALARIES, SUB. TCHRS OR		45,000.00			45,801.00	-801.00	101.78%	
SALARIES, E. S. P. OR		41,016.00			41,204.29	-188.29	100.45%	
SALARIES, PROF'L SUBS OR		4,300.00			4,300.00	0.00	100.00%	
SALARIES, SUB TCHRS FD		45,000.00			39,570.00	5,430.00	87.93%	
SALARIES, E. S. P. FD		58,979.00			27,686.66	31,292.34	46.94%	
SALARIES, PROF'L SUBS FD		4,300.00			4,300.00	0.00	100.00%	
SALARIES, SUB TCHRS HS		80,000.00	-840.00		54,376.00	24,784.00	68.69%	
SALARIES, TCHR AIDES HS		20,711.00			21,329.36	-618.36	102.98%	
SALARIES, PROF'L SUBS HS		5,356.00			5,356.00	0.00	100.00%	
SALARIES, ATHLETICS ESP HS					5,492.10	-5,492.10	100.00%	
SALARIES, SUB TCHRS SA		30,000.00			32,766.00	-2,766.00	109.22%	
SALARIES, TCHR AIDES SA		19,000.00	-19,000.00		0.00	0.00	100.00%	
SALARIES, PROF'L SUBS SA		3,100.00			3,100.00	0.00	100.00%	
LEGAL SETTLEMENTS-REG ED					15,750.00	-15,750.00	100.00%	
TEACHING & LEARNING SYS		60,000.00			32,664.49	27,335.51	54.44%	
CONTRACTED BUSES SYS		1,420,604.00		540.00	1,378,217.83	41,846.17	97.05%	
LEASE/PURCHASE COPYMACWG		12,000.00	269.18		16,189.95	-3,920.77	131.95%	
LEASE/PURCHASE COPYMACOR		15,000.00	269.18		19,189.95	-3,920.77	125.67%	
LEASE/PURCHASE COPYMACFD		15,000.00	269.18		19,189.95	-3,920.77	125.67%	
LEASE/PURCH COPY MACH HS		30,000.00	269.18		39,978.19	-9,709.01	132.07%	
SUPPLIES, CURRICULUM SYS		50,000.00			41,230.86	8,769.14	82.46%	
SYSTEM WIDE, CURRICULUM SOFTWARE		48,074.00			43,814.58	4,259.42	91.13%	
TEXTBOOKS, WING		500.00			0.00	500.00	0.00%	
SUPPLIES, ART WG		3,000.00			2,263.51	736.49	75.45%	
SUPPLIES, GENERAL WG		16,500.00			10,252.91	6,247.09	62.13%	
TEXTBOOKS, OAK RIDGE		500.00			0.00	500.00	0.00%	
SUPPLIES, ART OR		3,000.00			2,751.83	248.17	91.72%	
SUPPLIES, GENERAL OR		16,500.00			22,534.97	-6,034.97	136.57%	
SUPPLIES, GENERAL FD		16,500.00			18,808.58	-2,308.58	113.99%	
TEXTBOOKS, FORESTDALE		500.00			0.00	500.00	0.00%	
SUPPLIES, ART FD		3,000.00			2,829.88	170.12	94.32%	
TEXTBOOKS, UPGRADE HS		15,000.00			14,973.10	26.90	99.82%	
SUPPLIES, GENERAL HS		19,349.00			30,398.58	-11,049.58	157.10%	
SUPPLIES, GUIDANCE HS		8,000.00			6,728.58	1,271.42	84.10%	
TEXTBOOKS, UPGRADE SA		25,000.00			18,225.99	6,774.01	72.90%	

01 - GENERAL FUND		FY 15					
Description	Carry Fwd	Orig Approp	Amended	Encumberd	Expended	Balance	% Used
SUPPLIES, GENERAL SA		13,544.00			15,363.97	-1,819.97	113.43%
SUPPLIES, GENERAL WG		600.00			600.00	0.00	100.00%
SUPPLIES, GENERAL OR		600.00			520.16	79.84	86.69%
SUPPLIES, GENERAL FD		600.00			577.71	22.29	96.28%
SUPPLIES, GENERAL HS		3,000.00			2,318.47	681.53	77.28%
SUPPLIES SCHOOL TO WORK HS		1,000.00			0.00	1,000.00	0.00%
SUPPLIES, GENERAL SA		2,100.00			564.78	1,535.22	26.89%
SUPPLIES, ART HS		10,000.00			9,910.92	89.08	99.10%
LIBRARY BOOKS SA		4,900.00			4,124.22	775.78	84.16%
SUPPLIES, ART SA		8,000.00			7,459.04	540.96	93.23%
SUPPLIES, BOOKS WG		2,500.00			1,524.16	975.84	60.96%
SUPPLIES, MUSIC WG		1,400.00			312.04	1,087.96	22.28%
SUPPLIES, BOOKS OR		2,500.00			2,286.23	213.77	91.44%
SUPPLIES, MUSIC OR		1,400.00			1,192.36	207.64	85.16%
SUPPLIES, BOOKS FD		2,500.00			2,332.14	167.86	93.28%
SUPPLIES, MUSIC FD		1,400.00			1,289.81	110.19	92.12%
SUPPLIES, BOOKS HS		7,000.00			6,230.99	769.01	89.01%
SUPPLIES, MATHEMATICS HS		2,500.00			2,120.00	380.00	84.80%
SUPPLIES, MATHEMATICS SA		23,085.00			17,485.19	5,599.81	75.74%
SUPPLIES, MUSIC HS		8,000.00	-3,000.00		3,690.92	1,309.08	73.81%
SUPPLIES, MUSIC SA		4,200.00			887.73	3,312.27	21.13%
SUPPLIES, PHYS. ED. WG		1,200.00			1,077.40	122.60	89.78%
SUPPLIES, PHYS. ED OR		1,500.00			1,255.62	244.38	83.70%
SUPPLIES, PHYS. ED. FD		1,200.00			1,195.98	4.02	99.66%
SUPPLIES, PHYS.ED HS			3,000.00	484.16	1,599.99	915.85	69.47%
SUPPLIES, PHYS.ED SA		2,100.00			1,839.55	260.45	87.59%
SUPPLIES, ENG/READING HS		5,000.00		470.05	4,529.95	0.00	100.00%
SUPPLIES, ENG/READING SA		23,500.00			19,535.94	3,964.06	83.13%
SUPPLIES, SCIENCE HS		35,500.00		1,110.08	29,030.09	5,359.83	84.90%
SUPPLIES, SCIENCE SA		41,900.00			37,587.55	4,312.45	89.70%
SUPPLIES, SOC.STUDIES HS		2,000.00		129.95	1,847.96	22.09	98.89%
SUPPLIES, SOC.STUDIES SA		3,400.00			2,645.97	754.03	77.82%
SUPPLIES, COMPUTERS SA		2,800.00			0.00	2,800.00	0.00%
SUPPLIES, SOC.STUDIES WG		1,000.00			0.00	1,000.00	0.00%
SUPPLIES, SOC.STUDIES OR		1,000.00			184.80	815.20	18.48%
SUPPLIES, SOC.STUDIES FD		1,000.00			0.00	1,000.00	0.00%
SUPPLIES, IA/WOODS HS		5,000.00			4,307.59	692.41	86.15%
SUPPLIES, FOR'N LANG HS		2,000.00			1,991.26	8.74	99.56%
SUPPLIES, FOR'N LANG SA		1,400.00			915.21	484.79	65.37%
SUPPLIES, BUS. ED HS		500.00			486.20	13.80	97.24%
SUPPLIES, PHOTO/GRAPH HS		3,500.00			3,323.00	177.00	94.94%
TUITION GRAD. STUDY HS		30,000.00	1,600.00	3,179.00	20,507.00	7,914.00	74.95%
TUITION GRAD. STUDY SA		5,000.00			4,375.00	625.00	87.50%
TUITION, GRAD STUDIES WG		10,000.00	1,130.00	1,775.00	10,313.00	-958.00	108.60%
TUITION GRAD.STUDIES OR		7,000.00		800.00	3,119.66	3,080.34	55.99%
TUITION GRAD.STUDY FD		7,000.00	1,039.00	1,875.00	8,909.50	-2,745.50	134.15%
301 Total SPS - REGULAR EDUCATION		15,845,657.00	-1,484,777.74	10,363.24	14,408,804.65	-58,288.63	100.40%
SALARY,SPED DIRECTOR SYS		150,354.00			149,920.90	433.10	99.71%
SALARIES, ELL TEACHERS DW		57,500.00	-9,582.16		52,701.84	-4,784.00	109.98%
SALARIES,SCHOOL PSYCHSYS		227,180.00	-23,330.44		210,686.56	-6,837.00	103.35%
SALARIES, TEACHERS WG		590,844.00	24,054.16		396,274.16	218,624.00	64.44%
SALARIES, TEACHING OR		294,460.00	-10,976.76		134,127.24	149,356.00	47.31%
SALARIES, TEACHING FD		687,676.00	-144,904.16		516,184.84	26,587.00	95.10%
SALARIES, TEACHING HS		495,378.00	-66,110.48		421,444.87	7,822.65	98.17%
SALARIES, TEACHING SA		420,882.00	-51,323.08		365,357.19	4,201.73	98.86%
SALARIES,SECRETARIAL SYS		84,049.00			83,045.00	1,004.00	98.80%
SALARIES, SECRETARIAL, HS		23,218.00	-271.25		24,815.00	-1,868.25	108.14%
SALARIES,ACAD.SUP-SCHYR SYS		50,000.00	-105.00		31,243.75	18,651.25	62.61%
SALARIES, DRIVERS SYS		479,951.00	-311.28		428,740.19	50,899.53	89.38%
SALARIES, E. S. P. WG		582,891.00	-145,247.00		453,576.62	-15,932.62	103.64%
SALARIES, E. S. P. OR			171,182.00		161,183.27	9,998.73	94.15%
SALARIES, E. S. P. FD		125,060.00			108,705.49	16,354.51	86.92%
BEHAVIORIST		45,996.00			41,702.38	4,293.62	90.66%
SALARIES, E. S. P. HS		205,976.00	-25,935.00		196,417.95	-16,376.95	109.09%
SALARIES, E. S. P. SA		119,675.00			140,672.89	-20,997.89	117.54%
SALARIES,ACAD.SUP-SUMMRSYS		150,000.00			172,091.77	-22,091.77	114.72%
LEGAL EXPENSE SYS		20,000.00			36,090.08	-16,090.08	180.45%
CONTRACTED SERVICES SYS		292,000.00		702.96	364,107.72	-72,810.68	124.93%
CONTRACTS, BUSSES SYS		5,000.00			5,000.00	0.00	100.00%
MEMBERSHIPS/C.C.COLABSYS		3,500.00			3,017.00	483.00	86.20%
INDEPENDENT EVALUATIONSYS		14,000.00		3,334.86	32,906.76	-22,241.62	258.86%
ITINERANT SERVICES SYS		57,200.00		3,037.50	70,286.34	-16,123.84	128.18%
CONTRACTED/LEASED VEHICLES		10,000.00			30,815.31	-20,815.31	308.15%
SUPPLIES, GENERAL SYS		8,000.00			8,156.61	-156.61	101.95%
SUPPLIES, GENERAL SYS		7,300.00			1,474.20	5,825.80	20.19%
SUPPLIES, GENERAL SYS		150,000.00			117,966.97	32,033.03	78.65%
SUPPLIES, RESOURCE RM WG		4,000.00			1,346.50	2,653.50	33.66%
SUPPLIES, GENERAL WG		1,000.00				1,000.00	0.00%
SUPPLIES, RESOURCE RM OR		1,000.00			921.23	78.77	92.12%
SUPPLIES, GENERAL OR		1,000.00			457.62	542.38	45.76%
SUPPLIES, RESOURCE RM FD		2,000.00			1,992.92	7.08	99.64%

01 - GENERAL FUND		FY 15					
Description	Carry Fwd	Orig Approp	Amended	Encumberd	Expended	Balance	% Used
SUPPLIES, GENERAL FD		1,200.00			753.69	446.31	62.80%
SUPPLIES, RESOURCE RM HS		3,550.00	-750.00		2,520.87	279.13	90.03%
SUPPLIES, GENERAL HS		3,200.00			2,263.65	936.35	70.73%
SUPPLIES, RESOURCE RM SA		2,525.00	-525.00		351.33	1,648.67	17.56%
SUPPLIES, GENERAL SA		1,200.00			708.43	491.57	59.03%
SUPPLIES, SPEECH WG		1,500.00				1,500.00	0.00%
SUPPLIES, SPEECH OR		1,500.00			1,362.44	137.56	90.82%
SUPPLIES, SPEECH FD		1,500.00			1,407.37	92.63	93.82%
SUPPLIES, SPEECH HS			750.00			750.00	0.00%
SUPPLIES, SPEECH SA			525.00			525.00	0.00%
POSTAGE SYS		2,000.00			1,991.12	8.88	99.55%
TELEPHONE SYS		6,000.00	53.60	1,457.92	7,914.98	-3,319.30	154.83%
IN-STATE TRAVEL/CONF SYS		2,500.00		324.24	2,096.28	79.48	96.82%
CONFERENCES SYS		1,000.00				1,000.00	0.00%
TUITION TO NON-PUBLIC SCHOOLS		2,151,973.00		226,883.37	2,260,008.21	-334,918.58	115.56%
302 Total SPS - SPECIAL EDUCATION		7,546,738.00	-282,806.85	235,740.85	7,044,809.54	-16,619.24	100.22%
UPPER CAPE REGIONAL SCHOOL ASSMT		1,828,435.00			1,828,435.00	0.00	100.00%
390 Total REGIONAL VOCATIONAL		1,828,435.00			1,828,435.00	0.00	100.00%
ENGINEERING TECH. ASSISTANT		98,275.00			94,127.29	4,147.71	95.77%
VEHICLE REPAIR/MAINT		1,300.00			588.95	711.05	45.30%
EQUIPT/MAINTENANCE		2,000.00			1,375.75	624.25	68.78%
EQUIPMENT		2,500.00			1,895.12	604.88	75.80%
MAPS		1,000.00			370.39	629.61	37.03%
TRAINING		1,000.00			731.00	269.00	73.10%
OFFICE SUPPLIES		2,000.00			1,641.44	358.56	82.07%
BOARDWALK MAINTENANCE FY 15		9,900.00			5,318.96	4,581.04	53.72%
410 Total ENGINEER		194,112.00			182,194.63	11,917.37	93.86%
SALARY FOREMAN		255,787.00			245,532.44	10,254.56	95.99%
CLERICAL		57,711.00			58,138.26	-427.26	100.74%
LABOR		54,262.00			48,076.22	6,185.78	88.60%
OVERTIME		462,103.00			407,204.80	54,898.20	88.11%
PART TIME EMPLOYEES		9,000.00			9,128.82	-128.82	101.43%
EQUIPT/MAINTENANCE		52,319.00			31,162.50	21,156.50	59.56%
EQUIPMENT HIRE		35,000.00			123,806.98	-88,806.98	353.73%
OFFICE SUPPLIES		75,000.00			125,393.46	-50,393.46	167.19%
TOOLS-EQUIPMENT		5,000.00			13,013.32	-8,013.32	260.26%
GASOLINE AND OIL		10,000.00			26,405.82	-16,405.82	264.05%
GRAVEL/LOAM/STONE		219,500.00			234,889.16	-15,389.16	107.01%
STREET LINES		5,000.00			5,608.80	-608.80	112.17%
ASPHALT		20,000.00			20,168.32	-168.32	100.84%
OILING		68,000.00			43,765.28	24,234.72	64.36%
DRAINAGE		30,325.00			30,325.00	0.00%	
SIGNS, MARKERS, ETC.		75,000.00			20,166.39	54,833.61	26.88%
UNIFORMS		10,000.00			1,503.88	8,496.12	15.03%
CLOTHING ALLOWANCE		2,000.00			89.94	1,910.06	4.49%
DUES AND MEMBERSHIPS		2,400.00			50.95	2,349.05	2.12%
PACKER TRUCK	13,052.31	800.00			2,830.94	-2,030.94	353.86%
PICK-UP TRUCK	2,434.32				6,024.52	7,027.79	46.15%
DUMP TRUCK AND PLOW FY 15		150,000.00			150,000.00	0.00	100.00%
COMPRESSOR AND JACKHAMMER FY15		25,000.00			24,660.00	340.00	98.64%
TENNIS COURT DEMOLITION	1,678.24					1,678.24	0.00%
PUBLIC ROADS & INFRASTRUCTURE CAPE		1,300,000.00			384,835.77	915,164.23	29.60%
420 Total HIGHWAYS	17,164.87	2,924,207.00			1,982,921.20	958,450.67	67.41%
LABOR		12,522.00	96,270.87		138,148.23	-29,355.36	126.98%
TRUCK MAINTENANCE		2,000.00			73,762.66	-71,762.66	3688.13%
MAINTENANCE OF EQUIP		15,000.00			10,569.55	4,430.45	70.46%
EQUIPMENT HIRE		197,491.00			265,406.05	-67,915.05	134.38%
SUPPLIES		1,500.00			7,997.34	-6,497.34	533.15%
GASOLINE AND OIL		2,500.00			39,604.51	-37,104.51	1584.55%
SALT		12,000.00			176,466.00	-164,466.00	1470.55%
SAND		7,000.00			34,329.53	-27,329.53	490.42%
421 Total HIGHWAY S & I		250,013.00	96,270.87		746,283.87	-400,000.00	215.51%
ROAD TAKINGS	1.00					1.00	0.00%
422 Total ROAD TAKINGS	1.00					1.00	0.00%
STREET LIGHTING		28,000.00			12,918.91	15,081.09	46.13%
TRAFFIC SIGNALS		2,000.00			1,383.98	616.02	69.19%
424 Total STREET LIGHTS		30,000.00			14,302.89	15,697.11	47.67%
CEDARVILLE CEM. PROP REPAIRS	2,225.83					2,225.83	0.00%
BUILDING MAINTENANCE	2,075.00				150.00	1,925.00	7.22%
491 Total CEMETERIES	4,300.83				150.00	4,150.83	3.48%
ASSISTANT		50,028.00			50,033.32	-5.32	100.01%
AGENT		80,499.00			80,518.87	-19.87	100.02%
CLERICAL		35,443.00			34,256.25	1,186.75	96.65%
CLERICAL - NIGHTS		1,420.00			112.50	1,307.50	7.92%
VEHICLE REPAIR/MAINT		2,000.00			1,858.43	141.57	92.92%
TESTING WELLS/ WATER		2,400.00			2,380.00	20.00	99.16%

01 - GENERAL FUND		FY 15					
Description	Carry Fwd	Orig Approp	Amended	Encumberd	Expended	Balance	% Used
OFFICE SUPPLIES		2,475.00			2,439.25	35.75	98.55%
EQUIPMENT SUPPLIES		1,750.00			1,798.63	-48.63	102.77%
TRAVEL REIMBURSEMENT		1,500.00			1,464.00	36.00	97.60%
MASSACHUSETTS ESTUARIES PROGRA	114,877.00					114,877.00	0.00%
510 Total BOARD OF HEALTH	114,877.00	177,515.00			174,861.25	117,530.75	59.80%
SALARY		68,662.00			68,669.52	-7.52	100.01%
CLERICAL		43,739.00			43,515.70	223.30	99.48%
CLINIC/RELIEF NURSES		5,020.00				5,020.00	0.00%
EQUIPT/MAINTENANCE		1,000.00			3,014.70	-2,014.70	301.47%
TUITION		300.00				300.00	0.00%
MEDICAL SUPPLIES		10,000.00			15,242.68	-5,242.68	152.42%
BOOKS		300.00			363.00	-63.00	121.00%
OFFICE SUPPLIES		1,500.00			731.48	768.52	48.76%
TRAVEL REIMBURSEMENT		1,500.00			430.84	1,069.16	28.72%
DUES AND MEMBERSHIPS		100.00				100.00	0.00%
522 Total PUBLIC HEALTH NURSE		132,121.00			131,967.92	153.08	99.88%
AIDS SUPPORT OF CAPE COD		450.00			450.00		100.00%
COMMUNITY HEALTH CENTER		1,500.00			1,500.00		100.00%
BIG BROTHERS BIG SISTERS		750.00			750.00		100.00%
INDEPENDENCE HOUSE		6,600.00			6,600.00		100.00%
LEGAL SERVICES		1,900.00			1,900.00		100.00%
CAPEABILITIES		600.00			600.00		100.00%
ELDER SERVICES		950.00			950.00		100.00%
GOSNOLD		6,500.00	-3,250.00		3,250.00		100.00%
CC CHILD DEVELOPMENT		1,200.00			1,200.00		100.00%
SIGHT LOSS		750.00			750.00		100.00%
ENCUMBER FOR SOCIAL SERVICES			3,250.00			3,250.00	0.00%
540 Total SOCIAL SERVICES		21,200.00	0.00		17,950.00	3,250.00	84.66%
DIRECTOR		69,388.00			69,396.31	-8.31	100.01%
CLERICAL		54,262.00			54,261.88	0.12	99.99%
PART TIME EMPLOYEES		26,662.00			27,238.56	-576.56	102.16%
OUTREACH COORDINATOR		37,636.00			37,643.94	-7.94	100.02%
EQUIPT/MAINTENANCE		1,500.00			914.69	585.31	60.97%
OFFICE SUPPLIES		2,300.00			2,062.66	237.34	89.68%
COPIER SERVICE		4,200.00			3,924.06	275.94	93.43%
MEETING EXPENSE		2,500.00			3,005.90	-505.90	120.23%
541 Total COUNCIL/AGING		198,448.00			198,448.00	0.00	100.00%
VETERANS BENEFITS		18,000.00	3,849.66		21,849.66	0.00	100.00%
543 Total VETERAN SERVICE		18,000.00	3,849.66		21,849.66	0.00	100.00%
SALARIES		750,622.00			703,655.00	46,967.00	93.74%
ELECTRIC POWER		18,000.00			10,413.36	7,586.64	57.85%
HEATING FUEL		16,000.00			4,371.84	11,628.16	27.32%
WATER		80.00			100.00	-20.00	125.00%
VEHICLE REPAIR/MAINT		900.00				900.00	0.00%
EQUIPT/MAINTENANCE		12,178.00			9,470.31	2,707.69	77.76%
TUITION		750.00				750.00	0.00%
AUTOMATION		34,037.00			33,006.00	1,031.00	96.97%
PERIODICALS		17,099.00			18,040.13	-941.13	105.50%
BOOKS		116,000.00			115,456.41	543.59	99.53%
OFFICE SUPPLIES		8,700.00			7,985.85	714.15	91.79%
BLDG/EQUIP REPAIRS & MAINT SUP		8,500.00			19,273.44	-10,773.44	226.74%
TRUSTEES EXPENSE		670.00			840.00	-170.00	125.37%
DUES/MEETING EXPENSE		1,800.00			3,043.98	-1,243.98	169.11%
GLASS TOWN CULTURAL DISTRICT	3,055.43		15,800.00		3,001.52	15,853.91	15.91%
RESTROOM RENOVATIONS	3,326.02					3,326.02	0.00%
H.V.A.C.	150,000.00				56,317.08	93,682.92	37.54%
H.V.A.C. CAP EXCL.	444,300.41				444,300.41	0.00	100.00%
610 Total LIBRARY	600,681.86	985,336.00	15,800.00		1,429,275.33	172,542.53	89.22%
DIRECTOR		69,163.00			69,176.79	-13.79	100.01%
CLERICAL		45,782.00			48,346.84	-2,564.84	105.60%
SUMMER SALARIES		80,000.00	-2,315.78		69,083.67	8,600.55	88.92%
EQUIPT/MAINTENANCE		3,600.00			4,380.80	-780.80	121.68%
TUITION		1,500.00			225.00	1,275.00	15.00%
CONTRACTED SERVICES		525.00			2,210.16	-1,685.16	420.98%
GASOLINE AND OIL		200.00			84.19	115.81	42.09%
OTHER CHARGES AND EX		9,800.00			14,249.09	-4,449.09	145.39%
TRAVEL REIMBURSEMENT		750.00			1,247.68	-497.68	166.35%
SKATEPARK/PLAYGROUND MAINT	6,203.31	5,000.00			469.44	10,733.87	4.19%
SAILBOATS	635.61				635.61	0.00	100.00%
OAK CREST COVE IMPROVEMENTS		9,500.00			9,500.00	0.00	100.00%
VEHICLE PURCHASE FY15		22,000.00			22,000.00	0.00	100.00%
ENCUMBERED SALARIES			2,315.78			2,315.78	0.00%
630 Total RECREATION	6,838.92	247,820.00	0.00		241,609.27	13,049.65	94.87%
SANDY NECK BEACH PRIVILEGES		43,711.00			43,711.00	0.00	100.00%
631 Total SAND NECK BEACH		43,711.00			43,711.00	0.00	100.00%
BLDG/EQUIP REPAIRS & MAINT SUP	68,000.00				68,000.00	0.00	100.00%
632 Total E.BT.BAS/MARINA	68,000.00				68,000.00	0.00	100.00%
EQUIPT/MAINTENANCE		6,650.00			18,507.26	-11,857.26	278.30%

Description	FY 15		Amended	Encumberd	Expended	Balance	% Used
	Carry Fwd	Orig Approp					
01 - GENERAL FUND							
EQUIPMENT HIRE		11,500.00			2,962.74	8,537.26	25.76%
TREE WARDEN PROGRAM		5,000.00			862.10	4,137.90	17.24%
SUPPLIES		4,700.00			12,241.98	-7,541.98	260.46%
PLANTS/TREES/SHRUBS		6,000.00			1,256.03	4,743.97	20.93%
UNIFORMS		1,100.00			0.00	1,100.00	0.00%
CLOTHING ALLOWANCE		900.00			0.00	900.00	0.00%
650 Total		35,850.00			35,830.11	19.89	99.94%
HOXIE HOUSE SALARIES			-282.00		11,914.00	-12,196.00	100.00%
GRIST MILL SALARIES		33,000.00	-364.50		16,289.75	16,345.75	49.91%
PROPERTY REPAIRS/MAINT.	2,313.82					2,313.82	0.00%
SUPPLIES					3,727.69	-3,727.69	100.00%
ENCUMBERED SALARIES			646.50			646.50	0.00%
671 Total HOXIE HOUSE/GRIST MILL	2,313.82	33,000.00	0.00		31,931.44	3,382.38	90.42%
OTHER CHARGES AND EXPENSES		1,200.00			1,199.48	0.52	99.95%
693 Total MEMORIAL DAY		1,200.00			1,199.48	0.52	99.95%
CLERICAL - NIGHTS		2,000.00			1,522.94	477.06	76.14%
OFFICE SUPPLIES		1,500.00			1,977.06	-477.06	131.80%
HIST DIST REG ASSESS		9,500.00			9,500.00	0.00	100.00%
694 Total HISTORIC DIST COMM		13,000.00			13,000.00	0.00	100.00%
MATURING PRINCIPAL LT DEBT		2,412,354.00			2,112,353.73	300,000.27	87.56%
MATURED PRINC LAND BANK LOANS		943,000.00			943,000.00	0.00	100.00%
710 Total PRINC PAY LOAN		3,355,354.00			3,055,353.73	300,000.27	91.05%
INTEREST ON DEBT		565,836.00			490,835.61	75,000.39	86.74%
INTEREST LAND BANK LOANS		218,614.00			218,614.49	-0.49	100.00%
INTEREST ON NOTES		50,000.00	-38,492.53		10,137.10	1,370.37	88.09%
ENCUMBERED FOR NEXT FY			38,492.53			38,492.53	0.00%
750 Total INTEREST ON LOANS		834,450.00	0.00		719,587.20	114,862.80	86.23%
SPECIAL EDUCATION			817.00		3,106.00	-2,289.00	380.17%
SCHOOL CHOICE ASSESSMENT			343,113.00		333,604.00	9,509.00	97.22%
CHARTER SCHOOL ASSESSMENT			2,731,037.00		2,738,257.00	-7,220.00	100.26%
MOTOR VEHICLE SURCHARGE			21,400.00		21,400.00	0.00	100.00%
AIR POLLUTION CONTROL DISTRICT			7,418.00		7,418.00	0.00	100.00%
MOSQUITO CONTROL PROJECTS			95,557.00		95,557.00	0.00	100.00%
REGIONAL TRANS AUTH			93,404.00		93,404.00	0.00	100.00%
820 Total STATE GOVERNMENT			3,292,746.00		3,292,746.00	0.00	100.00%
BOURNE SHELLFISH ASSESSMENT		4,000.00			4,000.00		100.00%
COUNTY TAX			149,938.00		146,281.00	3,657.00	97.56%
COUNTY RETIREMENT		2,986,747.00			2,984,607.01	2,139.99	99.92%
VETERANS DISTRICT ASSESSMENT		26,006.00			26,005.12	0.88	99.99%
CAPE COD COMMISSION TAX			156,833.00		156,833.00		100.00%
830 Total COUNTY GOVERNMENT		3,016,753.00	306,771.00		3,317,726.13	5,797.87	99.82%
GROUP HLTH INSURANCE		6,037,500.00	-143,121.10		5,448,660.04	445,718.86	92.43%
909 Total GROUP INSURANCE -		6,037,500.00	-143,121.10		5,448,660.04	445,718.86	92.43%
GROUP HLTH INSURANCE		2,587,500.00	43,121.10		2,630,621.10		100.00%
MITIGATION FUNDS	20,327.85	150,000.00			1,365.00	168,962.85	8.00%
910 Total GROUP INSURANCE - TOWN	20,327.85	2,737,500.00	43,121.10		2,631,986.10	168,962.85	93.96%
MEDICARE (FICA)		176,541.00	2,895.37		179,436.37	0.00	10000.00%
911 Total MEDICARE - TOWN		176,541.00	2,895.37		179,436.37	0.00	10000.00%
MEDICARE (FICA)		411,929.00	-2,895.37		338,736.76	70,296.87	82.81%
912 Total MEDICARE - SCHOOL		411,929.00	-2,895.37		338,736.76	70,296.87	82.81%
POLICE & FIRE ACCIDENT		55,000.00			54,585.67	414.33	99.24%
PROPERTY/LIABILITY/COMP		700,000.00			699,677.88	322.12	99.95%
DEDUCTIONS NOT COVERED		60,000.00			32,958.58	27,041.42	54.93%
RECREATION		10,000.00			6,277.00	3,723.00	62.77%
940 Total TOWN INSURANCE		825,000.00			793,499.13	31,500.87	96.18%
UNEMPLOYMENT BENEFITS		75,000.00	100,000.00		116,458.87	58,541.13	66.54%
941 Total UNEMPLOYMENT		75,000.00	100,000.00		116,458.87	58,541.13	66.54%
TRANSFER TO ENTERPRISE		250,000.00			250,000.00	0.00	100.00%
990 Total INTERFUND TRANSFERS		250,000.00			250,000.00	0.00	100.00%
01 Total GENERAL FUND	4,763,396.60	69,105,063.00	3,937,963.84	321,865.04	72,390,706.43	5,093,851.97	93.45%
Grand Total	4,763,396.60	69,105,063.00	3,937,963.84	321,865.04	72,390,706.43	5,093,851.97	93.45%

**Report of the
COLLECTOR OF TAXES FISCAL YEAR 2015**

2011 REAL ESTATE TAX

OUTSTANDING - JULY 1, 2014	2,081.68	COLLECTED	0.00
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	2,081.68
TOTAL	2,081.68	TOTAL	2,081.68

2013 REAL ESTATE TAX

OUTSTANDING - JULY 1, 2014	20,481.20	COLLECTED	6,125.96
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	-4,025.45	OUTSTANDING - JUNE 30, 2015	10,329.79
TOTAL	16,455.75	TOTAL	16,455.75

2014 REAL ESTATE TAX

OUTSTANDING - JULY 1, 2014	1,360,834.95	COLLECTED	825,574.67
COMMITTED FY 2014	0.00	ABATED	35,692.83
REFUNDED	16,368.99	TAX TITLE	448,871.22
DEFERRED	-15,697.72	OUTSTANDING - JUNE 30, 2015	51,367.50
TOTAL	1,361,506.22	TOTAL	1,361,506.22

2015 REAL ESTATE TAX

OUTSTANDING - JULY 1, 2014	0.00	COLLECTED	49,823,259.86
COMMITTED FY 2014	51,460,718.24	ABATED	221,584.85
REFUNDED	91,616.90	TAX TITLE	0.00
DEFERRED	-34,519.23	OUTSTANDING - JUNE 30, 2015	1,472,971.20
TOTAL	51,517,815.91	TOTAL	51,517,815.91

2011 COMMUNITY PRESERVATION ACT

OUTSTANDING - JULY 1, 2014	44.72	COLLECTED	0.00
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	44.72
TOTAL	44.72	TOTAL	44.72

2013 COMMUNITY PRESERVATION ACT

OUTSTANDING - JULY 1, 2014	351.69	COLLECTED	104.26
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	247.43
TOTAL	351.69	TOTAL	351.69

2014 COMMUNITY PRESERVATION ACT

OUTSTANDING - JULY 1, 2014	38,433.42	COLLECTED	23,749.08
COMMITTED FY 2014	0.00	ABATED	98.86
REFUNDED	30.00	TAX TITLE	13,074.18
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	1,541.30
TOTAL	38,463.42	TOTAL	38,463.42

2015 COMMUNITY PRESERVATION ACT

OUTSTANDING - JULY 1, 2014	0.00	COLLECTED	1,496,661.09
COMMITTED FY 2014	1,543,822.70	ABATED	6,197.53
REFUNDED	792.73	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	41,756.81
TOTAL	1,544,615.43	TOTAL	1,544,615.43

2011 SANDWICH WATER DISTRICT REAL ESTATE TAX

OUTSTANDING - JULY 1, 2014	100.66	COLLECTED	17.19
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	83.47
TOTAL	100.66	TOTAL	100.66

2013 SANDWICH WATER DISTRICT REAL ESTATE TAX

OUTSTANDING - JULY 1, 2014	1,008.82	COLLECTED	338.73
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	670.09
TOTAL	1,008.82	TOTAL	1,008.82

2014 SANDWICH WATER DISTRICT REAL ESTATE TAX

OUTSTANDING - JULY 1, 2014	54,564.81	COLLECTED	30,980.05
COMMITTED FY 2014	0.00	ABATED	2,808.13
REFUNDED	813.08	TAX TITLE	18,662.95
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	2,926.76
TOTAL	55,377.89	TOTAL	55,377.89

2015 SANDWICH WATER DISTRICT REAL ESTATE TAX

OUTSTANDING - JULY 1, 2014	0.00	COLLECTED	1,823,959.67
COMMITTED FY 2014	1,930,010.18	ABATED	52,026.52
REFUNDED	2,155.47	TAX TITLE	0.00
DEFERRED	-786.87	OUTSTANDING - JUNE 30, 2015	55,392.59
TOTAL	1,931,378.78	TOTAL	1,931,378.78

2014 NORTH SAGAMORE WATER DISTRICT REAL ESTATE TAX

OUTSTANDING - JULY 1, 2014	2,373.64	COLLECTED	1,183.27
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	1,190.37
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	0.00
TOTAL	2,373.64	TOTAL	2,373.64

2015 NORTH SAGAMORE WATER DISTRICT REAL ESTATE TAX

OUTSTANDING - JULY 1, 2014	0.00	COLLECTED	73,884.48
COMMITTED FY 2014	77,638.73	ABATED	585.43
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	3,168.82
TOTAL	77,638.73	TOTAL	77,638.73

2014 SANDWICH WATER DISTRICT COMMITTED ASSESSMENT

OUTSTANDING - JULY 1, 2014	408.94	COLLECTED	135.30
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	273.64
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	0.00
TOTAL	408.94	TOTAL	408.94

2015 SANDWICH WATER DISTRICT COMMITTED ASSESSMENT

OUTSTANDING - JULY 1, 2014	0.00	COLLECTED	8,791.86
COMMITTED FY 2014	9,200.81	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	408.95
TOTAL	9,200.81	TOTAL	9,200.81

2014 SANDWICH WATER DISTRICT COMMITTED INTEREST

OUTSTANDING - JULY 1, 2014	229.01	COLLECTED	75.77
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	153.24
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	0.00
TOTAL	229.01	TOTAL	229.01

2015 SANDWICH WATER DISTRICT COMMITTED INTEREST

OUTSTANDING - JULY 1, 2014	0.00	COLLECTED	3,918.92
COMMITTED FY 2014	4,119.30	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	200.38
TOTAL	4,119.30	TOTAL	4,119.30

2015 STREET BETTERMENT

OUTSTANDING - JULY 1, 2014	0.00	COLLECTED	4,253.81
COMMITTED FY 2014	4,253.81	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	0.00
TOTAL	4,253.81	TOTAL	4,253.81

2015 STREET BETTERMENT COMMITTED INTEREST

OUTSTANDING - JULY 1, 2014	0.00	COLLECTED	1,650.72
COMMITTED FY 2014	1,650.72	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	0.00
TOTAL	1,650.72	TOTAL	1,650.72

2014 SEPTIC BETTERMENT

OUTSTANDING - JULY 1, 2014	1,134.98	COLLECTED	729.98
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	405.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	0.00
TOTAL	1,134.98	TOTAL	1,134.98

2015 SEPTIC BETTERMENT

OUTSTANDING - JULY 1, 2014	0.00	COLLECTED	14,438.99
COMMITTED FY 2014	14,651.49	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	212.50
TOTAL	14,651.49	TOTAL	14,651.49

2014 SEPTIC BETTERMENT COMMITTED INTEREST

OUTSTANDING - JULY 1, 2014	83.95	COLLECTED	47.60
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	36.35
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	0.00
TOTAL	83.95	TOTAL	83.95

2015 SEPTIC BETTERMENT COMMITTED INTEREST

OUTSTANDING - JULY 1, 2014	5,602.54	COLLECTED	5,485.66
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	TAX TITLE	0.00
DEFERRED	0.00	OUTSTANDING - JUNE 30, 2015	116.88
TOTAL	5,602.54	TOTAL	5,602.54

2014 SANDWICH WATER DISTRICT WATER LIEN

OUTSTANDING - JULY 1, 2014	7,509.22	COLLECTED	1,911.37
COMMITTED FY 2014	0.00	TAX TITLE	5,597.85
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	0.00
TOTAL	7,509.22	TOTAL	7,509.22

2015 SANDWICH WATER DISTRICT WATER LIEN

OUTSTANDING - JULY 1, 2014	0.00	COLLECTED	38,763.79
COMMITTED FY 2014	46,159.06	TAX TITLE	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	7,395.27
TOTAL	46,159.06	TOTAL	46,159.06

2011 PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2014	13,925.01	COLLECTED	0.00
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	13,925.01
TOTAL	13,925.01	TOTAL	13,925.01

2012 PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2014	13,516.51	COLLECTED	476.37
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	13,040.14
TOTAL	13,516.51	TOTAL	13,516.51

2013 PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2014	20,717.98	COLLECTED	253.37
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	20,464.61
TOTAL	20,717.98	TOTAL	20,717.98

2014 PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2014	31,481.28	COLLECTED	5,370.09
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	26,111.19
TOTAL	31,481.28	TOTAL	31,481.28

2015 PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2014	0.00	COLLECTED	3,091,037.33
COMMITTED FY 2014	3,131,979.96	ABATED	1,901.91
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	39,040.72
TOTAL	3,131,979.96	TOTAL	3,131,979.96

2011 SANDWICH WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2014	913.34	COLLECTED	0.00
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	913.34
TOTAL	913.34	TOTAL	913.34

2012 SANDWICH WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2014	856.54	COLLECTED	32.88
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	823.66
TOTAL	856.54	TOTAL	856.54

2013 SANDWICH WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2014	1,195.61	COLLECTED	13.45
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	1,182.16
TOTAL	1,195.61	TOTAL	1,195.61

2014 SANDWICH WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2014	1,617.88	COLLECTED	288.31
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	1,329.57
TOTAL	1,617.88	TOTAL	1,617.88

2015 SANDWICH WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2014	0.00	COLLECTED	160,545.28
COMMITTED FY 2014	162,260.50	ABATED	89.47
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	1,625.75
TOTAL	162,260.50	TOTAL	162,260.50

2011 NORTH SAGAMORE WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2014	10.48	COLLECTED	0.00
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	10.48
TOTAL	10.48	TOTAL	10.48

2012 NORTH SAGAMORE WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2014	17.04	COLLECTED	0.00
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	17.04
TOTAL	17.04	TOTAL	17.04

2013 NORTH SAGAMORE WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2014	33.75	COLLECTED	0.00
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	33.75
TOTAL	33.75	TOTAL	33.75

2014 NORTH SAGAMORE WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2014	40.36	COLLECTED	12.57
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	27.79
TOTAL	40.36	TOTAL	40.36

2015 NORTH SAGAMORE WATER DISTRICT PERSONAL PROPERTY TAX

OUTSTANDING - JULY 1, 2014	0.00	COLLECTED	350.26
COMMITTED FY 2014	399.88	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	49.62
TOTAL	399.88	TOTAL	399.88

2009 MOTOR VEHICLE TAX

OUTSTANDING - JULY 1, 2014	14,049.41	COLLECTED	939.17
COMMITTED FY 2014	0.00	ABATED	431.25
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	12,678.99
TOTAL	14,049.41	TOTAL	14,049.41

2010 MOTOR VEHICLE TAX

OUTSTANDING - JULY 1, 2014	14,322.72	COLLECTED	2,172.59
COMMITTED FY 2014	0.00	ABATED	287.50
REFUNDED	0.00	ADJUSTMENTS	0.00
TOTAL	14,322.72	OUTSTANDING - JUNE 30, 2015	11,862.63
		TOTAL	14,322.72

2011 MOTOR VEHICLE TAX

OUTSTANDING - JULY 1, 2014	14,006.34	COLLECTED	2,409.06
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	39.98	ADJUSTMENTS	0.00
TOTAL	14,046.32	OUTSTANDING - JUNE 30, 2015	11,637.26
		TOTAL	14,046.32

2012 MOTOR VEHICLE TAX

OUTSTANDING - JULY 1, 2014	22,163.69	COLLECTED	9,820.90
COMMITTED FY 2014	2,981.25	ABATED	2,124.80
REFUNDED	255.02	ADJUSTMENTS	0.00
TOTAL	25,399.96	OUTSTANDING - JUNE 30, 2015	13,454.26
		TOTAL	25,399.96

2013 MOTOR VEHICLE TAX

OUTSTANDING - JULY 1, 2014	57,525.08	COLLECTED	32,598.42
COMMITTED FY 2014	0.00	ABATED	1,996.67
REFUNDED	1,682.18	OUTSTANDING - JUNE 30, 2015	24,612.17
TOTAL	59,207.26	TOTAL	59,207.26

2014 MOTOR VEHICLE TAX

OUTSTANDING - JULY 1, 2014	242,804.28	COLLECTED	485,426.67
COMMITTED FY 2014	316,951.36	ABATED	29,017.05
REFUNDED	22,118.13	OUTSTANDING - JUNE 30, 2015	67,430.05
TOTAL	581,873.77	TOTAL	581,873.77

2015 MOTOR VEHICLE TAX

OUTSTANDING - JULY 1, 2014	0.00	COLLECTED	2,483,275.65
COMMITTED FY 2014	2,760,373.78	ABATED	67,346.38
REFUNDED	18,125.55	OUTSTANDING - JUNE 30, 2015	227,877.30
TOTAL	2,778,499.33	TOTAL	2,778,499.33

2009 BOAT EXCISE TAX

OUTSTANDING - JULY 1, 2014	1,609.50	COLLECTED	0.00
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	1,609.50
TOTAL	1,609.50	TOTAL	1,609.50

2010 BOAT EXCISE TAX

OUTSTANDING - JULY 1, 2014	2,141.32	COLLECTED	0.00
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	2,141.32
TOTAL	2,141.32	TOTAL	2,141.32

2011 BOAT EXCISE TAX

OUTSTANDING - JULY 1, 2014	2,321.00	COLLECTED	20.00
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	2,301.00
TOTAL	2,321.00	TOTAL	2,321.00

2012 BOAT EXCISE TAX

OUTSTANDING - JULY 1, 2014	1,370.25	COLLECTED	25.00
COMMITTED FY 2014	0.00	ABATED	0.00
REFUNDED	0.00	OUTSTANDING - JUNE 30, 2015	1,345.25
TOTAL	1,370.25	TOTAL	1,370.25

2013 BOAT EXCISE TAX

OUTSTANDING - JULY 1, 2014	1,551.25	COLLECTED	55.00
COMMITTED FY 2014	0.00	ABATED	91.00
REFUNDED	53.00	OUTSTANDING - JUNE 30, 2015	1,458.25
TOTAL	1,604.25	TOTAL	1,604.25

2014 BOAT EXCISE TAX

OUTSTANDING - JULY 1, 2014	3,554.00	COLLECTED	203.00
COMMITTED FY 2014	0.00	ABATED	53.00
REFUNDED	53.00	OUTSTANDING - JUNE 30, 2015	3,351.00
TOTAL	3,607.00	TOTAL	3,607.00

2015 BOAT EXCISE TAX

OUTSTANDING - JULY 1, 2014	0.00	COLLECTED	15,852.91
COMMITTED FY 2014	19,783.00	ABATED	1,659.31
REFUNDED	238.28	OUTSTANDING - JUNE 30, 2015	2,509.06
TOTAL	20,021.28	TOTAL	20,021.28

COLLECTIONS NOT TAX FY 2015

TITLE 5 - SEPTIC PRINCIPAL	2,450.33
TITLE 5 - SEPTIC INTEREST	216.70
TRANSFER STATION	327,555.00
BEACH STICKERS	187,885.00

Report of the SANDWICH FINANCE COMMITTEE

Sandwich is in good financial condition, thanks to careful planning and sound management, but faces major challenges in the years ahead. In recent years, the Town adopted budgets supported by revenues, modestly enhanced its reserves, and borrowed responsibly to support critical capital needs to maintain its infrastructure. This has enabled the Town to provide the school, public safety and municipal services that residents value. Again this year, Sandwich has enhanced its long-term credit rating, which allows the borrowing of needed funds at very low interest.

However, the Town also faces some significant challenges:

- Revenues will rise in the future at an estimated rate of less than 3% annually. With select costs likely to increase at a greater rate, it will be difficult to maintain current services.
- Our largest expense remains our schools, which face declining enrollments, a shrinking building footprint and planning for the future of public education for our Town.
- We have significant capital needs, including replacement of the Fire and Police Stations, major renovation or disposal of the Wing School, unknown future costs associated with beach restoration and to be determined costs for water resource management, plus a multi-million-dollar list of road repairs and maintenance.
- We have an obligation to pay future health costs of Town retirees and should carefully plan for, monitor and manage that ever-growing future payable.

Revenue from property taxes is reasonably predictable, but revenue from state aid can be and has been volatile. The Governor and Legislature understand the importance of aid to cities and towns but are constrained by state revenues and expenses they cannot control. We project state aid to remain essentially flat or increase only modestly for the foreseeable future. Local tax growth is limited to 2.5% plus new growth, which is restricted by the exhaustion of areas available for new development and our concerns about conservation and allowing only development consistent with community values. Revenue

from all sources is estimated to rise only modestly in the coming years.

Costs to maintain programs will increase. Employee health premiums are one of many significant costs outside the direct control of town officials. And, while we have benefited from very low inflation in recent years, that may not continue. For example, consider energy costs. The Town has been able to reduce these expenses in recent years but it's clear that this is another expense that is very likely to increase. A pattern of increases in cost that is greater than the increases in revenue constitutes a structural deficit. That remains a concern.

The process of creating a spending plan within the limitation of available funds is always a challenge. It is never easy to create a budget that enables our schools, public safety and municipal services departments to provide excellent services within the confines of available resources. A great many officials, both appointed and elected, work to develop our budget. The Finance Committee respects the efforts of all of the people responsible for creating budgets. Their jobs are difficult. We want to especially recognize Town Manager Bud Dunham. His knowledge and skills are invaluable to the Finance Committee and the Town. Bud develops and proposes a budget for the municipal departments, provides information about town finances and policy considerations, and is a great resource for information and analysis. Sandwich is fortunate to have such a talented and dedicated Town Manager.

The Finance Committee seeks to provide meaningful and actionable financial advice and recommendations to the School Committee, Board of Selectmen, Town staff, and most importantly, taxpayers and voters of Sandwich. Committee members take their mission seriously and work diligently to regularly deliver a complete, fair and reasonable assessment of financial plans, budgets and our town's fiscal stewardship.

Respectfully submitted,

Linell M. Grundman, Chair
Robert Guerin, Vice Chair

**Report of the
TOWN TREASURER/COLLECTOR**

I would like to thank the Board of Selectmen, Town Manager, and the employees of all the other Town Departments for their assistance and cooperation throughout the past year. I would like to especially thank my staff, Robin Cherry, Carrie

Mazerolle, and Linda Kiley in the Treasurer's office and Carol Peterson, Sally Styche and Michael Barry in the Tax Collector's office for their dedication, support and hard work each and every day which is greatly appreciated.

William Jennings
Town Treasurer/Collector

**Report of Town Treasurer/Collector
Fiscal Year 2015 - JULY 1, 2014 TO JUNE 30, 2015**

GENERAL CASH SUMMARY	DATE	AMOUNT
Total Cash as of 6/30/14	6/30/2014	\$21,958,802.29
RECEIPTS	7/01/14-6/30/15	\$ 91,936,201.37
DISBURSEMENTS	7/01/14-6/30/15	\$ (87,391,806.45)
Total Cash as of 6/30/15		\$ 26,503,197.21

STATEMENT of ACCOUNTS BALANCE 6/30/15

GENERAL FUNDS: CHECKING	\$ 3,889,813.59
GENERAL FUNDS: INVESTMENTS	\$ 10,165,260.16
MARINA	\$ 960,416.71
HOXIE HOUSE	\$ 68,117.54
WASTEWATER TREATMENT	\$ 45,002.47
STABILIZATION	\$ 1,024,369.60
MUNICIPAL GOLF COURSE	\$ 522,350.42
CPA	\$ 3,296,021.18
TRANSFER STATION	\$ 744,231.25
TRUST FUNDS/ ESCROW ACCOUNTS	\$ 2,138,843.94
Total Cash as of 6/30/15	\$ 22,854,426.87

EARNINGS on INVESTMENTS on VARIOUS ACCOUNTS

GENERAL CASH / INVESTMENTS / TRUST FUNDS	\$ 37,550.36
MARINA	\$ 1,370.70
HOXIE HOUSE	\$ 124.49
STABILIZATION	\$ 3,906.11
GOLF COURSE	\$ 702.71
CPA FUND	\$ 10,389.26
Total Interest Earned in Fiscal Year 2015	\$ 54,043.63

TREASURERS TRUST FUNDS

	ORIGINAL BEQUEST	BALANCE 07/012014	ADDITIONAL BEQUEST	INTEREST INCOME	WITHDRAWALS	BALANCE 6/30/2015
CEMETERY FUNDS:						
BAYVIEW SALE OF LOTS & GRAVES	\$ -	\$ 8,105.00			\$ (8,105.00)	\$ -
BAYVIEW PERPETUAL CARE (BAYVIEW CEMETERY)	\$ 21,151.35	\$ 76,352.78	\$ 23,785.97	\$ 219.74		\$ 100,358.49
CEDARVILLE CEMETERY	\$ 15,200.00	\$ 67,683.95		\$ 132.06		\$ 67,816.01
FORESTDALE CEMETERY	\$ 720.47	\$ 4,887.37		\$ 9.53		\$ 4,896.90
FREEMAN CEMETERY	\$ 1,272.89	\$ 11,969.87		\$ 23.36		\$ 11,993.23
MT. HOPE CEMETERY	\$ 4,550.00	\$ 21,224.19		\$ 41.41		\$ 21,265.60
OLD TOWN CEMETERY	\$ 1,200.00	\$ 12,546.97		\$ 22.30	\$ (1,430.00)	\$ 11,139.27
ST. PETERS CEMETERY	\$ 550.00	\$ 1,460.98		\$ 2.85		\$ 1,463.83
SPRING HILL CEMETERY	\$ 800.00	\$ 801.36		\$ 1.56		\$ 802.92
WAKEBY CEMETERY	\$ 1,600.00	\$ 18,507.15		\$ 36.11		\$ 18,543.26
NEW TOWN CEMETERY SALE OF LOTS & GRAVES	\$ -	\$ 307,048.91	\$ 9,000.00	\$ 1,345.61		\$ 317,394.52
NEW TOWN CEMETERY PERPETUAL CARE	\$ -	\$ 274,940.69	\$ 4,200.00	\$ 1,278.73		\$ 280,419.42
TOTALS	\$ 47,044.71	\$ 805,529.22	\$ 36,985.97	\$ 3,113.26	\$ (9,535.00)	\$ 836,093.45
LAW ENFORCEMENT FUNDS:	\$ -	\$ 114,340.90	\$ 8,271.94	\$ 225.11		\$ 122,837.95
COMBINED LIBRARY FUNDS	\$ 216,687.71	\$ 218,528.02		\$ 426.37		\$ 218,954.39
TOTAL	\$ 216,687.71	\$ 332,868.92	\$ 8,271.94	\$ 651.48	\$ -	\$ 341,792.34
MISCELLANEOUS FUNDS:						
DR. SAMUEL M. BEALE, JR.	\$ 3,900.69	\$ 9,022.33		\$ 17.60		\$ 9,039.93
NURSE BRENNAN FUNDS	\$ -	\$ 39,981.56	\$ 5,534.18	\$ 83.25		\$ 45,598.99
EDWIN BROWN BEAUTIFICATION	\$ 930.00	\$ 1,414.50		\$ 2.76		\$ 1,417.26
H. EUGENE CARR	\$ 100.00	\$ 4.03				\$ 4.03
LOTS 451 + 452 DILLINGHAM	\$ 1,200.00	\$ 16,363.88		\$ 31.93		\$ 16,395.81
EATON FUND	\$ 5,100.00	\$ 6,118.43		\$ 11.94		\$ 6,130.37
MARY I. FREEMAN NURSING	\$ 1,000.00	\$ 1,039.32		\$ 2.03		\$ 1,041.35
RAYMOND HAMBLIN BOY SCOUT	\$ 630.00	\$ 1,179.59		\$ 2.30		\$ 1,181.89
NYE MONUMENT	\$ 100.00	\$ 2,354.86		\$ 4.60		\$ 2,359.46
POST WAR REHAB FUND	\$ -	\$ 1,310.49		\$ 2.56		\$ 1,313.05
TUPPER FAMILY	\$ 500.00	\$ 5,097.85		\$ 9.94		\$ 5,107.79
COUNCIL ON AGING - TUTTLE	\$ 1,433.06	\$ 8,170.38		\$ 15.94		\$ 8,186.32
ROBERT BLACK FRIENDSHIP	\$ 23,727.58	\$ 42,241.15		\$ 134.87		\$ 42,376.02
TOTALS	\$ 38,621.33	\$ 134,298.37	\$ 5,534.18	\$ 319.72	\$ -	\$ 140,152.27
TREASURER'S TRUST FUNDS						
	ORIGINAL BEQUEST	BALANCE 07/012014	ADDITIONAL BEQUEST	INTEREST INCOME	WITHDRAWALS	BALANCE 6/30/2015
SCHOLARSHIP FUNDS:						
JACK ALVES	\$ 300.00	\$ 2,850.07	\$ 150.00	\$ 5.00	\$ (1,357.00)	\$ 1,648.07
MARY C. BAKER	\$ 25,000.00	\$ 29,595.04		\$ 57.17	\$ (750.00)	\$ 28,902.21
SARAH J. BRADLEY	\$ 1,000.00	\$ 1,258.90		\$ 2.46		\$ 1,261.36
HANNAH B. BELCHER	\$ 2,000.00	\$ 2,990.30		\$ 5.84		\$ 2,996.14
EUGENE S. CLARK, JR.	\$ 40,015.49	\$ 48,692.03		\$ 94.09	\$ (1,000.00)	\$ 47,786.12
JOHN F. CLAYTON	\$ 9,647.62	\$ 13,615.43		\$ 26.36	\$ (350.00)	\$ 13,291.79
TIMOTHY COLOMBO	\$ 8,335.00	\$ 13,491.70		\$ 26.00	\$ (500.00)	\$ 13,017.70
PAUL C. EWER, JR.	\$ 2,485.00	\$ 3,446.65		\$ 6.73		\$ 3,453.38
WAYNE H. GILMORE	\$ 10,864.00	\$ 11,760.12		\$ 22.75	\$ (750.00)	\$ 11,032.87
MARY E. & HENRY L. HALL	\$ 16,506.40	\$ 18,528.66		\$ 35.79	\$ (450.00)	\$ 18,114.45
WILLIAM M. HARRISON	\$ 10,000.00	\$ 13,310.50		\$ 25.97		\$ 13,336.47
ALVAH B. HOLWAY	\$ 1,000.00	\$ 1,581.28		\$ 3.05	\$ (50.00)	\$ 1,534.33
DAVID B. LAFFOON	\$ 1,160.00	\$ 3,129.35		\$ 6.06	\$ (75.00)	\$ 3,060.41
SYLVESTER MCGINN	\$ 10,000.00	\$ 13,195.13		\$ 25.42	\$ (325.00)	\$ 12,895.55
SANDWICH ACADEMY	\$ 325.00	\$ 1,502.47		\$ 2.94		\$ 1,505.41
ELIZABETH T. VANBUSKIRK	\$ 6,838.00	\$ 12,574.23		\$ 24.26	\$ (300.00)	\$ 12,298.49
GEORGE S. WING	\$ 4,000.00	\$ 5,191.49		\$ 10.12		\$ 5,201.61
EVA G. STRAIN	\$ 184,255.29	\$ 323,415.25	\$ 49,724.09	\$ 1,056.80	\$ (6,000.00)	\$ 368,196.14
ANNIE CHAMBERLAIN	\$ 4,133.80	\$ 4,488.17		\$ 8.65	\$ (100.00)	\$ 4,396.82
HEATHER KULL	\$ 583.00	\$ 883.07		\$ 1.72		\$ 884.79
JOHN & RUTH TYBACK	\$ 10,420.00	\$ 31,592.75		\$ 61.65		\$ 31,654.40
DONALD LONG	\$ 5,625.00	\$ 6,439.18		\$ 12.56		\$ 6,451.74
FRANCES SILVA	\$ 2,200.00	\$ 2,296.29		\$ 4.48		\$ 2,300.77
CLASS OF 2000	\$ 4,000.00	\$ 4,138.29		\$ 8.07		\$ 4,146.36
TOTALS	\$ 360,693.60	\$ 569,966.35	\$ 49,874.09	\$ 1,533.94	\$ (12,007.00)	\$ 609,367.38
GRAND TOTALS	\$ 663,047.35	\$ 1,842,662.86	\$ 100,666.18	\$ 5,618.40	\$ (21,542.00)	\$ 1,927,405.44

WAGE REPORT - 2015

LAST NAME	FIRST NAME	REGULAR	OVERTIME	FRINGE	OTHER	TOTAL	DEPARTMENT
CROCKER	KIMBERLY	\$ 14,932.75	\$ -	\$ -	\$ -	\$ 14,932.75	ACCOUNTING
GUILD	DOREEN	\$ 66,224.02	\$ -	\$ -	\$ 9,027.65	\$ 75,251.67	ACCOUNTING
O'NEILL	PHYLLIS	\$ 53,802.36	\$ 304.91	\$ -	\$ 475.00	\$ 54,582.27	ACCOUNTING
SPAHR	MARILYN	\$ 58,125.00	\$ -	\$ -	\$ -	\$ 58,125.00	ACCOUNTING
BALBONI	ANDREA	\$ 33,906.32	\$ -	\$ -	\$ -	\$ 33,906.32	ASSESSORS
CHILDS	EDWARD	\$ 111,231.10	\$ -	\$ -	\$ 625.00	\$ 111,856.10	ASSESSORS
FERNANDES JR	NICHOLAS	\$ 1,769.16	\$ -	\$ -	\$ -	\$ 1,769.16	ASSESSORS
FRYKELL	GARY	\$ 25,837.09	\$ -	\$ -	\$ -	\$ 25,837.09	ASSESSORS
HARRINGTON	LAWRENCE	\$ 1,730.70	\$ -	\$ -	\$ -	\$ 1,730.70	ASSESSORS
JAMES	ROBERT	\$ 1,500.00	\$ -	\$ -	\$ -	\$ 1,500.00	ASSESSORS
RUMUL	JUDY	\$ 52,868.32	\$ -	\$ -	\$ 550.00	\$ 53,418.32	ASSESSORS
SLEPCHUK	WALTER	\$ 65,683.72	\$ -	\$ -	\$ 475.00	\$ 66,158.72	ASSESSORS
STYCHE	BENJAMIN	\$ 13,673.11	\$ -	\$ -	\$ -	\$ 13,673.11	ASSESSORS
VARNEY	JEANNE	\$ 43,597.79	\$ -	\$ -	\$ 550.00	\$ 44,147.79	ASSESSORS
BRIDES	BRENDAN	\$ 54,826.90	\$ -	\$ -	\$ -	\$ 54,826.90	BUILDING
COX	PERRY	\$ 632.10	\$ -	\$ -	\$ -	\$ 632.10	BUILDING
FAGNANT JR	WALTER	\$ 36,636.90	\$ -	\$ -	\$ 550.00	\$ 37,186.90	BUILDING
MORAN	MARK	\$ 1,898.40	\$ -	\$ -	\$ -	\$ 1,898.40	BUILDING
RAYMOND	MICHELLE	\$ 45,682.39	\$ -	\$ -	\$ 400.00	\$ 46,082.39	BUILDING
SCENA	ROBERT	\$ 27,008.18	\$ -	\$ -	\$ -	\$ 27,008.18	BUILDING
SPIRO	PAUL	\$ 87,993.85	\$ -	\$ -	\$ 400.00	\$ 88,393.85	BUILDING
ALUISY	STEVEN	\$ 1,459.50	\$ -	\$ -	\$ -	\$ 1,459.50	COACHING
ALVARENGA	ALFREDO	\$ 3,519.00	\$ -	\$ -	\$ -	\$ 3,519.00	COACHING
BODJIAK	BRIAN	\$ 2,319.00	\$ -	\$ -	\$ -	\$ 2,319.00	COACHING
BOUSFIELD	JAMES	\$ 1,459.50	\$ -	\$ -	\$ -	\$ 1,459.50	COACHING
CAPPALLO	COURTNEY	\$ 2,319.00	\$ -	\$ -	\$ -	\$ 2,319.00	COACHING
CARBONE	GREGORY	\$ 4,738.00	\$ -	\$ -	\$ -	\$ 4,738.00	COACHING
COMPTON	ANTHONY	\$ 5,965.00	\$ -	\$ -	\$ -	\$ 5,965.00	COACHING
DOWNES	JESSE	\$ 3,138.00	\$ -	\$ -	\$ -	\$ 3,138.00	COACHING
FAY	JEROME	\$ 5,965.00	\$ -	\$ -	\$ -	\$ 5,965.00	COACHING
FERREIRA	WILLIAM	\$ 2,919.00	\$ -	\$ -	\$ -	\$ 2,919.00	COACHING
GREEN	DENNIS	\$ 6,405.00	\$ -	\$ -	\$ -	\$ 6,405.00	COACHING
HAMMOND-BEATON	KELSY	\$ 16,100.00	\$ 157.50	\$ -	\$ -	\$ 16,257.50	COACHING
HEIN	KYLE	\$ 1,609.50	\$ -	\$ -	\$ -	\$ 1,609.50	COACHING
HERNANDEZ	MARGARET	\$ 2,319.00	\$ -	\$ -	\$ -	\$ 2,319.00	COACHING
MACDONALD	HANNAH	\$ 2,319.00	\$ -	\$ -	\$ -	\$ 2,319.00	COACHING
MASSON	EMMA	\$ 4,114.81	\$ -	\$ -	\$ -	\$ 4,114.81	COACHING
MCMULLEN	RYAN	\$ 2,838.00	\$ -	\$ -	\$ -	\$ 2,838.00	COACHING
MOHRE	JORDAN	\$ 6,365.00	\$ -	\$ -	\$ -	\$ 6,365.00	COACHING
NOLL	STEPHEN	\$ 6,365.00	\$ -	\$ -	\$ -	\$ 6,365.00	COACHING
PARKER	AMANDA	\$ 5,147.00	\$ -	\$ -	\$ -	\$ 5,147.00	COACHING
PERRY	KENNETH	\$ 8,803.00	\$ -	\$ -	\$ -	\$ 8,803.00	COACHING
POCKWINSE	CARL	\$ 1,609.50	\$ -	\$ -	\$ -	\$ 1,609.50	COACHING
ROMANELLI	REILLY	\$ 788.00	\$ -	\$ -	\$ -	\$ 788.00	COACHING
ROMANOWICZ	SHERRY	\$ 4,883.00	\$ -	\$ -	\$ -	\$ 4,883.00	COACHING
SCALERA	ANDREW	\$ 2,019.00	\$ -	\$ -	\$ -	\$ 2,019.00	COACHING
SIMKINS	JOHN	\$ 10,030.00	\$ -	\$ -	\$ -	\$ 10,030.00	COACHING
SULLIVAN	ROBERT	\$ 4,338.00	\$ -	\$ -	\$ -	\$ 4,338.00	COACHING
SWIDER	STEPHANIE	\$ 3,947.00	\$ -	\$ -	\$ -	\$ 3,947.00	COACHING
THOMPSON	STEPHANIE	\$ 3,138.00	\$ -	\$ -	\$ -	\$ 3,138.00	COACHING
TRAVERS	ROBERT	\$ 2,019.00	\$ -	\$ -	\$ -	\$ 2,019.00	COACHING
VAN COTT	PATRICK	\$ 2,919.00	\$ -	\$ -	\$ -	\$ 2,919.00	COACHING
CAMPBELL	BRIE	\$ 212.50	\$ -	\$ -	\$ -	\$ 212.50	COMMUNITY SCHOOL
DEBETTENCOURT	JORDAN	\$ 227.50	\$ -	\$ -	\$ -	\$ 227.50	COMMUNITY SCHOOL
DOWNES	JOSEPH	\$ 1,172.50	\$ -	\$ -	\$ -	\$ 1,172.50	COMMUNITY SCHOOL
FARLEY	PATRICK	\$ 1,122.00	\$ -	\$ -	\$ -	\$ 1,122.00	COMMUNITY SCHOOL
FORD	AMY	\$ 1,014.00	\$ -	\$ -	\$ -	\$ 1,014.00	COMMUNITY SCHOOL
HOUGH	AMANDA	\$ 645.00	\$ -	\$ -	\$ -	\$ 645.00	COMMUNITY SCHOOL
LACINA	GRIMM	\$ 819.00	\$ -	\$ -	\$ -	\$ 819.00	COMMUNITY SCHOOL
MACDONALD	COLLEEN	\$ 1,074.00	\$ -	\$ -	\$ -	\$ 1,074.00	COMMUNITY SCHOOL
MC INTIRE	ERIC	\$ 654.75	\$ -	\$ -	\$ -	\$ 654.75	COMMUNITY SCHOOL
MURRAY	JOHN	\$ 787.50	\$ -	\$ -	\$ -	\$ 787.50	COMMUNITY SCHOOL
PHILPOTT	WILLIAM	\$ 630.00	\$ -	\$ -	\$ -	\$ 630.00	COMMUNITY SCHOOL
RONDEAU	JAMES	\$ 160.00	\$ -	\$ -	\$ -	\$ 160.00	COMMUNITY SCHOOL
STANTON	JOHN	\$ 1,333.50	\$ -	\$ -	\$ -	\$ 1,333.50	COMMUNITY SCHOOL
THOMSON	PARKER	\$ 609.75	\$ -	\$ -	\$ -	\$ 609.75	COMMUNITY SCHOOL
ANGELICA	MICHAEL	\$ 9,371.25	\$ -	\$ -	\$ -	\$ 9,371.25	COUNCIL ON AGING
MCELHINNEY	VIRGINIA	\$ 12,847.00	\$ -	\$ -	\$ -	\$ 12,847.00	COUNCIL ON AGING
NICOLAZZO	ALBERT	\$ 11,751.51	\$ -	\$ -	\$ -	\$ 11,751.51	COUNCIL ON AGING
RYAN	PATRICIA	\$ 23,743.36	\$ -	\$ -	\$ -	\$ 23,743.36	COUNCIL ON AGING
STEEVES	MARY-ELLEN	\$ 54,210.56	\$ -	\$ -	\$ 475.00	\$ 54,685.56	COUNCIL ON AGING
TIMMONS	JANET	\$ 73,558.97	\$ -	\$ -	\$ 625.00	\$ 74,183.97	COUNCIL ON AGING
WAHLSTEDT	RITA	\$ 39,171.44	\$ -	\$ -	\$ -	\$ 39,171.44	COUNCIL ON AGING
REIL	TAMMY	\$ 64,488.00	\$ -	\$ -	\$ -	\$ 64,488.00	DATA PROCESSING
TWOMEY	MICHAEL	\$ 106,612.22	\$ -	\$ -	\$ 475.00	\$ 107,087.22	DATA PROCESSING
ALLEN	MICHAEL	\$ 5,235.00	\$ 162.00	\$ -	\$ -	\$ 5,397.00	DEPT. OF PUBLIC WORKS
ALLEN	DAVID	\$ 4,599.00	\$ 4.50	\$ -	\$ -	\$ 4,603.50	DEPT. OF PUBLIC WORKS
BAKER	FORREST	\$ 9,390.00	\$ -	\$ -	\$ -	\$ 9,390.00	DEPT. OF PUBLIC WORKS
BARTLETT	JOYCE	\$ 15,868.16	\$ 1,301.23	\$ -	\$ 42,000.00	\$ 59,169.39	DEPT. OF PUBLIC WORKS
BERISHA	YLBER	\$ 53,589.87	\$ 10,663.37	\$ 400.00	\$ 705.76	\$ 65,359.00	DEPT. OF PUBLIC WORKS
BRICKLEY	MIRIAM	\$ 1,015.00	\$ -	\$ -	\$ -	\$ 1,015.00	DEPT. OF PUBLIC WORKS
BUNKER	RICHARD	\$ -	\$ 1,575.00	\$ -	\$ -	\$ 1,575.00	DEPT. OF PUBLIC WORKS
CLARK	STEVEN	\$ 12,466.76	\$ -	\$ -	\$ 1,454.84	\$ 13,921.60	DEPT. OF PUBLIC WORKS
CONWAY	RUSSELL	\$ 8,741.25	\$ -	\$ -	\$ -	\$ 8,741.25	DEPT. OF PUBLIC WORKS
COSGROVE	JOSEPH	\$ 51,939.68	\$ 10,117.74	\$ 400.00	\$ 693.76	\$ 63,151.18	DEPT. OF PUBLIC WORKS
COVENEY	EDWARD	\$ 10,127.62	\$ 97.50	\$ -	\$ 41.37	\$ 10,266.49	DEPT. OF PUBLIC WORKS

