

Town of Randolph



2019 Annual Town Report



Randolph Town Council

Front row, left to right: Natacha Clerger, Jason Adams, Arthur Goldstein and Katrina Huff-Larmond
Back row, left to right: Christos Alexopoulos, Ryan Egan, Jamer F. Burgess, Jr, and William Alexopoulos
Missing from picture is Kenrick Clifton

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2019 MEMORIAM

Paul Maloof, Youth and Recreation

John Nolan, (ret) teacher

Randolph Boothby, (ret) Firefighter

Joseph McDonnell, Police Officer

Anthony Buonopane, Chief of Auxiliary Police

Bill Gould, Athletic Director

Ellen Murphy, Secretary School Department

2019 ELECTED AND APPOINTED TOWN OFFICERS

Town Council

Jason Adams
William Alexopoulos
Christos Alexopoulos
James F. Burgess, Jr.
Natacha Clerger
Kenrick Clifton
Ryan Egan
Arthur Goldstein
Katrina Huff-Larmond

Town Clerk/Registrar

Cheryl Sass, Interim

Board of Assessors

Robert Cole
Emmanuel Mecha
Marcelle Poteau

Chief of Fire Department

Richard Donovan

DPW Superintendent

Keith Nastasia

School Committee

Ida Gordon
Pamela Davis
Cheryl Frazier
Christina Paul
Andrea Nixon
Christos Alexopoulos
Abdi Ibrahim

Building Commissioner

Ronald Lum

Board of Health

Gerard Cody
David Kaplan
Barbara Mahoney
Esther Muhammad
Dov Yoffe
Peggy Montlouis

Board of Appeals

Arnold Rosenthal
Christopher Spears
Kevin O'Connell
Alexander Costa
Sean Fontes

Board of Appeals, alternates

Charles Gordon
Carlotta Hampton
Jose Myrthil
Robert Cornish
Thien Kim Nguyen

Randolph Housing Authority

Ronald Lum
Eudolf Rainford
George Kiley
Judith Belyea
State Appointee Annie St. John Joseph

Town Manager

Brain P. Howard

Town Counsel

Christine M. Griffin

Town Accountant

Janine Smith

Town Collector/ Treasurer

Jean Richard

Chief of Police Department

William Pace

Director of Community Programs

Elizabeth Larosee, Interim

Director of Veterans Services/Veterans Agent

Kevin Cook

Finance Director

Janine Smith

Trustees, Stetson School Fund

Henry M. Cooke IV
Judith Gangel
Sheila Swanick

Town Planner

Michelle Tyler

Planning Board

Rhonda Bevis
Patrick Harrison
Alexandra Alexopoulos
Steven Monteiro

Animal Control Officer / Animal Inspector

Stephen Slavinsky

Inspector of Wires

John Ryan

Inspector of Gas and Plumbing

Robert E. Curran, Jr.
Ronald Ferreira, Asst.

Emergency Management Director

Brian P. Howard, Town Manager

Sealer of Weights and Measures

Donald Smith

Fence Viewers

Ronald Lum

Vacancy

**Field Driver
Vacancy**

Conservation Commission

Pamela Ilobachie
Bobby Young
Brain May
Carl Brown
James Pasman
Mark Mulready

Burial Agent

Gerard Cody
Scott Cartwright, Asst.

Board of Recreation

Jamall Griffin
Raymond Carson
Afrika Afeni Mills
Ronald Jackson
Frank Lamond

Vacancy

Historic District Study Committee

(No expiration date)
Todd Sandler
William Thompson
Donna Costello
Alexandra Alexopoulos
Patrick Harrison
Henry Cooke, IV
Susan Davco

Local Education Fund Committee

Judith Brennan
Madeline Brennan
Alfred Galante
Andrea Nixon
Catherine Grinnell
Lisa Milwood

Vacancy (Supt. Apptee.)

Trustees, Turner Free Library

Kevin M. Reilly
Anne M. Barkhouse
Richard D. Mardin
Scott Cartwright
Sheila Campbell
Kevin Donovan
James F. Burgess, Jr.
Laurie McDermott
Samantha Harvey
Mario Belebe
Jason Adams, Council Rep.
Christos Alexopoulos, Council Rep.

Historical Commission

Henry M. Cooke, IV
Alan Banks
William Thompson
Mary West
Karen Haynes – Clifton
Lynn Feingold
Lallie Falls
Patrick Harrison

Local Cultural Council

Michelle Tyler
Lucy Lum
Marie Connors
Lawan Wiggins-Neal

Council on Aging

Margaret Callahan
Irene Canavan
Cheryl Frazier
Catherine Grant
Peggy Moutlouis
James Sullivan
Sheila Swanwick

Disabilities Commission

Keith Wortzman
Sue Epstein
Donna Costello
Susan Hart
Donald LaLiberte
Sandra Slavet
Kevin Donnelly

Vacancy

Fair Housing Committee

Claire Messina
Arnold Rosenthal
Mary Brown Jones
Cmdr. David W. Avery,
RPD Civil Rights Officer

Community Preservation Committee

Mary West, representing Historical Commission
Marcel Robateau, community member
Gerald Good, Sr., business member
Bruce Fleischman, business member
Jim Pasman – conservation commission
Alexandra Alexopoulos – Planning Board
Ronald Lum, representing Housing Authority
Arthur Goldstein, representing Town Council

Vacancy

REPORT FOR THE TOWN COUNCIL

I am pleased to submit this review of the Town Council's deliberations and action items for 2019.

At the beginning of the year, the Council bid farewell to David Murphy, Randolph's Town Manager of ten years. We deeply thank him for his service to the community and his partnership with the Town Council on innumerable operational and capital projects. We wish him the best on his new endeavors.

The departure of David Murphy left the Council with its greatest responsibility, the hiring of a new Town Manager, effectively the CEO of the Town. The Council retained the Collins Center from UMass Boston to lead the search. After receiving dozens of applications and conducting numerous interviews, the Council hired the interim Town Manager and longtime Town Clerk, Brian Howard, for the permanent role. We thank him for his years of service to the Town and look forward to continue working with him in his new role.

While the hiring of the new Town Manager was the biggest project the Council worked on during the year, we also dealt with the required financial obligations and set a budget to best meet our needs. The end of the year will find myself and Councillor Arthur Goldstein as residents once again. We thank Councillor Goldstein for his dedicated ten years of service on the Council and for his many years previously served on the finance committee. His financial acumen will be missed and we wish him all the best. After 8 years of service on the Council I decided not to seek reelection. Serving my hometown for almost a decade has been the honor of my life to this point and I thank my colleagues and the residents for all we've accomplished in that timeframe.

Respectfully submitted,

Jason Adams

President, Randolph Town Council

REPORT FOR THE TOWN MANAGER

I would like to begin my first Annual Report as Town Manager thanking the Town Council for appointing me to the position. Randolph is a diverse community whose residents are made up of different cultures, ethnicities and races and it is an honor to serve this wonderful town. I would also like to thank former Town Manager, David Murphy, for his decade of service to Randolph. He has been a mentor to me and I wish him well on his future endeavors.

Since becoming Town Manager, there has been challenge, after challenge, after challenge. There was a fire on the roof of Town Hall during our annual “Night Before the Fourth” celebration, caused by a stray firework from a residential display. Luckily, a quick response from the Randolph Fire Department limited damage to the building to mostly smoke and water damage.

Another major challenge was our water system. First, there was a flood at the Randolph/Holbrook Joint Water Treatment Plant. The flood caused significant damage to the electrical system and the main water pumps. The pump that was still working was not strong enough to keep water pressure throughout town. I would like to thank Fire Chief Richard Donovan for his quick action to get portable water pumps from the MWRA in place before the standpipes were so low that water pressure would have been impossible in some areas of town.

The water treatment plant was built in 1885 and a new plant has been on the drawing board for decades. It was clear that Randolph, Braintree and Holbrook needed to move past decades of indecisiveness and politics and get a new water plant built. I would like to thank Braintree Mayor Joseph Sullivan, Holbrook Town Administrator Tim Gordon and Randolph Tri-Board Representative William Alexopoulos for getting new legislation in place to update the century old agreement between the three communities. In addition, the Tri-Town Board has hired a design firm for the new plant. Both of these steps are significant as we are throwing good money after bad at the current joint plant.

Randolph signed a new trash/recycling contract this year with Capital Refuse after decades of service by B.F.I./Waste Management. A committee was formed to review the contract proposals and Capital was the most responsive in both price and service. Two main benefits of the new trash contract are six curbside leaf pick-ups each year instead of two and bulk item pick up the day of your regular trash service. No more mattresses, tables and couches at the curb for two weeks or longer. Another major change in refuse is that recycling materials are no longer in demand. The world-wide market for recyclables has crashed and what used to be a commodity for a community, is now a cost for us to dispose – usually at a cost higher than trash!

This year we started the Randolph Citizens Academy which was a huge success. Residents met weekly to learn about municipal government directly from town department heads. The academy included tours of municipal buildings like the police and fire stations, RICC and Turner Free Library. Class members learned how property is assessed, budgets are created and how zoning is created. Many graduates of the Academy have gone on to serve as members of town boards, committees and commissions.

I would like to thank Town Councilors Jason Adams and Arthur Goldstein for their years of service to the Town of Randolph. Jason has taken a job with the Town of Wayland and I wish him many years of success. Arthur has provided over 40 years of service as a member of the Town Council, Finance Committee, Town Meeting Member and Randolph Redevelopment Authority. Welcome to new Town Councilor Paul McDermott. Paul is a local business owner and life-long resident of Randolph. We also Welcome Back former Town Councilor Richard Brewer. Richard was a former member of the DPW, Town Council, Board of Recreation and Town Meeting member.

I want to thank my Administrative Assistant Donna Hall for her hard work throughout the year. In addition, thank you to Anne Barkhouse and Cilenia Bevis for human resources, payroll and benefits.

Finally, I end with a thank you to all the department heads. I am proud to be part of a team that always looks to serve the community with dedication and pride. Most of you put in many hours above and beyond what is required to improve our town. You are a credit to public service!

Respectfully submitted,

Brian P. Howard

**CONGRATULATIONS !
Randolph First Citizens Academy Class of 2019**



Graduates (in alpha order): Afrika Afeni Mills, Barry Reckley, Bruce Pontbriand, Christopher Kimball, II, Dov Yoffe, (missing from photo), Frantz Jean Pierre, Jade Antonangeli, Janine Henry, Justin Martin, Kevin O'Connell, Meredith Moran, Patricia Schneider, Sarah Bergman, Shawn Harrison, Sheila Tingle, Shellie Cattel

Town Staff in photo:

First row: Ron Lum (Building Inspector), William Pace (Police Chief), Janine Smith (Finance Director), Walter Timilty, (Senator), Donna Hall (Assistant to Town Manager), Kristen Pellerin (RICC Coordinator)

Back row: Jason Adams (Town Council President,) Richard Donovan (Fire Chief), Brian Howard (Town Manager)

REPORT FOR THE LAW DEPARTMENT

This year was a very active and successful year for the Law Department.

I. Advice & Legal Support.

In addition to general legal representation of the Town, Legal advice and support was provided to the following Officers, Boards and Departments by the Law Department during 2019: Town Council, Town Manager, Finance Director, Animal Control, Assessors, Building Commissioner, Town Clerk, Treasurer/Collector, Conservation Agent, Department of Public Works, Fire Department, Police Department, Code Enforcement Officers, Health Department, Library, Town Planner, Planning Board, Zoning Board of Appeals and the Recreation and Community Programs Department.

Legal support was provided on a wide range of topics during 2019, including the following: Real estate sale, acquisition and use, easement and utility access, use of Public and Private Ways, Open Meeting Law compliance, Public Records requests, responses to subpoenas, procurement procedures, special permits, variances, zoning enforcement, wetlands issues and enforcement, appeal processes for decisions issued by town boards, employment law questions, ADA compliance, FLSA compliance, preparation of meeting agendas and documents for presentation to the various boards, alcohol licensing, contract review, properties in tax title, liens and enforcement concerning public health matters, zoning, town fines and penalties for ordinance violations and personnel management.

The Law Department worked with outside Counsel to provide some of these services.

II. Litigation, Arbitration and Mediation.

The Law Department, on its own and in conjunction with outside counsel, worked to defend the Town from a variety of lawsuits and legal challenges, including lawsuits concerning tort claims against the Town, civil rights claims against the Town and disputes about land rights, use and ownership. The Town continued its active opposition to the TLA project that is proposed in Holbrook. The Town also decided to join other municipalities in bringing suit against opioid manufacturers and distributors for the part they played in creating the opioid crisis.

III. Claims.

The Law Department defended the Town from claims brought pursuant to Ch. 84 and Ch. 258.

Respectfully submitted,

Christine M. Griffin, Esq.
TOWN ATTORNEY

COUNCIL ORDERS

Council Order: 2019-001

Appropriation of Funds Received from The Commonwealth Transportation Infrastructure Enhancement Trust Fund

Be it ordered that the Randolph Town Council hereby appropriates the special revenue funds received from the Commonwealth Transportation Infrastructure Enhancement Trust Fund in the amount of \$13,771.30 to purchase paint machine and accessories.

Council Order: 2019-002

Adoption of General Ordinance of the Town of Randolph Establishing A Randolph Historic District Commission and Creating a Randolph Historic District

Ordered: The Randolph Town Council hereby amends the general ordinances of the Town of Randolph by adding a new chapter to establish a Randolph Historic District Commission and create a Randolph Historic District pursuant to M.G.L. ch. 40C, and any other applicable authority, and to delete certain provisions so as to eliminate the Historic District Study Committee.

A copy of the entire Order can be found in the Town Council office.

Council Order: 2019-003

MSBA Feasibility Study for Elizabeth G. Lyons Elementary School

Ordered: That the Town appropriate the amount of One Million (\$1,000,000) Dollars for the purpose of paying costs of a feasibility study for possible renovations, improvements, and new construction of the Elizabeth G. Lyons Elementary School located at 60 Vesey Road, Randolph, Massachusetts, including the payment of all costs incidental or related thereto, and for which the Town may be eligible for a grant from the Massachusetts School Building Authority (“MSBA”), said amount to be expended under the direction of the Randolph School Building Committee. To meet this appropriation the Treasurer, with the approval of the Town Manager, is authorized to borrow said amount under and pursuant to M.G.L. Chapter 44, or pursuant to any other enabling authority. The Town acknowledges that the MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any costs the Town incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town, and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Feasibility Study Agreement that may be executed between the Town and the MSBA.

Further Ordered: That any premium received by the Town upon the sale of any bonds or notes approved by this order, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this order in accordance with M.G.L. Chapter 44, §20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Council Order: 2019-004

Authorization By The Randolph Town Council To Petition The General Court To Enact Legislation To Authorize the Town to Grant Additional Liquor Licenses

The Randolph Town Council hereby authorizes a petition to the General Court to enact legislation to authorize the Town to grant additional liquor licenses.

Order withdrawn without prejudice.

Council Order: 2019-005

Transfer of Free Cash into Law Department Expenses

Be it ordered that the Randolph Town Council hereby approves the transfer of \$100,000 from Certified Free Cash for the purposes of outside counsel into the Law Department Expenses Budget.

Council Order: 2019-006

Be it hereby Ordered that the Town Council approves the following transfer:

Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Assessor	\$30,000		System Admin		\$30,000

Total Transfer Amount: \$30,000

Council Order: 2019-007
Approval of Designation of Street

That Pursuant to M.G.L. Chapter 82, Section 21 the Town Council of the Town of Randolph votes to layout a street within the Town as shown on plan of land formerly of Henry Lee, titled “Proposed Street Plan Lyons School Road Randolph, MA.,” dated September 7, 2018, drafted by Norman H. Clapp, P.L.S.

Council Order: 2019-008

Be it hereby Ordered that the Town Council approves the following transfer:

Transfer From			Transfer To		
Department	Salary	Expense	Department		Expense
Health Insurance	\$30,000		111F Police/Fire		\$30,000

Total Transfer Amount: \$30,000

Council Order: 2019-009
FY '20 Council Budget

The Council moves to set the FY '20 Council budget as follows:

Clerk Salary	\$36,450
Advertising	\$ 4,000
Postage	\$ 450
Office Supplies	\$ 2,000
Professional Development	\$ 9,000
Councilor’s Expense	\$ 6,750
Reimbursement	
Total	<u>\$58,650</u>

Council Order: 2019-010
Adoption By The Randolph Town Council To Amend the Traffic Rules and Regulations Of the Town of Randolph

Ordered: That the Town Council hereby amends the Traffic Rules and Regulations of the Town of Randolph by placing a sign reading “No Thru Way Between the Hours of 3pm – 6pm” at both ends of Morse Street.

Council Order: 2019-011
Acceptance of Gift from Robert Michelson to the Town of Randolph

The Randolph Town Council, with the recommendation of the Interim Town Manager, hereby authorizes the Town to accept the gift of a CD containing 153 professional photographs of the Veterans Day ceremony that took place on November 11, 2018, with a value of \$500, from Robert Michelson, pursuant to M.G.L. ch. 44, section 53A ½ and any other applicable law.