LAST NAME	FIRST NAME	REGULAR	OVERTIME	FRINGE	OTHER	TOTAL	DEPARTMENT
DEPASQUA	DAVID	\$ 15,300.00	\$ 1,540.00	\$ -	\$ -	\$ 16,840.00	DEPT. OF PUBLIC WORKS
DRISCOLL	JAMES	\$ 8,940.60	\$ -	\$ -	\$ 1,628.50	\$ 10,569.10	DEPT. OF PUBLIC WORKS
FITZGERALD	VICTORIA	\$ 4,038.00	\$ -	\$ -	\$ -	\$ 4,038.00	DEPT. OF PUBLIC WORKS
FRASER	BRIAN	\$ 52,276.04	\$ 6,436.32	\$ 400.00	\$ 475.00	\$ 59,587.36	DEPT. OF PUBLIC WORKS
GAGNEUX	KAREN	\$ 13,328.00	\$ -	\$ -	\$ -	\$ 13,328.00	DEPT. OF PUBLIC WORKS
GEILER	MICHAEL	\$ 9,951.60	\$ -	\$ -	\$ -	\$ 9,951.60	DEPT. OF PUBLIC WORKS
GRADY	KENNETH	\$ 4,728.00	\$ 81.00	\$ -	\$ -	\$ 4,809.00	DEPT. OF PUBLIC WORKS
GRAY	GARY	\$ 63,723.58	\$ 11,826.78	\$ 400.00	\$ 771.01	\$ 76,721.37	DEPT. OF PUBLIC WORKS
GREEN	DEVIN	\$ 7,182.50	\$ 14.63	\$ -	\$ -	\$ 7,197.13	DEPT. OF PUBLIC WORKS
HAWKINS	WILLIAM	\$ 53,316.04	\$ 9,181.61	\$ 400.00	\$ 780.92	\$ 63,678.57	DEPT. OF PUBLIC WORKS
HAWKINS	DANIEL	\$ 10,262.40	\$ 1,023.75	\$ -	\$ -	\$ 11,286.15	DEPT. OF PUBLIC WORKS
LABRECK	STEVEN	\$ 13,753.60	\$ 1,031.68	\$ -	\$ -	\$ 14,785.28	DEPT. OF PUBLIC WORKS
LARSEN	CHRISTOPHER	\$ 37,343.40	\$ 5,271.77	\$ 400.00	\$ 1,484.49	\$ 44,499.66	DEPT. OF PUBLIC WORKS
LIFRIERI JR	JOHN	\$ 53,771.76	\$ 6,288.76	\$ 400.00	\$ 400.00	\$ 60,860.52	DEPT. OF PUBLIC WORKS
MACDONALD	JEFFREY	\$ 49,303.59	\$ 7,365.74	\$ 400.00	\$ 6,568.69	\$ 63,638.02	DEPT. OF PUBLIC WORKS
MALATESTA	RICHARD	\$ 54,858.02	\$ 8,179.23	\$ 400.00	\$ 711.76	\$ 64,149.01	DEPT. OF PUBLIC WORKS
MANNING	NICHOLAS	\$ 4,968.00	\$ -	\$ -	\$ -	\$ 4,968.00	DEPT. OF PUBLIC WORKS
MASSE	STEFAN	\$ 76,062.42	\$ 12,287.45	\$ -	\$ 1,044.20	\$ 89,394.07	DEPT. OF PUBLIC WORKS
MATTHEWS	JOHN	\$ 13,054.02	\$ -	\$ -	\$ 831.40	\$ 13,885.42	DEPT. OF PUBLIC WORKS
MERRIAM	C	\$ 10,732.80	\$ -	\$ -	\$ 1,993.72	\$ 12,726.52	DEPT. OF PUBLIC WORKS
MULLIN	MATTHEW	\$ 3,984.00	\$ -	\$ -	\$ -	\$ 3,984.00	DEPT. OF PUBLIC WORKS
NEVILLE	WILLIAM	\$ 54,681.51	\$ 9,665.27	\$ 400.00	\$ 711.76	\$ 65,458.54	DEPT. OF PUBLIC WORKS
O'CONNOR	JUSTIN	\$ 58,345.21	\$ 4,795.12	\$ 400.00	\$ -	\$ 63,540.33	DEPT. OF PUBLIC WORKS
SALINE	RICHARD	\$ 57,476.04	\$ 6,617.74	\$ 400.00	\$ 625.00	\$ 65,118.78	DEPT. OF PUBLIC WORKS
SCARPELLINI	MARYANN	\$ 47,110.40	\$ -	\$ -	\$ 400.00	\$ 47,510.40	DEPT. OF PUBLIC WORKS
STEELE	CHRISTOPHER	\$ 1,137.50	\$ -	\$ -	\$ -	\$ 1,137.50	DEPT. OF PUBLIC WORKS
TILTON	PAUL	\$ 118,782.28	\$ -	\$ -	\$ 475.00	\$ 119,257.28	DEPT. OF PUBLIC WORKS
TOKARZ	ROBERT JR	\$ 60,596.04	\$ 12,194.55	\$ 400.00	\$ 273.98	\$ 73,464.57	DEPT. OF PUBLIC WORKS
VIEIRA	MARCO	\$ 54,730.65	\$ 8,532.56	\$ 400.00	\$ 128.96	\$ 63,792.17	DEPT. OF PUBLIC WORKS
YOUNG	ERIC	\$ 43,434.20	\$ 3,021.86	\$ 400.00	\$ 159.29	\$ 47,015.35	DEPT. OF PUBLIC WORKS
AIELLO	KIM	\$ 21,003.73	\$ -	\$ -	\$ 525.00	\$ 21,528.73	EDUCATION SUPPORT PERSONNEL
ALLEN	FORREST	\$ 11,899.52	\$ -	\$ -	\$ -	\$ 11,899.52	EDUCATION SUPPORT PERSONNEL
BALCOM	ANNE	\$ 23,736.92	\$ -	\$ -	\$ 525.00	\$ 24,261.92	EDUCATION SUPPORT PERSONNEL
BAPTISTA	JENNIFER	\$ 17,572.53	\$ -	\$ -	\$ -	\$ 17,572.53	EDUCATION SUPPORT PERSONNEL
BEANE	PAMELA	\$ 20,753.30	\$ -	\$ -	\$ 475.00	\$ 21,228.30	EDUCATION SUPPORT PERSONNEL
BEIKES	LINDA	\$ 21,003.73	\$ -	\$ -	\$ 475.00	\$ 21,478.73	EDUCATION SUPPORT PERSONNEL
BOVAT	SANDRA	\$ 21,003.73	\$ -	\$ -	\$ 475.00	\$ 21,478.73	EDUCATION SUPPORT PERSONNEL
BRAULT	DANIELLE	\$ 22,957.08	\$ -	\$ -	\$ -	\$ 22,957.08	EDUCATION SUPPORT PERSONNEL
BRONNER	ALEXIS	\$ 20,311.17	\$ -	\$ -	\$ -	\$ 20,311.17	EDUCATION SUPPORT PERSONNEL
CARDINAL	BETHANY	\$ 21,457.80	\$ -	\$ -	\$ 1,194.96	\$ 22,652.76	EDUCATION SUPPORT PERSONNEL
CARLYLE	COREY	\$ 20,883.27	\$ -	\$ -	\$ -	\$ 20,883.27	EDUCATION SUPPORT PERSONNEL
COLLINS	ELLEN	\$ 23,784.64	\$ -	\$ -	\$ 475.00	\$ 24,259.64	EDUCATION SUPPORT PERSONNEL
COLLINS	PATRICK	\$ 14,092.78	\$ -	\$ -	\$ -	\$ 14,092.78	EDUCATION SUPPORT PERSONNEL
CONDON	JENNIFER	\$ 23,862.77	\$ -	\$ -	\$ -	\$ 23,862.77	EDUCATION SUPPORT PERSONNEL
CONGRO	CAROLYN	\$ 20,594.76	\$ -	\$ -	\$ 90.00	\$ 20,684.76	EDUCATION SUPPORT PERSONNEL
COUSLEY	JACQUELYN	\$ 11,671.26	\$ -	\$ -	\$ -	\$ 11,671.26	EDUCATION SUPPORT PERSONNEL
COVEY	KATHERINE	\$ 14,977.72	\$ -	\$ -	\$ -	\$ 14,977.72	EDUCATION SUPPORT PERSONNEL
DAVIS	FRANCES	\$ 22,333.73	\$ -	\$ -	\$ 950.00	\$ 23,283.73	EDUCATION SUPPORT PERSONNEL
DEMANCHE	LYNN	\$ 22,708.40	\$ -	\$ -	\$ -	\$ 22,708.40	EDUCATION SUPPORT PERSONNEL
DIEMER	JENNIFER	\$ 22,333.73	\$ -	\$ -	\$ 475.00	\$ 22,808.73	EDUCATION SUPPORT PERSONNEL
DIGIACOMO	AMANDA	\$ 7,658.17	\$ -	\$ -	\$ -	\$ 7,658.17	EDUCATION SUPPORT PERSONNEL
DIMATTEO	NICOLE	\$ 3,445.03	\$ -	\$ -	\$ -	\$ 3,445.03	EDUCATION SUPPORT PERSONNEL
DOVELL	LESA	\$ 21,003.73	\$ -	\$ -	\$ 525.00	\$ 21,528.73	EDUCATION SUPPORT PERSONNEL
DROLETTE	PAMELA	\$ 10,608.94	\$ -	\$ -	\$ -	\$ 10,608.94	EDUCATION SUPPORT PERSONNEL
DUMAS	SHARON	\$ 21,003.73	\$ -	\$ -	\$ 9,250.00	\$ 30,253.73	EDUCATION SUPPORT PERSONNEL
DUVALL	KERRI	\$ 3,648.13	\$ -	\$ -	\$ -	\$ 3,648.13	EDUCATION SUPPORT PERSONNEL
EUSTIS	NICHOLE	\$ 12,720.83	\$ -	\$ -	\$ -	\$ 12,720.83	EDUCATION SUPPORT PERSONNEL
FELICETTI	TARA	\$ 13,333.67	\$ -	\$ -	\$ -	\$ 13,333.67	EDUCATION SUPPORT PERSONNEL
FIORE-KELLEY	MARISA	\$ 21,003.73	\$ -	\$ -	\$ 475.00	\$ 21,478.73	EDUCATION SUPPORT PERSONNEL
FRANCO	JACQUELINE	\$ 7,812.22	\$ -	\$ -	\$ -	\$ 7,812.22	EDUCATION SUPPORT PERSONNEL
FULTON	MARTHA	\$ 5,737.37	\$ -	\$ -	\$ -	\$ 5,737.37	EDUCATION SUPPORT PERSONNEL
GALLAGHER	CATHERINE	\$ 21,003.73	\$ -	\$ -	\$ 219.00	\$ 21,222.73	EDUCATION SUPPORT PERSONNEL
GELSON-CAVANAUGH	AMANDA	\$ 4,651.76	\$ -	\$ -	\$ -	\$ 4,651.76	EDUCATION SUPPORT PERSONNEL
GENDREAU	KERRY	\$ 27,555.96	\$ -	\$ -	\$ 20.00	\$ 27,575.96	EDUCATION SUPPORT PERSONNEL
GRIMM	ELIZABETH	\$ 11,771.99	\$ -	\$ -	\$ -	\$ 11,771.99	EDUCATION SUPPORT PERSONNEL
GUERRA	ARTHUR	\$ 7,363.53	\$ -	\$ -	\$ -	\$ 7,363.53	EDUCATION SUPPORT PERSONNEL
HAGOPIAN	AMY	\$ 22,335.49	\$ -	\$ -	\$ -	\$ 22,335.49	EDUCATION SUPPORT PERSONNEL
HAMMOND	BRITNI	\$ 6,638.85	\$ -	\$ -	\$ 15.84	\$ 6,654.69	EDUCATION SUPPORT PERSONNEL
HARRINGTON	MAUREEN	\$ 22,333.73	\$ -	\$ -	\$ 575.00	\$ 22,908.73	EDUCATION SUPPORT PERSONNEL
HENSON	KELLY	\$ 21,003.73	\$ -	\$ -	\$ 565.00	\$ 21,568.73	EDUCATION SUPPORT PERSONNEL
HILLIARD	CRISTIN	\$ 7,812.22	\$ -	\$ -	\$ -	\$ 7,812.22	EDUCATION SUPPORT PERSONNEL
HORN	PAMELA	\$ 13,112.00	\$ -	\$ -	\$ 2,125.00	\$ 15,237.00	EDUCATION SUPPORT PERSONNEL
HUNTER	MEGAN	\$ 9,031.75	\$ -	\$ -	\$ -	\$ 9,031.75	EDUCATION SUPPORT PERSONNEL
HUSSON	LAURA	\$ 23,828.73	\$ -	\$ -	\$ -	\$ 23,828.73	EDUCATION SUPPORT PERSONNEL
JAQUES JR	WILLIAM	\$ 975.36	\$ -	\$ -	\$ -	\$ 975.36	EDUCATION SUPPORT PERSONNEL
JAROSZUK	KAREN	\$ 19,076.32	\$ -	\$ -	\$ -	\$ 19,076.32	EDUCATION SUPPORT PERSONNEL
JONES	ALISON	\$ 20,594.76	\$ -	\$ -	\$ -	\$ 20,594.76	EDUCATION SUPPORT PERSONNEL
JORDAN	SARAH	\$ 19,800.71	\$ -	\$ -	\$ -	\$ 19,800.71	EDUCATION SUPPORT PERSONNEL
KELLY	KATHLEEN	\$ 13,342.22	\$ -	\$ -	\$ -	\$ 13,342.22	EDUCATION SUPPORT PERSONNEL
KELSEY	CHRISTINE	\$ 23,391.12	\$ -	\$ -	\$ -	\$ 23,391.12	EDUCATION SUPPORT PERSONNEL
KENT	LISA	\$ 22,957.08	\$ -	\$ -	\$ -	\$ 22,957.08	EDUCATION SUPPORT PERSONNEL
KOLB	MEREDITH	\$ 3,457.19	\$ -	\$ -	\$ -	\$ 3,457.19	EDUCATION SUPPORT PERSONNEL
KONDRATOWICZ	KATHLEEN	\$ 20,351.82	\$ -	\$ -	\$ -	\$ 20,351.82	EDUCATION SUPPORT PERSONNEL
KOZAK	DONNA	\$ 21,003.73	\$ -	\$ -	\$ 575.00	\$ 21,578.73	EDUCATION SUPPORT PERSONNEL
KUCHAR	CHRISTINE	\$ 19,557.69	\$ -	\$ -	\$ -	\$ 19,557.69	EDUCATION SUPPORT PERSONNEL
LAVERY	KRISTIN	\$ 3,607.50	\$ -	\$ -	\$ -	\$ 3,607.50	EDUCATION SUPPORT PERSONNEL

LAST NAME	FIRST NAME	REGULAR	OVERTIME	FRINGE	OTHER	TOTAL	DEPARTMENT
LAWLOR	BRENDAN	\$ 4,547.85	\$ -	\$ -	\$ 90.00	\$ 4,637.85	EDUCATION SUPPORT PERSONNEL
LIMA	KATHLEEN	\$ 25,948.73	\$ -	\$ -	\$ 525.00	\$ 26,473.73	EDUCATION SUPPORT PERSONNEL
LOGAN	JOCELYN	\$ 21,410.83	\$ -	\$ -	\$ -	\$ 21,410.83	EDUCATION SUPPORT PERSONNEL
MARK	ARLEEN	\$ 22,537.95	\$ -	\$ -	\$ 1,006.00	\$ 23,543.95	EDUCATION SUPPORT PERSONNEL
MAYS	MELISSA	\$ 22,892.77	\$ -	\$ -	\$ -	\$ 22,892.77	EDUCATION SUPPORT PERSONNEL
MCGURK	KEVIN	\$ 19,399.03	\$ -	\$ -	\$ -	\$ 19,399.03	EDUCATION SUPPORT PERSONNEL
MELIA	MATTHEW	\$ 10,975.19	\$ -	\$ -	\$ 80.00	\$ 11,055.19	EDUCATION SUPPORT PERSONNEL
MOORE	LINDA	\$ 23,784.64	\$ -	\$ -	\$ 565.00	\$ 24,349.64	EDUCATION SUPPORT PERSONNEL
MORRIS	AMANDA	\$ 23,207.47	\$ -	\$ -	\$ -	\$ 23,207.47	EDUCATION SUPPORT PERSONNEL
MOYLAN	COURTNEY	\$ 20,594.76	\$ -	\$ -	\$ 1,800.75	\$ 22,395.51	EDUCATION SUPPORT PERSONNEL
MULLIGAN	ANNETTE	\$ 19,399.03	\$ -	\$ -	\$ -	\$ 19,399.03	EDUCATION SUPPORT PERSONNEL
MULLIN	MARY	\$ 12,878.92	\$ -	\$ -	\$ -	\$ 12,878.92	EDUCATION SUPPORT PERSONNEL
NABORS	EMILY	\$ 3,258.14	\$ -	\$ -	\$ -	\$ 3,258.14	EDUCATION SUPPORT PERSONNEL
NEGRON	SACHA	\$ 23,784.81	\$ -	\$ -	\$ -	\$ 23,784.81	EDUCATION SUPPORT PERSONNEL
NEILL	AMANDA	\$ 23,163.75	\$ -	\$ -	\$ -	\$ 23,163.75	EDUCATION SUPPORT PERSONNEL
NOBLE	BARBARA	\$ 3,205.34	\$ -	\$ -	\$ -	\$ 3,205.34	EDUCATION SUPPORT PERSONNEL
NORDMAN	BETSY	\$ 23,883.12	\$ -	\$ -	\$ 22.54	\$ 23,905.66	EDUCATION SUPPORT PERSONNEL
PEVERLY	KIMBERLY	\$ 19,170.77	\$ -	\$ -	\$ -	\$ 19,170.77	EDUCATION SUPPORT PERSONNEL
POLGLASE	GORDON	\$ 7,314.12	\$ -	\$ -	\$ -	\$ 7,314.12	EDUCATION SUPPORT PERSONNEL
POWERS	ANN	\$ 21,178.73	\$ -	\$ -	\$ 475.00	\$ 21,653.73	EDUCATION SUPPORT PERSONNEL
RANDALL	MICHELINA	\$ 3,753.76	\$ -	\$ -	\$ -	\$ 3,753.76	EDUCATION SUPPORT PERSONNEL
REZENDES	STEVEN	\$ 8,063.53	\$ -	\$ -	\$ -	\$ 8,063.53	EDUCATION SUPPORT PERSONNEL
RIFFLE	KATHERINE	\$ 7,513.53	\$ -	\$ -	\$ -	\$ 7,513.53	EDUCATION SUPPORT PERSONNEL
RIVETT	AMANDA	\$ 2,070.67	\$ -	\$ -	\$ -	\$ 2,070.67	EDUCATION SUPPORT PERSONNEL
RUTTY	SHERRILL	\$ 12,878.92	\$ -	\$ -	\$ 2,175.00	\$ 15,053.92	EDUCATION SUPPORT PERSONNEL
SAADEH	ASHLEY	\$ 7,812.22	\$ -	\$ -	\$ -	\$ 7,812.22	EDUCATION SUPPORT PERSONNEL
SABIN	JESSICA	\$ 11,987.03	\$ -	\$ -	\$ -	\$ 11,987.03	EDUCATION SUPPORT PERSONNEL
SHASTANY	KERRY	\$ 21,003.73	\$ -	\$ -	\$ -	\$ 21,003.73	EDUCATION SUPPORT PERSONNEL
SHAW	SYDNY	\$ 23,181.25	\$ -	\$ -	\$ -	\$ 23,181.25	EDUCATION SUPPORT PERSONNEL
SICARD	MADELEINE	\$ 8,652.22	\$ -	\$ -	\$ -	\$ 8,652.22	EDUCATION SUPPORT PERSONNEL
SIMKINS	PENNY	\$ 23,092.67	\$ -	\$ -	\$ -	\$ 23,092.67	EDUCATION SUPPORT PERSONNEL
SMILLIE	JANET	\$ 22,502.60	\$ -	\$ -	\$ -	\$ 22,502.60	EDUCATION SUPPORT PERSONNEL
STEELE	AIMEE	\$ 22,215.57	\$ -	\$ -	\$ 90.00	\$ 22,305.57	EDUCATION SUPPORT PERSONNEL
SULLIVAN	CARA	\$ 21,231.11	\$ -	\$ -	\$ -	\$ 21,231.11	EDUCATION SUPPORT PERSONNEL
SYLVIA	KIMBERLY	\$ 7,812.22	\$ -	\$ -	\$ -	\$ 7,812.22	EDUCATION SUPPORT PERSONNEL
TEDESCHI	LAURA	\$ 3,510.01	\$ -	\$ -	\$ -	\$ 3,510.01	EDUCATION SUPPORT PERSONNEL
TIERNEY	KATIE	\$ 22,159.69	\$ -	\$ -	\$ -	\$ 22,159.69	EDUCATION SUPPORT PERSONNEL
TOMASINI	BRIAN	\$ 19,614.15	\$ -	\$ -	\$ 12,976.00	\$ 32,590.15	EDUCATION SUPPORT PERSONNEL
VAN ETTA	DANIEL	\$ 7,761.41	\$ -	\$ -	\$ -	\$ 7,761.41	EDUCATION SUPPORT PERSONNEL
VIGLAS	GERALDINE	\$ 21,668.73	\$ -	\$ -	\$ 525.00	\$ 22,193.73	EDUCATION SUPPORT PERSONNEL
WALSH	JOYELLE	\$ 22,370.22	\$ -	\$ -	\$ -	\$ 22,370.22	EDUCATION SUPPORT PERSONNEL
WATTERSON	MEGAN	\$ 7,363.53	\$ -	\$ -	\$ -	\$ 7,363.53	EDUCATION SUPPORT PERSONNEL
WEBB	AMIE	\$ 3,761.89	\$ -	\$ -	\$ -	\$ 3,761.89	EDUCATION SUPPORT PERSONNEL
WEBER	BARBARA	\$ 21,003.73	\$ -	\$ -	\$ -	\$ 21,003.73	EDUCATION SUPPORT PERSONNEL
ZEIDA	EMILY	\$ 20,239.03	\$ -	\$ -	\$ 90.00	\$ 20,329.03	EDUCATION SUPPORT PERSONNEL
ZYLICH	MELISSA	\$ 3,688.76	\$ -	\$ -	\$ -	\$ 3,688.76	EDUCATION SUPPORT PERSONNEL
CARLSON	JOSEPH	\$ 50.00	\$ -	\$ -	\$ -	\$ 50.00	ELECTIONS
MYERS	MERILYN	\$ 100.00	\$ -	\$ -	\$ -	\$ 100.00	ELECTIONS
PERRY	LISA	\$ 250.00	\$ -	\$ -	\$ -	\$ 250.00	ELECTIONS
FORYS	MELANNA	\$ 46,064.46	\$ -	\$ -	\$ -	\$ 46,064.46	ENGINEERING
HARRINGTON	SEAN	\$ 54,842.46	\$ 4,678.44	\$ -	\$ 400.00	\$ 59,920.90	ENGINEERING
JENSEN	SAMUEL	\$ 78,812.78	\$ -	\$ -	\$ 400.00	\$ 79,212.78	ENGINEERING
AMES	SCOTT	\$ 70,929.68	\$ 22,810.66	\$ 50.00	\$ 4,997.20	\$ 98,787.54	FIRE
AMES	DAVID	\$ 62,173.42	\$ 24,101.57	\$ 50.00	\$ 3,788.32	\$ 90,113.31	FIRE
BAUMHOFF	MARTIN	\$ 68,617.63	\$ 44,251.63	\$ 50.00	\$ 1,533.16	\$ 114,452.42	FIRE
BLACK III	ROBERT	\$ 81,622.25	\$ 26,207.54	\$ 50.00	\$ 5,636.08	\$ 113,515.87	FIRE
BLACK IV	ROBERT	\$ 73,199.51	\$ 22,686.08	\$ 50.00	\$ 2,204.02	\$ 98,139.61	FIRE
BRUN	DANIEL	\$ 63,523.46	\$ 27,777.88	\$ 50.00	\$ 645.00	\$ 91,996.34	FIRE
BURKE	JOHN	\$ 101,838.41	\$ -	\$ -	\$ 625.00	\$ 102,463.41	FIRE
BUTLER	SEAN	\$ 73,107.32	\$ 19,842.94	\$ 50.00	\$ 1,547.68	\$ 94,547.94	FIRE
CADRIN	JEREMY	\$ 52,342.63	\$ 25,221.37	\$ 50.00	\$ 1,928.64	\$ 79,542.64	FIRE
CAMPBELL	DONALD	\$ 70,272.68	\$ 67,402.42	\$ 50.00	\$ 4,713.24	\$ 142,438.34	FIRE
CANNON	SETH	\$ 56,624.59	\$ 75,949.92	\$ 50.00	\$ 3,166.68	\$ 135,791.19	FIRE
CARRICO II	WILLIAM	\$ 121,311.49	\$ -	\$ -	\$ 5,126.94	\$ 126,438.43	FIRE
CYR	KIM	\$ 52,621.44	\$ 14,209.96	\$ 1,200.00	\$ 530.00	\$ 68,561.40	FIRE
DESLEY	DAVID	\$ 577.07	\$ -	\$ -	\$ -	\$ 577.07	FIRE
GEORGE	CHRISTOPHER	\$ 67,962.43	\$ 31,427.66	\$ 50.00	\$ 415.00	\$ 99,855.09	FIRE
GEORGE	ROBERT	\$ 66,386.37	\$ 16,368.27	\$ 50.00	\$ 4,647.40	\$ 87,452.04	FIRE
GEORGE	PATRICK	\$ 54,144.76	\$ 14,236.16	\$ 50.00	\$ 570.00	\$ 69,000.92	FIRE
GILREIN	SEAN	\$ 2,665.23	\$ 620.67	\$ 50.00	\$ -	\$ 3,335.90	FIRE
GLASER	JOSHUA	\$ 67,962.43	\$ 15,275.83	\$ 50.00	\$ 415.00	\$ 83,703.26	FIRE
GOODWIN	MICHAEL	\$ 72,556.04	\$ 39,729.84	\$ 50.00	\$ 415.00	\$ 112,750.88	FIRE
HALLIDAY	PETER	\$ 76,572.81	\$ 39,375.98	\$ 50.00	\$ 4,694.76	\$ 120,693.55	FIRE
HARRINGTON	MICHAEL	\$ 61,958.95	\$ 27,259.17	\$ 50.00	\$ 3,053.60	\$ 92,321.72	FIRE
HOUDE	JONATHAN	\$ 74,563.25	\$ 20,618.35	\$ 50.00	\$ 530.00	\$ 95,761.60	FIRE
HUSKA	JAMES	\$ 81,262.59	\$ 42,016.16	\$ 50.00	\$ 760.00	\$ 124,088.75	FIRE
KEANE	DANIEL	\$ 82,457.93	\$ 54,401.78	\$ 50.00	\$ 1,437.20	\$ 138,346.91	FIRE
KEENE	KATHLEEN	\$ 52,847.76	\$ 14,227.22	\$ 1,200.00	\$ 3,803.76	\$ 72,078.74	FIRE
LAHTEINE	DREW	\$ 61,950.88	\$ 348.48	\$ 50.00	\$ 3,336.84	\$ 65,686.20	FIRE
LAWRENCE	CHRISTINE	\$ 55,031.76	\$ 18,809.08	\$ 1,200.00	\$ 760.00	\$ 75,800.84	FIRE
LEARY	BRIAN	\$ 77,531.03	\$ 34,162.78	\$ 50.00	\$ 1,372.16	\$ 113,115.97	FIRE
LEVANGIE	JOHN	\$ 67,962.43	\$ 7,400.37	\$ 50.00	\$ 415.00	\$ 75,827.80	FIRE
MACEDO	KAREN	\$ 65,686.19	\$ 11,201.17	\$ 50.00	\$ 4,282.72	\$ 81,220.08	FIRE
MACHADO JR.	LAWRENCE	\$ 68,850.70	\$ 23,034.07	\$ 50.00	\$ 530.00	\$ 92,464.77	FIRE
MACIEL	JOSEPH	\$ 64,119.32	\$ 4,237.16	\$ 50.00	\$ 3,064.28	\$ 71,470.76	FIRE
MALCOLMSON	LISA	\$ 61,237.30	\$ -	\$ -	\$ 550.00	\$ 61,787.30	FIRE

LAST NAME	FIRST NAME	REGULAR	OVERTIME	FRINGE	OTHER	TOTAL	DEPARTMENT
MCMAHON	TIMOTHY	\$ 83,117.51	\$ 45,935.65	\$ 50.00	\$ 5,725.84	\$ 134,829.00	FIRE
MILLER	SEAN	\$ 64,451.80	\$ 16,143.69	\$ 50.00	\$ 5,343.52	\$ 85,989.01	FIRE
MURPHY	JAMES	\$ 1,527.53	\$ 237.65	\$ -	\$ -	\$ 1,765.18	FIRE
PIMENTEL-MATTHEWS	TAMMY	\$ 77,071.27	\$ 29,086.17	\$ 50.00	\$ 4,856.00	\$ 111,063.44	FIRE
POZERSKI	PETER	\$ 74,294.98	\$ 12,240.53	\$ 50.00	\$ 4,373.68	\$ 90,959.19	FIRE
RAWLINGS	RACHEL	\$ 1,460.00	\$ -	\$ -	\$ -	\$ 1,460.00	FIRE
REED	MORGAN	\$ 60,807.53	\$ 26,919.48	\$ 50.00	\$ -	\$ 87,777.01	FIRE
RUELL	CHRISTOPHER	\$ 1,020.00	\$ -	\$ -	\$ -	\$ 1,020.00	FIRE
SARGENT	CHARMAINE	\$ 52,631.34	\$ 9,815.08	\$ 1,200.00	\$ 530.00	\$ 64,176.42	FIRE
SEMPLER	KRYSTAL	\$ 320.00	\$ -	\$ -	\$ -	\$ 320.00	FIRE
SOUKE	NICHOLAS	\$ 62,138.73	\$ 1,540.42	\$ 50.00	\$ 645.00	\$ 64,374.15	FIRE
SULLIVAN	KENNETH	\$ 55,488.38	\$ 14,957.98	\$ 50.00	\$ 570.00	\$ 71,066.36	FIRE
THOMPSON	MATTHEW	\$ 73,420.27	\$ 15,592.04	\$ 50.00	\$ 530.00	\$ 89,592.31	FIRE
BOFFETTI	JOHN	\$ 5,005.38	\$ -	\$ -	\$ -	\$ 5,005.38	GOLF
BROWN	EDWARD	\$ 1,561.50	\$ -	\$ -	\$ -	\$ 1,561.50	GOLF
CARDALINO	PAUL	\$ 5,166.38	\$ -	\$ -	\$ -	\$ 5,166.38	GOLF
COWAN	WILLIAM	\$ 9,238.00	\$ -	\$ -	\$ -	\$ 9,238.00	GOLF
DOW	EDWARD	\$ 951.75	\$ -	\$ -	\$ -	\$ 951.75	GOLF
GENDREAU	KYLE	\$ 2,605.50	\$ -	\$ -	\$ -	\$ 2,605.50	GOLF
GIFFORD	GLEN	\$ 8,288.50	\$ -	\$ -	\$ -	\$ 8,288.50	GOLF
GIRARD	JAMES	\$ 6,069.00	\$ -	\$ -	\$ -	\$ 6,069.00	GOLF
JOHNSON JR.	JOHN	\$ 81,955.72	\$ -	\$ -	\$ -	\$ 81,955.72	GOLF
LEPAOJA	JOHN	\$ 315.00	\$ -	\$ -	\$ -	\$ 315.00	GOLF
LODER	RICHARD	\$ 846.00	\$ -	\$ -	\$ -	\$ 846.00	GOLF
LYONS	JAMES	\$ 8,154.00	\$ -	\$ -	\$ -	\$ 8,154.00	GOLF
MALCOLM	DAVID	\$ 6,399.23	\$ -	\$ -	\$ -	\$ 6,399.23	GOLF
MCCARTHY	LEO	\$ 576.00	\$ -	\$ -	\$ -	\$ 576.00	GOLF
MITCHELL	JOHN	\$ 8,338.50	\$ 67.50	\$ -	\$ -	\$ 8,406.00	GOLF
NORTON	RICHARD	\$ 3,876.75	\$ -	\$ -	\$ -	\$ 3,876.75	GOLF
PEARSALL	DAVID	\$ 5,886.75	\$ -	\$ -	\$ -	\$ 5,886.75	GOLF
PINA	RICHARD	\$ 10,624.50	\$ -	\$ -	\$ -	\$ 10,624.50	GOLF
POLIDOR	DAVID	\$ 89,280.21	\$ -	\$ -	\$ 550.00	\$ 89,830.21	GOLF
ROMANO	STANLEY	\$ 37,465.34	\$ -	\$ -	\$ 475.00	\$ 37,940.34	GOLF
SCHECHTMAN	JESSE	\$ 14,988.43	\$ -	\$ -	\$ -	\$ 14,988.43	GOLF
SWAN	JAMES	\$ 760.50	\$ -	\$ -	\$ -	\$ 760.50	GOLF
SWIFT	JULIET	\$ 14,201.56	\$ -	\$ -	\$ -	\$ 14,201.56	GOLF
TEEHAN	MICHAEL	\$ 3,809.25	\$ -	\$ -	\$ -	\$ 3,809.25	GOLF
TILLY	DAVID	\$ 43,927.57	\$ 5,347.04	\$ -	\$ 475.00	\$ 49,749.61	GOLF
TOBEY	THOMAS	\$ 23,279.14	\$ -	\$ -	\$ -	\$ 23,279.14	GOLF
WHELAN	PAUL	\$ 11,729.25	\$ -	\$ -	\$ -	\$ 11,729.25	GOLF
WORSTER	KENNETH	\$ 8,740.00	\$ 135.00	\$ -	\$ -	\$ 8,875.00	GOLF
COSTELLO JR	LOUIS	\$ 2,619.63	\$ -	\$ -	\$ -	\$ 2,619.63	GRIST MILL
CUMMINGS JR	THOMAS	\$ 2,495.50	\$ -	\$ -	\$ -	\$ 2,495.50	GRIST MILL
DESISTO	SHARON	\$ 2,202.25	\$ -	\$ -	\$ -	\$ 2,202.25	GRIST MILL
GILLIS	FRANCIS	\$ 1,843.00	\$ -	\$ -	\$ -	\$ 1,843.00	GRIST MILL
GILLIS	BARBARA	\$ 1,634.00	\$ -	\$ -	\$ -	\$ 1,634.00	GRIST MILL
JOHNSON	LEE	\$ 1,401.25	\$ -	\$ -	\$ -	\$ 1,401.25	GRIST MILL
MCDERMOTT	JANICE	\$ 1,325.25	\$ -	\$ -	\$ -	\$ 1,325.25	GRIST MILL
MURLEY	SUSAN	\$ 1,962.50	\$ -	\$ -	\$ -	\$ 1,962.50	GRIST MILL
WIEDEMANN	KENNETH	\$ 2,524.63	\$ -	\$ -	\$ -	\$ 2,524.63	GRIST MILL
MASON	DAVID	\$ 86,206.34	\$ -	\$ -	\$ 625.00	\$ 86,831.34	HEALTH
MEYER	DARREN	\$ 51,967.94	\$ -	\$ -	\$ 550.00	\$ 52,517.94	HEALTH
WOODBURY	JENNIFER	\$ 35,225.88	\$ -	\$ -	\$ -	\$ 35,225.88	HEALTH
ANDERSEN	MARY-BETH	\$ 1,919.00	\$ -	\$ -	\$ -	\$ 1,919.00	HOXIE HOUSE
BURNS	EILEEN	\$ 2,518.50	\$ -	\$ -	\$ -	\$ 2,518.50	HOXIE HOUSE
HILL	THERESA	\$ 1,900.00	\$ -	\$ -	\$ -	\$ 1,900.00	HOXIE HOUSE
JURKIEWICZ	CHARLES	\$ 950.00	\$ -	\$ -	\$ -	\$ 950.00	HOXIE HOUSE
MORSE	SHIRLEY	\$ 1,928.50	\$ -	\$ -	\$ -	\$ 1,928.50	HOXIE HOUSE
ROBOHM	GRACE	\$ 1,881.00	\$ -	\$ -	\$ -	\$ 1,881.00	HOXIE HOUSE
WHEARTY JR	ROBERT	\$ 830.00	\$ -	\$ -	\$ -	\$ 830.00	HOXIE HOUSE
BUCKNER	MARIE	\$ 94,970.65	\$ -	\$ -	\$ 625.00	\$ 95,595.65	HUMAN RESOURCES
HAGBERG	JANICE	\$ 66,024.96	\$ 1,294.71	\$ -	\$ 625.00	\$ 67,944.67	HUMAN RESOURCES
CARMICHAEL	PAMELA	\$ 43,842.89	\$ -	\$ -	\$ 475.00	\$ 44,317.89	LIBRARY
DELANEY	ABERA	\$ 33,817.28	\$ -	\$ -	\$ -	\$ 33,817.28	LIBRARY
DO	ELIZABETH	\$ 98.04	\$ -	\$ -	\$ -	\$ 98.04	LIBRARY
DRISCOLL	DORIS	\$ 35,635.33	\$ -	\$ -	\$ 4,260.60	\$ 39,895.93	LIBRARY
FRYE	MELISSA	\$ 26,693.87	\$ -	\$ -	\$ 400.00	\$ 27,093.87	LIBRARY
GATTONI	KATHLEEN	\$ 2,705.16	\$ -	\$ -	\$ -	\$ 2,705.16	LIBRARY
GILL	BARBARA	\$ 7,757.27	\$ -	\$ -	\$ 1,760.59	\$ 9,517.86	LIBRARY
GRANT	WILLA	\$ 28,270.90	\$ -	\$ -	\$ 475.00	\$ 28,745.90	LIBRARY
HAYES	COLLEEN	\$ 52,421.06	\$ -	\$ -	\$ 475.00	\$ 52,896.06	LIBRARY
JOHNSON	KATHLEEN	\$ 56,377.54	\$ -	\$ -	\$ 550.00	\$ 56,927.54	LIBRARY
LAMOTHE	JOANNE	\$ 102,244.52	\$ -	\$ -	\$ 400.00	\$ 102,644.52	LIBRARY
LATIMER	JO ANN	\$ 59,077.20	\$ -	\$ -	\$ 400.00	\$ 59,477.20	LIBRARY
LAVERTY	SUSAN	\$ 25,847.65	\$ -	\$ -	\$ 550.00	\$ 26,397.65	LIBRARY
LOPER	CARLEEN	\$ 108.36	\$ -	\$ -	\$ -	\$ 108.36	LIBRARY
MCCLUSKEY	WILLARD	\$ 155.40	\$ -	\$ -	\$ -	\$ 155.40	LIBRARY
MORTENSON	KATHLEEN	\$ 1,964.70	\$ -	\$ -	\$ -	\$ 1,964.70	LIBRARY
PARSONS	STUART	\$ 55,069.92	\$ -	\$ -	\$ 550.00	\$ 55,619.92	LIBRARY
ROBINSON	LAUREN	\$ 60,077.20	\$ -	\$ -	\$ 625.00	\$ 60,702.20	LIBRARY
SGRO	VINCENT	\$ 25,988.64	\$ -	\$ -	\$ 475.00	\$ 26,463.64	LIBRARY
VARIJAN	KAREN	\$ 45,325.25	\$ -	\$ -	\$ 550.00	\$ 45,875.25	LIBRARY
VINEIS	PATRICE	\$ 55,709.20	\$ -	\$ -	\$ 625.00	\$ 56,334.20	LIBRARY
WERNER	JUDITH	\$ 7,954.91	\$ -	\$ -	\$ 400.00	\$ 8,354.91	LIBRARY
WRIGHT	JANET	\$ 1,758.76	\$ -	\$ -	\$ -	\$ 1,758.76	LIBRARY
ANDREWS	DWIGHT	\$ 13,992.75	\$ 1,245.39	\$ -	\$ -	\$ 15,238.14	MARINA

LAST NAME	FIRST NAME	REGULAR	OVERTIME	FRINGE	OTHER	TOTAL	DEPARTMENT
BEVACQUA	RONALD	\$ 3,454.00	\$ -	\$ -	\$ -	\$ 3,454.00	MARINA
CORSINI	TIMOTHY	\$ 609.50	\$ -	\$ -	\$ -	\$ 609.50	MARINA
DEXTER	DOUGLAS	\$ 5,035.50	\$ 445.50	\$ -	\$ -	\$ 5,481.00	MARINA
DUNNING	MICHAEL	\$ 55,284.64	\$ 3,172.80	\$ -	\$ 2,120.00	\$ 60,577.44	MARINA
DWYER	WILLIAM	\$ 4,422.00	\$ -	\$ -	\$ -	\$ 4,422.00	MARINA
FOOTE JR	CHARLES	\$ 10,406.50	\$ 146.25	\$ -	\$ -	\$ 10,552.75	MARINA
HEYER	JASON	\$ 6,912.50	\$ 318.75	\$ -	\$ -	\$ 7,231.25	MARINA
KEENE	CHEYNE	\$ 6,650.00	\$ -	\$ -	\$ -	\$ 6,650.00	MARINA
KEENE	EVAN	\$ 5,437.50	\$ -	\$ -	\$ -	\$ 5,437.50	MARINA
LARSEN	EDWIN	\$ 7,754.50	\$ -	\$ -	\$ -	\$ 7,754.50	MARINA
LIMA	TROY	\$ 3,486.42	\$ -	\$ -	\$ -	\$ 3,486.42	MARINA
LIPSETT	LLOYD	\$ 27,021.78	\$ 911.85	\$ -	\$ 3.68	\$ 27,937.31	MARINA
LYNCH	NATHAN	\$ 4,693.50	\$ 230.25	\$ -	\$ -	\$ 4,923.75	MARINA
MARSHALL	HEATHER	\$ 5,575.50	\$ -	\$ -	\$ -	\$ 5,575.50	MARINA
MURPHY	SUE	\$ 5,295.75	\$ -	\$ -	\$ -	\$ 5,295.75	MARINA
PINARD	BENJAMIN	\$ 1,449.00	\$ -	\$ -	\$ -	\$ 1,449.00	MARINA
SAYER	JAMES	\$ 2,706.00	\$ -	\$ -	\$ -	\$ 2,706.00	MARINA
SMITH	SHARON	\$ 44,381.76	\$ 2,682.53	\$ -	\$ 1,017.54	\$ 48,081.83	MARINA
WHEARTY	DAVID	\$ 46,291.70	\$ -	\$ -	\$ 20,934.90	\$ 67,226.60	MARINA
WINKLER	EDWARD	\$ 4,836.00	\$ -	\$ -	\$ -	\$ 4,836.00	MARINA
WOJNAR	PATRICIA	\$ 42,645.22	\$ 3,188.94	\$ -	\$ 646.54	\$ 46,480.70	MARINA
YOGIS	BENJAMIN	\$ 4,060.00	\$ -	\$ -	\$ -	\$ 4,060.00	MARINA
BLANK	GARRY	\$ 450.00	\$ -	\$ -	\$ -	\$ 450.00	MODERATOR
CADRIN	LUKE	\$ 510.00	\$ -	\$ -	\$ -	\$ 510.00	NATURAL RESOURCES
CANNON	LORI	\$ 13,286.91	\$ -	\$ -	\$ -	\$ 13,286.91	NATURAL RESOURCES
DEANE	DANIEL	\$ 1,380.00	\$ -	\$ -	\$ -	\$ 1,380.00	NATURAL RESOURCES
DECONTO	DAVID	\$ 70,673.57	\$ -	\$ -	\$ 400.00	\$ 71,073.57	NATURAL RESOURCES
DENNIS	RYAN	\$ 730.00	\$ -	\$ -	\$ -	\$ 730.00	NATURAL RESOURCES
DEWALD	JOSEPH	\$ 4,419.00	\$ -	\$ -	\$ -	\$ 4,419.00	NATURAL RESOURCES
DEWALD	BARBARA	\$ 2,547.00	\$ -	\$ -	\$ -	\$ 2,547.00	NATURAL RESOURCES
DIAUTO	JOHN	\$ 1,628.00	\$ -	\$ -	\$ -	\$ 1,628.00	NATURAL RESOURCES
GALKOWSKI	MARK	\$ 84,999.95	\$ -	\$ -	\$ -	\$ 84,999.95	NATURAL RESOURCES
HANLON	PETER	\$ 642.00	\$ -	\$ -	\$ -	\$ 642.00	NATURAL RESOURCES
HAWKINS	HEIDI	\$ 37,662.88	\$ 145.50	\$ -	\$ -	\$ 37,808.38	NATURAL RESOURCES
HOLCOMB	MICHAEL	\$ 5,367.50	\$ -	\$ -	\$ -	\$ 5,367.50	NATURAL RESOURCES
HOLCOMB	CAROL	\$ 2,783.50	\$ -	\$ -	\$ -	\$ 2,783.50	NATURAL RESOURCES
MORRISON	ALLAN	\$ 4,248.00	\$ -	\$ -	\$ -	\$ 4,248.00	NATURAL RESOURCES
MORRISON	MARGARET	\$ 2,529.00	\$ -	\$ -	\$ -	\$ 2,529.00	NATURAL RESOURCES
PIMENTAL	JOHN	\$ 43,731.70	\$ 1,678.30	\$ -	\$ 475.00	\$ 45,885.00	NATURAL RESOURCES
WRIGLEY	JOSHUA	\$ 470.00	\$ -	\$ -	\$ -	\$ 470.00	NATURAL RESOURCES
BASSETT	MARILYN	\$ 49,622.40	\$ 115.92	\$ -	\$ 475.00	\$ 50,213.32	PLANNING & DEVELOPMENT
HANEY	BLAIR	\$ 76,064.58	\$ -	\$ -	\$ -	\$ 76,064.58	PLANNING & DEVELOPMENT
PETERS	JOSHUA	\$ 32,510.08	\$ -	\$ -	\$ -	\$ 32,510.08	PLANNING & DEVELOPMENT
WATTS	LAURA	\$ 1,862.00	\$ -	\$ -	\$ -	\$ 1,862.00	PLANNING & DEVELOPMENT
ANDERSON	PHILIP	\$ 60,421.12	\$ 6,955.20	\$ -	\$ 1,378.08	\$ 68,754.40	POLICE
BARBARO	MATTHEW	\$ 1,620.00	\$ -	\$ -	\$ -	\$ 1,620.00	POLICE
BONDAREK	BRIAN	\$ 60,519.44	\$ 22,959.80	\$ -	\$ 1,173.12	\$ 84,652.36	POLICE
BOUND	JOSHUA	\$ 94,043.68	\$ 51,997.46	\$ -	\$ 3,626.16	\$ 149,667.30	POLICE
BRIGGS	M	\$ 4,837.50	\$ -	\$ -	\$ -	\$ 4,837.50	POLICE
BRUN	ROBERT	\$ 52,296.24	\$ 42,221.53	\$ -	\$ 8,919.30	\$ 103,437.07	POLICE
BRUNELLI JR	JEFFREY	\$ 54,275.84	\$ 18,475.77	\$ -	\$ -	\$ 72,751.61	POLICE
CABRAL	CHRISTA	\$ 72,333.60	\$ 21,126.13	\$ -	\$ -	\$ 93,459.73	POLICE
CAVANAUGH	TIMOTHY	\$ 80,011.84	\$ 55,942.35	\$ -	\$ 6,154.80	\$ 142,108.99	POLICE
COTTER	JOSEPH	\$ 95,349.36	\$ 80,523.14	\$ -	\$ 5,884.96	\$ 181,757.46	POLICE
DWYER	DAVID	\$ 61,196.96	\$ 20,061.19	\$ -	\$ -	\$ 81,258.15	POLICE
FERNANDES	BRIAN	\$ 70,181.20	\$ 41,387.37	\$ -	\$ -	\$ 111,568.57	POLICE
GILREIN	LAUREN	\$ 77,044.56	\$ 24,890.09	\$ -	\$ 1,501.84	\$ 103,436.49	POLICE
GRIGORENKO JR	PAUL	\$ 54,206.48	\$ 21,898.17	\$ -	\$ 1,250.80	\$ 77,355.45	POLICE
GUILLEMETTE	DAVID	\$ 72,247.22	\$ 3,384.84	\$ -	\$ 13,525.60	\$ 89,157.66	POLICE
GUMBLETON	MICHAEL	\$ 67,270.56	\$ 5,776.27	\$ -	\$ 2,588.00	\$ 75,634.83	POLICE
HIMELRICK	JOSHUA	\$ 6,480.00	\$ 729.12	\$ -	\$ -	\$ 7,209.12	POLICE
HOWELL	PETER	\$ -	\$ 35,873.00	\$ -	\$ -	\$ 35,873.00	POLICE
JAROSZUK	GREGORY	\$ 70,412.80	\$ 32,378.99	\$ -	\$ 525.12	\$ 103,316.91	POLICE
KANE	TIMOTHY	\$ 92,957.92	\$ 682.50	\$ -	\$ 1,855.20	\$ 95,495.62	POLICE
KEENE	JASON	\$ 87,418.92	\$ 28,618.96	\$ -	\$ 4,060.76	\$ 120,098.64	POLICE
KENT	JESSICA	\$ 51,619.36	\$ 49,548.79	\$ -	\$ 2,199.44	\$ 103,367.59	POLICE
LAWRENCE	BRUCE	\$ 76,448.00	\$ 34,742.01	\$ -	\$ 1,753.76	\$ 112,943.77	POLICE
LESLIE	MICHAEL	\$ 49,392.96	\$ 12,725.63	\$ -	\$ 1,718.64	\$ 63,837.23	POLICE
MALCOLMSON	DAVID	\$ 4,956.00	\$ -	\$ -	\$ 56,967.52	\$ 61,923.52	POLICE
MANLEY	JOHN	\$ 70,257.76	\$ 41,666.46	\$ -	\$ -	\$ 111,924.22	POLICE
MCCARTHY	PAUL	\$ 49,748.88	\$ 14,137.49	\$ -	\$ 1,731.92	\$ 65,618.29	POLICE
MCDERMOTT	CHRISTOPHER	\$ 72,698.96	\$ 38,788.10	\$ -	\$ 22,816.08	\$ 134,303.14	POLICE
MURPHY	TERENCE	\$ 95,078.96	\$ 56,639.25	\$ -	\$ 5,868.32	\$ 157,586.53	POLICE
NURSE	MICHAEL	\$ 106,753.81	\$ 33,163.48	\$ -	\$ 625.00	\$ 140,542.29	POLICE
O'BRIEN	MATTHEW	\$ 73,040.80	\$ 41,328.75	\$ -	\$ 4,227.60	\$ 118,597.15	POLICE
O'NEIL	SHAWN	\$ 75,374.24	\$ 38,785.88	\$ -	\$ 881.04	\$ 115,041.16	POLICE
PATTON	WILLIAM	\$ 66,495.52	\$ 26,291.40	\$ -	\$ 4,107.20	\$ 96,894.12	POLICE
PERKINS	DANIEL	\$ 74,088.80	\$ 37,709.41	\$ -	\$ -	\$ 111,798.21	POLICE
ROBICHAUD	ALBERT	\$ 74,435.52	\$ 22,138.18	\$ -	\$ 4,597.76	\$ 101,171.46	POLICE
SPOFFORD	JAMES	\$ -	\$ 13,860.00	\$ -	\$ -	\$ 13,860.00	POLICE
TRAYNER	ADAM	\$ 66,298.56	\$ 61,454.53	\$ -	\$ -	\$ 127,753.09	POLICE
WACK	PETER	\$ 138,307.74	\$ -	\$ -	\$ 4,659.00	\$ 142,966.74	POLICE
WIEMAN	PATRICIA	\$ 60,238.08	\$ 129.96	\$ -	\$ 625.00	\$ 60,993.04	POLICE
WOOD	MICHAEL	\$ 60,421.12	\$ 37,523.67	\$ -	\$ 941.44	\$ 98,886.23	POLICE
ENOS SR	WAYNE	\$ 17,420.00	\$ -	\$ -	\$ 400.00	\$ 17,820.00	PUBLIC FACILITIES
GRONLUND	GARY	\$ 13,797.00	\$ -	\$ -	\$ -	\$ 13,797.00	PUBLIC FACILITIES

LAST NAME	FIRST NAME	REGULAR	OVERTIME	FRINGE	OTHER	TOTAL	DEPARTMENT
HAMILTON	TED	\$ 84,451.48	\$ -	\$ -	\$ 475.00	\$ 84,926.48	PUBLIC FACILITIES
LITTLE	MICHAEL	\$ 21,240.00	\$ -	\$ -	\$ 475.00	\$ 21,715.00	PUBLIC FACILITIES
SEWALL	WILLIAM	\$ 61,419.25	\$ 228.90	\$ -	\$ 475.00	\$ 62,123.15	PUBLIC FACILITIES
GEAKE	JOANNE	\$ 71,034.11	\$ -	\$ -	\$ 400.00	\$ 71,434.11	PUBLIC HEALTH NURSE
SCALESE	JEANNETTE	\$ 43,308.21	\$ -	\$ -	\$ 550.00	\$ 43,858.21	PUBLIC HEALTH NURSE
ALTIMAS	GREGORY	\$ 4,137.00	\$ 13.50	\$ -	\$ -	\$ 4,150.50	RECREATION
BEATON	KYLE	\$ 455.00	\$ -	\$ -	\$ -	\$ 455.00	RECREATION
BOLDEN	BRYAN	\$ 959.50	\$ -	\$ -	\$ -	\$ 959.50	RECREATION
BOUCHER	GUY	\$ 72,945.90	\$ -	\$ -	\$ 400.00	\$ 73,345.90	RECREATION
BROOKS	ZACHARY	\$ 170.00	\$ -	\$ -	\$ -	\$ 170.00	RECREATION
BROWN	RACHEL	\$ 2,438.01	\$ 47.44	\$ -	\$ 250.00	\$ 2,735.45	RECREATION
BRUCE	JONATHAN	\$ 5,365.00	\$ 131.25	\$ -	\$ -	\$ 5,496.25	RECREATION
BURNS	CHRISTOPHER	\$ 5,020.00	\$ 78.01	\$ -	\$ -	\$ 5,098.01	RECREATION
CASALI	JOHN	\$ 2,962.50	\$ 22.50	\$ -	\$ -	\$ 2,985.00	RECREATION
CHICCO	LAUREN	\$ 2,570.00	\$ 33.75	\$ -	\$ -	\$ 2,603.75	RECREATION
CLANCY	JENNIFER	\$ 6,210.00	\$ 74.25	\$ -	\$ -	\$ 6,284.25	RECREATION
COGGINS	CONNOR	\$ 225.00	\$ -	\$ -	\$ -	\$ 225.00	RECREATION
COLAMECO	KEVIN	\$ 3,330.00	\$ 195.00	\$ -	\$ -	\$ 3,525.00	RECREATION
COLLINS	JONATHAN	\$ 2,970.00	\$ -	\$ -	\$ -	\$ 2,970.00	RECREATION
COTTER	KEVIN	\$ 2,887.50	\$ -	\$ -	\$ -	\$ 2,887.50	RECREATION
DENNIS	CATHERINE	\$ 2,718.00	\$ -	\$ -	\$ -	\$ 2,718.00	RECREATION
DEXTER	LINDA	\$ 1,102.50	\$ -	\$ -	\$ -	\$ 1,102.50	RECREATION
DONOVAN	PATRICK	\$ 4,407.38	\$ 465.75	\$ -	\$ 250.00	\$ 5,123.13	RECREATION
EMERSON	SAMANTHA	\$ 4,104.00	\$ 36.00	\$ -	\$ -	\$ 4,140.00	RECREATION
EVANS	DANA	\$ 3,167.50	\$ -	\$ -	\$ -	\$ 3,167.50	RECREATION
FORRESTER	CARLY	\$ 2,921.02	\$ -	\$ -	\$ 250.00	\$ 3,171.02	RECREATION
FOSTER	KYLIE	\$ 1,017.76	\$ -	\$ -	\$ 250.00	\$ 1,267.76	RECREATION
FRENCH	MADELINE	\$ 3,337.50	\$ -	\$ -	\$ -	\$ 3,337.50	RECREATION
GALANEK	ANDREW	\$ 3,914.50	\$ -	\$ -	\$ -	\$ 3,914.50	RECREATION
GALANEK	BENJAMIN	\$ 375.00	\$ -	\$ -	\$ -	\$ 375.00	RECREATION
GARRAHAN	ABIGAIL	\$ 3,962.01	\$ 397.32	\$ -	\$ 250.00	\$ 4,609.33	RECREATION
GRAVES	ALANA	\$ 4,990.00	\$ 236.25	\$ -	\$ -	\$ 5,226.25	RECREATION
HAGGERTY	ROBERT	\$ 355.00	\$ -	\$ -	\$ -	\$ 355.00	RECREATION
HAMILTON	AMELIA	\$ 9,443.25	\$ -	\$ -	\$ -	\$ 9,443.25	RECREATION
HARRIS	STEPHEN	\$ 1,390.00	\$ -	\$ -	\$ -	\$ 1,390.00	RECREATION
HEMEON	JACKSON	\$ 372.50	\$ -	\$ -	\$ -	\$ 372.50	RECREATION
HERSEY	TYLER	\$ 285.00	\$ -	\$ -	\$ -	\$ 285.00	RECREATION
HOFMANN	GREGORY	\$ 255.00	\$ -	\$ -	\$ -	\$ 255.00	RECREATION
HOULIHAN	MARY	\$ 440.00	\$ -	\$ -	\$ -	\$ 440.00	RECREATION
HUGHES	ANNIE	\$ 3,691.50	\$ 69.00	\$ -	\$ 250.00	\$ 4,010.50	RECREATION
HUGHES	KATHRYN	\$ 320.00	\$ -	\$ -	\$ -	\$ 320.00	RECREATION
HURLEY	ERIN	\$ 2,595.00	\$ -	\$ -	\$ -	\$ 2,595.00	RECREATION
LAPP	JACOB	\$ 325.00	\$ -	\$ -	\$ -	\$ 325.00	RECREATION
LAYO	MARGARET	\$ 3,610.75	\$ 4.13	\$ -	\$ -	\$ 3,614.88	RECREATION
LIZOTTE	JESSICA	\$ 3,945.00	\$ 103.50	\$ -	\$ -	\$ 4,048.50	RECREATION
LIZOTTE	ALLISON	\$ 3,645.00	\$ -	\$ -	\$ -	\$ 3,645.00	RECREATION
LOUD	CAITLIN	\$ 888.39	\$ -	\$ -	\$ 250.00	\$ 1,138.39	RECREATION
MACDONALD	PATRICIA	\$ 33,340.00	\$ 217.50	\$ -	\$ -	\$ 33,557.50	RECREATION
MACFARLAND	SARA	\$ 295.00	\$ -	\$ -	\$ -	\$ 295.00	RECREATION
MACINTYRE	EMILY	\$ 4,143.75	\$ -	\$ -	\$ -	\$ 4,143.75	RECREATION
MAHONEY	CONNOR	\$ 4,080.00	\$ 40.50	\$ -	\$ -	\$ 4,120.50	RECREATION
MALCOLM	ANDREW	\$ 5,996.25	\$ 416.26	\$ -	\$ -	\$ 6,412.51	RECREATION
MANUEL	HEATHER	\$ 510.00	\$ -	\$ -	\$ -	\$ 510.00	RECREATION
MCKENNA	IAN	\$ 3,395.00	\$ 116.25	\$ -	\$ -	\$ 3,511.25	RECREATION
MCMAHON	JASON	\$ 460.00	\$ -	\$ -	\$ -	\$ 460.00	RECREATION
MEHL	ZACHARY	\$ 3,415.51	\$ 120.76	\$ -	\$ 250.00	\$ 3,786.27	RECREATION
MIGLIORE	MICHAEL	\$ 3,130.00	\$ 18.75	\$ -	\$ -	\$ 3,148.75	RECREATION
MIGLIORE	ANGELO	\$ 375.00	\$ -	\$ -	\$ -	\$ 375.00	RECREATION
MILLIKEN	TIMOTHY	\$ 3,450.00	\$ 157.50	\$ -	\$ -	\$ 3,607.50	RECREATION
MULHEARN	TAYLOR	\$ 2,599.01	\$ -	\$ -	\$ -	\$ 2,599.01	RECREATION
MURPHY	DANIEL	\$ 340.00	\$ -	\$ -	\$ -	\$ 340.00	RECREATION
NICKERSON	DONNA	\$ 3,500.00	\$ -	\$ -	\$ -	\$ 3,500.00	RECREATION
NOONAN	KASEY	\$ 1,870.00	\$ -	\$ -	\$ -	\$ 1,870.00	RECREATION
O'GORMAN	JOANNA	\$ 3,070.00	\$ -	\$ -	\$ -	\$ 3,070.00	RECREATION
OTTAVIANO	CAMERON	\$ 480.00	\$ -	\$ -	\$ -	\$ 480.00	RECREATION
PARADISE	LILY	\$ 3,120.00	\$ -	\$ -	\$ -	\$ 3,120.00	RECREATION
PETERSEN	MARC	\$ 4,625.00	\$ 120.00	\$ -	\$ -	\$ 4,745.00	RECREATION
PIMENTAL	ALEXANDER	\$ 2,505.25	\$ -	\$ -	\$ -	\$ 2,505.25	RECREATION
PROTZE	ALICIA	\$ 1,130.00	\$ -	\$ -	\$ -	\$ 1,130.00	RECREATION
REARDON	SEAN	\$ 2,370.00	\$ -	\$ -	\$ -	\$ 2,370.00	RECREATION
REYNOLDS	AURELIA	\$ 3,243.01	\$ 163.88	\$ -	\$ 250.00	\$ 3,656.89	RECREATION
RINDFUSS	AUSTIN	\$ 3,978.00	\$ 48.75	\$ -	\$ -	\$ 4,026.75	RECREATION
ROMANO	ARIANA	\$ 2,605.00	\$ -	\$ -	\$ -	\$ 2,605.00	RECREATION
RUSSELL	COLLIN	\$ 3,696.00	\$ -	\$ -	\$ -	\$ 3,696.00	RECREATION
RUSSELL	JOHN	\$ 3,696.00	\$ 41.25	\$ -	\$ -	\$ 3,737.25	RECREATION
RYPKA	LIAM	\$ 460.00	\$ -	\$ -	\$ -	\$ 460.00	RECREATION
SCHEUER	CAMERON	\$ 395.00	\$ -	\$ -	\$ -	\$ 395.00	RECREATION
SEEVERS	BLAKE	\$ 1,415.00	\$ -	\$ -	\$ -	\$ 1,415.00	RECREATION
SOUZA	JANICE	\$ 49,476.60	\$ 1,763.24	\$ -	\$ 400.00	\$ 51,639.84	RECREATION
STARR	MITCHELL	\$ 3,517.25	\$ -	\$ -	\$ -	\$ 3,517.25	RECREATION
STEEN	BENJAMIN	\$ 515.00	\$ -	\$ -	\$ -	\$ 515.00	RECREATION
SULLIVAN	CONNOR	\$ 3,172.38	\$ -	\$ -	\$ 250.00	\$ 3,422.38	RECREATION
SULLIVAN	CAITLIN	\$ 2,035.00	\$ -	\$ -	\$ -	\$ 2,035.00	RECREATION
SULLIVAN	KATHLEEN	\$ 460.00	\$ -	\$ -	\$ -	\$ 460.00	RECREATION
TANGUILIG	VINCENT	\$ 400.00	\$ -	\$ -	\$ -	\$ 400.00	RECREATION
TANGUILIG	STEVEN	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00	RECREATION

LAST NAME	FIRST NAME	REGULAR	OVERTIME	FRINGE	OTHER	TOTAL	DEPARTMENT
THEIRRIEN	ABIGAIL	\$ 3,569.50	\$ 53.63	\$ -	\$ -	\$ 3,623.13	RECREATION
TICKELL	BRENNAN	\$ 570.00	\$ -	\$ -	\$ -	\$ 570.00	RECREATION
TICKELL	HALLE	\$ 310.00	\$ -	\$ -	\$ -	\$ 310.00	RECREATION
TOWEY	KAITLYN	\$ 3,455.00	\$ 11.25	\$ -	\$ -	\$ 3,466.25	RECREATION
TRAVERS	JOHN	\$ 3,237.50	\$ 15.00	\$ -	\$ -	\$ 3,252.50	RECREATION
VAUDO	MICHAEL	\$ 460.00	\$ -	\$ -	\$ -	\$ 460.00	RECREATION
VITACCO	MICHAEL	\$ 3,064.50	\$ 13.50	\$ -	\$ -	\$ 3,078.00	RECREATION
WALL	CAROLINE	\$ 1,380.00	\$ -	\$ -	\$ -	\$ 1,380.00	RECREATION
AUSTIN	MICHELLE	\$ 120,716.32	\$ -	\$ -	\$ 3,129.44	\$ 123,845.76	SCHOOL ADMINISTRATION
BOORAS	ELLIN	\$ 129,681.73	\$ -	\$ -	\$ 6,449.18	\$ 136,130.91	SCHOOL ADMINISTRATION
BRIDGES	MATTHEW	\$ 125,442.24	\$ -	\$ -	\$ 5,375.57	\$ 130,817.81	SCHOOL ADMINISTRATION
CANFIELD	C. RICHARD	\$ 175,503.13	\$ -	\$ -	\$ 24,502.06	\$ 200,005.19	SCHOOL ADMINISTRATION
DE LA HOYA	MONICA	\$ 62,074.74	\$ -	\$ -	\$ 705.60	\$ 62,780.34	SCHOOL ADMINISTRATION
DECUFFA	JILLIAN	\$ 17,815.15	\$ -	\$ -	\$ 150.00	\$ 17,965.15	SCHOOL ADMINISTRATION
DINTINO	CHRISTOPHER	\$ 94,039.44	\$ -	\$ -	\$ 3,060.27	\$ 97,099.71	SCHOOL ADMINISTRATION
GILLOOLY	ERIN	\$ 32,000.72	\$ -	\$ -	\$ 195.00	\$ 32,195.72	SCHOOL ADMINISTRATION
HARPER	STEPHEN	\$ 35,423.07	\$ -	\$ -	\$ -	\$ 35,423.07	SCHOOL ADMINISTRATION
HEBB	ELIZABETH	\$ 91,775.52	\$ -	\$ -	\$ 284.98	\$ 92,060.50	SCHOOL ADMINISTRATION
HILL	PATRICIA	\$ 115,332.82	\$ -	\$ -	\$ -	\$ 115,332.82	SCHOOL ADMINISTRATION
HILL	OWEN	\$ 94,775.56	\$ -	\$ -	\$ 3,291.73	\$ 98,067.29	SCHOOL ADMINISTRATION
LANDRY	DEBRA	\$ 104,710.24	\$ -	\$ -	\$ 3,250.00	\$ 107,960.24	SCHOOL ADMINISTRATION
MACPHERSON	MARIAN	\$ 80,082.58	\$ -	\$ -	\$ 2,077.45	\$ 82,160.03	SCHOOL ADMINISTRATION
MURPHY	NEIL	\$ 99,915.98	\$ -	\$ -	\$ 1,887.70	\$ 101,803.68	SCHOOL ADMINISTRATION
NEWTON	GILBERT	\$ 102,817.90	\$ -	\$ -	\$ 3,566.64	\$ 106,384.54	SCHOOL ADMINISTRATION
PIERCE	WENDY	\$ 50,717.91	\$ -	\$ -	\$ 1,071.20	\$ 51,789.11	SCHOOL ADMINISTRATION
RAINS	CARILYN	\$ 83,066.25	\$ -	\$ -	\$ 5,444.48	\$ 88,510.73	SCHOOL ADMINISTRATION
SMITH	MARC	\$ 112,600.94	\$ -	\$ -	\$ -	\$ 112,600.94	SCHOOL ADMINISTRATION
THOMAS	DAVID	\$ 1,760.46	\$ -	\$ -	\$ -	\$ 1,760.46	SCHOOL ADMINISTRATION
VROUNTAS	MARILYN	\$ 94,362.22	\$ -	\$ -	\$ 4,087.62	\$ 98,449.84	SCHOOL ADMINISTRATION
WAGNER	ANNE	\$ 102,766.54	\$ -	\$ -	\$ 56.77	\$ 102,823.31	SCHOOL ADMINISTRATION
WEEKES	HAROLD	\$ 63,465.37	\$ -	\$ -	\$ 1,250.00	\$ 64,715.37	SCHOOL ADMINISTRATION
WIKLUND	MAUREEN	\$ 127,950.47	\$ -	\$ -	\$ 15,137.44	\$ 143,087.91	SCHOOL ADMINISTRATION
ALEFF	JOHN	\$ 10,003.84	\$ 1,498.14	\$ -	\$ -	\$ 11,501.98	SCHOOL CUSTODIANS
ALVES	JOHN	\$ 35,860.60	\$ 4,046.92	\$ 250.00	\$ -	\$ 40,157.52	SCHOOL CUSTODIANS
ARCHAMBEAULT JR	LEO	\$ 42,634.00	\$ 704.62	\$ 250.00	\$ 800.00	\$ 44,388.62	SCHOOL CUSTODIANS
AUCLAIR	RICHARD	\$ 43,004.50	\$ 3,648.03	\$ 250.00	\$ -	\$ 46,902.53	SCHOOL CUSTODIANS
CALLAHAN JR	FRANCIS	\$ 12,724.00	\$ -	\$ -	\$ -	\$ 12,724.00	SCHOOL CUSTODIANS
CAPPELLA	PHILLIP	\$ 9,118.18	\$ -	\$ -	\$ -	\$ 9,118.18	SCHOOL CUSTODIANS
CRATTY	FREDERICK	\$ 2,918.00	\$ -	\$ -	\$ -	\$ 2,918.00	SCHOOL CUSTODIANS
CUSTODIO	MARK	\$ 37,284.60	\$ 6,633.66	\$ 250.00	\$ -	\$ 44,168.26	SCHOOL CUSTODIANS
DARGIS	ROBERT	\$ 57,784.04	\$ -	\$ -	\$ -	\$ 57,784.04	SCHOOL CUSTODIANS
DOUGLAS	JAMES	\$ 44,401.00	\$ 2,157.44	\$ 250.00	\$ -	\$ 46,808.44	SCHOOL CUSTODIANS
FORNAL	ROBERT	\$ 7,650.76	\$ -	\$ -	\$ -	\$ 7,650.76	SCHOOL CUSTODIANS
FORTIN	SEAN	\$ 37,227.60	\$ 1,230.68	\$ 250.00	\$ -	\$ 38,708.28	SCHOOL CUSTODIANS
GROSZ	ROBERT	\$ 16,577.28	\$ 619.86	\$ -	\$ -	\$ 17,197.14	SCHOOL CUSTODIANS
HILL	DOUGLAS	\$ 53,774.00	\$ 10,053.47	\$ 250.00	\$ 800.00	\$ 64,877.47	SCHOOL CUSTODIANS
JOHNSON	GLENN	\$ 45,977.60	\$ 2,140.69	\$ 250.00	\$ 1,876.40	\$ 50,244.69	SCHOOL CUSTODIANS
JONES	TROY	\$ 41,659.60	\$ 3,049.61	\$ 250.00	\$ 1,774.40	\$ 46,733.61	SCHOOL CUSTODIANS
KLING	FREDERICK	\$ 44,396.25	\$ 5,184.91	\$ 250.00	\$ -	\$ 49,831.16	SCHOOL CUSTODIANS
LOWRY	MARKUS	\$ 44,382.00	\$ 7,025.61	\$ 250.00	\$ 800.00	\$ 52,457.61	SCHOOL CUSTODIANS
MACDONALD	GARY	\$ 10,667.08	\$ -	\$ -	\$ -	\$ 10,667.08	SCHOOL CUSTODIANS
MACLEOD	WILLIAM	\$ 44,544.80	\$ 6,780.65	\$ 250.00	\$ -	\$ 51,575.45	SCHOOL CUSTODIANS
OWEN	SUELLYN	\$ 38,448.40	\$ 3,154.16	\$ 250.00	\$ -	\$ 41,852.56	SCHOOL CUSTODIANS
PETIT	JAMES	\$ 44,230.60	\$ 1,759.18	\$ 250.00	\$ 3,353.25	\$ 49,593.03	SCHOOL CUSTODIANS
RAE	BRIAN	\$ 38,012.02	\$ 3,696.42	\$ 250.00	\$ 2,772.72	\$ 44,731.16	SCHOOL CUSTODIANS
RAMIREZ-FRAZIER	JACQUELINE	\$ 32,630.56	\$ 456.96	\$ -	\$ 3,549.60	\$ 36,637.12	SCHOOL CUSTODIANS
SHAW	CHAD	\$ 41,498.40	\$ 6,000.11	\$ 250.00	\$ -	\$ 47,748.51	SCHOOL CUSTODIANS
STILLINGS	CARL	\$ 44,382.00	\$ 5,648.40	\$ 250.00	\$ 700.00	\$ 50,980.40	SCHOOL CUSTODIANS
STOBBART	JOHN	\$ 43,525.60	\$ 338.20	\$ 250.00	\$ 4,538.40	\$ 48,652.20	SCHOOL CUSTODIANS
TAVARES	ROBERT	\$ 44,382.00	\$ 1,329.12	\$ 250.00	\$ 750.00	\$ 46,711.12	SCHOOL CUSTODIANS
TODD	GRANTLAND	\$ 29,738.58	\$ 26.77	\$ -	\$ 728.80	\$ 30,494.15	SCHOOL CUSTODIANS
TOMASINI JR	ANGELO	\$ 40,875.20	\$ 5,437.76	\$ 250.00	\$ -	\$ 46,562.96	SCHOOL CUSTODIANS
TUFTS	RALPH	\$ 453.12	\$ -	\$ -	\$ -	\$ 453.12	SCHOOL CUSTODIANS
WALDRON	JAMES	\$ 7,680.00	\$ 120.00	\$ -	\$ -	\$ 7,800.00	SCHOOL CUSTODIANS
WEEKES	NICHOLAS	\$ 44,496.00	\$ 5,906.93	\$ 250.00	\$ 700.00	\$ 51,352.93	SCHOOL CUSTODIANS
ANDERSON	MICHELLE	\$ 2,961.40	\$ -	\$ -	\$ 4.38	\$ 2,965.78	SCHOOL FOR EARLY LEARNING
AVERY	ELLEN	\$ 32,466.40	\$ 69.54	\$ -	\$ 227.88	\$ 32,763.82	SCHOOL FOR EARLY LEARNING
BALKAM	SARAH	\$ 4,265.85	\$ 10.85	\$ -	\$ 176.86	\$ 4,453.56	SCHOOL FOR EARLY LEARNING
BARR	ALYSSA	\$ 682.03	\$ -	\$ -	\$ -	\$ 682.03	SCHOOL FOR EARLY LEARNING
BELEKEWICZ	LILY	\$ 86.76	\$ -	\$ -	\$ -	\$ 86.76	SCHOOL FOR EARLY LEARNING
BONITTO	KAREN	\$ 6,937.55	\$ -	\$ -	\$ -	\$ 6,937.55	SCHOOL FOR EARLY LEARNING
CHUDA	BEVERLY	\$ 13,436.13	\$ -	\$ -	\$ -	\$ 13,436.13	SCHOOL FOR EARLY LEARNING
CHUDA	THOMAS	\$ 5,785.00	\$ -	\$ -	\$ -	\$ 5,785.00	SCHOOL FOR EARLY LEARNING
CIANCIOLO	ELIZABETH	\$ 27,420.13	\$ 169.17	\$ -	\$ 1,655.31	\$ 29,244.61	SCHOOL FOR EARLY LEARNING
COBB	MOLLY	\$ 1,392.98	\$ -	\$ -	\$ -	\$ 1,392.98	SCHOOL FOR EARLY LEARNING
COLAMECO	MIKAELA	\$ 10,118.87	\$ -	\$ -	\$ -	\$ 10,118.87	SCHOOL FOR EARLY LEARNING
COSTELLO	KELLY	\$ 6,124.03	\$ 61.72	\$ -	\$ 144.61	\$ 6,330.36	SCHOOL FOR EARLY LEARNING
DURNO	LAUREN	\$ 28,215.47	\$ -	\$ -	\$ 149.05	\$ 28,364.52	SCHOOL FOR EARLY LEARNING
DURNO	HAYLEY	\$ 2,817.29	\$ -	\$ -	\$ 54.26	\$ 2,871.55	SCHOOL FOR EARLY LEARNING
FOURNIER	LETICIA	\$ 35,446.42	\$ 7.36	\$ -	\$ 1,292.02	\$ 36,745.80	SCHOOL FOR EARLY LEARNING
GOODSON	CHERYL	\$ 12,290.50	\$ -	\$ -	\$ 69.46	\$ 12,359.96	SCHOOL FOR EARLY LEARNING
HARRINGTON	JENNIFER	\$ 2,621.38	\$ -	\$ -	\$ -	\$ 2,621.38	SCHOOL FOR EARLY LEARNING
HIGGINS	BARBARA	\$ 1,113.89	\$ -	\$ -	\$ -	\$ 1,113.89	SCHOOL FOR EARLY LEARNING
HOOD	ANNETTE	\$ 20,628.90	\$ -	\$ -	\$ -	\$ 20,628.90	SCHOOL FOR EARLY LEARNING
HOSMER MCCARTHY	KAREN	\$ 62,683.42	\$ 130.27	\$ -	\$ 1,800.00	\$ 64,613.69	SCHOOL FOR EARLY LEARNING
JOSEPHS	JODI	\$ 32,328.72	\$ 38.67	\$ -	\$ 109.76	\$ 32,477.15	SCHOOL FOR EARLY LEARNING

LAST NAME	FIRST NAME	REGULAR	OVERTIME	FRINGE	OTHER	TOTAL	DEPARTMENT
KRIEHN	AMANDA	\$ 10,388.80	\$ 25.80	\$ -	\$ -	\$ 10,414.60	SCHOOL FOR EARLY LEARNING
KUHTMANN	MARY	\$ 1,779.42	\$ -	\$ -	\$ -	\$ 1,779.42	SCHOOL FOR EARLY LEARNING
LEWIS	BARBARA	\$ 10,585.89	\$ -	\$ -	\$ 126.54	\$ 10,712.43	SCHOOL FOR EARLY LEARNING
LYNCH-SUMMERSALL	SARA	\$ 32,518.08	\$ 42.59	\$ -	\$ 1,440.00	\$ 34,000.67	SCHOOL FOR EARLY LEARNING
MCCABE	LINDA	\$ 38,511.05	\$ 83.86	\$ -	\$ 1,619.06	\$ 40,213.97	SCHOOL FOR EARLY LEARNING
MCDONALD	JENNIFER	\$ 2,345.69	\$ -	\$ -	\$ 57.36	\$ 2,403.05	SCHOOL FOR EARLY LEARNING
MCDONALD	MACAYLA	\$ 1,161.62	\$ -	\$ -	\$ -	\$ 1,161.62	SCHOOL FOR EARLY LEARNING
MCNAMARA	KATHERINE	\$ 5,405.97	\$ -	\$ -	\$ -	\$ 5,405.97	SCHOOL FOR EARLY LEARNING
MILLER	SIDNEY	\$ 3,429.44	\$ -	\$ -	\$ 26.15	\$ 3,455.59	SCHOOL FOR EARLY LEARNING
PACCIA	NANCY	\$ 9,523.56	\$ 53.68	\$ -	\$ 32.85	\$ 9,610.09	SCHOOL FOR EARLY LEARNING
PALMER	KRISTINE	\$ 5,725.08	\$ -	\$ -	\$ 117.15	\$ 5,842.23	SCHOOL FOR EARLY LEARNING
REILLY	CONSUELA	\$ 46,103.72	\$ 37.50	\$ -	\$ 2,937.75	\$ 49,078.97	SCHOOL FOR EARLY LEARNING
ROSS	KATELYN	\$ 385.60	\$ -	\$ -	\$ -	\$ 385.60	SCHOOL FOR EARLY LEARNING
SHANAHAN	KATHY	\$ 3,539.91	\$ -	\$ -	\$ -	\$ 3,539.91	SCHOOL FOR EARLY LEARNING
SMALL JOHNS	LESLIE	\$ 10,309.14	\$ -	\$ -	\$ 71.28	\$ 10,380.42	SCHOOL FOR EARLY LEARNING
WOOD	TESSA	\$ 1,875.10	\$ -	\$ -	\$ 100.58	\$ 1,975.68	SCHOOL FOR EARLY LEARNING
BOOTH	JAMES	\$ 2,976.28	\$ -	\$ -	\$ -	\$ 2,976.28	SCHOOL MAINTENANCE SUPERVISORS
HALL	ALAN	\$ 86,176.91	\$ -	\$ -	\$ 49.03	\$ 86,225.94	SCHOOL MAINTENANCE SUPERVISORS
ANDERSON-WALSH	HEIDI	\$ 45,179.75	\$ -	\$ -	\$ 2,162.75	\$ 47,342.50	SCHOOL SECRETERIAL
CAULKINS	JOAN	\$ 57,318.34	\$ -	\$ -	\$ 17,347.83	\$ 74,666.17	SCHOOL SECRETERIAL
CRONIN	RACHEL	\$ 24,887.17	\$ -	\$ -	\$ 1,546.00	\$ 26,433.17	SCHOOL SECRETERIAL
DAUPHINAIS	VICTORIA	\$ 25,060.00	\$ -	\$ -	\$ 1,312.76	\$ 26,372.76	SCHOOL SECRETERIAL
DECONTO	JOANNE	\$ 45,179.75	\$ -	\$ -	\$ 2,257.75	\$ 47,437.50	SCHOOL SECRETERIAL
DUMAS	ELAINE	\$ 25,534.44	\$ -	\$ -	\$ 709.34	\$ 26,243.78	SCHOOL SECRETERIAL
ESHBAUGH	JANET	\$ 43,088.50	\$ -	\$ -	\$ 2,084.00	\$ 45,172.50	SCHOOL SECRETERIAL
FISH	JUDITH	\$ 45,179.75	\$ -	\$ -	\$ 2,162.75	\$ 47,342.50	SCHOOL SECRETERIAL
FLANNIGAN	CHRISTINE	\$ 45,373.59	\$ -	\$ -	\$ 2,948.92	\$ 48,322.51	SCHOOL SECRETERIAL
HORTON	JANET	\$ -	\$ -	\$ -	\$ 277.59	\$ 277.59	SCHOOL SECRETERIAL
JACKSON	MAUREEN	\$ 45,373.59	\$ -	\$ -	\$ 3,005.91	\$ 48,379.50	SCHOOL SECRETERIAL
KINCHLA	BRENDA	\$ 24,982.92	\$ -	\$ -	\$ 1,476.74	\$ 26,459.66	SCHOOL SECRETERIAL
LENK	HOLLY	\$ 45,179.75	\$ -	\$ -	\$ 1,962.75	\$ 47,142.50	SCHOOL SECRETERIAL
MCISAAC	LYNN	\$ 32,211.58	\$ -	\$ -	\$ -	\$ 32,211.58	SCHOOL SECRETERIAL
MELANSON	DEBRA	\$ 45,179.75	\$ -	\$ -	\$ 2,162.75	\$ 47,342.50	SCHOOL SECRETERIAL
MORRISON	PATRICIA	\$ 40,386.50	\$ -	\$ -	\$ 2,026.70	\$ 42,413.20	SCHOOL SECRETERIAL
MOTT	FELICIA	\$ 45,300.90	\$ 72.70	\$ -	\$ 2,068.90	\$ 47,442.50	SCHOOL SECRETERIAL
MURPHY	MELISSA	\$ 16,708.05	\$ -	\$ -	\$ 766.83	\$ 17,474.88	SCHOOL SECRETERIAL
PERRY	CAROLYN	\$ 45,269.75	\$ -	\$ -	\$ 1,302.75	\$ 46,572.50	SCHOOL SECRETERIAL
RUSSELL	MARILYN	\$ 45,179.75	\$ -	\$ -	\$ 2,937.75	\$ 48,117.50	SCHOOL SECRETERIAL
SHORTEN	MARYALICE	\$ 45,179.75	\$ -	\$ -	\$ 2,062.75	\$ 47,242.50	SCHOOL SECRETERIAL
SILVERMAN	LISA	\$ 36,871.80	\$ -	\$ -	\$ 1,638.48	\$ 38,510.28	SCHOOL SECRETERIAL
AHARI	KATHLEEN	\$ 25,591.42	\$ 1,047.57	\$ -	\$ 29.70	\$ 26,668.69	SCHOOL TRANSPORTATION
AHARI	ADAM	\$ 3,571.72	\$ -	\$ -	\$ -	\$ 3,571.72	SCHOOL TRANSPORTATION
BEATON	DIANNE	\$ 1,634.07	\$ 35.03	\$ -	\$ 1,446.25	\$ 3,115.35	SCHOOL TRANSPORTATION
BELLAVANCE	BERNARD	\$ 133.00	\$ -	\$ -	\$ -	\$ 133.00	SCHOOL TRANSPORTATION
BIRCH	DONNA	\$ 13,148.55	\$ -	\$ -	\$ 36.23	\$ 13,184.78	SCHOOL TRANSPORTATION
BUDZYNKIEWICZ	PETER	\$ 115.56	\$ -	\$ -	\$ -	\$ 115.56	SCHOOL TRANSPORTATION
BUTLAND	SUSAN	\$ 26,476.13	\$ 1,413.02	\$ -	\$ -	\$ 27,889.15	SCHOOL TRANSPORTATION
BUTLAND-COKE	KATIE	\$ 26,109.22	\$ 1,266.04	\$ -	\$ -	\$ 27,375.26	SCHOOL TRANSPORTATION
CASEY	PAULA	\$ 12,102.31	\$ -	\$ -	\$ -	\$ 12,102.31	SCHOOL TRANSPORTATION
COREY	THOMAS	\$ 297.50	\$ -	\$ -	\$ -	\$ 297.50	SCHOOL TRANSPORTATION
COYMAN	JODY	\$ 23,348.67	\$ 395.54	\$ -	\$ -	\$ 23,744.21	SCHOOL TRANSPORTATION
CROWELL	CHERYL	\$ 889.57	\$ -	\$ -	\$ -	\$ 889.57	SCHOOL TRANSPORTATION
FORD	JOANN	\$ 9,623.58	\$ -	\$ -	\$ 27.40	\$ 9,650.98	SCHOOL TRANSPORTATION
GIBBS	PAMELA	\$ 24,908.40	\$ -	\$ -	\$ 450.00	\$ 25,358.40	SCHOOL TRANSPORTATION
GIBBS	TAMMY	\$ 23,907.84	\$ -	\$ -	\$ 300.00	\$ 24,207.84	SCHOOL TRANSPORTATION
GLYNN	PAULA	\$ 2,702.00	\$ -	\$ -	\$ -	\$ 2,702.00	SCHOOL TRANSPORTATION
GRADY	ALICE	\$ 8,600.20	\$ -	\$ -	\$ 20.71	\$ 8,620.91	SCHOOL TRANSPORTATION
HENRY	LESLIE	\$ 26,479.25	\$ 981.56	\$ -	\$ 300.00	\$ 27,760.81	SCHOOL TRANSPORTATION
JOHNSON	HELEN	\$ 25,874.33	\$ 22.77	\$ -	\$ -	\$ 25,897.10	SCHOOL TRANSPORTATION
KARLSON	RICHARD	\$ 6,938.70	\$ 8.27	\$ -	\$ 17.54	\$ 6,964.51	SCHOOL TRANSPORTATION
MACOMBER	WILHELMINA	\$ 922.50	\$ -	\$ -	\$ -	\$ 922.50	SCHOOL TRANSPORTATION
MANDEVILLE	MARY	\$ 7,433.66	\$ -	\$ -	\$ -	\$ 7,433.66	SCHOOL TRANSPORTATION
MAZZUCCHI	SUSAN	\$ 25,538.00	\$ -	\$ -	\$ -	\$ 25,538.00	SCHOOL TRANSPORTATION
MUIR	STACY	\$ 3,993.02	\$ -	\$ -	\$ -	\$ 3,993.02	SCHOOL TRANSPORTATION
NIGRO	ROBERT	\$ 252.63	\$ -	\$ -	\$ -	\$ 252.63	SCHOOL TRANSPORTATION
PARENT	DONALD	\$ 25,070.51	\$ 637.07	\$ -	\$ -	\$ 25,707.58	SCHOOL TRANSPORTATION
PIEKARSKI	DANKA	\$ 1,728.11	\$ -	\$ -	\$ -	\$ 1,728.11	SCHOOL TRANSPORTATION
PRINCE	KAYLA	\$ 20,506.65	\$ 423.66	\$ -	\$ -	\$ 20,930.31	SCHOOL TRANSPORTATION
REZENDES	ROBERT	\$ 19,187.62	\$ 22.93	\$ -	\$ -	\$ 19,210.55	SCHOOL TRANSPORTATION
SCHAAR	HELENE	\$ 13,013.52	\$ 68.79	\$ -	\$ -	\$ 13,082.31	SCHOOL TRANSPORTATION
SHERWOOD	KAREN	\$ 37,800.16	\$ 3,958.23	\$ -	\$ 350.00	\$ 42,108.39	SCHOOL TRANSPORTATION
SMITH	CYNTHIA	\$ 14,217.09	\$ 97.03	\$ -	\$ 0.27	\$ 14,314.39	SCHOOL TRANSPORTATION
ST JAMES	ANNA	\$ 7,691.32	\$ 34.16	\$ -	\$ -	\$ 7,725.48	SCHOOL TRANSPORTATION
YARNELL	WALTER	\$ 24,569.33	\$ 46.11	\$ -	\$ -	\$ 24,615.44	SCHOOL TRANSPORTATION
AHLGREN	MERRY	\$ 1,466.00	\$ -	\$ -	\$ -	\$ 1,466.00	SUBSTITUTES
ALDRICH	JUSTIN	\$ 4,690.00	\$ -	\$ -	\$ -	\$ 4,690.00	SUBSTITUTES
ALMAS	LAURA	\$ 140.00	\$ -	\$ -	\$ -	\$ 140.00	SUBSTITUTES
BADER	KRISTI	\$ 1,610.00	\$ -	\$ -	\$ -	\$ 1,610.00	SUBSTITUTES
BAKER	AIMEE	\$ 420.00	\$ -	\$ -	\$ -	\$ 420.00	SUBSTITUTES
BALKAM	PAMELA	\$ 14,661.35	\$ -	\$ -	\$ -	\$ 14,661.35	SUBSTITUTES
BALLOTTI	KARA	\$ 4,194.00	\$ -	\$ -	\$ -	\$ 4,194.00	SUBSTITUTES
BEATTY	DAVID	\$ 2,030.00	\$ -	\$ -	\$ -	\$ 2,030.00	SUBSTITUTES
BECKER	ERIK	\$ 1,610.00	\$ -	\$ -	\$ -	\$ 1,610.00	SUBSTITUTES
BENNETT	ASHLEIGH	\$ 5,319.71	\$ -	\$ -	\$ -	\$ 5,319.71	SUBSTITUTES
BENNETT	CAROLYN	\$ 3,080.00	\$ -	\$ -	\$ -	\$ 3,080.00	SUBSTITUTES
BICKER	GABRIEL	\$ 1,120.00	\$ -	\$ -	\$ -	\$ 1,120.00	SUBSTITUTES

LAST NAME	FIRST NAME	REGULAR	OVERTIME	FRINGE	OTHER	TOTAL	DEPARTMENT
BLAKE	JEAN	\$ 5,880.00	\$ -	\$ -	\$ -	\$ 5,880.00	SUBSTITUTES
BRACKETT	DOREEN	\$ 4,480.00	\$ -	\$ -	\$ -	\$ 4,480.00	SUBSTITUTES
BUDZYNKIEWICZ	EMILY	\$ 2,968.00	\$ -	\$ -	250.00	\$ 3,218.00	SUBSTITUTES
BURKE	KATHLEEN	\$ 4,270.00	\$ -	\$ -	\$ -	\$ 4,270.00	SUBSTITUTES
BURLEIGH	SAMUEL	\$ 840.00	\$ -	\$ -	\$ -	\$ 840.00	SUBSTITUTES
CALCULATOR	KAITLIN	\$ 3,230.00	\$ -	\$ -	\$ -	\$ 3,230.00	SUBSTITUTES
CANNING	MARTINE	\$ 980.00	\$ -	\$ -	\$ -	\$ 980.00	SUBSTITUTES
CANNON	AMY	\$ 140.00	\$ -	\$ -	\$ -	\$ 140.00	SUBSTITUTES
CARIG	SUZANNE	\$ 2,240.00	\$ -	\$ -	\$ -	\$ 2,240.00	SUBSTITUTES
CARR	KAREN	\$ 420.00	\$ -	\$ -	\$ -	\$ 420.00	SUBSTITUTES
CLARK	ELIZABETH	\$ 5,110.00	\$ -	\$ -	\$ -	\$ 5,110.00	SUBSTITUTES
COLONA	NANCY	\$ 3,710.00	\$ -	\$ -	\$ -	\$ 3,710.00	SUBSTITUTES
COPPOLA	JUDITH	\$ 140.00	\$ -	\$ -	\$ -	\$ 140.00	SUBSTITUTES
COYNE	CYNTHIA	\$ 2,535.00	\$ -	\$ -	\$ -	\$ 2,535.00	SUBSTITUTES
CROWE	KELLY	\$ 1,710.00	\$ -	\$ -	\$ -	\$ 1,710.00	SUBSTITUTES
CROWLEY	REBECCA	\$ 1,250.00	\$ -	\$ -	\$ -	\$ 1,250.00	SUBSTITUTES
CURLEY	MARIN	\$ 180.00	\$ -	\$ -	\$ -	\$ 180.00	SUBSTITUTES
CURRAN	SUSAN	\$ 14,160.86	\$ -	\$ -	2,175.00	\$ 16,335.86	SUBSTITUTES
DELL ANNO	JUDITH	\$ 140.00	\$ -	\$ -	\$ -	\$ 140.00	SUBSTITUTES
DHARMAPALAN	KAMALA	\$ 7,000.00	\$ -	\$ -	\$ -	\$ 7,000.00	SUBSTITUTES
DONNELLY	ROSEMARIE	\$ 5,110.00	\$ -	\$ -	\$ -	\$ 5,110.00	SUBSTITUTES
DRISCOLL	CLARE	\$ 73,075.33	\$ -	\$ -	9,458.44	\$ 82,533.77	SUBSTITUTES
DUNPHE	MARY	\$ 1,890.00	\$ -	\$ -	\$ -	\$ 1,890.00	SUBSTITUTES
EASTMAN	CHERYL	\$ 3,150.00	\$ -	\$ -	\$ -	\$ 3,150.00	SUBSTITUTES
ELLIS	EMMA	\$ 3,840.00	\$ -	\$ -	\$ -	\$ 3,840.00	SUBSTITUTES
ESDALE	LAURIE	\$ 1,285.00	\$ -	\$ -	\$ -	\$ 1,285.00	SUBSTITUTES
FAY	JESSICA	\$ 560.00	\$ -	\$ -	\$ -	\$ 560.00	SUBSTITUTES
FOLEY	NANCY	\$ 4,712.50	\$ -	\$ -	\$ -	\$ 4,712.50	SUBSTITUTES
GALANIS	MEREDITH	\$ 1,190.00	\$ -	\$ -	\$ -	\$ 1,190.00	SUBSTITUTES
GASSE	SUSAN	\$ 1,330.00	\$ -	\$ -	\$ -	\$ 1,330.00	SUBSTITUTES
GAUTHIER	LUCILLE	\$ 700.00	\$ -	\$ -	\$ -	\$ 700.00	SUBSTITUTES
GRADY	MARY	\$ 5,180.00	\$ -	\$ -	\$ -	\$ 5,180.00	SUBSTITUTES
GRADY	ELLEN	\$ 1,470.00	\$ -	\$ -	\$ -	\$ 1,470.00	SUBSTITUTES
GRIFFIN	TRACEY	\$ 420.00	\$ -	\$ -	\$ -	\$ 420.00	SUBSTITUTES
HARDY	CELINE	\$ 360.00	\$ -	\$ -	\$ -	\$ 360.00	SUBSTITUTES
HARMON	NANCY	\$ 1,890.00	\$ -	\$ -	\$ -	\$ 1,890.00	SUBSTITUTES
HARRINGTON	SUSAN	\$ 1,670.00	\$ -	\$ -	\$ -	\$ 1,670.00	SUBSTITUTES
HIRST-FAHRENHOLT	SANDRA	\$ 840.00	\$ -	\$ -	\$ -	\$ 840.00	SUBSTITUTES
HOLMGREN	ALAN	\$ 2,730.00	\$ -	\$ -	\$ -	\$ 2,730.00	SUBSTITUTES
HUNT	PAUL	\$ 2,240.00	\$ -	\$ -	\$ -	\$ 2,240.00	SUBSTITUTES
JACOBSEN	KATHRYN	\$ 55,052.28	\$ -	\$ -	9,458.44	\$ 64,510.72	SUBSTITUTES
JORDAN	KARA	\$ 2,310.00	\$ -	\$ -	\$ -	\$ 2,310.00	SUBSTITUTES
JORGENSEN	MAUREEN	\$ 210.00	\$ -	\$ -	\$ -	\$ 210.00	SUBSTITUTES
JUMPER	KEVIN	\$ 1,750.00	\$ -	\$ -	\$ -	\$ 1,750.00	SUBSTITUTES
KACZMARCZYK	SHARON	\$ 9,170.00	\$ -	\$ -	\$ -	\$ 9,170.00	SUBSTITUTES
KELLY	ELIZABETH	\$ 140.00	\$ -	\$ -	\$ -	\$ 140.00	SUBSTITUTES
KENT	JOHN	\$ 6,300.00	\$ -	\$ -	\$ -	\$ 6,300.00	SUBSTITUTES
KESSLER	ROBERT	\$ 1,820.00	\$ -	\$ -	\$ -	\$ 1,820.00	SUBSTITUTES
LACINA	ELVEERA	\$ 2,282.50	\$ -	\$ -	\$ -	\$ 2,282.50	SUBSTITUTES
LOGAN	SUSAN	\$ 210.00	\$ -	\$ -	\$ -	\$ 210.00	SUBSTITUTES
MAGRUDER	ELIZABETH	\$ 700.00	\$ -	\$ -	\$ -	\$ 700.00	SUBSTITUTES
MALONE	THERESA	\$ 330.00	\$ -	\$ -	\$ -	\$ 330.00	SUBSTITUTES
MALONEY	PAULA	\$ 4,620.00	\$ -	\$ -	\$ -	\$ 4,620.00	SUBSTITUTES
MCCARRON	MARY	\$ 7,344.40	\$ -	\$ -	4,240.60	\$ 11,585.00	SUBSTITUTES
MCDONALD	SUSAN	\$ 1,190.00	\$ -	\$ -	\$ -	\$ 1,190.00	SUBSTITUTES
MCKAY	MARY	\$ 3,150.00	\$ -	\$ -	\$ -	\$ 3,150.00	SUBSTITUTES
MERDINYAN	ANDREW	\$ 924.00	\$ -	\$ -	\$ -	\$ 924.00	SUBSTITUTES
MERRICK	KURT	\$ 511.00	\$ -	\$ -	\$ -	\$ 511.00	SUBSTITUTES
MOFFA	LYNNE	\$ 4,620.00	\$ -	\$ -	\$ -	\$ 4,620.00	SUBSTITUTES
MORRIS	PAULA	\$ 560.00	\$ -	\$ -	\$ -	\$ 560.00	SUBSTITUTES
MORRIS	MELLISSA	\$ 70.00	\$ -	\$ -	\$ -	\$ 70.00	SUBSTITUTES
MORRISON	PAMELA	\$ 3,770.00	\$ -	\$ -	\$ -	\$ 3,770.00	SUBSTITUTES
MOTTO	ANGEL	\$ 290.00	\$ -	\$ -	\$ -	\$ 290.00	SUBSTITUTES
MURPHY	LEAH	\$ 5,320.00	\$ -	\$ -	\$ -	\$ 5,320.00	SUBSTITUTES
MURPHY	SEAN	\$ 1,960.00	\$ -	\$ -	\$ -	\$ 1,960.00	SUBSTITUTES
NOONAN	SUSAN	\$ 210.00	\$ -	\$ -	\$ -	\$ 210.00	SUBSTITUTES
O'BRIEN	LAUREL	\$ 3,500.00	\$ -	\$ -	\$ -	\$ 3,500.00	SUBSTITUTES
OCAMPO	MEGAN	\$ 14,821.26	\$ -	\$ -	\$ -	\$ 14,821.26	SUBSTITUTES
O'CONNOR	SHARON	\$ 70.00	\$ -	\$ -	\$ -	\$ 70.00	SUBSTITUTES
OLSON	CATHERINE	\$ 70.00	\$ -	\$ -	\$ -	\$ 70.00	SUBSTITUTES
ORBISON	STEPHAN	\$ 5,928.00	\$ -	\$ -	\$ -	\$ 5,928.00	SUBSTITUTES
PARIS	EDWARD	\$ 2,370.00	\$ -	\$ -	\$ -	\$ 2,370.00	SUBSTITUTES
PATEL	KHEVNA	\$ 420.00	\$ -	\$ -	\$ -	\$ 420.00	SUBSTITUTES
PETERS	THOMAS	\$ 8,260.00	\$ -	\$ -	\$ -	\$ 8,260.00	SUBSTITUTES
PILCH	ALLAN	\$ 7,140.00	\$ -	\$ -	\$ -	\$ 7,140.00	SUBSTITUTES
PRANTIS	DIA	\$ 210.00	\$ -	\$ -	\$ -	\$ 210.00	SUBSTITUTES
RANTA	KAREN	\$ 10,570.00	\$ -	\$ -	\$ -	\$ 10,570.00	SUBSTITUTES
REIFSCHNEIDER	JILL	\$ 1,540.00	\$ -	\$ -	\$ -	\$ 1,540.00	SUBSTITUTES
RICHARD	MICHAEL	\$ 210.00	\$ -	\$ -	\$ -	\$ 210.00	SUBSTITUTES
RICHARDS	DELLA	\$ 140.00	\$ -	\$ -	\$ -	\$ 140.00	SUBSTITUTES
ROWE	GAIL	\$ 280.00	\$ -	\$ -	\$ -	\$ 280.00	SUBSTITUTES
SENNOTT JR.	HENRY	\$ 1,610.00	\$ -	\$ -	\$ -	\$ 1,610.00	SUBSTITUTES
SHEARER	TABITHA	\$ 350.00	\$ -	\$ -	\$ -	\$ 350.00	SUBSTITUTES
SHORTEN	JAIME	\$ 210.00	\$ -	\$ -	\$ -	\$ 210.00	SUBSTITUTES
SMITH	JOSEPH	\$ 3,810.95	\$ -	\$ -	510.00	\$ 4,320.95	SUBSTITUTES
SOUZA	LOUISE	\$ 70.00	\$ -	\$ -	\$ -	\$ 70.00	SUBSTITUTES

LAST NAME	FIRST NAME	REGULAR	OVERTIME	FRINGE	OTHER	TOTAL	DEPARTMENT
STANLEY	DEBORAH	\$ 8,688.00	\$ -	\$ -	\$ -	\$ 8,688.00	SUBSTITUTES
THOMAS	KATHERINE	\$ 980.00	\$ -	\$ -	\$ -	\$ 980.00	SUBSTITUTES
TIGHE	JAMES	\$ 980.00	\$ -	\$ -	\$ -	\$ 980.00	SUBSTITUTES
TRASK	THOMAS	\$ 2,430.00	\$ -	\$ -	\$ -	\$ 2,430.00	SUBSTITUTES
TUOHY	DONNA	\$ 53,473.24	\$ -	\$ -	\$ 7,980.92	\$ 61,454.16	SUBSTITUTES
VALLEE	JANET	\$ 1,540.00	\$ -	\$ -	\$ -	\$ 1,540.00	SUBSTITUTES
WASHBURN	MARY	\$ 700.00	\$ -	\$ -	\$ -	\$ 700.00	SUBSTITUTES
WATSON	LOUISE	\$ 2,800.00	\$ -	\$ -	\$ -	\$ 2,800.00	SUBSTITUTES
WHITE	JOHN	\$ 2,730.00	\$ -	\$ -	\$ -	\$ 2,730.00	SUBSTITUTES
WHITE	MARILOU	\$ 70.00	\$ -	\$ -	\$ -	\$ 70.00	SUBSTITUTES
WILKEY	MARLENE	\$ 10,430.00	\$ -	\$ -	\$ -	\$ 10,430.00	SUBSTITUTES
WILLSON	NAOMI	\$ 395.00	\$ -	\$ -	\$ -	\$ 395.00	SUBSTITUTES
BARRY	MICHAEL	\$ 15,582.00	\$ -	\$ -	\$ -	\$ 15,582.00	TAX COLLECTOR
BOVARNICK	WARREN	\$ 29,878.24	\$ -	\$ -	\$ 797.50	\$ 30,675.74	TAX COLLECTOR
PETERSON	CAROL	\$ 55,512.32	\$ -	\$ -	\$ 625.00	\$ 56,137.32	TAX COLLECTOR
STYCHE	SALLY	\$ 43,674.91	\$ -	\$ -	\$ 400.00	\$ 44,074.91	TAX COLLECTOR
ABBOTT	AMY	\$ 58,171.52	\$ -	\$ -	\$ 2,369.76	\$ 60,541.28	TEACHERS
ABOLTIN	COURTNEY	\$ 39,245.52	\$ -	\$ -	\$ 802.01	\$ 40,047.53	TEACHERS
ALCORN	THERESE	\$ 72,862.24	\$ -	\$ -	\$ 3,227.20	\$ 76,089.44	TEACHERS
ALDRICH	KATHRYN	\$ 58,171.52	\$ -	\$ -	\$ 1,634.76	\$ 59,806.28	TEACHERS
ALLIETTA	PATRICIA	\$ 73,879.16	\$ -	\$ -	\$ 3,554.51	\$ 77,433.67	TEACHERS
ALTY	KATIE	\$ 64,221.90	\$ -	\$ -	\$ 336.52	\$ 64,558.42	TEACHERS
ANDERSON	LAURENCE	\$ 72,708.60	\$ -	\$ -	\$ 1,577.00	\$ 74,285.60	TEACHERS
ARCHAMBEAULT	CAROL	\$ 73,879.16	\$ -	\$ -	\$ 2,192.00	\$ 76,071.16	TEACHERS
ARRIMOUR	LINDSEY	\$ 36,744.54	\$ -	\$ -	\$ 2,514.72	\$ 39,259.26	TEACHERS
ATWELL	DANIEL	\$ 52,710.48	\$ -	\$ -	\$ 1,206.08	\$ 53,916.56	TEACHERS
AUSTIN	SAMANTHA	\$ 46,515.43	\$ -	\$ -	\$ 1,862.07	\$ 48,377.50	TEACHERS
AYCOCK	DAVID	\$ 72,812.24	\$ -	\$ -	\$ 11,412.20	\$ 84,224.44	TEACHERS
BAHMAN	SUSAN	\$ 80,257.58	\$ -	\$ -	\$ 3,058.44	\$ 83,316.02	TEACHERS
BARBOSA	DIANNA	\$ 58,171.52	\$ -	\$ -	\$ 497.26	\$ 58,668.78	TEACHERS
BARROS	CRISTINE	\$ 48,479.42	\$ -	\$ -	\$ 6,273.16	\$ 54,752.58	TEACHERS
BARTLETT-KELLY	ANN	\$ 72,862.24	\$ -	\$ -	\$ 3,636.45	\$ 76,498.69	TEACHERS
BECHARD	SHANNON	\$ 72,615.44	\$ -	\$ -	\$ 785.72	\$ 73,401.16	TEACHERS
BIRMINGHAM	STEPHEN	\$ 65,104.62	\$ -	\$ -	\$ 4,948.84	\$ 70,053.46	TEACHERS
BLACK	KARA	\$ 29,086.20	\$ -	\$ -	\$ 152.44	\$ 29,238.64	TEACHERS
BLACKINGTON	JENNIFER	\$ 51,157.92	\$ -	\$ -	\$ 3,991.56	\$ 55,149.48	TEACHERS
BLOUNT	STACEY	\$ 73,879.16	\$ -	\$ -	\$ 3,947.00	\$ 77,826.16	TEACHERS
BORDELON	NICOLA	\$ 38,055.56	\$ -	\$ -	\$ 1,260.99	\$ 39,316.55	TEACHERS
BOTELHO	STEVEN	\$ -	\$ -	\$ -	\$ 56.68	\$ 56.68	TEACHERS
BRADY	CLARE	\$ 78,968.54	\$ -	\$ -	\$ 5,741.62	\$ 84,710.16	TEACHERS
BUDZYNKIEWICZ	SUZANNE	\$ 72,862.24	\$ -	\$ -	\$ 5,637.20	\$ 78,499.44	TEACHERS
CAHILL	LISA	\$ 62,106.64	\$ -	\$ -	\$ 6,545.86	\$ 68,652.50	TEACHERS
CAHILL	MARIA	\$ 41,381.58	\$ -	\$ -	\$ 2,768.94	\$ 44,150.52	TEACHERS
CARAMELLO	JESSICA	\$ 1,833.23	\$ -	\$ -	\$ -	\$ 1,833.23	TEACHERS
CARL	CATHERINE	\$ 73,879.16	\$ -	\$ -	\$ 10,791.70	\$ 84,670.86	TEACHERS
CARLYLE	LAURA	\$ 72,862.24	\$ -	\$ -	\$ 6,574.95	\$ 79,437.19	TEACHERS
CARROLL	CHRISTINE	\$ 73,879.16	\$ -	\$ -	\$ 4,763.84	\$ 78,643.00	TEACHERS
CARTER	JEFFERY	\$ 73,879.16	\$ -	\$ -	\$ 8,600.00	\$ 82,479.16	TEACHERS
CARTER	LISA	\$ 69,541.52	\$ -	\$ -	\$ 6,032.91	\$ 75,574.43	TEACHERS
CHAGNON	DOREEN	\$ 77,633.24	\$ -	\$ -	\$ 2,210.92	\$ 79,844.16	TEACHERS
CHAMBERS	PAULA	\$ 66,975.28	\$ -	\$ -	\$ 8,332.27	\$ 75,307.55	TEACHERS
CHILDRESS	WILLIAM	\$ 72,862.24	\$ -	\$ -	\$ 5,771.20	\$ 78,633.44	TEACHERS
CLABAULT	COLLEEN	\$ 77,633.24	\$ -	\$ -	\$ 2,690.92	\$ 80,324.16	TEACHERS
CLIFFORD	BRANDY	\$ 69,999.61	\$ -	\$ -	\$ 210.00	\$ 70,209.61	TEACHERS
CLOUTIER	ANN	\$ 72,862.24	\$ -	\$ -	\$ 1,224.20	\$ 74,086.44	TEACHERS
COAKLEY	KEVIN	\$ 72,862.24	\$ -	\$ -	\$ 387.20	\$ 73,249.44	TEACHERS
CODNER	CONNIE	\$ 53,193.24	\$ -	\$ -	\$ 3,620.92	\$ 56,814.16	TEACHERS
CONNERS	JAMIE	\$ 46,003.98	\$ -	\$ -	\$ 1,883.06	\$ 47,887.04	TEACHERS
COONEY	CHRISTINA	\$ 61,684.26	\$ -	\$ -	\$ 322.60	\$ 62,006.86	TEACHERS
COPPOLA	KATHLEEN	\$ 80,257.58	\$ -	\$ -	\$ 3,058.44	\$ 83,316.02	TEACHERS
COSGROVE	MARTIN	\$ 77,633.24	\$ -	\$ -	\$ 2,790.92	\$ 80,424.16	TEACHERS
COSGROVE	MARCI	\$ 72,862.24	\$ -	\$ -	\$ 2,777.20	\$ 75,639.44	TEACHERS
COSTELLO	MATTHEW	\$ 13,399.44	\$ -	\$ -	\$ 1,889.50	\$ 15,288.94	TEACHERS
COTE	THERESA	\$ 42,708.04	\$ -	\$ -	\$ 850.24	\$ 43,558.28	TEACHERS
COTE'	JAMES	\$ 72,862.24	\$ -	\$ -	\$ 387.20	\$ 73,249.44	TEACHERS
COUGHLIN-CROWLEY	ERIN	\$ 80,257.58	\$ -	\$ -	\$ 5,388.44	\$ 85,646.02	TEACHERS
COUTINHO	SUSAN	\$ 62,931.70	\$ -	\$ -	\$ 2,479.50	\$ 65,411.20	TEACHERS
COWAN	FREDERICK	\$ 43,613.26	\$ -	\$ -	\$ 227.76	\$ 43,841.02	TEACHERS
CRAIG	CHELSEA	\$ 48,712.72	\$ -	\$ -	\$ 2,006.72	\$ 50,719.44	TEACHERS
CROSBY	JULIA	\$ 73,879.16	\$ -	\$ -	\$ 392.00	\$ 74,271.16	TEACHERS
CROSBY	WILLIAM	\$ 53,193.24	\$ -	\$ -	\$ 3,797.17	\$ 56,990.41	TEACHERS
DALLAIRE	PAMELA	\$ 72,862.24	\$ -	\$ -	\$ 5,257.20	\$ 78,119.44	TEACHERS
DAVIS	ARLY	\$ 72,862.24	\$ -	\$ -	\$ 507.20	\$ 73,369.44	TEACHERS
DAVIS	JESSICA	\$ 46,038.00	\$ -	\$ -	\$ 2,358.22	\$ 48,396.22	TEACHERS
DAWE III	JOSEPH	\$ 72,862.24	\$ -	\$ -	\$ 2,187.20	\$ 75,049.44	TEACHERS
DEAN	ELIZABETH	\$ 14,446.24	\$ -	\$ -	\$ 319.30	\$ 14,765.54	TEACHERS
DELANO	THERESA	\$ 75,140.00	\$ -	\$ -	\$ 4,132.00	\$ 79,272.00	TEACHERS
DENMAT	CYNTHIA	\$ 62,069.90	\$ -	\$ -	\$ 2,380.68	\$ 64,450.58	TEACHERS
DESMARAIS	AMANDA	\$ 51,157.92	\$ -	\$ -	\$ 267.68	\$ 51,425.60	TEACHERS
DEVELLIS	RICHARD	\$ 53,193.24	\$ -	\$ -	\$ 3,890.92	\$ 57,084.16	TEACHERS
DONAHUE	ELIZABETH	\$ 68,706.24	\$ -	\$ -	\$ 1,759.20	\$ 70,465.44	TEACHERS
DONOGHUE	LYNNE	\$ 13,399.44	\$ -	\$ -	\$ -	\$ 13,399.44	TEACHERS
DOWICK	JOSEPH	\$ 65,750.58	\$ -	\$ -	\$ 821.12	\$ 66,571.70	TEACHERS
DOYLE	JOAN	\$ 72,862.24	\$ -	\$ -	\$ 3,517.20	\$ 76,379.44	TEACHERS
DUFFANY	JEFFREY	\$ 65,461.96	\$ -	\$ -	\$ 1,649.64	\$ 67,111.60	TEACHERS
DUFFY	KATHLEEN	\$ 73,879.16	\$ -	\$ -	\$ 6,122.00	\$ 80,001.16	TEACHERS

LAST NAME	FIRST NAME	REGULAR	OVERTIME	FRINGE	OTHER	TOTAL	DEPARTMENT
DUMAS	CHRISTOPHER	\$ 73,879.16	\$ -	\$ -	\$ 6,172.00	\$ 80,051.16	TEACHERS
DUNHAM	MICHELE	\$ 69,236.10	\$ -	\$ -	\$ 5,511.26	\$ 74,747.36	TEACHERS
DUNN	LAURA	\$ 72,862.24	\$ -	\$ -	\$ 3,487.20	\$ 76,349.44	TEACHERS
DURMIS	JULIE	\$ 50,926.48	\$ -	\$ -	\$ 2,997.92	\$ 53,924.40	TEACHERS
EDWARDS	EMILY	\$ 36,129.48	\$ -	\$ -	\$ 279.60	\$ 36,409.08	TEACHERS
EIDENT	DONNA	\$ 80,257.58	\$ -	\$ -	\$ 2,923.44	\$ 83,181.02	TEACHERS
ELDRIDGE	PATRICIA	\$ 55,052.28	\$ -	\$ -	\$ 3,058.44	\$ 58,110.72	TEACHERS
ELDRIDGE	ERIC	\$ 41,381.58	\$ -	\$ -	\$ 3,539.44	\$ 44,921.02	TEACHERS
ELLIOTT	MARY	\$ 54,498.42	\$ -	\$ -	\$ 810.44	\$ 55,308.86	TEACHERS
ELLIS	PATRICIA	\$ 56,587.32	\$ -	\$ -	\$ 4,862.02	\$ 61,449.34	TEACHERS
EMERSON	KIMBERLY	\$ 73,879.16	\$ -	\$ -	\$ 2,742.00	\$ 76,621.16	TEACHERS
ENO	ERIN	\$ 39,676.38	\$ -	\$ -	\$ 1,456.32	\$ 41,132.70	TEACHERS
ERMI	KIRSTEN	\$ 72,862.24	\$ -	\$ -	\$ 2,767.20	\$ 75,629.44	TEACHERS
EVERETT	NATHANIEL	\$ 72,862.24	\$ -	\$ -	\$ 6,960.40	\$ 79,822.64	TEACHERS
FAITH	KWON	\$ 31,738.52	\$ -	\$ -	\$ 1,198.42	\$ 32,936.94	TEACHERS
FERREIRA	AMY	\$ 58,171.52	\$ -	\$ -	\$ 754.76	\$ 58,926.28	TEACHERS
FERRICK	MARIAN	\$ 72,862.24	\$ -	\$ -	\$ 3,687.20	\$ 76,549.44	TEACHERS
FERRIS	MAUREEN	\$ 46,038.00	\$ -	\$ -	\$ 630.72	\$ 46,668.72	TEACHERS
FLYNN	CAROL	\$ 51,157.92	\$ -	\$ -	\$ 1,032.68	\$ 52,190.60	TEACHERS
FOUGERE	DOMINIQUE	\$ 57,321.32	\$ -	\$ -	\$ 3,216.90	\$ 60,538.22	TEACHERS
FRANCIS	KRISTEN	\$ 72,615.44	\$ -	\$ -	\$ 380.72	\$ 72,996.16	TEACHERS
FRANKE	DONALD	\$ 72,862.24	\$ -	\$ -	\$ 6,062.20	\$ 78,924.44	TEACHERS
FRANKS	COURTNEY	\$ 46,271.82	\$ -	\$ -	\$ 1,841.26	\$ 48,113.08	TEACHERS
FREEMAN	CONSTANCE	\$ 73,879.16	\$ -	\$ -	\$ 392.00	\$ 74,271.16	TEACHERS
FUDALA	RENEE	\$ 56,731.72	\$ -	\$ -	\$ 3,353.70	\$ 60,085.42	TEACHERS
GANJU	DIANA	\$ 63,031.20	\$ -	\$ -	\$ 420.68	\$ 63,451.88	TEACHERS
GARRITY	PATRICIA	\$ 14,800.75	\$ -	\$ -	\$ 729.23	\$ 15,529.98	TEACHERS
GILL	MICHELLE	\$ 72,862.24	\$ -	\$ -	\$ 3,487.20	\$ 76,349.44	TEACHERS
GILMORE	MARK	\$ 78,586.96	\$ -	\$ -	\$ 2,715.20	\$ 81,302.16	TEACHERS
GLENNON	STEPHANIE	\$ 70,197.66	\$ -	\$ -	\$ 367.76	\$ 70,565.42	TEACHERS
GOEBEL	THOMAS	\$ 14,916.00	\$ -	\$ -	\$ -	\$ 14,916.00	TEACHERS
GOINS	ERIN	\$ 51,591.98	\$ -	\$ -	\$ 5,010.30	\$ 56,602.28	TEACHERS
GOODSPEED	SUSAN	\$ 68,321.62	\$ -	\$ -	\$ 362.96	\$ 68,684.58	TEACHERS
GRAHAM	PATRICIA	\$ 78,586.96	\$ -	\$ -	\$ 3,165.20	\$ 81,752.16	TEACHERS
GRANT	KATHLEEN	\$ 68,321.62	\$ -	\$ -	\$ 3,156.00	\$ 71,477.62	TEACHERS
GREEN	ELLEN	\$ 69,236.10	\$ -	\$ -	\$ 918.76	\$ 70,154.86	TEACHERS
GRIMALDI JR	LOUIS	\$ 25,230.88	\$ -	\$ -	\$ 1,200.00	\$ 26,430.88	TEACHERS
GRUEN	LYNN	\$ 72,862.24	\$ -	\$ -	\$ 1,062.20	\$ 73,924.44	TEACHERS
HALEY	VALERIE	\$ 58,171.52	\$ -	\$ -	\$ 1,141.76	\$ 59,313.28	TEACHERS
HAMPTON	LIZ	\$ 70,584.58	\$ -	\$ -	\$ 369.44	\$ 70,954.02	TEACHERS
HANDRAHAN	STEPHANIE	\$ 55,748.64	\$ -	\$ -	\$ 1,141.80	\$ 56,890.44	TEACHERS
HAROLD	DIANE	\$ 27,918.42	\$ -	\$ -	\$ 215.44	\$ 28,133.86	TEACHERS
HARRIS	JENNIFER	\$ 43,613.26	\$ -	\$ -	\$ 627.76	\$ 44,241.02	TEACHERS
HART	KATHLEEN	\$ 75,332.66	\$ -	\$ -	\$ 393.04	\$ 75,725.70	TEACHERS
HEALY	BENJAMIN	\$ 49,602.90	\$ -	\$ -	\$ 1,409.52	\$ 51,012.42	TEACHERS
HICKSON	BETH	\$ 72,862.24	\$ -	\$ -	\$ 1,997.20	\$ 74,859.44	TEACHERS
HITE	CAROLYN	\$ 73,879.16	\$ -	\$ -	\$ 3,742.00	\$ 77,621.16	TEACHERS
HOOD	MOLLY	\$ 72,862.24	\$ -	\$ -	\$ 387.20	\$ 73,249.44	TEACHERS
HORAN	LORI	\$ 83,298.24	\$ -	\$ -	\$ 12,270.92	\$ 95,569.16	TEACHERS
HOREN	ELISE	\$ 13,399.44	\$ -	\$ -	\$ -	\$ 13,399.44	TEACHERS
HOWELL	CHRISTINE	\$ 72,862.24	\$ -	\$ -	\$ 2,017.20	\$ 74,879.44	TEACHERS
HUNNEWELL	KATHRYN	\$ 78,968.54	\$ -	\$ -	\$ 2,215.20	\$ 81,183.74	TEACHERS
HUNT	YVONNE	\$ 77,633.24	\$ -	\$ -	\$ 1,562.92	\$ 79,196.16	TEACHERS
HYDE-MCGUIRE	BETTY	\$ 19,085.86	\$ -	\$ -	\$ -	\$ 19,085.86	TEACHERS
IADONISI	SUSAN	\$ 80,257.58	\$ -	\$ -	\$ 3,558.44	\$ 83,816.02	TEACHERS
JACOBSON	KRISTIN	\$ 49,695.45	\$ -	\$ -	\$ 1,154.30	\$ 50,849.75	TEACHERS
JOY	ALLYSON	\$ 31,280.09	\$ -	\$ -	\$ 744.76	\$ 32,024.85	TEACHERS
KANIS	MERSH	\$ 72,862.24	\$ -	\$ -	\$ 937.20	\$ 73,799.44	TEACHERS
KELLIHER	SUSAN	\$ 69,236.10	\$ -	\$ -	\$ 368.76	\$ 69,604.86	TEACHERS
KELLY	MARY	\$ 64,221.90	\$ -	\$ -	\$ 4,243.52	\$ 68,465.42	TEACHERS
KELLY	ROISIN	\$ 47,584.28	\$ -	\$ -	\$ 1,876.56	\$ 49,460.84	TEACHERS
KENNISON	MERRILL	\$ 80,257.58	\$ -	\$ -	\$ 4,058.44	\$ 84,316.02	TEACHERS
KERN	SUSAN	\$ 80,257.58	\$ -	\$ -	\$ 1,258.44	\$ 81,516.02	TEACHERS
KERR	JONATHAN	\$ 72,862.24	\$ -	\$ -	\$ 3,187.20	\$ 76,049.44	TEACHERS
KEYES	MARY	\$ 78,586.96	\$ -	\$ -	\$ 415.20	\$ 79,002.16	TEACHERS
KITTREDGE	JANE	\$ 72,862.24	\$ -	\$ -	\$ 2,577.20	\$ 75,439.44	TEACHERS
KLIER	DEBORAH	\$ 64,705.62	\$ -	\$ -	\$ 1,346.52	\$ 66,052.14	TEACHERS
LACINA	LEAH	\$ 42,597.84	\$ -	\$ -	\$ 1,021.50	\$ 43,619.34	TEACHERS
LALLY	MARY	\$ 78,398.54	\$ -	\$ -	\$ 3,130.92	\$ 81,529.46	TEACHERS
LASIT	MELINDA	\$ 68,321.62	\$ -	\$ -	\$ 8,262.96	\$ 76,584.58	TEACHERS
LAVELLE	GINGER	\$ 55,748.64	\$ -	\$ -	\$ 1,738.80	\$ 57,487.44	TEACHERS
LEARY	PATRICIA	\$ 78,968.54	\$ -	\$ -	\$ 3,827.70	\$ 82,796.24	TEACHERS
LEEMAN	STEPHANIE	\$ 43,613.26	\$ -	\$ -	\$ 227.76	\$ 43,841.02	TEACHERS
LEHANE	MICHAEL	\$ 69,236.10	\$ -	\$ -	\$ 3,168.76	\$ 72,404.86	TEACHERS
LEMAY	CATHERINE	\$ 73,879.16	\$ -	\$ -	\$ 4,920.00	\$ 78,799.16	TEACHERS
LEWIS	REBECCA	\$ 64,221.90	\$ -	\$ -	\$ 1,976.52	\$ 66,198.42	TEACHERS
LINEHAN	GARY	\$ 78,586.96	\$ -	\$ -	\$ 455.20	\$ 79,042.16	TEACHERS
LINKKILA	JENNY	\$ 77,633.24	\$ -	\$ -	\$ 2,210.92	\$ 79,844.16	TEACHERS
LIU	HENGJIA	\$ 48,479.42	\$ -	\$ -	\$ 2,640.66	\$ 51,120.08	TEACHERS
LOMBARDI	KRISTA	\$ 17,406.97	\$ -	\$ -	\$ -	\$ 17,406.97	TEACHERS
LOPES	ELIZABETH	\$ 9,910.90	\$ -	\$ -	\$ 1,026.80	\$ 10,937.70	TEACHERS
LUBIN	JOEL	\$ 50,281.74	\$ -	\$ -	\$ 738.81	\$ 51,020.55	TEACHERS
LUCAS	KATHY	\$ 54,304.82	\$ -	\$ -	\$ 4,572.61	\$ 58,877.43	TEACHERS
LUCK	MARGARET	\$ 72,862.24	\$ -	\$ -	\$ 2,234.20	\$ 75,096.44	TEACHERS
LUETTE	CHRISTOPHER	\$ 46,271.82	\$ -	\$ -	\$ 3,520.76	\$ 49,792.58	TEACHERS
LUPONE-STONIS	SUSAN	\$ 25,350.00	\$ -	\$ -	\$ 196.00	\$ 25,546.00	TEACHERS

LAST NAME	FIRST NAME	REGULAR	OVERTIME	FRINGE	OTHER	TOTAL	DEPARTMENT
LYVER	MICHELE	\$ 72,862.24	\$ -	\$ -	\$ 2,187.20	\$ 75,049.44	TEACHERS
MACDONALD	EUGENIA	\$ 60,929.30	\$ -	\$ -	\$ 1,629.12	\$ 62,558.42	TEACHERS
MACDONALD	KRISTIN	\$ 61,684.26	\$ -	\$ -	\$ 322.60	\$ 62,006.86	TEACHERS
MACDONALD	WAYNE	\$ 48,712.72	\$ -	\$ -	\$ 6,802.72	\$ 55,515.44	TEACHERS
MACH	ELAINE	\$ 72,615.44	\$ -	\$ -	\$ 650.72	\$ 73,266.16	TEACHERS
MACHNIK	LAUREN	\$ 63,412.32	\$ -	\$ -	\$ 330.68	\$ 63,743.00	TEACHERS
MACHIEL	SUSAN	\$ 69,236.10	\$ -	\$ -	\$ 2,618.76	\$ 71,854.86	TEACHERS
MACKENZIE	ELIZABETH	\$ 46,271.82	\$ -	\$ -	\$ 2,498.76	\$ 48,770.58	TEACHERS
MAKI	SHAUNA	\$ 33,659.36	\$ -	\$ -	\$ 165.86	\$ 33,825.22	TEACHERS
MANN	PETER	\$ 73,879.16	\$ -	\$ -	\$ 2,192.00	\$ 76,071.16	TEACHERS
MANNING	LYNN	\$ 24,356.80	\$ -	\$ -	\$ 126.92	\$ 24,483.72	TEACHERS
MANTENFEL	ELLEN	\$ 80,257.58	\$ -	\$ -	\$ 5,513.44	\$ 85,771.02	TEACHERS
MARTIN	MARTHA	\$ 73,879.16	\$ -	\$ -	\$ 9,317.20	\$ 83,196.36	TEACHERS
MASEDA	STEPHANIE	\$ 72,862.24	\$ -	\$ -	\$ 2,187.20	\$ 75,049.44	TEACHERS
MCADAMS	KATHRYN	\$ 72,862.24	\$ -	\$ -	\$ 2,187.20	\$ 75,049.44	TEACHERS
MCDONALD	PATRICK	\$ 32,955.42	\$ -	\$ -	\$ 2,796.72	\$ 35,752.14	TEACHERS
MCELANEY	LORNA	\$ 20,673.30	\$ -	\$ -	\$ -	\$ 20,673.30	TEACHERS
MCGRATH	KAREN	\$ 80,257.58	\$ -	\$ -	\$ 7,507.24	\$ 87,764.82	TEACHERS
MCNEILL JR	MICHAEL	\$ 72,862.24	\$ -	\$ -	\$ 12,727.20	\$ 85,589.44	TEACHERS
MEARA	MELISSA	\$ 61,824.64	\$ -	\$ -	\$ 1,869.70	\$ 63,694.34	TEACHERS
MEERBACH	ERIK	\$ 46,139.58	\$ -	\$ -	\$ 3,970.47	\$ 50,110.05	TEACHERS
MELLO	KIMBERLY	\$ 43,825.24	\$ -	\$ -	\$ 528.92	\$ 44,354.16	TEACHERS
MILLS	KATHLEEN	\$ 41,381.58	\$ -	\$ -	\$ 3,611.44	\$ 44,993.02	TEACHERS
MISH	KELLY	\$ 20,169.89	\$ -	\$ -	\$ 383.63	\$ 20,553.52	TEACHERS
MONTGOMERY	ELISE	\$ 72,862.24	\$ -	\$ -	\$ 2,187.20	\$ 75,049.44	TEACHERS
MONTGOMERY	TODD	\$ 12,700.28	\$ -	\$ -	\$ -	\$ 12,700.28	TEACHERS
MORGAN	LYNNE	\$ 72,862.24	\$ -	\$ -	\$ 2,187.20	\$ 75,049.44	TEACHERS
MORRIS	DEBRA	\$ 69,236.10	\$ -	\$ -	\$ 668.76	\$ 69,904.86	TEACHERS
MOYNAHAN	MARY	\$ 73,879.16	\$ -	\$ -	\$ 3,282.00	\$ 77,161.16	TEACHERS
MUIR	ELLEN	\$ 63,371.82	\$ -	\$ -	\$ 812.76	\$ 64,184.58	TEACHERS
MURPHY	ANNE	\$ 65,461.96	\$ -	\$ -	\$ 433.64	\$ 65,895.60	TEACHERS
MURPHY	TIMOTHY	\$ 51,157.92	\$ -	\$ -	\$ 522.68	\$ 51,680.60	TEACHERS
MURRAY	SARAH	\$ 77,633.24	\$ -	\$ -	\$ 1,508.42	\$ 79,141.66	TEACHERS
MYERS	ELIZABETH	\$ 72,862.24	\$ -	\$ -	\$ 5,013.92	\$ 77,876.16	TEACHERS
NEGRON	MICHAEL	\$ 31,556.94	\$ -	\$ -	\$ -	\$ 31,556.94	TEACHERS
NEILL	DAVID	\$ 69,726.98	\$ -	\$ -	\$ 368.76	\$ 70,095.74	TEACHERS
NELSON	ALISON	\$ 71,604.92	\$ -	\$ -	\$ 6,253.66	\$ 77,858.58	TEACHERS
NELSON	JEANNE	\$ 72,862.24	\$ -	\$ -	\$ 387.20	\$ 73,249.44	TEACHERS
NESKE	CHRISTINE	\$ 58,171.52	\$ -	\$ -	\$ 304.76	\$ 58,476.28	TEACHERS
NORTON CANNAVO	KATHLEEN	\$ 73,879.16	\$ -	\$ -	\$ 8,204.50	\$ 82,083.66	TEACHERS
NOVERO	ELENA	\$ 68,321.56	\$ -	\$ -	\$ 4,171.96	\$ 72,493.52	TEACHERS
O'CONNELL	WILLIAM	\$ 74,093.24	\$ -	\$ -	\$ 18,365.90	\$ 92,459.14	TEACHERS
OLIVEIRA	CAMILA	\$ 58,488.38	\$ -	\$ -	\$ 5,149.02	\$ 63,637.40	TEACHERS
ORBACH	DEBORAH	\$ 72,862.24	\$ -	\$ -	\$ 387.20	\$ 73,249.44	TEACHERS
PALIE	ERIN	\$ 46,048.00	\$ -	\$ -	\$ 273.18	\$ 46,321.18	TEACHERS
PALOMBO	TERESA	\$ 43,825.24	\$ -	\$ -	\$ 2,344.24	\$ 46,169.48	TEACHERS
PALTRINERI	LINDA	\$ 80,257.58	\$ -	\$ -	\$ 6,995.44	\$ 87,253.02	TEACHERS
PARKER	DIANA	\$ 72,862.24	\$ -	\$ -	\$ 2,687.20	\$ 75,549.44	TEACHERS
PEARSALL	BRENT	\$ 68,321.62	\$ -	\$ -	\$ 13,912.96	\$ 82,234.58	TEACHERS
PEARSALL	LINDA	\$ 69,236.10	\$ -	\$ -	\$ 3,468.76	\$ 72,704.86	TEACHERS
PERDIGAO	SUZANNE	\$ 72,862.24	\$ -	\$ -	\$ 3,092.20	\$ 75,954.44	TEACHERS
PETIPAS	CATHERINE	\$ 64,265.54	\$ -	\$ -	\$ 337.04	\$ 64,602.58	TEACHERS
PETRUCCELLI- SMITHERS	JANET	\$ 18,446.28	\$ -	\$ -	\$ 122.18	\$ 18,568.46	TEACHERS
PHILLIPS	BETHANY	\$ 43,613.26	\$ -	\$ -	\$ 1,161.51	\$ 44,774.77	TEACHERS
PHILLIPS	GRETCHEN	\$ 29,455.68	\$ -	\$ -	\$ 227.76	\$ 29,683.44	TEACHERS
PHINNEY	LYNNE	\$ 53,323.66	\$ -	\$ -	\$ 1,789.60	\$ 55,113.26	TEACHERS
PIKE	SUSAN	\$ 69,236.10	\$ -	\$ -	\$ 2,408.76	\$ 71,644.86	TEACHERS
POTTER	PAMELA	\$ 72,862.24	\$ -	\$ -	\$ 2,187.20	\$ 75,049.44	TEACHERS
POWERS	ELIZABETH	\$ 78,016.96	\$ -	\$ -	\$ 3,210.92	\$ 81,227.88	TEACHERS
POWERS	MARIA	\$ 28,550.46	\$ -	\$ -	\$ 220.24	\$ 28,770.70	TEACHERS
POWERS	ELIZABETH	\$ -	\$ -	\$ -	\$ 97.74	\$ 97.74	TEACHERS
PRICE	WERNER	\$ 58,171.52	\$ -	\$ -	\$ 1,861.04	\$ 60,032.56	TEACHERS
QUINN	MICHELLE	\$ 69,236.10	\$ -	\$ -	\$ 2,718.76	\$ 71,954.86	TEACHERS
RAMSEY	KELLY	\$ 14,157.58	\$ -	\$ -	\$ -	\$ 14,157.58	TEACHERS
RECKER	BETH	\$ 60,929.30	\$ -	\$ -	\$ 2,197.09	\$ 63,126.39	TEACHERS
REECE	JEANNE	\$ 40,272.84	\$ -	\$ -	\$ 1,685.50	\$ 41,958.34	TEACHERS
REIBER	AMY	\$ 47,012.10	\$ -	\$ -	\$ 244.92	\$ 47,257.02	TEACHERS
RICHARD	LAURA	\$ 68,894.46	\$ -	\$ -	\$ 521.28	\$ 69,415.74	TEACHERS
RIDER	CHERYL	\$ 72,862.24	\$ -	\$ -	\$ 2,187.20	\$ 75,049.44	TEACHERS
RIGAZIO	BRETT	\$ 63,031.20	\$ -	\$ -	\$ 490.68	\$ 63,521.88	TEACHERS
RIGORDAEVA	KATHLEEN	\$ 77,633.24	\$ -	\$ -	\$ 4,060.92	\$ 81,694.16	TEACHERS
RILEY	HEATHER	\$ 80,257.58	\$ -	\$ -	\$ 1,258.44	\$ 81,516.02	TEACHERS
ROBERTS	VICTOR	\$ -	\$ -	\$ -	\$ 127.04	\$ 127.04	TEACHERS
RODRIGUES	JOSHUA	\$ 47,164.28	\$ -	\$ -	\$ 3,839.56	\$ 51,003.84	TEACHERS
RUSSO	MARTIN	\$ 77,633.24	\$ -	\$ -	\$ 7,965.92	\$ 85,599.16	TEACHERS
RYER	SANDRA	\$ 73,879.16	\$ -	\$ -	\$ 2,192.00	\$ 76,071.16	TEACHERS
SABETTA	KAREN	\$ 79,286.96	\$ -	\$ -	\$ 4,302.20	\$ 83,589.16	TEACHERS
SANTONI	JULIE	\$ 72,862.24	\$ -	\$ -	\$ 2,687.20	\$ 75,549.44	TEACHERS
SARAFIN	SUZANNE	\$ 53,490.82	\$ -	\$ -	\$ -	\$ 53,490.82	TEACHERS
SAUNDERS	JOANNE	\$ 80,257.58	\$ -	\$ -	\$ 1,258.44	\$ 81,516.02	TEACHERS
SAVERY	LUCINDA	\$ 80,257.58	\$ -	\$ -	\$ 3,058.44	\$ 83,316.02	TEACHERS
SCHAEFER-CATTEN	AURELIA	\$ 77,633.24	\$ -	\$ -	\$ 3,847.92	\$ 81,481.16	TEACHERS
SCHERMERHORN	PATRICIA	\$ 77,633.24	\$ -	\$ -	\$ 4,448.42	\$ 82,081.66	TEACHERS
SCHERMERHORN III	HORACE	\$ 53,193.24	\$ -	\$ -	\$ 8,650.92	\$ 61,844.16	TEACHERS
SCHOFIELD	CATHERINE	\$ 69,236.10	\$ -	\$ -	\$ 2,468.76	\$ 71,704.86	TEACHERS
SCHULZ	VICTORIA	\$ 77,633.24	\$ -	\$ -	\$ 6,744.87	\$ 84,378.11	TEACHERS