Council Order: 2019-012
FY2019 Transfer

Be it hereby Ordered that the Town Council approves the following transfers:

Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Town Clerk	\$ 35,000		Town Manager	\$ 50,000	
Civilian Dispatch	\$ 15,000				
Total Transfer Amount: \$ 50,000					
Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Debt		\$ 10,000	Accounting	\$ 10,000	
Total Transfer Amount: \$ 10,000					
Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Health Insurance		\$ 100,000	Workers Compensation	\$ 100,000	
Total Transfer Amount: \$ 100,000					

Council Order: 2019-013
Authorization By The Randolph Town Council To Petition The General Court To Enact Legislation To Amend The Charter Of The Town Of Randolph

Order was not acted upon in 2019.

Council Order: 2019-014
Request for the Town Council to Initiate An Amendment to the Randolph Zoning Ordinance – Chapter 200 of the General Code of the Town of Randolph – To Amend the Allowable Uses in North Randolph Business District (NRBD) Pursuant to M.G.L. c. 40A, s.5

That the Town Council of the Town of Randolph hereby initiates an amendment to the Randolph Zoning Ordinance, Chapter 200 of the General Code of the Town of Randolph, to amend the allowable uses in the North Randolph Business District (NRBD) pursuant to M.G.L. c. 40A, s. 5,

Order failed.

Council Order: 2019-015
Adoption By The Randolph Town Council To Amend the Traffic Rules and Regulations Of the Town of Randolph

Motion: That the Town Council hereby amends the Traffic Rules and Regulations of the Town of Randolph by increasing the speed limit on Oak Street from 25 MPH to 30 MPH and to take any other actions required to execute these amendments.

Council Order: 2019-016

Adoption By The Randolph Town Council To Amend the Traffic Rules and Regulations Of the Town of Randolph

Motion: Move to amend the traffic rules and regulations of the Town of Randolph as follows and to take any other actions required to execute these amendments.

A copy of the entire Order can be found in the Town Council office.

Council Order: 2019-017

Authorization By The Randolph Town Council To Petition The General Court To Enact Legislation To Authorize the Town to Grant Additional Liquor Licenses

The Randolph Town Council hereby authorizes a petition to the General Court to enact legislation to authorize the Town to grant additional liquor licenses.

Order was withdrawn.

Council Order: 2019-018

Transfer of Free Cash to Stetson Hall Revolving

The Town Council hereby approves a request to transfer the amount of \$10,000 from certified free cash for the purposes of supporting operating costs and maintenance to historic Stetson Hall.

Council Order: 2019-019

FY 2020 Municipal Operating Budget

That the Town vote to appropriate the following sums for the operation of municipal and school departmental and incidental expenses of the Town for Fiscal Year 2020 (July 1, 2019 to June 30, 2020) with a total sum of \$98,233,364; \$95,376,824 to be raised from taxation, \$1,650,000 to be transferred from Ambulance Reserve Account and \$1,206,540 to be transferred from the Water/Sewer Enterprise Fund.

Department	Salary	Expense	Total
Town Council	\$ 36,450	\$ 22,200	\$ 58,650
Town Manager	\$ 438,300	\$ 25,900	\$ 464,200
Operations	\$ -	\$ 711,020	\$ 711,020
Ambulance Billing	\$ -	\$ 80,000	\$ 80,000
Car Use	\$ -	\$ 7,000	\$ 7,000
Accountant	\$ 199,782	\$ 6,480	\$ 206,262
Assessor's Office	\$ 179,139	\$ 52,863	\$ 232,002
Treasurer/Collector	\$ 358,507	\$ 106,940	\$ 465,447
Law Office	\$ 189,393	\$ 127,330	\$ 316,723
Police/Fire Injured on Duty	\$ -	\$ 95,545	\$ 95,545
System Administration	\$ 69,262	\$ 142,622	\$ 211,884
Town Clerk	\$ 282,354	\$ 65,386	\$ 347,740
Conservation	\$ 41,308	\$ 1,800	\$ 43,108
Planning Department	\$ 113,823	\$ 20,000	\$ 133,823
Police Department	\$ 7,140,108	\$ 399,152	\$ 7,539,260
Civilian Dispatch	\$ 290,000	\$ -	\$ 290,000
Fire Department	\$ 6,589,972	\$ 329,000	\$ 6,918,972
Inspectional Services	\$ 257,065	\$ 4,300	\$ 261,365
Sealer/Weights & Measures	\$ 15,000	\$ 3,000	\$ 18,000
Animal Control	\$ 72,865	\$ 19,500	\$ 92,365
Animal Inspector	\$ 9,000	\$ 7,500	\$ 16,500
Randolph School Department	\$ -	\$ -	\$ 43,344,848
Blue Hills Regional			\$ 4,661,593
Norfolk Agricultural School			\$ 29,190

Department	Salary	Expense	Total
DPW/Highway	\$ 1,080,255	\$ 247,850	\$ 1,328,105
Snow & Ice	\$ 100,000	\$ 150,000	\$ 250,000
Street Lights	\$ -	\$ 200,000	\$ 200,000
Trash Collection	\$ -	\$ 3,100,000	\$ 3,100,000
Health Department	\$ 280,600	\$ 14,475	\$ 295,075
Elder Services	\$ 124,041	\$ 1,000	\$ 125,041
Veterans' Benefits	\$ 85,074	\$ 330,500	\$ 415,574
Disabilities Commission	\$ -	\$ 400	\$ 400
Library	\$ 842,500	\$ 205,025	\$ 1,047,525
Community Programs	\$ 925,490	\$ 419,379	\$ 1,344,869
Historic Commission	\$ -	\$ 450	\$ 450
Debt & Interest	\$ -	\$ 5,472,730	\$ 5,472,730
Collective Bargaining/ESO	\$ -	\$ 250,000	\$ 250,000
FICA & Retirement	\$ -	\$ 7,018,098	\$ 7,018,098
Other Benefits	\$ -	\$ 490,000	\$ 490,000
Health Insurance	\$ -	\$ 10,350,000	\$ 10,350,000
TOTAL			\$ 98,233,364

Council Order: 2019-020

Adoption By The Randolph Town Council To Amend the Traffic Rules and Regulations Of the Town of Randolph

Motion: That the Town Council hereby amends the Traffic Rules and Regulations of the Town of Randolph by increasing the speed limit on North Street from 25 MPH to 30 MPH and to take any other actions required to execute these amendments.

Council Order: 2019-021

Grant of Location to Massachusetts Electric Company and Verizon New England, Inc. To Install One new Jointly-Owned Utility Pole Within the Town of Randolph

Consistent with the requirements of M.G.L. ch. 166, Section 22 and any other applicable law, The Randolph Town Council hereby grants joint or identical locations and authorizes Massachusetts Electric Company and Verizon New England, Inc., to install a new jointly-owned utility pole and anchor to support existing pole 38, located in front of 167 Canton Street, and to perform the necessary work to construct and maintain said pole and any wires or connections to said pole, and hereby requires that all work be consistent with the application and draft Order that has been submitted by Massachusetts Electric Company and Verizon New England, Inc.

Council Order: 2019-022

Amendment of Section 18-3 of the General Ordinances of the Town of Randolph Concerning Department Revolving Funds

Ordered: The Randolph Town Council hereby amends section 18-3 of the general ordinances of the Town of Randolph concerning Department revolving funds as follows:

Delete Section 18-3(F) and replace it with the following:

Revolving Fund	Department Authorized to Spend from Fund	Fees, Charges or Other Receipts Credited to Fund	Program or Activity Expenses Payable from Fund	Restrictions or Conditions on Expenses	Other Requirements/ Reports	Fiscal Years
Senior Transportation	Director of Community Programs	Transportation fees and donations	All expenses to support program and transfer to General Fund	None	None	Fiscal Year 2020 and subsequent years
Recycling	Health Department	Bin sales, stickers and fees	All expenses to support program and transfer to General Fund	None	None	Fiscal Year 2020 and subsequent years
Immunization	Health Department	Fees and state reimbursements	All expenses to support program and transfer to General Fund	None	None	Fiscal Year 2020 and subsequent years
Appeals	Zoning Board of Appeals	Filing fees	Advertising of notices and admin support and transfer to General Fund	None	None	Fiscal Year 2020 and subsequent years
Stetson Hall	Town Manager	Rental fees and transfers	All expenses to support operation of Stetson Hall and transfer to General Fund	None	None	Fiscal Year 2020 and subsequent years
Library Technology	Library Director	Copier, technology fees and fines	All expenses to support copier and technology aspects of programs and transfer to General Fund	None	None	Fiscal Year 2020 and subsequent years
391 South Street	Town Manager	Rental Income	Property management and upkeep and transfer to General Fund	None	None	Fiscal Year 2020 and subsequent years
Beautification & Celebrations	Town Manager	Fees and donations	All expenses to support beautification and celebrations and transfer to General Fund	None	None	Fiscal Year 2020 and subsequent years
Transportation	Town Manager/Superintendent	Fees	All expenses to support program and transfer to General Fund	None	None	Fiscal Year 2020 and subsequent years
Bingo	Director of Community Programs	Bingo sales	All expenses to support program and transfer to General Fund	None	None	Fiscal Year 2020 and subsequent years
Advertisements	Director of Community Programs	Advertising Fees	All expenses to support program and transfer to General Fund	None	None	Fiscal Year 2020 and subsequent years
Before/After Program	Director of Community Programs	Fees	All expenses to support program and transfer to General Fund	None	None	Fiscal Year 2020 and subsequent years
Programs	Director of Community Programs	Fees	All expenses to support program and transfer to General Fund	None	None	Fiscal Year 2020 and subsequent years

Council Order: 2019-023

Authorization To Enter Into A Contract With A Term of Up To 7 Years for Collection, Transportation, and Disposal/Processing of Solid Waste and Recyclable Materials

ORDERED that the Town Council of the Town of Randolph hereby authorizes the Town Manager to enter into a contract with a term of up to 7 years with Capitol Waste Services, Inc. for the collection, transportation and disposal/processing of solid waste and recyclable materials in the Town of Randolph on substantially the terms contained in the Summary attached hereto and on such additional terms as the Town Manager may deem advisable.

Council Order: 2019-024

Designation of Polling Place for Precinct 4 (District 3)

ORDERED that, pursuant to M.G.L. ch. 54, section 24, the Town Council hereby changes the Polling Place for Precinct 4 (District 3) from the James M. Hurley Senior Center, 16 Fencourt Avenue to the Randolph Intergenerational Community Center, 128 Pleasant Street and hereby authorizes the Town Clerk to post a printed description of the new polling place in Town Hall, at the old polling location and at the new polling location, and to include one mailing to each home with a registered voter with a description of the new polling location as is required by law.

Council Order: 2019-025

Request for the Town Council to Initiate An Amendment to the Randolph Zoning Ordinance – Chapter 200 of the General Code of the Town of Randolph – To Amend the Allowable Uses in North Randolph Business District (NRBD) Pursuant to M.G.L. ch. 40A, sec.5

Ordered: That the Town Council of the Town of Randolph hereby initiates an amendment to the Randolph Zoning Ordinance, Chapter 200 of the General Code of the Town of Randolph, to amend the allowable uses in the North Randolph Business District (NRBD) pursuant to M.G.L. ch. 40A, section 5, as follows:

A. Amend the Table of Allowable Activity.

The relevant portion of that table currently reads as follows:

	NRBD
Car washes, automated or self-serve	N

Amend that portion of the Table of Allowable Activity to read as follows:

	NRBD
Car washes, automated or self-serve	SPTC

Council Order: 2019-026

Appropriation of CPA Related Debt

Be it ordered that the Randolph Town Council hereby appropriates \$24,284 to be funded by the Community Preservation Undesignated Fund Balance for the payment of FY19 debt obligations.

Council Order: 2019-027

FY20 Capital Improvement Plan

Be it ordered that the Randolph Town Council approves the request of the Town Manager to raise and appropriate, transfer from available funds and/or borrow for the following projects:

Purpose	Amount	Fund
Three Police Vehicles	\$ 123,000	General Fund
Ladder Truck Replacement	\$ 1,500,000	General Fund
Firefighting Turnout Gear Replacement	\$ 62,000	General Fund
F250 4WD with Plow	\$ 50,000	General Fund
Trackless Sidewalk Snowblower	\$ 140,000	General Fund
MS4 Stormwater Permitting	\$ 200,000	General Fund
Library Security Upgrade	\$ 35,000	General Fund
Town IT Hardware/Software	\$ 37,350	General Fund
RPS Technology	\$ 200,000	General Fund
Road Improvements	\$ 500,000	General Fund
Road Improvements	\$ 696,000	Chapter 90
Water Infrastructure	\$ 100,000	Water/Sewer Enterprise
Sewer I&I	\$ 700,000	Water/Sewer Enterprise

And to meet this appropriation, \$696,000 will be transferred from Chapter 90 funds, \$100,000 will be transferred from Water/Sewer Enterprise Retained Earnings, and the Treasurer, with the approval of the Town Manager, is authorized to borrow \$3,547,350 under and pursuant to Chapter 44 of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor.

Further ordered that any premium received by the Town upon the sale of any bonds or notes approved by this order, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this order in accordance with M.G.L. Chapter 44, section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Council Order: 2019-028
FY19 Revolving Fund Spending Authorizations

Ordered: The Randolph Town Council hereby amends, pursuant to M.G.L. ch. 44 Section 53E1/2, the spending authorizations previously set for this fiscal year to the amounts shown below.

Revolving Fund	Original Spending Authorization	Amended Spending Authorization
Recycling	\$ 20,000	\$ 60,000
Library Technology	\$ 12,000	\$ 16,000
Beautifications & Celebrations	\$ 10,000	\$ 25,000
Intergenerational Community Center	\$ 760,000	\$ 880,000

Council Order: 2019-029
FY2020 Revolving Fund Spending Authorizations

Be it hereby Ordered that the Town Council approves pursuant to G.L. c.44 s.53E ½ to establish the fiscal year 2020 spending authorizations for each revolving fund established by section 18-3 of the general ordinances of the Town of Randolph, Department Revolving Funds, as shown below:

Revolving Fund	FY2020 Spending Authorization
Senior Transportation	\$ 10,000
Recycling	\$ 60,000
Immunization	\$ 15,000
Appeals	\$ 10,000
Stetson Hall	\$ 125,000
Library Technology	\$ 16,000
391 South Street	\$ 70,000
Beautification & Celebrations	\$ 25,000
Transportation	\$ 300,000
Bingo	\$ 1
Advertisements	\$ 1
Before/After Program	\$ 1
Programs	\$ 78,000

Council Order: 2019-030

FY2020 Water & Sewer Enterprise Budget

Be it hereby Ordered that the Town Council appropriate \$12,132,620 for the direct costs related to the operation of the Water and Sewer Enterprise Fund and that the sum of \$1,206,540 as appropriated in the General Fund be used for the indirect costs for the fiscal year commencing July 1, 2019, pursuant to M.G.L. Ch. 44, Section 53F1/2 and all other applicable law, and to meet the appropriation, \$12,132,620 will be raised through Water and Sewer Rates for the following sums:

Water & Sewer Personal Services:	\$1,313,107
Water & Sewer Expenditures:	\$8,271,057
Water & Sewer Debt:	<u>\$2,548,456</u>
Total Appropriation for Direct Costs:	\$12,132,620
Indirect Costs – Reimburse General Fund	\$1,206,540
Total Cost Water & Sewer Fund	\$13,339,160

Council Order: 2019-031

FY20 Randolph Community Preservation Programs

Be it hereby Ordered that the Town Council votes to appropriate from the Community Preservation Fund FY20 estimated revenues the sum of \$49,562 to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for Fiscal Year 2020; and further to reserve for future appropriation from the Community Preservation Fund FY20 estimated revenues the sum of \$99,124 for the acquisition, creation and preservation of open space; \$99,124 for the acquisition, preservation, restoration and rehabilitation of historic resources; \$99,124 for the acquisition, creation, preservation and support of community housing; \$164,516 for the creation of a budgeted reserve and \$479,791 to provide for the Community Preservation Fund FY20 debt obligations and to appropriate for the projects shown below:

Program	Amount	Reserve
Park at North Randolph Fire Station	\$20,000	Open Space
Reservoir Walk	\$8,500	Open Space/Recreation
Town Hall Playground	\$50,000	Recreation
Randolph Dog Park	\$10,450	Open Space/Recreation
Historical Commission Archival Cataloging	\$24,659	Historic
Father Bills Main Spring House	\$100,000	Housing

Council Order: 2019-032

Amendment of Chapter 300, Fee Schedule, Section 105-4 Concerning Fees Charged by the Office of the Town Clerk of the General Ordinances of the Town of Randolph

Ordered: The Randolph Town Council hereby amends Chapter 300, Fee Schedule, Section 105-4 concerning Fees Charged by the Office of the Town Clerk of the General Ordinances of the Town of Randolph, as follows:

1. Delete the following:

§ 105-4	Entering notice of intention of marriage and issuing certificates thereof	\$25
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and replace it with the following:

§ 105-4	Entering notice of intention of marriage and issuing certificates thereof	\$40
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2. Delete the following:

§ 105-4	Filing certificate of a person	\$30
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	conducting business under any title other than his/her real name	
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and replace it with the following:

§ 105-4	Filing certificate of a person conducting business under any title other than his/her real name	\$50
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**Council Order: 2019-033
FY20 Water/Sewer Rates**

ORDERED: That the Randolph Town Council hereby votes to establish water and sewer rates for the Town of Randolph for Fiscal Year 2020.