LAST NAME	FIRST NAME	REGULAR	OVERTIME	FRINGE	OTHER	TOTAL	DEPARTMENT
SCOTT	JUSELENA	\$ 14,916.00	\$ -	\$ -	\$ -	\$ 14,916.00	TEACHERS
SENZAPAURO	MICHAEL	\$ 12,700.28	\$ -	\$ -	\$ -	\$ 12,700.28	TEACHERS
SHEELEY	PETRA	\$ 41,969.94	\$ -	\$ -	\$ 414.20	\$ 42,384.14	TEACHERS
SHEPHERD	CAITLIN	\$ 20,875.92	\$ -	\$ -	\$ 241.76	\$ 21,117.68	TEACHERS
SHERMAN	ROBIN	\$ 21,745.58	\$ -	\$ -	\$ 1,556.28	\$ 23,301.86	TEACHERS
SHAWCHUK	DONALD	\$ 73,879.16	\$ -	\$ -	\$ 7,002.75	\$ 80,881.91	TEACHERS
SHEW	NANCY	\$ 78,968.54	\$ -	\$ -	\$ 745.20	\$ 79,713.74	TEACHERS
SICARD	ELLIOTT	\$ 24,599.80	\$ -	\$ -	\$ 2,097.00	\$ 26,696.80	TEACHERS
SIMPSON	MARCIA	\$ 69,236.10	\$ -	\$ -	\$ 3,208.76	\$ 72,444.86	TEACHERS
SIMPSON	JANET	\$ 69,236.10	\$ -	\$ -	\$ 2,668.76	\$ 71,904.86	TEACHERS
SKIRVAN	CHRISTINE	\$ 72,862.24	\$ -	\$ -	\$ 687.20	\$ 73,549.44	TEACHERS
SLAGLE	KAREN	\$ 73,879.16	\$ -	\$ -	\$ 3,198.00	\$ 77,077.16	TEACHERS
SMITH	JOAN	\$ 77,633.24	\$ -	\$ -	\$ 3,130.92	\$ 80,764.16	TEACHERS
SMITH	ELIZABETH	\$ 72,862.24	\$ -	\$ -	\$ 3,087.20	\$ 75,949.44	TEACHERS
SMITH	CAROLYN	\$ 54,734.36	\$ -	\$ -	\$ 1,482.10	\$ 56,216.46	TEACHERS
SOLINSKY	LARA	\$ 15,337.30	\$ -	\$ -	\$ 90.00	\$ 15,427.30	TEACHERS
ST PIERRE	LAURIE	\$ 77,633.24	\$ -	\$ -	\$ 2,710.92	\$ 80,344.16	TEACHERS
STAKER	ANDREW	\$ 34,490.76	\$ -	\$ -	\$ 266.52	\$ 34,757.28	TEACHERS
STALLINGS	KATHLEEN	\$ 72,862.24	\$ -	\$ -	\$ 2,187.20	\$ 75,049.44	TEACHERS
STANTON	DEBRA	\$ 77,633.24	\$ -	\$ -	\$ 410.92	\$ 78,044.16	TEACHERS
STAPLETON	KAREN	\$ 55,052.28	\$ -	\$ -	\$ 9,958.44	\$ 65,010.72	TEACHERS
STRANO	JENNIFER	\$ 26,278.36	\$ -	\$ -	\$ -	\$ 26,278.36	TEACHERS
SULLIVAN	NANCY	\$ 69,237.10	\$ -	\$ -	\$ 893.76	\$ 70,130.86	TEACHERS
SULLIVAN	MAUREEN	\$ 31,894.14	\$ -	\$ -	\$ 726.56	\$ 32,620.70	TEACHERS
SWITZER	BRIAN	\$ -	\$ -	\$ -	\$ 28.34	\$ 28.34	TEACHERS
TARANTELLO	JOSEPH	\$ 34,490.76	\$ -	\$ -	\$ 6,263.52	\$ 40,754.28	TEACHERS
TARANTINO	ABIGAIL	\$ 12,700.28	\$ -	\$ -	\$ -	\$ 12,700.28	TEACHERS
TEDESCHI	LINDA	\$ 47,588.70	\$ -	\$ -	\$ 7,567.88	\$ 55,156.58	TEACHERS
THOMAS	COLLEEN	\$ 77,633.24	\$ -	\$ -	\$ 2,510.92	\$ 80,144.16	TEACHERS
TOBIA	ELIZABETH	\$ 73,879.16	\$ -	\$ -	\$ 3,192.00	\$ 77,071.16	TEACHERS
TOFTEROO	KAREN	\$ 68,321.62	\$ -	\$ -	\$ 3,053.96	\$ 71,375.58	TEACHERS
TOMPKINS	KRISTIN	\$ 72,862.24	\$ -	\$ -	\$ 2,487.20	\$ 75,349.44	TEACHERS
TREMARCHE	PAMELA	\$ 80,257.58	\$ -	\$ -	\$ 4,058.44	\$ 84,316.02	TEACHERS
TRIMBLE	PETER	\$ 72,862.24	\$ -	\$ -	\$ 21,413.20	\$ 94,275.44	TEACHERS
VAN CLEEF	MARY	\$ 69,236.10	\$ -	\$ -	\$ 3,008.76	\$ 72,244.86	TEACHERS
VARNEY	CHERYLE	\$ 55,504.50	\$ -	\$ -	\$ 4,962.10	\$ 60,466.60	TEACHERS
VENA	LAUREN	\$ 50,926.48	\$ -	\$ -	\$ 1,166.52	\$ 52,093.00	TEACHERS
WALSH	JULIE	\$ 70,369.68	\$ -	\$ -	\$ 2,258.76	\$ 72,628.44	TEACHERS
WATSON	STEVEN	\$ 66,462.06	\$ -	\$ -	\$ 6,513.50	\$ 72,975.56	TEACHERS
WEINER	LORI	\$ 75,332.66	\$ -	\$ -	\$ 778.04	\$ 76,110.70	TEACHERS
WEINSTEIN	JASON	\$ 17,194.42	\$ -	\$ -	\$ 340.00	\$ 17,534.42	TEACHERS
WELCH JR.	MICHAEL	\$ 73,879.16	\$ -	\$ -	\$ 2,912.00	\$ 76,791.16	TEACHERS
WENTWORTH	LAUREN	\$ 45,612.46	\$ -	\$ -	\$ 2,590.16	\$ 48,202.62	TEACHERS
WHITE	ANGELA	\$ 77,633.24	\$ -	\$ -	\$ 3,210.92	\$ 80,844.16	TEACHERS
WHITE	KIM	\$ 61,824.64	\$ -	\$ -	\$ 624.20	\$ 62,448.84	TEACHERS
WHITE	LEWIS	\$ 44,657.64	\$ -	\$ -	\$ 215.64	\$ 44,873.28	TEACHERS
WILKINS	KARIN	\$ 66,278.60	\$ -	\$ -	\$ 376.24	\$ 66,654.84	TEACHERS
WILLIAMS	JOHN	\$ 73,879.16	\$ -	\$ -	\$ 5,192.00	\$ 79,071.16	TEACHERS
WILLIAMSON	MELISSA	\$ 53,323.66	\$ -	\$ -	\$ 5,582.10	\$ 58,905.76	TEACHERS
WOODARD	ELIZABETH	\$ 13,399.44	\$ -	\$ -	\$ -	\$ 13,399.44	TEACHERS
YOUNG	KRISTEN	\$ 65,461.96	\$ -	\$ -	\$ 743.64	\$ 66,205.60	TEACHERS
BEAUCHEMIN	PETER	\$ 1,499.98	\$ -	\$ -	\$ -	\$ 1,499.98	TOWN ADMINISTRATION
CARTY	MAUREEN	\$ 12,341.05	\$ -	\$ -	\$ 1,758.80	\$ 14,099.85	TOWN ADMINISTRATION
COGGESHALL	KATHLEEN	\$ 64,150.32	\$ 3,572.79	\$ -	\$ 625.00	\$ 68,348.11	TOWN ADMINISTRATION
DUNHAM	GEORGE	\$ 159,311.52	\$ -	\$ -	\$ 625.00	\$ 159,936.52	TOWN ADMINISTRATION
ELLIS	R. PATRICK	\$ 1,999.98	\$ -	\$ -	\$ -	\$ 1,999.98	TOWN ADMINISTRATION
GROEZINGER	LISA	\$ 75.00	\$ -	\$ -	\$ -	\$ 75.00	TOWN ADMINISTRATION
HANELT	DIANE	\$ 51,541.52	\$ 2,006.07	\$ -	\$ 625.00	\$ 54,172.59	TOWN ADMINISTRATION
JAMES	SUSAN	\$ 1,999.98	\$ -	\$ -	\$ -	\$ 1,999.98	TOWN ADMINISTRATION
LAPP	DOUGLAS	\$ 115,256.54	\$ -	\$ -	\$ 475.00	\$ 115,731.54	TOWN ADMINISTRATION
PANNORFI	FRANK	\$ 2,333.32	\$ -	\$ -	\$ -	\$ 2,333.32	TOWN ADMINISTRATION
PIERCE	JAMES	\$ 500.00	\$ -	\$ -	\$ -	\$ 500.00	TOWN ADMINISTRATION
SPIELMAN	ALETTA	\$ 1,705.77	\$ -	\$ -	\$ -	\$ 1,705.77	TOWN ADMINISTRATION
SULLIVAN	DAVID	\$ 675.00	\$ -	\$ -	\$ -	\$ 675.00	TOWN ADMINISTRATION
VITACCO	RALPH	\$ 2,166.62	\$ -	\$ -	\$ -	\$ 2,166.62	TOWN ADMINISTRATION
FREITAS	LINNEA	\$ 35,106.54	\$ -	\$ -	\$ -	\$ 35,106.54	TOWN CLERK
LUNDQUIST	SUSAN	\$ 48,867.48	\$ 262.64	\$ -	\$ 550.00	\$ 49,680.12	TOWN CLERK
WHITE	TAYLOR	\$ 76,366.27	\$ -	\$ -	\$ 400.00	\$ 76,766.27	TOWN CLERK
CHERRY	ROBIN	\$ 52,534.09	\$ -	\$ -	\$ 400.00	\$ 52,934.09	TREASURER
JENNINGS	WILLIAM	\$ 80,441.61	\$ -	\$ -	\$ -	\$ 80,441.61	TREASURER
KILEY	LINDA	\$ 40,017.60	\$ -	\$ -	\$ 400.00	\$ 40,417.60	TREASURER
MAZEROLLE	CARRIE	\$ 35,106.54	\$ -	\$ -	\$ -	\$ 35,106.54	TREASURER
BERENSON	ROBERTA	\$ 4,843.75	\$ -	\$ -	\$ -	\$ 4,843.75	TUTORS
BUMSTEAD	KATHY	\$ 635.00	\$ -	\$ -	\$ -	\$ 635.00	TUTORS
COKER	DONNA	\$ 375.00	\$ -	\$ -	\$ -	\$ 375.00	TUTORS
D'AMATO	KAREN	\$ 7,942.50	\$ -	\$ -	\$ -	\$ 7,942.50	TUTORS
DEWALD	AMY	\$ 397.50	\$ -	\$ -	\$ -	\$ 397.50	TUTORS
HALLAS	CHRISTINA	\$ 13,097.50	\$ -	\$ -	\$ -	\$ 13,097.50	TUTORS
HEALY	DYANA	\$ 2,150.00	\$ -	\$ -	\$ -	\$ 2,150.00	TUTORS
HOUGH-GOSSELIN	MARY	\$ 11,366.25	\$ -	\$ -	\$ -	\$ 11,366.25	TUTORS
KELLEHER	THOMAS	\$ 135.00	\$ -	\$ -	\$ -	\$ 135.00	TUTORS
LASIT	KEVIN	\$ 6,144.50	\$ -	\$ -	\$ 9,370.50	\$ 15,515.00	TUTORS
LEFAVOR	JENNIFER	\$ 8,880.00	\$ -	\$ -	\$ -	\$ 8,880.00	TUTORS
MELILLO	LAUREN	\$ 28,102.00	\$ -	\$ -	\$ 300.00	\$ 28,402.00	TUTORS
MILLEN	RYAN	\$ 11,638.15	\$ -	\$ -	\$ -	\$ 11,638.15	TUTORS
MILLER	MICHAEL	\$ 36,263.21	\$ 2,043.30	\$ -	\$ 1,370.00	\$ 39,676.51	TUTORS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>REGULAR</u>	<u>OVERTIME</u>	<u>FRINGE</u>	<u>OTHER</u>	<u>TOTAL</u>	<u>DEPARTMENT</u>
NAMES	NANCY	\$ 5,100.00	\$ -	\$ -	\$ -	\$ 5,100.00	TUTORS
NICHOL	MARGARET	\$ 455.00	\$ -	\$ -	\$ -	\$ 455.00	TUTORS
O'NEILL - O'KANE	CHARITY	\$ 685.00	\$ -	\$ -	\$ -	\$ 685.00	TUTORS
PASTORE	CARLEY	\$ 145.00	\$ -	\$ -	\$ -	\$ 145.00	TUTORS
PILLARELLA	LANI	\$ 9,626.25	\$ -	\$ -	\$ -	\$ 9,626.25	TUTORS
POLIDOR	JEFFREY	\$ 170.00	\$ -	\$ -	\$ -	\$ 170.00	TUTORS
RIDER	BLAKE	\$ 6,930.00	\$ -	\$ -	\$ -	\$ 6,930.00	TUTORS
SHEA	ANN	\$ 8,087.50	\$ -	\$ -	\$ 113.97	\$ 8,201.47	TUTORS
SUTTON	GAIL	\$ 105.00	\$ -	\$ -	\$ -	\$ 105.00	TUTORS
WESP	HEATHER	\$ 8,843.75	\$ -	\$ -	\$ -	\$ 8,843.75	TUTORS
WIEHE	JANICE	\$ 7,750.00	\$ -	\$ -	\$ -	\$ 7,750.00	TUTORS

**Report of the
BOARD OF ASSESSORS**

2015 was a yet another busy year of challenges and successes for the Assessing Department.

We completed second full year in our offices at 16 Jan Sebastian Drive. With the work of Ted Hamilton and Bill Sewell, we were able to add a couple of features to make the space more “office-like”. It is worthy to note that not housing the Assessing Department and Tax Collection Department same building presents working challenges and remains an inconvenience to the public that must travel between offices. Unfortunately, this problem will continue to exist until a solution, placing the offices in the same location, is achieved.

The Fiscal 2016 actual bills were issued at the end of December. The legal value date for these bills was January 1, 2015, based on 2014 calendar year sales. At the writing of this report, the department is at the conclusion (February 1, 2016) of the appeals process and review, with a low volume of appeals in place.

Fiscal 2016 was an interim update year for the town, and the project to revalue, with a more limited oversight and program approval from the Massachusetts Department of Revenue, Bureau of Local Assessment ran from April until November. The towns’ assessment project was certified and Fiscal 2016 tax rate of \$14.47 per thousand in value was approved in early December.

As part of the process of review, over 2000 properties were inspected and listed on site, and another 2500 properties were reviewed as part of a final “drive-by” review for accuracy and final value determination purposes.

The Fiscal 2016 certified assessments date of January 1, 2015 and were based upon review of valid calendar year 2014 sales. Sales of a non valid nature, such as foreclosure related and most short sales were not considered within the analysis. All sales properties, as in each year, were contacted both by mailer, as well as through a site visit.

The MapGeo GIS system, which is accessed by visiting the Town website (www.sandwichmass.org), is now in its fourth year of hosting the property field cards. The system continues to be quicker and more intuitive in property lookups, in and in compiling and requesting abutter’s certification. We are reviewing potential upgrades for the online system and hope to be able to implement some of the upgrades for July 2016.

2016 year will see the conversion and implementation of our new software system and will continue to work to find innovative and low cost ways to constantly improve the appraisal product.

The appraisal staff of the department will continue their high visibility during the 2016 calendar year. Fiscal 2017 is a second Department of Revenue interim update year, in accordance with state regulations, and the department will be

reviewing calendar 2015 sales in setting values as of January 1, 2016. An early review of these sales in showing continued improvement in market values.

Ongoing programs include Building permit inspections, Personal Property listing and review, commercial income and expense review, and sales property review program.

The department will continue the DOR/Bureau of Local Assessment mandated “cyclical inspection program” – where the department visits and re-inspects a percentage of residential and commercial properties, as well as commercial personal property account each year in an effort to maintain data quality.

As we continue with these annual inspection programs, please remember that statistical accuracy leads to assessment accuracy, which benefits both Town and Taxpayer equally. We ask for your continued cooperation in these efforts.

The three person Assessment Administrative section also maintains a high visibility to our public, serving as the frontline for inquires and many of the procedures that take place. A quick look at some number from 2015 shows that level of involvement!

Deed updates (input into system)– (calendar 2015)–	1,064
Motor Vehicle/Boat Excise account maintained (from Mass DOT) –	25,562
Motor Vehicle/Boat Excise adjustments (abatement) made –	1,085
Counter Visits/Phone calls (est.) -	9,375
Mail/Email inquiries received (est.) -	4,375
Abutters lists certified -	314
Parcel Count of Abutter lists -	3,548

The department lost a valued employee in 2015 with the retirement of Field Technician Gary Fryxell. We also just found out the Administrative Assistant Andrea Balboni will be relocating with her family at the end of February. We wish Gary and Andrea happiness and good fortune!

Ben Styche was hired to replace Mr. Fryxell, and has shown to be a great fit to the department already!

The Board would like to thank the staff of the Assessing Department for their continued outstanding service to the Board and to the residents of Sandwich.

- Ed Childs, Director of Assessing
- Judy Rumul, Office Manager
- Jeanne Varney, Administrative Assistant
- Andrea Balboni, Administrative Assistant
- Walter Slepchuk, Assistant Assessor
- Ben Styche, Field Technician

Wishing all residents a happy and prosperous 2016.

Lawrence B, Harrington, Chair
Nicholas Fernandes
Robert G. James
SANDWICH BOARD OF ASSESSORS

Town Clerk



Photo Courtesy of Mcvj rggp'Eqi i guj cm

Vqy p"P gemF wpg"Tuqxqtcvqap"Rtqlgev"/"4237

**Report of the
TOWN CLERK**

2015 was certainly the “Year of Town Meetings.” Beginning with a Special Town Meeting, originally scheduled for February 9th but postponed to February 23rd due to inclement weather, residents debated and voted on 11 Warrant Articles. The posted Warrant contained a total of 22 Articles; however, at 11 P.M. the meeting was dissolved and all remaining articles were indefinitely postponed. Of note, Article 4 was approved which established a Beach Re-nourishment Fund and Article 7 was passed which provided funding for the construction of a new Marina Office. A total of 317 residents attended this Special Town Meeting which was equal to a 2% voter turnout. This was also the first Town Meeting where the Moderator was able to utilize newly enacted legislation that allowed him to declare the meeting postponed to a date and time certain without physically having to convene.

Next was the Annual Town Meeting held on May 4th and 280 voters attended, which is a 1.8% turnout. Of note, residents debated several zoning changes and approved two projects funded by the Community Preservation Fund. The first funded the republishing of “Sandwich, A Cape Cod Town”, a historical narrative written by Russell Lovell, Jr. The second funded the installation of a Civil War Memorial plaque at Town Hall. This project was the culmination of work done by Sandwich resident, William Daley, who spent countless hours researching the men of Sandwich who fought in the Civil War.

The following Thursday, May 7th, was the Annual Town Election in which 1,888 voters participated totaling a 12.61% turnout. There was a three-way race for Selectmen in which incumbent James Pierce was defeated and Peter Beauchemin was elected. The School Committee also welcomed three new members; Elizabeth Cummings, Stephanie Hall and James McGrail. Incumbent Lois Wack was not reelected.

To finish the summer, the Board of Selectmen called a Special Town Meeting on August 31st. This was the most well attended town meeting in over a decade, with 811 residents participating, which is a 5.3% turnout. Voters overwhelmingly approved the single Article Warrant that provided time sensitive funding for the Town Neck Beach re-nourishment project.

The final Town Meeting of the year was held on November 16th and 360 residents attended, a 2.3% turnout. This Special Town Meeting Warrant included Articles adding a ground mounted solar zoning by-law and additional Community Preservation funding for the Town Neck Beach re-nourishment project, both of which were approved. The following week, on November 24th, was the Old Kings Highway Historic District Election. A total of 15 votes were cast and Mary Foley was re-elected to a four year term.

In 2015, I was also pleased to introduce the implementation of an on-line payment system for vital records and dog licenses. Residents may now utilize this user friendly payment system to conveniently do business with the Town. This is just another

effort to help streamline and modernize the functions of town government.

I would like to again thank my staff, Assistant Town Clerk, Susan Lundquist, and Administrative Assistant, Linnea Freitas. Both are extremely knowledgeable and skilled in executing the multitude of functions conducted at the Town Clerk’s Office. It’s a pleasure working with them and I’m proud of everything they do. It’s an honor to serve you as your Town Clerk and I thank the residents of Sandwich for the opportunity. As always, I am committed to recording and preserving our history, implementing greater efficiencies and fulfilling my responsibilities to the fullest.

Respectfully Submitted,



Taylor D. White
Town Clerk

Births, Marriages and Deaths Recorded in 2015

A detailed list of births, marriages and deaths is no longer published in the Town Report due to privacy concerns and State law.

The total number of recorded births to Sandwich residents was 130. The total number of marriages recorded was 101. The total number of deaths recorded in was 420.

Dog Licenses Issued in 2015

Neutered Males	998
Males.....	119
Spayed Females.....	1058
Females	88
Kennel Licenses.....	30

Business Certificates & Raffle Permits Issues in 2015

The Town Clerk registered 161 Business Certificates in 2015. 10 Raffle Permits to various non-profit organizations were issued in 2015.

**TOWN OF SANDWICH
SPECIAL TOWN MEETING
February 9, 2015**

Pursuant to the provisions of Massachusetts General Law, Chapter 39, Section 10A, Town Moderator Garry Blank issued an emergency declaration to continue Special Town Meeting to February 23, 2015 at 7:00 P.M. due to inclement weather. This declaration was properly filed with the Town Clerk's Office and posted by Constable Clyde Gill on February 10, 2015 as prescribed in Massachusetts General Law, Chapter 39, Section 10A.

**TOWN OF SANDWICH
SPECIAL TOWN MEETING
February 23, 2015**

The Special Town Meeting was called to order in the Sandwich High School auditorium by Moderator Garry Blank at 7:13 P.M. The total number of eligible voters for this meeting was 15,029 and the clerks checked in a total of 317 voters, which is a 2% turnout. Sandwich Boy Scout Troop 47 led Town Meeting in the Pledge of Allegiance and Finance Committee member Linell M. Grundman sang the Star Spangled Banner. The Moderator introduced Anne Cabbage, Pastor of First Church, who offered an opening prayer. The Moderator then swore in the following Sandwich residents as tellers: William Collins, Brandon Carrico, William Livingston, James Rogers and Julie Molloy. Taylor White, Town Clerk, and Susan Lundquist, Assistant Town Clerk served as the timekeepers.

ARTICLE 1

To see if the Town will vote to transfer and appropriate the sum of \$140,549.22, or any other amount, for the purpose of constructing improvements and remodeling, constructing, reconstructing and making extraordinary repairs to the Oak Ridge School and Forestdale School and for capital improvements associated with moving all Pre-Kindergarten through 6th grades to the schools, including design, site improvements, equipment, furnishings and costs incidental thereto; said funds to be transferred from the following School Department capital project balances; and further to authorize the School Committee to enter into any and all contracts necessary to carry out such project; or take any action relative thereto.

<u>Project</u>	<u>Amount</u>	<u>Town Meeting, Article</u>
Building Repairs & Improvements	73,869.60	5/6/13, Article 5
High School A-Wing & STEM Improvements	54,046.94	11/18/13, Article 1
Wing School Safety Zone Signage	4,901.95	5/2/11, Article 3
Computer Software	4,110.00	5/7/12, Article 5
Oak Ridge School Windows	2,317.42	5/1/06, Article 4
SHS Field Maintenance & Improvements	500.09	5/3/10, Article 5
Flooring Improvements	371.63	5/7/12, Article 5
Bathroom Partitions	222.59	5/7/12, Article 5
Wing School Building Study	<u>209.00</u>	5/3/10, Article 4
Total	140,549.22	

VOTED: Carl Johansen of Oxford Road made a motion to move the question. His motion was seconded from the floor. This was a voice vote and declared not carried by the Moderator.

COUNTED VOTE: That the Town transfer and appropriate \$140,549.22 for the purpose of constructing improvements and remodeling, constructing, reconstructing and making extraordinary repairs to the Oak Ridge School and Forestdale School and for capital improvements associated with moving all Pre-Kindergarten through 6th grades to the schools, including design, site improvements, equipment, furnishings and costs incidental thereto with said funds being transferred from the School Department capital project balances as printed in the warrant under Article 1. This was a counted vote and declared carried by the Moderator. The vote was 179 Yea and 104 Nay.

ARTICLE 2

To see if the Town will vote to raise and appropriate, or transfer from available funds, the sum of \$275,000.00, or any other amount, for the purpose of constructing improvements and remodeling, constructing, reconstructing and making extraordinary repairs to the Oak Ridge School and Forestdale School and for capital improvements associated with moving all Pre-Kindergarten through 6th grades to the schools, including design, site improvements, equipment, furnishings and costs incidental thereto, and further to authorize the School Committee to enter into any and all contracts necessary to carry out such project, or take any action relative thereto.

VOTED: James Coogan of Main Street made a motion to move the question. His motion was seconded from the floor. This was a voice vote and declared carried by the Moderator.

VOTED: That the Town transfer and appropriate \$275,000 from Free Cash for the purpose of constructing improvements and remodeling, constructing, reconstructing and making extraordinary repairs to the Oak Ridge School and Forestdale School and for capital improvements associated with moving all Pre-Kindergarten through 6th grades to the schools, including design, site improvements, equipment, furnishings and costs incidental thereto. This was a voice vote and declared carried by the Moderator.

ARTICLE 3

To see if the Town will vote to amend the purpose for which \$1,000,000.00 in Community Preservation Act open space and recreation program funds were appropriated by the May 5, 2014 Annual Town Meeting under Article 15 for securing professional services to design, permit, and construct a beach renourishment, restoration and resiliency project on Town Neck Beach by removing the restriction limiting the expenditure of funds until the Town has received notification that it has received a grant from the National Fish and Wildlife Foundation – Hurricane Sandy Coastal Resiliency Competitive Grants program, with all other provisions of the May 5, 2014 vote remaining in effect, or take any action relative thereto.

VOTED: Steven Barr of Craft Road made a motion to amend Article 3 by adding the following to the end of Article 3 as printed in the Warrant. His motion was seconded from the floor.

Any funds appropriated or reappropriated by this motion shall be expended under the guidelines of and in accordance with MGL Chapter 44B. None of the funds requested by this motion shall be expended on private property.

The Moderator ruled the last sentence in the proposed amendment was outside the scope of Town Meeting. This was a voice vote and declared not carried.

VOTED: Mr. Greg Bodrie a non-voter and resident of Bourne was granted the privilege to speak before Town Meeting. This was a voice vote and declared carried by the Moderator.

UNANIMOUSLY VOTED: That the Town amend the purpose for which \$1,000,000 in Community Preservation Act open space and recreation program funds were appropriated by the May 5, 2014 Annual Town Meeting under Article 15 for securing professional services to design, permit, and construct a beach renourishment, restoration and resiliency project on Town Neck Beach by removing the restriction limiting the expenditure of funds until the Town has received notification that it has received a grant from the National Fish and Wildlife Foundation – Hurricane Sandy Coastal Resiliency Competitive Grants program, with all other provisions of the May 5, 2014 vote remaining in effect. This was a voice vote and declared carried unanimously by the required two-thirds majority by the Moderator.

ARTICLE 4

To see if the Town will vote to authorize the Board of Selectmen to petition the Massachusetts General Court for special legislation, as set forth below, creating a Beach Restoration Fund, into which shall be deposited a portion of the revenue received from the collection of local sales tax upon restaurant meals; provided, however, that the General Court may make clerical or editorial changes of form only to the Bill, unless the Board of Selectmen approve amendments to the Bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition;

AN ACT ESTABLISHING A BEACH RESTORATION FUND IN THE TOWN OF SANDWICH

Be it enacted by the Senate and House of Representatives in the General Court assembled, and by the authority of the same as follows:

SECTION 1: Notwithstanding the provisions of section 53 of chapter 44 of the General Laws or section 2 of chapter 64L of the General Laws or of any general or special law to the contrary, the town of Sandwich may establish in the town treasury a separate special revenue account to be known as the Beach Restoration Fund and may appropriate at an annual or special town meeting monies in the fund to nourish beaches within the town of Sandwich. Commencing on July 1, 2016, fifty percent of the amounts received by the Town annually pursuant to section 2 of Chapter 64L of the General Laws from the local sales tax imposed upon the sale of restaurant meals in the town of Sandwich shall be deposited into the fund. Interest earned shall remain with and become part of the fund.

SECTION 2: This act shall take effect upon its passage, or take any action relative thereto.

Irene Davis of White Cap Path moved Article 4. Her motion was seconded from the floor.

Steven Barr of Craft Road made a motion to amend Article 4. The Moderator ruled the amendment out of order.

VOTED: James Coogan of Main Street made a motion to move the question. His motion was seconded from the

floor. This was a voice vote and declared carried by the Moderator.

VOTED: that the Town authorize the Board of Selectmen to petition the Massachusetts General Court for special legislation creating a Beach Restoration Fund, into which shall be deposited a portion of the revenue received from the collection of local sales tax upon restaurant meals; provided that the General Court may make clerical or editorial changes of form only to the Bill, unless the Board of Selectmen approve amendments to the Bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition, as printed in the warrant under Article 4. This was a voice vote and declared carried by the Moderator.

ARTICLE 5

To see if the Town will vote to request the Board of Selectmen to place on the next Annual Town Meeting Ballot, a non-binding question, asking the citizens of Sandwich to approve or disapprove any contract or sale of the property commonly known as the "Golden Triangle", or take any action relative thereto.

Patricia Stebbins of Easterly Drive moved Article 5. Her motion was seconded from the floor.

VOTED: Harold Mitchell of Settlers Path made a motion to move the question. His motion was seconded from the floor. This was a voice vote and declared carried by the Moderator.

VOTED: That the Town will vote to request the Board of Selectmen to place on the next Annual Town Meeting Ballot, a non-binding question, asking the citizens of Sandwich to approve or disapprove any contract or sale of the property commonly known as the "Golden Triangle". This was a voice vote and declared not carried by the Moderator.

COUNTED VOTED: The vote on Article 5 was challenged from the floor by 10 voters. The Moderator called for a counted vote and declared the Article carried. The vote was 89 Yea 69 Nay.

ARTICLE 6

To see if the Town will vote to transfer and appropriate under the Community Preservation Act historic resources program the sum of \$60,000.00, or any other amount, to be expended under the direction of the Board of Selectmen, for the purpose of constructing improvements and remodeling, constructing, reconstructing and making extraordinary repairs to preserve, restore, and protect the Dexter Grist Mill; that to meet this appropriation the Town transfer from the Community Preservation Fund a sum of money for this purpose; or take any other action relative thereto.

VOTED: That the Town transfer and appropriate \$60,000 from the Community Preservation Act historic resources program reserve for the purpose of constructing improvements and remodeling, constructing, reconstructing and making extraordinary repairs to preserve, restore, and protect the Dexter Grist Mill as printed in the warrant under Article 6. This was a voice vote and declared carried by the Moderator.

ARTICLE 7

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 constructing improvements and remodeling, constructing, reconstructing and making extraordinary repairs to the East Boat Basin Sandwich Marina Office Building, Garage, and Year-round Restroom Facility located at 12 Freezer Road including design, site improvements, equipment, furnishings and costs incidental thereto and to authorize the Treasurer, with the approval of the Board of Selectmen, to issue any bonds or notes that may be necessary for such purpose pursuant to M.G.L. c.44, §7(3), or any other general or special law; and further to authorize the Board of Selectmen to enter into any and all contracts necessary to carry out such project; or take any action relative thereto.

VOTED: R. Patrick Ellis of Spring Hill Road made a motion to move the question. His motion was seconded from the floor. This was a voice vote and declared carried by the Moderator.

VOTED: That the Town appropriate \$2,500,000 for the purpose of constructing improvements and remodeling, constructing, reconstructing and making extraordinary repairs to the East Boat Basin Sandwich Marina Office Building, Garage, and Year-round Restroom Facility located at 12 Freezer Road including design, site improvements, equipment, furnishings and costs incidental thereto, that to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, be authorized to borrow \$2,500,000 and to issue any bonds or notes that may be necessary for such purpose pursuant to M.G.L. c.44, §7(3), or any other enabling authority; and authorize the Board of Selectmen to enter into any and all contracts necessary to carry out such project. This was a voice vote and declared carried by the required two-thirds majority by the Moderator.

ARTICLE 8

To see if the Town will vote to transfer the sum of \$100,000.00, or any other amount, from the FY'15 Group Health Insurance Account, and appropriate a sum of money, to be expended under the direction of the Board of Selectmen, for the purpose of reducing a projected FY'15 deficit in the Unemployment Account, or take any action relative thereto.

VOTED: That the Town transfer and appropriate \$100,000 from the FY'15 Group Health Insurance Account to the FY'15 Unemployment Account for the purpose of reducing a projected FY'15 deficit in the Unemployment

Account. This was a voice vote and declared carried by the Moderator.

ARTICLE 9

To see if the Town will vote in accordance with M.G.L. c.44, §53E1/2 to establish a revolving fund in which to place revenues collected from any alternative energy payments made to the Town, to be expended under the direction of the Board of Selectmen for the purpose of paying any general government utility expenses, and to establish a limit on the total amount that may be expended from the fund in FY'15, or take any action relative thereto.

VOTED: That the Town vote in accordance with M.G.L. c.44, §53E1/2 to establish a revolving fund in which to place revenues collected from any alternative energy payments made to the Town, to be expended under the direction of the Board of Selectmen for the purpose of paying any general government utility expenses, and to establish a limit of \$150,000 on the total amount that may be expended from the fund in FY'15. This was a voice vote and declared carried by the Moderator.

ARTICLE 10

To see if the Town will vote in accordance with the provisions of M.G.L. c.44, §53F1/2 to raise and appropriate or transfer from available funds a sum of \$60,000.00, or any other amount, from the Golf Enterprise Fund to be expended under the direction of the Board of Selectmen, for the purpose of completing extraordinary repairs and improvements to the Sandwich Hollows Golf Club clubhouse and golf course and for replacing maintenance and capital equipment for Sandwich Hollows Golf Club operations, or take any action relative thereto.

VOTED: That the Town transfer and appropriate \$60,000 from the Golf Enterprise Fund reserve in accordance with the provisions of M.G.L. c.44, §53F1/2 for the purpose of completing extraordinary repairs and improvements to the Sandwich Hollows Golf Club clubhouse and golf course and for replacing maintenance and capital equipment for Sandwich Hollows Golf Club operations. This was a voice vote and declared carried by the Moderator.

ARTICLE 11

To see if the Town will vote to transfer the care, custody, control, and management of land shown on a plan entitled "Site Plan – Substation at Sandwich High School" as prepared by Kaestle Boos Associates, Inc. and dated January 21, 2015, said land consisting of approximately 0.7 acres located at the Sandwich High School property, Assessors Map 34, Lot 2, from the School Committee for educational purposes to the Board of Selectmen for general municipal purposes, including the construction of a public safety facility, or take any action relative thereto.

VOTED: That the Town transfer the care, custody, control, and management of land shown on a plan entitled "Site Plan – Substation at Sandwich High School" as prepared by Kaestle Boos Associates, Inc. and dated January

21, 2015, said land consisting of approximately 0.7 acres located at the Sandwich High School property, Assessors Map 34, Lot 2, from the School Committee for educational purposes to the Board of Selectmen for general municipal purposes, including the construction of a public safety facility. This was a voice vote and declared not carried by the required two-thirds majority by the Moderator.

VOTED: At 11:08 P.M. the Moderator requested a vote to present Articles beyond 11 P.M. per Section 1.15 of the Sandwich By-Laws. This was a voice vote and declared not carried by the Moderator.

At 11:09 P.M. the Moderator declared the meeting dissolved.

(Note: With the dissolution of the Special Town Meeting, all remaining Warrant Articles are considered Indefinitely Postponed. A new Warrant is needed to reconvene)

I hereby certify that this is a true record of the Special Town Meeting held on February 23, 2015.

Respectfully submitted,



Taylor D. White
Town Clerk

ARTICLE 12

To see if the Town will vote to transfer and appropriate the sum of \$88,642.84, or any other amount, to be expended under the direction of the School Committee, from the Sandwich High School cellular tower lease receipt reserved for appropriation account, for the purpose of the maintenance and improvement of exterior athletic fields and facilities at Sandwich High School, or take any action relative thereto.

ARTICLE 13

To see if the Town will to vote to transfer and appropriate a sum of \$60,000.00, or any other amount, from the Ambulance Fund Receipts Reserved for Appropriation Account, to be expended under the direction of the Board of Selectmen, for the purpose of purchasing four chest compression systems and related equipment, or take any action relative thereto.

ARTICLE 14

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws, Section 2410, Abandonment, by deleting Section 2410 in its entirety and replacing it with the following, thereby increasing the allowed period of abandonment from two years to five years, or take any action relative thereto.

2410. Abandonment. A non-conforming use of a building or land, which has been abandoned for a period of five (5) years, shall not thereafter be returned to such non-conforming use. A non-conforming use shall be considered abandoned when the premises has been vacant for five years, or when the characteristic equipment and/or furnishings of the non-

conforming use have been removed from the premises and have not been replaced by similar equipment, whichever shall occur first.

ARTICLE 15

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws, Article IV, Special Regulations, by adding a new Section 4126, Exterior Storage, to read as follows, or take any action relative thereto.

4126. Exterior storage units may temporarily (no longer than six months) be positioned on a property only after notification to the Building Inspector of its date of delivery and its date of proposed removal.

ARTICLE 16

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws by inserting a new Article VIII, Medical Marijuana Overlay District (MMOD), to read as follows, or take any action relative thereto.

ARTICLE VIII – MEDICAL MARIJUANA OVERLAY DISTRICT (MMOD)

8000 Medical Marijuana Overlay District

8001 Purpose

The purpose of this Section is to provide for the placement of a Registered Marijuana Dispensary (RMD) in accordance with the Humanitarian Medical Use of Marijuana at GL c 94C, App. S1-1 et seq., in a location suitable for a lawful medical marijuana facility and to minimize adverse impacts of a RMD on adjacent properties, residential neighborhoods, and locations where minors congregate by regulating the siting, design, placement, security and removal of a RMD.

Where not expressly defined in the Zoning Bylaw, terms herein shall be interpreted as defined in the Humanitarian Medical Use of Marijuana Act G.L. c 94C. App. S 1-1, et seq. and the Department of Public Health (DPH) Regulations promulgated thereunder, 105CMR 725, et seq., and otherwise by their plain language.

8002 Overlay District

The Medical Marijuana Overlay District (MMOD) is hereby established as an overlay district. The boundaries of the MMOD are shown on the Zoning Map on file with the Town Clerk. If the provisions of the MMOD are silent on a zoning regulation, the requirements of the underlying district shall apply. If the provisions of the MMOD conflict with the requirements of the underlying district, the requirements of the MMOD shall control. Land within the MMOD may be used for either:

1. A Registered Marijuana Dispensary (RMD) in which case the requirements set forth in this Section shall apply; or

2. A use allowed in the underlying district in which case the requirements of the underlying district shall apply.

8003 Location

1. The MMOD overlay is located in the B-2 medical campus area along Route 130 in Sandwich between the Massachusetts Military Reservation, the Route 6 Mid-Cape Highway and the Sandwich Industrial Park as shown on the zoning map on file with the Town Clerk. This location is suitable because it is highly visible with direct access to state highways and byways, easy access for public and emergency services, and relatively central location within the community. The overlay district also share proximity with other medical uses within this campus area.

2. A RMD shall not be located within 500 feet of any of the following facilities that are in existence at the time of permit application:

a. School, including a public or private elementary, vocational or secondary school or a public or private college, junior college or university;

b. Child Care Center as defined in MGL Chapter 15D Section 1A;

c. Public park; or

d. Any facility where the primary purpose is to serve persons under age 18 who commonly congregate to participate in scheduled and structured activities other than medical uses.

3. Measurement of distance for the purpose of this bylaw shall be measured from property line to property line. The Zoning Board of Appeals may waive this distance requirement by a supermajority vote as part of the issuance of a Special Permit in any of the following instances:

a. Renewal of a Special Permit for an existing RMD; or

b. New application (change of applicant) for an existing RMD; or

c. If the applicant demonstrates that a RMD would otherwise be effectively prohibited within the Town; or

d. The applicant demonstrates that the RMD will employ adequate security measures to prevent diversion of medical marijuana to minors who are not qualifying patients pursuant to 105 CMR 725.004.

8004 Eligibility

1. Only one RMD shall be permitted within the Town. As defined in Section 10.2 a RMD can either dispense, prepare, cultivate or any combination thereof. Therefore, any facility with one or a combination of these activities constitutes a RMD.

2. Only an applicant holding a valid Provisional Certificate of Registration from the Department of Public Health is eligible to apply for a Special Permit under this Section.

8005 Administration and Procedure

1. One RMD shall be permitted in the MMOD pursuant to a Special Permit. The Zoning Board of Appeals shall be the Special Permit Granting Authority (SPGA) for a RMD Special

Permit. In addition to the RMD Special Permit, applicants are urged to attend a voluntary town staff Site Plan Review.

2. The Zoning Board of Appeals shall notify and refer copies of RMD applications to the appropriate Town officials, such as Police Department, Fire Department, Building Commissioner, Town Engineer, Highway Superintendent, Health Department, Water Department, and Council on Aging, who have expertise or responsibilities relating to the application or serve constituencies likely to use a RMD. These reviewers may examine the application and submit written comments to the Zoning Board of Appeals. Failure to submit written comments by the designated deadline shall be construed as a lack of opposition to the proposal.

3. Applicants for a RMD Special Permit shall follow the application requirements on forms provided by the Zoning Board of Appeals or their designee.

a. An applicant for a Special Permit to operate a RMD under this bylaw shall submit the following to the Zoning Board of Appeals for its review:

1) A copy of its Provisional Certificate of Registration from the Massachusetts Department of Public Health (DPH);

2) A copy of any waivers of DPH regulations issued to the RMD;

3) A full description of all security measures including employee security policies approved by the DPH;

4) A copy of the emergency procedures approved by the DPH;

5) A copy of the policies and procedures for patient or personal caregiver home delivery approved by DPH;

6) A copy of the policies and procedures for the transfer, acquisition or sale of marijuana between RMDs as approved by the DPH; and

7) A security contingency plan to address emergency situations and conditions presented by emergencies such as extended power outage and natural disasters.

b. The site plan shall clearly delineate various areas of the RMD (both indoors and outdoors) including but not limited to as public access areas, employee-only access areas, storage, cultivation, preparation, waste disposal, administrative, transportation and loading as well as parking areas. Site plans and/or application narrative shall contain sufficient information so that the Zoning Board of Appeals can evaluate the following design and operational standards.

4. Design Standards. The facility shall meet the following minimum requirements:

a. All activities related to the RMD with regard to processing, cultivation, or storage of marijuana shall be

conducted indoors. No materials, plants or byproducts shall be visible from outside of the premises/building. With the exception of loading areas, no operations shall be visible to the public;

b. The facility may include waiting areas for patients and caretakers and areas where patients and caregivers receive instruction about use of the product and other activities directly related to administration of services. There shall not be any facilities for use by the general public such as public reception areas, public restrooms or public lounge or seating areas;

c. All shipping and receiving areas shall exclusively serve the RMD. In the case of a multi-use or multi-tenant site, the RMD shall be laid out and designed to ensure separation from other uses or tenants at the site;

d. The facility shall have adequate water supply, stormwater systems, sewage disposal, and surface and subsurface drainage;

e. Adequate lighting, including night lighting that provides for monitoring of building and site security;

f. Signage is limited to that which is permitted under 105 CMR 725.100 (L) and shall comply with the Town of Sandwich Sign Bylaw.

5. Security and Operational Standards

a. The Zoning Board of Appeals shall request review and comment from the Chief of Police or designee. Failure to submit written comments by a designated deadline set by the Zoning Board of Appeals shall be construed as a lack of opposition to the proposal. The Chief of Police or designee may recommend reasonable security conditions to the Board;

b. The applicant under this Section shall provide and keep up to date contact information as required by the Chief of Police and Building Commissioner such as name, telephone number and electronic mail address of a contact person who must be available 24 hours a day.

c. Security Design Requirements. At a minimum, the security features used to protect the site shall fully comply with 105 CMR 725 and, in addition, must have the following capabilities:

1) A security camera system that monitors all entrances and exits for vehicles and persons as well as all areas where marijuana is received, stored, processed, sent or otherwise handled;

2) The security camera system shall have a minimum 180 day storage capacity;

3) Access and egress to all entrances and exits for vehicles and persons into areas where marijuana is received, stored, processed, sent or otherwise handled shall be controlled by an electronic access security system that records the ingress and egress of vehicles and persons;

4) All personnel shall have a security identity card that includes a front facial picture of the employee. The identity card shall also serve as the electronic access card for entrance into all restricted areas. The date and time of all access and egress into such areas shall be digitally recorded. Identification cards shall be worn at all times when personnel are in the RMD facility and must be plainly visible and not concealed;

5) All security alarm systems for the RMD shall be monitored by central station alarm. The Sandwich Police Department shall be immediately notified of the receipt of any alarm by the central station monitor; and

6) The applicant shall immediately notify the Sandwich Police Department of any breakdown or malfunction of any part of the security system. This notification shall include at a minimum the following:

- Date and time of malfunction;
- Nature of malfunction;
- Any loss or attempted loss of product as a result of the malfunction;
- The compensatory measures in place to address the discontinuity of the security system; and
- Estimated date and time of restoration of the security measures.

6. Enforcement

a. Failure to comply with any of the provisions of the security measures in this Section shall be reported to the Building Commissioner for review. The applicant's unwillingness or inability to make timely repairs to the security systems may result in the issuance of a Cease and Desist order until such repairs have been completed and approved by appropriate town officials.

8006 Special Permit Approval Criteria and Conditions

1. The Zoning Board of Appeals may impose reasonable conditions to improve site design, traffic flow, public safety, water quality, air quality, protection of significant environmental resources and the preservation of community character of the surrounding area including but not limited to the following:

- a. Minimize the impacts of increased noise and traffic;
- b. Impose security precautions related to the high value of products and cash transactions;
- c. Deter unauthorized or ineligible customers at the RMD;
- d. Impose measures to prevent diversion of marijuana; and
- e. Conditions related to the design and construction of the facility to improve safety, security and conformance with community character.

2. Zoning Board of Appeals shall address the following general conditions in each special permit issued under this Section:

a. Hours of operation, including dispatch for home delivery;

b. The reporting of any incidents to the Building Commissioner and Zoning Board of Appeals as required under the requirements of 105CMR 725.110(f) within 24 hours of occurrence. Such reports may be redacted as necessary to comply with any applicable state or federal laws and regulations.

c. The reporting of any summary cease and desist order, quarantine order, summary suspension order, limiting sales order, notice of hearing or final action by DPH or the Division of Administrative Law Appeals as applicable regarding the RMD to the Building Commissioner and the Zoning Board of Appeals within 48 hours of their receipt.

3. A Special Permit may be issued to any applicant who, in the determination of the Zoning Board of Appeals, has met the requirements of this Section; as well as the criteria in Sections 1330 and 1340.

4. The issuance of a special permit under this Section shall also be subject to the following:

a. The special permit shall expire within five (5) years of the date of issue. If the applicant wishes to renew the special permit, an application to renew must be submitted at least 120 days prior to the expiration of the Special Permit;

b. Special permits shall be limited to the current applicant and shall expire on the date the Special Permit holder ceases operation of the RMD;

c. Special permits shall lapse upon the expiration or termination of an applicant's registration by DPH;

d. The holder of a special permit for an RMD facility shall notify the Building Inspector and the Zoning Board of Appeals in writing within 48 hours of the cessation of operation of the RMD or the expiration or termination of the permit holder's registration with DPH; and

e. Any failure to fully comply with any conditions of the special permit, this or any bylaws of the Town of Sandwich, or the laws or regulations of the Commonwealth of Massachusetts, may result in the suspension or revocation of the special permit by the Zoning Board of Appeals.

8007 Prohibition Against Nuisances

No use shall be allowed in the MMOD which creates a nuisance to abutters or to the surrounding area, or which creates any hazard, including but not limited to fire, explosion, fumes, gas, smoke, odors, obnoxious dust, vapors, offensive noise or vibration, flashes, glare, objectionable effluent or electrical interference, which may impair the normal use and peaceful enjoyment of any property, structure or dwelling in that area.

8008 Severability

The provisions of the Bylaw are severable. The invalidity of any Section or provision of this Zoning Bylaw shall not invalidate any other Section or provision hereof.

ARTICLE 17

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws, Definitions, by deleting the current definitions of "Height" and "Yard" and replacing them with the following definitions, and by inserting a new definition of "Storage, Exterior", or take any action relative thereto.

HEIGHT – The vertical distance from the mean existing grade at the front line of the building to the highest point of the roof for flat or shed roofs, to the deck line for mansard roofs and to the ridge for gable, hip and gambrel roofs; except for those buildings that are required to be placed on elevated foundations adjacent to the shoreline and/or within those areas designated by FEMA to be part of any A or V Zone, where the vertical distance would be measured from the top of the elevated foundation to the highest point of the roof for flat or shed roofs, to the deck line for mansard roofs and to the ridge for gable, hip and gambrel roofs. Not included are spires, cupolas, TV antennae and other parts of structures, which do not enclose potentially habitable floor space.

YARD – A required open space, unobstructed with structures other than fences or other customary yard accessories.

STORAGE, EXTERIOR – Temporary (no longer than six months) exterior storage units located outside a building including but not limited to "pods", trailers, containers and the like which may house merchandise, furniture and more.

ARTICLE 18

To see if the Town will vote to amend Section 2.01 of the Town Bylaws, Capital Improvement Planning Committee, by deleting the language in Part 2 highlighted below with a strikethrough and adding the language highlighted with an underline, or take any action relative thereto.

Part 2: The Committee shall define and study all proposed capital projects and improvements involving major non-recurring tangible assets and projects. All officers, boards and committees, including the Selectmen and the School Committee, shall give to the Committee on forms prepared by it the information needed to prepare a Capital Budget for Town Meeting. The Committee shall consider the relative need, impact, timing, cost and funding methodology of these capital expenditures and the effect each will have on the financial position of the Town. ~~No appropriation shall be voted for a capital improvement requested by a department, board or commission unless the proposed capital improvement is considered in the Committee's report, or the Committee shall first have submitted and may make a report to the Finance Committee and Board of Selectmen explaining the omission.~~

ARTICLE 19

To see if the Town will vote in accordance with M.G.L. c.44, §53E1/2 to establish a revolving fund in which to place revenues collected from any payments made to the Town from purchasing the Town's written history, Sandwich: A Cape Cod Town, to be expended under the direction of the Board of Selectmen for the purpose of paying for any future publication of the Town's history, and to establish a limit on the total

amount that may be expended from the fund in FY'15, or take any action relative thereto.

ARTICLE 20

To see if the Town will vote to transfer and appropriate under the Community Preservation Act historic resources program the sum of \$15,000.00, or any other amount, to be expended under the direction of the Board of Selectmen, for the purpose of preserving, restoring, and protecting the Town's written history, Sandwich: A Cape Cod Town, by updating and publishing the document in both print and electronic forms; that to meet this appropriation the Town transfer from the Community Preservation Fund a sum of money for this purpose; or take any other action relative thereto.

ARTICLE 21

To see if the Town will vote to transfer and appropriate under the Community Preservation Act historic resources program the sum of \$7,000.00, or any other amount, to be expended under the direction of the Board of Selectmen, for the purpose of commemorating the Town's participation in the Civil War through the manufacture and display of a Civil War Memorial Plaque at Town Hall; that to meet this appropriation the Town transfer from the Community Preservation Fund a sum of money for this purpose; or take any other action relative thereto.

ARTICLE 22

To see if the Town will vote to rescind the vote of the May 2, 2011 Annual Town Meeting under Article 19 appropriating \$450,000.00 from the Community Preservation Act affordable housing program for the purpose of supporting the Forestdale Village affordable housing project owned by Forestdale Village, LLC, or take

**TOWN OF SANDWICH
ANNUAL TOWN MEETING
May 4, 2015**

The Annual Town Meeting was called to order in the Sandwich High School auditorium by Moderator Garry Blank at 7:02 P.M. The total number of eligible voters for this meeting was 14,969 and the clerks checked in a total of 280 voters, which is a 1.8% turnout. The Moderator swore in the following Sandwich residents as tellers: Shawn Murray, Diane Hanelt, Melinda Gallant, Rosie Rhoades, David Merrell, Maryellen Anderson and Nancy Crossman. Taylor White, Town Clerk, and Susan Lundquist, Assistant Town Clerk served as the timekeepers. Board of Selectmen Chairman Ralph Vitacco led Town Meeting in the Pledge of Allegiance and Finance Committee member Linell M. Grundman sang the Star Spangled Banner. The Moderator again introduced Chairman Vitacco who honored Cindy Russell for dedicated work as Chair of the 375th Anniversary Committee. Anne Cabbage, Pastor of First Church, offered an opening prayer.

The Moderator acknowledged Robert George who requested a moment of silence for longtime Sandwich Police Officer George Elvander who passed this year.

ARTICLE 1

To see if the Town will vote to hear the reports of all Town Officers and Committees and to act thereon and to hear the report of the Board of Selectmen on the Long Range Plan, or take any action relative thereto.

Ralph Vitacco, Chair of the Board of Selectmen read the Long Range Plan message.

VOTED: That the Town accept the Report of all Town Officers and Committees as printed in the 2014 Annual Town Reports and hear the report of the Board of Selectmen on the Long Range Plan. This was a voice vote and declared carried by the Moderator.

ARTICLE 2

To see if the Town will vote to hear the report of the Finance Committee and to see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$68,459,219.00, or any other amount, to defray Town expenses for the Fiscal Year July 1, 2015 to June 30, 2016 as itemized below in the third column entitled FY'16 Recommendation, or take any action relative thereto.

Gene Parini, Chairman of the Finance Committee read the budget message.

Fiscal Year 2015 Finance Committee Budget Message:

In accordance with Section 7.2.b of the Town Charter, the Finance Committee hereby presents its Fiscal Year 2016 budget message to Town Meeting and to the taxpayers and residents of Sandwich.

The budget being presented this evening is based on sound assumptions regarding our anticipated revenues and expenses for FY'15. As the Town Manager will explain in his budget presentation, it is always difficult to estimate State aid and assessments because these amounts are not finalized until well after tonight's a vote on the budget. Nevertheless, the Finance Committee believes the assumptions relied upon in preparation of this budget with respect to State aid are reasonable, with the only real concern being the Tuition Assessment line item for our students attending other public education options outside of Sandwich. As will be highlighted shortly, this figure has grown substantially over the last eight years to the extent that this assessment alone is almost \$1.0 million greater than all of the Town's discretionary aid. In the event that State aid and assessment figures change substantially from our current projections, we will have to come back to a future Special Town Meeting to make the proper adjustments to balance the FY'15 budget.

It is important to keep in mind that in comparison to other communities, we budget extremely close to our allowed limits and have very little leeway if assumptions change during the fiscal year. This is particularly true for FY'15. One of our concerns this year has been how to support the implementation of the School Department's STEM effort, which includes relocating all 7th and 8th grades to Sandwich High School, within the funds available and to avoid an override request. After lengthy discussions and deliberations, the Finance Committee voted to support the School Budget and associated increased costs with the caveat that next year's school budget presented by the School Committee to the Board of Selectmen and the Finance Committee must show significant reductions.

This is a risk but we have made a decision to take this risk because we believe the School Department will be able to make significant budget reductions in FY'16 from the amount they would typically be seeking by fully implementing the STEM initiative and closing the Henry T. Wing School in the 2015 – 2016 school year. Enrollments have declined too significantly over the past 12 years to avoid this decision. For example, Sandwich High School, which is designed for 1,450 students, has less than 800 students enrolled this school year. In 2002, Sandwich had a total enrollment of 4,212 students and this year we have 3,018 – a 28 per cent decrease.

In order to implement the School Department's priorities, the Board of Selectmen and Finance Committee support a 3.78 per cent increase in the School budget and a General Government increase of 2.50 per cent. It is clear to the Committee that in future years there needs to be a significant budgetary shift to migrate funding from school operations to municipal operations. Town staffing and funding levels are far below similar communities and we believe municipal operations need to catch up to the growth Sandwich experienced during the last 30 years. The Town was able to make some small staffing improvements with the 2.50 per cent budget increase we have recommended, but it is clear to the Committee that additional personnel needs have to be addressed in future years.

In balancing the FY'15 budget, we were very fortunate that our appropriations to some key budget line items increased very little or even decreased. For example, Group Health Insurance increased by just 0.86 per cent, our County Retirement Assessment increased by 0.34 per cent, our Property & Liability Insurance decreased by 6.25 per cent, and our assessment to the Upper Cape Cod Regional Technical School decreased by 8.51 per cent. Without these favorable figures and the General Government's diligence in containing its request to a 2.50 per cent increase, we would not have been able to fund the additional requests of the School Department.

In addition to the budget amounts being voted in Article 2, the Committee fully supports the FY'15 capital budget recommendation in Article 5. This year you will see that more than \$930,000 has been allotted for several needed capital purchases, many of which have been on request lists for several years. Some key focus areas of the capital budget include a re-analysis of the Wing School, replacing several departmental vehicles, appropriating money for beach capital improvements, and fully implementing a unified financial system for Town and School operations.

Although the FY'15 budget addresses many issues and areas of importance, there are others that need to be addressed in the future and we would be remiss if we did not call these to the attention of Town Meeting. One is the understaffing of our Police and Fire Departments and the inadequate facilities in which they are housed. The second pressing issue is the state of our roads. The Committee supports passage of Warrant Article 7 for a \$1.3 million dollar outlay expenditure knowing that this amount is not adequate to address the road and public facility infrastructure and repairs needed. The Committee encourages our elected officials and town staff to continue their efforts to address these needs in the next budget year.

Finally, we would like to publicly thank the Town and School staff that met with us regularly over the last many months, presented detailed budget information, and answered numerous questions during our deliberations on the FY'15 budget. As our diligent review efforts have proven over the years, even when we have slight disagreements about specific spending amounts or funding sources, we all recognize that Sandwich is operated very efficiently, follows extremely sound financial practices, and consistently makes very wise budget decisions.

FY'16 BUDGET TOTALS

No. Department	FY'14 Appropriation	FY'15 Appropriation	FY'16 Recommendation
114 Moderator	450	450	450
123 Selectmen/Manager	432,571	451,549	467,269
Personnel Expenses	388,878	252,254	244,875
131 Finance Committee	3,400	3,400	3,400
135 Accounting	204,731	217,367	226,810
141 Assessing	364,148	373,800	384,818
145 Treasurer	184,461	190,328	205,882
146 Tax Collector	254,595	193,336	201,800
147 Tax Title	20,000	25,000	35,000
151 Legal	275,000	275,000	300,000
152 Human Resources	156,551	161,271	170,163
161 Town Clerk	151,400	158,168	165,677
162 Elect. & Registration	42,750	77,250	60,750
171 Natural Resources	238,627	245,608	270,676
175 Planning & Development	150,334	202,623	222,299
190 Facilities Management	496,100	502,862	522,455
195 Town Reports	11,000	11,000	11,000
196 Bind Records	6,000	6,000	6,000
197 Info. Technology	393,379	492,219	529,329
Total 100s	3,774,375	3,839,485	4,028,653
210 Police Department	3,326,005	3,479,919	4,098,264
220 Fire Department	3,096,128	3,264,912	3,211,210
241 Inspections	247,616	257,631	265,317
244 Sealer of Weights & Measures	200	200	200
291 Emergency Management	7,750	11,500	11,500
294 Forest Warden	1,500	1,500	1,500
297 Bourne Shellfish	4,000	4,000	4,000
299 Greenhead Fly	2,000	2,000	2,000
Total 200s	6,685,199	7,021,662	7,593,991

FY'14	FY'15	FY'16	
No. Department	Appropriation	Appropriation	Recommendation
300 School Department	30,324,286	31,358,436	30,915,593
313 UCCRVTS	1,998,563	1,828,435	2,049,172
Total 300s	32,322,849	33,186,871	32,964,765
410 DPW - Engineering	146,059	184,212	188,745
420 DPW	1,362,853	1,449,207	1,467,558
421 Snow & Ice	250,012	250,013	250,014
424 Streetlights	30,000	30,000	30,000
Total 400s	1,788,924	1,913,432	1,936,317
510 Health Department	169,748	177,515	187,330
522 Nursing Department	125,873	132,121	145,742
540 Social Services	21,200	21,200	35,000
541 COA	191,191	198,448	217,769
543 Veterans	43,383	44,006	45,500
Total 500s	551,395	573,290	631,341
610 Library	939,639	985,336	944,017
630 Recreation	93,746	108,320	155,787
650 DPW - Parks	13,850	13,850	20,850
671 Hoxie / Grist Mill	0	0	20,000
693 Memorial Day	1,200	1,200	1,200
694 Historic District	12,750	13,000	13,000
Total 600s	1,061,185	1,121,706	1,154,854
Operating Budget Subtotal:	46,183,927	47,656,446	48,309,921
135 Sanitation, Marina & SHGC Indirect Costs Transfers		45,000	
171 Waterways Fund Transfer			12,500
220 Ambulance Fund Transfer			1,000,000
630 Beach & Recreation Account Transfers (incl. Sandy Neck)			200,304
632 Marina Debt			210,000
645 Community Preservation Act Debt			1,252,561
650 Cemetery Trust Fund Transfer			25,000
671 Hoxie House / Grist Mill Transfer			33,000
Inter-Fund Transfers Subtotal:			2,778,365
132 Reserve Fund			500,000
710 Short Term Debt			50,000
750 Debt			2,758,586
910 Group Health Insurance			9,275,000
912 Medicare			600,000
940 Property & Liability Insurance			840,000
941 Unemployment Account			100,000
950 Retirement Assessment			3,147,347
OPEB Trust Fund			100,000
Other Budget Accounts Subtotal:			17,370,933
FY'16 BUDGET TOTAL:			68,459,219

VOTED: That the Town hear the report of the Finance Committee and raise and appropriate \$64,953,989; transfer and appropriate \$626,865 from Free Cash; transfer and appropriate \$1,000,000 from the ambulance receipts reserved for appropriation account; transfer and appropriate \$100,000 from overlay surplus; transfer and appropriate \$1,244,834 from the Community Preservation Fund Fiscal Year 2016 estimated annual revenues; transfer and appropriate \$7,727 from the Community Preservation Fund undesignated fund balance; transfer and appropriate \$225,000 from Sandwich Marina funds; transfer and appropriate \$15,000 from the Sandwich Hollows Golf Club enterprise fund; transfer and appropriate \$15,000 from the DPW – Sanitation Division enterprise fund; transfer and appropriate \$200,304 from the beach parking receipts reserved for appropriation account; transfer and appropriate \$33,000 from the Hoxie House / Grist Mill receipts reserved for appropriation account; transfer and appropriate \$12,500 from the Waterways Fund; transfer and appropriate \$25,000 from cemetery trust funds; and transfer and appropriate \$100,000 to the OPEB Trust Fund; to defray Town expenses for the Fiscal Year 2016 as itemized in the third column entitled FY’16 Recommendation, as printed in the Warrant under Article 2, and set the compensation of elected officials as follows:

Moderator	450
Chairman Board of Selectmen	3,000
Selectmen – 4 each	2,500
Chairman Board of Assessors	2,000
Assessors – 2 each	1,500
Town Clerk	74,860

This was a voice vote and declared carried by the Moderator.

ARTICLE 3

To see if the Town will vote in accordance with the provisions of M.G.L. c.44, §53F½ to raise and appropriate or transfer from available funds a sum of money, to be expended under the direction of the Board of Selectmen, for the purpose of establishing the FY’16 enterprise fund budget for the Department of Public Works Sanitation Division, or take any action relative thereto.

VOTED: That the Town transfer and appropriate \$775,000 from DPW – Sanitation Division receipts and transfer and appropriate \$260,611 from the DPW – Sanitation Division retained earnings, to be expended under the direction of the Board of Selectmen, for establishing the Fiscal Year 2016 Enterprise Fund operating budget for the DPW – Sanitation Division. This was a voice vote and declared carried unanimously by the Moderator.

ARTICLE 4

To see if the Town will vote in accordance with the provisions of M.G.L. c.44, §53F½ to raise and appropriate or transfer from available funds a sum of money, to be expended under the direction of the Board of Selectmen, for the purpose of establishing the FY’16 enterprise fund budget for Sandwich Hollows Golf Club, or take any action relative thereto.

VOTED: That the Town transfer and appropriate \$858,958 from Golf Course Receipts, to be expended under the direction of the Board of Selectmen, for establishing the Fiscal Year 2016 Enterprise Fund operating budget for Sandwich Hollows Golf Club. This was a voice vote and declared carried unanimously by the Moderator.

ARTICLE 5

To see if the Town will vote in accordance with the provisions of M.G.L. c.44, §53E1/2 to authorize revolving funds for the following Town departments for FY’16, to be expended under the direction of the Board of Selectmen, in accordance with the following list:

Revolving Account	Revenue Source	Allowed Expenses	Expenditure Limit	Year-End Balance
Sandwich Marina	Marina revenues, fees & charges	Marina operations & capital	\$2,000,000	Available for following year
Recreation Programs	Program fees & charges	Recreation programs	\$250,000	Available for following year
Solar Energy / Town Utilities	Green energy payments	Town utility expenses	\$200,000	Available for following year
Town Hall Meeting Room	Function fees & charges	Town Hall & monitor expenses	\$5,000	Available for following year

or take any action relative thereto.

VOTED: That the Town authorize Town Department revolving funds for Fiscal Year 2016, to be expended under the direction of the Board of Selectmen, as printed in the Warrant under Article 5. This was a voice vote and declared carried unanimously by the Moderator.

ARTICLE 6

To see if the Town will vote to hear the report of the Capital Improvement Planning Committee, and further, to raise and appropriate or transfer from available funds the sum of \$1,164,575.00, or any other amount, to be expended under the direction of the Board of Selectmen, for the purpose of purchasing and repairing equipment, vehicles, and buildings, and providing related services in accordance with the following list, with any unexpended balance for each item identified below to be placed in the Building Repairs / Capital Purchases account to be expended under the direction of the Board of Selectmen:

Assessing – Replace Vehicle	23,150
Natural Resources – Replace Tractor	39,000
Natural Resources – Replace Trailer & Equipment	10,000
Facilities Department – Town Building Repairs/Improvements	125,000
Facilities Department – (30) Automatic Defibrillators	44,000
Facilities Department – Town Neck Restroom/Concession Design	25,000
IT Department – Replace Police & Fire Phone System	50,000
Emergency Management – Communication Back-up System	20,000
Police Department – Replace (4) Mobile Radios	20,000
Fire Department – (4) Automatic Chest Compression Systems	60,000
Fire Department – (4) Stretcher Lift Systems	100,000
Inspections Department – Replace Vehicle	32,500
Engineering Department – Boardwalk & Beach Access Repairs	60,000
DPW – Highway Department – Replace Dump Truck w/Plow	150,000
DPW – Highway Department – Replace Chipper	50,000
Health Department – Replace Vehicle	23,150
Library – Elevator Repairs & Improvements	85,000
Library – Fire Alarm System Improvements	11,875
Recreation Department – Replace Van	30,000
Recreation Department – Replace Rescue Boat, Motor, Trailer	10,000
DPW – Parks Department – Replace (2) Dump Trucks w/Plows	140,000
Natural Resources – Replace Buoys	3,000
Natural Resources – Conservation Land Improvements	8,500
Natural Resources – Mobile Radio & System Upgrades	9,900
Police Department – Replace Radio Batteries	8,000
Police Department – Replace All Terrain Vehicle	6,000
Recreation Department – Oak Crest Cove Court Maintenance	8,800
Recreation Department – Oak Crest Cove Retaining Wall Repairs	6,700
Recreation Department – Kayak Purchases	5,000

Capital List Total 1,164,575

AND FURTHER,

To offset the cost of the capital projects listed in Article 6, to see if the Town will vote to transfer and appropriate the sum of \$160,000.00, or any other amount, from the Ambulance Fund, and transfer and appropriate the sum of \$90,000.00, or any other amount, from an unexpended balance from the Library HVAC project as voted at the May 7, 2012 Annual Town Meeting under Article 6, to be expended under the direction of the Board of Selectmen, for a net FY’16 capital appropriation of \$914,575.00, or any other amount,

or take any action relative thereto.

VOTED: That the Town hear the report of the Capital Improvement Planning Committee and transfer and appropriate \$914,575 from Free Cash, transfer and appropriate \$160,000 from the Ambulance Fund receipts reserved for appropriation account, transfer and appropriate \$90,000 from the unexpended balance of the Library HVAC capital project, to be expended under the direction of the Board of Selectmen, for the purpose of repairing equipment, vehicles and buildings, and providing related services as printed in Article 6 of the Warrant, with

any unexpended funds to be placed in the Building Repairs / Capital Purchases account to be expended under the direction of the Board of Selectmen. This was a voice vote and declared carried by the Moderator.