FY 2020 NEW RATES/QUARTERLY RATES

WATER

Base charge-quarterly	\$25.00
Senior Citizen	
Base charge-quarterly	\$5.00
Rate per 100 cubic feet	
0-----2500 cubic feet	\$4.40
2501----999999 cu. feet	\$5.59

SEWER

Base charge-quarterly	\$12.50
Senior Citizen	
Base charge-quarterly	\$2.50
Rate per 100 cubic feet	
0-----2500 cubic feet	\$7.29
2501-----999999 cu. feet	\$12.52

Rates are based on 100 cubic feet of consumption. 100 cubic feet is equal to 748 gallons. Bills are currently sent out quarterly.

**Council Order: 2019-034
FY2019 Transfer**

Be it hereby Ordered that the Town Council approves the following transfers:

Transfer From		Transfer To		
Department	Expense	Department	Salary	Expense
Operations	\$ 18,000	DPW Highway	\$ 3,000	\$ 15,000
Total Transfer Amount		\$ 18,000		

Transfer From		Transfer To	
Department	Expense	Department	Salary
Water	\$ 17,650	Water	\$ 80,000
Sewer	\$ 100,000	Sewer	\$ 37,650
Total Transfer Amount		\$ 117,650	

**Council Order: 2019-035
Declaration of Emergency**

Be it ordered that the Randolph Town Council hereby declares an emergency as a result of serious electrical and mechanical failure at the Holbrook/Randolph Joint Water Plant.

Council Order: 2019-036

Town of Randolph, Massachusetts

ORDERED:

That the Town of Randolph appropriates one million five hundred thousand Dollars (\$1,500,000) to pay the Town’s share of the costs of engineering and undertaking repairs to the Randolph-Holbrook Joint Water Board’s treatment plant, which is to be undertaken with the Town of Holbrook, and for the payment of all costs incidental and related thereto, which amount shall be expended in addition to all other amounts previously appropriated by the Town for this project. To meet this appropriation, the Treasurer, with the approval of the Town Manager, is authorized to borrow said amount under and pursuant to G. L. c. 44, §8(4) or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor. The amount authorized to be borrowed by this order shall be reduced to the extent of any grants received by the Town on account of this project. All or any portion of the amount authorized to be borrowed by this order may be obtained through the Massachusetts Clean Water Trust. Any premium received by the Town upon the sale of any bonds or notes approved by this order, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this order in accordance with G. L. c. 44, §20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

**Council Order: 2019-037
Rescind Borrowing Authorizations**

ORDERED: That the Town of Randolph rescinds the following authorized but unissued borrowing amounts that are no longer needed to pay costs of the projects for which they were initially approved:

Original Order #	Date of Authorization	Amount Originally Authorized	Purpose	Authorized/Unissued
Art. 39	5/26/2009	\$ 281,600	Sewer Station Upgrade	\$ 281,000
	12/30/2013	\$ 2,031,485	School Remodel RCMS/HS	\$ 590,075
2013-040	8/12/2014	\$ 5,500,000	Water Mains	\$ 590,075
2014-017	6/16/2014	\$ 3,000	Fire Equipment/Gas Pump	\$ 4,100
2014-027	7/28/2014	\$ 85,000	JFK and RHS Windows	\$ 85,000
2014-039	10/16/2014	\$ 442,798	Land Acquisiton	\$ 12,798
2015-004	3/9/2015	\$ 5,177,636	RHS Windows Remodel	\$ 2,194,201
2015-004	3/9/2015	\$ 1,627,416	JFK Windows Remodel	\$ 322,559
2015-013	6/8/2015	\$ 600,000	Grove Street Trail	\$ 199,453

**Council Order: 2019-038
Transfer of Water/Sewer Retained Earnings**

Be it ordered that the Randolph Town Council hereby approves the transfer of \$118,500 from the retained earnings of the Town’s Water/Sewer Enterprise Fund into the Water/Sewer Enterprise Fund debt budget and \$121,438.49 into the Water Engineering project to cover current deficits.

**Council Order: 2019-039
Appropriation and Approval of Borrowing for Tri Town Water Treatment Plant**

ORDERED: That the Town of Randolph appropriates \$8,344,950 to pay the Town’s share of the costs of designing, constructing, equipping and furnishing the Tri Town water treatment plant, which is to be undertaken with the Towns of Braintree and Holbrook, and for the payment of all costs incidental and related thereto, which amount shall be expended in addition to all other amounts previously appropriated by the Town for this project. To meet this appropriation, the Treasurer, with the approval of the Town Manager, is authorized to borrow said amount under and pursuant to G. L. c. 44, §7(1), §8(4) or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor. The amount authorized to be borrowed by this order shall be reduced to the extent of any grants received by the Town on account of this project. All or any portion of the amount authorized to be borrowed by this order may be obtained through the Massachusetts Clean Water Trust. Any premium received by the Town upon the sale of any bonds or notes approved by this order, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this order in accordance with G. L. c. 44, §20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Council Order: 2019-040

FY2019 Transfer

Be it hereby Ordered that the Town Council approves the following transfers:

Transfer From			Transfer To		
Department	Category	Amount	Department	Category	Amount
Civilian Dispatch	Salary	\$ 33,025	Town Council	Salary	\$ 2,100
Health	Salary	\$ 12,500	Town Manager	Salary	\$ 17,725
Animal Control	Salary	\$ 4,000	Accounting	Salary	\$ 2,000
			Treasurer/Collector	Salary	\$ 8,200
			System Administration	Salary	\$ 200
			Conservation	Salary	\$ 200
			Planning	Salary	\$ 4,700
			Building	Salary	\$ 6,000
			Recreation	Salary	\$ 8,400
Total \$ 49,525			Total \$ 49,525		

Transfer From			Transfer To		
Department	Category	Amount	Department	Category	Amount
Health	Expense	\$ 250,000	Debt	Expense	\$ 103,000
Street Lights	Expense	\$ 10,000	Refuse Collection	Expense	\$ 72,000
			Retirement/FICA	Expense	\$ 85,000
Total \$ 260,000			Total \$ 260,000		

Council Order: 2019-041

Transfer of Free Cash to Injured On Duty Prior Year Bill

The Town Council hereby approves a request to transfer the amount of \$30,000 from certified free cash for the purposes of paying the \$30,000 deductible owed on policy related to Fiscal Year 2018.

Council Order: 2019-042

FY2019 Transfer

Be it hereby Ordered that the Town Council approves the following transfer:

Transfer From			Transfer To		
Department	Category	Amount	Department	Category	Amount
Fire	Salary	\$ 30,000	Fire	Expense	\$ 82,000
Street Lights	Expense	\$ 17,000	Police	Expense	\$ 30,000
Assessor	Expense	\$ 4,000	Ambulance Billing	Expense	\$ 4,000
Health	Expense	\$ 87,500	Tax Title	Expense	\$ 4,025
Veterans' Benefits	Expense	\$ 50,000	System Admin	Expense	\$ 10,000
Veterans' Benefits	Salary	\$ 21,000	Highway	Expense	\$ 29,475
Operations	Expense	\$ 10,000	Law	Expense	\$ 60,000
Total \$ 219,500			Total \$ 219,500		

Council Order: 2019-043

FY2019 Transfer

Be it hereby Ordered that the Town Council approves the following transfers:

Transfer From			Transfer To		
Department	Description	Amount	Department	Description	Amount
Town Manager	Salary	\$ 1,900.00	Town Council	Salary	\$ 445.00
Town Clerk	Salary	\$ 3,900.00	Treasurer/Collector	Salary	\$ 1,300.00
Civilian Dispatch	Salary	\$ 24,000.00	Law	Salary	\$ 525.00
Health	Salary	\$ 15,000.00	Police	Salary	\$ 150,000.00
Highway	Salary	\$ 14,000.00	Treasurer/Collector	Expense	\$ 2,500.00
Animal Control	Salary	\$ 2,000.00	Operations	Expense	\$ 4,500.00
Employee Shareholder	Salary	\$ 234,472.00	Debt	Expense	\$ 615.00
Town Council	Expenses	\$ 4,000.00	Refuse Collection	Expense	\$ 1,550.00
Town Accountant	Expenses	\$ 1,200.00	Highway	Expense	\$ 1,375.00
Animal Control	Expenses	\$ 1,200.00	Animal Inspector	Expense	\$ 1,200.00
Dispatch	Expenses	\$ 1,000.00	Police	Expense	\$ 220.00
Town Clerk	Expenses	\$ 17,000.00	Snow & Ice	Salary/Expense	\$ 307,005.00
Weights & Measures	Expenses	\$ 2,800.00			
Other Educational	Expenses	\$ 2,600.00			
Planning	Expenses	\$ 8,000.00			
System Admin	Expenses	\$ 11,500.00			
Veterans	Expense	\$ 22,500.00			
Street Lights	Expense	\$ 39,000.00			
Health	Expense	\$ 24,000.00			
Other Benefits	Expense	\$ 31,163.00			
Retirement/FICA	Expenses	\$ 10,000.00			
		Total			Total
		\$ 471,235.00			\$ 471,235.00
Total Transfer Amount:		\$ 471,235.00			
Transfer From			Transfer To		
Department	Description	Amount	Department	Description	Amount
Sewer	Expenses	\$ 26,825.00	Water	Salary	\$ 21,800.00
Sewer	Expenses		Sewer	Salary	\$ 5,025.00
		Total			Total
		\$ 26,825.00			\$ 26,825.00
Total Transfer Amount:		\$ 26,825.00			

Council Order: 2019-044

Special Tax Assessment Agreement between the Town of Randolph and Gordon Industries, Inc., an affiliate of AmRamp, LLC and Steinsharpe, LLC

The Town Council approves, and authorizes the execution of, a Special Tax Agreement between the Town of Randolph, Gordon Industries, Inc. an affiliate of Amramp, LLC and Steinsharpe, LLC for property located at 358 North Street as shown on Town Assessor’s Map 48, Parcel B-001 in accordance with the provisions of M.G.L. Chapter 23A, Section 3A to Section 3F and the applicable regulations, and approves the submission of an Economic Development Incentive Program (“EDIP”) Local Incentive-Only Application to the Massachusetts Economic Assistance Coordinating Council in accordance with the provisions of M.G.L. Chapter 23A, Sections 3(A) and 3(C) and any other necessary documents thereto.

A copy of the entire Order can be found in the Town Council office.

Council Order: 2019-045

Acceptance of Gift from Webster Bank to the Town of Randolph

The Randolph Town Council, with the recommendation of the Town Manager, hereby authorizes the Town to accept a gift of \$1,000 from Webster Bank, pursuant to M.G.L. ch. 44, section 53A ½ and any other applicable law.

Council Order: 2019-046

Acceptance of Gift from Allied Veterans of WWII of Randolph, Inc. to the Town of Randolph

The Randolph Town Council, with the recommendation of the Town Manager, hereby authorizes the Town to accept a gift of \$8,176.79 from the Allied Veterans of WWII of Randolph, Inc. for the purpose of supporting Veterans, pursuant to M.G.L. ch.44, section 53A ½ and any other applicable law.

Council Order: 2019-047

Request for the Town Council to Initiate Amendments to the Randolph Zoning Ordinance –Chapter 200 of the General Code of the Town of Randolph –relative to car washing services pursuant to M.G.L. ch. 40A, sec.5

That the Town Council of the Town of Randolph hereby initiates an amendment to the Randolph Zoning Ordinance, Chapter 200 of the General Code of the Town of Randolph pursuant to M.G.L. ch. 40A, Section 5, and hereby amends the Zoning Ordinance by inserting the language contained on the attachment hereto.

Order was tabled.

**Council Order: 2019-048
Betterment Agreement – 48 Fitzgerald Street**

The Randolph Town Council hereby authorizes the attachment Betterment Agreement.

A copy of the complete order can be found in the Town Council office.

**Council Order: 2019-049
FY19 Unpaid Bills General Fund**

ORDERED that the Town vote to transfer \$251,154.70 to pay certain FY19 unpaid bills related to the General Fund, as identified in the chart below:

SOURCE		USE	
Description	Amount	Description	Amount
FY20 Town Council Expenses	\$ 2,364.00	Collins Center	\$ 2,364.00
FY20 Legal Expenses	\$ 66,486.27	Brooks DeRensis	\$ 54,947.77
		Norris Murray Peloquin	\$ 11,385.00
		MCLE	\$ 153.50
FY20 Community Program Expenses	\$ 1,450.00	G&G Commercial Systems	\$ 1,450.00
FY20 Highway Expenses	\$ 32,823.52	Best Chevrolet	\$ 542.08
		Donovan Equipment	\$ 458.25
		Georges Garage Inc.	\$ 6,330.05
		Heritage Pest Control	\$ 298.00
		T.L. Edwards, Inc.	\$ 2,625.57
		Stetco Manufacturing LLC	\$ 282.78
		Kelley's Oil Co.	\$ 593.50
		New England Road Equipment	\$ 988.29
		Mofford Concrete Construction	\$ 20,705.00
FY20 Randolph Public Schools	\$ 148,030.91	Image Technology Specialists	\$ 8,516.87
		IT Image Tech	\$ 1,567.70
		Direct Energy	\$ 137,946.34
TOTAL	\$ 251,154.70	TOTAL	\$ 251,154.70

**Council Order: 2019-050
Grant of Location to Massachusetts Electric Company To Install One new Solely-Owned Utility Pole Within the Town of Randolph**

Consistent with the requirements of M.G.L. ch. 166, Section 22 and any other applicable law, The Randolph Town Council hereby grants joint or identical locations and authorizes Massachusetts Electric Company and National Grid, to install a new solely-owned utility pole for new service to 21 Pacella Park Drive, and to perform the necessary work to construct and maintain said pole and any wires or connections to said pole, and hereby requires that all work be consistent with the application and draft Order that has been submitted by Massachusetts Electric Company.

**Council Order: 2019-051
Appropriation of Funds Received from
The Commonwealth Transportation Infrastructure Enhancement Trust Fund**

Order that the Randolph Town Council hereby appropriates the special revenue funds received from the Commonwealth Transportation Infrastructure Enhancement Trust Fund in the amount of \$20,408.40 to purchase a (1) set of solar powered rapid flashing beacon pedestrian crossing signals and (7) solar powered stop signs with flashing red LEDs.

Council Order: 2019-052
FY19 Unpaid Bills General Fund

ORDERED that the Town vote to transfer \$21,792.82 to pay certain FY19 unpaid bills related to the General Fund, as identified in the chart below:

SOURCE		USE	
Description	Amount	Description	Amount
FY20 Police Expenses	\$ 2,419.24	City of Brockton Range	\$ 2,400.00
		Auto Zone	\$ 19.24
FY20 Other Benefits Expenses	\$ 726.44	Contractual Employee Benefits	\$ 726.44
FY20 Community Programs Expenses	\$ 3,647.14	Houghton	\$ 2,978.25
		Heritage Pest Control	\$ 420.00
		Middlesex Gases & Technologies	\$ 248.89
FY20 Operations Expenses	\$ 15,000.00	Argonaut Insurance Company	\$ 15,000.00
TOTAL	\$ 21,792.82	TOTAL	\$ 21,792.82

Council Order: 2019-053
Approval To Place A Ballot Question Regarding A Proposed Capital Expenditure Exclusion On the Fall, 2019 Town of Randolph Regular Municipal Election Ballot For the Election To Be Held On November 5, 2019

Ordered that that Town Council of the Town of Randolph, with the approval of the Town Manager, hereby approves the placement of a ballot question regarding a proposed capital expenditure exclusion on the Fall, 2019 Randolph Regular Municipal Election Ballot for the Election to be held on November 5, 2019 pursuant to M.G.L. c. 59, § 21C(i½) or any other applicable law, as follows:

Shall the Town of Randolph be allowed to assess an additional One Million Two-Hundred Thousand Dollars (\$1,200,000.00) in real estate and personal property taxes for the purposes of funding the purchase of a new fire ladder truck for the fiscal year beginning July first 2019?

Yes ____ No ____

Order was withdrawn.

Council Order: 2019-054
Amendment to Council Order 2019-031:
An Order Regarding FY 20 Randolph Community Preservation Programs

Ordered that the Town Council of the Town of Randolph hereby amends the language of Council Order 2019-031 concerning the appropriation of \$100,000 from Affordable Housing revenues with conditions, as follows:

Delete the following language:

The building including all signage shall be known as the Randolph Veterans House.

Council Order: 2019-055
Acceptance of Gift from The Lions Club to the Town of Randolph

The Randolph Town Council, with the recommendation of the Town Manager, hereby authorizes the Town to accept a gift of \$2,500 from The Lions Club for the purpose of supporting the Community Programs department, pursuant to M.G.L. ch.44, section 53A ½ and any other applicable law.

Council Order: 2019-056
Transfer of Free Cash and Enterprise Retained Earnings into OPEB Stabilization Account

Be it hereby ordered that the Town Council approves the transfer of an amount of \$112,183 from Certified Free Cash into the Town's Other Post Employment Benefits (OPEB) Stabilization Account.

Further, be it hereby ordered that the Town Council approves the transfer of an amount of \$18,901 from the Water/Sewer Enterprise Retained Earnings to the Town's Other Post Employment Benefits (OPEB) Stabilization Account.

Council Order: 2019-057
Transfer of General Fund Free Cash to Stabilization Fund

Be it ordered that the Randolph Town Council hereby transfers \$293,245 from the certified General Fund free cash to the Stabilization Fund.

Council Order: 2019-058
Transfer of Sale of Surplus Property funds to General Fund

Be it ordered that the Randolph Town Council hereby transfers \$590,000 to the General Fund to support the previously appropriated FY20 Operating Budget.