ARTICLE 7

To see if the Town will vote to transfer and appropriate the sum of \$88,642.84, or any other amount, to be expended under the direction of the School Committee, from the Sandwich High School cellular tower lease receipt reserved for appropriation account, for the purpose of the maintenance and improvement of exterior athletic fields and facilities at Sandwich High School, or take any action relative thereto.

VOTED: That the Town transfer and appropriate \$88,642.84 from the Sandwich High School cellular tower

lease receipts reserved for appropriation account, for the maintenance and improvement of exterior athletic fields and facilities at Sandwich High School. This was a voice vote and declared carried unanimously by the Moderator.

ARTICLE 8

To see if the Town will vote in accordance with M.G.L. c.40, §5B to raise and appropriate or transfer from available funds a sum of \$200,000.00, or any other amount, to be transferred into the Stabilization Fund, or take any action relative thereto.

VOTED: That the Town transfer and appropriate \$200,000 from Free Cash to the Stabilization Fund. This was a voice vote and declared carried unanimously by the required two-thirds majority by the Moderator.

ARTICLE 9

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money, said funds to be expended under the direction of the Board of Selectmen, for the purpose of reducing a projected FY'15 deficit in the Snow and Ice Account, or take any action relative thereto.

VOTED: That the Town raise and appropriate \$400,000 for funding the Fiscal Year 2015 Snow & Ice deficit. This was a voice vote and declared carried unanimously by the Moderator.

ARTICLE 10

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of \$25,079.83, or any other amount, to be expended under the direction of the Board of Selectmen, for the purpose of funding the FY'16 Sandwich Promotions Fund as established under Chapter 227 of the Acts of 1997, or take any action relative thereto.

VOTED: That the Town transfer and appropriate \$25,079.83 from the Sandwich Promotions Fund, to be expended under the direction of the Board of Selectmen, for funding the Fiscal Year 2016 Sandwich Promotions Fund as established under Chapter 227 of the Acts of 1997. This was a voice vote and declared carried by the Moderator.

ARTICLE 11

To see if the Town will vote to appropriate the sum of money, received or to be received, from the Chapter 90 State Aid to Highways Program for highway construction and/or maintenance on any State approved road during FY'16, or take any action relative thereto.

VOTED: That the Town appropriate amounts to be received from Chapter 90 State Aid to Highways Program for highway construction and/or maintenance on any State approved road during Fiscal Year 2016. This was a voice vote and declared carried unanimously by the Moderator.

ARTICLE 12

To see if the Town will vote to reduce the rate of interest that accrues on property taxes deferred by eligible seniors under M.G.L. c.59, §5, Clause 41A, the so-called Property Tax

Deferral for Seniors program, from 8.0% to 5.0%, with such reduced rate to apply to taxes assessed for any fiscal year beginning on or after July 1, 2015, or take any action relative thereto.

VOTED: That the Town reduce the rate of interest that accrues on property taxes deferred by eligible seniors under M.G.L. c.59,§5, Clause 41A, the so-called Property Tax Deferral for Seniors program, from 8.0% to 5.0%, with such reduced rate to apply to taxes assessed for any fiscal year beginning on or after July 1, 2015. This was a voice vote and declared carried unanimously by the Moderator.

ARTICLE 13

To see if the Town will vote to transfer and appropriate the sum of \$54,899.76, or any other amount, from the beach renourishment receipts reserved for appropriation account, to be expended under the direction of the Board of Selectmen, for the purpose of funding future public ocean beach and dune renourishment projects, or take any action relative thereto.

VOTED: That the Town transfer and appropriate \$54,899.76 from the beach renourishment receipts reserved for appropriation account, to be expended under the direction of the Board of Selectmen, for funding future public ocean beach and dune renourishment projects. This was a voice vote and declared carried unanimously by the Moderator.

ARTICLE 14

To see if the Town will vote in accordance with M.G.L. c.40, §14 to accept by purchase, gift, eminent domain, or otherwise, from private property owners along the affected Town beaches, any and all permanent easements associated with the Army Corps of Engineers' proposed Town of Sandwich Dune and Beach Reconstruction Project for access and placement of sediment purposes, or take any action relative thereto.

VOTED: That the Town vote in accordance with M.G.L. c.40, §14 to accept by purchase or gift or take by eminent domain, from private property owners along the affected Town beaches, any and all permanent and temporary easements associated with the Army Corps of Engineers' proposed Town of Sandwich Dune and Beach Reconstruction Project for access and placement of sediment purposes. This was a voice vote and declared carried unanimously by the required two-thirds majority by the Moderator.

ARTICLE 15

To see if the Town will vote to hear and act on the report of the Community Preservation Committee on the FY'16 Community Preservation budget and to appropriate from the Community Preservation Fund FY'16 estimated annual revenues the sum of \$75,000.00, or any other sum, to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for FY'16; and further to reserve for future appropriation a sum of money from the Community Preservation Fund estimated annual

revenues for open space, historic resources, and community housing purposes, as well as a sum of money to be placed in the FY'16 Budgeted Reserve for general Community Preservation Act purposes; and further to appropriate from the Community Preservation Fund a sum or sums of money for Community Preservation projects or purposes as recommended by the Community Preservation Committee; or take any other action in relation thereto.

VOTED: That the Town hear and act on the report of the Community Preservation Committee on the Fiscal Year 2016 Community Preservation budget and transfer and appropriate \$75,000 from the Community Preservation Fund Fiscal Year 2016 estimated annual revenues, to be expended under the direction of the Board of Selectmen, to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for Fiscal Year 2016; and further reserve for future appropriation from the Fiscal Year 2016 Community Preservation Fund estimated annual revenues the following sums: \$188,545 for open space purposes; \$188,545 for historic resources purposes; and \$188,545 for community housing purposes. This was a voice vote and declared carried unanimously by the Moderator.

ARTICLE 16

To see if the Town will vote to transfer and appropriate under the Community Preservation Act historic resources program the sum of \$15,000.00, or any other amount, to be expended under the direction of the Board of Selectmen, for the purpose of preserving, restoring, and protecting the Town's written history, Sandwich: A Cape Cod Town, by updating and publishing the document in both print and electronic forms; that to meet this appropriation the Town transfer from the Community Preservation Fund a sum of money for this purpose; or take any other action relative thereto.

VOTED: That the Town transfer and appropriate \$15,000 from the Community Preservation Act historic resources program reserve for the purpose of preserving, restoring, and protecting the Town's written history, Sandwich: A Cape Cod Town, by updating and publishing the document in both print and electronic forms. This was a voice vote and declared carried unanimously by the Moderator.

ARTICLE 17

To see if the Town will vote in accordance with M.G.L. c.44, §53E1/2 to establish a revolving fund in which to place revenues collected from any payments made to the Town from purchasing the Town's written history, Sandwich: A Cape Cod Town, to be expended under the direction of the Board of Selectmen for the purpose of paying for any future publication of the Town's history, and to establish a limit on the total amount that may be expended from the fund in FY'15, or take any action relative thereto.

VOTED: That the Town vote in accordance with M.G.L. c.44, §53E1/2 to establish a revolving fund in which to place revenues collected from any payments made to the Town

from purchasing the Town's written history, Sandwich: A Cape Cod Town, to be expended under the direction of the Board of Selectmen, for paying for any future publication of the Town's history, and to establish a limit of \$5,000 on the total amount that may be expended from the fund in FY'16. This was a voice vote and declared carried unanimously by the Moderator.

ARTICLE 18

To see if the Town will vote to transfer and appropriate under the Community Preservation Act historic resources program the sum of \$7,000.00, or any other amount, to be expended under the direction of the Board of Selectmen, for the purpose of commemorating the Town's participation in the Civil War through the manufacture and display of a Civil War Memorial Plaque at Town Hall; that to meet this appropriation the Town transfer from the Community Preservation Fund a sum of money for this purpose; or take any other action relative thereto.

VOTED: That the Town transfer and appropriate \$7,000 from the Community Preservation Act historic resources program reserve for the purpose of commemorating the Town's participation in the Civil War through the manufacture and display of a Civil War Memorial Plaque at Town Hall. This was a voice vote and declared carried unanimously by the Moderator.

ARTICLE 19

To see if the Town will vote to rescind the vote of the May 2, 2011 Annual Town Meeting under Article 19 appropriating \$450,000.00 from the Community Preservation Act affordable housing program for the purpose of supporting the Forestdale Village affordable housing project owned by Forestdale Village, LLC, or take any other action relative thereto.

VOTED: That the Town rescind the vote of the May 2, 2011 Annual Town Meeting under Article 19 appropriating \$450,000 from the Community Preservation Act affordable housing program for the purpose of supporting the Forestdale Village affordable housing project owned by Forestdale Village, LLC. This was a voice vote and declared carried by the Moderator.

ARTICLE 20

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws, Section 2410, Abandonment, by deleting Section 2410 in its entirety and replacing it with the following, thereby increasing the allowed period of abandonment from two years to five years, or take any action relative thereto.

2410. Abandonment. A non-conforming use of a building or land, which has been abandoned for a period of five (5) years, shall not thereafter be returned to such non-conforming use. A non-conforming use shall be considered abandoned when the premises has been vacant for five years, or when the characteristic equipment and/or furnishings of the non-conforming use have been removed from the premises and have

not been replaced by similar equipment, whichever shall occur first.

VOTED: That the Town amend the Sandwich Protective Zoning By-laws, Section 2410, Abandonment, by deleting Section 2410 in its entirety and replacing it as printed in the warrant under Article 20, thereby increasing the allowed period of abandonment from two years to five years. This was a voice vote and declared carried by the required two-thirds majority by the Moderator.

ARTICLE 21

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws, Article IV, Special Regulations, by adding a new Section 4126, Exterior Storage, to read as follows, or take any action relative thereto.

4126. Exterior storage units may temporarily (no longer than six months) be positioned on a property only after notification to the Building Inspector of its date of delivery and its date of proposed removal.

COUNTED VOTE: That the Town amend the Sandwich Protective Zoning By-laws, Article IV, Special Regulations, by adding a new Section 4126, Exterior Storage, as printed in the Warrant under Article 21. This was a counted vote and declared not carried by the required two-thirds majority by the Moderator. 129 Yea and 112 Nay.

ARTICLE 22

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws by inserting a new Article VIII, Medical Marijuana Overlay District (MMOD), to read as follows, or take any action relative thereto.

VIII – MEDICAL MARIJUANA OVERLAY DISTRICT (MMOD)

8000 Medical Marijuana Overlay District

8001 Purpose

The purpose of this Section is to provide for the placement of a Registered Marijuana Dispensary (RMD) in accordance with the Humanitarian Medical Use of Marijuana at GL c 94C, App. S1-1 et seq., in a location suitable for a lawful medical marijuana facility and to minimize adverse impacts of a RMD on adjacent properties, residential neighborhoods, and locations where minors congregate by regulating the siting, design, placement, security and removal of a RMD.

Where not expressly defined in the Zoning Bylaw, terms herein shall be interpreted as defined in the Humanitarian Medical Use of Marijuana Act G.L. c 94C, App. S 1-1, et seq. and the Department of Public Health (DPH) Regulations promulgated thereunder, 105CMR 725, et seq., and otherwise by their plain language.

8002 Overlay District

The Medical Marijuana Overlay District (MMOD) is hereby established as an overlay district. The boundaries of the MMOD

are shown on the Zoning Map on file with the Town Clerk. If the provisions of the MMOD are silent on a zoning regulation, the requirements of the underlying district shall apply. If the provisions of the MMOD conflict with the requirements of the underlying district, the requirements of the MMOD shall control. Land within the MMOD may be used for either:

1. A Registered Marijuana Dispensary (RMD) in which case the requirements set forth in this Section shall apply; or
2. A use allowed in the underlying district in which case the requirements of the underlying district shall apply.

8003 Location

1. The MMOD overlay is located in the B-2 medical campus area along Route 130 in Sandwich between the Massachusetts Military Reservation, the Route 6 Mid-Cape Highway and the Sandwich Industrial Park as shown on the zoning map on file with the Town Clerk. This location is suitable because it is highly visible with direct access to state highways and byways, easy access for public and emergency services, and relatively central location within the community. The overlay district also share proximity with other medical uses within this campus area.

2. A RMD shall not be located within 500 feet of any of the following facilities that are in existence at the time of permit application:

- a. School, including a public or private elementary, vocational or secondary school or a public or private college, junior college or university;
- b. Child Care Center as defined in MGL Chapter 15D Section 1A;
- c. Public park; or
- d. Any facility where the primary purpose is to serve persons under age 18 who commonly congregate to participate in scheduled and structured activities other than medical uses.

3. Measurement of distance for the purpose of this bylaw shall be measured from property line to property line. The Zoning Board of Appeals may waive this distance requirement by a supermajority vote as part of the issuance of a Special Permit in any of the following instances:

- a. Renewal of a Special Permit for an existing RMD; or
- b. New application (change of applicant) for an existing RMD; or
- c. If the applicant demonstrates that a RMD would otherwise be effectively prohibited within the Town; or
- d. The applicant demonstrates that the RMD will employ adequate security measures to prevent diversion of medical marijuana to minors who are not qualifying patients pursuant to 105 CMR 725.004.

8004 Eligibility

1. Only one RMD shall be permitted within the Town. As defined in Section 10.2 a RMD can either dispense, prepare, cultivate or any combination thereof. Therefore, any facility with one or a combination of these activities constitutes a RMD.

2. Only an applicant holding a valid Provisional Certificate of Registration from the Department of Public Health is eligible to apply for a Special Permit under this Section.

8005 Administration and Procedure

1. One RMD shall be permitted in the MMOD pursuant to a Special Permit. The Zoning Board of Appeals shall be the Special Permit Granting Authority (SPGA) for a RMD Special Permit. In addition to the RMD Special Permit, applicants are urged to attend a voluntary town staff Site Plan Review.

2. The Zoning Board of Appeals shall notify and refer copies of RMD applications to the appropriate Town officials, such as Police Department, Fire Department, Building Commissioner, Town Engineer, Highway Superintendent, Health Department, Water Department, and Council on Aging, who have expertise or responsibilities relating to the application or serve constituencies likely to use a RMD. These reviewers may examine the application and submit written comments to the Zoning Board of Appeals. Failure to submit written comments by the designated deadline shall be construed as a lack of opposition to the proposal.

3. Applicants for a RMD Special Permit shall follow the application requirements on forms provided by the Zoning Board of Appeals or their designee.

a. An applicant for a Special Permit to operate a RMD under this bylaw shall submit the following to the Zoning Board of Appeals for its review:

1) A copy of its Provisional Certificate of Registration from the Massachusetts Department of Public Health (DPH);

2) A copy of any waivers of DPH regulations issued to the RMD;

3) A full description of all security measures including employee security policies approved by the DPH;

4) A copy of the emergency procedures approved by the DPH;

5) A copy of the policies and procedures for patient or personal caregiver home delivery approved by DPH;

6) A copy of the policies and procedures for the transfer, acquisition or sale of marijuana between RMDs as approved by the DPH; and

7) A security contingency plan to address emergency situations and conditions presented by emergencies such as extended power outage and natural disasters.

b. The site plan shall clearly delineate various areas of the RMD (both indoors and outdoors) including but not limited to as public access areas, employee-only access areas, storage, cultivation, preparation, waste disposal, administrative, transportation and loading as well as parking areas. Site plans and/or application narrative shall contain sufficient information so that the Zoning Board of Appeals can evaluate the following design and operational standards.

4. Design Standards. The facility shall meet the following minimum requirements:

a. All activities related to the RMD with regard to processing, cultivation, or storage of marijuana shall be conducted indoors. No materials, plants or byproducts shall be visible from outside of the premises/building. With the exception of loading areas, no operations shall be visible to the public;

b. The facility may include waiting areas for patients and caretakers and areas where patients and caregivers receive instruction about use of the product and other activities directly related to administration of services. There shall not be any facilities for use by the general public such as public reception areas, public restrooms or public lounge or seating areas;

c. All shipping and receiving areas shall exclusively serve the RMD. In the case of a multi-use or multi-tenant site, the RMD shall be laid out and designed to ensure separation from other uses or tenants at the site;

d. The facility shall have adequate water supply, stormwater systems, sewage disposal, and surface and subsurface drainage;

e. Adequate lighting, including night lighting that provides for monitoring of building and site security;

f. Signage is limited to that which is permitted under 105 CMR 725.100 (L) and shall comply with the Town of Sandwich Sign Bylaw.

5. Security and Operational Standards

a. The Zoning Board of Appeals shall request review and comment from the Chief of Police or designee. Failure to submit written comments by a designated deadline set by the Zoning Board of Appeals shall be construed as a lack of opposition to the proposal. The Chief of Police or designee may recommend reasonable security conditions to the Board;

b. The applicant under this Section shall provide and keep up to date contact information as required by the Chief of Police and Building Commissioner such as name, telephone number and electronic mail address of a contact person who must be available 24 hours a day.

c. Security Design Requirements. At a minimum, the security features used to protect the site shall fully comply with 105 CMR 725 and, in addition, must have the following capabilities:

1) A security camera system that monitors all entrances and exits for vehicles and persons as well as all areas where marijuana is received, stored, processed, sent or otherwise handled;

2) The security camera system shall have a minimum 180 day storage capacity;

3) Access and egress to all entrances and exits for vehicles and persons into areas where marijuana is received, stored, processed, sent or otherwise handled shall be controlled by an electronic access security system that records the ingress and egress of vehicles and persons;

4) All personnel shall have a security identity card that includes a front facial picture of the employee. The identity card shall also serve as the electronic access card for entrance into all restricted areas. The date and time of all access and egress into such areas shall be digitally recorded. Identification cards shall be worn at all times when personnel are in the RMD facility and must be plainly visible and not concealed;

5) All security alarm systems for the RMD shall be monitored by central station alarm. The Sandwich Police Department shall be immediately notified of the receipt of any alarm by the central station monitor; and

6) The applicant shall immediately notify the Sandwich Police Department of any breakdown or malfunction of any part of the security system. This notification shall include at a minimum the following:

- Date and time of malfunction;
- Nature of malfunction;
- Any loss or attempted loss of product as a result of the malfunction;
- The compensatory measures in place to address the discontinuity of the security system; and
- Estimated date and time of restoration of the security measures.

6. Enforcement

a. Failure to comply with any of the provisions of the security measures in this Section shall be reported to the Building Commissioner for review. The applicant's unwillingness or inability to make timely repairs to the security systems may result in the issuance of a Cease and Desist order until such repairs have been completed and approved by appropriate town officials.

8006 Special Permit Approval Criteria and Conditions

1. The Zoning Board of Appeals may impose reasonable conditions to improve site design, traffic flow, public safety, water quality, air quality, protection of significant environmental resources and the preservation of community character of the surrounding area including but not limited to the following:

a. Minimize the impacts of increased noise and traffic;

b. Impose security precautions related to the high value of products and cash transactions;

c. Deter unauthorized or ineligible customers at the RMD;

d. Impose measures to prevent diversion of marijuana; and

e. Conditions related to the design and construction of the facility to improve safety, security and conformance with community character.

2. Zoning Board of Appeals shall address the following general conditions in each special permit issued under this Section:

a. Hours of operation, including dispatch for home delivery;

b. The reporting of any incidents to the Building Commissioner and Zoning Board of Appeals as required under the requirements of 105CMR 725.110(f) within 24 hours of occurrence. Such reports may be redacted as necessary to comply with any applicable state or federal laws and regulations.

c. The reporting of any summary cease and desist order, quarantine order, summary suspension order, limiting sales order, notice of hearing or final action by DPH or the Division of Administrative Law Appeals as applicable regarding the RMD to the Building Commissioner and the Zoning Board of Appeals within 48 hours of their receipt.

3. A Special Permit may be issued to any applicant who, in the determination of the Zoning Board of Appeals, has met the requirements of this Section; as well as the criteria in Sections 1330 and 1340.

4. The issuance of a special permit under this Section shall also be subject to the following:

a. The special permit shall expire within five (5) years of the date of issue. If the applicant wishes to renew the special permit, an application to renew must be submitted at least 120 days prior to the expiration of the Special Permit;

b. Special permits shall be limited to the current applicant and shall expire on the date the Special Permit holder ceases operation of the RMD;

c. Special permits shall lapse upon the expiration or termination of an applicant's registration by DPH;

d. The holder of a special permit for an RMD facility shall notify the Building Inspector and the Zoning Board of Appeals in writing within 48 hours of the cessation of operation of the RMD or the expiration or termination of the permit holder's registration with DPH; and

e. Any failure to fully comply with any conditions of the special permit, this or any bylaws of the Town of Sandwich, or the laws or regulations of the Commonwealth of Massachusetts, may result in the suspension or revocation of the special permit by the Zoning Board of Appeals.

8007 Prohibition Against Nuisances

No use shall be allowed in the MMOD which creates a nuisance to abutters or to the surrounding area, or which creates any hazard, including but not limited to fire, explosion, fumes, gas, smoke, odors, obnoxious dust, vapors, offensive noise or vibration, flashes, glare, objectionable effluent or electrical interference, which may impair the normal use and peaceful enjoyment of any property, structure or dwelling in that area.

8008 Severability

The provisions of the Bylaw are severable. The invalidity of any Section or provision of this Zoning Bylaw shall not invalidate any other Section or provision hereof.

VOTED: That the Town amend the Sandwich Protective Zoning By-laws by inserting a new Article VIII, Medical Marijuana Overlay District (MMOD), as printed in the warrant under Article 22. This was a voice vote and declared carried unanimously by the required two-thirds majority by the Moderator

ARTICLE 23

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws, Definitions, by deleting the current definitions of "Height" and "Yard" and replacing them with the following definitions, and by inserting a new definition of "Storage, Exterior", or take any action relative thereto.

HEIGHT – The vertical distance from the mean existing grade at the front line of the building to the highest point of the roof for flat or shed roofs, to the deck line for mansard roofs and to the ridge for gable, hip and gambrel roofs; except for those buildings that are required to be placed on elevated foundations, specific to Federal and/or State flood elevation requirements, adjacent to the shoreline and/or within those areas designated by FEMA to be part of an A or V Zone, where the vertical distance would be measured from the top of the Federal and/or State required elevated foundation to the highest point of the roof for flat or shed roofs, to the deck line for mansard roofs and to the ridge for gable, hip, and gambrel roofs. Not included are spires, cupolas, TV antennae and other parts of structures, which do not enclose potentially habitable floor space.

YARD – A required open space, unobstructed with structures other than fences or other customary yard accessories.

STORAGE, EXTERIOR – Temporary (no longer than six months) exterior storage units located outside a building including but not limited to "pods", trailers, containers and the like which may house merchandise, furniture and more.

COUNTED VOTE: That the Town amend the Sandwich Protective Zoning By-laws, Definitions, by deleting the current definitions of "Height" and "Yard" and replacing them with the definitions printed in the warrant under Article 23, and by inserting a new definition of "Storage, Exterior" as printed in the warrant under Article 23. This was a counted vote and declared carried by the required two-thirds majority by the Moderator. 141 Yea and 68 Nay.

ARTICLE 24

To see if the Town will vote to amend Section 2.01 of the Town Bylaws, Capital Improvement Planning Committee, by deleting the language in Part 2 highlighted below with a strikethrough and adding the language highlighted with an underline, or take any action relative thereto.

Part 2: The Committee shall define and study all proposed capital projects and improvements involving major non-recurring tangible assets and projects. All officers, boards and committees, including the Selectmen and the School Committee, shall give to the Committee on forms prepared by it the information needed to prepare a Capital Budget for Town Meeting. The Committee shall consider the relative need, impact, timing, cost and funding methodology of these capital expenditures and the effect each will have on the financial position of the Town. ~~No appropriation shall be voted for a capital improvement requested by a department, board or commission unless the proposed capital improvement is considered in the Committee's report, or the Committee shall first have submitted and may make~~ a report to the Finance Committee and Board of Selectmen ~~explaining the omission.~~

VOTED: That the Town amend Section 2.01 of the Town Bylaws, Capital Improvement Planning Committee, by adopting the new language for Part 2 as printed in the warrant under Article 24. This was a voice vote and declared carried by the Moderator.

ARTICLE 25

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$10,000.00, or any other amount, to be expended under the direction of the Board of Selectmen, for the purpose of restoring and repairing the Town Hall auditorium piano, or take any action relative thereto.

Carl Johansen of Oxford Road made a motion to indefinitely postpone Article 25. His motion was seconded from the floor.

VOTED: That Article 25 be indefinitely postponed. This was a voice vote and declared not carried by the Moderator.

COUNTED VOTE: That the Town raise and appropriate \$10,000, to be expended under the direction of the Board of Selectmen, for restoring and repairing the Town Hall auditorium piano. This was a voice vote and declared carried by the Moderator. 136 Yea and 74 Nay.

VOTED: To adjourn to the Town Elections on May 7, 2015. This was a voice vote and declared carried by the Moderator.

The meeting was adjourned at 9:10 PM

ARTICLE 26

To Elect the following Officers:

Pursuant to the foregoing warrant, the polls opened at 7 A.M. The ballot boxes showed zero count. The ballots were delivered to the Ballot Clerks and the following election officers were administered an oath to faithfully perform their duties.

<u>Precinct</u>	<u>Ballot Clerks</u>	<u>Ballot Checkers</u>	<u>Ballot Box Clerk</u>	<u>Warden</u>
One	Sharon Lowberg Janice McDermott	Carolyn Wiedemann Paul McKenzie	Kenneth Wiedemann	Sylvia Wahl
Two	Lorraine Jacobs Barbara Ames	Bruce Jillson Barbara Knight	Daniel DiGiandomenico	Richard Lawrence
Three	Harriet Dean Lorraine McCabe	Rosemary Rhoades Sylvia Maggio	David Merrell	Carolyn Weimar
Four	Mary Jeanne Rivoria Phyllis Helfrich	Susan Lahane Janet Hart	William Hoxie	Marie Harrington
Five	Gilbert Martin Bernard Ferioli	Ellen Jones Judith Johansen	Clinton Jones	James Foley
Six	Janet Horton Judith Stainbrook Marianne Vaudreuil	Tony Piekarski Sandra Miller Priscilla Hall	Thomas Cummings	Charles Burke

One Assessor for a term of three years;

	P1	P2	P3	P4	P5	P6	Total
Nicholas E. Fernandes, Jr.	284	288	201	155	174	237	1339
Write-Ins	1	2	0	0	0	0	3
Blanks	126	137	80	50	78	75	546
Total	411	427	281	205	252	312	1888

One Board of Health member for a term of three years;

	P1	P2	P3	P4	P5	P6	Total
Rebecca Lovell Scott	280	283	205	157	175	237	1337
Write-Ins	1	2	1	0	1	0	5
Blanks	130	142	75	48	76	75	546
Total	411	427	281	205	252	312	1888

One Selectman for terms of three years;

	P1	P2	P3	P4	P5	P6	Total
James W. Pierce	117	144	97	76	72	106	612
Peter Beauchemin	145	121	116	55	96	123	656
David L. Darling	142	153	55	62	79	68	559
Write-Ins	1	0	0	2	0	0	3
Blanks	6	9	13	10	5	15	58
Total	411	427	281	205	252	312	1888

One Constable for a term of three years;

	P1	P2	P3	P4	P5	P6	Total
James Joseph Sullivan	279	285	204	153	174	235	1330
Write-Ins	1	0	0	2	0	0	3
Blanks	131	142	77	50	78	77	555
Total	411	427	281	205	252	312	1888

One Moderator for a term of three years;

	P1	P2	P3	P4	P5	P6	Total
Garry N. Blank	283	274	203	152	166	236	1314
Write-Ins	1	2	1	1	1	2	8
Blanks	127	151	77	52	85	74	566
Total	411	427	281	205	252	312	1888

Three Planning Board members for a term of three years;

	P1	P2	P3	P4	P5	P6	Total
Thomas R. Lynch	237	234	174	143	148	187	1123
Scott A. Torrey	231	259	183	122	124	185	1104
Joseph A. Vaudo - <i>WRITE IN</i>	15	5	4	1	7	6	38
David L. Darling - <i>WRITE IN</i>	3	8	4	1	0	1	17
Write-Ins	5	5	1	2	2	4	19
Blanks	90	103	60	37	64	72	426
Total	581	614	426	306	345	455	2727

One Housing Authority members for a term of five years;

	P1	P2	P3	P4	P5	P6	Total
Barbara J. Hadley	202	182	87	99	97	131	798
Michael B. Robbins	129	162	126	68	92	107	684
Other Write-Ins	1	0	0	0	0	0	1
Blanks	79	83	68	38	63	74	405
Total	411	427	281	205	252	312	1888

Three School Committee members for a term of three years;

	P1	P2	P3	P4	P5	P6	Total
Lois Wack	213	235	136	91	98	121	894
Elizabeth Ellen Cummings	231	236	169	119	155	220	1130
Stephanie Urschel Hall	211	232	171	117	129	159	1019
James P. McGrail	256	271	187	145	173	234	1266
Write-Ins	2	0	0	2	0	0	4
Blanks	16	22	12	7	13	4	74
Total	929	996	675	481	568	738	4387

One School Committee member for an unexpired term of one year;

	P1	P2	P3	P4	P5	P6	Total
Kerri Lynn Ames	289	288	211	151	171	232	1342
Write-Ins	1	0	0	0	0	3	4
Blanks	121	139	70	54	81	77	542
Total	411	427	281	205	252	312	1888

Three Trustees of the Sandwich Public Library for a term of three years;

	P1	P2	P3	P4	P5	P6	Total
Christine Lee Brown	232	258	189	138	149	206	1172
Mary McCoy Gaffney	268	293	201	132	158	202	1254
William J. Fleming	246	264	193	124	143	181	1151
Write-Ins	1	0	0	2	0	0	3
Blanks	94	97	52	44	59	57	403
Total	841	912	635	440	509	646	3983

One Trustee of the Weston Memorial Fund for a term of three years;

	P1	P2	P3	P4	P5	P6	Total
Geoffrey F. Lenk	286	296	207	153	171	228	1341
Write-Ins	1	0	0	0	0	0	1
Blanks	124	131	74	52	81	84	546
Total	411	427	281	205	252	312	1888

The polls for the election were opened at 7:00 a.m. and closed at 8:00 p.m. The total vote cast was 1,888, which is 12.61% of the voters. The total number of voters at the close of registration prior to the election was 14,969. The lists of Ballot Clerks and Checkers were checked and found to be in order and agreed with Ballot Box totals.

The number of absentee ballots cast was: Precinct 1, 38; Precinct 2, 38; Precinct 3, 14; Precinct 4, 7; Precinct 5, 23; Precinct 6, 14; for a total of 134 voters.

I hereby certify that this is a true record of the Annual Town Meeting held on May 4, 2015 and the Annual Town Election held May 7, 2015.

Respectfully Submitted,



Taylor D. White
Town Clerk

**TOWN OF SANDWICH
SPECIAL TOWN MEETING
August 31, 2015**

The Special Town Meeting was called to order in the Sandwich High School auditorium by Moderator Garry Blank at 7:34 P.M. The Moderator appointed Paul Houlihan as Assistant Moderator and he presided over the voters sent to the gymnasium when the auditorium had reached its capacity. The total number of eligible voters for this meeting was 15,066 and the clerks checked in a total of 811 voters, which is a 5.3% turnout.

The Moderator swore in the following Sandwich residents as tellers: Melinda Gallant, Daryl Crossman, David Merrell, Maryellen Anderson, Denise Dever, Tobin Wirt, Kathy Brown and Nancy Crossman. Taylor White, Town Clerk, and Susan Lundquist, Assistant Town Clerk served as the timekeepers. Board of Selectmen Chairman, Frank Pannorfi, led Town Meeting in the Pledge of Allegiance.

The Moderator asked for a moment of silence for Dave Whearty, the Town's Harbormaster, who recently passed unexpectedly.

The Moderator called the meeting to order and asked for a vote to grant non-residents the privilege of speaking before Town Meeting.

VOTED: That non-residents be granted the privilege of speaking before Town Meeting. This was a voice vote and declared not carried by the Moderator and Assistant Moderator.

The Moderator asked for a vote to grant non-resident's attorneys the privilege of speaking before Town Meeting.

VOTED: That non-resident's attorneys be granted the privilege of speaking before Town Meeting. This was a voice vote and declared not carried by the Moderator and Assistant Moderator.

ARTICLE 1

To see if the Town will vote to appropriate under the Community Preservation Act – open space and recreation program, the sum of \$1,250,000.00, or any other amount, to be expended under the direction of the Board of Selectmen, for the purpose of designing and constructing a beach renourishment, restoration and resiliency project on Town Neck Beach, including professional services, and any other costs incidental and related thereto; that to meet this appropriation the Town transfer from the Community Preservation Fund a sum of money for this purpose, and that the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow up to \$1,250,000.00 and issue bonds and notes therefor pursuant to M.G.L. c.44B, §11, or any other enabling authority; provided further that such borrowing authorization shall be reduced by any federal or state grants that may be received by the Town for the project; or take any other action relative thereto.

James Pierce of Foster Road made a motion to move the question; it was seconded from the floor. This was a voice vote and declared carried unanimously by the required two-thirds majority by the Moderator and Assistant Moderator.

VOTED: That the Town appropriate under the Community Preservation Act – open space and recreation program, the sum of \$1,250,000, to be expended under the direction of the Board of Selectmen, for the purpose of designing and constructing a beach renourishment, restoration and resiliency project on Town Neck Beach, including professional services, and any other costs incidental and related thereto; that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is hereby authorized to borrow \$1,250,000 and issue bonds and notes therefor pursuant to M.G.L. c.44B, §11, or any other enabling authority; provided further that such borrowing authorization shall be reduced by any federal or state grants that may be received by the Town for the project. This was a voice vote and declared carried by the required two-thirds majority by the Moderator.

The meeting was adjourned at 8:27 PM.

I hereby certify that this is a true record of the Special Town Meeting held on August 31, 2015.

Respectfully Submitted,



Taylor D. White
Town Clerk

**TOWN OF SANDWICH
SPECIAL TOWN MEETING
November 16, 2015**

The Special Town Meeting was called to order in the Sandwich High School auditorium by Moderator Garry Blank at 7:02 P.M. The total number of eligible voters for this meeting was 15,223 and the clerks checked in a total of 360 voters, which is a 2.3% turnout.

The Moderator swore in the following Sandwich residents as tellers: Bob King, Daryl Crossman, David Merrell, Phyllis Helfrich, Denise Dever, Tobin Wirt and Nancy Crossman. Taylor White, Town Clerk, and Susan Lundquist, Assistant Town Clerk served as the timekeepers. Board of Selectmen Chairman, Frank Pannorfi, led Town Meeting in the Pledge of Allegiance.

The Moderator requested a moment of silence to honor those killed in the recent terrorist attacks in Paris, France.

ARTICLE 1

To see if the Town will vote to raise and appropriate, transfer from available funds including without limitation a transfer from the Community Preservation Fund – Open Space and Recreation Program, or borrow under General Laws Chapter 44 or 44B, or any other enabling authority, a sum of money to be expended under the direction of the Board of Selectmen, for the purpose of designing and constructing a beach renourishment, restoration and resiliency project on Town Neck Beach east of Wood Avenue Extension, including professional services, and any other costs incidental and related thereto; and further to amend the vote taken under Article 1 of the August 31, 2015 Special Town Meeting by deleting the following: “provided further that such borrowing authorization shall be reduced by any federal or state grants that may be received by the Town for the project”; or take any other action relative thereto.

VOTED: That the Town appropriate the sum of \$600,000, under the Community Preservation Act – Open Space and Recreation Program, to be expended under the direction of the Board of Selectmen, for the purpose of designing and constructing a beach renourishment, restoration and resiliency project on Town Neck Beach east of Wood Avenue Extension, including professional services, and any other costs incidental and related thereto; that to meet said appropriation, the Treasurer with the approval of the Board of Selectmen is hereby authorized to borrow said sum pursuant to General Laws Chapter 44B or any other enabling authority, and to issue bonds and notes of the Town therefor; and further that the vote taken under Article 1 of the August 31, 2015 Special Town Meeting be amended by deleting the following: “provided further that such borrowing authorization shall be reduced by any federal or state grants that may be received by the Town for the project”. This was a voice vote and declared carried unanimously by the required two-thirds majority by the Moderator.

ARTICLE 2

To see if the Town will vote to amend the vote taken under Article 2 of the May 4, 2015 Annual Town Meeting for the FY'16 School Department budget, account number 300, by raising and appropriating the additional sum of \$74,425.00, or any other amount, for such purposes, or take any action relative thereto.

VOTED: That the Town amend the vote taken under Article 2 of the May 4, 2015 Annual Town Meeting for the FY'16 School Department budget, account number 300, by raising and appropriating the additional sum of \$74,425. This was a voice vote and declared carried unanimously by the Moderator.

ARTICLE 3

To see if the Town will vote to transfer and appropriate the sum of \$250,000.00, or any other amount, from the Ambulance Fund, to be expended under the direction of the Board of Selectmen, for the purpose of purchasing an ambulance and related supplies and equipment for the Fire Department, or take any action relative thereto.

VOTED: That the Town transfer and appropriate the sum of \$250,000 from the Ambulance Fund, to be expended under the direction of the Board of Selectmen, for the purpose of purchasing an ambulance and related supplies and equipment for the Fire Department. This was a voice vote and declared carried unanimously by the Moderator.

ARTICLE 4

To see if the Town will vote in accordance with the provisions of M.G.L. c.44, §53F½ to raise and appropriate or transfer from available funds a sum of \$70,000.00, or any other amount, from the Golf Enterprise Fund to be expended under the direction of the Board of Selectmen, for the purpose of completing extraordinary repairs and improvements to the Sandwich Hollows Golf Club clubhouse and golf course and for replacing maintenance and capital equipment for Sandwich

Hollows Golf Club operations, or take any action relative thereto.

VOTED: That the Town transfer and appropriate \$70,000 from the Golf Enterprise Fund in accordance with the provisions of M.G.L. c.44, §53F½, to be expended under the direction of the Board of Selectmen, for the purpose of completing extraordinary repairs and improvements to the Sandwich Hollows Golf Club clubhouse and golf course and for replacing maintenance and capital equipment for Sandwich Hollows Golf Club operations. This was a voice vote and declared carried unanimously by the Moderator.

ARTICLE 5

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws to create a Ground Mounted Solar Overlay District, by amending Article II, Use and Intensity Regulations, Section 2100, Establishment of Districts by adding a new subsection p. to Section 2110 and the additional language to the end of Section 2110, as follows:

p. Ground Mounted Solar Overlay District. See Section 4180.

Ground Mounted Solar Overlay District, as described in Section 4180 is herein established as an overlay district, shall be considered to be superimposed over any other district established by this by-law. Land in the Ground Mounted Solar Overlay District shall be subject to the requirements of Section 4180.

AND FURTHER, To see if the Town will vote to amend the Sandwich Protective Zoning By-laws Section 2210, Use Regulation Schedule, by adding Note 25 highlighted in bold, as follows:

Industrial/Utility Uses, Solar Photovoltaic Installation, Large-Scale Ground-Mounted (22)

<u>R-1</u>	<u>R-2</u>	<u>VIL</u> (2,3)	<u>BL-1</u>	<u>B-2</u> (2,3)	<u>FLEX</u>	<u>IND</u>	<u>MAR</u>	<u>RD</u> (2,3)	<u>S</u>	<u>GD</u>
N	S	N	N	N	Y	Y	N	S	N	S
			(25)							

25. Y - permitted by-right if in Ground Mounted Solar Overlay District.

AND FURTHER,

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws Section 4180, Large Scale Ground Mounted Solar Photovoltaic Installations, by adding the language highlighted below in bold, as follows:

4180 LARGE SCALE GROUND MOUNTED SOLAR PHOTOVOLTAIC INSTALLATIONS

The Planning Board shall be the Special Permit Granting Authority for applications pertaining to sites outside the

Industrial Limited District and the Ground Mounted Solar Overlay District.

The Ground Mounted Solar Overlay District is herein established as an overlay district and shall be superimposed over any other district established by this by-law. A plan entitled "Solar Overlay District" dated July 1, 2015 is on file in the Planning and Development Office delineating this district and is hereby made a part of this By-Law.

AND FURTHER,

To see if the Town will vote to amend the Sandwich Protective Zoning By-laws Section 4182, Procedure, by adding the language below in bold, as follows:

4182 Procedure

Large scale ground-mounted solar photovoltaic installations located within the Industrial Limited District **and the Ground Mounted Solar Overlay District** are allowed by right subject to compliance with sections 4180 through 4196 and other applicable sections of this bylaw.

or take any action relative thereto.

VOTED: That that the Town amend the Sandwich Protective Zoning By-laws to create a Ground Mounted Solar Overlay District by amending Article II, Use and Intensity Regulations; Section 2100, Establishment of Districts; Section 2210, Use Regulation Schedule; Section 4180, Large Scale Ground Mounted Solar Photovoltaic Installations; and Section 4182, Procedure; all as printed in the warrant under Article 5. This was a voice vote and declared carried unanimously by the required two-thirds majority by the Moderator.

ARTICLE 6

To see if the Town will vote to proclaim as follows:

At its meeting on April 23, 2014, the Sandwich Historic District Committee (the "Committee") considered an application ("Application") for a certificate of appropriateness ("COA") for an aerial adventure park (the "Project") at 0 Shawme Road and 0 Pocasset Road. Abutters to 0 Shawme Road were not notified of that meeting, nor were they previously notified of the Application. At that meeting the Committee voted to approve a "motion to accept the plans as presented" and issued a corresponding COA that Project proponents claim authorize the Project. Many or all of the aforementioned abutters had no knowledge of the COA until after the relevant appeal period had passed.

For these and other reasons, the construction and operation of the Project constitutes a violation of Chapter 470 of the Acts of 1973, as amended (the Old King's Highway Regional Historic District Act, or the "Act"). Under Section 12 of the Act, the Inspector of Buildings has the duty to enforce violations of the law. However, to date Inspector of Buildings Paul D. Spiro has refused to take enforcement action.

We hereby proclaim that the Project violates the Act, and that enforcement action should be taken with respect to such violation(s).

(Submitted by Petition)

Don Stainbrook of Faunce Mountain Road moved to approve Article 6 as printed in the Warrant. His motion was seconded from the floor.

VOTED: That the Town proclaim as follows:

At its meeting on April 23, 2014, the Sandwich Historic District Committee (the "Committee") considered an application ("Application") for a certificate of appropriateness ("COA") for an aerial adventure park (the "Project") at 0 Shawme Road and 0 Pocasset Road. Abutters to 0 Shawme Road were not notified of that meeting, nor were they previously notified of the Application. At that meeting the Committee voted to approve a "motion to accept the plans as presented" and issued a corresponding COA that Project proponents claim authorize the Project. Many or all of the aforementioned abutters had no knowledge of the COA until after the relevant appeal period had passed.

For these and other reasons, the construction and operation of the Project constitutes a violation of Chapter 470 of the Acts of 1973, as amended (the Old King's Highway Regional Historic District Act, or the "Act"). Under Section 12 of the Act, the Inspector of Buildings has the duty to enforce violations of the law. However, to date Inspector of Buildings Paul D. Spiro has refused to take enforcement action.

We hereby proclaim that the Project violates the Act, and that enforcement action should be taken with respect to such violation(s).

This was a counted vote and declared carried by the Moderator. 159 Yea and 102 Nay.

The meeting was adjourned at 8:14 P.M.

I hereby certify that this is a true record of the Special Town Meeting held on November 16, 2015.

Respectfully Submitted,



Taylor D. White
Town Clerk

**SANDWICH HISTORIC DISTRICT ELECTION
Old Kings Highway Regional Historic District
November 24, 2015**

The Sandwich Historic District Election was held on November 24, 2015 at the Sandwich Town Clerk's Office to elect one member for a four year term. The polls were open from 6 P.M. to 8 P.M. and there were 15 ballots cast.

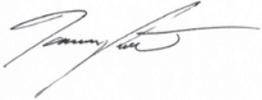
The election results are as follows:

(Four Year Term, vote for one)

Mary Foley	15
Write-Ins.....	0
Blanks	0
Total.....	15

I hereby certify that this is a true record of the 2015 Sandwich Historic District Election.

Respectfully submitted,



Taylor D. White
Town Clerk

Planning and Environment



Photo Courtesy of Mcvj rggp'Eqi i guj cm

Groundbreaking ceremony for new Marina Office Building

Sharon Smith, Brenda Manley, Trish Wojner, Mick Dunning, Cheyne Keene, Wendell Morgan, and Tim Sawyer

*ctej kgev.'Dtqy p'Nlps wku'Hgpweekq'cpf 'Tcdgt'Ctej kgevu.'Kpe0-

Report of the PLANNING & ECONOMIC DEVELOPMENT DEPARTMENT

The Planning and Economic Development Department is tasked with undertaking both short and long-term planning to protect the Town's natural and cultural resources while also encouraging development and redevelopment in appropriate areas of the community. To ensure that all planning and development related activities are dealt with as expeditiously and thoroughly as possible, the department works with the Planning Board and the Zoning Board of Appeals and often coordinates with the Health Department, Building Inspector, Engineering Department, and Natural Resources Department while working towards the goal of providing reliable and exemplary customer service to town residents and businesses.

The daily activities of the Planning Department are currently overseen by a dedicated staff of three full-time employees and one part time employee. In May 2015, the Department hired its first Assistant Town Planner, Josh Peters. In July, long serving office assistant Maureen Carty retired; in November we hired local resident Laura Watts to replace her. Marilyn Bassett, Sr. Administrative Assistant, continues to manage the office and along with Laura they provide the highest level of service to the public and ensure the land use boards and volunteer committees are kept abreast of all ongoing projects and planning activities.

The Planning Board is currently chaired by Sarah Regan. Last year saw some turnover with the election of Joe Vaudo and Tom Lynch. The other members are Lori Caron, Robert King, Bill Burbank, and Scott Torrey. The Planning Board benefits greatly from their combined professional experience in the fields of development and design. The Zoning Board of Appeals entered into the new year under the strong leadership of James Killion as chair and gains from the longstanding and much appreciated service of Bob Jensen, Woody Mitchell, David Schrader, Erik VanBuskirk, and Chris Neevan. The Department of Planning and Economic Development appreciates the continued outstanding stewardship of all Board members.

Over this past year the department staff has worked on a variety of planning activities. Many of the Action Items in the Local Comprehensive Plan are continuing to be addressed or implemented. The Marina area is undergoing significant change with the new Town Harbormaster Building under construction, a new seafood restaurant and retail at 20 Freezer Road, and significant announcements of expansion at the NRG power plant. The Department collaborated with Town Staff and officials to complete the Henry T. Wing School Reuse Feasibility Study. The Department has also been hard at work enhancing the Town's protective zoning bylaw. In 2015, amendments Town Meeting has passed included addition of a Medical Marijuana district, Ground Mounted Solar district, and revisions to a few definitions and terminology. These efforts would not have been possible without the assistance of many members of Town staff, boards, committees and citizens willing to provide feedback.

In its regulatory role the Department continues to work with the Planning Board and ZBA on a host of development proposals. 2015 has been a mixed year; the ZBA saw a decrease in Special Permit applications and variance requests. The PB reviewed more Definitive subdivision plans and Scenic Road applications. ANR applications were down for the year.

The coming year affords the Department an opportunity to assist the Town and the land use boards in meeting the many challenges that face the community over the next several years. For 2016, the Department is prioritizing the Marina district, Wing School and continued town wide economic development efforts in conjunction with the Sandwich Economic Initiative Corporation.

A key goal of the Department is to conduct its daily business in an efficient and positive manner while making every effort to streamline the permitting process and make that process predictable for those seeking to do business in town. The Department would like to thank all of the Town staff who makes this effort possible including Paul Tilton, Town Engineer, Sam Jensen, Assistant Town Engineer, Sean Harrington, Engineering Technician, Dave Mason, Health Agent, Mark Galkowski, Director of Natural Resources, Dave DeConto, Assistant Director of Natural Resources, Ed Childs Director of Assessing and Mike Twomey, Town IT Director. Additional thanks go to Town Manager Bud Dunham, Assistant Town Manager Doug Lapp and Building Inspector Paul D. Spiro for their guidance and support of the Department during the past year. Also, we offer our thanks to those elected and appointed Board members who donate time from their busy schedules to serve the community. Your commitment and tireless efforts on behalf of the Town are very much appreciated.

Respectfully submitted,

Blair Haney, Director
Department of Planning & Economic Development

Report of the NATURAL RESOURCES DEPARTMENT

To the Honorable Board of Selectmen and the Citizens of Sandwich:

A ferocious nor'easter struck Cape Cod on January 26, 27 & 28, 2015. It brought more than twenty four (24) inches of snow to Sandwich along with dangerous coastal flooding with an estimated five and one half (5 ½) foot storm surge. Many coastal properties suffered severe erosion including Town Neck Beach and Spring Hill Beach. I observed flooding, the likes I had not witnessed in my twenty seven (27) years working for the Town. The Route 6A bridge at Scorton Creek was entirely submerged just after the early morning high tide; coastal flooding occurred all along the back portion of the beach from the Town Neck parking lot along Freeman Avenue, White Cap Path and Bay Beach Lane; Saltmarsh Road and Foster Road was cut off by the surging tides pushing through to the cranberry bogs at Roos Road; the Harbormaster's Office at the Boat Basin suffered extensive flooding. Access to many locations was cut off by heavy snow accumulations. This Department, as has been the case for a number of years past, worked with the Emergency Management Department monitoring the tides/flooding throughout the remainder of the day. Public and private damage assessments were underway for many days following this major event.

In the aftermath, damage was observed all along the coast especially at Town Neck Beach and Spring Hill Beach. A five hundred (500) foot section of dune was wiped out at Town Neck Beach, pushed into the adjacent creek, filling it, cutting off all tidal flow, into or out of Mill Creek. This raised genuine concerns regarding the health of the Town's shellfish beds and impeding the annual migration of herring later in the spring. A number of homes at Spring Hill Beach were damaged and some were deemed uninhabitable. In one case the surge pushed the furnace and oil storage tank out of the utility room into the driveway behind the structure. The properties along Bay Beach Lane and the White Cap Path area of Town Neck suffered extensive damage.

Following coordination with our local Conservation Commission and State environmental agencies, emergency work to excavate the sand from Mill Creek and re-construct the dune was authorized. Unfortunately the work did not commence until March due to the fact that the equipment operators from P.A. Landers Co. were tied up cleaning up around the Boston area from the relentless snow storms. The creek was opened to tidal flow around the middle of March.

Work on the Town Neck Beach re-construction project (400,000 yds³) continued throughout the year. All environmental permits were secured by the Town in July. Efforts on two (2) Coastal Zone Management Grants advanced. The 1st awarded in 2014 funds an investigation and permitting of an offshore sand borrow site to feed the 400,000 yds³ Town Neck Beach re-construction project. This Department working with the Town's coastal engineers, Woods Hole Group identified an area off of Scusset Beach in Sagamore where sand is collecting behind the

westerly jetty of the Cape Cod Canal (CCC). The 2nd grant was awarded in 2015. It funds a cooperative grant with the Town of Barnstable to identify the routes of littoral sand flow along the town's coasts, its interaction with the shoreline and allow the coastal engineers from the Provincetown Center for Coastal Studies to develop a sand budget for each town.

An opportunity to participate in a smaller project surfaced earlier in 2014 with the design template completed in January. This project known as the Army Corps of Engineers (ACoE) 204 Program would place 150,000 yds³ of sand dredged by the ACoE from the CCC on Town Neck Beach, west. This beneficial reuse of dredge material, approved by the ACoE in June was a 65/35 cost share project where the Town would be responsible for 35% of the cost of the placement sand on the beach with the ACoE shouldering 65% of the cost. Comprehending the severity of the erosion caused by the January 27 storm and subsequent nor'easters, the ACoE adjusted the design template to account for the loss of beach and dunes along Town Neck Beach west, especially in the Bay Beach Lane/White Cap Path areas.

Since some of the dune re-construction was to occur on private property, permanent construction and access easements were required. The private property owners objected to the permanence of the easements. In the end, the 204 project was terminated by the ACoE because the easements over the private property were not delivered to the Town by the July 31 deadline as required by the ACOE agreement.

The cancellation of the 204 Project meant that the 150,000 yds³ of sand dredged from the CCC would be dumped at the Cape Cod Bay dump site. Over 850 townspeople, Selectmen and the Administration came together at a Special Town Meeting in August to vote an authorization to cover the entire cost of placing the sand on Town Neck Beach east since it was not eligible for an ACoE 204 designation. The vote was unanimous. The town's portion of project pumping and grading the sand on Town Neck Beach cost just shy of three (3) million dollars. Great Lakes Dock and Dredge Co. of Illinois was the ACoE low bidder and commenced work in the later part of December.

In 2015 ninety-nine (99) license holders made two hundred sixty-eight (268) trips to the flats from opening day through May, harvesting sixty five (65) bushels of quahogs (*M. Mercenaria*). Shellfishing continues in 2016 through May 2016 on Sundays. A limited harvest of Mill Creek oysters occurred in December. Twenty lottery winners we invited to pick up their limit of oysters raised by town staff over the past three (3) years. Two hundred (200) bags of quahogs from the Division of Marine Fisheries (DMF) Taunton River contaminated relay were planted in early June in the Old Harbor estuary. The department continued the oyster (*Crassostrea virginica*) culture program receiving 20,000 R8 (11-17mm) single oysters from a local hatchery through a Division of Marine Fisheries/Barnstable County funded shellfish program. As a reminder to the public, the Harvest of Oysters is Prohibited throughout the town and Sandwich residents remain eligible to purchase a Bourne Resident Shellfish Permit to fish in Bourne's open areas throughout the year. Sandwich continues to financially support Bourne's propagation efforts through an annual appropriation.

Implementation of the *Town of Sandwich Wildland Fire Protection and Preparedness Plan for the Maple Swamp and Discovery Hill Town Lands Complex* continued with financial assistance from the federal government through the Cape Cod Cooperative Extension of Barnstable County (CCCES). The 2014-15 grant allowed us to complete the second leg of Phase II of the overall project. Another grant was funded in 2015 to complete the third leg of Phase II. We expect to finish this work in January 2016.

Approximately five thousand (5000) anadromous fish passed through the Shawme Pond system, this year. The cold winter appeared to delay the run. We continued to use an electronic fish counter loaned to us by the MA Division of Marine Fisheries at the upper run. Periodic inspections verified fish passage during early morning and evening hours. Our reconnaissance for elver poachers in the coastal streams and marshes continued and we now utilize electronic surveillance at the lower run.

Waterway patrols on Peters Pond, albeit in a more abbreviated fashion, continued this year with new seasonal staff. A number of our regulatory buoys on Peters Pond were damaged beyond repair again this year. I am looking into a more durable product for the replacements.

We continued our long-standing relationship contracting with Massachusetts Audubon Society to provide plover and tern monitoring across our town owned beaches from April to August. Plover recruitment at Town Neck Beach and tern recruitment at Spring Hill Beach was about average. Our patrols continue providing a presence during the evening and night hours when illegal activities are most likely to occur in the nesting areas. Both programs are funded from the beach parking fees account. The agreement between the Town, MA Fisheries & Wildlife, Natural Heritage & Endangered Species Program and the US Fish & Wildlife Service calls for these programs to be funded by the Town as required by the Order of Conditions for the Town Neck Beach Re-construction project and overall Beach Management Plan.

Our seasonal staff continues to carry out a number of other maintenance projects and provide continuous onsite operations, maintenance, support and security at the Ryder Wakeby Park, Ryder Conservation Land and other lands. The Department of Public Works Tree Warden and Parks crew assisted with trail maintenance on many of our conservation lands.

The Department completed many of our stated goals for 2015. Goals for the upcoming year include: completing work on the two (2) CZM grants to include permits for the offshore sand borrow area; work with the Public Access Board to design and permit a new pond access at Spectacle Pond; complete the design and permitting of the Ryder boardwalk; acquire funding to complete a dog park design; upgrade the regulatory buoys on town ponds; continue public outreach on departmental issues; continue identifying and purchasing properties for future open space; complete the update and distribution of the Sandwich Conservation Lands Map; forward a dune protection bylaw to the Annual Town Meeting; formalize the department's oyster

grow-out operation and continue operational and security improvements to town conservation lands and facilities.

I would like to acknowledge the efforts of all my staff including Assistant DNR Director, David J. DeConto, Administrative Assistant, Heidi Hawkins, Deputy ACO's John Pimental and Walter Fagnant, and to the DNR/AC Division's clerk, Lori Canning; our seasonal workcampers for their hard work and continuous years of service, other town departments for the assistance they provide to us each year. Also, I would like to specifically recognize the support the Town has received from the MA Division of Marine Fisheries (DMF) State Shellfish Biologist, J. Michael Hickey, DMF Anadromous Fisheries Biologist, Brad Chase, DMF Fisheries Specialist Edward Clark, DMF Biologist Neil Churchill, MA Division of Fisheries and Wildlife SE District Manager Jason Zimmer, MA Coastal Zone Management Office Cape & Islands Steven McKenna and their staff at each agency.

Citizens who have questions regarding wildlife issues, shellfish inquiries, anadromous fish (herring), conservation lands management, boating laws, CPA issues, sale and/or donation of land for conservation purposes and/or other natural resources related matters, are encouraged to contact our office, Monday – Friday, 8:30 AM to 4:30 PM or via email at naturalresources@townofsandwich.net. We will endeavor to provide answers to your questions or direct you to agencies or organizations that may be better qualified to respond to your questions.

Respectfully submitted,

Mark S. Galkowski, Director

**Report of the
ANIMAL CONTROL DIVISION**

The Staff of the Animal Control Division continues to strive for excellence by providing the best services for the people and animals within the Town of Sandwich.

Our full-time Animal Control Officer (DACO) John Pimental and part-time Animal Control Officer (DACO) Walter Fagnant, Jr. have attended several conferences and workshops and received certifications to help serve the town’s animals and owners. They have responded to over 873 calls regarding domestic animal emergencies and lost pets and they have also assisted the Department of Natural Resources with over 172 wildlife emergencies. Please refrain from feeding stray animals and wildlife. Keep in mind, indirect feeding (i.e. Birdfeeders, improper storage of garbage, etc.) is an attraction to strays and wildlife, especially in the colder months.

In April we assisted the Sandwich Lion’s Club in their Rabies Clinic. This annual clinic continues to provide affordable services to the community and tries to help offset some of the costs that come with animal ownership. In December we held an additional Rabies Clinic at Oceanside Animal Hospital to again provide affordable services to residents of the community and get their dogs licensed. Rabies prevention starts with the animal owner. Protect yourself, your pet and our community by taking animals to be vaccinated.

With the assistance from the Town Clerk’s office, this year we saw an increase of over 252 dog licenses due to the DACO attempts to speak with residents personally, informing them of their responsibilities to have their dogs licensed. Licensing is important for many reasons, especially to reunite a lost pet with its owner. I offer my sincere appreciation for all of their hard work.

We expanded our affiliation with Oceanside Animal Hospital to assist with various domestic emergencies in the event we cannot locate an owner.

I would like this opportunity to thank the community for their patience, assistance and support throughout the year. A special thanks to our part-time Clerk, Lori Cannon. Lori works diligently to connect the townspeople with their missing pets and calm worried pet owners.

2015 Animal Control Statistics

Abandoned	2
Animal Inn	12
ARL	1
Barking dogs	89
Bites	26
Loose Animals	205
Lost Animals	125
Misc.	65
MSPCA	10
Recovered	88
Roadkill	65
Tickets	14
Wildlife	172
<u>Dog Licenses Issued:</u>	<u>2974</u>
Total:	873

Respectfully submitted,

David J. DeConto
Asst. Director of Natural Resources

Report of the HARBORMASTER

2015 was a year of highs and lows for the Marina. The storm surge from the first major storm of the year flooded the Harbormaster's Office displacing the Staff for 10 weeks while repairs were made. I would like to thank the Recreation Department and Facilities Department for opening their doors at Oak Crest Cove to act as a temporary office for the Marina Office staff while the Harbormasters worked out of the ramp building tending to the Marina, our commercial fleet and its roads after an extremely storm battered snow covered winter.

Plans for a New Harbormaster's Office with public restrooms and garage were approved by the Army Corps of Engineers and the Board of Selectmen in the spring. This project was a lifelong venture for our late Harbormaster David R. Whearty who unexpectedly passed in July. Dave was a fixture at the marina since starting in 1988 tending to the grounds of the marina and eventually being appointed as Harbormaster in 2013. With over 25 years' experience and his vast knowledge Dave will be sorely missed. He was truly respected by the community, marina tenants and especially the Town and Marina employees.

The ramp overall had one of the busiest seasons in years due to the increase of commercial fishermen launching out of the basin which resulted in an increase in our daily ramp passes, often causing our parking lots to be to capacity by 6 AM on commercial days.

Once the season kicked off it was nonstop. We were fully booked nearly every weekend and most weekdays we were at near capacity for our transient tenants with a substantial increase in revenue over the previous year. Also, due to the decreasing price of crude oil, the fuel prices are at an all-time low since 2008. The low prices and beautiful weather this past summer brought an increase in sales at the pumps with many recreational boaters taking advantage of the low cost.

In September we had a ground breaking ceremony at the site of our new Harbormaster Building and Garage with public restrooms. A local architecture firm, Brown Lindquist Fenuccio & Raber Architects, Inc., was awarded the designer's contract, and another local company, Builders Systems Inc., was awarded the construction contract, and the completion date is September 2016.

In November the work started on the replacement and disposal of the northern section of E-dock which houses the majority of our commercial fleet. The new docks were furnished by Bellingham Marine of Pennsylvania; Bellingham has furnished many of our other docks that we replaced over the years. The docks were installed by Robert B. Our Co., Inc. of Harwich Port.

During the same time frame we conducted a major cleanup of the Town lot and disposal of old docks and piles that had been stored for years on Town land abutting the lot. We also organized and cleaned-up the town storage lot area, including newly designated spaces and the construction of a new road

leading to the storage yard. By the end of January all jobs were complete.

I would like to take this opportunity to thank the Board of Selectmen, Town Manager Bud Dunham, Assistant Town Manager Doug Lapp, Human Resources Director Marie Buckner, the staff of the Marina, Trish Wojnar, Sharon Smith, Lloyd Lipsett, and all the seasonal staff for their dedication and hard work in such a trying year. I would also like to thank all the Marina Tenants for their assistance and guidance in keeping the Marina on a steady course and speed during these past months.

Respectfully submitted,

Michael S. Dunning
Interim Harbormaster

Report of the SANDWICH COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Committee celebrated its tenth anniversary in 2015. The most significant Community Preservation project during the year was, of course, the provision of funding to allow the Town to take advantage of the Army Corps of Engineers Cape Cod Canal dredging project to renourish the sand on Town Neck Beach. The Town had used previously appropriated Community Preservation Act funds to obtain all of the permits necessary to place new sand on the beach. At the May 2014 Annual Town Meeting, voters had approved \$1,000,000 to be used as matching funds for an anticipated Federal grant for beach restoration. Unfortunately, the Town did not receive that grant. At the February 9, 2015 Special Town Meeting, voters agreed to lift the condition tying the funds to the Federal grant, allowing the \$1,000,000 to be used for beach restoration without restriction.

Meanwhile, The Army Corps of Engineers meanwhile was moving forward with the canal dredging project, with the work to be done in the winter of 2015-2016. The dredging would go forward regardless of whether there was an agreement with the town for beach restoration. If there was no agreement, the dredged sand would be disposed of at the bottom of Cape Cod Bay. The Town originally worked out an agreement with the Corps to restore the beach along the developed area of Town Neck. Under this agreement, the Corps would have paid two-thirds of the cost of the beach restoration (i.e. the difference in the cost of dredging with beach restoration and the cost of dredging alone) with the Town picking up the remaining one-third. In order for this project to go forward, the Corps required owners of private land on which sand was to be placed to grant permanent easements for public access to the areas receiving the newly placed sand. Most of the affected landowners refused to grant the required easements, so the original plan for beach restoration was abandoned. (The Town could not use its eminent domain power to take the easements and pay compensation to the landowners because the process could not have been completed in time to meet the Corps' deadline for the dredging project.)

In early August of 2015 it appeared that the sand from the dredging project would end up at the bottom of the Bay. However, with the encouragement of citizen activists, the Town came up with an alternative project. Instead of using the dredged sand to benefit both Town and private property, the sand would be deposited on the wholly Town-owned area of Town Neck, to the east of the developed area. Unfortunately, this project was not eligible for the two-thirds Corps funding, so the Town had to fund the entire cost of the beach restoration. The Selectmen and the Community Preservation Committee held special meetings in August to recommend the appropriation of an additional \$1,250,000, and this new appropriation was approved at a Special Town Meeting called for this purpose on August 31, 2015.

That was still not the end of the story. The landowners who refused to sign the easements for the original project filed suit against the Town to try to stop the revised project; all of the landowners' legal claims were rejected by the court. When the bids for the dredging and beach restoration project came in, they were much higher than the amount that either the Corps or the Town had anticipated. Even though the Town had obtained a \$1,000,000 grant from the Commonwealth of Massachusetts to help fund the beach restoration, another appropriation of Community Preservation Act funds was required to fund the project. The additional \$600,000 needed was appropriated at the November 16, 2015 Special Town Meeting. The dredging and beach renourishment was done December 2015 - January 2016.

There were also some smaller Community Preservation Act projects approved in 2015: \$50,000 for restoration of the Dexter Grist Mill including construction of a new mill wheel meeting historic preservation standards, \$15,000 to bring back into print the book Sandwich, a Cape Cod Town by Russell A. Lovell, and \$7,000 for a Civil War memorial plaque in the restored Town Hall. Also, a previously approved \$450,000 appropriation for community housing in the Forestdale Village project was formally rescinded due to the project owner's bankruptcy filing.

Report of the SANDWICH COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Committee celebrated its tenth anniversary in 2015. The most significant Community Preservation project during the year was, of course, the provision of funding to allow the Town to take advantage of the Army Corps of Engineers Cape Cod Canal dredging project to renourish the sand on Town Neck Beach. The Town had used previously appropriated Community Preservation Act funds to obtain all of the permits necessary to place new sand on the beach. At the May 2014 Annual Town Meeting, voters had approved \$1,000,000 to be used as matching funds for an anticipated Federal grant for beach restoration. Unfortunately, the Town did not receive that grant. At the February 9, 2015 Special Town Meeting, voters agreed to lift the condition tying the funds to the Federal grant, allowing the \$1,000,000 to be used for beach restoration without restriction.

Meanwhile, The Army Corps of Engineers was moving forward with the canal dredging project, with the work to be done in the winter of 2015-2016. The dredging would go forward regardless of whether there was an agreement with the town for beach restoration. If there was no agreement, the dredged sand would be disposed of at the bottom of Cape Cod Bay. The Town originally worked out an agreement with the Corps to restore the beach along the developed area of Town Neck. Under this agreement, the Corps would have paid two-thirds of the cost of the beach restoration (i.e. the difference in the cost of dredging with beach restoration and the cost of dredging alone) with the Town picking up the remaining one-third. In order for this project to go forward, the Corps required owners of private land on which sand was to be placed to grant permanent easements for public access to the areas receiving the newly placed sand. Most of the affected landowners refused to grant the required easements, so the original plan for beach restoration was abandoned. (The Town could not use its eminent domain power to take the easements and pay compensation to the landowners because the process could not have been completed in time to meet the Corps' deadline for the dredging project.)

In early August of 2015 it appeared that the sand from the dredging project would end up at the bottom of the Bay. However, with the encouragement of citizen activists, the Town came up with an alternative project. Instead of using the dredged sand to benefit both Town and private property, the sand would be deposited on the wholly Town-owned area of Town Neck, to the east of the developed area. Unfortunately, this project was not eligible for the two-thirds Corps funding, so the Town had to fund the entire cost of the beach restoration. The Selectmen and the Community Preservation Committee held special meetings in August to recommend the appropriation of an additional \$1,250,000, and this new appropriation was approved at a Special Town Meeting called for this purpose on August 31, 2015.

That was still not the end of the story. The landowners who refused to sign the easements for the original project filed suit against the Town to try to stop the revised project; all of the landowners' legal claims were rejected by the court. When the bids for the dredging and beach restoration project came in, they were much higher than the amount that either the Corps or the Town had anticipated. Even though the Town had obtained a \$1,000,000 grant from the Commonwealth of Massachusetts to help fund the beach restoration, another appropriation of Community Preservation Act funds was required to fund the project. The additional \$600,000 needed was appropriated at the November 16, 2015 Special Town Meeting. The dredging and beach renourishment was done December 2015 - January 2016.

There were also some smaller Community Preservation Act projects approved in 2015: \$50,000 for restoration of the Dexter Grist Mill including construction of a new mill wheel meeting historic preservation standards, \$15,000 to bring back into print the book Sandwich, a Cape Cod Town by Russell A. Lovell, and \$7,000 for a Civil War memorial plaque in the restored Town Hall. Also, a previously approved \$450,000 appropriation for community housing in the Forestdale Village project was formally rescinded due to the project owner's bankruptcy filing.

Report of the CAPE COD COMMISSION

About the Cape Cod Commission

In March 2015, the Cape Cod Commission celebrated the 25th anniversary of the county-wide vote that created it as the regional land use planning, economic development, and regulatory agency for Barnstable County, Massachusetts. The Commission works toward maintaining a healthy balance between economic progress and environmental vitality. "Keeping a special place special" describes the agency's mission to protect the region's unique qualities.

The 19-member appointed Cape Cod Commission board represents a wide spectrum of the region and provides oversight for a staff of 40 professionals.

Address: 3225 Main Street, P.O. Box 226, Barnstable, MA 02630

Phone: (508) 362-3828

Fax: (508) 362-3136

Email: frontdesk@capecodcommission.org

Web: www.capecodcommission.org, www.statscapecod.org.

SANDWICH MEMBER:

Harold "Woody" Mitchell, Vice Chair

EXECUTIVE DIRECTOR:

Paul Niedzwiecki, pnieczwiecki@capecodcommission.org

Section 208 Areawide Water Quality Management Plan Update

U.S. EPA approved the Cape Cod Area-Wide Water Quality Management Plan, commonly referred to as the 208 Plan, leading to the implementation phase of the plan. Sandwich was designated as the Waste Treatment Management Agency, or WMA, for the watersheds within its boundaries.

The Commission developed innovative, first-of-their-kind decision-support tools as part of the plan. WatershedMVP (multi-variant planner), the Scenario Assessment Model (SAM), a financial model and others will make local discussions and decisions easier by processing complex data sets into usable options. These and other tools are available at www.capecodcommission.org/blackbox.

More information on the 208 Plan Update is located at www.capecodcommission.org/208

Regional Policy Plan Update

The last update to the Regional Policy Plan (RPP) in 2009 represented the first substantial reorganization of the RPP since it was first drafted, separating the regulatory and planning sections.

For this update, the Commission is building on those earlier reforms. Among the goals for the RPP update are to: ease the local comprehensive planning process and increase consistency with regional goals, simplify the regulatory process and create a framework for regional capital planning.

A series of on-line planning tools were developed to support the RPP Update process and local decision making, such as the Chronology Viewer, Community Characteristics Viewer and Envision Tomorrow. These and other tools are available at www.capecodcommission.org/blackbox

CEDS/Economic Development

Barnstable County received federal designation as an Economic Development District in late 2013, resulting in a \$60,000 Economic Development Administration grant. The Commission's administration of the Comprehensive Economic Development Strategy, or CEDS, was key in receiving the designation.

The Commission maintains 20 balanced economy benchmarks, eight up-to-date town-level data tables and 11 maps by county for each town, which are available on STATSCapeCod.org. Adding to this economic analysis is BART (Barnstable Area Regional Trends), a quarterly on-line publication that identifies and examines important economic trends in the region, available at www.capecodcommission.org/bart.

Smarter Cape Conference

The 5th Annual SmarterCape conference focused on the housing challenges and opportunities facing Cape Cod from multiple perspectives, including results of a housing survey by the Cape Cod Young Professionals. Sessions included discussions about when increased housing density make sense, interactive planning tools, and examples of what other communities have done to create wage-sustainable housing in their communities. Governor Charlie Baker was keynote speaker at the Summit.

Regulatory Program

Through its Regulatory Program, the Cape Cod Commission reviews projects that present regional issues identified in the Act, including water quality, traffic flow, community character, affordable housing, open space, natural resources, and economic development as Developments of Regional Impact (DRIs).

In 2015, the Commission took the following actions affecting the Town of Sandwich:

DRI

- Atkins Road Cluster Subdivision, **Sandwich**, Limited DRI, Approved, 9/17/15

Limited DRI Scoping Decision

- Atkins Road Cluster Subdivision, **Sandwich**, *Approved*, 3/23/15
- Canal Community Solar, **Sandwich**, *Approved*, 12/21/15

Other

- South Sandwich Village Sports & Convention Complex, **Sandwich**, NOI to File a Development Agreement, *Approved*, 5/28/15

Transportation

The Cape Cod Commission's transportation staff provides technical expertise in transportation and traffic-related matters for the Commission, its staff, and the 15 Cape Cod towns. The Commission provides administrative and staff support for the Cape Cod Metropolitan Planning Organization (MPO), and the Cape Cod Joint Transportation Committee (CCJTC).

In FY2015, more than \$18.6 million in Federal and State infrastructure capital was secured for the region.

The TIP is a list of transportation system projects to be implemented with federal and state funds available for Cape Cod. Projects may include roadway, bicycle, pedestrian, and transit improvements. The TIP includes four years of projects developed in accordance with federal laws.

capecodcommission.org/transportation

Highlighted Transportation Projects:

TRAFFIC COUNTING PROGRAM: The Commission's transportation staff conducted annual summer traffic counts in all 15 Cape towns, including automatic traffic recorders (ATRs) and turning movement counts (TMCs).

The following intersections in the Town of Sandwich were included in the 2015 counting program: Route 130 north of Jan Sebastian Drive; Route 130 south of Route 6A; Route 130 West of Pine St; Route 6 between Exits 2 & 3; Route 6 at the Sandwich/Barnstable Town Line; Route 6A at the Bourne/Sandwich Town Line; Cotuit Road north of Farmersville Road; Cotuit Road south of Farmersville Road; Cotuit Road north of South Sandwich Road; Cotuit Road south of South Sandwich Road; Cotuit Road at the Sandwich/Mashpee Town Line (middle); Cotuit Road at the Sandwich/Mashpee Town Line (North end); Cotuit Road at the Sandwich/Mashpee Town Line (South end); Farmersville Road east of Cotuit Road; Harlow Road east of Cotuit Road; Jan Sebastian Drive east of Route 130; Old County Lane east of Jones Lane; Service Road east of Route 130; South Sandwich Road at the Sandwich/Mashpee Town Line; and Tupper Road (west end) north of Route 6A.

Traffic data is available online:

www.capecodcommission.org/counts

CAPE COD CANAL TRANSPORTATION STUDY: The Commission assisted the Massachusetts Department of Transportation (MassDOT) on the Canal Area Study by providing traffic counts to calibrate the transportation model.

SERVICE ROAD BIKE PATH (with Barnstable): The Commission is providing coordination for a Shared-Use Path on the Service Road in Barnstable and Sandwich along the route of National Grid's natural gas line installation. The towns were authorized to submit a Project Needs Form to MassDOT. Staff provided technical assistance and guidance to the town of Sandwich on establishing a local bicycle committee.

CAPE-WIDE BICYCLE NETWORK PLAN: Through work with individual towns and development of 10 multi-modal

plans, consensus was achieved among all 15 towns for cross-border bicycle connections.

Water Resources

Water Staff provides technical assistance to towns, citizens and the County on water resources projects including: water supply, wastewater and stormwater management, fresh water ponds and marine waters.

The Commission has coordinated the PALS (Ponds and Lake Stewards) pond sampling program since its inception in 2001.

Joint Land Use Study (JLUS) Implementation for Joint Base Cape Cod

Continuing its work with Joint Base Cape Cod, the Commission assists with coordination in land use planning between Upper Cape towns of Falmouth, Mashpee, Sandwich and Bourne and JBCC.

The Commission provided technical assistance to the Upper Cape Regional Transfer Station steering committee, which ceased operation of the transfer station on JBCC in 2014, to evaluate possible re-uses of the facility. Working with the committee, staff prepared a request for proposals for the re-use study which is currently underway. Planning and legal staff also completed a study of notification procedures to JBCC personnel for proposed development projects in the Upper Cape towns and issued a final report in September 2015.

capecodcommission.org/jbcc

Regional Coordination/Technical Assistance

The Commission is in a position to respond to issues of regional concern with technical assistance and facilitation. Among the issues for which Commission expertise was sought are:

- restoration of Route 6 overcut areas between exits 2 and 4, including coordination of a working group and review of draft plans
- facilitation of the Regional Beach Access Committee, which advocated for awareness of regulations relative to the shoreline and local control on beach access issues such as shoreline protection, permitting, dredging, endangered species and tourism.
- convening of the National Grid Ad-Hoc Advisory Committee to help communities directly affected by the natural gas connection moratorium, expedite permitting process and facilitate communication.

Report of the CAPE LIGHT COMPACT

Town of Sandwich Activities

Sandwich Representative – Everett Horn (January - June) Josh Peters (July – December)

Cape Light Compact is an award-winning energy services organization operated by the 21 towns and two counties on Cape Cod and Martha's Vineyard. The Compact's mission is to serve its 200,000 customers through the delivery of proven energy efficiency programs, effective consumer advocacy, competitive electricity supply and green power options. For more information, visit www.capelightcompact.org.

POWER SUPPLY – Stability, Security and Green Power Options

Cape Light Compact offers stable and secure electric supply at competitive rates. Much depends on timing and market forces, but the Compact was proud to offer stable, competitive prices in 2015. As in previous years, electricity prices in 2015 were primarily driven by the price of natural gas. The winter of 2015 saw a lower wholesale electricity price spike from the 2014 winter, but retail electricity prices were still the highest in recent history. This is because of high forward market prices at the time when retail suppliers were procuring in advance for their expected loads. These high forward prices were set by expectations of the same high wholesale prices seen in the winter of 2014, which didn't come to fruition this year. While New England's natural gas delivery constraint was still the main contributing factor to high winter wholesale prices, it was mitigated by warmer temperatures in the beginning of the winter, increased liquefied natural gas (LNG) imports, implementation of an improved winter reliability program by the electricity grid operator, and low oil prices.

The past few years have seen many changes in how electricity is produced in New England. There is growing concern over how to meet both the reliability needs of the electric grid and our greenhouse gas reduction goals, all at a reasonable cost to electricity consumers. In the upcoming year, state elected officials and the Massachusetts Department of Public Utilities will be focusing on this issue. Topics to be deliberated include: (1) whether or not to install new natural gas pipelines, and who should pay for this; electric customers or gas customers; (2) net metering cap for solar and other renewable generation projects; (3) smart grid, or grid modernization,

technology, who will benefit and how will costs be allocated amongst electric customers. As we have done in the past the Cape Light Compact Governing Board will participate in these, and other, discussions on behalf of electric customers.

In 2015, Cape Light Compact provided energy to residents and businesses in accordance with two competitive electricity supply contracts negotiated by the Compact. The Compact's residential electricity supplier was ConEdison *Solutions*, and the commercial and industrial supplier was NextEra Energy. As of the most recent count, the Compact had approximately 6,692 total electric accounts within the Town of Sandwich on its energy supply.

CONSUMER ADVOCACY – Committed to Consumer Interests

Since 1997, Cape Light Compact has advocated for the ratepayers of Cape Cod and Martha's Vineyard at the local, state, and federal level. In 2015, the Compact focused much of its advocacy on consumer electricity disclosure labels, DPU's competitive supply website, and door-to-door marketing rules. These issues affect how electricity consumers interact with and take advantage of the competitive supply market. The Compact has provided input advocating for better disclosure methods of electricity sources, including renewable energy, which will better inform consumers about where the electricity they're purchasing comes from. The Compact is also continuing to provide DPU with input on their competitive supplier website in order to ensure it is easy for users to use and understand. The Compact, along with others, has also successfully lobbied for the implementation of door-to-door marketing rules that will help protect consumers from some of the unscrupulous marketing tactics that have been used on the Cape and Vineyard.

The Compact is also pleased to announce that the Department of Public Utilities issued a final order in May approving the Compact's revisions to its Aggregation Plan, which was submitted in April 2014. This order affirms the purposes, structure, and funding of the Compact, and has been used as a model for other municipalities seeking to form their own aggregations. While Cape Light Compact was the first municipal aggregator in the state, there are now 72 communities in Massachusetts with approved Aggregation Plans.

ENERGY EFFICIENCY – Saving Energy and Money

Jan. – Dec. 2015	# of Participants	Customer Savings	kWh Saved	Rebates/Incentives Paid to Customers
Low Income	113	\$39,226.40	196,132	\$273,592.92
Residential	1,093	\$306,085.40	1,530,427	\$1,356,513.65
Commercial	30	\$121,332.60	606,663	\$240,008.47
Total	1,236	\$466,644.40	2,333,222	\$1,870,115.04

Funding for the energy efficiency programs (i.e. energy audits for homes and businesses, rebates on the purchase of energy efficient appliances and energy education in our schools) comes from a monthly customer “energy conservation” charge (\$0.0025 cents multiplied by the number of kilowatt hours used during the month) and a portion of the “distribution charge” (\$0.02349 for residential customers and \$0.01127 for commercial and industrial customers) that appears on each customer’s electric bill.

Other Cape Light Compact Efforts Include:

- 7 ENERGY STAR® qualified homes were constructed in the Town of Sandwich.
- The Cape Light Compact's energy education program continues to support teacher training, materials, classroom presentations and "energy carnivals" to all Sandwich public schools as well as ongoing Energy Club activities at Forestdale School and energy education outreach efforts at the STEM Academy and High School.
- \$31,000 Lighting Upgrade was completed at Sandwich Hollows Golf Club.
- Engineering Support Services for the Sandwich Marina New Construction Project.

Report of the SANDWICH BIKEWAYS & PEDESTRIAN COMMITTEE

The Sandwich Bikeways & Pedestrian Committee started as an Ad-Hoc Committee in June of 2015 and was appointed as an official town recognized committee by a unanimous vote of the Board of Selectmen in December 2015. Their first official meeting was held in January of 2016. Their mission statement is “To preserve, promote, and enhance The Town of Sandwich’s biking and walking resources. The Committee believes that seasonal and year-round bicycling & walking are important means of local transportation and popular activities in the town as well as contributing to our local economic growth and vitality”.

The Board is currently working on a three phase approach to develop a safe and marked bike/walk route from the canal to a proposed route along the Service Rd, which has been approved by the MASS DOT through efforts of the committee and Sandwich DPW. This route will be part of the Cape Cod Rail Trail connecting the entire Cape from Provincetown to Bourne and trails off the Cape. These phases are:

- 1) Route from the Canal to Historical District of Town
- 2) Route from The Historical District to The Service Road
- 3) Service Road Route 130 to The Sandwich/Barnstable town line using a proposed Service Rd trail

The Committee is comprised of five members with up to three alternates with one non-voting representative from The Sandwich Town Planning & Development, Department of Public Works, Board of Selectmen, and five appointees from the Board of Selectmen. The five members will serve three-year overlapping terms. Any sitting member who is absent for four meetings in any given year will be asked to step down off the committee.

The Committee is charged with the following:

1. Preserve, promote, and enhance Sandwich’s biking and walking resources.
2. Actively monitor existing bike and pedestrian routes and provide recommendations for improvements related to user safety and convenience.
3. To aid in the promotion and growth of safe cycling, walking trails and paths in Sandwich and on Cape Cod.
4. Provide recommendations and support regarding future bike and pedestrian routes. (*Working along with the goals and objectives set out in the Sandwich Local Comprehensive Plan Section 4.0 “Transportation and Circulation” subsections 4.3 “Existing Transportation Conditions and Trends” and subsection 4.4 “Future Conditions and Needs”*)
5. Assist in the implementation of these recommendations.

The Bikeway Committee meets on the third Wednesday of the month, with additional meetings as needed in the upstairs conference room of the Jan Sebastian Drive.

The Board of Selectmen has appointed the following to the Committee:

Harold “Woody” Mitchell – Chairman
Amanda Sullivan – Secretary
Lee Rindfuss
Kevin Sarault

Contact for the Board can be made through the Sandwich Planning & Development Dept.

Report of the CAPE COD WATER PROTECTION COLLABORATIVE

Wastewater management continued to be the primary focus for the Collaborative this year. The discussions focused on the finalization of a regionalized approach to wastewater management and the potential savings offered by regional watershed based approach. The Collaborative continued to be a forum for towns to obtain information on best practices and guidance from the experiences of other towns throughout the region.

In January 2013, Barnstable County, acting through the Cape Cod Commission, was directed by the Commonwealth of Massachusetts to prepare an update to the 1978 Section 208 Area-Wide Water Quality Management Plan for Cape Cod. This plan is a comprehensive Cape-wide review of water quality issues facing the region, with a focus initially on nutrient management and water quality planning for Cape Cod's coastal embayments.

The Cape Cod Water Protection Collaborative Governing Board and Technical Advisory Committee (TAC) to provide input into the 208 Plan Update. The TAC was a key player in the review and shaping of the technologies matrix that formed the basis for the evaluation of appropriate management techniques. In addition, a Regulatory, Legal, and Institutional (RLI) Work Group, with representation from DEP, EPA, the Cape Cod Commission and the Collaborative addressed the potential need for regulatory reform and other challenges associated with planning and implementation. The Collaborative, through its Executive Director, was fully involved and engaged in this effort

The ongoing lawsuits between the Conservation Law Foundation, and the United State Environmental Protection Agency was settled with the parties agreeing that the suit would be stayed as long as the County completed the 208 Plan, it was certified by the Governor by June 15, 2015 and approved by EPA by September 2015. Each of those milestones was met. Governor Baker certified the plan in June of 2015 and the EPA approved the plan in September of 2015. The completion of the 208 Plan has successfully shielded the Cape from further litigation as long as communities continue to make progress implementing nitrogen management measures. The Collaborative will continue to work with communities to ensure that implementation continues and that the stay of litigation remains in place.

The Collaborative successfully proposed that the County and the Commonwealth partner to ensure continuation of a long term record of water quality in the marine environment and to ensure transparent access for the public to the data. In response to the Collaborative's request, the Baker Administration has made a four year \$1 million commitment to match county funds to support monitoring of marine sentinel stations and to develop and maintain a robust web based interface to the underlying data. The County increased its commitment to monitoring by appropriating \$250,000 to match the Commonwealth's funding.

Lastly, the Collaborative has maintained its practice of supporting local planning and management efforts. The Collaborative has continued to provide third party consulting support in engineering and planning reviews and financial management to any town requesting such support. The majority of Cape towns have accessed this support and the budget to continue this program stayed intact.

Historic



Photo Courtesy of Mcyj rggp'Eqi i guj cm

I tku'O kni'Y j ggn'Tgr rcego gpv/'4237

Report of the SANDWICH HISTORICAL COMMISSION

Established by Town Meeting in 1971, the Sandwich Historical Commission (SHC) is made up of nine volunteers who serve as Members (7) and Alternate Members (2) with the collaborative goal being to identify, preserve, and protect the historical assets of the town. This includes structures, burial grounds, monuments, natural features and other landmarks and sites of historical significance to the town.

Among many of SHC's accomplishments and projects in 2015 include:

- Examination and response to a proposal from Justice Resource Institute for an alternatives school located at 209 Route 6A.
- Response to the U.S. Army Corps of Engineers proposal to deposit dredge material from the Cape Cod Canal along Town Neck Beach.
- Support for the republication of Russell Lovell's *Sandwich a Cape Cod Town*.
- Support for a plaque honoring Civil War soldiers and sailors from Sandwich to be placed in the Town Hall.
- Discussions of the historical significance of the Wing School building.
- Discussions concerning the digitization of Town Archives.
- Discussions concerning the future of the Town Archivist position.
- Discussions concerning the proposed placement of a cell tower in the spire of First Church.
- Our cemeteries and burial grounds are memorials to the great achievements of the ordinary people who lived and worked in Sandwich, leading to the creation of a better town for those who followed. In a town as old as Sandwich, our cemeteries hold the remains of many who fought to create and preserve our nation from the time of the American Revolution to the present. Our primary objective is the preservation of these unique historical resources for future generations and to increase the awareness and importance of our historic cemeteries as sources of community and state pride.

The SHC is comprised of the following dedicated volunteers:

Greg Anderson, Chair: Greg joined the Commission in August 2015 with an interest in supporting the group's efforts with new ideas and an "outsiders" perspective. In addition to his work on the SHC, Greg operates two businesses in town; The Anderson Company, a senior living advisory business, and The Decatur House, an assisted living community on Main Street. He is also a board member on both the Sandwich Council on Aging and the Sandwich Visitors Service Board.

David Schrader, Vice Chair: David joined the Commission in September 2013 and has served the Commission as Chair until late 2015. As Vice President of the Cape Cod Chapter Sons of the American Revolution, he has been particularly concerned to celebrate Sandwich's revolutionary period history

and has coordinated Grave Markings for three Sandwich Revolutionary Patriots.

Carolyn Crowell, Member: Carolyn's long history with the Commission, her long-standing family connection with the town, and her personal insight into the recent history of Sandwich make her an invaluable asset to the work of the Commission.

Bill Daley, Member: Bill spearheaded and brought to fruition formal recognition of the 294 Sandwich men who served as soldiers and sailors in the Civil War and the 54 who lost their lives because of the war. Thanks to Bill's effort, an impressive plaque now hangs on the first floor of Town Hall proudly states the names of those who fought in the war. At the installation ceremony, Town Clerk Taylor White recognized Bill for his tireless effort to bring this significant acknowledgement to Civil War veterans.

Bill coordinates the Commissions Historic Marker Program, which also provides data to enhance MACRIS files. He has also led the effort to install a plaque honoring those who lie buried in unmarked graves in the Old Town Burying Ground and a plaque to be placed in Town Hall honoring Sandwich residents who served in the Civil War. Bill has authored several articles for publication in magazines and newspapers and for inclusion in the website.

Lisa Hassler, Member, CPC Representative: Lisa has been a strong advocate for historical assets in Sandwich, and being a realtor in town, she is well versed on properties and structures. Further, being the CPC representative, she "connects the dots" on matters that pertain to both the CPC and the SHC.

Jennifer Madden, Member: Jennifer is presently coordinating an aggressive and thorough plan for the preservation of the Cedarville Cemetery. She is continually evaluating the most pressing needs for cemetery and burial ground preservation and securing and allocating funding for restoration and documentation of Sandwich's cemeteries.

Don Bayley, Member: Don has played a consistent role in the maintaining of new content for the Commission website. He is also supporting the efforts of the digitalization of the town archives. Don has worked on researching house histories for the Massachusetts Cultural Resource Information System (MACRIS) as well as written articles for an historical blog on the SHC website. He was the editor of *Sandwich 375 Years: Photos, Facts and Fables of Cape Cod's Oldest Town*.

Brandon Carrico, Alternate Member, Secretary:
Phillip Austin, Alternate Member:

In June 2015, Terry Blake resigned from the Commission of which Greg Anderson was named to the group.

The SHC offers deep gratitude to Kaethe Maguire, Taylor White and Dave Wheelock for their advice and mentoring; recently retired Town Archivist, Barbara Gill; Town staff support from Marilyn Bassett and recently retired Maureen Carty; and Bud Dunham, Doug Lapp and Kathy Coggeshall in Town Hall for their perpetual care.

Greg Anderson, Chair

Report of the HOXIE HOUSE

It's Cape Cod's oldest house in Cape Cod's oldest town. This "salt box" house located overlooking beautiful Shawme Pond is named after Captain Abraham Hoxie, a whaling captain who owned the house in the mid-1800's. Prior to that, it had been owned by descendants of Rev. John Smith. The house dates back to the 1680-1690 period. It was acquired by the Town of Sandwich and restored in 1959. It is truly representative of early colonial construction; it is a first period house.

This was the fifth season the Sandwich Recreation Department has overseen the operations and its dedicated docent staff. The Hoxie House was open to visitors and residents from the end of June until Columbus Day. Our docent staff is adept at providing tours to the diverse visitors who come through its doors. Whether their audience is a 3rd grade class from Sandwich Public Schools or visitors from another country; they are able to share their knowledge of the vibrant history of the Town, points of interest in the house and furnishings, along with and explanation of where some whimsical sayings from that period were derived. Our staff is friendly, informative, and entertaining; visitors leave with a smile and a better understanding of life in Colonial days.

I would like to thank all of the staff for their continued dedication to the Town of Sandwich and the Hoxie House. We appreciate the involvement and support of the Sandwich Facilities Department, the Scenic Roots Garden Center, and Sandwich Chamber of Commerce and we look forward to the opening of the Hoxie House once for another amazing season!

Respectfully Submitted,

Guy J. Boucher
Recreation Director

Report of the DEXTER GRIST MILL

Overlooking the Lower Shawme Pond in the historic center of Sandwich, bordered by the newly renovated Town Hall, the Dexter Grist Mill was in full operation from late June to Columbus Day. This season The Mill ground nearly 3 tons of corn, selling it to local visitors and business from Sandwich to Provincetown alike; the corn meal was also packaged and sent as far as California to fulfill its mail orders.

Thomas Dexter built the Mill between 1640 and 1646. He was one of the original "Ten Men of Saugus" who settle Sandwich in 1637. The Dexter family owned the Mill until 1700 when it was sold to Capt. Seth Pope. After remaining idle for many years, there was renewed interest in the Mill and a historical restoration began in 1961. All of the later additions on the site were removed and the Mill, still in its original location, was restored to a 17th century working grist mill. All the Mill's machinery is the earliest type used in this country and is driven by water power from Shawme Pond. Those who enjoy baking can purchase freshly ground cornmeal packaged in old fashioned cloth bags.

This was the fifth season the Sandwich Recreation Department oversaw the operations at the Mill and its dedicated staff. Our millers worked hard day in and day out, grinding corn and educating the many visitors on how the Mill operates along with providing the history of the Mill and the Town of Sandwich. This past season the Mill was fitted with a new water wheel and shaft funded with CPA funds. The new wheel will allow the mill to run more efficiently and for us to run for many years to come. We are so thankful that this project was supported by the town's people. The Mill was host to hundreds of visitors from all over the country and world, and like in years past, welcomed the 3rd graders from the three Sandwich Elementary schools.

I would like to thank all of the staff for their continued dedication to the Town and the Dexter Grist Mill. Also, I would like to thank the Sandwich Facilities Department, Sandwich Chamber of Commerce, and Scenic Roots Garden Center.

Respectfully Submitted,

Guy J. Boucher
Recreation Director

**Report of the
OLD KING'S HIGHWAY REGIONAL HISTORIC
DISTRICT COMMITTEE**

The Old King's Highway Regional Historic District Act was passed by the Massachusetts legislature and signed into law in 1973 (Chapter 470, as amended.) The purpose of the Act is to preserve and protect the buildings, settings, and places within the historic district, which includes portions of Sandwich, Barnstable, Dennis, Yarmouth, Brewster, and Orleans. Each member town has a local Historic District Committee, and there is a Regional Historic District Commission comprised of the chairs from each town's committee. The Sandwich Historic District includes all properties located between Route 6 and Cape Cod Bay, extending from the town line with Bourne to the border of Barnstable.

All exterior changes to a property, including new building construction, additions/alterations and demolitions must receive Sandwich Historic District Committee (SHDC) approval prior to the commencement of work. Approval is also required for sheds, decks, window and door replacements, signs, retaining walls, walk-ways, driveway paving, aprons, fences, and exterior paint colors. Upon approval, a Certificate of Appropriateness is issued. For new building projects and large addition/alteration projects applicants are encouraged to come before the Committee informally to discuss project details prior to or

during the design phase to get a sense for the design elements the Committee members may find inappropriate for the site. These informal discussions are held at the end of the scheduled public agenda items. All applications are reviewed at public hearings which are usually held on the second and fourth Wednesday evenings of each month, starting at 6:30 PM. Our meeting venue is located at 270 Quaker Meeting Road.

At the January 13, 2015 SHDC meeting, William Collins was elected as Chairman for the 2015 calendar year. At the November 24, 2015, SHDC Election, Mary Foley was elected as a full member for a 4 year term, to begin January, 2016. At the December 17, 2015 Board of Selectmen meeting, Alternate Members, Lynda Haller and Richard Claytor were reappointed for the 2016 year.

In 2015, the SHDC held hearings for 181 applications and 32 exemptions.

Thank you to all the members of the Committee who served in 2015. A special thanks to our Administrative Assistant, Michelle Raymond and Assistant Building Inspector, Brendan Brides for their support to our Committee.

Respectfully submitted,

William Collins, Chairman

Public Safety and Inspections



Photo Courtesy of Mcj rggp'Eqi i guj cm

Hcm'Eqmtu'qp'Uj cy o g'Rqpf



Sandwich Police Department's Leadership Team



SHS Police Appreciation Event

Report of the SANDWICH POLICE DEPARTMENT'S

MISSION STATEMENT

The Mission of the Sandwich Police Department is to enforce the law and promote a feeling of safety and security for all members of the community. The Sandwich Police Department will work in cooperation with the community to preserve and improve the quality of life, making the Town a safer, more pleasant place to live, work and visit.

Core Values

RESPECT for all persons both in and outside of the organization. We will inspire respect and confidence in the public trust by performing all duties impartially and respecting the dignity of all citizens and fellow employees.

STRIVE FOR EXCELLENCE in all our activities. We value professionalism and a team effort to provide effective public safety services. We will strive for courage and conviction to see the mission through.

Provide a high level of **SERVICE** to the community at all times. We will work cooperatively with other town, state and federal agencies to provide the highest level of service to our residents, businesses and visitors.

We will seek the highest levels of **ETHICAL** and **MORAL** conduct in our on-duty and off-duty activities.

From the Chief of Police,

The Sandwich Police Department continues to grow stronger and more professional with each year.

Presently the Sandwich Police Department has 35 sworn full-time police positions, 4 part-time police officers, 1 full-time executive assistant, 9 full-time Emergency Telecommunicators and 5 part-time Emergency Telecommunicator positions to be filled. This will bring the police department to 54 positions working out of a building that was built for 9 positions. We simply do not have the space to operate effectively. A new facility is truly needed. We spent a great deal of time this past year planning for a new building which was approved by the Board of Selectmen to be brought before the voters at the 2016 annual meeting.

Since 2009 Sandwich has experienced a general decline in crimes against property. This was true in 2015 as well. This includes a reduction in burglaries from 319 in 2009 to 103 last year and 224 larcenies in 2009 to 116 last year. We also saw a reduction in arrests. I attribute these statistics to the outstanding work of our patrol officers and detectives. We have been using databased policing monthly, proactive self-initiated activity and a focus on narcotics investigations. There is a direct correlation between narcotics and crimes against property. We also saw a nearly 50% reduction in assault investigations. Sandwich continues to have a history of nearly no violent crimes. I attribute these positive statistics to our police officers, detectives and regional partners in law enforcement to include; the Barnstable County Sheriff's Office BCI & Canine Units, Barnstable County District Attorney's Office, Plymouth County Sheriff's Office Canine Training Unit, State Police Regional Narcotics Task Force and the DEA. Partnerships and team work do make a difference.

This year a number of new initiatives were implemented. A great deal of time was invested in the development of a new joint dispatching operation in Sandwich. The process involved the merger of current Town employees, hiring of new employees, movement of equipment, the development of new policies and a great deal of training. While we are still in the

beginning stages of joint dispatching, we feel strongly that it will greatly benefit our community. I would like to thank the many people who were involved in the process and welcome the four Fire Dispatchers over to the Police Department.

A new Detective position was added to the department this year. Detective Gumbleton was selected for this position and has been a nice addition to the Detective Unit.

A former community policing position was recreated. Officer Lauren Gilrein is now the department's Community Service Officer. Officer Gilrein is involved in many facets of the community today. She serves as a liaison for the Council on Aging, follows up with victims, follows up with addiction matters, manages the department's sex offender registry, firearms licensing, works with a number of community groups, manages our Facebook page and hands public relations. She has worked with different groups to address traffic calming, community programs, addition, and business matters. She was instrumental in working with Sandwich Waves of Hope Against Addiction to present the, "In Plain View" teen bedroom display, Trunk or Treat youth Halloween event, annual Toys for Tots drive, and developing partnerships with local businesses to commit not to sell rolling papers and synthetic drugs. She has taken our Facebook page to a new level in an effort to provide the public with more information about our department and the activities we are involved with.

The Department went through a restructuring toward the end of the year. A new Deputy Chief position was implemented. We now have a command position overseeing Training & Community Services, Patrol Operations and Professional

Standards. This has further professionalized our department by providing new oversight of various positions and depth to the department leadership team.

Several community programs were offered during the year to include a citizen police academy and a women's personal safety course. We had several college and Sandwich High School interns work with us during the year. We continued to support the Sandwich High School Criminal Justice Class by providing subject matter specialists to teach classes.

Once again this year we joined forces with the Sandwich Police Citizens Academy Alumni for our annual food drive. This year's event was once again a true success. We appreciate the community's donations during this event.

The Sandwich Police Citizens Academy Alumni continues to be a strong partner with the police department. These men and women volunteer many hours throughout the year. They are involved with most of the community events which occur in Sandwich; Memorial Day parade, July 4th parade, Halloween Trunk or Treat, Halloween night downtown, First Night to name a few. We truly appreciate their efforts and commitment.

The members of the Sandwich Police Department represent our community in a very professional manner. They ensure our safety 24/7. Their commitment is steadfast. If you have interaction with these men and women during the coming year, please take the time to thank them for their service.

Chief Peter N. Wack

	2009	2010	2011	2012	2013	2014	2015
Police services initiated	7820	10529	14674	17027	19237	17326	17017
Assault investigations	181	191	156	174	152	165	86
Auto theft investigations	8	9	4	8	8	10	5
Burglary investigations	319	288	243	258	174	151	103
Domestic violence investigations	166	154	188	204	182	207	187
Larceny investigations	224	214	174	208	175	147	116
Liquor Law Violations	21	39	58	71	103	38	30
Malicious destruction	148	185	241	155	125	108	156
Murders	0	0	0	0	0	0	0
Motor vehicle crash investigations	275	273	287	261	248	233	394
Property alarm responses	865	823	833	791	895	859	846
Robbery Investigations	6	2	1	3	1	2	5
Drug Violations	55	56	41	55	34	51	54
Arrests	445	424	587	608	624	485	454
OUI	72	83	75	67	65	52	59
Motor vehicle citations	1024	1842	3306	3436	3573	2481	2988

Professional Standards

2015 was a very busy year for the Police Department. There were changes and realignments in staff to make the department run more professional and streamline responsibilities. The addition of a new detective has increased

the efficiency and effectiveness of the detective division. The creation of the Community Resource officer has expanded the departments outreach throughout the community with many different agencies. The creation of the Deputy Chief Position has allowed me to focus my attention on professionalizing the department through a comprehensive review of policies working toward certification with the Commission on Accreditation for Law Enforcement Agencies (CALEA).

The police and fire department began the development of a joint police and fire emergency telecommunications center. The process started with the development of a shared records management system in July, the revision of the collective bargaining agreement with the current fire dispatchers and the hiring of 5 new personnel. The expected full implementation will take place in early 2016. This merger will increase the efficiency of public safety dispatching while reducing operational costs on both the police and fire agencies.

The department continues to support the Citizens Police Academy and Sandwich Citizens Alumni Association (SCPAA). In 2015 we conducted the 12 session and graduated 27 students. Graduates from the Citizens Academy have the opportunity to become members of the SPCAA and become part of the volunteer members that help support major events like the 1st Night Activities, 4th of July Parade, Road Races and support in major storms. We expect to conduct the 13 session of the Citizens Police Academy in early 2016.

The department continues to support the Cape Cod Community College intern program and the Council on Aging Tax Credit program. During the year three interns and one Council on Aging Volunteer worked with the department on various projects that assisted with the administrative functions of the department.

Deputy Chief Nurse



ATV Unit

Patrol Division

The Sandwich Police Uniformed Patrol Division saw several leadership changes during 2015. Lieutenant David Guillemette served as Patrol Commander for three years prior to leaving in July to become Chief of Police in Harwich. Lieutenant Michael Nurse then took over the Patrol division until being promoted to Sandwich’s first Deputy Chief in December. At that

time I assumed the role of Patrol Commander. We also saw the promotion of two patrol officers, Adam Trayner and John Manley, to the rank of Patrol Sergeant. In July of 2015 Two of Sandwich’s newest Officers, Michael Leslie and Paul McCarthy, successfully completed the Department’s Field Training Program and are currently assigned to the midnight shift.

The Patrol division logged 4812 Directed motor patrols this past year. These patrols involve Officers performing additional patrol activity in certain areas of town that have been identified as having numerous complaints made by residents or crimes such as malicious destruction, thefts, disturbances, etc. The patrol division also logged 2606 Selective Enforcement entries. Like Directed Motor Patrols, Selective Enforcement is geared toward a specific problem location, but mainly involves motor vehicle enforcement. These areas are identified by citizen complaints, motor vehicle crash frequency and other collected traffic data. These patrols have been shown to be very effective in reducing criminal activity and complaints in the target area. In 2015 the patrol division investigated 394 motor vehicle crashes, issued 2988 motor vehicle citations and made 59 arrests for operating under the influence of alcohol or drugs.

The Sandwich Police patrol division is dedicated to serving the citizens of Sandwich. Our Officers diligently patrol the neighborhoods and streets 24 hours a day every day and in all weather conditions. They are ready to respond to any emergency at a moment’s notice with a high level of professionalism. We look forward to serving our community in 2016.

Lieutenant Jason Keene



Women’s Personal Safety Class

COMMUNITY SERVICE DIVISION

In September 2015 the Sandwich Police Department launched its Community Service Division and assigned Officer Lauren Gilrein as the Community Service Officer. The Community Service Division is also comprised of Lieutenant Joshua Bound, Court Liaison Officer William Patton and School Resource Officer Christa Cabral.

As the newly appointed Community Service Officer, Officer Gilrein has been steadily growing the program and her responsibilities. She currently serves as a liaison to Sandwich Elder Services and regularly visits with participants that receive services. Officer Gilrein now conducts follow ups with domestic violence victims in order to make sure they are

receiving information and important services that are available to them.

The Sandwich Police Department recently entered into a partnership with Gosnold Treatment Centers. The opiate problem on Cape Cod has reached epidemic proportions. Unfortunately, Sandwich is not immune to this ever increasing drug problem. Community Service Officer Gilrein now conducts follow ups with victims of drug overdoses, along with a counselor from Gosnold. Visits are meant to show that the police have a stake in what happens in our community, and feel that offering an open hand and open mind can help put an addict on the right road to recovery. Although this program has just started, it has been used in neighboring communities, and has been well received by residents.

Of the many things the Community Service Division accomplished this year was a “Trunk or Treat” program held at the Henry T. Wing School on Halloween. “Trunk or Treat” is a free program used to provide younger children with a safer alternative to trick or treating in neighborhoods. Volunteers who have been vetted can decorate their vehicles and hand out goodies from the trunks of their cars. Response to the program was overwhelming, and it is estimated that there were over 2000 participants.

Social Media has also been a focus for the Sandwich Police Department over the past several years. It has become very clear that news travels quickly, especially on social media sites. This year, Officer Gilrein has taken responsibility for our Facebook page. Check it out for important updates, ongoing investigations, and some humor too!

We plan for 2016 to have some exciting new programs to offer the community!

Lieutenant Joshua Bound



Halloween Trunk or Treat Event

DETECTIVE DIVISION

The Sandwich Police Department Detective Division consists of Detective Sergeant Terence Murphy, Detective Albert Robichaud, newly appointed Detective Michael Gumbleton and narcotic K9 Officer Matthew O’Brien who is assigned to the Cape Cod Drug Task Force.

The Detective Division kept busy in 2015 investigating a variety of crimes, ranging from shoplifting to sexual assaults. In January of 2015 detectives investigated an attempted armed robbery at the Extra Mart gas station. Subsequently detectives made an arrest of the suspect who is now currently serving their sentence in prison. In September of 2015 detectives assisted in the investigation of an armed robbery of the Cape Cod Cooperative Bank. The suspect was arrested within minutes after the robbery and has since been indicted in Federal Court. Detective Robichaud did an outstanding job with the arrest and follow up work on this case.

Once again, in 2015 a committed effort was focused on drug enforcement by detectives, as there is a direct correlation between drug use and property crimes. Heroin overdoses increased in 2015 causing concern across Cape Cod about the epidemic. The majority of narcotic arrests/investigations in the town of Sandwich involved heroin. K-9 officer O’Brien and Detective Gumbleton conducted several successful narcotic investigations resulting in multiple arrests, the seizure of illegal narcotics and seizure of property and money. In 2015 Officer O’Brien and his K9 partner KODA assisted fellow law enforcement agencies throughout the Cape in their effort to take drugs off the streets.

In 2015 detectives investigated several reported sexual assaults. Some of these cases involved children as the victim. Officers Christa Cabral and Lauren Gilrein played a major role in these investigations. Sexual assault cases can be the most difficult and stressful cases a detective works. Detectives also investigated larcenies, breaking and entering’s, identity theft, computer crimes and malicious destruction crimes in 2015. The Detective Division strives to provide the best possible services to the community and is looking forward to a successful 2016.

Sergeant Terence Murphy



Students visiting SPD

SCHOOL RESOURCE PROGRAM

The following is a summary of activities that have been accomplished by the Sandwich Police Departments School Resource Officer, Christa Cabral during the 2015-2016 school year.

Officer Cabral attended orientations in August for incoming freshman students and their parents. During this orientation she was able to introduce herself and explain her role in the position of School Resource Officer. Current social media issues as well as bullying and harassment laws were addressed. Officer Cabral also met with all new STEM students as the new school year commenced. Over the summer, Officer Cabral assisted as an instructor for the Sheriffs Youth Academy selecting several eligible students to attend.

Officer Cabral assists Sandwich High School teacher, Laura Carlyle, with an Introduction to Criminal Justice class. This class consists of many off campus field trips as well as many professional visiting speakers to the class. Officer Cabral has visited Human Relation classes along with Officer Gilrein to discuss personal safety, healthy relationships and talk about their roles as sexual assault investigators. Officer Cabral was a senior mentor to a senior at SHS allowing him to gain knowledge and experiences in the criminal justice field.

Bike safety and social media safety assemblies are to be scheduled in the New Year at both elementary schools. Parent workshops will also be offered at various times on various subject matters. Officer Cabral meets on request with area youth groups. Officer Cabral met with the PTSA in an attempt to outreach to parents and work with the group on safety group projects. With donations from Sandwich Citizens Police Academy and The Toys for Tots program, Officer Cabral was able to assist several families in Sandwich this holiday season.

Canine drug searches were conducted at Sandwich High School. The continuation of ALICE enhanced lockdown training was conducted for K-6 staff, cafeteria staff and school nurses. Grades 7-12 students will soon receive presentations on ALICE lockdown procedures. Officer Cabral is a certified A.L.I.C.E. instructor and member of a regional A.L.I.C.E. training group and has assisted with A.L.I.C.E. training in other area districts.

Officer Cabral chairs the Safety Committee and all school BERT teams. This committee meets monthly and strives to remain proactive in approach to all school safety concerns. Members on this committee consist of representatives from the police department, fire department, the Superintendent, Director of Nursing, Director of Maintenance & Facilities, School Administrators, Assistant Town Manager Doug Lapp, a community member and School Security staff. The School Committee Safety liaison is now attending meetings quarterly for updates. Training and communication with BERT team members who assist in the event of an emergency is an ongoing process at all schools. Officer Cabral has assisted with fire drills and other school evacuations and is in constant communication with the Superintendent, all school administrators as well as with the newly appointed Fire Prevention Safety Officer, Don

Campbell from Sandwich Fire. Officer Cabral coordinated with the fire department last spring with a presentation for SHS seniors on fire & personal safety on college campuses.

Officer Cabral is a member of NASRO and The area School Resource Officers Network. Officer Cabral assists with court in juvenile proceedings and communicates regularly with Juvenile Probation, Juvenile Diversion, DCF and the D. A.'s juvenile justice program

Officer Christa Cabral

**Report of the
FIRE DEPARTMENT**

As Fire Chief, I respectfully submit the annual report for the year 2015 for the Sandwich Fire Department.

Call Volume

The Sandwich Fire Department responded to 3,876 total incidents in 2015. This included 2,707 emergency medical calls.

Incidents by Time of Day

	<u>SUN</u>	<u>MON</u>	<u>TUE</u>	<u>WED</u>	<u>THR</u>	<u>FRI</u>	<u>SAT</u>	<u>TOTALS</u>
1 AM	11	6	8	5	10	9	3	52
2 AM	16	9	14	2	12	7	11	71
3 AM	13	7	9	9	8	8	6	60
4 AM	9	9	6	6	4	3	6	43
5 AM	4	8	7	8	13	7	8	55
6 AM	13	9	11	14	14	8	10	79
7 AM	20	17	21	28	20	16	20	142
8 AM	21	28	30	20	26	31	21	177
9 AM	23	35	48	41	33	36	31	247
10 AM	30	36	38	36	56	38	36	270
11 AM	26	39	30	37	42	32	41	247
12 PM	38	24	41	46	50	33	30	262
1 PM	25	35	43	30	44	32	27	236
2 PM	39	40	44	40	44	40	33	280
3 PM	25	38	42	41	38	28	34	246
4 PM	29	26	28	49	49	32	30	243
5 PM	34	35	29	37	28	38	24	225
6 PM	21	30	21	23	36	30	28	189
7 PM	27	34	33	15	38	23	26	196
8 PM	19	21	18	22	26	17	20	143
9 PM	25	18	26	19	15	12	19	134
10 PM	14	16	18	20	11	17	21	117
11 PM	16	13	16	16	11	11	9	92
12 AM	12	11	6	13	7	9	12	70
TOTALS	510	544	587	577	635	517	506	3876
GRAND TOTAL:	3876							

As you can see from this report, our busiest days are Monday thru Thursday and our busiest times are 7 am to 10 pm.

Incident Type by Category Breakdown

<u>Incident Type Category</u>	<u>Occurrences</u>	<u>Percentage</u>
[100-199] Fire/Explosion	91	2.3
[200-299] Overpressure Rupture	0	0.0
[300-399] Rescue Call	2707	69.8
[400-499] Hazardous Condition	134	3.5
[500-599] Service Call	390	10.1
[600-699] Good Intent Call	163	4.2
[700-799] False Call	349	9.0
[800-899] Severe Weather/Natural Disaster	5	0.1
[900-999] Special Type/Complaint	37	1.0
Undetermined	0	0.0
TOTAL	3876	100.0

This report breaks down the departments calls into the National Fire Incident Reporting Systems (NFIRS) basic incident type categories.

Fire District Breakdown

<u>Fire District</u>	<u>Occurrences</u>	<u>Percentage</u>
District 1	1383	35.7
District 2	882	22.8
District 3	837	21.6
District 3W	156	4.0
District 4	328	8.5
District 5	26	0.7
Mutual Aid	74	1.9
OLD Data	190	4.9
TOTAL	3876	100.0

This report breaks down the department calls by fire district. Old data is a district we used while we were converting to the new Computer Aided Dispatch system (CAD) and listed streets that were not assigned to a fire district.

District 1

Includes Quaker Meetinghouse Road west to the Bourne town line and from power lines north. Total dollar losses for this district \$159,544. Total fire calls 1,383 or 35.7% of our total volume.

District 2

Includes Quaker Meetinghouse Road east to the Barnstable town line and from power lines north. Total dollar losses for this district \$194,650. Total fire calls 882 or 22.8% of our total volume.

District 3

Includes power lines south to the Mashpee line and east from the Military boundary to Stowe Road. Total dollar losses for this district \$8,900. Total fire calls 837 or 21.6% of our total volume.

District 3W

Includes all of Snake Pond Road to the Joint Base Cape Cod Gate. Total dollar losses for this district \$104,500. Total fire calls 156 or 4.0% of our total volume.

District 4

Includes power lines south to the Mashpee line and from Stowe Road east to the Barnstable town line. Total dollar losses for this district \$31,000. Total fire calls 328 or 4.9% of our total volume.

District 5

Includes all areas north of the Cape Cod Canal. Total dollar losses for this district \$0. Total fire calls 26 or .7% of our total volume.

Mutual Aid

As part of the county mutual aid agreement, assistance was provided to other communities 74 times and we received their help 107 times. The times we have multiple calls at once and no personnel in either station, causes us to call for Mutual Aid.

Grants

The department was awarded an Assistance to Firefighters Grant (AFG) in the amount of \$212,542 for new portable and mobile radios. Some of our existing radios are from the 1998 and can no longer be maintained due to their age. The new radios will be issued in early February of 2016. Once again, the department received a SAFE grant from the Department of Fire Services, a grant award of \$5,200 for student fire education, and \$2,200 for senior fire education.

Personnel

The department has continued to maintain a minimum of 6 FF on duty 24/7 staffing Station 1 downtown and Station 3 in Forestdale. The department was allowed to increase our manning for the first time in a decade, giving us four additional

firefighters this year. FF/EMT-P Sean Gilrein, FF/EMT-P Jason Hallett, FF/EMT-P David Desley, and FF/EMT James Murphy were hired out of a field of 84 applicants. FF/EMT-I Don Campbell was promoted to Fire Prevention Officer. FF/EMT-P Dan Keane was promoted to Lieutenant and is now assigned to Group 4.

Community Risk Reduction

In an effort to provide the best possible service to the community, the department has completed 81 Community Wellness visits.

The Department's 10 CPR/AED instructors taught 182 people in 31 Classes; including community/lay people, local Doctors, Nurses, Police, and Firefighters. Additionally, over 300 blood pressure screenings were conducted between the Headquarters and Forestdale stations. There were 611 inspections conducted and 543 permits were issued during the year. The department continued to review commercial and residential plans, visited numerous homes and businesses to answer questions, performed public, private, and school safety programs.

Future Needs

East Sandwich Station 2 will remain closed until the station is rebuilt or renovated to accommodate full-time staff. It is no secret that our three fire stations are in disrepair. We are trying to be diligent and continue to maintain the buildings as best we can, however the lack of insulation and adequate space hinders every facet of our operation. Vehicles must be specially ordered to fit in the buildings adding to their cost. Several specialized pieces of equipment must be parked outside, or at other locations within the town, delaying response, especially during the winter months, and adding to maintenance costs. The East Sandwich Fire Station still remains unmanned. A third of the community receives less than reasonable fire and ambulance response times and coverage. One fire station sits too far south to benefit the greater population and all are too small for our busy operation.

Separate studies have recommended, along with the community asking for better Fire and Ambulance coverage. We will continue to try to accomplish this, while keeping in mind the fiscal effect this would have on the Town. As the call volume steadily increases it can and does in some cases extend response times until off duty personnel can get to the stations. Many of the longer times are for incidents that happen when we have three or more calls at the same time, are on the outer edges of the town, non-emergency requests for assistance or when we went mutual aid to another community. The reason I mention this is because as we get more and more simultaneous calls we are going to need that third ambulance manned full time.

The importance of response times is significant when you consider that the human brain suffers severe damage in only 4 to 6 minutes, making recovery very difficult at best. Response time also impacts residential fires, as a room will flash over consuming the entire contents in 2.5 minutes preventing escape. Response times in Sandwich suffer because of poor station placement, no personnel in the East Sandwich station and the

number of emergencies that come in at the same time as other emergencies.

I would also like to thank the Board of Selectmen, other town boards, departments, and committees, the citizens and various organizations of Sandwich, other Fire/Rescue Departments, but most importantly the members of the Sandwich Fire Department and their families for their support and cooperation throughout the year.

Report of the FOREST FIRE WARDEN

As Forest Warden, I respectfully submit my annual report as Forest Warden for the year 2015.

Massachusetts provides an open burning season, however it has strict guidelines that must be adhered to, and everyone must obtain permission from the fire department the day they would like to burn. Open burning is only allowed from 10 am to 4 pm January 15 thru May 01. We do not have any discretion to expand the guidelines, change the hours, or extend the burning season. I ask that persons who wish to burn respect others and the law, as the right to burn brush is limited and not guaranteed.

I would like to remind everyone that no fires are allowed on the beaches unless it is for cooking and then only if it meets stringent requirements. First a permit must be obtained from the fire department and you must follow the rules set by the Selectmen and the State. A copy of the rules will be given to you when you obtain a permit.

The Fire Department currently operates two heavy duty brush trucks a 1953 Studebaker and a 1970 Kaiser. Both of these trucks are former military vehicles converted to brush units. They are tired and are getting more and more difficult to obtain parts. As the Upper Cape has some of the largest contiguous tracks of natural woodlands, with much of it in and around Sandwich, we will need to keep this style of vehicle into the future. Sandwich has the distinction of having two of the largest acreage, 2,000 and 2,500 acre. Forest fires on Cape Cod in size, are second in the Northeast only to Plymouth. With the increase in the number of homes and their proximity to the woods, the losses will be high without quick action. The types of vegetation and weather conditions, including ever changing winds, put Cape Cod in the top three in the United States for forest fire spread and severity. Rapid response to and the control of outside fires are imperative to prevent the major fires this town has experienced in the past.

I would like to thank the Board of Selectmen, other town boards, departments, and committees, the citizens and organizations of Sandwich, other Fire Departments and especially the members of the Sandwich Fire Department and their families for their support and cooperation.

**Report of the
BUILDING DEPARTMENT**

The building department consists of the building, electrical, plumbing and gas inspectors along with the staff to support each of these functions. The department serves the Town of Sandwich to ensure public safety in enforcement of all applicable building codes, regulations and by-laws; making certain that the buildings under its jurisdiction are constructed and maintained safely. The building department also serves as the administrator and enforcement office of the Protective Zoning By-Law, The Old King’s Highway Historic District Committee and the Architectural Access Board regulations as well as other oversight as may be determined by the Town Manager.

The 8th Edition of the Building Code (2009 International Building Code and the 2009 International Residential Code for One and Two-Family Dwellings) with the respective, proprietary Massachusetts Amendments continues to be in effect. As of this writing, the 9th Edition is currently going through the review process. After review, a public hearing will be scheduled for comment upon which adjustments may be made for code language. BBRS (Board of Building Regulations and Standards) will then approve the final content and file the 9th edition with the Secretary of State for establishment of its effective date. It is

expected that the new code will become effective during the first half of 2016. This new 9th edition will be based on the 2015 I-Codes as published by the International Code Council.

Included in the 9th edition will be the 2015 International Energy Conservation Code. This new code has stricter compliances for duct leakage and whole-house leakage. Under the current energy code, whole-house leakage must attain at least a score of 65 or less, however the new code calls for a score of 55 or less. Also, the new energy code lifts the exemption for historic buildings which have to comply to the extent that such compliance does not compromise the historic nature and function of the building.

The following chart will show building department activities over the past four-year period. There were increases across the board this year as indicated in the chart. The largest increase came from applications for the installation of residential rooftop solar systems. With the advent of increased utility rates, availability of state and federal tax credits along with energy company incentives/rebates, more companies have increased their focus on this segment of the market. Further, last winter brought more devastation to our shore properties necessitating the need for structural upgrades for some properties along with virtually every deck, walkway and stairs having to be replaced.

	2015	2014	2013	2012
New Single-Family Homes	25	17	22	30
Additions, Alterations and Other Permits	1370	929	943	825
New Commercial/Rebuild	5	3	2	5
Commercial Additions, Alterations and Other	41	36	55	87
Inspections (Building)	1875	1466	1150	1255
Fees Collected	\$256,186	\$204,143	\$231,365	\$225,062

During this calendar year, the building department processed permits totaling \$333,740.00 inclusive of Plumbing/Gas permit fees of \$36,649.00 and Electrical permit fees of \$40,905.00. Permit fees also include monies collected for sheet metal permits, signs, certificates, stoves and driveway openings.

Administratively, the building department continues to work closely with the Director of Planning and Development to pursue changes and clarifications of the Sandwich Protective Zoning By-Laws. As has been described in past years, the filing system has become more efficient with work continuing to be done on archived files. The volunteers of the Senior Tax Credit Program have been instrumental in working on this endeavor. Computer software upgrade for permitting and inspections through hand-held devices is still on hold. The Building Department is monitoring feedback from other Cape Cod communities that are currently using new software of our current vendor. During this

year, the Building Department has worked with other departments at Jan Sebastian Drive to enhance the Town Geographic Information System (GIS). Marilyn Bassett in the

Planning and Development Office and Melanna Forys in the Engineering Department have worked tirelessly in this effort. It is expected that these enhancements will be available during the upcoming year.

On behalf of all the inspectors, we give our sincere thanks to the staff; Office Manager Michelle Raymond, Heidi Hawkins, Jennifer Woodbury and Lori Cannon for their help and support in the operation of all inspectional services. Personally, I wish to thank Brendan Brides, Assistant Building Inspector, Walter Fagnant, Plumbing & Gas Inspector and Bob Scena, Electrical Inspector for their professionalism throughout the year and the unselfish dedication to their jobs; whether being called out in the middle of the night by Sandwich Police and Fire Departments, for the completion of annual safety inspections and being available for assessments after storms or other calamities. It is my pleasure and honor to work with the aforementioned staff.

As a partner on the public safety team of the Town of Sandwich, the Building Department looks forward to continually serve the town and its citizenry for anything which comes within the jurisdictional scope of its responsibilities.

Paul D. Spiro
Inspector of Buildings

Report of the ELECTRICAL DEPARTMENT

To the Honorable Board of Selectmen:

During 2015, there were 868 Electrical permits issued and inspections for the year totaled 1008. Permit fees collected totaled \$40,905.00, an increase of \$12,495.00 over last year.

As is the past, I wish to acknowledge and thank the office staff for their continuous administrative support and professionalism in processing and scheduling inspections, working with the customers, and accurate record keeping.

Robert Scena
Electrical Inspector

Report of the PLUMBING/GAS INSPECTOR

To the Honorable Board of Selectmen:

During 2015 there were 380 Plumbing permits and 501 Gas permits issued. Combined, there were 1018 inspections performed throughout the year. The department collected fees in the amount of \$36,649.00.

I would like to express my sincere gratitude to the office staff for their continued support and professionalism in facilitating permit applications and scheduling. Also, their help with customer inquiries and bookkeeping is greatly appreciated.

Walter Fagnant, Jr.
Plumbing and Gas Inspector

Report of the FACILITIES DEPARTMENT

The Mission of the Facilities Dept. is to provide cost effective maintenance repairs and improvements to Town Facilities and Buildings. In 2015 we were able to complete numerous maintenance and construction projects in many of the Towns facilities.

Below is a summary of some major accomplishments.

- The Town Hall has benefitted from a regular schedule of routine maintenance and upgrades of HVAC System, exterior paint, installation of sound system and lighting components. Elevator maintenance and annual inspections including fire systems alarm, security alarm and sprinkler system compliance.
- The Town Hall Annex. Completed exterior trim, gutters, construction of the ADA access ramp and new sign.
- The Human Services Building. Completed ADA access ramp, front entrance landings, Exterior LED lighting of building and parking lot. Made substantial repairs to the roof, cupola, sidewall and added new gutters.
- The Building Department. Replaced HVAC in the DNR section of building.
- The DPW Maintenance Facility received new overhead garage doors
- The Police Headquarters. Repaired front entrance landing and doors, interior paint, HVAC repairs.
- Fire Station. HVAC repairs, interior remodeling of office space and schedule of overhead door maintenance improving efficiency
- Hoxie House. refurbished Sign, Grist Mill assisted in the construction of the new water wheel and building repairs.
- Oak Crest Cove Facility. Remodeled office space to make a secure satellite Police Office, Meeting and recreation program space, and roofing and siding of those facilities, Repair and maintenance of all cabins, Interior paint of the Lodge facility, LED lighting, in interior and exterior, along with security cameras.

The continuation of the maintenance schedule for HVAC equipment is a top priority; we have made significant upgrades and replacement of various systems in the building department, Fire Stations, Oak Crest Cove, Town Hall Annex and Police Department.

I would like to thank all Town Departments for their support and cooperation in 2015. Thanks to the Facility Department staff Bill Sewall, Wayne Enos, Mike Little and Gary Grunland for their hard work throughout the year. Also thanks to Jan Hagberg and Kathy Coggeshall for continued administrative work and scheduling of events at the Town Hall.

Respectfully Submitted

Ted Hamilton
Director of Public Facilities

**Report of the
BOARD OF HEALTH**

The Board of Health and its Health Department strives to maintain programs to protect the public and environmental health, enforce and educate those state laws that authorizes the Health Department to enforce such and to develop programs that will reflect the anticipated changes in Public and Environmental Health.

The development of the Comprehensive Water Resources Management Plan continued to be the focal point of the Health Department this past year. This is year three of a three year process for the development of the CWRMP. The Health Department is working closely with its consultant Wright-Pierce and the Water Quality Advisory Committee. The first year has been the development of Phase I which is the Needs Assessment. This year the WQAC completed Phase II which is comprised of the Alternatives Analysis. The Alternatives Analysis looks at the existing conditions in the town and looks at alternatives by watershed to determine what wastewater options are best suited for each watershed. The Sandwich Health Department, the only Health Department in the Commonwealth to implement the MEP program received the MEP results which identified the Old Harbor and Scorton Creek as health estuaries not requiring nitrogen attenuation or treatment. The development of the CWRMP will allow the Town to determine Sandwich’s wastewater issues and how Sandwich’s wastewater affects the estuaries in Barnstable, Mashpee, and Falmouth. This process utilizes groundwater watersheds to model future impacts. The Town needs to review nitrogen issues affecting those embayment’s and determine a plan of action if needed to assist in nitrogen reduction. This data will be utilized to determine how to address wastewater in the Town of Sandwich. To simply state that the Town of Sandwich requires sewerage and wastewater treatment plants is premature and scientifically unfounded at this time.

Meanwhile the Health Department and the Board of Health continues to identify septic systems requiring upgrade and compliance while educating the community of the need for proper sewage treatment and disposal.

The economy and resulting foreclosures has impacted the Health Department resulting in an increase of General Complaints and Housing Complaints. Foreclosures have resulted in abandoned dwellings or bank “takeovers” resulting in trash and debris in yards impacting abutting dwellings. This Department has responded to numerous complaints which take numerous man hours to track down contacts for bank owned properties. The second impact of the resulting foreclosures is the impact on the Health Department resulting from residents of foreclosed homes accessing rental properties. An increase in rental properties has resulted in an increase in the housing complaints, which the Department is responsible for enforcing through the State Minimum Standards for Human Habitation 105 CMR 410.000. The Health Department becomes involved with tenants and rental property owners which consumes a considerable amount of man hours.

Board of Health member Doctor Francis Sheehan was appointed Animal Inspector by the Board of Health for the Town of Sandwich as approved by the Massachusetts Department of Agriculture. This position is responsible for the inventory of large animals. Dr. Sheehan completed the required barn inspections for the 2015 inventory period. The Board thanks Dr. Sheehan for his time and efforts. With the decline in the economy, the Health Department has seen an increase in “residential size chicken coops”. Residents have sought to be less dependent on purchasing food. The result of this is an increase in residents with 4-6 hens for eggs. Although this has not created public health issues, there has been an increase in noise complaints because of roosters. The Health Department ask that the citizens of the Town to be considerate of their neighbors.

The Board witnessed the re-election of Sandra Lee Tompkins to the Board of Health in May. The Board elected Sandra Lee Tompkins as Chairman, Rebecca Lovell Scott as Vice Chair and Dr. Francis Sheehan as Clerk. The Board was sad to see Dr. Sheehan step down due to health issues from the Board this past fall. Through the Sandwich Selectmen the Board supported the appointed of Timothy Grady to replace Doctor Sheehan until May 2016 at which time Mr. Grady would need to run for the open position. The Board and Agent express their gratitude to the Assistant Health Agent Darren Meyer for his continued efforts and professionalism. Additionally, Darren maintains a committed schedule for timely permit approval and all efforts to assist the citizens. The Board also acknowledges the efforts by Jennifer Woodbury, the Boards Secretary and managing all permitting issues, processing of licenses and general questions with professionalism and ease.

	<u>2014</u>	<u>2015</u>
Percolation Tests Witnessed	104	98
Title 5 Engineered Septic Plans Reviewed	142	152
Septic Permits Issued (New)	20	23
Septic Permits Issued (Repair/Upgrade)	135	129
Septic Installation Inspections	204	219
State Septic Inspection Reports Reviewed	118	131
Well Permits Issued	41	48
Composting Operation Permit	0	0
Septic Disposal Works Installation Licenses Issued	71	72
Offal (Septage Haulers) Licenses Issued	23	24
Sewage Complaint Investigations	26	14
Food Service Permits Issued	166	171
Food Service Establishment Inspections	327	357
Home Baking Permits Issued	14	17
Bed & Breakfast Licenses Issued		
(3 or fewer bedrooms)	9	9
(4 or more bedrooms)	9	8
Camps/Cabins,etc. Licenses Issued	23	23
Camp Inspections	18	16
Pool Licenses Issued	19	21

Pools Inspections	43	51
Rental Housing Inspections/ Complaint Responses	110	97
Tanning Permits Issued	3	3
Funeral Directors	1	1
	<u>2014</u>	<u>2015</u>
Stable Permits Issued	32	33
Total Animals;		
Equine	68	75
Cattle/Dairy/Beef/Oxen	4	3
Goats	2	16
Sheep	30	32
Llamas/Alpacas	0	1
Swine	0	2
Turkeys	6	2
Chickens	140	145
Recreational Pond Samplings	480	465
Rubbish Haulers Licenses Issued	9	9
General Public Health Complaints	363	391

Respectfully Submitted

David B. Mason, RS, CHO
Director of Public Health

Report of the EMERGENCY MANAGEMENT DIRECTOR

2015 was a very busy year for the Office of Emergency Management (OEM). The winter of extreme storms and record breaking snowfall taxed the entire community. There were other emergency issues, community events, drills, exercises and plan revisions that kept the staff active.

The Regional Shelter at the Sandwich High School was tested prior to the hurricane season and that proved to be helpful in light of the winter we experienced and the frequent and long term shelter openings for residents without power or without a warm place to stay. A walkthrough took place with the Sandwich OEM as the lead agency, including all our partner agencies, including: Cape Cod Disaster Animal Response Team, the Amateur Radio Emergency Services, Barnstable County Regional Emergency Planning Committee, The Medical Reserve Corps, Citizens Emergency Response Team, Sandwich Citizens Police Academy Alumni, The School Department, Red Cross, Town Staff and Americorps. All areas of responsibility were discussed and the plan was revised to reflect some changes at the High School.

Our staff participated in several drills and exercises with a variety of partner stakeholders. OEM participated in the Regional Emergency Planning Committee's annual hazardous materials exercise as the host community. It was a daylong exercise that tested Public Safety, Emergency Management, Department of Natural Resources, Health Department, Department of Public Works, Town Administration, among others. We tested our communications equipment and staff several times during the year with our Amateur Radio Emergency Services partners, including an outdoor winter exercise and a hot weather exercise. A Continuity of Operations Exercise also tested the OEM's ability to operate under extreme conditions. We continue to coordinate with our neighbors at Spaulding Rehabilitation Hospital on emergency preparedness and communications.

The Comprehensive Emergency Management Plan, Emergency Shelter Plan, Emergency Operations Plan, among others were updated this year. Sandwich's Multi Hazard Management Plan is being revised with assistance from the Department Heads and the Cape Cod Commission. We are also working on completing the requirements for Storm Ready status. We are continuing with this time consuming, yet important process. OEM staff actively participate in the Cape Cod Emergency Traffic Plan process, by attending meetings and the tabletop exercises that the State coordinates.

Our staff completed many hours of continuing education during the year. Shelter training, communications training, Homeland security courses, Emergency Manager Leadership training, weather related training, Community Emergency Response Team Train the Trainer are just some of the topics that staff members attended to be better prepared in the event of an emergency in Town.

Sandwich Office of Emergency Management was pleased to receive a memorial piece of the World Trade Center Tower 1 Wall. We consider this quite an honor to be given a memorial piece to display in Town. The first public display of the memorial piece of steel (weighing 1296 pounds) was at the DeConto Stadium dedication. We considered that a fitting place to display the piece. We are working on finalizing a final place for display. Thank you to all who assisted with transportation, storing and behind the scenes efforts.

I would like to take this opportunity to thank the Deputy Director, Bill LaPine, the Communications Officer, Heather Gallant, Randy Lewis, CERT Coordinator, Jim Foley, Shelter Manager, Lois Wack, Executive Officer, Tom Wruk, Mike Walker, Adam Bunker and Rich Donahue and the entire group of volunteers for all your help and dedication.

We want to thank Police Chief Peter Wack, Fire Chief William Carrico and their staff for their continued support and cooperation. They have been very supportive of our mission and always helpful when needed. Thanks to the Town Manager, Bud Dunham and Asst. Town Manager, Doug Lapp for their support. Our sincere thanks go to Jan Timmons and the staff and volunteers at the Human Services Building for always being available to help during emergencies and non-emergencies.

Thanks go to all the Department Heads and Town employees for all their help throughout the year. With respect to other groups that have been supportive, I would like to thank ARES, CCDART, MEMA, FEMA, the REPC and Sean O'Brien, Phil Burt, the Dennis Police Department, the Barnstable Sheriff's Office and the Barnstable County Incident Management Team for assisting us with operations and activities throughout the year.

Our Local Emergency Planning Committee met twice last year and participated in 2 hazardous material exercises. It should also be noted that Sandwich has the largest quantity of hazardous materials stored compared to any other town on the Cape! We have an active group, including many business representatives in the Town. Thank you to all members who actively participate in the meetings.

Please consider "liking" the Sandwich Office of Emergency Management Facebook page and follow us on Twitter @sandwichoem. We post important information prior to, during, and after emergencies. We post weather information, too.

Lastly, I would like to make a pitch to all residents and friends--we would like to increase our volunteer base. There are several tasks that we would like to have assistance with. These include: shelter operations and management, radio communications, administrative tasks, logistics, documentation, etc. We will provide all of the training. No experience is required. Please contact me if you are interested.

Our volunteers gave 14,098 hours of service to the town during the past year. I appreciate each and every person who gave of their time. We couldn't do what we do without the help of everyone.

Brian J. Gallant, Director
Sandwich Office of Emergency Management
Chair, Local Emergency Planning Committee

Report of the SCHOOL SAFETY COMMITTEE

The Sandwich School Safety Committee accomplished many in process items in 2015. The Committee welcomed newly appointed Fire Prevention Officer, Don Campbell to the Committee. School Committee safety liaison, Jim Dever now also attends meetings on a quarterly basis. School Resource Officer Christa Cabral, along with Fire Deputy Chief JJ Burke, will periodically meet with school committee members in executive session to advise of safety plans that are in place. This will also allow School Committee members to receive current information on any issue areas.

The Committee continued with its primary goal of prevention, planning, response and recovery to safety issues. Training and information sharing is ongoing with all BERT teams. Additional BERT team members were added to the Forestdale school due to the needs of our younger students. Don Campbell conducted fire drills at all schools. Several fire prevention programs are currently being implemented in all elementary level schools. Police and Fire safety assessments are done randomly throughout the school year. Maintenance, security and janitorial staff assist with this ongoing effort. Lockdown drills at both elementary schools have been done. An assessment was done on the condition of doors, locks and PA systems at both elementary schools. This information was presented to the safety committee. Schools are equipped with direct radio access to Sandwich Police Department. Officer Cabral oversees the testing of these radios with secretarial staff each month.

School Resource Officer Christa Cabral and Fire Deputy Chief JJ Burke met with PTA this fall in order to have more direct outreach to parents for information sharing abilities. The PTA's have graciously agreed to assist with smaller safety group projects both financially and hands on. We look forward to continuing a strong relationship with the PTA.

A.L.I.C.E (Alert, Lockdown, Inform, Counter or Evacuate, an enhanced lockdown procedure) was implemented district wide. All faculty and staff were trained by Officer Cabral. Student training in grades 7-12 is now being done. ALICE is a nationally recognized approach to saving lives in violent intruder situations. Officer Cabral is a certified ALICE instructor and has also traveled to other districts to assist in trainings. This training will continue to be offered by Officer Cabral annually on the districts professional development day. All new hires or employees who want a refresher will be allowed to attend.