Council Order: 2019-059
Transfer of Stabilization funds to General Fund

Be it ordered that the Randolph Town Council hereby transfers \$266,963 to the General Fund to support the previously appropriated FY20 Operating Budget.

Council Order: 2019-060
Appropriation and Transfer to FY20 Randolph Public Schools Operating Budget

Be it ordered that the Randolph Town Council hereby approves to raise and appropriate \$83,741 and transfer from Free Cash in the amount of \$64,289.91 to restore funding for the FY20 Randolph Public Schools Operating Budget.

Council Order: 2019-061
Transfer of Water/Sewer Retained Earnings

Be it ordered that the Randolph Town Council hereby transfers \$33,900 from the Retained Earnings of the Town's Water/Sewer Enterprise Fund to fund the Town's share of the Randolph-Holbrook Joint Water Treatment Plant Capital Improvement Plan.

Council Order: 2019-062
Grant of Location to Massachusetts Electric Company and Verizon New England, Inc. To Install One new Jointly-Owned Utility Pole Within the Town of Randolph

Consistent with the requirements of M.G.L. ch. 166, Section 22 and any other applicable law, The Randolph Town Council hereby grants joint or identical locations and authorizes Massachusetts Electric Company and Verizon New England, to install a new jointly-owned utility pole for service to 11 Lawson Street, and to perform the necessary work to construct and maintain said pole and any wires or connections to said pole, and hereby requires that all work be consistent with the application and draft Order that has been submitted by Massachusetts Electric Company and Verizon New England Inc.

Council Order: 2019-063
Appropriation to FY20 Law Department Budget

Be it ordered that the Randolph Town Council hereby approves to raise and appropriate \$145,000 for the purposes of the FY20 Law Department expense budget.

Council Order: 2019-064

**Authorization and Approval for Memorandum of Agreement (“MOA”)
For Successor Collective Bargaining Agreement for FY ‘20 and for FY ’21 - FY ’23 By and Between The New
England Police Benevolent Association, Inc., Local #18 (“Union”) and The Town of Randolph, Massachusetts**

The Town Council hereby approves the Memorandum of Agreement (“MOA”) for successor collective bargaining agreement By and Between The New England Police Benevolent Association, Inc., Local 18 (“Union”) and The Town of Randolph, Massachusetts for a new collective bargaining agreement for the period July 1, 2019, through June 30, 2020 (FY ’20) and the Memorandum of Agreement (“MOA”) for successor collective bargaining agreement By and Between The New England Police Benevolent Association, Inc., Local 18 (“Union”) and The Town of Randolph, Massachusetts for a new collective bargaining agreement for the period July 1, 2020, through June 30, 2023 and hereby authorizes the Town Manager to take any actions necessary to execute each of those MOAs.

Complete copy of the Memorandum of Agreement on file in the Town Council office.

Council Order: 2019-065

**Authorization and Approval for Memorandum of Agreement (“MOA”)
For Successor Collective Bargaining Agreements Between Randolph Firefighters, Local 1268, IAFF (“Union”)
and Town of Randolph Massachusetts**

The Town Council hereby approves the Memorandum of Agreement (“MOA”) For Successor Collective Bargaining Agreements Between Randolph Firefighters, Local 1268, IAFF (“Union”) and Town of Randolph Massachusetts for a new collective bargaining agreement for the period July 1, 2019, through June 30, 2020 and for a new collective bargaining agreement for the period July 1, 2020, through June 30, 2023 and hereby authorizes the Town Manager to take any actions necessary to execute that MOA.

Complete copy of the Memorandum of Agreement on file in the Town Council office.

Council Order: 2019-066

**Authorization and Approval for Memorandum of Agreement (“MOA”)
For New Successor Collective Bargaining Agreement Between Town of Randolph and SEIU Local 888
Randolph Town Hall and Library Workers (“Union”)**

The Town Council hereby approves the Memorandum of Agreement (“MOA”) Between Town of Randolph and SEIU Local 888, Randolph Town Hall and Library Workers (“Union”) for new successor collective bargaining agreement for the period July 1, 2019 through June 30, 2022 and hereby authorizes the Town Manager to take any actions necessary to execute that MOA.

Complete copy of the Memorandum of Agreement on file in the Town Council office.

Council Order: 2019-067

**Authorization and Approval for Memorandum of Agreement (“MOA”) For Successor Collective Bargaining
Agreement for FY ‘20 and for FY ’21 - FY ’23 By and Between The New England Police Benevolent
Association, Inc., Local #34 (“Union”)
And The Town of Randolph, Massachusetts**

The Town Council hereby approves the Memorandum of Agreement (“MOA”) for successor collective bargaining agreement By and Between The New England Police Benevolent Association, Inc., Local 34 (“Union”) and The Town of Randolph, Massachusetts for a new collective bargaining agreement for the period July 1, 2019, through June 30, 2020 (FY ’20) and the Memorandum of Agreement (“MOA”) for successor collective bargaining agreement By and Between The New England Police Benevolent Association, Inc., Local 34 (“Union”) and The Town of Randolph, Massachusetts for a new collective bargaining agreement for the period July 1, 2020, through June 30, 2023 and hereby authorizes the Town Manager to take any actions necessary to execute each of those MOAs.

Complete copy of the Memorandum of Agreement on file in the Town Council office.

Council Order: 2019-068
MWRA Borrowing

ORDERED: That the Town appropriates One Million Seventy-Six Thousand Two Hundred Fifty-Eight Dollars (\$1,076,258) to pay costs of making sewer system infiltration and inflow improvements, and for the payment of all costs incidental and related thereto. To meet this appropriation, the Treasurer, with the approval of the Town Manager, is authorized to borrow Two Hundred Sixty-Nine Thousand Sixty-Five Dollars (\$269,065) under and pursuant to G. L. c. 44, §7(1) or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor, and the Town Manager is authorized to apply for, and accept, a grant from the Massachusetts Water Resources Authority's Local Financial Assistance Program for Sewer Infiltration and Inflow Improvements in the amount of Eight Hundred Seven Thousand One Hundred Ninety-Three Dollars (\$807,193). Any premium received by the Town upon the sale of any bonds or notes approved by this order, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this order in accordance with G. L. c. 44, §20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Council Order: 2019-069
Recommendations for Proposed Amendments to the Town Council Policies and Procedures

The Randolph Town Council hereby adopts Amendments to the Council Policies and Procedures as recommended by the Charter Review Subcommittee.

Order was tabled.

Council Order: 2019-070
An Act Establishing the Tri-Town Water District

A Copy of the Complete Order is on file in the Town Council Office.

Council Order: 2019-071
Transfer of General Fund Free Cash to Workers Compensation Trust Fund

Be it ordered that the Randolph Town Council hereby transfers \$135,000 from the certified General Fund free cash to the Workers Compensation Trust Fund.

Council Order: 2019-072
Transfer of Water/Sewer Retained Earnings to Water Treatment Stabilization Fund

Be it ordered that the Randolph Town Council hereby transfers \$1,200,000 from the retained earnings of the Town's Water/Sewer Enterprise Fund into the Water Treatment Stabilization Fund.

Council Order: 2019-073
Transfer of General Fund Free Cash to Stetson Hall Revolving Fund

Be it ordered that the Randolph Town Council hereby transfers \$21,872.19 from the certified General Fund free cash to the Stetson Hall Revolving Fund.

REPORT FOR THE RANDOLPH PUBLIC SCHOOLS 2019 - 2020

Thank you to the Randolph Public Schools School Committee, staff, students, and families who devote hours of time making Randolph a better place for students to explore, inquire, and grow. We have many accomplishments to celebrate, including positive experiences that cannot be quantified on a test.

Budget

The district received a FY20 budget allocation totaling \$43,261,107, which represents 2.3% over its FY19 budget. We have resourced these funds to support the rising costs associated with students' needs, which includes special education supports, curricula resources, and improving digital literacy. Our collective bargaining and non-collective bargaining salaries also impact the budget. We continue to tighten our procedures to maximize any revenue streams that positively impact our operating budget.

Curriculum

Randolph Public Schools strives daily toward continued student achievement. We are working towards a comprehensive curriculum cycle which targets all curriculum areas in a cycle of review, development, implementation, monitor and evaluate and assess. This year educators, K-12 have begun to develop aligned K-12 curricula that is culturally relevant and engaging to meet the needs of all students and utilizing a consistent template to document this work. An important component to our curriculum work will be professional development that equips our educators with the capacity, knowledge and confidence to facilitate learning.

Because literacy development sets the stage for academic success, RPS is placing a major emphasis on this area. Our elementary teachers are using a new, research-based, phonics program called Letterland. The students are not only excited, but engaged in learning. This multi-sensory curriculum uses movement, song, art, and other techniques that motivate children to read, write, and spell. Letterland is aligned to the state's standards and is a tremendous resource to teachers as they build the foundational skills of their students.

RPS has also begun professional learning with K-8 educators on a writing program that is designed to help students express themselves both orally and in written format. Educators have been provided resources and coaching to improve students' writing. The following page is an outline of the district's objectives, initiatives, and intended outcomes. Our resources and professional decisions are all based on this overview, which is guided by our core values: We C.A.R.E. (Continuous Reflection and Improvement, Academic Excellence, Respectful and Responsible Relationships, and Engaged and Equitable Community).

Our Schools: AIM Academy ~ Elizabeth G. Lyons ES ~ John F. Kennedy ES ~ Margaret L. Donovan ES ~ Martin E. Young ES ~ Randolph Community MS ~ Randolph High School

Non-Discrimination Policy

The Randolph Public Schools does not discriminate on the basis of race, color, ancestry, national origin, religion, creed, sex, gender identity or expression, sexual orientation, marital status, pregnancy or pregnancy related condition, genetic information, disability, veteran's status, age or homelessness in admission to, access to, employment in, or treatment in its programs and activities.

**Randolph Public Schools District
Improvement Plan Overview**

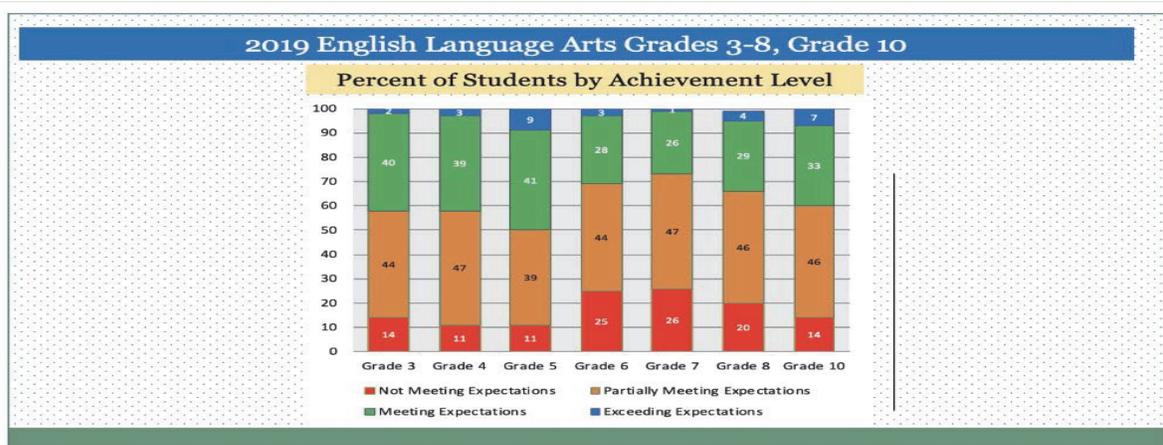
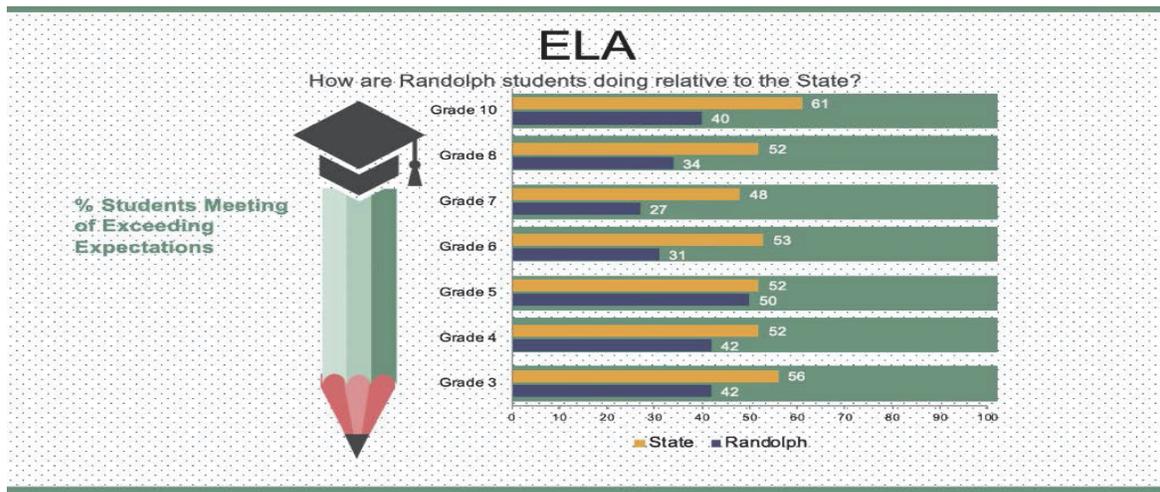
<i>Strategic Objectives</i>			
<i>Continuous Reflection and Improvement</i>	<i>Academic Excellence and Innovation</i>	<i>Respectful and Responsible Relationships</i>	<i>Engaged and Equitable Community</i>
1. Increase academic achievement for all students by implementing innovative and equitable teaching practices	2. Develop aligned K-12 curricula that is culturally relevant and engaging to meet the needs of all students	3. Recruit and maintain a workforce that is diverse, highly skilled, and professional	4. Increase students' academic success by building family and community partnerships
<i>Strategic Initiatives</i>			
All initiatives begin with equity in mind and practice.			
Educational Equity is recognizing that all students, leaders and educators are not the same, yet all deserve access to achieve the same positive outcomes. RPS equitable schools and classrooms will make accommodations for all differences so that the possibility of the best opportunities is the same for everybody			
<i>1. Implement the district's Educational Equity Plan</i>	<i>1. Implement the district's Educational Equity Plan</i>	<i>1. Implement the district's Educational Equity Plan</i>	<i>1. Implement the district's Educational Equity Plan</i>
2. Implement Universal Design for Learning strategies to meet the diverse needs of students (UDL)	2. Ensure curricula articulates well-defined outcomes with a focus on depth of understanding (UDL)	2. Upgrade the educator mentor program to build the capacity of teachers to strengthen relationships and	2. Effectively engage the community and strengthen partnerships that promote student achievement
3. Integrate technology to facilitate advanced methods of learning and upgrade the technology plan to improve infrastructure	3. Develop a cohesive, curriculum plan that embeds social-emotional learning in the lessons (SEL)	3. Provide targeted professional development to support teachers' growth that includes social-emotional learning and	3. Build community partnerships to support students' social and emotional health
4. Create learning experiences that are real- world and build 21 century competencies	4. Expand and deepen the implementation of Positive Behavior Intervention Supports (PBIS) to support the academic, social, emotional, and	4. Implement systems and structures that best respond to the complex needs of students	4. Develop a district-wide response to improve student attendance
<i>Randolph Public Schools Outcomes</i>			
<p>1. Continuous Reflection and Improvement: Increase academic achievement for all students by implementing innovative and equitable teaching practices</p> <ul style="list-style-type: none"> Improve academic achievement data for aggregate and subgroups (MCAS, MAP, ACCESS) Increase equitable practices as evidenced by the Instructional Monitoring Tool (IMT) <p>2. Academic Excellence and Innovation: Develop aligned K-12 curricula that is culturally relevant and engaging to meet the needs of all students</p> <ul style="list-style-type: none"> Culturally relevant and engaging curricula materials with trained teachers to facilitate learning Research and develop Social Emotional Learning curriculum and increase educators' capacity in this area <p>3. Respectful and Responsible Relationships: Recruit and maintain a workforce that is diverse, highly skilled, and professional</p> <ul style="list-style-type: none"> Recruitment of highly effective teachers who have skills and values that reflect the RPS core values. Professional Development Strategies fully implemented and reflected in the data collected through the District Learning Walk Instructional Monitoring Tool, classroom observations, and/or educator evaluation. <p>4. Engaged and Equitable Community: Increase students' academic success by building family and community partnerships</p> <ul style="list-style-type: none"> All stakeholders to develop a broader understanding of the RPS core values C.A.R.E through the creation of a draft district PBIS matrix Families are actively engaged in conversations about curricula, instructional strategies, and resources to support their 			

Massachusetts Comprehensive Assessment System (MCAS)

The Massachusetts Department of Elementary and Secondary Education (DESE) released 2019 MCAS results and school and district accountability determinations on September 24, 2019. The release includes the first year of next generation MCAS results for grade 10 and the third year of results for students in grades 3 through 8. It also includes the second year of results based on the state’s accountability system, which measures how a school or district is doing and what kind of support it may need.

Based on the 2019 accountability results 71% of schools in Massachusetts are demonstrating improvement. In Randolph 50% of our schools are making substantial progress towards targets. Based on results from 2018 and 2019 the Randolph Community Middle School (RCMS) has been classified as “Requiring assistance or intervention”. As a result, RCMS has been working closely with representatives from DESE to set improvement targets and support growth.