The Safety Committee was able to assist Alan Hall, Director of facilities and grounds with making improvements to the entry ways of both elementary schools. Transaction Windows will be installed at both schools in an attempt to cut down on the amount of entries made into the schools each day. The secretaries will soon be able to receive items through the window rather than buzzing person in to retrieve items. They will also be able to scan visitor licenses and provide visitor passes before allowing visitors into the school. Ongoing maintenance and new hardware for all camera systems as well as the Be Safe system continue to

be done. An intruder alarm at both wastewater treatment sites has been added. Parking concerns at both elementary schools are now being reviewed in conjunction with the town DPW.

The Safety Committee is continuing work on communication throughout the school campuses. Additional radios were purchased by both elementary schools for BERT team and staff due to the redistricting needs. Director of Nursing, Carilyn Rains has continued her coordination of CPR training for teachers and staff. The safety group with the assistance of Sandwich Fire Departments EMS supervisor, Brian Leary met with BERT team members for evacuation chair trainings. Tourniquet training for all school nurses was also provided by the fire department.

The Safety Committee is continuing to implement and enhance all emergency response guidelines in order to facilitate the most proactive approach to school safety. Incident command protocols are in place and shared between police, fire and the school department . All efforts could not be accomplished without the support of the School Committee, Board of Selectmen, School Department Administration, Town Manager, Police and Fire Chiefs, School Councils and the Sandwich community at large for their continued support of our efforts.

Respectfully submitted,

Officer Christa Cabral, Police Department, School Safety
Committee Chair

Dr. Richard Cannfield, Superintendent of schools

Alan Hall, Director of School Facilities and grounds

Fire Deputy Chief, JJ Burke

Fire Prevention Officer, Don Campbell, Fire Department

Carilyn Rains, Director of School nursing

Douglas Lapp, Assistant Town Manager

Dr. Walter Lesiak, Community Representative

School Security Michael P. Miller

School Security Jacqueline Ramirez-Frazier

Public Works



Photo Courtesy of F qp'Hrggv.'Hrggy qqf 'Rj qvqi tcrj {

Ej kf tgp'gplq{ kpi 'vj g'f c{ "cv'Uj cy o g'Rqpf

Report of the DEPARTMENT OF PUBLIC WORKS

The mission of the Department of Public Works (DPW) is to maintain, preserve and protect the infrastructure and resources of the Town of Sandwich in the most efficient and effective manner. In order to fulfill this mission, the DPW strives to provide responsive and high quality public service to the residents of Sandwich. Each of the DPW departments plays a vital role in providing this service.

The DPW had a very challenging yet productive year in 2015. The winter of 2015 was one of the most costly and impactful the Town has experienced in many years. Staff time and the cost to mitigate the effects of the storms were extensive, requiring cleanup activities well into the summer season. On the heels of the storm cleanup the DPW began a demanding paving schedule. These efforts as well as many others are listed below.

Highways

The winter of 2015 proved to be the harshest in many years; record breaking in some municipalities throughout the Commonwealth. The season kicked off with Winter Storm Juno, dumping over two feet of snow on Sandwich. This was followed by several other significant storms and below freezing temperatures, leaving Sandwich in a deep freeze for over a month. The DPW is not staffed nor equipped to handle repeated storms of that magnitude and intensity. Coupled with limited contractors and vehicle breakdowns, it became difficult to get ahead of the storms of 2015. By the end of the winter, the DPW had exceeded its annual Snow and Ice budget by over \$500,000. The Town is seeking to recoup some of its Winter Storm Juno expenditures through reimbursement from FEMA.

As a result of the operational difficulties during the winter of 2015, the DPW staff evaluated its winter maintenance policies, procedures and resources in an effort to be better prepared for future winters, particularly important given the forecast of more frequent and intense storms in the future.

On top of the snow removal efforts, the resulting damage to Sandwich's landscape and infrastructure was significant, requiring more maintenance and repairs than typically associated with a winter season. Storm cleanup and repairs such as tree maintenance and pot-hole repairs continued into the summer, sacrificing normal DPW responsibilities. Fortunately, \$118,540 from the State's Winter Recovery Assistance Program (WRAP) helped offset some of the costs to mitigate the impacts of the winter season.

The Annual Town Meeting approval of the \$1.3 million Capital Outlay funding was extremely beneficial in advancing some long overdue Town infrastructure projects. Projects completed under this Capital Outlay funding included reconstruction of the Sandwich Public Library parking lot and landscaping as well as paving projects on Main Street, Beale Avenue, Old County Road, Boardwalk Road and Boardwalk Road parking lot. Other paving projects completed throughout Town using State Chapter 90 Road Funds included Kensington Drive, Holly Ridge Drive, Country Club Road, Dillingham

Avenue and Robin Road. The DPW also completed preventative maintenance treatments to extend the life of many subdivision roads throughout Town.

Routine road maintenance such as pothole patching, berm and apron work, paving around drainage structures and sidewalk repairs were also completed throughout Town.

The DPW completed a comprehensive Pavement Management Study to evaluate road conditions in Sandwich. The study included an assessment of all public roads and provides a detailed pavement maintenance report prioritizing short and long term road improvements, treatment types and associated costs.

The DPW continued its plan to upgrade existing drainage structures and install new facilities to lessen the stormwater runoff impact on the Towns sensitive water bodies. Future federal and state regulations are expected to require extensive maintenance and upgrades to the Towns drainage system.

General maintenance performed by the highway crew included catch basin cleaning and repairs, clearing catch basin grates, pipe cleaning, street sweeping, sign construction and installation, roadside litter pick up, and various routine services to the residents. In total, the DPW responded to over 665 work order requests from the public, not including storm event requests.

Sanitation

The Sanitation Department completed its fourth year of the Pay-As-You-Throw (PAYT) program and third year under the Enterprise Fund on July 1. The success of the program continues as evidenced by numbers reported in the PAYT Year 4 Update. Solid waste disposal continues to be half of pre-PAYT tonnage, with nearly the same amount of sticker holders. Compared to recycling tonnage prior to PAYT, commingled items (plastic, bottles, and cans) are up 98% and fiber (paper and cardboard) is up 5%. Traffic volumes have decreased by 17%, improving safety and flow through the facility as well as at the Route 130 DPW entrance. The four-year solid waste cost avoidance resulting from PAYT totals \$586,000. Special thanks to the residents for their tremendous recycling efforts over the course of the four year PAYT program.

To further enhance recycling, the DPW added two clothing trailers to supplement others in place. The DPW obtained three DEP grants totaling \$30,000. The grant money will be used to enhance mattress recycling at the Transfer Station and school recycling at Sandwich High School, Forestdale School and Oak Ridge School.

Several facility projects were completed at the Transfer Station. Lighting was improved at the ticket kiosk, mercury shed and gate house. Ticket kiosk upgrades included paving the parking space and increased electronic ticket options. Other upgrades included electrical, paving and drainage improvements at the facility.

Parks Department and Tree Warden

Our Parks Department diligently maintained our expansive grounds throughout Town. The crew superbly maintained our flower beds, roadsides, cemeteries and numerous other highly visible public areas that are enjoyed by our residents and visitors. In the tradition of Sandwich, the parks crew continued to beautifully decorate the Town during the holiday seasons, including installation of summer and winter banners in Sandwich Village.

The Tree Warden and Parks Department worked tirelessly over the spring and summer to clean up the impact left behind by winter's fury.

The Tree Warden continued an on-going tree maintenance plan performing tree inspections at town parks, cemeteries and along roadsides and sidewalks to identify and maintain trees and other vegetation. Tree inspections include, but are not limited to evaluating broken limbs, branch structure, girdling roots and insect activity at various times of the year. Insects that are monitored include Cynipid Gall Wasps, Winter Moth, Gypsy Moth, Emerald Ash Borer and the Asian Longhorn Beetle. Hazardous trees were removed and others were properly pruned and maintained to provide a long and healthy life for the trees. This preventative maintenance program will greatly minimize tree damage during major storms throughout the year.

Tree projects in Sandwich Village included treating eleven elm trees for Dutch Elm Disease, planting three Apple trees along School Street and replanting trees on Main Street. Pruning was completed throughout many cemeteries and at public buildings in Town. The Tree Warden was actively involved in the planning, planting and care of trees and landscaping of the newly constructed library parking lot.

The Tree Warden held two Arbor Day events. The first included planting a tree to recognize former Tree Warden, Kevin Buckland, who assisted with the planting at Sandwich Public Library. The second event was an educational outing with the Forestdale School 2nd grade students which included planting a London Plane tree at the school and concluded with each student receiving a Concolor Fir tree.

The Tree Warden continued the Town's on-going relationship with utility companies including N-Star and National Grid to address tree related issue throughout Town. The Tree Warden was especially active with the review and inspection of the National Grid gas pipeline project.

The Town continued its active program to brush and prune roadsides in an effort to maintain good sight distances and vertical clearance along roads while preserving valuable tree canopies.

Engineering Department

With the previously mentioned challenges of the winter season, the Engineering Department provided valuable assistance to the DPW and other Town Departments with response to storm events and coordination of cleanup operations necessary to keep roads passable.

Once the snow melted, the Department assisted with the assessment of road conditions and coordination of road repairs and repaving projects. The scope of this work was substantially increased from previous years by the availability of an additional \$1.3 million in road bond funding provided through Town Meeting. This supplements the annual Chapter 90 state funding. DPW and contractors were able to complete a number of repaving projects this year and made significant headway on the backlog of needed road maintenance. Engineering provided coordination and inspection services throughout this work.

In 2015, the Board of Selectmen voted to lift the moratorium on acceptance of private streets as town ways. The Department assisted with preparation of an updated policy that was accepted by the Board. Subsequently, petitions were submitted by interested parties for several private streets, and the Department assisted with the review and acceptance process that followed.

The Department continued to assist DPW with review of National Grid's Sagamore Line Reinforcement project along the Service Road. Review efforts focused on minimizing impacts to the road and surrounding area and also reducing potential conflicts with future improvements such as the planned bicycle path. Numerous changes were incorporated by National Grid, and road work permits were issued. National Grid commenced construction during the summer, and the Department is actively involved with inspecting the work and assessing compliance with permit conditions. It is anticipated that work will continue through 2016.

The Department continued implementation of the Town's Stormwater Management Plan as mandated by the Environmental Protection Agency (EPA). This included educating the public and schools, adopting and enforcing regulations and improving drainage systems on public roads. EPA has indicated that a new permit may be issued in 2016 with substantial new requirements for sampling and management of stormwater runoff. The Department will assess the new permit when it is issued and advise the Town accordingly if additional budgetary or programmatic assistance will be needed.

The Department provided assistance with assessments of traffic operations at various locations, review and construction inspection assistance to the Planning Board and Zoning Board of Appeals items, technical support to Town departments in the form of GIS mapping, procurement assistance, and records research.

The Engineering Department assisted the DPW with the assessment of the Lower Shawme Dam, including potential improvements to the fish ladder, walls and Grist Mill. Funds for design were obtained through the Community Preservation Act, with similar funding being requested at Annual Town Meeting for construction.

I wish to recognize my entire staff for their support, perseverance and hard work in what was a very demanding year at the DPW. None of our work would be satisfying without the many thanks and assistance from the public who persevered

through a difficult winter and long, disruptive paving season.
Thank you all for your patience.

Respectfully submitted,

Paul S. Tilton, P.E.
Director of Public Works/Town Engineer

Culture, Recreation and Leisure



Photo Courtesy of Mcvj rggp'Eqi i guj cm

Ucpf y lej 'O ctkpc'Hkuj kpi 'Hggv

Report of the RECREATION DEPARTMENT

The mission of the Recreation Department is to promote healthy lifestyles and the general well being of individuals in the community by providing a wide range of affordable recreational classes, programs and events. While physical fitness, arts & crafts, and sports are an integral component of recreation, it is our goal to incorporate, in these activities, a sense of community, personal growth, social interaction, broadening of horizons, and general enjoyment.

We extend our sincerest appreciation to all of our dedicated volunteers and instructors who generously offer their time and expertise for the benefit of all Sandwich residents and visitors alike, with special thanks to, the Sandwich Facilities Department, Information Technology, Department of Natural Resources, Department of Public Work, and all the Town Departments who assist the Recreation Department in accomplishing our goals. We also would like to thank the Sandwich Partnership for Families for continuing to collaborating with us and a big thanks to the Sandwich Kiwanis Club for once again awarding us a grant that allowed us to make our monthly movie nights more affordable.

I would be remiss if I did not take this opportunity to thank Janice Souza, Assistant Director and Trisha MacDonald, full time Program Coordinator for all of their hard work and all of the time they put in to provide quality programs to our Town. Their leadership and dedication to the Town should not go unnoticed and can be seen in all of our programs and special events.

This was our fifth season overseeing the Hoxie House and Dexter Grist Mill and their staff. This past season with CPA funds we were able to replace the Mills water wheel and shaft, making it run more efficient and will allow us to run the mill for many more years to come. It was our pleasure to show off our great history and we could not be happier to have two great facilities and staff to do just that. Each location welcomed hundreds of visitors throughout their season from June to Oct. keeping alive the vibrant history of our Town.

The Recreation Department works to oversee, clean, maintain the Kenneth Benjamin Fleet Skate Park, (Quaker Meetinghouse Road) and the Adventure Playground (270 Quaker Meetinghouse Rd.). The park and playground are open year round (weather permitting), 7 days a week, from 8 AM – dusk. The annual clean-up of the park and playground are scheduled each spring. Volunteers are always needed and welcome. If you would like to be a part of this with either of these great facilities, please let us know. The continued support of the community will keep these parks a safe and clean place for all to enjoy.

In 2015, beachgoers, fishermen & sunbathers kept our lifeguards and gate attendants busy. Wakeby, Oakcrest Cove and Snake Pond beaches were staffed with lifeguards. Gate attendants managed the beach parking lots at the Boardwalk, Town Neck, 2 lots at East Sandwich, Snake Pond and Oakcrest

Cove (Peters Pond). The past season was also the sixth season that the Recreation Department served as Parking Control Officers in the beach parking areas, helping to ease congestions and stem illegal parking. This summer Jen Clancy, Beach supervisor was outstanding in the supervisory roles. Our summer staff continues to grow every season and this year was no different with 90+ (tennis, swimming and sailing instructors, counselors, program instructors, gate attendants, lifeguards and Hoxie House and Dexter Grist Mill Tour Guides) are valued and appreciated for a job well done as they consistently go above and beyond the call of duty. Traditional summer programming (swimming, sailing & tennis) were filled to capacity along with our all day Summer Super Fun Program at Oakcrest Cove. This summer was also the third summer of the Summer Counselor in Training Program. All program information can be found at our web site www.sandwichrec.com and on Facebook by becoming a fan of The Sandwich Recreation Department.

This past year Oakcrest Cove (the home of Sandwich Recreation) once again has seen the usage of the property sore. With well over 600 unique visits a day during the summer, and the continued year round use by residents and visitors alike we are utilizing this property to its fullest. From the moment the gate opens in the morning this property is bustling with programs and activities like tennis lessons, Cardio Dance, Pickle Ball, the Super Program, Swim lessons, after school programs, yoga, Ballroom Dance classes, Art classes, Karate, beachgoers, fishing, boating hiking and youth basketball at night under the lights. It is clear that all are enjoying everything that Oakcrest Cove has to offer

This 4th of July activities drew large crowds and participation! Over 600 runners entered this year's early morning 3-mile road race and the parade was a huge success and with thousands of spectators in attendance all enjoying the patriotic floats, marching groups and antique vehicles. The afternoon family picnic, egg toss, fireman's muster, evening concert and boat parade were very well attended and everyone had a blast. Many, many thanks to the volunteers, Fire, Police and Public Works Departments that helped make this year's event so fabulous!

For the second season we ran the Sandwich Youth Soccer program, one of the largest youth soccer programs in the state. This was a very large undertaking as once again we had over 830 participants. This program would not have been successful were it not for the hard work of program director Kelsy Beaton, all of the Referees who showed up at 6 am every Saturday to set up, but most of all this program would never have been successful if it were not for the hundreds of volunteer age group directors, coaches and helpers. Thank you to all and we look forward to another great season this upcoming fall.

The main function room at Oakcrest Cove over looking Peter's Pond continues to be a popular place for residents to rent out for parties and private functions of all kinds. You will find the main lodge rented out most weekends and filled with program all week long. The Sandwich Recreation Department is very grateful to be located at the Oakcrest Cove property. This location continues to allow us to expand our program offerings

while still preserving the main lodge facility for functions and event. We are utilizing the entire property for many different programs from family hikes and after school program to basketball, and Cardio Dance (to name a few). We have and will continue to tap into the potential for programs here at Oakcrest Cove and look forward to an exciting year ahead.

The following programs/events were Offered in 2015:

- Youth Swimming Lessons
- Youth Sailing Lessons
- Youth Tennis Lessons
- Adult tennis (Men's and Women's leagues)
- Super Fun December Vacation Program
- Yoga Classes
- Kayaking
- Stand up paddle boarding classes
- Turkey shoot
- July 4th 3 mile Road Race
- July 4th Street parade
- Scarecrow Contest
- Super Fun Summer Program
- Summer Counselor in Training Program
- Pickle-Ball
- Cardio Dance
- Fun & games After School Program
- Kinder Kids
- Toddler & Preschool Fun program
- Summer outdoor basketball program
- Free family hikes
- Father and Daughter Dance
- Mother and Son Dance
- Kids Holiday Fun Program
- Youth Soccer
- Adult Co-ed softball
- Adult Co-ed Soccer
- Cardio Sport classes
- Babysitting classes
- Arts and crafts
- Fresh water fishing clinic
- Kinder Science classes
- Pottery for Children
- Ballroom Dance lessons
- Karate classes (youth and adult)
- Monthly Kids Pizza and Movies nights
- Free Family skating
- "Board Games"
- American Heart – Adult CPR & First Aid w/AED
- All Star Athletes (youth Special Olympics)
- Beginner Adult Irish Dance
- Early morning Insanity classes
- First Day 5k road race
- Hidden in Plain Sight program
- Kids Conjurers Magic Class
- Kids Create After School program
- Learn to play Golf @ Sandwich Hollows Golf course
- Mad Science after school program

- British Soccer Camps
- Maximize your lifetime Social Security Benefits classes
- Mini Kickers Soccer
- Pilates – Method Mat work
- Piyo
- Play for No Reason (PFNR)
- Sing, Say, Move & Play
- Spring Archery
- Archery Tag
- Tobata w/ Toni
- Moderate Hatha Slow Flow Yoga
- Women's Personal Safety Course
- Young Athletes program
- Youth Running Club

We have many exciting programs in the works and will continue to grow our Department and offerings in 2015. Keep your eye on our website to see what we are up to and how you can get involved and take part in the fun. Our website is www.sandwichrec.com. Registrations can be done on-line or at the Recreation Office. You can also find us on Facebook so become a fan of The Sandwich Recreation Department and stay up to date on all that we have to offer.

We welcome your comments and suggestions. Office hours are 8:30 AM – 4:30 PM Monday – Friday.

Respectfully submitted,

Guy J. Boucher
Recreation Director

Report of the SANDWICH PUBLIC LIBRARY

The Sandwich Public Library benefitted from two major projects this year. The new heating and cooling system and the conversion to natural gas were completed. The library is now temperately heated and cooled for the comfort of our users. The additional benefit the use of a cleaner, more efficient and less expensive heating fuel.

The new library parking lot, completed in spring 2015 has been a great asset, not only to the library, but to Sandwich Village. Additional parking spaces were added and major improvements were made to handicapped parking accessibility. The center of the lot contains a bio-retention area which treats storm water runoff by filtering it through the plantings and soil layers. The area is planted with a variety of local species and adds aesthetic value to the library grounds. We are grateful for the Town Engineers Sam Jensen and Sean Harrington and DPW Director Paul Tilton for their advocacy for the project, the design and construction management.

The library continues its mission of offering a variety of programs for all ages. A number of authors visited the library including Lisa Genova, Suzanne Strempek Shea, and Joe Williams. In August we hosted a panel of thriller authors including Joe Gannon, Charles Salzberg and Spencer Quinn. We are grateful for our community partnership with Titcomb's Book Shop in presented literary programs and author programs. Our children's summer reading program, "Every Hero Has a Story" provided a wide range of activities and events for our younger readers including a visit from author Marty Kelley and storyteller Jack Gillman, performances by the Science Tellers, the Hampstead Stage company production of Robin Hood and Vermont Puppetree's "The Ugly Duckling." We continued our summer storytimes and music fun and concluded with our annual Sandwich Junior Puppeteers performance and ice cream social.

We are indebted to Sandwich Kiwanis Levreault Trust and the Friends of the Sandwich Public Library for sponsoring our programs to keep kids reading during the summer.

Sandwich Reads Together, our community reading program, chose Anita Diamant's "The Boston Girl" as this year's reading selection. A series of programs associated to the book's themes of immigration and Jewish culture included a presentation by Attorney Matt Lee on "Immigration: a Historical Overview and Exploration of Current Issues and book discussion groups at the library and the Sandwich Council on Aging. Anita Diamant visited Sandwich and spoke to a full house at Sandwich Town Hall on October 25th. In December, Rabbi Lawrence Silverman of Congregation Beth Jacob in Plymouth visited us as we celebrated "Latkes and Lights: Food, Music and Stories for All" with an outstanding performance by Ted Jellinek and the Cape Klezmer Band. This community wide, intergenerational project would not have been possible without the support of the Sandwich Kiwanis' Levreault Trust and the Friends of the Library.

We continue to add downloadable content to our collections. This year, the Old Colony Library Network is participating in the statewide e-book project, offering additional content to meet the demands of users. With a Sandwich Library card, our patrons can browse and borrow over 154,000 ebooks downloadable to a variety of devices. Our downloadable magazine application, Zinio, continues to grow in popularity as does our downloadable music.

This year saw the retirement of Town Archivist, Barbara Gill. Her depth of knowledge about Sandwich's historical assets and family histories is beyond compare and we thank her for her many years of service.

A quote from a story about Barbara in the *Sandwich Enterprise* says it all, "(she is) an institution—a living encyclopedia of Sandwich lore and genealogy."

The library is grateful for our many dedicated volunteers and supporters. We wish to extend our gratitude for the tireless fundraising and programming work of the Friends of the Library and to those who support them and the fundraising efforts of the Friends of the Sandwich Town Archives. Our appreciation for the work of the Trustees of the Weston Memorial Fund and to those who donate to sustain and grow the endowment. We extend a special note of appreciation to the library staff who continues to go above and beyond. They are the library's greatest asset.

Sandwich Public Library Statistics

Circulation	FY13	FY14	FY15
Children's	78,908	74,905	70,290
Adult	154,188	148,030	135,968
Downloads	13,913	17,841	18,169
Total Circulation	247,009	240,776	224,427

Interlibrary Loan

Items borrowed from other libraries	25,937	17,438	23,468
Items lent to other libraries	27,141	15,301	18,242

Collection

Children's Books	23,297	23,371	23,716
Adult Books	37,548	36,514	37,039
Audio	3,552	3,572	3,695
Video	6,702	6,740	6,225
Materials in Electronic Format	5,149	13,618	158,654
Subscriptions	270	369	368

FY15 Registered Borrowers: 12,407

Programs:

Children's programs:	432	Attendance:	12,018
Adult programs:	52	Attendance:	1,303
Teen Programs:	30	Attendance:	312

Respectfully submitted,

Joanne Lamothe
Library Director

Sandwich Public Library Board of Trustees
Jennifer Tickell, Chair
Christine Brown, Vice-Chair
Jann Czarnetzki
William Fleming
Mary Gaffney
Ted Scribner
Jeanie Vander Pyl
Mark Wiklund

Report of the WESTON MEMORIAL FUND Fiscal Year 2015

The current Sandwich Public Library building opened in 1911. It was then known as the Weston Memorial Library. The 1911 library building was made possible by a gift of Sophia and William Weston. The Westons were Sandwich natives who had no children and wished to leave all of their property to the Town of Sandwich for a public library. The trust fund created by William's will is today known as the Weston Memorial Fund. The Weston Memorial Fund has grown from \$20,000 to \$829,636.82 as of June 30, 2015. The growth is attributable to a strong tradition of Sandwich residents donating to the fund, and through the investment efforts of its trustees. Three trustees elected at our annual town elections manage the fund. Trustees transfer the annual income from the fund to the Sandwich Public Library to help pay for its operation. The fund's principal is preserved and invested for the future.

The Fund distributed \$24,820 to the Town for library purposes for fiscal year 2015. This compares to \$20,725 in fiscal year 2014. Continued low interest rates impacted our income and we expect this level of low interest income to prevail for the near future. The allocation of assets in the Fund reflects a balanced investment approach with long-term objectives of increasing the Fund value and income. The market value of the Fund was \$829,637 as of June 30, 2015, compared to \$851,105 as of June 30, 2014. The drop in value is attributed to generally lower values in the investment market.

The challenge of creating income in a low-interest-rate environment continues. Our conservative investment philosophy has dampened the downside of the fund assets relative to other indices. We note that dividends currently provide more income than bonds – an historical anomaly.

The Trustees of the Sandwich Public Library help us coordinate an annual appeal to residents of the Town. The annual appeal donations are assigned to the Endowment Fund, which has grown to be the second largest component of the Weston Memorial Fund.

We thank you and encourage everyone to make an annual donation to this important fund for the library.

Name of Fund (year created)	Book Value	Market Value
Mary C. Baker Fund (1964)	24,233	36,129
Hannah B. Belcher Fund (1942)	17,226	25,682
Willard Boyden Fund (1999)	9,392	14,002
Annie B. Chamberlin Fund (1945)	1,035	1,544
Endowment Fund (1997)	111,539	166,297
Harriet M. Faunce Fund (1910)	2,554	3,808
J. Frank Giles Fund (1934)	2,554	3,808
Virginia L. Harvey (2007)	54,184	80,785
Dodge MacKnight Fund (1964)	232,761	347,029
Charles M. Macy Fund (1925)	21,643	32,268
Nolan, Robert & Marjorie (2003)	33,115	49,372
Nathaniel Nye Fund	1,519	2,265
Sophia and William Weston Fund (1907)	44,702	66,648
TOTAL ALL FUNDS	\$ 556,457	\$ 829,637

Respectfully,
uwdo kwgf,

Geoffrey F. Lenk, Chairman; Peter N. Conathan, Jonathan Hagenstein, Trustees

**Report of the
DIRECTOR OF GOLF OPERATIONS SANDWICH
HOLLOWS GOLF CLUB
FY 2014-2015/ calendar year 2015**

Sandwich Hollows Golf Club is an 18-hole municipal golf facility overlooking Cape Cod Bay. Calendar year 2015 marked the sixteenth year of ownership and management of Sandwich Hollows Golf Club by the Town of Sandwich.



All phases of successful club operations are largely dependant on increasing our total number of rounds on a yearly basis. All efforts - marketing, staffing, capital improvements and policy planning are analyzed and executed with this goal in mind, and with an eye toward FY '16, Sandwich Hollows is confident this progress will continue.

The Clubhouse Sports Bar & Grilled opened its doors. Open for breakfast, lunch, & dinner seven days a week. If you are planning an event please check out the Bay View room. 508-888-0800 . We are pleased to announce that they will be here for the next ten years.

Modest course renovations took place in 2015, including the addition of several golf cart paths, along with some minor tree management.

Spring of 2016 the executive gold course will open. It's a par 64 with nine par 3's, eight par 4's and one par 5 total yardage is 3618.

Impact of new policies affected all facets of golf operations. Most notably, increased attention toward and the establishment of discounted rates for Sandwich charity golf outings. Relationships forged between community leaders and the golf club were extremely productive for all parties involved. Outings have become and will continue to play a significant role in the success of this golf course, with local charitable outings leading the way.

Some of the local groups who held substantial golf functions at Sandwich Hollows in 2015 were:

**SANDWICH FIRE DEPARTMENT
SANDWICH POLICE DEPARTMENT**

Many other groups, most new to the club, participated in holding outings or weekly leagues, or both, in 2015.

- WEEKLY LEAGUES**
PUBLIC SAFETY GOLF LEAGUE
PLAYERS CLUB
SANDWICH HOLLOWS MEMBERS WOMENS LEAGUE
SANDWICH HOLLOWS SENIOR MENS WEEKDAY
LEAGUE
DOUBLE BONUS QUOTA LEAGUE

- REGIONAL LEAGUES**
CAPE COD PRO-AM LEAGUE
CAPE COD SENIOR 4-BALL LEAGUE
CAPE COD WOMENS LEAGUE
BAY COLONY WOMENS LEAGUE
MID-CAPE MENS CLUB
SANDWICH HIGH SCHOOL GOLF TEAM
UPPER CAPE TECH GOLF TEAM
SACRED HEART HIGH SCHOOL TEAM
GOLF OUTING PARTNERS
BOGILIANI TOURNAMENT
MATTY OLIVERIA MEMORIAL
DANIEL MURRAY MEMORIAL
NORTHEASTERN UNIVERSITY
MARJO
JIM LYNCH C.C. CLASSIC

The Sandwich Hollows Golf Advisory Committee (GAC) continues to advise management in important areas of both short and long term planning. New GAC Chairman, John Tzimirangas, is currently assisted by the following: Patty Piva, Mike Regan, Norm Theriault, Vic Devine, Bill Gulotta and Paul Washburn.

The Sandwich Board of Selectmen have instituted periodic reviews throughout the year with management regarding general

department policies, accomplishments, goals, planning for the future and accountability of existing management.

The recent success of Sandwich Hollows could not have been achieved without the ever-present assistance of Town Manager Bud Dunham, Assistant Town Manager Doug Lapp, and many other department heads that lent a helping hand when requested. Ted Hamilton, Director of Public Facilities, has been generous with his time and helpful with many projects at the club.

Please visit our website, www.sandwichhollows.com.

Respectfully Submitted,

John R. Johnson Jr.
Director of Golf Operations

Report of the VISITOR SERVICES BOARD

The Visitor Services Board is funded by a percentage of the local occupancy tax. The mission of the Board is to allocate such funds “for programs and projects that enhance the beautification, recreational resources, public safety, promotional and marketing activities, events, services and public improvements which are of clear mutual interest to the residents and visitors of the town of Sandwich, and which strengthen said town as an attractive center for tourism, conventions and related purposes of the visitor industry”

(MA Session Laws, Acts of 1997, Chapter 227).

During 2015 funds were granted for:

The Traffic Island Beautification Program, acquisition of new cork backing material for the “Town Crier” boards, the Sandwich Arts Alliance “Fall for the Arts” program, the Sandwich Chamber of Commerce Winterfest Train event and Welcome Center upkeep, the Canal Region Chamber of Commerce Welcome Center operations fund, the Sandwich Walking Guide and the Sandwich Garden Club (for sustainable plantings under historic signs and planting daffodil bulbs for town beautification).

Respectively submitted:

Don Bayley, Chair
Bethany Holbert-Catania
Nancy Clifford
Lisa Kirkwood
David Merrell
Donna Thomas
Christopher Richards

Report of the GLASS TOWN CULTURAL DISTRICT

The Glass Town Cultural District was established by a partnership between the Town and the Massachusetts Cultural Council in 2012. The GTCD is managed by a collaborative effort of eleven volunteer members who are appointed to a Steering Committee by the Board of Selectmen. The Cultural District's goals are to:

1. Attract artists and cultural enterprises
2. Encourage business and job development
3. Preserve and re-use historic buildings
4. Enhance property values
5. Foster local cultural development

The Cultural District receives its funding from the Massachusetts Cultural Council, which requires matching. This has been accomplished by grants from the Town and other local organizations, plus through fund raising. The Cultural District established a Friends of Glass Town Cultural District in 2015 with 501 ©3 status to help facilitate its fund raising efforts.

One of the highlights of 2015 was the installation of a free Trolley service in the historic and downtown areas during the summer months, complete with narrators. The project was a

huge success and GTCD looks forward to bringing it back in 2016. GTCD also helped the Sandwich Arts Alliance kick-start its programming and a partnership has been formed with them. Other significant sponsorships in 2015 included SandwichFest, the Talk of the Town lecture series, First Night and the Cape Cod Chorale. The Cultural District also continues to support the Sandwich Chamber in making the area a major destination for tourists.

We look forward to providing signature grants and being involved in policy issues furthering the economic and cultural development of Sandwich in 2016.

Respectfully submitted,

Charleen Johnson, Chair
Jeanne Prendergast, Vice-Chair
Katie Campbell
Andrea Early
Bethany Holbert-Catania
Paula Johnson
Joanne Lamothe
Lee Repetto
Cindy Russell
Ellen Spear
Rob Vinciguerra



Housing and Human Services

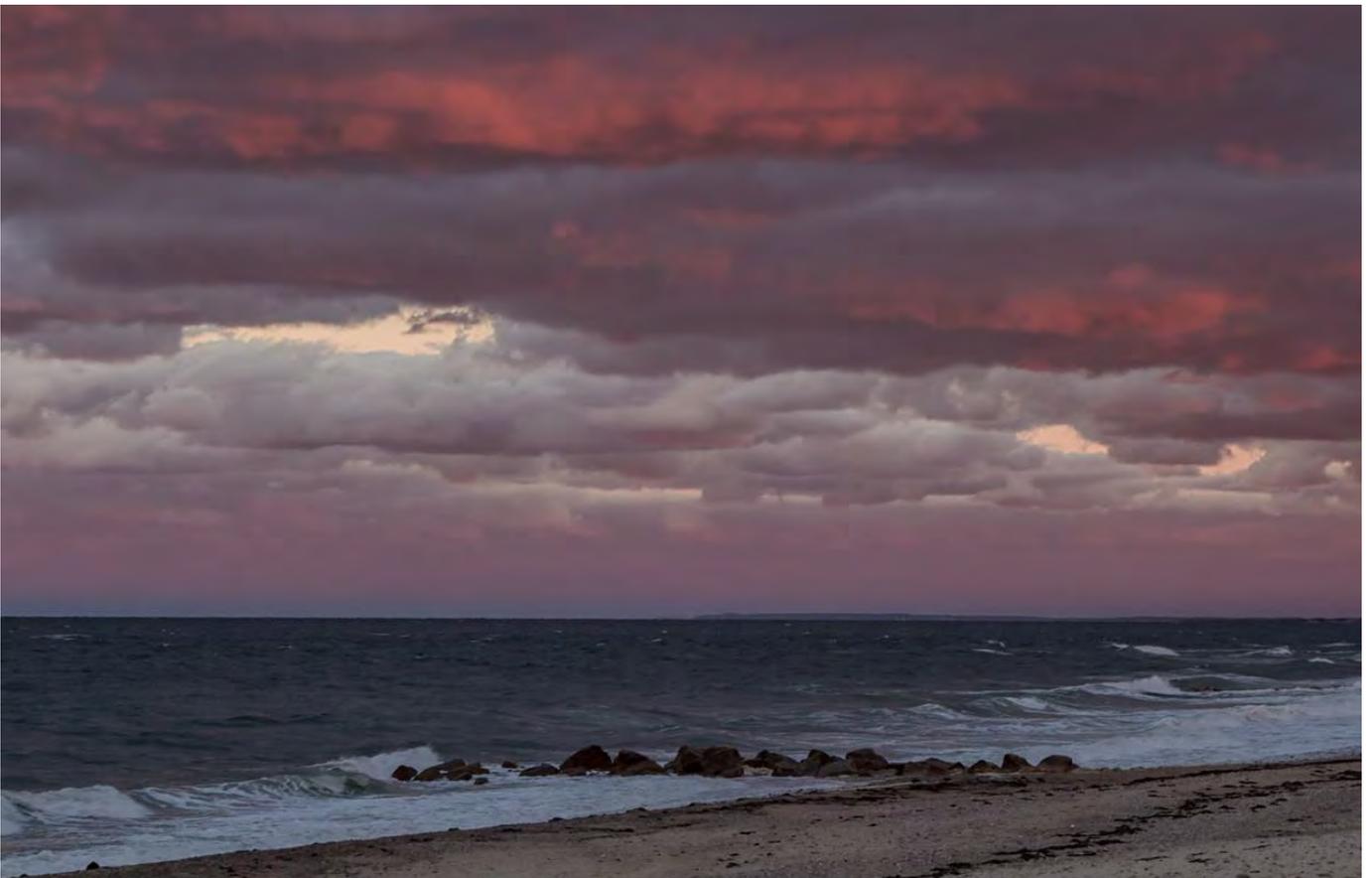


Photo Courtesy of Mcvj rggp'Eqi i guj cm

Vqy p'P geniDgcej "Uwpugv

Report of the SANDWICH HOUSING AUTHORITY

The Sandwich Housing Authority is an independent governmental entity administered by a Board of Commissioners consisting of four members elected by the voters of Sandwich and a fifth member appointed by the Governor of the Commonwealth.

The mission of the Sandwich Housing Authority is to provide safe and affordable housing for low and moderate income persons, encourage self-sufficiency, and continuously pursue opportunities for the expansion of affordable housing units whenever financial or regulatory opportunities may exist.

The Authority currently provides housing for families, senior citizens and people with special needs at properties located on George Fernandes Way and at Hansen Village on Tom's Way.

These properties include:

- 28 units of state-funded Section 667 elderly housing
- 8 units of state-funded Section 667 congregate housing
- 13 units of state-funded Section 705 family housing
- 12 units of state-funded Section 689 special needs housing
- 3 units of CPC-funded rental housing

The Authority also administers State and Federal rental vouchers which can be utilized at non-SHA rental properties throughout the area including:

- 22 state-funded MRVP vouchers for low-income families and individuals
- 23 state-funded AHVP vouchers for low-income & disabled individuals
- 28 HUD Section 8 vouchers for low-income families and individuals.

2015 was both a challenging and an exciting year for the Sandwich Housing Authority.

As with housing agencies across the Commonwealth, the SHA continued to see a growing demand which far exceeded its supply of available housing. Fortunately, SHA was the recipient of 15 additional vouchers (both MRVPs and AHVPs) to provide more subsidized housing opportunities for the residents in our community. 2015 was also the year that the Department of Housing and Community Development began implementation of the Local Housing Authority Act of 2014. The bill includes sweeping changes to the oversight, governance, and operation of local housing authorities, but also provides innovative strategies designed to assist authorities with capital improvements, purchasing, unit turn over, wait list management and interagency collaborations. Sandwich Housing Authority looks forward to the increased efficiencies and funding opportunities that will allow us to deliver more housing and services to our community.

Sandwich RAP Program –Three Sandwich families now occupy homes that were acquired and renovated using a portion of the RAP funds which were approved by the Community

Preservation Committee (CPC) and Town Meeting. Under this program, CPC funds are used by the SHA as a down payment to acquire and renovate an existing housing unit for a qualified family. The income generated through the rental of the unit is then used to fund the monthly mortgage payment to a local bank. The SHA continues to review available properties and may acquire additional units in the future.

Expansion of George Fernandes Way -- The Authority continues to work with its development team to create 24 new units of affordable housing on SHA-owned land adjacent to George Fernandes Way (GFW). The Community Preservation Committee originally awarded \$1.85 million toward this project; as a result of the 2013 Fall Town Meeting, \$450,000 of this award is now available to preserve the existing 12 units at GFW. This money has been matched by a \$450,000 grant that the Housing Authority received under the Massachusetts Department of Housing and Community Development (DHCD) High Leverage Asset Preservation Program (or HLAPP). Renovation and preservation work is underway, and is expected to be completed in the spring of 2016.

The Board would like to thank our Executive Director and Staff for all of their continued efforts during the year as well as their ability to find a positive side to almost every situation!

The Authority would also like to thank Town Manager Bud Dunham, the Board of Selectmen, the Police & Fire Departments, the Department of Public Works, the Council on Aging, the Board of Health, the Town Planner and all the other town agencies for their continued assistance, cooperation and support throughout the year.

Regular public meetings of the Board of Commissioners are scheduled for the first Thursday of each month at 6:00 PM in the Community Room at Hansen Village, 20 Tom's Way. To confirm meeting times, or for more information on eligibility or unit availability, please contact the Sandwich Housing Authority at (508) 833-4979.

For more information, please visit our website at www.sandwichhousing.org

Respectfully submitted,

The Sandwich Housing Authority Board of Commissioners
Richard Johnson, Chairman
Tobin Wirt, Vice Chair & State Appointee
Christine Palkoski, Treasurer
Barbara Hadley, Commissioner
Craig Canning, Commissioner

And the Staff of the Sandwich Housing Authority:
Paula K. Schnepf, Executive Director
Richard Dalton, Maintenance
Rebecca Dudley, Administrative Assistant

Report of the PUBLIC HEALTH NURSE

As in the past several years, viruses have once again been high on the Public Health concern list. H3N2, H1N1, H7 and H5 viruses, Ebola, Mers, Dengue, Chikungunya, and now Zika virus are in the news frequently and public health experts from around the world are paying closer attention to their spread. Viral and bacterial contamination of food products resulting in enteric disease and food recalls have been a public health problem this year. A disease causing problems in any country can now become our problem within 24 hours. Furthermore, the implication for travel, trade, humanitarian aid, and the political stability of countries is real. The Center for Disease Control and Prevention, State Public Health and local Public Health agencies share information, sometimes daily, in order to monitor and prevent major public health problems.

This year, using the Massachusetts Virtual Epidemiologic Network (Maven), Sandwich Public Health Nursing has received 153 suspect, probable, and/or confirmed cases of reportable diseases in Sandwich. There were 76 reported tick borne diseases, with only babesiosis, anaplasmosis, and erlichiosis requiring follow up with the patient. There were enteric illnesses such as Salmonella, C. Difficile, Campylobacter, and Yersinia which required follow up. We had Tb, Streptococcus Pneumoniae, Group B Strep, and Norovirus which required contacting the patient and obtaining information. Other diseases such as Hepatitis C, Influenza, and Lyme Disease were identified and were indicative of public health problems, but did not require additional information. Some diseases require information based on question packages relevant to each disease. With this information MDPH and CDC can track outbreaks and focus on control and prevention.

This department gave over 600 flu shots in multiple clinics held in the Human Services Building as well as at Shawme Heights, Hansen Village and the police and fire departments.

Ninety immunizations were given during the monthly shot clinics which are held the 2nd Tuesday of each month.

I administered:

- 45 Prevnar (for the prevention of pneumococcal pneumonia)
- 2 Pneumovax 23 (for the prevention of pneumococcal pneumonia)
- 13 Tdap (tetanus, diphtheria, and pertussis)
- 7 Zostavax (for the prevention of shingles)
- 6 Hepatitis A
- 11 Hepatitis B
- 3 MMR (mumps, measles, and rubella)
- 1 Varicella (chickenpox)
- 2 Typhim Vi (typhoid)

Fortunately, we were able to bill insurances for many of these immunizations. I also administered 61 B12 injections to those patients with doctor's orders. I did Tb testing on 32 residents and read them 48-72 hours later. All immunizations (except for Tb testing and B12) are entered into the

Massachusetts Immunization Information System. Immunization billing is done through the University of Massachusetts Center for Health Care Financing.

I have done over 104 blood pressures on an as needed basis. This may also include medication counselling, dietary counselling, and speaking with primary care physicians.

I made 21 home visits for medication administration and refills, cognitive issues, immunizations, and assessments. There were 85+ medical calls and walk ins. Some walk ins required: dressing changes; treatment of abrasions; suture removal; tick removal; evaluation of rashes and bites; dietary teaching; medication review; and evaluation of immunization history.

The durable medical equipment shed had over 364 visits where residents were able to borrow equipment such as wheelchairs, walkers, shower benches and chairs, commodes, bed rails, canes and crutches. The equipment can be borrowed free of charge for as long as a resident of Sandwich requires it. Hours are 8:30AM-4:30PM.

Ticks caused multiple health problems on the Cape. There is information on tick prevention available in this office. This past year, residents on the Cape were able to send ticks to The Laboratory of Medical Zoology at the University of Massachusetts, Amherst and have ticks tested free of charge. For the coming year ticks can be tested for a \$15 fee. Please visit [www.Tick Report.com](http://www.TickReport.com) for information on testing. I routinely checked with local hardware stores to make certain that permethrin and deet were being stocked and also did a presentation on tick borne disease prevention. At this summer's Human Services Association I distributed tick removal kits as well as information on disease prevention, immunizations, and healthy diets.

Our website *Sandwich Public Health Nursing.com* has clinics posted as well as relevant public health information. The latest posts include information on Zika virus, Human papilloma virus, and flu clinics.

I am grateful to our nursing and administrative volunteers who worked at and supported the flu clinics. Carol Queenan RN, Maureen Schneider RN, Sue Selby RN, and our two "students" Thomas Griffin and Marieh Azari were both professional and energetic as they administered flu vaccine. Addie Finn, Rosemary Rhoades, Joanne Heatley, Joan Foley, Gerry Selby, Marilyn Bassett, and Patricia Young all provided excellent administrative assistance. My thanks once again to Jeannette Scalese for her help in keeping the office running.

Respectfully submitted,

Joanne Geake MPH, BSN, RN

Report of the SANDWICH COUNCIL ON AGING

FY 2015

The mission of the Council on Aging is to 1) advocate on behalf of Sandwich elders in addressing their needs by identifying and developing resources of assistance; 2) provide information, referral, outreach, nutrition and health services, in cooperation with other Town Departments and area agencies; 3) enhance quality of life for seniors and the community by providing educational, recreation, cultural programs and activities; and 4) set policy for operation of the Senior Center.

Our senior citizen population (age 60+) is 5,719 (29% of the population) FY14 was 5,881 – 28%. *We know there will continue to be a dramatic increase in the numbers of residents turning 60 – in 2025 the projected number is 9,420 – 47% of the population (based on numbers in 2015 census).* Your Council on Aging staff and Board of Directors as well as our Friends of Sandwich Council on Aging are aware and concerned regarding this growth trend and will continue to advocate to ensure your Council on Aging is able to serve this growing population.

Our **Outreach Program** is vital to the safety, security and well being of our senior citizens and their families. Living independently and safely in one's own home as long as possible is important to most senior citizens and our Outreach Program is crucial to that goal. We work closely with many local, state and federal agencies to leverage as much assistance as possible. We continue to try to meet the challenge to supplement funding cuts to programs that are important to senior citizens. Much of the help we receive comes from donations and the willingness of Sandwich citizens of all ages to assist in so many ways.

We provide programs to address outreach needs and/or concerns, information and referrals, advocacy for senior citizens and their family members. In FY 15, our Outreach Program assisted 275 senior citizens plus assisted an additional 88 with applications for fuel assistance. We also assisted 56 community members under age 60 and provided fuel assistance intake assistance for 44 families age 59 and under in Fiscal 2015.

As a service to community members of all ages, we continue to oversee the Global Petroleum Oil donation of 1,200 gallons of home heating oil. Eight residents age over 60 and five families under age 60 benefited from this donation to the community. We also continue to be an intake site for the State Fuel Assistance Program through South Shore Community Action for all members of the community. We encourage residents of any age struggling with heating bills to contact us at 508-888-4737 to inquire about program guidelines.

Our **Volunteer Program** is crucial to our operation. Talented and dedicated volunteers deserve most of the credit for the success of the work of the Council on Aging. If you are interested in helping out please contact our Volunteer Coordinator at 508-888-4737. *You do not have to be over age 60 to volunteer!* Our volunteers make possible many programs

such as: Reception Desk coverage, Seminars, Tai Chi, Friendly Visitors, Handyman Repair Program, Telephone Reassurance, Intergenerational Programs, Transportation and our Newsletter collating. Our Board Members are also volunteers as are the Friends of Sandwich Council on Aging Board. In FY 15, our 121 volunteers gave 7,324 hours valued at \$146,480. Our volunteers are vital not only to the Council on Aging but to all Sandwich residents. We honor them each year with a recognition luncheon made possible with State Formula Grant funds.

Our Transportation Program: The Council on Aging has two vehicles – 12 passenger van as well as a bus we received through a grant award from the Cape Cod Regional Transit Authority in February, 2010. We operate our passenger vans to transport seniors to medical appointments, grocery shopping, pharmacy, banks, area malls, and errands such as the library, town offices, hair dressers, barbers as well as to programs at the Council on Aging. We also transport to Sight Loss Support Group once a month. The users of this service pay a donation to support this program and necessary maintenance costs.

The Town of Sandwich has acknowledged the need and has supported funding two part-time Bus Drivers which greatly improves our ability to provide necessary transportation to our senior citizens. We continue to supplement requests with our dedicated volunteer drivers.

We also have volunteer drivers available to drive seniors to medical appointments. This program is critical, as many seniors can no longer drive.

Other Programs: We provide many social, educational and wellness programs and we encourage you to explore our offerings.

Staff or volunteers responded to 27,478 Telephone calls (28,009 in FY14) for general information and referral, transportation, educational seminars, social programs, outreach requests, fuel assistance, financial assistance, health issues/screenings, and insurance counseling—SHINE (Serving the Health Information Needs of Elders).

Participation at our programs during FY 15 was 19,101* (20,237 in FY14) in areas such as our many classes, seminars, socials, day trips, luncheons, transportation to medical appointments, grocery shopping, appointments for lawyers, tax preparation, health screenings, support groups and wellness programs. Evening and Saturday fitness programs continue to be very popular.

THE NEWSLETTER: Our newsletter is published 10 months (December/January and July/August are combined) and is made possible with the support of local merchants who advertise in our Newsletter. *We receive no town funds.* They make possible the printing and mailing of our Newsletter (13,918 mailed and 305 issues e-mailed) {14,949 in FY14} to businesses and residents. Additionally, the Council on Aging hand delivers over 200 to residents living in housing as well as library and town offices. In order to save postage costs, we do

encourage receiving via e-mail. This Newsletter communicates the programs and services being offered at the Council on Aging as well as information on health, legal and financial issues. As many as 20 volunteers address and collate the Newsletter each month. We thank our advertising sponsors for their ongoing support.

Many organizations provide support and assistance to the programs and services at the Council on Aging. They are: Friends of the Sandwich Council on Aging, many Home Health Care Agencies, Sandwich Cultural Council, American Legion Post #188, Lion's Club, Sandwich Women's Club, Shawme Heights Management, Inc. We thank them and ask you to support their fund raising efforts. We also thank private citizens who support us through their donations of funds and items such as craft items, supplies and services.

We continue to work closely with other Town Departments. These men and women are always ready to assist the Council on Aging and Sandwich Senior Citizens. We thank them and sincerely appreciate their support. We partnered with Sandwich Fire Department on the 'Community Wellness Program'. This pilot program assigned four specially trained EMT's to visit eight at risk seniors living alone. One goal was to reduce readmission to hospitals.

Eleven members comprise the Policy Making Board of the Council on Aging. The Board would like to thank the citizens of Sandwich and officials for their assistance and support during the year. ***The Board will continue to advocate for the need of a Senior Center to provide appropriate and adequate space and has made this their number one priority. We continue to remain hopeful that there will be encouraging news soon for a timeline for the building of our Senior Center.***

We are fortunate to have the services of a knowledgeable and caring staff. Town funded positions are Mary-Ellen Steeves, Administrative Assistant, who provides assistance and support in so many ways to the staff and program participants as well as coordinating the Tax Credit program, Transportation Program and Computer Classes; Rita Wahlstedt, Outreach Coordinator who provides social service work and advocates for services for clients; Patricia Ryan, Volunteer and Special Projects Coordinator who provides the much needed organization for our volunteer program as well as the coordination of some of our special programs; and our part-time Bus Drivers Al Nicalazzo and Michael Angelica. We receive State Formula Grant funding which enables us to fund Patricia Ryan, Volunteer/Special Projects Coordinator and Ginger McElhinney, Clerk who helps with transportation requests and data entry. We will continue to work to provide interesting and meaningful programs and services for you.

Sandwich Council on Aging appreciates the support received from our community and will continue to work to earn your support and trust.

Janet A. Timmons, Director

John Barrett, Chair

Neal O'Brien, Vice Chair

Carolyn Motta, Secretary

Fredrick Battaglia, Treasurer

Ellen Swain

Mary Jane Ross

Patricia Walsh

Toni Trusso

Richard Davies

Michael Bondarek



Education



Report of the SANDWICH PUBLIC SCHOOLS

School Committee:

Nancy Crossman, Chair	2016
Sean Rausch, Vice Chair	2017
Kerri Ames	2016
Beth Cummings	2018
James Dever	2017
Stephanie Hall	2018
Jay McGrail	2018

Superintendent of Schools:

C. Richard Canfield, Ed.D

Director of Pupil Services:

Matthew Bridges

Director of Curriculum:

Maureen Wiklund

Director of Finance and Business Operations:

Michelle Austin

Director of Technology:

Bryce Harper

Director of Facilities:

Alan Hall

Business Office Personnel:

Lynn McIsaac,

Administrative Assistant to Superintendent

Monica de la Hoya, Human Resource Specialist

Holly Lenk, Accounts Payable

Lisa Silverman, Accounts Payable

Felicia Mott, Payroll

Office Address:

33 Water Street

Sandwich, MA 02563

Telephone: 508-888-1054

Fax: 508-833-8023

Website: <http://www.sandwichk12.org>

Sandwich Learns Together- Our online electronic magazine -

<http://sandwichlearnsaltogether.org>

GENERAL INFORMATION

School Committee Meetings:

Regular School Committee Meetings are held at 7:00 PM at the Town Hall on Wednesday evenings twice a month, as posted.

School Entrance Ages:

School Committee Policy states: "Children must be five (5) years of age by September 1st to be eligible for kindergarten and six (6) years of age by September 1st to be eligible for first grade."

Birth Certificate:

A birth certificate is required for all children registering as students.

Medical Requirements:

Medical requirements for school entrance are immunizations according to the General Laws of Massachusetts, certified by a doctor.

State Regulations:

The School Committee or Board of Health shall cause every child in the public schools to be separately and carefully examined by a physician duly registered in Massachusetts within six months before entrance to school or during the first year after entrance and at intervals of either three or four years thereafter.

No School Information:

Every effort will be made to have school whenever feasible. If the conditions are severe, school will be canceled. If conditions are almost safe but the Highway Department needs extra time to plow, the school day will be shortened. Under this alternative plan the opening of all schools and all bus pickups will be delayed two hours. You will receive an "Alert Now" message regarding no school announcements or a two hour delayed opening. Announcements will also be carried by radio stations WQRC 99.9 FM, CAPE 104, WCOD 106.1 FM, WXTK 94.9 FM, as well as television stations WBZ Channel 4, WCVB Channel 5, and "WHDH "Channel "7.

ENROLLMENTS IN SANDWICH
As of October 1, 2015

Grade	Totals	OOD (Special Education out of district)
PK	66	
K Full Day	203	1
1	181	1
2	208	1
3	210	3
4	231	2
5	242	3
6	225	2
7	239	3
8	261	5
9	171	4
10	171	6
11	193	3
12	173	2
12+		11
Total:		
10/1/2015	2774	47
10/1/2015	Grand Total	2821

2015 SCHOOL BUDGET REPORT

School Budget	31,300,000
Revised Budget	31,300,000
School Expended	31,300,000

Revolving Accounts:	Previous Balance 7/1/2014	Receipts as of 6/30/2015	Expenses as of 6/30/2015	Balance 6/30/2015
Athletic Revolving	7,268	199,216	197,605	8,879
Special Education Tuition Acct.	554,560	787,533	1,211,100	130,993
Pre-School Tuition Account	15,462	35,964	28,599	22,827
Music Account	5,961	0	1,673	4,288
Brennan Account	386	3,000	828	2,558
Administrative Account	3,224	43,154	22,148	24,230
School Donation Account	21,951	38,555	33,679	26,827
Facilities Use Account	18,581	95,078	78,912	34,747
Insurance Fund	3,917	31,947	31,941	3,923
Student Activity Revolving	1,876	43,538	45,040	374
Cape Cod Five	19,775	18,675	21,801	16,649
Kindergarten Revolving	245,325	131,768	292,710	84,383
School Choice Revolving	165,298	458,438	524,526	99,210
School Lunch Revolving	18,185	685,167	681,460	21,892
School of Early Learning	192,999	822,947	751,553	264,393
Total Revolving Accounts	1,274,768	3,394,980	3,923,575	746,173

Grants	Previous Balance 7/1/2014	Receipts as of 6/30/2015	Expenses as of 6/30/2015	Balance 6/30/2015
Nurse Leadership	61	77,900	77,897	64
E C Allocation #262	0	8,841	8,841	0
Project Adjust #240	1,015	652,536	606,221	47,330
Race to the Top #201F	87	23,771	23,771	87
RTTT- Professional Practice	0	26,800	26,800	0
ELGC-RTTT	0	5,000	5,000	0
Title 1 #305	4,641	286,804	285,480	5,965
Title II #140	0	43,600	28,920	14,680
Title II #140 - Rollover	0	21,285	21,285	0
Community Partnership #391	0	29,146	29,146	0
Transition to Full Day Kindergarten #702	0	28,926	28,926	0
Sped Program Improvement #274F	0	26,467	10,530	15,937
EC-SPED program improvement	0	5,600	5,600	0
EEC #237	2	37,500	37,500	2
Total Grants	5,806	1,274,176	1,195,917	84,065

Report of the SUPERINTENDENT OF SCHOOLS

Forestdale School - 2015

Mission Statement

At the Forestdale School we grow readers. We are a family of learners. We are safe, have fun, are kind to one another and never give up.

The Forestdale School provides a safe and respectful environment for our family of students, parents, staff and volunteers. Our early learning campus is focused on meeting the needs of the Town's youngest students and supporting their families in the growth and development of their children. Fulfilling this mission for our PreK-2 school of 667 students is the shared responsibility of the school, home and community.

Students at the Forestdale School are taught by highly qualified and dedicated professionals. To ensure continued professional growth, all staff regularly participates in professional development. Literacy professional development is provided by several of our own staff and supported by our ongoing relationship with Lesley University and the Literacy Collaborative Program. They also receive regular professional development in either math or science that focuses on a deepened understanding of content standards and effective pedagogy. Lastly, the District supports teachers in their pursuit of individual targeted professional development that meets the specific needs of staff and the students they teach.

The students at Forestdale participate in a wide variety of extra-curricular, age-appropriate activities. These extra-curricular activities are available through a combination of staff led programs as well as partnerships with the Town's Recreation Department and our Sandwich Elementary PTA. Parents are kept up to date about events at the school through monthly newsletters, our website, the Virtual Backpack, our Twitter account and our Alert Now system.

The two elementary schools are supported by a very active PTA that supports the work of students and staff. The PTA helps support student activities and enrichment through their fundraising efforts, additionally they provide a variety of other supports to the students and staff through their consistent volunteerism. There is also a strong home-school partnership that contributes to a positive school environment and a family atmosphere.

Forestdale School begins the day with Music Everyday, a program brought to us from the Cape Cod Symphony. Each week a different composer is featured. Daily, students are read a short paragraph about the composer and one of his/her compositions. They then listen to the concerto or movement by the composer.

The continued success for the Forestdale School is a result of well developed relationships and a strong collaborative partnership between students, staff and parents. Each member

positively contributes to a culture of support, trust and high expectations that define the Forestdale School Family

Oak Ridge School - 2015

During 2015, the Oak Ridge school transitioned between a school that served 533 kindergarten through grade 6 children, to one that serves over 900 students in grades 3 through 6. Through a reconfiguration of our school, we unified all of our Town's children in a program designed to meet the unique needs of the intermediate aged child.

Through the process of coming together with teachers parents and children, our school crafted a school focused on the theme of "Exploring the 7C's". These ideals begin with an emphasis on the 21st Century Skills of Collaboration, Communication, Critical Thinking and Creativity that all students need to be successful in careers of the future. Character, Curiosity and Community add to this foundation of beliefs that shape the Oak Ridge school into an Intermediate Learning Campus.

The focus on the 7C's is infused into all subject areas and is even the focus of one of our Enrichment opportunities for students. Exploring the 7C's is a course built upon these values and gives students the opportunity to live the mission of the school. Students in the 7C's class explore engineering and design, collaborative learning and outreach to their community. The overarching question of this course is "What does it mean to be part of a Community?" As students progress in the grade levels, their lens of viewing this question broadens from their school community, to their town, to their nation and ultimately toward their role in a global community.

In order to support these values, Oak Ridge renewed its dedication to Responsive Classroom (RC) and utilizes these techniques through Morning Meeting, classroom interactions, lunch and recess. The RC model guides our social interactions between staff and students and among the student population.

The Oak Ridge School collaborates with Superintendent Canfield and administrators in aligning our school improvement efforts to carry out the district mission, vision, values and goals and in implementing the Massachusetts Framework Standards in all curriculum areas. Our schools have developed professional learning communities through our Curriculum Coordinators to examine curriculum data in Language Arts, Mathematics, and Science to enhance teaching and learning. We are working diligently to map district curriculum and to align to changes in standards influenced by the Common Core Standards and the Next Generation Science Standards.

Additionally in 2015 we continued our work toward the implementation of Standards Based Report Card moving into grades 3-6. The process began in 2013 and involved teachers, Curriculum Coordinators, administrators, and parent focus groups. This project was supported through on-going input and professional development for staff as well as on-going feedback from parents. The project initiated with grades K-2 in 2014 and

continues into grades 3-6 with a planned implementation in the 2016-2017 school year.

Our elementary schools provide on-going literacy professional development led by school-based literacy teachers and our coordinators. We are a Literacy Collaborative School and enjoy a long standing relationship with Lesley University's Literacy Collaborative and Reading Recovery Center. We support our teachers through Literacy Coaches. Our students engage in guided reading, writing workshop, language, and word study through their work with teachers. We also use a multi-tiered system of support to address individual student needs in mathematics. Our Math Coach and the Mathematics Interventionists, support teaching and learning in all grades.

Beyond core academics, our mission seeks to develop the whole child. To accomplish this, our school offers Music, Wellness (Combining Health and PE), Art, and Technology classes for all students in grades 3-6. Beginning in grade 4, students have the option in participating in instrumental music, chorus or general music. Students in grades 5 and 6 experience Graphic Art and also have an additional option of Violin as one of their Instrumental Music choices.

In addition to the exposure to technology in their Specials class, technology is embedded in all classrooms through the use of Smart Boards, document cameras, and increased access to technology using Chrome Book carts. In addition, we have a Technology support person and a Tech Integration Teacher.

Beyond the school day, we provide our students a variety of clubs and activities. Through our partnership with Sandwich Recreation students participate in Craft Clubs, Mad Science, Ball Games and Running Clubs to name a few. In addition, our staff run before school dance clubs, before school band, and after school Chess, Art and Drama opportunities. Our students also have a strong commitment to community service and take part in on-going community service projects, 5th and 6th grade Student Council and Recycling and Gardening Clubs.

We share this passion to support the whole child with our parent partners. The newly formed Sandwich Elementary Schools PTA is a dynamic group that supports students and staff in both the Forestdale and Oak Ridge Schools. Our teachers and parents bring evening activities for students and families including Family Movie Nights, Fall & Holiday Fairs, as well as informational nights for parents. They also provide enrichment activities during the school day such as Anti-bullying Messages, author visits, and many field trips such as trips to Green Briar, Plymouth Plantation, Harwich Junior Theater, and Heritage Museum and Gardens Outdoor Adventure Center

Our strong home-school partnership contributes to a positive school environment and we are all working toward a common goal in the best interests of our children. Teachers and parents also participate in the Respect for Human Differences Committee comprised of parents and teachers who work diligently to help students recognize and celebrate both their uniqueness and their community, and empower students to support others in the world community.

Our schools also work closely with the Police and Fire Departments to enhance our Emergency Response, including practicing multiple on-site evacuations and lockdowns, increasing security measures throughout the school, and providing additional safety information for substitute teachers, volunteers, and all parents. Internally we train and support our own Building Emergency Response Team (BERT) to enhance relationships between staff, students and emergency personnel. Finally, as we complete the unification of the District, increased communication and parent engagement is a focus. Through the PTA and School Improvement Council parents are given a voice and an opportunity to impact the direction of the school. Shared Leadership through fostering teacher leaders is also a focus. The creation the Collaborative Design Team (CDT), Team Leaders, Scheduling Committee, BERT, and Literacy Leadership gives teachers a voice as well. These teams engage in projects such as enhancements to the facility and how to achieve each school's Mission and Vision. In addition, Oak Ridge uses on-line newsletter formats, and contributes to the Districts on-line newsmagazine, *Sandwich Learns Together*. We also use Twitter as a way to share the many exciting things going on at Oak Ridge day to day. To follow news specific to Oak Ridge please go to <http://orprincipal.weebly.com> or for District News to <http://sandwichlearnstogether.org>. To follow us on Twitter please go to @OakRidge_SPS

Sandwich High School/ STEM Academy – 2015

When the doors to Sandwich High School/ STEM Academy opened in September, 2015, it was immediately clear to all that the new configuration put into place the prior year had achieved its anticipated results. On the first day of school this fall, over 1200 students arrived exuding a sense of positive expectancy as they moved through the halls with an easy ebb and flow that signaled the arrival of eager learners. The excellent attendance at all orientation events proved to be a harbinger of an exceptionally smooth opening. The spirited anticipation defining the second year of SHS/ STEM Academy set the tone for the entire semester.

The culture at Sandwich High School and STEM Academy is defined by Blue Knight Pride. The definition of BKP involves treating people the way you wish to be treated and always placing team before self. BKP is evidenced in all areas of academics, arts, and athletics.

Rising to the high expectations set by the preceding graduating class; the Class of 2015 was a source of great pride. Students were accepted at the most prestigious colleges and universities throughout the country including Massachusetts Institute of Technology (MIT) Brown, Boston College, Drexel University, NESAC schools including Colby, Middlebury, Trinity, Tufts, and Williams. Crediting our increased focus on STEM based education; SHS graduates studying Rensselaer Polytechnic Institute, Worcester Polytechnic Institute and Wentworth Institute of Technology are unanimous in their appreciation of the level of preparation they received at Sandwich High School.

Last year began, and this year continues, a deliberate and intentional effort to ensure that students graduate from Sandwich High School with the requisite skills and attitudes about learning that will prepare them for jobs of the future. The research confirms that rapid advances in innovation and technology have eliminated structured traditional jobs from the economy leaving millions of young Americans at risk. Companies want to hire creative problem solvers who will invent ways to add value to an organization. It is incumbent upon today's high schools to prepare students for 21st century career opportunities. To do so requires major shifts in curriculum, pedagogy, and assessment practices. Sandwich High School and STEM Academy have evolved into learning environments largely defined by project-based learning and authentic demonstrations of mastery.

STEM is a mindset that permeates all aspects of academic disciplines. Perhaps the most visible change in Sandwich High School is its extension of Project Lead the Way (PLTW). Sandwich is joining 6500 other high schools throughout the nation in adopting PLTW pathways in Engineering, Biomedical Science and Computer Science. Our Program of Studies has been contemporized as we set a new direction reflective of new and emerging current career paths. Sandwich High School continues to expand its PLTW offerings to include required courses in grade 9 and expanded electives in Engineering and Biomedical Sciences.

Our dedication to fulfilling our urgent obligation to prepare students for a rapidly and largely undefined future is balanced by measures of existing excellence. Sandwich High School achieves Level One Status based on academic indicators of success for the 2014-2015 school year. Among these indicators were high MCAS scores, high percentage of students enrolling in Advanced Placement courses, and an impressively low drop-out rate of less than 1% coupled with an equally impressive high graduation rate of 97% of students graduating on time with their peers.

We have continually expanded and contemporized academic opportunities which now include Advanced Placement Statistics and Advanced Placement Computer Science while not losing sight of our long standing success in the Humanities. In the area of theater and music, the Knights Theater Company and Sandwich Soul continue to amaze and entertain the entire community of Sandwich and beyond. Under the inspired direction of Melinda and Kevin Lasit, these groups continue to provide professional quality performances each year.

Looking back on the 2014-2015 school year and the first semester of the current school year, it is clear that the arrival of the STEM Academy has energized the hallways, invigorated the classrooms while providing a welcome catalyst for positive changes at Sandwich High School. The shared commitment grades 7-12 to providing a rich and robust array of programs united in their goal of enhancing student engagement is a formula for success for the young people of Sandwich. Informed by best practice and guided by evidence based research, Sandwich High School is at an exciting juncture. We, like all excellent districts, are re-imagining schools in ways that give every child a chance to find meaning in, contribute to, and

prosper in their rapidly evolving futures. We are grateful for the support and confidence of the community as we guide the journey of life-long learners.

Sandwich STEM Academy - 2015

The 2015-16 school year for the Sandwich STEM Academy opened with a renewed commitment to academic excellence and increased opportunities for middle school students. The approach to teaching has redefined STEM(Science, Technology, Engineering, Mathematics) to include Arts and Humanities through **Strategies That Engage Minds**. Opening week included a keynote presentation from undersea explorer Barry Clifford who shared his interdisciplinary, world experiences with students. After a successful opening year the STEM Academy continues to be structured in teams using project-based learning as the primary mode of instruction.

All students take classes in the core subject areas of English, mathematics, science, and social studies. In addition they may choose a foreign language from French, Spanish, Mandarin, or Latin. All students are enrolled in the highly successful Project Lead the Way engineering program in both 7th and 8th grades as well as an enhanced art curriculum. Health and physical education are also required and students continue to select from a wide array of courses in all departments for elective courses including new classes in architecture, Model United Nations, and game design.

The students are given 1:1 technology in the form of chrome books which are used in every class. Much of the curriculum uses online resources. Inquiry methods and authentic problem solving skills are emphasized in a block schedule that allows time in each class for in depth study, research, and understanding.

The STEM Academy has been fortunate to have many professional volunteers assist in the programs through guest speakers, field trips, and class projects. Some of the organizations that have worked with the students include the Manomet Center for Conservation Sciences, the Cotuit Center for the Arts, the Waquoit Bay National Estuarine Research Center, the Harwich Junior Theater, the Sandwich Department of Natural Resources, and the Institute for Marine Innovation, Research, and Sustainability. Members of the advisory boards (science, arts and humanities) have given students additional opportunities to participate in community projects. The STEM Parents Group has sponsored several student activities including the popular Snack Shacks and the first movie night. In addition a successful Dessert and Discussion information series for parents was begun by the parents group.

The team approach to middle school education is an essential ingredient in the success of project-based learning, and this is modeled daily by an outstanding faculty, that continue to motivate and inspire their students through creativity and collaboration. The adoption of the core values by the stakeholders in the STEM Academy gave the school its vision and mission. The words **Share, Question, Understand, Investigate, Respect, Excel, and Service (SQUIRES)** are the

guiding ideas throughout the school. These are manifest in the classes, sports, clubs, and activities that make up the daily life of a middle school student in Sandwich.