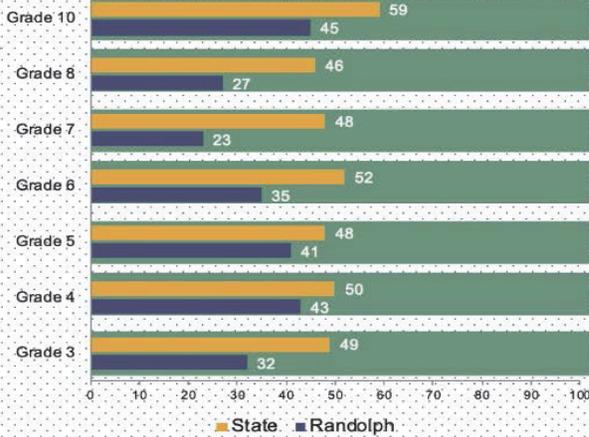
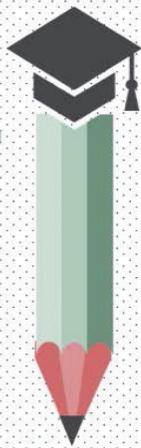
The Massachusetts Comprehensive Assessment System is an important standardized assessment that allows schools and educators to evaluate the rigor and alignment of curriculum and instructional practices. All our schools have analyzed school level MCAS results among other data points and created a School Improvement Plan that targets academic excellence and innovation. These plans are available on the Randolph Public Schools website.



MATH

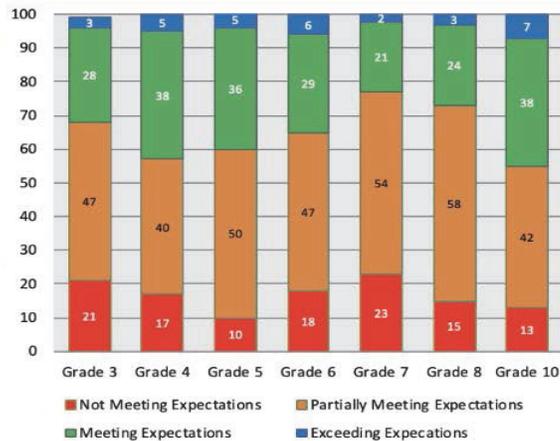
How are Randolph students doing relative to the State?

% Students Meeting of Exceeding Expectations



2019 Mathematics Grades 3-8, Grade 10

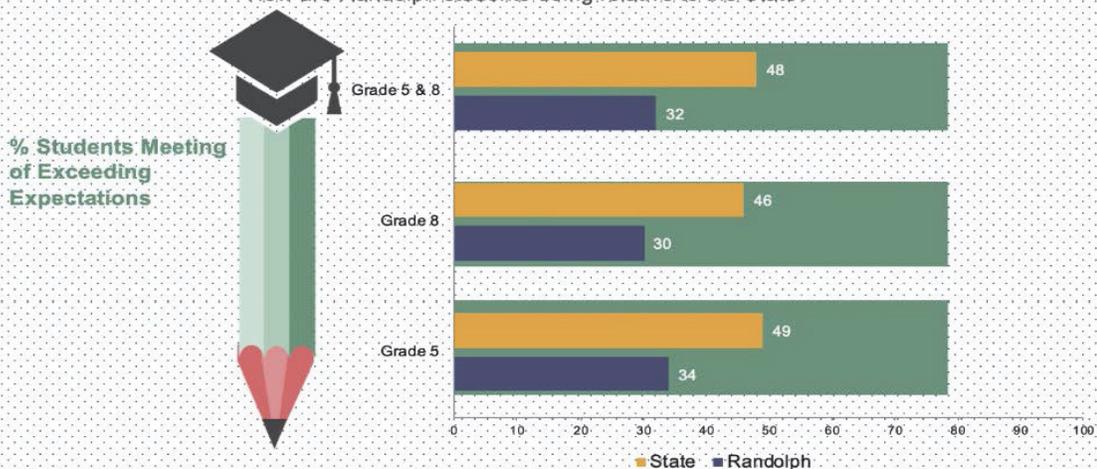
Percent of Students by Achievement Level



Even though we have seen gains in math, overall RPS remains below the state average. We have increased the rigor of the curriculum by including additional resources such as Open Up Math to provide students with greater accessibility and more opportunities for critical thinking and effective problem solving. Our teachers have received professional development that targets daily fluency activities, student discourse in the math classroom, and creating engaging activities for all learners. Teachers have focused on analyzing common assessment data and creating action plans to improve specific content standards. Students are receiving targeted support detailed to their needs.

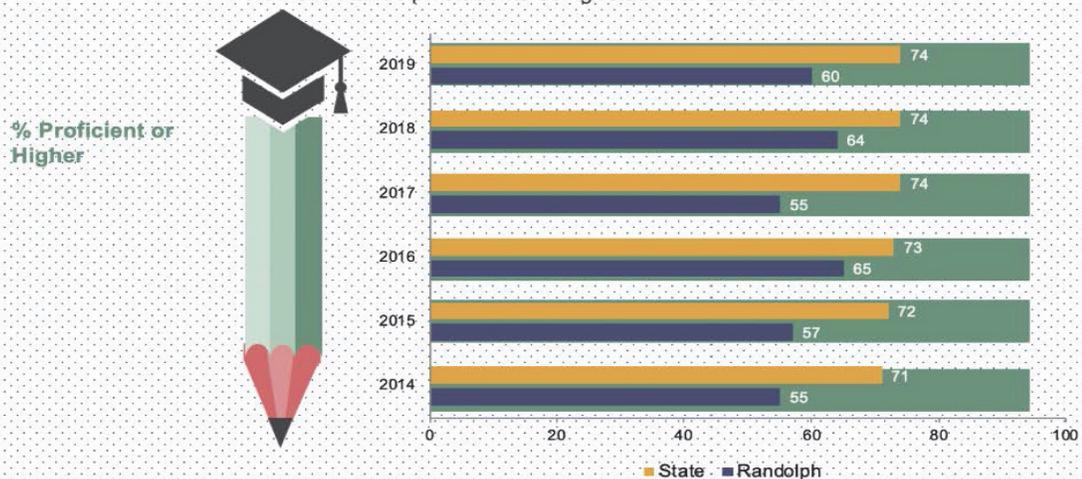
Science & Technology/Engineering

How are Randolph students doing relative to the State?



Science & Technology/Engineering – HS

How are Randolph students doing relative to the State?



Project Lead the Way (PLTW)

In October 2019 the RPS Project Lead the Way team attended the MA PLTW Networking Conference at Worcester Polytechnic Institute (WPI) with hundreds of educators from across the state. The PLTW Conference was a fantastic opportunity for educators featuring hands-on activities from PLTW, course-specific breakout sessions, and networking opportunities. Randolph PLTW educators not only attended breakout sessions but led them!

During the PLTW Networking Conference awards ceremony Randolph Public Schools was recognized with an Award of Distinction as one of only four districts in MA that is implementing PLTW in 100% of schools in the district!

Also, in October, PLTW teams from RCMS, Young and JFK Elementary Schools attended a PLTW and Mass STEM Hub student exposé at the Reggie Lewis Center in Boston. Students had the opportunity to share the ways in which they solved a STEM problem around the topic of waste to industry judges from around the Commonwealth. Randolph students were thoughtful, prepared and insightful. The research has now definitively linked participation in PLTW courses and learning experiences to increases in student engagement and MCAS scores! Not only that, but students who graduate high school with a PLTW certificate have incredible opportunities to earn college scholarships and attend prestigious universities such as WPI. Way to go Randolph Public Schools and Team PLTW!

Randolph High School Accreditation

As a result of our last New England Association of Schools and Colleges (NEASC) visit in the spring of 2018, Randolph High School met the requirements of accreditation and was granted “Continued Accreditation” by NEASC. Since that time, Randolph High has been making steady progress in meeting and exceeding all of the recommendations from the NEASC Notification Letter. Specifically, we have focused our work on the vision of an RHS graduate and the three NEASC standards of Core Values, Beliefs, and Learning Expectations; Curriculum; and School Culture and Leadership. Through the efforts of our whole school community, RHS staff have developed a new vision statement and created a set of core values and beliefs that drive their work as a school. Teachers and leaders have been developing and revising curricula that are engaging students in relevant and rigorous learning which will ensure that they are college and career ready. In addition, RHS is developing a comprehensive set of interventions and supports necessary to help all students be academically, behaviorally, and socially successful. Finally, RHS staff have been creating a school-wide culture where each student is valued within a safe, positive, respectful, and supportive environment. The collective School Improvement efforts represent a continual process that is fostering responsibility for learning and results, through shared ownership, pride, and high expectations for all. As RHS looks to the future, we are inspired and excited to create a school where **“Each Randolph High School student will reach their full potential by demonstrating high levels of growth and achievement in a respectful and inclusive environment that honors and celebrates our diverse community.”**

Technology

Technology impacts all areas of education and is a key component of Randolph Public School’s commitment to excellence, equity, and innovation. With the support of technology capital funds provided by the Town of Randolph and funds made available through various grants, RPS has substantially increased the number of devices available to students and teachers. In the past year, 600 touchscreen laptops have been purchased for student use. These purchases, in addition to increasing the number of wireless access points, have allowed successful computer based MCAS testing for all students in grades 3-10.

Additionally, five virtual reality carts containing 130 virtual reality headsets were purchased with a grant and placed in Randolph High School and the four elementary schools. These run Google Expeditions, Google Cardboard, Discovery Virtual Reality and other virtual and augmented reality apps. These devices allow students to explore the world virtually and bring abstract concepts to life. This grant also funded the purchase of a 360° camera that students can use to create and share their own virtual reality experiences.

Fifty classrooms in the middle and high schools have been equipped with interactive short throw projectors. By the end of the school year, an additional thirty classrooms will be equipped.

Teachers and students districtwide are utilizing G Suite for Education to encourage collaboration, creativity, and critical thinking. Each student and teacher have been provided an individual Windows login, e-mail address and online file storage space.

The proliferation of online learning programs utilized by students has necessitated the use of Clever, a program that creates personalized portals for each student with single sign-on to all digital resources.

In order to manage and implement these devices and programs effectively, a Technology Integration Coordinator was hired in a budget-neutral capacity to provide hands-on training and support for students, teachers, and staff.

Special Education and Student Services

In alignment with the District’s vision in moving towards to a more equitable and inclusive practice, the Special Education and Student Services department has been focusing on ways to appropriately identify students who require special education programs and other educational services. In order to support this vision, the District has focused on implementing better procedures, appropriate supports and interventions including the identification of social-emotional learning curriculum, along with the creation and monitoring of special programs and the implementation of overall compliance to all state mandated timelines related to student services.

In response to these initiatives, the district has provided specialized professional development trainings to all Special Education and Student Services staff members including: SDI (Specialized Design Instruction), AAC (Augmentative and Alternative Communication), IEP (individualized Education Program) Writing, TIC (Trauma-Informed Classroom), Anti-Bullying and Basic SEL (Social Emotional Learning). These trainings continue to help our staff develop their toolbox in ensuring that our students are provided with the right support towards their learning.

With data at the center of what we do, the district also continues to use information from all available data resources especially when it comes to decision-making related student support services and special education. The district has enhanced a district wide RMTSS (Randolph Multi-Tiered System of Supports) model to provide tiered interventions and supports for students who require intensive interventions.

With regards to compliance, in the beginning of this year Randolph Public Schools had one of the highest number of students taking the MCAS-ALT at 4.8%. This year RPS continues to work on this area by implementing many approaches to comply with the state average at 1.6%. As of January 2020, the district has reduced the number of students taking MCAS-ALT closer to 3% and will continue to work on this area throughout this school year.

The district is also continuing to strengthen district programs through monthly program consultations, participation in the Inclusive Practice Academy (Young, Donovan and RCMS) and are currently looking to expand existing programs to accommodate the diverse needs of our learners in the district.

DISTRICT INITIATIVES

UDL (Universal Design for Learning) – This year Randolph Public Schools (RPS) is participating in the Inclusive Tiered Instruction, also referred as Inclusive Practice Academy (IPA), sponsored by the Department of Elementary and Secondary Education (DESE). This academy focuses on Universal Design for Learning (UDL) and supports the integration of all three Inclusive Practice frameworks: UDL, SEL & PBIS.

For the past three years, the Donovan Elementary School (Donovan ES) has been immersed in this academy and is finishing their third year and final year. The Donovan ES was recognized for their outstanding inclusive classroom practices by the Inclusive Schools Network (ISN), an international web-based organization that sponsors an annual event on inclusion.

The Young Elementary School (Young ES) is in its second year of the IPA. Recently the MA DESE (Massachusetts Department of Elementary and Secondary Education) visited the school and praised the multiple efforts and effective inclusive practices of the Young ES staff on UDL.

The Randolph Community Middle School (RCMS) started its participation in the IPA this year and will conclude this year's participation with a school-wide plan on implementing UDL.

Across the district, Dr. Lisa Dieker, internationally renowned professor on inclusion and an expert in universal design for learning, is providing a comprehensive overview of UDL and co-teaching. At least three staff members from the District are also participating in the Foundation of Inclusive Practices sponsored by the EDC (Education Development Center).

RPS is proud to report that we are one of the pioneering school districts in the Commonwealth to adopt district-wide inclusive practices and UDL. We are committed to provide more inclusive opportunities and multi-tiered systems of support for all our students.

PBIS (Positive Behavioral Interventions and Support) – This year Randolph Public Schools (RPS) is participating in the Positive Behavioral Interventions and Support (PBIS) Academy sponsored by the Department of Elementary and Secondary Education (DESE) in collaboration with the University of Connecticut (UConn).

For the school year 2018-2019, the RPS participated in its first year of the PBIS Academy with two of our schools pioneering the work: John F. Kennedy Elementary School (JFK ES) and Randolph High School (RHS).

This year, JFK ES and RHS started implementing the work around PBIS and have a consistent, multidisciplinary PBIS group comprised of dedicated team members with a PBIS coach in each building. This year, other RPS schools including the Randolph Community Middle School (RCMS), Lyons (Lyons ES) and the Donovan (Donovan ES) are also part of the year-long training to improve and continue the work they've already started around PBIS (Positive Behavioral Interventions and Supports).

As part of the larger focus for the Randolph Public Schools, PBIS is defined as a framework for enhancing the adoption and implementation of a continuum of evidence-based interventions to achieve positive academic and behavioral outcomes for all students.

Throughout this school year, it is the vision of the RPS Leadership Team to support the work around PBIS and see an improved culture and climate in all our schools, supporting the District's goal on the multi-tiered system of supports.

SEL (Social Emotional Learning) – This year, Randolph Public Schools (RPS) is participating in the ExSEL (Excellence through Social Emotional Learning) network sponsored by a collaboration between Transforming Education and the Rennie Center for Education Research and Policy. Each RPS school can participate in this year-long training to establish a common language around SEL (Social Emotional Learning) and learn effective steps toward implementation. As part of this work, the district sent SEL surveys to students in grades 4-12, district-wide faculty, and all parents/guardians in order to determine the needs of our school community. In addition, the RPS Leadership Team, instituted a SEL Task Force that is meeting throughout the year. Members of the task force have interpreted the SEL survey results, will investigate various SEL programs and practices, and will ultimately propose a cohesive SEL multi-tiered system of support for the district. District-wide school counselors and social workers have been supporting this initiative by attending in-district trainings and collaborating between schools throughout the year.

English Language Learning and Family Resource Center

In order to provide a more efficient registration experience, as well as form deeper bonds with new and existing families, family liaisons have been registration trained and have moved to the Family Resource Center. Community and curricular resources are now displayed in the Family Resource Center and liaisons are available to answer questions.

For the second year, the English learner Parent Advisory Committee (ELPAC) is planned for March. Building upon the attendance of last year's English learner Parent Advisory Committee meeting, we hope to focus on specific English Learner needs-based score results, and on creating community among the EL families.

Parent Advisory Board

The purpose of the PAB is to work with superintendent to examine the district's performance on district goals, support programming in relation to the RPS vision and objectives and generate parents' interest at their child's school. Currently, PAB members are working with principals to develop or strengthen School Site Councils to obtain a better understanding of the budget and monitor the school improvement plans.

Office of Human Resources

The Randolph Public Schools Office of Human Resources' goal is to recruit and maintain a workforce that is diverse, highly skilled, and professional. To meet that goal, HR has engaged in the following activities and partnerships in the 2019-2020 school year.

InSPIRED Fellows

The Randolph Public Schools Office of Human Resources is thrilled to announce that five (5) of our educators have been selected to be an InSPIRED Fellow by the MA Department of Elementary and Secondary Education. The Randolph Fellows are: RHS Athletic Director Tony Price, RCMS Counselor Atiera Horne, Donovan ES Grade 1 Teacher Taylor Huynh-Thai, Lyons ES English Learner Teacher Diallo Ferguson, and Young ES Grade 5 Teacher Jasmin DiRusso.

InSPIRED Fellows are In-Service Professionals who are committed to Increasing the Racial and Ethnic Diversity of our teacher workforce by recruiting students and young adults from target communities at the high school, community college, or undergraduate level into the teaching profession. This Fellowship is designed around two goals: Increase the diversity of the teaching workforce in Massachusetts and; Increase the retention rates of current educators committed to a culturally responsive and diverse workforce.

InSPIRED Fellows will work to develop close connections to their school-communities and connect with students in Randolph in order to recruit the next generation of culturally responsive, diverse and effective teachers. Keep an eye out for our InSPIRED Fellows at various school events throughout the year!

FY20 Teacher Diversification Grant

We are very pleased to announce that the Randolph Public Schools’ Teacher Diversification Pilot Program grant application with the Massachusetts Department of Elementary & Secondary Education (DESE) has been approved and fully funded for FY20.

The competitive Teacher Diversification Pilot Program is designed to support local school district efforts to strengthen and diversify existing teacher recruitment and retention programs. Using state funds, participating pilot school districts will engage in thoughtful approaches intended to increase the number of effective and diverse teachers in their schools. Specifically, the grant delivers funding that directly removes the financial barriers that some staff face in becoming a licensed educator.

The Randolph Public Schools has been approved to receive \$54,728 for FY20 to offer tuition assistance to district employees who are enrolled in an educator prep program that leads to initial licensure. The grant also supports the purchase of vouchers to offset the cost incurred by staff for state licensure tests (MTEs) and MTEL support classes. Lastly, acceptance into the Teacher Diversification Pilot Program also entitles Randolph access to cultural proficiency training and supports for staff through DESE.

Special Education Cohort with Bridgewater State University

The Office of Human Resources is pleased to announce a partnership with Bridgewater State University (BSU). Starting in the Spring of 2020. BSU will be offering a Special Education Licensure/Master’s program cohort in the Randolph Public Schools. Staff from the across the district who are interested in earning their Moderate Disabilities license in grades PK-8 or 5-12 are encouraged to attend. By hosting this cohort, Randolph Public Schools staff members will benefit from reduced tuition and ease of attendance.

Enrollment Numbers

The tables below show a comparison of enrollment numbers at the start of the 2019-2020 school year and the 2018-2019 school year.

As of Dec 31, 2019																
	PK	KF	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
Lyons ES		50	47	61	54	46	50									308
JFK ES	100	55	60	65	53	46	64									443
Donovan ES		78	77	83	56	78	83									455
Young ES		54	32	43	34	54	52									269
RCMS								245	223	199						667
RHS											169	177	160	159	11	676
District	100	237	216	252	197	224	249	245	223	199	169	177	160	159	11	2818
As of Dec 31, 2018																
	PK	KF	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
Lyons ES		41	54	50	45	46	50									308
JFK ES	94	53	55	60	48	65	59									465
Donovan ES		83	70	60	72	85	84									454
Young ES		33	32	33	46	51	53									280
RCMS								233	207	185						625
RHS											199	160	156	140	15	670
District	94	210	211	203	211	247	246	233	207	185	199	160	156	140	15	2802

The total enrollment numbers for the district as of December 2019, have increased by sixteen students since December 2018.

MSBA Projects

In the fall of 2019, the Randolph Public Schools District completed major capital projects at the Donovan and Young Elementary Schools under the Accelerated Building Repair Program with the Massachusetts School Building Authority (MSBA). The Donovan project budget was approximately \$5.26 million and included new windows and doors, upgraded exterior façade panels, a new boiler and unit vents with a central HVAC control system. The Martin Young project budget was approximately \$2.6 million and included new windows and doors and upgraded exterior façade panels. Both projects were completed on time and under budget with the MSBA funding approximately 77% of the project cost.

In 2019, the MSBA approved the District's proposal to proceed with a feasibility study for the Lyons Elementary School (Lyons ES). In January 2020, the MSBA and the District selected TSKP as the project architect. During the project feasibility phase, the District and architect will develop an educational program plan for Lyons ES and evaluate various building options including a renovation, addition, and new construction. The feasibility study period is expected to take between 6 and 9 months.

REPORT FOR THE BLUE HILL REGIONAL DISTRICT SCHOOL COMMITTEE

The Blue Hills Regional District School Committee is pleased to submit its Annual Report to the residents of the Town of Randolph.

Blue Hills Regional Technical School continues its commitment to provide the highest caliber academic and vocational instruction to district students in grades nine through twelve, and to others through postgraduate training. The nine towns in the district are Avon, Braintree, Canton, Dedham, Holbrook, Milton, Norwood, Randolph and Westwood.

Mr. James P. Quaglia was Superintendent-Director until he retired in September 2019. Principal Jill Rossetti was appointed by the District School Committee to succeed him. Marybeth Nearen served as Chair and Randolph Representative to the Blue Hills Regional District School Committee.

The District School Committee usually meets on the first and third Tuesday of each month at 7:00 p.m. at the school at 800 Randolph St., Canton. The public is welcome to attend.

The following members comprised the 2018-2019 / 2019-2020 District School Committee:

AVON: Mr. Francis J. Fistori '75
BRAINTREE: Secretary Eric C. Erskine '81 (Elected Vice Chair in June 2019)
CANTON: Mr. Aidan G. Maguire, Jr. '79
DEDHAM: Vice Chair Thomas R. Polito, Jr. (Elected Chair in June 2019)
HOLBROOK: Mr. Michael C. Franzosa '10 (Elected Secretary in June 2019)
MILTON: Mr. Matthew P. O'Malley
NORWOOD: Mr. Kevin L. Connolly
RANDOLPH: Chair Marybeth Nearen
WESTWOOD: Mr. Charles W. Flahive

At the District School Committee meeting on June 18, 2019, new officers were elected for the 55th District School Committee which began on July 1, 2019. They are Chair Thomas R. Polito, Jr. of Dedham, Vice Chair Eric C. Erskine of Braintree and Secretary Michael C. Franzosa of Holbrook.

Academic Director Geoffrey Zini became Principal following Principal Rossetti's appointment as Superintendent-Director. Dr. Paul Bavuso was hired as the school's Academic Director.

A major, multi-million-dollar renovation of the school continued through the end of 2019. Among the upgrades are more inviting classroom and vocational program areas, greater compliance with the Americans with Disabilities Act, and more efficient use of space in offices throughout the building. The Blue Hills Regional Technical School District wishes to express its appreciation of the support it has received from its nine member towns throughout this project.

Fifty-eight members of the Class of 2019 earned John and Abigail Adams Scholarships, including Randolph students Alycia Baum, Amabel Cadeau, Zalika Cairo, Jack Egan, Michael Fiorino, Lorraine Gustave, Mike Jean-Louis, Samuel Jimenez, Eric Johnson, Samuel Kelly, Anthony Lopez, Patrick Morrill, Angela Okoye, Isabelle Parker, Adetia Patel, Candace Thompson, Ian Williams and Keishawn Yee.

Several students from Blue Hills Regional earned medals at the State Leadership and Skills Conference held from April 25-27, 2019, in Marlborough, Mass., by SkillsUSA, an organization for vocational students that holds annual competitions at various levels in dozens of technical areas. Students can win

gold, silver or bronze medals based on their projects and presentations at the event. The advisors to the Blue Hills chapter of SkillsUSA were instructors Stacy Hedges and Janice LaVoie. Among the students from Randolph who excelled were Jack Egan, Grade 12, Entrepreneurship-Engineering (Gold); Sam Kelly, Grade 12, Entrepreneurship-Engineering (Gold); Brianna Ramey, Grade 11, Architectural Drawing-Drafting/CAD (Bronze). Senior Kevin Rull was a National Voting Delegate. The State Officer from Blue Hills was sophomore Christopher Alcimbert, who was chosen as the 2019-2020 SkillsUSA Eastern Region Vice President in his junior year.

The annual Rotary breakfast held at Blue Hills to honor selected students with scholarships, opportunities to attend a leadership conference and career assistance awards from the Neponset Valley Rotary Club and the Randolph/Avon/Canton Rotary Club was held on May 1, 2019 in the school's student-run restaurant, the Chateau de Bleu. The honorees from Randolph were senior Zalika Cairo who was awarded a \$1,000 scholarship from the Neponset Valley Rotary Club; senior Michael Jean-Baptiste received a \$250 career assistance award to help pay for tools and equipment he will need for his future profession; and sophomores Stenley Simon and Madison Farmer, who each got a Rotary Youth Leadership Award (RYLA). This award entitles a student to an expense-paid trip to a leadership conference held in Massachusetts during the summer.

At Senior Scholarship and Awards Night on May 15, 2019, dozens of students were honored for their achievements. A total of \$39,100 was distributed to the student honorees. They were recognized or given scholarships for their academic, athletic, and technical program success. Blue Hills Regional truly appreciates all the individuals and civic and municipal organizations that generously recognized these deserving young men and women.

The annual William A. Dwyer Chapter of the National Honor Society (NHS) Induction Ceremony was held on May 22, 2019. The new inductees included Randolph students Tyler Chan, Julian Cruz, Margaret Debordes-Jackson, Joel Delholme, Madison Farmer, Adriana Fiorino, Michael Fiorino, Shakhya Flambo, Anne Fleury Fils, Isabelle Noailles, Brianna Rosa, Natalia Ruffin, Stenley Simon, Shanai Watson, and Devlin Young.

In a ceremony held on May 24, 2019, several Health Assisting students received their Certified Nursing Assistant pins. They also became Geriatric Patient Care Associates, having completed training at Beth Israel Hospital Deaconess Hospital—Milton. Among the honorees from Randolph students Cole Dube, Michael Jean-Louis, Heather Nogler, Angela Okoye, Taylor Smith and Candace Thompson.

Blue Hills Regional takes great pride in its student-athletes and coaches and congratulates them for their tremendous dedication and hard work. We thank our cheerleaders and their coach, Ms. Kim Poliseño, the volunteer football coaches, the Boosters, and our families for being behind Blue Hills Regional athletics all the way. This year, Athletic Director Ed Catabia marked his 40th season at the school. Four teams made the MIAA and MVADA Tournaments. We also made the MIAA Honor Roll for sportsmanship. Players Michael Jean-Louis and Jessie Postell of Randolph made the Patriot Ledger All-Scholastic Team in boys' basketball. Khristian Torres of Randolph was an All-Star in football. The boys' basketball team earned the Mayflower League Sportsmanship Award. Girls' track sizzled this year, with the team becoming Mass. Vocational State Champions for the first time in Blue Hills Regional history. David Nmeje of Randolph was an All-Star in boys' soccer. The rugby team was honored by the MIAA for sportsmanship and presented with a plaque at Curry College in Milton.

Commencement was held on June 12, 2019. There were 207 graduates, 65 from Randolph.

The Practical Nursing Program (Postsecondary Programs Division) is a full-time program of study provided to adults on a tuition and fee basis. The Practical Nursing students are prepared upon graduation

to take the NCLEX-PN (National Council Licensure Examination for Practical Nursing) through the State Board of Registration in Nursing. The Practical Nursing program (Postsecondary Programs Division) held its 30th Annual Commencement on June 26, 2019 in the auditorium at Norwood High School due to the ongoing construction at Blue Hills. Among the graduates were Randolph residents Fidelia Obiora, Jennifer Nguyen and Kevin Williams.

There were 869 students enrolled at the school as of October 1, 2019. Two hundred seventy-nine (279) were from Randolph.

On November 6, 2019, Blue Hills hosted its annual Open House. The well-attended event allowed the public to visit classrooms and technical areas, speak with students, teachers, and administrators, and gather information about the school.

Within confines of their vocational curriculum, Blue Hills Regional students provide Cosmetology, Culinary, Early Education and Care, Construction services, Graphics and Automotive services to district residents at below commercial cost. In some cases they have extended these services to local government and non- profits. This practice allows students to gain valuable, practical hands-on experience in conjunction with their classroom work. Over the years, residents, civic and municipal groups in the school's member towns have saved considerable money by having Blue Hills Regional students provide services for them.

Respectfully submitted,

Marybeth Nearen
Randolph Representative
Blue Hills Regional Technical School District

REPORT FOR THE POLICE DEPARTMENT

The Randolph Police Department answered 25,052 calls for service in the year 2019. I am pleased to announce that the Town of Randolph saw another 10% drop in the crime rate according to the National Incident Based Reporting System (NIBRS) statistics submitted by the town, the total number of reported crimes dropped from 1,237 to 1,105, a 10% reduction from 2018 statistics.

The total number of violent crimes dropped 10% in 2019. Aggravated assaults were down over 10% and motor vehicle thefts remained steady at 33 incidents. Crimes against property were down from 740 incidents in 2018 to 639 incidents in 2019. Part B crimes such as disorderly conduct or quality of life offenses were down 17% in 2019.

Although crime statistics are important and we are trending in the right direction, our call volume increases every year. I am proud that the police department has been effective in not only crime reduction, but service enhancements as well.

The department has recently trained an officer in commercial motor vehicle enforcement due to the town's high commercial traffic and there are plans to focus on other quality of life issues in the coming year including increased traffic enforcement, pedestrian safety and drunk/drugged driving patrols. I feel that adding these enhancements to service will bring about greater safety in the community which is the number one priority of the Randolph Police Department.

One of the strategies that works and has paid off time and again has been the commitment of this department to battle drugs and street crime on every level. There is a strong partnership with the drug and street crime unit, our patrol division and our detective unit. In 2019, the department served 104 search warrants, made 27 arrests, and seized over \$75,000 in drug assets. In 2019, the opioid epidemic continues with 43 overdoses up slightly from last year although the number is down from a high of 71 in 2016. We are seeing some positive signs of a decrease in opioid use but we are in no means out of the woods yet. Narcan was deployed on 16 occasions in 2019.

In 2018, plans were made to bring on a mental health clinician in partnership with South Shore Mental Health. The clinician specially trained in mental health crisis will be embedded in the department working alongside our officers. The need is there with the department handling 333 mental health cases in 2019. The clinician was to be paid by a grant from the Commonwealth of Massachusetts. To this writing that funding has not yet transpired, but I continue to work with state officials to get this program up and running.

In 2019 the text to 911 program began in this state. The day before the program was launched, the department received a text from a despondent young man that he was suicidal. Officers responded and was able to save his life as he was attempting to take it. Three officers were honored with the Robert P. Dana Award for Meritorious Service for their actions on that day. The honorees were Detective Kristin Gagnon, Officer Richard Lucey and Officer Scott Sherman.

Five new police officers were added to our ranks in 2019. They are Vincent Burton, Vincent Sangsombat, Joao Santos and Alexander Chen. All have completed training and have been an asset to our department and our community.

In 2019, the department had three retirements. Commander David Avery, who had a distinguished career in the department retired in July. Commander Avery was a dedicated investigator and will be remembered by me as a staunch advocate for victims of crime and especially for his commitment to the victims of domestic violence.

Detective David Clark retired after a very successful 32-year career with the department. David was a detective for many years and was always willing to go out of his way to help others.

Officer Scott Sibert retired this year as well. Scott was a member of the department who had excellent people skills and would easily de-escalate some very tense moments over the years. All these men will be missed and on behalf of the entire department, I wish them many happy years ahead.

I must take this opportunity to thank the men and women which I serve with daily. The dedication to duty and quality of service exhibited by the officers on patrol and in investigatory roles I would match against any other police department in the area. Randolph is well served by these people and their pride and commitment show every day.

I would like to thank the command and supervisory staff for their hard work, wise counsel and cooperation in the past year. Your commitment to your profession and the people of the Town of Randolph is appreciated and respected by me.

I also would like to thank Fire Chief Richard Donovan and the Randolph Fire Department for the excellent working relationship our departments share. I thank Town Manager Brian Howard, the Town Council and all other department heads, departments, and committees for its assistance to the Randolph Police Department in the past year.

Respectfully submitted,

Chief William Pace

REPORT OF THE PARKING CLERK

Parking Tickets issued – 2019	348
Value of Tickets issued in 2019:.....	\$35,065.00
Value of ALL outstanding parking tickets owed to The Town of Randolph:	\$244,140.50
Release Forms issued for RMV (non-renewal status)	93
TOTAL MONIES/FINES COLLECTED – 2019	<u>\$ 38,044.40</u>

REPORT FOR THE FIRE DEPARTMENT

As in previous years, staffing changes have occurred new equipment and procedures have been put into service and implemented. During 2019 requests for services included 5814 fire runs and 4891 medical emergency responses.

This year our department recognizes the retirements of Deputy Chief Daniel J. Kreckler with over 30 years of service and Lieutenant Bruce Anderson with 33 years of service to the Town of Randolph. We thank them for their loyalty, professionalism, and dedication to service. The department also wishes to acknowledge the promotions of Deputy Chief Michael McCarthy, and Lieutenant Scott Lapaglia and wish them continued success.

The Department continues to seek out and apply for alternate sources of revenue to enhance the level and delivery of services to the residents of Randolph. In this regard I would like to acknowledge the efforts of Chief of Operations Ronald Cassford and Captain Paul Frew who have diligently worked to obtain available Federal and State grant funding allowing us to augment staffing, purchase modern firefighting equipment, which in turn allows the department to direct operational funding towards other projects and concerns.

Throughout the year our community outreach programming strives to assist and educate the residents in fire and life safety through a myriad of projects. Over the past year under the direction of EMS Coordinator Captain Tom Binnall we have trained close to 200 people in CPR and Narcan administration. Our State funded S.A.F.E. (Student Awareness of Fire Education) and SENIOR SAFE PROGRAMS administrated by Deputy Chief Michael Rennie and Firefighters Kristopher Kronillis and Cheri Patten have delivered fire and life safety education to over 1000 Randolph Public School students in four elementary schools grades K-4. Our Senior SAFE program reaches out to the senior community through educational forums conducted at senior housing facilities in town. This education and information model centers on the importance of having working Smoke and Carbon Monoxide Detector, Operation of Fire Extinguishers, Cooking Safety, and inherent home Safety Hazards as well as many other topics. In conjunction with the Department of Elder Affairs who have helped identify those in need, we have supplied and installed Smoke and Carbon Monoxide Detectors free of charge to many Seniors within the Town this past year.