And it is these students who continue to inspire all of us with their energy, enthusiasm, and excitement from food drives to art shows to robotics competition. We are truly fortunate to be educators in Sandwich and to work with this amazing group of young people.

**Report of the
SANDWICH HIGH SCHOOL
365 Quaker Meetinghouse Road
East Sandwich, MA 02537
508-888-4900
www.sandwich.k12.ma.us/shs
2015-2016**

Principal	Ellin Booras		
Assistant Principal	Owen Hill	Security	Michael Miller
Assistant Principal	Anne Wagner		
		Library/Media Specialist	Bethany Phillips
Office Personnel		Special Education ESPs	Ann Balcom
Guidance Office	Rachel Cronin		Corey Carlyle
School Accounts	Joanne DeConto		Jennifer Condon
Secretary	Janet Eshbaugh		Lesa Dovell
Secretary	Brenda Kinchla		Kelly Henson
Secretary	Deb Melanson		Marisa Fiore-Kelley
			Kathleen Kondratowicz
School Psychologist	Jamie Conners		Megan Watterson
School Social Worker	Susan Coutinho		Geraldine Viglas
School Behaviorist	Jeanne Reece		
		Director of Facilities & Grounds	Alan Hall
Guidance Counselors	Christine Carroll	Secretary	Mimi Shorten
	Lynn Donoghue	Director of Building Maintenance	Harold Weeks
	Kathy Lucas	District Maintenance	Doug Hill
	Lara Solinsky	District Grounds	Glenn Johnson
			John Stobbart
School Nurse	Kathy Grant		
		Custodians	Dave Archambeault
Administrator for Athletics	Neil Murphy		Mark Custidio
Secretary	Melissa Murphy		Buddy Kling
Athletic Trainer	Jillian DeCuffa		Suellyn Owen
Aquatics Director	Wendy Pierce		Carl Stillings
			Grant Todd
School Resource Officer	Officer Christa Cabral		

SANDWICH HIGH SCHOOL FACULTY

Name	Department	Education	Began in Sandwich
Ellin Booras	Principal	University of Connecticut, B.A.	1998
		University of Massachusetts, Amherst, M.Ed.	
		Bridgewater State College, C.A.G.S.	
		Boston College, Ed.D.	
Amy Abbott	Special Education	Bridgewater State College, M.Ed.	2008
Courtney Aboltin	Science	Bridgewater State College, B.S.	2014
Therese Alcorn	Mathematics	Framingham State College, B.S.	1990
Larry Anderson	Physics	University Notre Dame, B.S.	2014
		Princeton University, M.A. & Ph.D.	

David Aycock	Mathematics	Westfield State College, B.A.	1994
		Bridgewater State College, M.Ed.	
Maria Cahill	English	Bridgewater State College, B.A.	2014
Kathleen Norton Cannavo	Speech-Language Pathology	Bridgewater State College, B.S.	2000
		Emerson College, M.S.	
Kate Carl	Mathematics	University of Massachusetts Lowell, B.S.	2003
		University of Massachusetts Lowell, M. Ed.	
Laura Carlyle	English	University of Massachusetts, Amherst, B.A.	1995
Christine L. Carroll	School Counselor	Bradford College, B.A.	2000
		Bridgewater State College, M.Ed.	
William Childress	English	East Carolina University, B.S.	2012
		East Carolina University, B.A., M.A.T.	
Ann Cloutier	Science	University of Massachusetts, Dartmouth, B.F.A.	2003
		University of Massachusetts, M.M.A., C.C.C.C.	
		University of Massachusetts, Dartmouth, C.Z.M.	
		University of Massachusetts, Dartmouth, M.A.T.	
Kevin Coakley	Fine, Applied &	Fitchburg State, B. S.	2006
	Performing Arts	Cambridge College, M. Ed.	
Jamie Connors	School Psychologist	University of Hartford, CONN, M.A.	2014
Kathleen A. Coppola	World Languages	Regis College, B.A.	2000
		Middlebury College, M.A.	
Martin Cosgrove	History	Framingham State College, B.A.	1995
		University of Massachusetts, Boston, M.Ed.	
Susan Coutinho	Social Worker	Plymouth State College, B.S.	2007
		Boston University, M.S.W.	
Chelsea Craig	English	University of Maine, Farmington, B.F.A.	2011
Joseph Dawe	Social Studies	Bates College, B.S.	1997
		Bridgewater State College, M. A. T.	
Jillian DeCuffa	Athletic Trainer	Seton Hall University, M.A.	2015
		Elmira college, B.A.	
Elizabeth Donahue	Instructional Technology & Media Services	Salem State College, M.Ed.	2012
		Bryant College, M.B.A.	
		Bryant College, B.S.	
Lynn Donoghue	School Counselor	Springfield College, M.Ed.	2015
Clare Driscoll	Special Education	Framingham State University, B.S.	1989
		Lesley University, M.Ed.	
Samantha Driscoll	Mathematics	Saint Joseph's College of New York, B.A.	2012

Kathleen Duffy	Special Education	Simmons College, B.A.	1984
		American International College, M. Ed.	
Christopher Dumas	Science	SUNY Brockport, B.S.	2007
		University of Montana, M.S.	
Kirsten Ermi	Mathematics	University of Toronto, B.S.	1991
Nathaniel Everett	Social Studies	Fitchburg State University, B.A.	2012
		University of Massachusetts, Dartmouth, M.A.T.	
Dominique Fougere	Mathematics	Providence College, B.A.	2010
Donald Franke	Social Studies	Framingham State University, B.A.	1985
		Bridgewater State College, M.A.T.	
Courtney Franks	Fine, Applied & Performing Arts	Massachusetts College of Art, B.F.A.	2012
Marci Galvin	English	Westfield State College, B.A.	2000
		Lesley University, M.Ed.	
Mark Gilmore	Science	S.U.N.Y., Potsdam, B.S.	1993
		Bridgewater State College, M.A.T.	
Susan Goodspeed	Special Education	University of New Hampshire, B.A.	2013
Kathleen Grant	School Nurse	Curry College, B.S.N.	1997
Jennifer Harris	Health and Wellness & Fine Arts	Bates College, B.A.	2014
		B.U. School of Management, M.B.A.	
Owen Hill	Assistant Principal	Fitchburg State College, B.S.	1994
		American International College, M. Ed.	
Carolyn Hite	Special Education	St. Thomas Aquinas, B.S.	1989
		Russell Sage College, M.S., Ed.	
Lori Horan	English	University of Georgia, B.A.	2006
		Simmons College, M. Ed.	
		Lesley University, M. Ed.	
Mary Kelly	Instructional Technology & Media Services	University of Maryland, B.A.	2002
		Lesley University, M.Ed.	
Deborah Klier	Instructional Technology & Media Services	Westfield State, B.S.	2006
		Bridgewater State, M.Ed.	
Melinda Lasit	Choral Music	California State University at Hayward, B.A.	2009
Rebecca Lewis	Social Studies	University of Mary Washington, B.A.	2014
		Fitchburg State, M. Ed.	
Gary Linehan	Social Studies	University of Massachusetts, Boston, B.A., M.Ed.	2003
Hengjia Liu	World Language	Beijing Foreign Studies University, B.A.	2012
		University of Massachusetts, Amherst, M.Ed.	

Kathy Lucas	School Counselor	University of Massachusetts, Dartmouth, B.A.	2010
		Boston University, M. Ed.	
Margaret Luck	Social Studies	University of California, Irvine, B.A.	2009
		Texas A&M University-Commerce, M.S. Ed.	
Christopher Luetze	Fine, Applied & Performing Arts	West Virginia Wesleyan College, B.A.	2012
Elizabeth MacKenzie	Fine, Applied & Performing Arts	University of Massachusetts, Amherst, B.A.	2014
Martha Martin	English	Colby College, B.A.	1999
		Fairfield University, M.Ed.	
Karen McGrath	Instructional Technology and Media Services	University of Massachusetts, Amherst, B.A.	2004
		Anna Maria College, M.Ed.	
Michael McNeill	Social Studies	Bridgewater State College, B.A.	2002
		Fitchburg State College, M.Ed.	
Melissa Meara	Science	Saint Joseph's College, B.S.	2007
Mary Alice Moynahan	World Language	College of the Holy Cross, B.A.	1992
		Tufts University, M.A.	
Ellen Muir	Mathematics	Rider University, B.A. & B.S.	2014
Anne Murphy	Science	The College of William and Mary, B.S.	2012
		George Mason University, M.S.	
Neil Murphy	Administrator for Athletics	Westfield State, B.A.	2013
		Springfield College, M.A.	
David Neill	Mathematics	Bridgewater State College, B.S.	2001
William O'Connell	Health and Wellness & Fine Arts	Bridgewater State College, B.S.	2014
		Bridgewater State College, M. Ed.	
Diana Parker	Science	University of Maine, Orono, B.S.	1992
Brent Pearsall	Health and Wellness & Fine Arts	Salem State College, B.S.	1993
Bethany Phillips	Library/Media	College of Holy Cross, B.A.	2014
		Simmons College, M.L.I.S.	
Pamela Potter	World Language	Duquesne University, B.S.	1996
		Pace University, M.B.A.	
Jeanne Reece	School Behaviorist	U Mass Amherst, B.A.	2013
		U Mass Amherst, M.Ed. & C.A.G.S.	
Laura Richard	Special Education	Slippery Rock University, B. S.	2006
		Cambridge College, M. Ed.	
Wendy Pierce	Aquatics Director	University of Georgia, B.F.A.	2014
Brett Rigazio	Art	St. Michaels College, B.A. / B.S.	2006
Joshua Rodrigues	Instructional Technology & Media Services	Bridgewater State University, B.A.	2012
Martin Russo	English	Fordham University, B.A	1993
		University of Virginia, M.A.	
		Southern Connecticut State University, M.Ed.	

Lucinda Savery	Mathematics	Salem State College, B.S.	2000
		University of Massachusetts, Dartmouth, M.A.T.	
Victoria Schulz	Special Education	University of Rhode Island, B.S.	1993
		Rhode Island College, M.A.	
		Bridgewater State College, C.A.G.S.	
Robin Sherman	Special Education	Bridgewater State University, B.A.	2015
		Bridgewater State University, M.A.	
Elliott Sicard	English	University of Massachusetts, Amherst, B.A.	2012
Janet Simpson	Social Studies	Northeastern University, B.S.	1976
Marcia Simpson	Fine, Applied & Performing Arts	University of Massachusetts, Dartmouth, B.F.A.	1986
Lara Solinsky	School Counselor	Lesley University, M.Ed	2015
		Brandeis University, B.A.	
		Suffolk University, M.S.	
Laurie St. Pierre	Science	Regis College, B.A.	1994
		Lesley University, MEd.	
Anne Wagner	Assistant Principal	St. Lawrence University, B.A.	2012
		Lesley University, M.Ed.	
		Fitchburg State University, C.A.G.S.	
Steven Watson	Biology Teacher	Westfield State University, B.S.	2013
		Fitchburg State University, M. Ed.	
Michael Welch	Social Studies	Stonehill College, B.A.	1999
		Bridgewater State College, M.A.T.	
Angela White	World Languages	Harvard University, A.L.M.	1990
		Bridgewater State College, B.A.	
Lewis White	Mathematics	Northeastern University, B.A.	2014
Kristen Young	Health and Wellness & Fine Arts	Bridgewater State College, B.S.	2005
		Fitchburg State College, M. Ed.	

**Report of the
SANDWICH STEM ACADEMY
365 Quaker Meeting House Road
East Sandwich, MA 02537
508-888-5300**

Director **Gilbert Newton**
Vice Principal **Elizabeth Hebb**
Admin. Assistant **Marilyn Russell**

Name	Department	Education	Began in Sandwich
Ellin Booras	Principal	University of Connecticut, B.A. University of Massachusetts, Amherst, M.Ed. Bridgewater State College, C.A.G.S. Boston College, Ed.D.	1998
Gil Newton	Director	Florida State University, B.S.; M.S.	1981
Elizabeth Hebb	Assistant Principal	Suffolk University, B.A.; Eastern Carolina University, M.Ed., University of North Carolina, Greensboro, E.D.S.	2014
Lauren Wentworth	School Counselor	Providence College, B.A.; University of Massachusetts, Boston, M.Ed.	2014
Jeffrey Carter	Teacher Special Education	Southern University of New York, B.A. New York Institute of Technology M.Ed.	1999
Colleen Clabault	English	St. Lawrence University, B.A. Nova Southeastern University M.S.	1996
James Cote	Teacher Special Education	Lesley University, B.A. Harvard, M.Ed	2004
Arly Davis	Science	University of Connecticut; CCSU , B.S.; M.S.	2009
Jeffrey Duffany	History	Framingham State College, M.A. Bridgewater State University, M.A.T.History	2010
Michele Dunham	Teacher Special Education	Providence College, B.A.	1998
Eric Eldredge	Mathematics	Boston College, B.S.	2014
Amy Ferreira	Science	Tufts University, B.S. American International College, M.Ed.	2014
Maureen Ferris	Teacher Special Education	Bridgewater State University, B.A. Curry College, M. Ed.	2013
Renee Fudala	Science	Humboldt State University, B.S. Goddard College, M.A.	2011
Diana Ganju	Art	University of Michigan, B.A. California State University, M. Ed.	2009
Patricia Graham	Special Education Teacher	Fitchburg State University, B.S. Bridgewater State University, M Ed.	1993
Hyde-McGuire	Science	Western Connecticut State Univ., B.A Suny New Paltz, NY, B.S Fitchburg State Univ., M.A., MS Ed	2015
Jane Kittredge	Social Studies	University of New Hampshire, B.S.	1999
Name	Department	Education	Began in Sandwich
Ginger Lavelle	Engineering	Worcester Polytech Institute, B.S. Fitchburg State University, MS Ed.	2010

Jennie Macdonald	School Nurse	Northeastern Univ. College of Nursing, B.S.N.	2006
Kathleen Mills	Art	Univ. of Massachusetts, Amherst, B.F.A.	2014
Debra Morris	English	Principia College, B.A.	1998
Negron, Michael	Math	Salve Regina, B.S. Suffolk University, MBA	2015
Nelson, Alison	World Language	University of Delaware, B.A.	2006
		University of Massachusetts, Boston, M.Ed.	
Nelson, Jeanne	World Language	Boston College, B.A.	2005
		Universidad de Jaen, M.A.	
Werner Price	Spanish	University of Miami, B.S.; ICADE, M.A.	2001
Josh Rodrigues	Instructional Technology and Media Services	Bridgewater State University, B.A.	2012
Sandra Ryer	Speech and Language	Bridgewater State University, B.A.; M.A.	2000
Karen Sabetta	English	University of New Hampshire, B.A.	1993
		University of Massachusetts, Boston, M. Ed.	
Patricia Schermerhorn	Mathematics	Bridgewater State College, B.A., M. Ed.	1987
Michael Senzapaura	Math	Mass Maritime Academy B.S.	2015
Elizabeth Smith	Social Studies	Wheelock College, B.S.	1998
Peter Trimble	Engineering	University Conn, B.S.	1983
Julie Walsh	French	University of Sherbrooke, B.S.	1999

**Report of the
OAK RIDGE SCHOOL REPORT OF STAFF
December 2015**

**Oak Ridge School
260 Quaker Meetinghouse Road
East Sandwich, MA 02537
508-833-0111**

Principal	Trish Hill
Assistant Principal	Debra Landry
Office Personnel	Judi Fish, Secretary
School Psychologist	Kristen Francis
School Nurse	Nicole Bordelon, R. N.
Custodial Personnel	Angelo Tomasini
Cafeteria Personnel	Nancy Looney, Supervisor

Last	First	Department	College	Degree	Year Began
Alty	Katie	Tch. Gr.4	Bridgewater State	B.S; M. Ed.	2008
Alves	John	Custodian	n/a	n/a	2015
Anderson-Walsh	Heidi	Secretary	Dean Jr.	A.S.	1993
Archambeault	Carol	Tch. Gr.6	U.Conn; Bridgewater State	B.A.; Masters El. Ed.	1999
Auclair	Richard	Custodian	n/a		2008
Bahman	Susan	Tch.Gr.6	Wells College; Cambridge College	B.A.; Masters	1996
Bartlett-Kelly	Ann	Math Intven	Stonehill	B.A.	2002
Bechard	Shannon	Tch.Gr.5	Providence College; Salem State	B.A.; M. Ed.	2010
BEikes	Linda	ESP	Bridgewater	B.A.	2015
Bercume	Marie	Cafeteria	CCCC	Associates	2013
Birmingham	Stephen	Technology	Murray State; U. Illinois; Boston	B.M.E.; M.M.E; D.M.E	2010
Black	Kara	Tch. Gr. 4	U. Mass. Amherst	B.A.; M. Ed.	2008
Blount	Stacey	Tch.Gr.5	Lesley; Cambridge	B.S.; M. Ed.	1992
Bordelon	Nicole	R.N.	SUNY	R.N.	2013
Bovat	Sandy	ESP	U. Mass.		2002
Brady	Clare	Math Coach	Bridgewater; Curry	B.S.; Masters; CAGS	2010
Bronner	Alexis	ESP	Johnson State	B.A.	2014
Brown	Cristine	Tch. CSD	Bridgewater State	M. Spec. Ed.	2012
Cahill	Lisa	OT	Bridgewater state; Oregon State	B.S.; M. Ed.	1994
Caramello	Jessica	Tch.Spec. Ed	Adelphi U.; NY Univ.	B.A.; Masters	2015
Chagnon	Doreen	Tch. Gr. 4	Lesley College	B.A.; M. Ed.	2005
Collins	Ellen	ESP	Aquinas	Assoc.	2004
Cooney	Christine	Tch.Gr.3	U. Mass; Bridgewater State;	B.A.; Post B.; Masters	2010
Cote	Theresa	Tch.Gr.4	Lesley	M. Spec. Ed.	2012
Cowan	Fred	Tch.Gr.6	Colby Sawver; Lesley	Comm.; B. Ed	2011
Custodio	Mark	Custodian	n/a	n/a	2012
Dallaire	Pamela	Tch. Gr. 3	Wagoner C.	B.A. Ed.	1985
Davis	Jessie	Tch.ASD	U Mass; Curry College	B.S; M. Ed.	2012
Davis	Frances	ESP	U of NC	B.S.	2004
Denmat	Cynthia	Tch.Gr.1	Lesley Un.	B.A.; M. Ed.	2009
Desmarais	Amanda	Tch.Gr.6	Central Michigan Univ.	B.S. El. Ed.	2010
Diemer	Jennifer	ESP	Briarwood C.	A.S.	2001
Douglas	James	Custodian	n/a	n/a	2007
Dowick	Joseph	Tch.Soc.Dev	Salve Regina; Boston Univ.	B.S.S.W; M.S.W.	2010
Doyle	Joan	Tch. Gr. 3	Simmons; Bridgewater State	B.A.; M. Ed.	1999
Dunn	Laura	Tch.Gr.3	N.A.S.C.	B.A.	1986

Emerson	Kim	Tch.Gr.3	Univ.NH: Bridgewater State	B.S; M.Ed.	1997
Eustis	Nichole	ESP	Bridgewater State	B.A.	2015
Ferrick	Marian	Math	Bridgewater St	B.S. El. Ed.	1976
Fish	Judith	Secretary	CCCC	A.S.	1980
Francis	Kristen	Psychologist	N. E. Univ., Simmons	B.A.; M.S.; CAGS	2009
Freeman	Constance	Tch.Gr.5	Boston College; Bridgewater;	B.A.; Cert.El.Ed.; Masters	2008
Fulton	Martha	Library	Univ. Oklahoma; Wake Forest	B.A.; Masters	2015
Goebel	Thomas	Tch.Spec.	St.Anselm; Curry College	B.A; M. Ed.	2015
Goins	Erin	Tch. PE	SUNY Cortland	B.S. Ed.	2008
Guerra	Arthur	ESP	Lesley Univ.	B.S.	2015
Green	Ellen	Tch. Gr. 5	Boston State	B. E. Ed.	2002
Haley	Valerie	Tch.Spec.Ed	U. Mass; Bridgewater State	B.A.; M. Ed.	2012
Hammond	Brittani	ESP	CCCC; U Mass; Curry	B.S.; M. El. Ed.	2015
Handrahan	Stephanie	Tch.Gr.4	Westfield State; Lesley	B.A./ M. Ed.	2009
Healy	Benjamin	Music Tch.	Salve Regina University;	B.A.; M.A. Music Ed.,	2011
Hill	Trish	Principal	Simmons College	M.Ed. Leadership	2010
Hood	Molly	Tch. Gr. 3	Providence College; Lesley U.	B.A.; M. El. Ed. Special	2001
Horen	Elise	Tch.Gr.4	U.Mass	B.A.; Masterrs	2015
Hunnewell	Kathryn	Tch. Gr. 4	U MA Amherst; Bridgewater St	B.S.; M. Ed.	1995
Hunt	Yvonne	Tch. Gr. 5	Westfield St	B.S. & B.A.;; Psy/M. Ed.	2001
Husson	Laura	Tech. ESP	UNH	B.S.	2004
Jacobson	Kristin	Tch.Spec.Ed.	Lesley U.; Pt.Loma Nazarene	B.S.; M.A. Ed.	2013
Jaroszuk	Karen	ESP	Saint Michaels; Bridgewater State	Psych.; ECE Cert.	2015
Jones	Alison	ESP	Fairfield Univ.	B.A. Economics	2006
Kanis	Mersh	Tch.Gr.6	Cambridge College; U Mass	B.A.; M. Ed.	2003
Kelsey	Christine	ESP	Univ. Maine	B.A.	2012
Kent	Lisa	ESP	Bay Path	Ass. ECE	2012
Kerr	Jon	Tch.Gr.5	Springfield State	B.S.	1989
Landry	Debra	Asst. Princ.	Keene State; Salem State	M.; Ms. Admin	1988
Lemay	Catherine	Tch. Spec Ed	SUNY; Lesley	B.S.; M. Ed.	1989
Lima	Kathy	ESP	U. Mass	B.S.	1978
Logan	Jocelyn	ESP	Bridgewater State	B.S.	2015
Lombardi	Krista	Tch.Gr.5	Rutgers	B.A.; Masters	2015
Looney	Nancy	Cafeteria	n/a	n/a	2003
Lopes	Elizabeth	R..N.	U Mass	B.S.N.	2009
Lyver	Michele	Tch. Gr. 7	Suffolk U.	B.S. Ed.	2000
MacDonald	Kristin	Tch. 7C;s	Villanova; College of Notre Dame	B.A.; Masters	2007
Mach	Elaine	Speech Tch.	Worcester State	B.S.; M.S.	2012
Maciel	Sue	Tch. Gr.5	Illinois State Univ.	B.S. Ed.	2015
MacPherson	Marian	Tch. Gr. 6	Boston College; Framingham St;	B.A.; M. Ed.; C.A.G.S.	1998
Mann	Peter	Tch. Art	U. MA Amherst; Brooklyn C.	B.F.A.; M. Ed.	1997
Manning	Lynn	O.T.	U. Mass; Mount IDA	B.S.;; A. S.	2010
Mantenfel	Ellen	Literacy	Northeastern ; Case Western ;	B.S. Ed.; Speech Path.;	1989
Mark	Arleen	ESP	Northern Essex Comm. Collge	Assoc.	2009
McElaney	Lorna	Tch.Spec.	Texas Women's Univ.	B.S	2014
Mello	Kimberly	Tch.Gr.4	Rivier Univ.	B.Elem Ed. Special Ed.	2014
Montgomery	Todd	Soc.Wrkr	Univ. of Phoenix	B.S.	2015
Morris	Amanda	ESP	Emerson College	B.A.	2011
Mulligan	Annette	ESP	Cooper Academy	A.S.	2013
Murphy	Timothy	Tch.PE	Ohio State	B.S.	2014
Negron	Sacha	ESP	Ohio Westegan Univ.	B.F.A.	2013
Neill	Amanda	ESP	CCCC	Assoc.	2012
Neske	Christine	Tch.Gr.4	Westfield State; Lesley	B.A.; Masters	2009
Norton	Catherine	Cafeteria	n/a	n/a	2015
Novero	Elena	Tch. PE	Northeastern	B.S.	1991
Oliveira	Camila	Ell Tch.	UFMG	B.A.	2012
Orbach	Debbie	OT	Boston U.; U. of S. California	B.A.; Cert in OT	2009
Palie	Erin	Tch. Spec.	Mt. Ida; Fitchburg State	B.A.; M. Ed.	2009
Palombo	Terri	Tch. Tech.	Boston College	B.A.	2013
Paltrineri	Linda	Tch.Gr.5	Univ. VT; Bridgewater State	B.S.; M.S.	1987
Papapietro	Julie	Cafeteria	Erie Community College	Assoc.	2014
Pearsall	Linda	Tch. Gr. 3	Plymouth St.	B.S.	1988
Perry	Carolyn	Secretary	Aquinas Jr. College	Assoc.	1981
Pillarella	Lani	Title I Math	Bridgewater State; Univ. Louisiana	B.S.; Masters	2014

Powers	Ann	ESP	n/a		2002
Powers	Elizabeth	Tch.Gr.4	Boston College; Cambridge College	E.S.; Masters	1986
Pratt	Maura	Cafeteria	Xavier University	BA Sociology	2014
Ramsey	Kelly	Tch. Spec.	Springfield; Bridgewater;	B.A.; Post Bach.; M. Ed.	2015
Rezendes	Steven	ESP	U.Mass	B.S.	2015
Rider	Cheryl	Tch.Gr.3	Elms College	B.A.	1996
RigordaEva	Kathy	Literacy	Stonehill; Lesley	B.A.; M.A.	1988
Riley	Heather	Behaviorist	Union College; Univ. Hawaii	B.S.; Ph. D.	2009
Santoni	Julie	Tch. Gr 6	Fitchburg State	B.A.	1993
Schaefer-Catten	Rea	Tch. Gr. 5	Orange Coast ; Butler U.; Lesley C.	A.A.; B. S. Sec. Ed.; M. Ed.	1992
Schofield	Catherine	Tch. Gr. 5	UNH at Keene	B.S. El. Ed.	1997
Shastany	Kerry	ESP	Becker Jr. College	A.S.	2003
Skirvan	Christine	Tch. Gr.5	Saint Joseph College; Lesley	Bachelors; Masters	2001
Slagle	Karen	Tch.Gr.3	Simmons College; Central Missouri	B.S.; Masters	1997
Smith	Carly	Technology	Bridgewater State; Wheelock	B. A.; M. Science	2010
Stallings	Kathleen	Tch.Gr.^	Univ. of Minnesota	B.A. Elem. Ed.	1996
Stanton	Debra	Tch.Gr.6	Salem State	B.S.; M. Ed.	2005
Sullivan	Cara	ESP	Central Washington Univ.	B.A. Ed.	
Tobia	Elizabeth	Tch.Gr.5	Kutztown Univ.; Cambridge	B.S. Ed.; M. School Admin.	1986
Tomasini	Angelo	Custodian	n/a	n/a	
Van Etta	Dan	ESP	Bridgewater State	B.S.	2015
Varney	Cheryle	Nurse	Curry C.	B.S.N.	1994
Williams	John	Tch. Inst.	College Misericordia; U. Mass	B.M.; M. Ed.	2000
Williams	Melissa	Tch. Spec.	Curry College; Endicott College	B.A.; M. Ed.	2009
Woodard	Elizabeth	Tch. Speech	Univ. of Vermont; George	B.A.; M. S.	2015

**Report of the
FORESTDALE SCHOOL
151 Route 130
Forestdale, MA 02644
508-477-6600**

Principal: Marc J. Smith

Assistant Principal: Chris S. Dintino

Office Personnel: Christine Flannigan, Secretary
Maureen Jackson, Secretary

School Psychologist: Kristen Francis

School Nurse: Beth Recker, R.N.
Jen Blackington, R.N.

Custodial Personnel: Sean Fortin
Troy Jones
Harald Lowry
James Petit
Nicholas Weekes

Forestdale Faculty

Name	Department	Education	Began
Amy Abbott	SpED Teacher	Bridgewater St. College, B.A, Elem Ed and M Ed.	2008
Kim Aiello	ESP	State University of NY at Oswego, B.A.	1996
Kate Aldrich	Grade 1 Teacher	Northeastern University, B.S., Lesley University M. Ed.	2002
Tricia Allietta	PreK Teacher	Boston College, B.A, UCONN M.A.	1992
Carol Archambeault	Grade 6 Teacher	UCONN, B.A., Bridgewater State College M Ed. Ithaca College, B.S, Fitchburg St. Univ., M.Ed., Salem St. Univ., C.A.G.S.	1999
Dan Atwell	SpED, Grade 6		2014
Susan Bahman	Grade 6 Teacher	Wells College, B.A.; Cambridge College M. Ed.	1996
Dianna Barbosa	Social Worker	UMASS, B.A., Boston College, M.S.W.	2011
Linda Beikes	ESP	Bridgewater State College, B.A.	2005
Steve Birmingham	.6 Band/Tech ESP	Murray State University, B.A., University of Illinois, M Ed.	2011
Jennifer Blackington	School Nurse	Bridgewater State College, B.S. R.N.	2010
Danielle Brault	ESP	Lesley University, M. Ed. Elem. Ed and SpED	2013
Cristine Brown	SpED Teacher	Bridgewater State University, B.S., M.Ed.	2012
Suzanne Budzynkiewicz	Reading Recovery	Kean University, B.S. Bridgewater State College, B.S., Oregon State University, M. Ed.	1989
Lisa Cahill	A.P.E. Teacher		1994
Bethany Cardinal	ESP	Framingham State College, B.A.	1996
Lisa Carter	Kindergarten Teacher	Bridgewater State College, B.S., M. Elem Ed. Salem State University, B.S.W, Bridgewater State University, M. Ed.	1995
Brandy Clifford	Math Coach		2001
Connie Codner	Grade 6 Teacher	Central Connecticut State University, B.S., M. S.	1996
Ellen Collins	ESP	Aquinas Junior College, A.S.	2004
Erin Coughlin-Crowley	Grade 2 Teacher	Bridgewater State College, B.S., Cambridge College, M. Ed.	1986
Julie Crosby	Grade 1 Teacher	Lesley College, B.S., Cambridge College, M.Ed.	2001
Susan Curran	ESP	State University of New York at Fredonia, NY	1995
Theresa Delano	Grade 1 Teacher	Wheelock College, B. S., M Ed.	1984

Lynn Demanche	ESP	University of CT B.A., Bridgewater State College MEd. Bridgewater State, B.S., American International University, M Ed	2013
Chris Dintino	Asst. Principal		1993
Amanda DiGiacomo	Tech ESP	Providence College, B.A.	2015
Julie Durmis	Library Teacher	Stonehill College, B.S., Cambridge College M.Ed.	2013
Kerri Duvall	ESP	University of Massachusetts Boston, B.S. Bridgewater St. College, B.S. Elem Ed, Bridgewater St. College, M Ed.	2015
Donna Eident	Literacy Coach		2008
Patricia Eldredge	P.E. Teacher	Austin Peay State University, B.S., Ball State University M.A.	1996
Mary Elliott	Kindergarten Teacher	Bridgewater State College, B.S.	2001
Patty Ellis	Spinnaker Teacher	UConn, B.A, M.A. 6th year Certificate Endicott BCBA University of New Hampshire, B.S., Bridgewater State Univ., M Ed.	2009
Kim Emerson	Grade 3 Teacher		1997
Christine Flannigan	Admin. Asst.	California State University, Long Beach, B.S.	2000
Carol Flynn	Kdg. Teacher	Bridgewater State College, B.S. Simmons College, B.A., Northeastern Univeristy, M.S., C.A.G.S.	2013
Kristen Francis	Pyschologist		2004
Jacqueline Franco	ESP	Eastern Nazarene College, A.A.	2015
Connie Freeman	Grade 5 Teacher	Boston College, B.S., M.A., Lesley University, M Ed.	2008
Kerry Gendreau	ESP	Marywood College, B.S.	2013
Michelle Gill	Grade 2 Teacher	Salve Regina University, BA	1987
Lynn Gruen	Speech/Language	MS Indiana University of PA	1992
Amy Hagopian	ESP	Wheaton College, B.A., Curry College, M.Ed	2014
Val Haley	SpED Teacher	UMASS Boston, B.A., Bridgewater State Univ. M.Ed.	2012
Liz Hampton	Speech/Language	MS Northern Arizona University Westfield State College, B.S. Elem Ed, Lesley University M Ed.	2013
Stephanie Handrahan	Grade 4 Teacher		2009
Diane Harold	Librarian	Nichols College, B.S.	2014
Maureen Harrington	ESP		1986
Kelly Hart	Math Inv. Teacher	UMASS Boston, B.S., Bridgewater State Univ., M Ed.	2007
Beth Hickson	PreK Teacher	Bridgewater State, B.S., Fitchburg State, M.Ed Sp.Ed	2008
Cristin Hilliard	ESP	University of Connecticut, B.A.	2015
Chrissi Howell	Grade 2 Teacher	Wheelock College. B.S., Rhode Island College, M.Ed.	2007
Susan Iadonisi	Grade 2 Teacher	Trinity College, B.S., Cambridge College, M Ed.	1992
Maureen Jackson	Admin. Asst.	Cape Cod Community College, A.A.	1994
Kathy Jacobsen	Grade 1 Teacher	Boston College, B.A., Tufts University, M. Ed. St. Michael's College, B.A., Bridgewater State University, Post-Bac	1987
Karen Jarozyuk	ESP		2013
Alison Jones	ESP	Fairfield University, B.A.	2006
Sally Jordan	ESP	Springfield College, B.S.	2006
Merish Lubel Kanis	SPED Teacher	Cambridge College, B.A., UMASS Boston, M. Ed Fitchburg State College, B.S. in Elementary Ed. B.S. in Special Education	2003
Susan Kelliher	Prek Teacher		1999
Kathleen Kelly	ESP	Springfield College, BA; Lesley University, M. Ed Stonehill College, B.A., American International College M. Ed.	2015
Roisin Kelly	Grade 1 Teacher		2012
Merrill Kennison	Grade 2 Teacher	Bridgewater State College, B.A., Lesley University M Ed. Bridgewater St. College, B.S. Elem Ed, Worcester St. College, M. Ed.	1987
Susan Kern	Rdg Recovery Teacher		2008
Mary Keyes	Occupational Therapist	Springfield College, B.S., Columbia University, M.S. O.T.	2010
Donna Kozak	ESP		1991
Christine Kuchar	ESP	UMASS Lowell, B.S.; SNHU, MBA	2011
Maryanne Lally	Reading Recovery	B.S. Bridgewater State College, M.S. Boston University	1999
Patricia Leary	Literacy Coach	SUNY Geneseo, BS, SUC Buffalo, M.Ed , Univ New England CAGS	1993

Stephanie Leeman	Grade 1 Teacher	College of Charleston, B.S., Curry College M. Ed.	2014
Jenny Linkkila	Rdg Recovery Teacher	Stonehill College, B.A., North Carolina State University M. Ed.	1999
Wayne MacDonald	P.E. Teacher	Bridgewater State University, B.A.	2014
Lauren Machnik	Reading Recvoery	Quinnipiac University B.A. Salem State University M.Ed	2006
Shauna Maki	Kdg. Teacher	Reading	2008
Lynn Manning	O.T.	Lesley University	2011
Arleen Mark	ESP	UMASS, Dartmouth, B.S.	2009
Stephanie Maseda	Grade 2 Teacher	Northern Essex College, A.A.	2000
Missy Mays	ESP	UMASS, Dartmouth, B.S., Cambridge College M. Ed.	2012
Kathryn McAdams	Grade 2 Teacher	Valencia College, A.A.	1999
Kevin McGurk	ESP	UMASS Dartmouth B.A., Framingham State M. Ed	2010
Kim Mello	Grade 4 Teacher	Univ. of New Haven B.S.	2014
Kelly Mish	Speech/Language	Rivier College, B.A.	2013
Elise Montgomery	Art Teacher	Stonehill College, B.A., University of South Florida, M.S.	1998
Lynne Morgan	Grade 1 Teacher	Tufts University, B. S.	1996
Courtney Moylan	ESP	B.S. Emmanuel College, M.Ed. Curry College	2014
Annette Mulligan	ESP	Framingham State University, B.S.	2013
Sarah Murray	Math Inv. Teacher	Cooper Academy of Court Reporting, A.S., Palm Beach C.C., A.S.	1999
Amanda Neill	ESP	Suffolk University, B.S., Wheelock College, M Ed.	2011
Christine Neske	Grade 4 Teacher	Cape Cod Community College, A.A.	2009
Betsy Nordman	ESP	Westfield State College, B.S. Elem Ed; Lesley University M. Ed.	2009
Camila Oliveira	ELE Coordinator	NASC, B.S. ECH; Simmons College, M. Ed.	2012
Linda Paltrineri	Grade 5 Teacher	UFMG , B.A. ESL	1987
Suzanne Perdigao	Kindergarten Teacher	University of Vermont, B.S., Bridgewater State College, M Ed.	1993
Cathy Petipas	Grade 1 Teacher	Bridgewater State University, B.S.	2002
Kim Peverly	ESP	Eastern Nazarene College, B. S	2014
Lynne Phinney	Kdg. Teacher	Daytona State College	2010
Susan Pike	Grade 1 Teacher	University of New Hampshire, B.S., B.A., Wheelock college M. Ed	1997
Elizabeth Powers	Grade 4 Teacher	Rhode Island College, B.S.,	1986
Michelle Quinn	Grade 1 Teacher	Boston College, B.S., Cambridge College, M. Ed.	1998
Beth Recker	Nurse	Wheelock College, B. S.	2000
Amy Reiber	Grade 2 Teacher	SUNY New York at Cortland, B.S. Tompkins/Cortland Comm. College R.N.	2014
Cheryl Rider	Grade 3 Teacher	Central Michigan University B.S. Bridgewater State College M.Ed.	1996
Heather Riley	Behaviorist	Elms College, B.A.	2009
Ashley Saadeh	ESP	Union College, B.A., University of Hawai'i, M.S., Ph.D.	2015
Jessica Sabin	ESP	University of Massachusetts, Dartmouth B.S	2015
Julie Santoni	Grade 6 Teacher	Cape cod Community College AA	1994
Sue Sarafin	Speech/Language	Fitchburg State College, B.S., M Ed.	2009
Joanne Saunders	Grade 2 Teacher	University of Rhode Island, B.S.	2009
Josie Scott	Technology Teacher	Babson College, B.S, Lesley University. M.Ed, Endicott College, M.Ed.	2015
Sydney Shaw	ESP	Framingham State University, M. Ed, Bridgewater State B.S	2010
Ann Shea	Grade 5 Teacher	Cape Cod Community College AA	1993
Madeleine Sicard	ESP	UMASS Amherst, B.A.	2015
Nancy Sicard	Reading Recovery	Wheelock College, BA	2002
Penny Simpkins	ESP	UMASS Amherst, B.A., Framingham State University, M.Ed	2004
Christine Skirvan	Grade 3 Teacher	Dean Jr. College , E.E.C Preschool Cert.	2001
Karen Slagle	Grade 3 Teacher	St. Joseph College, B.S., Lesley University, MS	1997
		Central Missouri State University, B.S., Simmons College, M.Ed	

Janet Smilie	ESP	Framingham State University, B.S.	2013
Joan Smith	SPED Teacher	Bridgewater State College, B.S., M Ed Stonehill College, B.A., UMASS, M. Ed, Bridgewater St. Univ. C.A.G.S.	1994
Marc Smith	Principal		2013
Andrew Staker	Tech. Integration Spec.	University of Hartford, B.A., New York University, M.S. UMAINE, Farmington, B.S.; Bridgewater State College, M Ed.	2014
Karen Stapleton	Grade 5 Teacher	St. Michael's College, B. A., American International College, M Ed.	1983
Jen Strano	CSD Teacher		2015
Nancy Sullivan	Kdg. Teacher	Framingham State University B.S. early childhood	2006
Kimberly Sylvia	ESP		2015
Abby Tarantino	SpED Teacher	Arizona State University, B.A.	2015
Katie Tierney	ESP	Bridgewater State College, B.S.	2014
Karen Tofteroo	Music Teacher	Westfield State College, B.A.	2001
Kristin Tompkins	Grad 2 Teacher	Assumption College, B.A., Framingham State, M Ed. Springfield College, B.S., Bridgewater State College, P.B.T.C., M.S.	2003
Pam Tremarche	P.E. Teacher		1988
Mary Van Cleef	Kdg. Teacher	Framingham State College B.S. ECC	1997
Lauren Vena	Kindergarten Teacher	University of Arizona, B.S., Lesley College M.Ed.	2011
Joy Walsh	ESP	Curry College A.A.	2014
Amie Webb	K-ESP	Dean College, A.S., Child Studies SUNY @ Plattsburg BA Elem Ed, SUNY @ Cobleskill AA Elem Ed	2015
Barb Weber	ESP		2003
Lori Weiner	SpED Teacher	Bloomsburg University, B.S, Lesley College M.Ed.	2009
Kim White	Grade 1 Teacher	Westfield State College, BSED College of the Holy Cross B.A., Boston College M.Ed ECE, M.Ed SPED	2007
Karin Wilkins	Kdg. Teacher		2012
Melissa Williamson	Spinnaker Teacher	Curry College, B.A., Endicott College, M.Ed Sp.Ed	2010

Class of 2015 Scholarship Awards

Shelley Anne Alden	Michael Alexander Fulton
American Legion Auxiliary Local 188	Paul Curtis Ewer, Jr.**
American Legion Post 188 Clifford Collins	Sarah Margaret Gaffney
Richard E. Pierce, Jr. Memorial	Richard E. Pierce, Jr. Memorial
Scholarship**	Scholarship**
Shawme Fish and Game Club	Alexandria Marjorie Glynn
Sons of the American Legion	Jeff Hayes Memorial**
Genieva Catherine Antis-Aboltin	Katelyn Elizabeth Govoni
Whitson's Food Service Cooperation**	American Legion Post 188 Clifford Collins
Meghan MacKenzie Baker	Sons of the American Legion
Sandwich Fire Fighters	Patrick Ryan Griffin
Rebecca Marie Bassick	Mary Crocker Baker**
Ellen Nye Holway Scholarship**	Christopher Michael Hamilton Jr.
Gina Frances Boccuzzi	Donald Ashley Memorial
Timothy Colombo Memorial**	Jacob Christopher Healy
Nicole Ruth Brackett	Anne and Sarah Chamberlain**
Elizabeth T. Vanbuskirk	Cedar Kai Hickey
Harold Magnusson**	Sandwich Academy
Holly Hog Charitable Foundation**	Sarah Bradley**
Sarah Elizabeth Briggs	Alison Victoria Hir
Whitson's Food Service Cooperation**	PTSA
Alison Rose Bryant	Katherine Rose Hurley
American Legion Post 188 Clifford Collins	Kiwanis International
John and Ruth Tyback Memorial**	Richard E. Pierce, Jr. Memorial
John Gouveia Cahill	Scholarship**
Sandwich Education Association	Heather Anne Huska
Spencer Thomas Cleary	American Legion Auxiliary Local 188
Alvah B. Holway**	David Brazil Memorial
David B. Laffoon**	Sandwich Citizens Police Academy Alumni
Wayne H. Gilmore**	Sandwich Fire Fighters
Matthew Christian Dahl	Sandwich Police Department
Captain Gerald F. DeConto**	Sons of the American Legion
Emma Rose Dempsey	Christopher Francis Jones
Sandwich Fire Fighters	Sandwich Police Department
Alexander David Denmark	Caroline Muir Keil
American Legion Auxiliary Local 188	Sandwich Administrators**
American Legion Post 188 Clifford Collins	Rachel Marie Lake
Kiwanis International	George S. Wing**
Sandwich Women's Club	Shawme Fish and Game Club
The Grace Swift Nye and Alfred Gibbs Nye	Wayne H. Gilmore**
Scholarship	Victoria Marie Leonard
Katelyn Marie Dyer	Eva G. Strain**
Jen Geertz Memorial/Knights Theater	Abigail Eleanor LeVangie
Company	Dr. Sylvester McGinn**
Taylor Christine Eccleston	Sandwich Fire Fighters
Sandwich High School Association**	Sandwich Police Department
Sophia Frances Felcetti	Maggie Elizabeth LeVangie
# 12 Award**	Class of 2000**
Whitson's Food Service Cooperation**	Sandwich Fire Fighters
Michelle Lee Fernald	Sandwich Police Department
AFL/CIO Memorial	Matthew David Long
Kelley Marie Fitzgerald	American Legion Auxiliary Local 188
Sandwich Education Association	Angela Marie Lorino
	Holly Hog Charitable Foundation**

Orna Maeve Lynch
 Kiwanis International
 Richard J. Connor/Friends of the Sandwich
 Public Library

Emily Rose MacDonald
 Kiwanis International
 Richard E. Pierce, Jr. Memorial

Scholarship**
 Sandwich Democratic Town
 Committee/Betsy Lehrer Scholarship
 Sandwich Education Association
 Sandwich High School Association**
 Sandwich Women's Club
 The Grace Swift Nye and Alfred Gibbs Nye
 Scholarship

Alexander James Maiato
 David Brazil Memorial

Connor Vincent Mangelson
 American Legion Auxiliary Local 188

Nicole Marie Martin
 Massachusetts Lobstermen's Association
 Richard E. Pierce, Jr. Memorial

Scholarship**
 Kylie Helena McCartney
 PTSA
 Sandwich Fire Fighters

Shaun Patrick McCoy
 Harold Magnusson**
 Sandwich Fire Fighters

Tyler Paul McMahon
 Richard E. Pierce, Jr. Memorial

Scholarship**
 Sandwich High School Association**

Joanna Ruth O'Gorman
 Bonbright Family Foundation/Sandwich

Band Boosters
 Sandwich Education Association

Rachel Mary Perras
 Don Long Memorial**
 Mary Celata Scholarship**

Victoria Ann Petipas
 HUB International New England**

Kelsey Marie Pozerski
 Cape and Islands School Counselor
 Association
 Winthrop T. Trenholm Memorial**

Megan Bridget Reardon
 UMASS Amherst Alumni Association

Lydia Claire Rose
 Eugene S. Clarke Jr.**

Katelyn Grace Ross
 Cape Cod Chamber of Commerce**

Hannah Lee Salamone
 John F. Clayton**

Hope Lee Salamone
 Henry L. and Mary E. Hall**

Riley Norcross Sorenson
 Sandwich Fire Fighters
 Sandwich High School Association**
 Sandwich Police Department

Philecia Morgan Strauss
 Sandwich Police Department

Angie Tellez
 Hannah S. Belcher**
 Heather Kull

Patrick Allen Tierney
 # 12 Award**

Rabbia Waheed
 CC Five Cent's Savings Bank (laptop)**
 Sandwich Police Department

Emily Rose Walker
 Bunny DiPietro Memorial Shawme Fish and
 Game Club
 PTSA
 Sandwich Republican Town Committee

Annabelle Leigh White
 David W. Allen Memorial**

Kelsey Marie White
 Sandwich Democratic Town Committee
 Sandwich Lions Club



*We welcome our families
and friends to graduation.*

*Sandwich High School
Class of 2015*

*Captain Gerald F. DeConto, USN Veterans
Memorial Stadium
11:00 a.m.*

Commencement - 11:00 a.m. ~ Saturday, June 6, 2015

- **Processional* “*Pomp and Circumstance*” (Elgar)
Directed by Mr. John Williams
- **Pledge of Allegiance*..... Kylie Condosta
- **National Anthem* *Sandwich Soul and Sandwich Singers*
Directed by Ms. Melinda Lasit
- Salutatorian*..... Katherine Dunham
- Greetings*..... Dr. C. Richard Canfield, Superintendent of Schools
- Farewell to SHS* Caroline Murphy
- Recognition of Class Advisers and
Presentation of Yearbook*..... Tara McElhinney
- Valedictorian*..... Alexander Denmark
- Class Gift* Lily Barter
- “*Time of Our Lives*” (Tim Myers & Tyrone Wells)
Sandwich Soul and Sandwich Singers
.. Directed by Ms. Melinda Lasit
- Presentation of Diplomas*..... Dr. Ellin Booras, Principal
Ms. Andrea Killion, Chair, Sandwich School Committee
Mr. Owen Hill,, Assistant Principal
Ms. Anne Wagner, Assistant Principal
- **Recessional, Nathan Hale Trilogy* (Curnow)
Directed by Mr. John Williams
- * *Please Stand*

CLASS OF 2015

Genieva Catherine Antis-Aboltin
Ikram Ahmad
*Shelley Anne Alden
Peter Edward Amaral
Sarah Ann Archambeault
Jacob Robert Avery
Meghan MacKenzie Baker
Hannah Lee Barrett
*Lily Brewer Barter
Rebecca Marie Bassick
Molly Anna Bedford
Lily Anne Blelkewicz
William Millington Bennett
Alexis Kylie Blais-Anderson
*Gina Frances Boccuzzi
Amy Neola Bolton
Joshua Thomas Booth
Zachary David Boudrow
Noah Raymond Bourdon
Patrick Raymond Bowlin
Nicole Ruth Brackett
Sarah Elizabeth Briggs
*Stefanie Nadine Briggs
*Allison Rose Bryant
Madison-Lee Buckland
John Gouveia Cahill
John Russell Casali
Allen James Chace
Emily Marie Christensen
*Spencer Thomas Cleary
Danielle Coleman
Emma Noel Colombo
*Erin Louise Condon
*Kylie Rae Condosta
Benjamin Timothy Cooney
Brian Eugene Cundiff
*Matthew Christian Dahl
Marissa Renee Danta
Colin James Deal
John Francis DeCoste
Dominic Joseph DeLuca
*Emma Rose Dempsey
*++Alexander David Denmark
*Benjamin Campbell Diefendorf
William Arthur Dimitres
Donald Joseph Donahue
Daniel Patrick Donovan
Patrick Robert Donovan
Joseph Thomas Downes
Joseph David Drifmeyer
*+Katherine Marie Dunham
Katelyn Marie Dyer
*Taylor Christine Eccleston

Dana Lucille Evans
Harrison Isaac Evans
Lydia Grace Evans
*Sophia Frances Felicetti
Michelle Lee Fernald
Kassandra Leigh Finlayson
*Kelley Marie Fitzgerald
Jake Tyler Flaherty
Jordan Daniel Foster
Jennifer Fuhrman
Michael Alexander Fulton
Sarah Margaret Gaffney
*Julia Bourget Gagnon
Lucas Paul Gagnon
Stephen Robert Galanis
Delaney Ann Gill
Hayley Glidden
Alexandria Marjorie Glynn
*Marcelle Elizabeth Goldberg
Jacob Andrew Golden
Zachary Connors Gorrasi
Alexander Henry Govoni
*Katelyn Elizabeth Govoni
Megan Hoyt Greenhalgh
John Clifford Griffin
Patrick Ryan Griffin
Brett Thomas Grosso
Mackenzie Jane Hagist
Christopher Michael Hamilton Jr.
Sophia Grace Hannah
Brooke Tylor Hanson
Logan Taylor Haygood
Jacob Christopher Healy
James Richard Hemingway
William Tucker Herndon
Alicia Marie Heyer
Cedar Kai Hickey
*Allison Victoria Hir
Brittany Ann Hogan
Carly Ann Hokanson
Lane Gregory Horton
April Sunshine Hughes
*Katherine Rose Hurley
Heather Anne Huska
Kyle Richard Jacob
Ryan Grant Jamilowski
Christopher Francis Jones
Brady Charles Joseph
Madison Anne Kais
Shannon Katharine Kane
Haley Anne Kardon
Kathryn Alyssa Karolczak
Kenneth Theodore Kaufmann
Dylan Neal Kay
*Caroline Muir Keil

Sebastian Igoievich
Khoroshev
Cullen James Kilduff
Olivia Zhen Klinck
Matthew Bradford Ladner
Rachel Marie Lake
Anthony Faggiano
Lambros
Dante Pomarico Lambros
*Jessica Margaret Langley
Kendra Jean Lansing
Victoria Marie Leonard
*Abigail Eleanor LeVangie
Maggie Elizabeth LeVangie
Matthew David Long
Angela Marie Lorino
*Katherine Elizabeth Lowry
*Orna Maeve Lynch
*Colleen Mary Macdonald
*Emily Rose MacDonald
Alexander James Maiato
Bailey Lynn Maiato
Connor Vincent Mangelson
Nicole Marie Martin
Daniel Michael McAuliffe
Sean Richard McBain
*Kylie Helena McCartney
*Shaun Patrick McCoy
*Tara Michelle McElhinney
*Elizabeth Margaret McEntee
*Catherine Rose McKenna
*Tyler Paul McMahan
Braddon Joseph Miele
Charles Matthew Miller
Timothy Ryan Milliken
Adam Michael Monast
Justin Evan Morrison Jr.
Shannon Brooke Mosher
Brian Henry Murphy
Caroline Olivia Murphy
Laura Marie Murphy
Matthew Stephen Murphy
*Sabrina Grace Nelson
Alisson Marie Nolan
Katelyn Caroline Noyes
Henry Francis O'Brien IV
Cole Harrison O'Brien
*Joanna Ruth Jochebed O'Gorman
Madison Carolyn Oakley
Jacob Erik Olsen
Alexandra Wei Pace
*Allison Elizabeth Pannoni
Rachel Marie Pentoney

*Rachel Mary Perras
Thomas Maxwell Perron
Daniel Michael Perry
Matthew Charles Peterson
Victoria Ann Petipas
John Charles Petty III
*Casey Elizabeth Powell
Kelsey Marie Pozerski
*Megan Bridget Reardon
Scott Reels Jr.
Olivia May Reilly
Lydia Claire Rose
Katelyn Grace Ross
Preston Scott Rowe Jr.
Hannah Lee Salamone
Hope Lee Salamone
Jack Warren Salters
Keelan Damon Santos
Lilli Elizabeth Santos
Genevieve Marie Santry
Jesse Ryan Satkevich
Jamie Lauren Smith
*Riley Norcross Sorenson
Zachary David Souza
Samantha Rae Spink
William Augustus Stergis
Phileicia Morgan Strauss
Christopher Matthew Sullivan
Patrick Richard Sullivan
*Grace Gregorio Tanguilig
Morgan Taylor
Angie Te'ilez
Andrew DelForno Thomas
*Patrick Allen Tierney
Raymond George Tourville
Nathan Anthony Trottier
Steven Francis Tully
*Gabriella Leigh Uribazo
*Rabbia Waheed
*Emily Rose Walker
*Katherine Elizabeth West
*Annabelle Leigh White
*Kelsey Marie White
Tyler Edward White
Ann Marie Wilson
*Christopher Burke Wilson
Shelly Alicia Wolfe
Gregory That Zaw

++ **Valedictorian**
+ **Salutatorian**
* **National Honor Society**

CLASS OF 2015 ACCEPTING COLLEGES

American University	Gordon College	Quinnipiac University
Anna Maria College	Goucher College	Rensselaer Polytechnic Institute
Arizona State University	Hamline University	Rhode Island School of Design
Assumption College	Hampshire College	Roanoke College
Auburn University	High Point University	Rochester Institute of Technology
Babson College	Hofstra University	Roger Williams University
Bay State College	Ithaca College	Rutgers University
Becker College	James Madison University	Sacred Heart University
Belmont University	Johnson & Wales University	Saint Anselm College
Bentley University	Keene State College	Saint Leo University
Boston Baptist College	Lasell College	Saint Louis University
Boston College	Lesley University	Saint Michael's College
Boston University	Liberty University	Salem State University
Brenau University	Lipscomb University	Salve Regina University
Bridgewater State University	Loomis Chaffee	San Diego State University
Brown University	Louisiana State University	School of the Museum of Fine Arts
Bryant University	Loyola University	School of Visual Arts
Butler University	Lynchburg College	Seattle University
California Lutheran University	Macalester College	Seton Hall University
Campbell University	Maine College of Art	Simmons College
Cape Cod Community College	Marist College	Skidmore College
Catholic University of America	Marquette University	Smith College
Chapman University	Marymount University	Southern Methodist University
Clark University	Massachusetts College of Art and Design	Southern New Hampshire University
Clemson University	Massachusetts College of Liberal Arts	Springfield College
Coastal Carolina University	Massachusetts College of Pharmacy & Health Sciences	Stonehill College
Coker College	Massachusetts Institute of Technology	Suffolk University
Colby College	Massachusetts Maritime Academy	Syracuse University
Colby-Sawyer College	Massasoit Community College	Trinity College
College of Charleston	Mercer University	Tufts University
Colorado State University	Mercyhurst University	Tulane University
Curry College	Merrimack College	University of Alabama
Daniel Webster College	Methodist University	University of California
Dean College	Metropolitan State University-Denver	University of Colorado
Drexel University	Michigan State University	University of Connecticut
East Carolina University	Middlebury College	University of Delaware
Eckerd College	Mount Ida College	University of Georgia
Elon University	National University of Ireland, Maynooth	University of Hartford
Embry-Riddle Aeronautical University	New England College	University of Hawaii
Emerson College	Nichols College	University of Maine
Emmanuel College	Northeastern University	University of Maryland
Emory University	Nova Southeastern University	University of Massachusetts, Amherst
Endicott College	Ohio State University	University of Massachusetts, Boston
Fairfield University	Pace University, New York City	University of Massachusetts, Dartmouth
Fashion Institute of Technology	Palm Beach State College	University of Massachusetts, Lowell
Fitchburg State University	Paul Smith College	University of Miami
Flagler College	Pennsylvania State University	University of Nevada
Florida Atlantic University	Plymouth State University	University of New England
Florida Gulf Coast University	Portland State University	University of New Hampshire
Florida State University	Pratt Institute	University of North Carolina
Fordham University	Providence College	University of Portland
Framingham State University	Purdue University	University of Rhode Island
Franciscan University		University of South Carolina
Franklin Pierce University		University of Tampa
George Mason University		University of Tennessee
George Washington University		
Georgia Institute of Technology		

University of Utah
University of Vermont
Vassar College
Villanova University
Wagner College

Washington College
Wentworth Institute of Technology
West Virginia University
Western New England University
Westfield State University

Wheaton College MA
Wheelock College
Williams College
Worcester Polytechnic Institute

Report of the UPPER CAPE COD REGIONAL TECHNICAL SCHOOL

To the citizens of Bourne, Falmouth, Marion, Sandwich, and Wareham:

ELECTED SCHOOL COMMITTEE REPRESENTATIVES:

TOWN OF BOURNE	MARY CROOK JULIE WING
TOWN OF FALMOUTH	THOMAS CORRIVEAU MARK MANCINI
TOWN OF MARION	ELIZABETH MAGAURAN
TOWN OF SANDWICH	MICHAEL DEGAN STEVEN CHALKE, TREASURER
TOWN OF WAREHAM	DOMINIC CAMMARANO ROBERT FICHTENMAYER, CHAIR
SUPERINTENDENT	ROBERT A. DUTCH

Upper Cape Cod Regional Technical School foundation enrollment, as of October 1, 2014 consisted of two hundred eleven (211) students from Bourne, one hundred twenty-eight (128) from Falmouth, thirteen (13) from Marion, one hundred twenty-seven (127) from Sandwich, and two hundred forty-three (243) from Wareham. The school also has a full-time, self-sufficient adult Licensed Practical Nursing program with both day and evening programs available to students. For several years now, the school remains enrolled beyond capacity with a large waiting list. Due to the success of quality career and technical education garnering praise on regional, statewide, and national, fronts, the interest in attending Upper Cape Tech is increasing while the number of school age children is decreasing. Due to our limited number of seats the number of applicants who cannot be afforded the opportunity of a career and technical education continues to be significant.

School spirit has increased dramatically as enrollment has increased. Participation in athletics and extra-curricular activities is at an all time high. The winter sports season brought the first year of a varsity hockey team for Upper Cape Tech after participating in a cooperative team with Mashpee High School for the past several years. Additionally, the girls' lacrosse team participated in their first season as a varsity team after an initial

year as a club team. The school year concluded with Upper Cape Tech students experiencing great success in several trade competitions. Thirteen students competed at the national level of the SkillsUSA competition in Louisville, Kentucky resulting in two gold and one bronze medal for Upper Cape Tech. Additionally, five Horticulture students fared well at the state Future Farmers of America state competition, qualifying them to participate in the national competition which will take place in Louisville in October of 2015, where last year Upper Cape Tech earned a gold in Nursery Landscape.

Upper Cape Tech continues to expand its offerings for adults and other out of school individuals. Adult tuition students, specialized afternoon and evening occupational programs, and summer programs are additional to the 722-pupil school day enrollment. Upper Cape Tech continues to offer valuable cost-effective services to its communities via its day and evening programs. During this fiscal year 1,719 adult students were enrolled in evening courses.

As the fiscal year concluded, several building projects were underway. In an effort to increase classroom availability for the increasing enrollment, construction was completed on an outside building for the Carpentry program. Construction began on a wastewater treatment plant and the Cosmetology shop underwent a complete renovation. Additionally, a STEM (Science, Technology, Engineering, and Mathematics) laboratory was created after the district was awarded a \$99,600 grant through the Massachusetts Life Sciences Center. A portion of that grant funding was also used to purchase portable wireless science lab equipment which allows the students to transmit data to their iPads from remote water and soil testing areas.

Upper Cape Tech staff and students are able to undertake much of the maintenance of the building, along with monitoring the facility's complex ventilation and heating, saving thousands of dollars in outside labor costs. Cost saving measures on the horizon include net metering credits for wind power and the installation of solar canopies on the Upper Cape Tech parking lot.

The Regional School District Committee extends its appreciation to the many advisory boards that assist us in developing and maintaining educational programs, various town and school officials who support our efforts, and school staff members. It is the combined effort of all of these individuals that has enabled the success of the school and its graduates for the benefit of our communities. We look forward to your continued support.

Respectfully submitted,

Robert A. Dutch, Superintendent

Meeting Schedule

This section is subject to change. Please check the Town's Website www.sandwichmass.org to confirm the date, time and location of meetings.

Board of Appeals

2nd & 4th Tues., 7:00 p.m., Human Services Building,
270 Quaker Meetinghouse Road

Board of Assessors

Contact Town Clerk's Office for Meeting Schedule

Community Preservation Committee

1st Mon., 5:00 p.m., 16 Jan Sebastian Dr.

Conservation Commission

1st & 3rd Wed., 7:00 p.m., Human Services Building,
270 Quaker Meetinghouse Road
(except July 6 and Dec. 21th)

Council on Aging – Board of Directors

4th Mon., 3 p.m., Human Services Bldg.
270 Quaker Meetinghouse Road

Friends of the Sandwich Council on Aging

3rd Thurs. ea month at 3 p.m., Human Services Building,
270 Quaker Meetinghouse Road

Friends of Sandwich Public Library

3rd Thurs. 10 a.m., contact Sandwich Public Library for details

Friends of the Sandwich Town Archives

3rd Tues., 1 pm, contact the Sandwich Public Library for details

Finance Committee

Contact Town Hall for Meeting Schedule

Glass Town Cultural District Steering Committee

3rd Wed. 9a.m., Sandwich Public Library

Golf Advisory Committee

2nd Wed. ea month at 6 p.m. at Sandwich Hollows Golf Club

Board of Health

2nd Monday, 7:00 p.m., 16 Jan Sebastian Dr. - As Needed

Historical Commission

1st Wed., 6 pm., Sandwich Public Library
(See Town Clerk's website for details)

Historic District Committee

2nd & 4th Wed., 6:30 pm, Council on Aging Bldg.
270 Quaker Meetinghouse Rd
(except Nov. 23 & Dec. 28 no mtgs due to holidays)

Housing Authority Commission

1st Thurs., 6:00 p.m., 20 Tom's Way

Library Trustees

2nd Tues., 7:00 p.m., Public Library

Personnel Board

Contact Town Hall for Meeting Schedule

Planning Board

1st & 3rd Tues., 7:00 p.m., Human Services Building,
270 Quaker Meetinghouse Road

Recreation Committee

Contact Town Clerk's Office for meeting schedule

School Committee

Regular School Committee Meetings are held at 7:00 p.m. at the Town Hall,
130 Main Street on Wednesday evening twice a month as posted.

Board of Selectmen

Every Other Thurs., 7:00 p.m., Town Hall, 130 Main St.
(Unless Otherwise Posted)

Visitor Services Board

Contact Town Clerk's Office for meeting schedule

Water Quality Review Committee

Contact Board of Health for Meeting Schedule

LOCATION OF TOWN DEPARTMENTS

Town Hall, 130 Main Street

Office of the Board of Selectmen	888-4910
Office of the Town Manager	888-5144
Accounting Office	888-0352
Office of the Treasurer	888-6508
Office of the Human Resources Director	833-8061

Town Hall Annex, 145 Main Street

Office of the Tax Collector	833-8012
Office of the Town Clerk	888 0340
Transfer Station/Beach Sticker Sales	833-8012

Public Library, 142 Main Street

Town Archives	888-0625
---------------	----------

Public Works Dept., 500 Route 130

Cemetery	833-8002
Town Engineer	
Highway	
Parks	
Sanitation/Transfer Station	888-1969
Tree Warden	

Sandwich Marina, Ed Moffit Drive

	833-0808
--	----------

Human Services Building, 270 Quaker Meetinghouse Road

Council on Aging	888-4737
Public Health Nurse	833-8020

Oak Crest Cove, 34 Quaker Meetinghouse Road

Facilities Department	477-9457
Information Technology	833-8069
Recreation Department	888-4361

Town Offices, 16 Jan Sebastian Drive, Industrial Park, Rte. 130

Board of Appeals	833-8001
Board of Health	888-4200
Building Inspector	888-4200
Engineering Department	833-8000
DNR & Conservation	833-8054
Animal Control Division	833-8004
Planning Department	833-8001
Assessing Department	888-0157

Police Department, 117 Rte. 6A, Sandwich

(Non-Emergency)	888-3343
-----------------	----------

Fire Department, 115 Rte. 6A, Sandwich

(Non-Emergency)	888-0525
-----------------	----------

School Superintendent, 33 Water Street

	888-1054
--	----------

Sandwich Hollows Golf Club, Round Hill Rd

	888-3384
--	----------

TOWN WEBSITE: www.sandwichmass.org

TELEPHONE DIRECTORY

EMERGENCY

	911	
Accountant	888-0352	
Animal Control Officer	833-8004	
Archives (located at the Public Library)	888-0625	
Assessors	888-0157	
Barnstable County (Main #)	375-6600	
Barnstable County Reg. Of Deeds	362-7733	
Board of Appeals	833-8001	
Board of Health	888-4200	
Building Inspector	888-4200	
Cable TV (Comcast)	(Toll Free) 800-COMCAST	
	800-266-2278	
Cable TV Studio (SCTV)	888-6800	
Canal Region Chamber of Commerce	759-6000	
Cape Cod Times Newspaper	508-775-1200	
	800-451-7887	
Council on Aging	888-4737	
Engineering Dept.	833-8000	
Facilities Manager	477-9457	
Fire (non-emergency)	888-0525	
Forestdale School-		
Main	477-6600	
Nurse	477-2866	
Gas/Plumbing Inspector	888-4200	
Golf Course (Sandwich Hollows)	888-3384	
Health Agent	888-4200	
High School-	888-4900	
Director of Athletics	ext 5046	
Guidance	ext 5023	
Library	ext 5043	
Nurse	ext 5033	
Historic District	888-4200	
Housing Authority	833-4979	
Hoxie House	888-1173	
Human Resources	833-8061	
Information Technology	833-8069	
Joint Base Cape Cod (Mass. Military Reserv.)	968-4670	
Library	888-0625	
Marina	833-0808	
Municipal Liens	833-8012	
Natural Resources (Conservation)	833-8054	
Oak Ridge School-		
Main	833-0111	
Nurse	833-0988	
Planning Board	833-8001	
Police (non-emergency)	888-3343	
Public Health Nurse	833-8020	
Public Works Department	833-8002	
Cemetery		
Highway		
Parks		
Town Engineer		
Tree Warden		
Transfer Station	888-1969	
Recreation Director	888-4361	
Sandwich Chamber of Commerce	833-9755	
Sandwich Enterprise Newspaper	800-286-7744	
Sandy Neck (4x4 Permits)	362-8300	
Selectmen	888-4910	
Shawme Crowell Forest	888-0351	
Shellfish Inquiries	833-8054	
State Fish Hatchery (MDFW)	888-0008	
Superintendent of Schools – Wing School	888-1054	
Director of Finance & Business Operations	888-1054	
SPED	888-1054 x204	
School for Early Learning	888-8004	
Tax Collector	833-8012	

The Broadsider Newspaper	888-0000
Town Clerk	888-0340
Town Manager	888-5144
Treasurer	888-6508
Upper Cape Cod Regional Technical School	508-759-7711
Veterans' Services	(Toll Free) 888-778-8701
Water District	888-2775
Weights & Measures	1-508-862-4671
Wire Inspector	888-4200

FAX NUMBERS:

Animal Control Officer	833-0018
Assessing	833-8098
Board of Appeals	833-8006
Canal Region Chamber of Commerce	759-6965
Council on Aging	833-9154
Natural Resources (Conservation)	833-0018
DPW	833-8011
Engineering	833-8005
Fire	833-8010
Forestdale School	477-7665
Golf Course (Sandwich Hollows)	833-1689
High School	833-8392
Housing Authority	833-4993
Human Resources	833-8045
Inspections	833-0018
Library	833-1076
Marina	833-8026
Nursing	833-8398
Oak Ridge School	888-0911
Planning & Development	833-8006
Police	888-4163
Recreation	888-5884
School Business Office	833-8023
School for Early Learning	833-9264
Selectmen	833-8045
Superintendent of Schools	888-9505
Tax Collector	888-2497
Town Manager	833-8045
Town Clerk	888-2497
Treasurer	888-8655

TOWN WEBSITE: www.sandwichmass.org

TOWN E-MAIL ADDRESSES: townhall@townofsandwich.net
selectmen@townofsandwich.net

Sandwich Chamber of Commerce Website
www.sandwichchamber.com

Sandwich Visitor Services Board Website
www.sandwichvacation.com