This year we have continued our Randolph High School First Responders Program for RHS Juniors and Seniors in conjunction with the Randolph Police Department and the Randolph Public Schools. This hugely successful program has now taught over 80 Randolph High Students in the past 6 years all of the skills of firefighting from Emergency Medical Response where they become proficient in performing CPR, utilizing defibrillators administrating first aid, and how to assess and manage many medical emergencies. During the school year the students are taught all of the aspects of structural firefighting and law enforcement which includes taking part in hands on training as it relates both disciplines.

I would like to thank all of the men and women of the Randolph Fire Department for their tireless commitment to the community of Randolph. Their work on a daily basis as Firefighters and Emergency Medical Providers comes with a devotion to professionalism and dedication to the residents of Randolph.

I would like to thank Town Manager, Brian Howard, the Town Council and all other Town Departments for their guidance and assistance that they have provided our department throughout the year. In particular, I would like to thank Police Chief Bill Pace and the men and women of the Randolph Police Department for the cohesive and professional working relationship they put forth at all times as we work together to serve the community of Randolph.

Respectfully submitted,

Chief Richard F. Donovan

REPORT FOR THE BOARD OF HEALTH

The *Public Health Department* manages resources and programs designed to protect the health of the community, including monitoring contractual services for the management of trash and recycled materials. The Public Health professional staff is comprised of the Public Health Director, a Public Health Nurse, and a Community Health & Wellness Educator. The mission of the *Public Health Department* is to prevent disease and promote wellness in order to protect and improve the health and quality of life of its residents, visitors and work force. This charge is carried out by the implementation of disease prevention, vaccination & surveillance programs, health education outreach, environmental health permit & code enforcement inspection activities and public health emergency planning efforts conducted locally and as a region.

Public Health Department Personnel: 1 Public Health Director, 1 Community Health & Wellness Educator, 1 Public Health Nurse, 1 Clerical and 1 Part Time Recycling Coordinator.

The *Board of Health*, (BOH), is appointed by the Town Manager and the five members BOH acts as an advisory and oversight Board to the *Public Health Department*. In addition, the BOH is held responsible, (*under various Massachusetts General Laws*), for disease prevention and control, and health and environmental protection and promoting a healthy community. BOH members frequently reference Massachusetts Department of Public Health and Massachusetts Department of Environmental Protection protocols. To fulfill their duties, the BOH has the statutory authority to develop, implement and enforce local health regulations, oversee environmental health inspections to maintain minimum standards for sanitation in housing and food service, and assure that the basic health needs of their community are being met.

All of the functions of the Public Health Department are divided into three categories; *Environmental Health, Community Health* and *Public Health Emergency Preparedness*.

Environmental Health

Food Protection Program: Businesses that prepare foods and serve them to the public are regulated under the State Sanitary Code, Chapter X, 105 CMR. 590. The purpose of the code and the Randolph Food Protection Program is to evaluate, regulate and educate food establishments to ensure that consumers are provided food that is safe, unadulterated and honestly presented. In 2019, One Hundred Forty, (140) Food Permits were issued. Eighty Eight, (76) of these permits require two unannounced Risk Based Food Safety Inspections per year. Over Two Hundred Fifteen, (215) Risk based food safety inspections are conducted each year by the Randolph Public Health Department. Included in this program are restaurants, convenience stores, mobile food trucks, caterers, frozen dessert and temporary food events.

State Sanitary Code:

Tenant Housing Complaints: Tenants may file a complaint with the Public Health Department about the condition of the dwelling unit they are occupying. This activity is regulated under 105 CMR. 410. The purpose of this regulation is to protect the health, safety and wellbeing of the occupants of housing. It facilitates the use of legal remedies available to occupants of substandard housing.

Recreational Waters: Semi-Public Swimming Pools are regulated under 105 CMR 435, Chapter V. Minimum standards are enforced by the Public Health Department. Eighteen, (18) swimming pool permits were issued. Bathing Beaches at *Ponkapoag Pond* are monitored according to Chapter VII, 105 CMR.445. Weekly water testing results were reviewed for the bathing beach season.

Recreational Camps for Children: Camps are regulated under 105 CMR 430 and three, (3) Camp permits were issued in 2019.

Waste Haulers: Businesses that collect and transport sewage and grease are regulated under 310 CMR 15.00. Eighteen, (18) waste hauler permits were issued in 2019.

Sun tanning facilities: Business that provides sun tanning services is regulated under 105 CMR 123. Two (2) Sun tanning facilities Licenses were issued in 2019.

Tobacco Control Program: Businesses that sell Tobacco are regulated under the Randolph Board of Health Regulation Article XI, Nicotine and Tobacco Products and Forty one, (41) permits were issued on September 24, 2019, Governor Charlie Baker declared a public health emergency in the Commonwealth of Massachusetts pursuant to M.G.L. chapter 17, section 2A, due to the severe lung disease associated with the use of e-cigarettes and vaping products. As a result of the Public Health Emergency, all tobacco permit holders were ordered to cease the sale and display of all vaping products to consumers. Randolph Public Health staff collaborated with the Randolph Police Department to help enforced this statewide Public Health Emergency. All Randolph stores were compliant with this Emergency Order.

Solid Waste and Recycling Program: As the result of a competitive bid process, *Capitol Waste Services, Inc.*, replaced *Republic Services, Inc.*, as the contractor to collect rubbish, recyclable material and yard waste. Public Health Department staff monitored the performance of the contractor and responded to complaints about missed pick-ups or damaged recycle containers. Certain household wastes, such as paper products, glass, metal, leaf, yard waste, cathode ray tubes, computer monitors, motor vehicle tires and wood are regulated by the Massachusetts Department of Environmental Protection, (MDEP), and are banned from disposal as solid waste, (310 CMR 19.017). These items are managed as recycled materials. From January 1st to June 30, Republic Services collected, transported and disposed of 4,521 tons of solid waste and 995 tons or recyclables. From July 1, 2019 to December 31, 2019, *Capitol Services Inc.* collected, transported and disposed of 5,124.64 tons of solid waste and 1,141.81 tons of recycling. The total tons collected for 2019 were 9,645.64 tons of trash and 2,136.81 tons of recyclables. *Solid Waste* collection increased by 4% and *Recyclables* increased by 1.8% compared to the prior year.

Recyclables are considered contaminated when they are not properly cleaned. As a result, Randolph participated in the *Recycle Smart program* through the Massachusetts Department of Environmental Protection, (DEP). The goal of this program is to educate residents about what can be recycled and how it must be cleaned to avoid and contamination surcharges and fees charged to the municipality by the Recycling facility that accepts the materials hauled by the curbside collection vendor, (*Republic and Capitol*). Both Nationwide and internationally, recycled material values have plummeted and in some cases have become effectively worthless. Randolph also received a *Small Scale Grant* from Massachusetts DEP in the amount of \$1,500.00 participate in the *Recycle Smart Program*.

Yard Waste: The Yard Waste/DPW Yard was open every other week from April to November. In addition to yard waste, CRT's, Electronics, Tires and Propane tanks were collected.

Mercury Collection Shed: At 1 Turner Lane, mercury containing items, such as light bulbs and thermometers were dropped off for recycling. *Complete Recycling Services* manages the collection of these materials on behalf of *Covanta Energy*. The purpose of this pollution program is to prevent mercury from entering municipal solid waste.

Household Hazardous Waste and Medication Takeback Day: On Saturday, October 26, 2019, paint

related materials, flammable liquids, pesticides, corrosive material, oxidizers, medical waste, televisions, tires and other related materials were collected from Three Hundred Twenty Four, (324) Randolph Residents and Twenty Four, (24) Avon residents. Licensed Environmental Services contractors legally transported, recycled and treated these materials in an effort to prevent ground water contamination from accidental spills and to prevent injury to the general public. In addition, over three hundred pounds of used syringes and prescription medications were collected for disposal.

Town-wide Clean-up Day: In an effort to remove litter, rubbish, garbage and filth that accumulated after a long winter in public places, over sixty, (60) volunteers met to help. Hundreds of pounds of trash were collected by the volunteers and disposed of by *Republic Services Inc.* Thank you to all who sponsored participated and volunteered to make the annual *Clean-up Day* a success. In addition, Randolph became a member of the “*Keep MA Beautiful*” organization which focusses on litter prevention & cleanup. This program brings awareness to help understand “*who*” and “*what*” is causing litter and it mobilizes volunteer to clean up and prevent future littering behavior.

Community Health Report

Reportable, Communicable and Infectious Disease

Over three, (300) hundred residents of all ages were vaccinated for influenza by the Public Health Nurse and the Medical Reserve Corp. During this same time period, there were one hundred eighty, (180) confirmed cases of influenza in Randolph. The Centers for Disease Control recommends that anyone 6 months or older who are medically eligible should be vaccinated. The Public Health nurse is able to vaccinate residents throughout the flu season and *it is never too late to get vaccinated.*

Below, you will find a data table that summarizes all of the Reportable Communicable and Infectious disease that were managed by the Public Health Nurse in Randolph in 2019.

2019 Disease in Randolph	Number of Cases	Disease Description
1.) <i>Influenza</i>	180 Confirmed	Contagious respiratory illness caused by a virus.
2.) <i>TB- LTBI</i>	131 Confirmed	Noninfectious Tuberculosis disease.
3.) <i>Lyme</i>	24 Confirmed	Bacterial Disease spread by a tick bite. May cause swelling and impacts the mobility of the human body’s joints and may last for years.
4.) <i>Hepatitis C</i>	16 Confirmed	A viral infection of the liver that is spread through bodily fluids and blood.
5.) <i>Campylobacteriosis</i>	8 Confirmed	Bacteria that can be spread through food that is undercooked or prepared with inadequate hand washing.
6.) <i>Salmonellosis</i>	5 Confirmed	Bacteria that can be spread through food. Most commonly transmitted through cross contamination between raw chicken and ready to eat foods.
7.) <i>Hepatitis B</i>	5 Confirmed	A viral infection of the liver that is spread through bodily fluids and blood.
8.) <i>TB-Active</i>	4 Confirmed	Infectious Tuberculosis disease that is

		spread through airborne bacteria when an infectious person coughs or sneezes.
9.) <i>Cryptosporidiosis</i>	1 Confirmed	Parasite that is spread through contaminated recreational waters or contaminated food.
10.) <i>Dengue Fever</i>	1 Confirmed	A tropical disease spread by the bite of a mosquito.
11.) <i>Norovirus</i>	1 Confirmed	A viral infection that causes diarrhea, vomiting, stomach pain and headache. Transmitted from contaminated surfaces and food.
12.) <i>Varicella</i>	1 Confirmed	A virus also known as the “chickenpox” causing itchy blisters on the skin lasting several days.

Health Education

Below, you will find a list of presentations and that were sponsored by the Randolph Public Health Department in 2019

- Mental Health First Aid, (MHFA) training – how to help someone in a crisis.
- Disease threats from Mosquitos and Ticks- West Nile Virus, Lyme Disease, EEE
- Rebound – Chris Herren, former NBA basketball player, spoke about substance abuse, gateway drugs, vaping and breaking the stigma of getting help.

Tri Town Public Health Nurse

A grant from the *Norfolk County Commissioners* provided an opportunity for Randolph, Avon and Holbrook to conduct *Needs Assessment and Strategic Planning for Health Programs*. Data gathered from this process redirected the workflow of the *Public Health Nurse* program to focus on the required duties of communicable and infectious disease response in the community.

Community Health Needs Assessment / Improvement Plan

Randolph Public Health, Planning, and other town departments partnered with MAPC and CHNA 20 to develop a Community Wellness Plan, (CWP). The Community Wellness Plan (CWP) articulates goals and recommendations to improve health in Randolph.

Public Health Emergency Preparedness

Emergency Preparedness Planning: Public Health partners with the Town Manager’s Office, Fire, Police, DPW, Public Schools and other town offices. Response plans are coordinated for *Risk Communication messaging, Shelter Set up, Information Centers, and Emergency Dispensing Site, and (EDS) set up*. EDS would be used to respond to a biological threat, such as contagious disease. Examples of a contagious disease would be Hepatitis A in a food worker, Pandemic Influenza, or an outbreak after a natural disaster. Public Health Emergency Preparedness Regions are established throughout the Commonwealth and Randolph is member of Region 5C. Region 5C partners consist of the towns of Avon, Holbrook, Brockton, Abington, Rockland and several other municipalities in the area. Region 5C also has an active Medical Reserve Corp, (MRC) that is comprised of medical professionals and non-medically trained support volunteers that fill vital roles, especially the community recovery process, during a time of public health emergency. In December of 2019, Gerard F. Cody, REHS/RS *Public Health Director*, was appointed and selected as the Region 5C Chair. The appointment is for a three year term.

REPORT FOR THE NORFOLK COUNTY MOSQUITO CONTROL DISTRICT

NCMCD operations apply an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

Surveillance

NCMCD is engaged in an intensive monitoring process through weekly field collections and data analysis in collaboration with the Massachusetts Department of Public Health (MDPH) to detect for disease-vectoring mosquitoes. Virus isolations assist us in focusing our surveillance to hot zones thereby allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes.

Virus Isolations in the town:	14 samples submitted, no isolations in 2019
Requests for service:	170

Water Management

Communication with residents and town/state/federal officials, site visits, monitoring, wildlife management, and land surveys while maintaining regulatory compliance is integral to the management of waterways that may contribute to mosquito breeding. Pre- to post-management documentation allows us to assess the efficacy of our work. Tire collections remove a common breeding site of mosquitoes.

Culverts cleared	41 culverts
Drainage ditches checked/hand cleaned	3,800 feet
Intensive hand clean/brushing*	0 feet
Mechanical water management	0 feet
Tires collected	2

* *Combination of brush cutting and clearing of severely degraded drainage systems or streams by hand.*

Larval Control

When mosquito larval habitat management is not possible, larval mosquito abatement is the most environmentally friendly and effective method of mosquito control. An intensive monitoring program, aides in our decision to effectively target culprit locations.

Spring aerial larvicide applications (April)	168.3 acres
Summer aerial larvicide applications (May – August)	0 acres
Larval control - briquette & granular applications by hand	0.1 acres
Rain basin treatments – briquettes by hand (West Nile virus control)	2,817 basins
Abandoned/unopened pool or other manmade structures treated	0

Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either by disease agents, overwhelming populations, or both. Our surveillance program, along with service request data and state of the art GPS and computer equipment, allows us to focus our treatments to targeted areas.

Adult aerosol ultra-low volume (ULV) applications from trucks	5,975 acres
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Respectfully submitted,

David A. Lawson, Director

REPORT OF THE DEPARTMENT OF PUBLIC WORKS

Engineering Division

The Engineering Division is staffed by one engineer to conduct site plan reviews for both residential and commercial/industrial development. The plan reviews consist of infrastructure, stormwater management, wetland protection, conservation, grading, drainage, paving and lot coverage.

The town's engineer provides any and all necessary and available information regarding map/lot/block for all recorded deeds within the town, to all residents and business proprietors as needed. Considerable time is spent with the town planner, building commissioner, conservation committee and department of public works superintendent to provide all information necessary for future developments.

Highway Division

The division is currently staffed with 15 full time employees of which 3 are full time mechanics that maintains over 60 vehicles and equipment. The highway staff maintains over 100 miles of roads that includes, street sweeping, pothole repairs, sidewalk maintenance, trash canister collection, catch basin cleaning and repairs, drainage maintenance, repairs and extensions, brook clearing, tree and debris removal, sign installation and repair, traffic signal and street lighting repairs, line and crosswalk striping and snow operations.

With the MS4 storm water permit in full effect, the town is dedicated to improve our storm water infrastructure which includes, catch basins, culverts, brooks, streams and mains.

With continued support of the Town Manager and Councilors, roads preservations and reconstruction will continue in various subdivisions to improve the quality of town owned streets.

Sewer Division

The division is staffed with 3 full time employees. The responsibilities of the division include the daily operation and maintenance of 9 pumping stations and approximately 100 miles of sewer mains. Additional operations of the department include resolving sewer main blockages, main break repairs, remediate fats, oil and grease issues in the system, inspection of new infrastructure and provide mark outs (dig safe) for other utilities.

The sewer I/I control plan will be underway in 2019 to help improve the sewer infrastructure from inflow and infiltration of ground water into the system. The plan will be done in phases to re-line and or replace sewer mains that are cracked, damaged or un-repairable and seal walls of sewer man holes. This project will eliminate ground water from infiltrating the system and reduce the overall assessment to the MWRA. Most recently, the town received a \$1,078,000 grant from the MWRA for sewer improvements.

Water Division

The division is staffed with 5 full time employees. The responsibilities of the division include the delivery of safe potable water to all the end users, daily maintenance and operation of approximately 100 miles of water mains, 1100 fire hydrants, over 9250 water services, weekly water sampling and DEP reporting, quarterly basin washing of the water treatment plant, water main and service installation inspection, main break repairs, water reads, meter replacements, shut-offs and turn-ons and provide mark outs (dig safe) for other utilities. This past year the water division improved water service in four neighborhoods by installing new water mains and

the new treatment plant has made progress with all three communities moving the agreements forward and a design engineering firm and OPM engineering firm has been selected.

Administration Division

The administration is staffed by the Superintendent, an Administrative Assistant, Principal Clerk and a Senior Clerk. The functions of the division are billing, payables, water and sewer billing, inquiries, residential/commercial concerns and site plan reviews.

The DPW is staffed with a multitude of talented individuals that are dedicated and committed to provide the highest level of service to all of the residents and commercial/industrial proprietors within the towns' borders. The department continues to improve the skills of all its employees with training to provide the workmanship that all deserve.

Respectfully submitted:

Keith Nastasia
DPW Superintendent

REPORT FOR THE INSPECTIONAL SERVICES DEPARTMENT

The total sum collected for permits and inspections for Inspectional Services is \$654,519.00

Residential one/two family dwellings:

Single Family dwellings:	16
Two Family	2

Residential one/two family dwellings:

Additions/Alterations to dwellings:	181
Renovations to dwellings:	393
Accessory structures	14
Coal/wood stoves, pellets, inserts:	1
Demolitions to dwellings:	6
Fire repairs:	4
Chimney	11
Garages/barns:	2
Gazebo	2
Municipal permits:	4
Re-roof:	189
Residing of dwellings:	55
Solar permits:	181
Storage sheds:	4
Sundecks:	26
Swimming pools:	11
Temporary mobile home:	3

Multifamily:

Multifamily dwellings:	1
Additions/Alterations to dwellings:	1
Accessory structures	1
Renovations:	8
Demolitions to dwellings:	2
Re-roof:	5
Sub-total	1123

Business/Industrial:

Commercial dwellings	5
Additions/Alterations to dwellings	8
Accessory Structures	3
Renovations:	26
Re-roof:	7
Siding	2
Temporary tent	3
Carnival:	1
Antennas:	2
Windows:	1
Sub-total	58

Plumbing and Gas:

Permits:	742
<u>Wiring:</u>	
Permits:	627
Sub total	2,550

Other Permits:

Certificates of occupancy:	43
Sign permits granted:	18
Periodic inspections certificates:	190
Building permits denied:	5
Grand Total	2,806

Inspections:

Building, wiring, plumbing and misc.	3,732
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2019 and we are still seeing steady growth in residential and commercial new construction, with even higher numbers on the remodeling side of the industry. This trend does not appear to be coming to an end anytime soon, and the Inspectional Service Department is up for the challenge.

2019 saw numerous 2018 projects finish up including the 101 room Holiday Inn Express opening up at 60 Mazzeo Drive. Also, we had It's Game Time Sports Bar and Taqueria Restaurant open for business at 49 Mazzeo Drive and The Well Jamaican Restaurant at 55 Mazzeo Drive (formerly Bertucci's Restaurant) started renovations in late 2019 for a 160 seat facility due to open in March of 2020.

Cox Engineering at 21 Pacella Park Drive finished a second major renovation to their facility bringing even more permanent jobs to the town.

Sixteen new single family homes were built in 2019 with each selling for over \$500,000.

A 13,500 sq. ft. building was started at 571 South Main Street to house four (4) retail tenants with an expected opening of spring 2020.

2019 saw the inspectional services team perform over 3,700 inspections and were on track to exceed that number in 2020.

The team that keeps it all moving includes Ron Lum, Building Commissioner and Zoning Enforcement Officer, Richard Monahan, Building Inspector, Robert Curran, Plumbing and Gas Inspector, John Ryan, Electrical Inspector and Cheryl Witherspoon our Code Enforcement Officer and the Head Clerk for the office, Liz Bouche.

Respectfully Submitted,

Ronald Lum

REPORT OF THE TURNER FREE LIBRARY

The Turner Free Library (TFL) had a very successful year of innovation and outreach. We continue to uphold our mission and goals targeted toward the growth of all our patrons, ages 0 – 110, and take pride in being the only department in town that serves everyone, free of cost. The library budget is 0.99% of the total appropriations for the Town of Randolph.

Our Mission

It is the mission of the Turner Free Library in Randolph to serve the informational, educational, cultural, and recreational needs of all the members of the diverse Randolph community by providing access to professional staff, innovative technology, quality materials, programs, and services. The library seeks to encourage reading and the use of technology for life-long learning and enrichment of life in the community.

Updates and Upgrades

In January 2019, the TFL launched Randolph's first public media and design studio funded by the Rhyme and Reason Grant from the Library Initiative for Teens and Tweens. Library card holding patrons now have access to high function creative suite software, high technology musical instruments, and recording software. The library also utilized this grant to install a mural in the teen room. The mural was created by local artist Jamaal Eversley and envisions local Randolph teens as superheroes. The teens helped to create, paint, and hang the mural.

Through capital funding, the library was able to put a security camera and internet-cabling project out to bid this year. Both projects have been completed, with the TFL acquiring 16 security cameras as well as a new server for storage and wired (faster) internet for our 6 staff and 21 patron computers. This project increases both physical and digital security for a high traffic building that was accessed 173,842 times in 2019 (and 53,267 via web interactions).

In April of 2019, the Turner Free Library joined thousands of other libraries in its endeavor to increase equity by decreasing or abolishing late fines. All books, audiobooks, and magazines have no late fees and all other items such as DVDs and video games have seen a decrease in fine amounts. The TFL also signed all Randolph patrons on to the "auto-renew" feature offered by our library network, meaning that if no one is waiting on an item it will automatically renew, for convenience and also to help patrons avoid late fees. To honor its place in the most diverse community in the Commonwealth of Massachusetts and as part of the library's ongoing commitment to equality, diversity, and inclusion, the TFL has committed to and signed the Urban Library Council's Statement on Race and Social Equality.



Library Program and Attendance Trends

The TFL was accessed **173,842** times this year, an increase of almost 8% over last year's 161,072 visitors. Continuing its commitment to early childhood literacy, the library offered 219 story times in English, Spanish, and Haitian Creole in 2019. Randolph teens made the news this year for social justice initiatives, participating in the Teen Changemakers and the #forfreedom's projects. Randolph adults and seniors also enjoyed participating in 4 different book clubs and 51 book club meetings in 2019, from the classics to cookbooks! Our traveling librarians visited the Randolph Public Schools, Randolph Community Partnership, Simon C Fireman House, Farmers' Markets, and many more exciting Randolph locations to offer programs this year.

The TFL also had its most successful summer reading program ever this year with 1,734 people registered and 1,235 book reviews submitted! In December of 2019 the TFL co-hosted the first annual Winter ONEderland with Randolph Community Programs, which provided entertainment and fun for over 750 people. The TFL collaborated with Randolph Public Schools for the first annual "Hogwarts Comes to Randolph" Event with over 300 children in attendance. The TFL also collaborated with the Randolph Women's Coalition to present programming in honor of the 100-year anniversary of women's suffrage. With over 100 programs per month and **2,102** programs offered in 2019, the TFL had **34,359** people attend library programs this year. These numbers reflect a 29% increase in the number of programs offered and a 64% increase in attendance over the previous year.



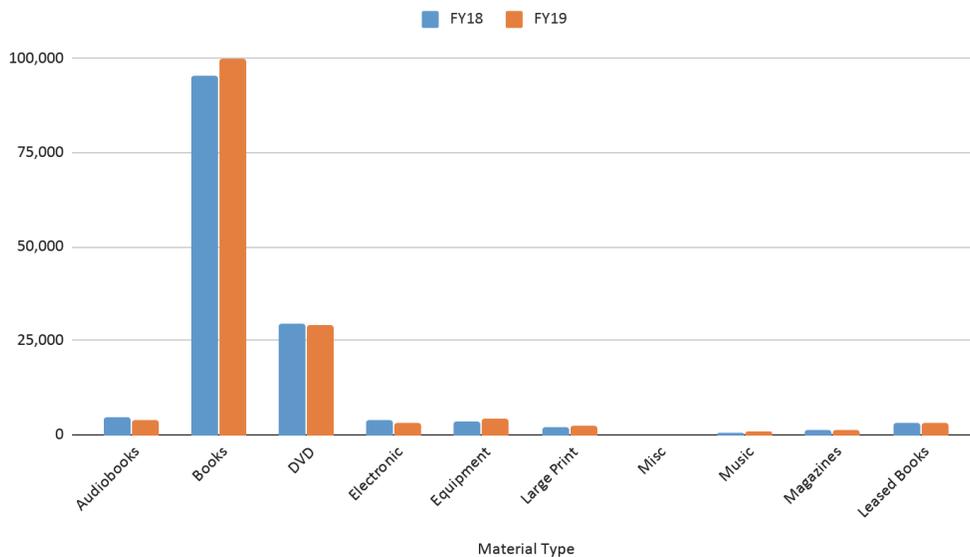
Circulation Trends

More than **175,776** print and digital items were "checked out," including books, DVDs, video games and more; equivalent to each Randolph resident borrowing more than 5 items! This marks an increase of almost 13% in circulation. In comparison with other Old Colony Library Network libraries, the TFL had

the fourth largest increase in circulation. Randolph loves to read and books are still our most popular material: about 67% of all checkouts! This year Randolph's favorite reads were: Kids - *Double Down* by Jeff Kinney, Teens - *The Hate U Give* by Angie Thomas, Adults & Seniors - *Fear: Trump in the White House* by Bob Woodward.

Our large increase in circulation in 2019 can be attributed to both our diversification of our library of things (non-traditional materials) in our adult collection as well as several new additions to our early literacy collection in the children's department, including literacy backpacks, kindergarten readiness materials, and an update to our graphic novel collection.

FY18 and FY19

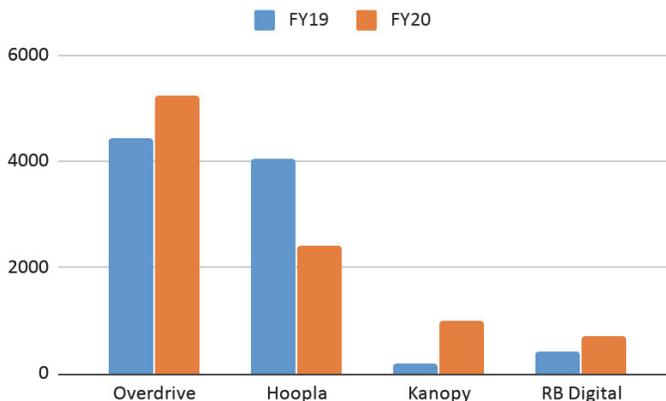


Electronic Circulation

In 2019, the library introduced JobNow, a free online career and resume service, which has since assisted 758 job seekers.

With the exception of Hoopla, the TFL saw an increase in digital lending as compared to this time last fiscal year. Overdrive usage increased by 15%, Kanopy by 81%, and RB Digital by 43%.

The decrease in Hoopla checkouts, a 68% decline, is a result of budgetary limits set in order to manage the rapidly increasing cost of Hoopla's items.



Technology Trends

The Turner Free Library continues to provide education and access to innovative technologies in its efforts to bridge the digital divide in Randolph. Library computers were accessed 26,001 times in 2019 and on-site technology help was provided twice per week by a professional librarian, during all open hours by library staff members, and evenings and weekends by teen volunteers. The Turner Free Studio opened in January 2019 and has since been used by more than **1,346** people to create music, movies, podcasts, animations, small business marketing, and more. The library's collection of non-traditional items, which include mobile hotspots and streaming devices, was borrowed 3,237 times in 2019. The library continues to take the lead in digital literacy for adults and seniors, offering 161 classes in 2019 (not including over 500 asynchronous classes online) and partnering with the Mattapan/Greater Boston Technology Learning Center and the Grow with Google programs to offer even more courses.



On behalf of myself, the staff, and the Board of Trustees at the Turner Free Library, we look forward to continuing to serve the community of Randolph for all your informational, educational, cultural and recreational needs. We would like to thank the Town of Randolph, Town Council, and the Randolph community for their continued support of the library as a trusted space and trusted voice in Randolph.

Respectfully Submitted,

Elizabeth LaRosee
Library Director
Turner Free Library

REPORT OF COMMUNITY PROGRAMS



OUR MISSION

The Department of Community Programs is responsible for improving the quality of life of Randolph residents by providing quality programs, events, and services. The Department is responsible for overseeing the full operation of the Recreation Department including the Randolph Intergenerational Community Center (RICC), Joseph J. Zapustas Ice Arena (Rink), Randolph Community Pool, the Imagination Station Playground, Williams Gazebo, Arts in the Park Summer Concert Series, Powers Farm, Cochato Challenge Ropes Course, Summer Camp, and Elder Affairs.

UPDATES & IMPROVEMENTS

In August of 2019, a new fee structure was established at the Randolph Intergenerational Community Center in order to offset operations costs. Along with this new structure came additional programs and benefits for members at both the Zapustas Ice Arena and community pool. In October, the RICC released a survey to gauge community feedback after being officially open for two full years. The survey was completed by over 400 community members with over 100 of those members requesting to be part of a “Friends of the RICC” group, which will be formed in 2020.

Three key areas of improvement were clear from the survey and will guide a strategic plan for Randolph Community Programs. The first area is creating a friendly and knowledgeable environment through staff training and communication. The second is to create larger and more community-wide events! The third is to investigate other revenue streams and discuss changes to membership rates or discounts/scholarships.

We are happy to report that by the end of 2019, the RICC was well underway in achieving these goals. A monthly e-Newsletter was created, social media marketing approaches were undertaken, and integration with a community calendar was accomplished, all to provide more avenues of communication for our community and members. Randolph Community Programs also provided, as well as collaborated on more events than ever this year! We strive to be transparent in our data and will continue to survey and inform the community of our progress in these areas!

RANDOLPH INTERGENERATIONAL COMMUNITY CENTER (RICC)

The RICC had a great year with memberships totaling 12,240 at the end of 2019. We also had 58,715 official swipes (use) in the center this year, which does not include the thousands more who attended free programming open to the public or the large numbers of veterans utilizing our space to meet with our resident Veteran's Agent. The RICC Programs Team offered 4,494 programs, courses, and events for all different age groups including kids, teens, adults, and seniors throughout the course of the year! An example of one such program can be found in the March 30 front cover of the Boston Herald, which reported on our teen members helping our seniors learn technology!

During the summer, the Recreation Department ran full day summer camps out of the RICC, RCMS, and Belcher Park while also utilizing other town spaces for activities, such as Powers Farm, Imagination Station Playground, RHS, and the community pool. These programs served over 200 children and teens each week and through a partnership with RPS, lunches were provided at no cost to families all summer long. Over 75 groups utilized Powers Farm and the Williams Gazebo for birthdays, reunions, weddings, and more throughout the year. Recreation successfully planned its annual Night Before the 4th Parade, weekly Farmers Market, Harvest Hoopla, Lunar New Year, Town Carnival, and Costume Candy Bash. In addition to these programs, we also collaborated on the first annual Winter ONEderland with local non-profits and town departments including the Turner Free Library. As part of this event, we were able to implement (with the help of the DPW) the first annual Tree Lighting in front of Town Hall.

2019 was a year of many collaborations for the RICC. The Annual Paul K. Fernandes Foundation Casino night packed the gym for charity as usual. The first annual Pack the Pantry 5k, in collaboration with the Randolph Runner's club was a huge success. The first annual Hanukkah-Kwanzaa Lights Celebration in collaboration with several community groups, brought culture, education, and community into one very special program at the RICC this year. Another amazing collaboration was our Women's Health Fair, bringing health and wellness front and center in our community.

Randolph Community Programs continues to collaborate with the Pride and Ownership Committee on its annual Trick or Trunk. The Lions Club, an avid RCP supporter, collaborated with us in building the "Lion's Den of Ice Cream", an ice cream booth at Imagination Station. We collaborated for the first time this year on a Mid-Autumn Lantern Festival, which received high praise from the community. We also continue to serve as a partner and home base for Randolph's financial opportunity center - Thrive. Randolph Community Programs worked closely with Randolph Public Schools, Quincy Asian Resources, Inc., the Norfolk County Sheriff's Office, local Girl Scouts in our Camp House, youth sports programs such as GPS soccer, South Shore Youth Futsal, Premier Hoops and many others to provide quality programming to the residents of Randolph this past year.

JOSEPH J. ZAPUSTAS ICE ARENA

Due to mechanical issues at the rink, this year's 2019/20 season had a slow start but by October, things were underway including some fantastic new improvements. Our new sound system has the building rocking with tunes during our open skating sessions and serves to "pump up" the

crowd at all whistles during hockey games, creating an NHL experience for kids of all ages. High school teams not only have their line-ups announced, they also have the National Anthem as well as live play updates throughout the games! Several high ranked hockey teams used the “Zap” as it is lovingly referred to, for practices and games this past year including Braintree, Cohasset/Hanover, Cardinal Spellman, Southeast Cyclones, South Shore Conference, and many more! We also had the MA Hockey Men’s League who are now playing some of their South Conference League games at the Zap. Besides hockey, the rink offered many programs for all ages in 2019 including Tots Learn to Skate Program through a partnership with the Commonwealth Figure Skating Club, skate and shoot sessions over holiday break, and weekly public open skate.

We now offer Skate Sharpening, with a state-of-the-art machine and professionally trained staff. Most importantly, the ice condition is superb this year due to better equipment and attention to detail! We have many plans for improvements to the facility, and look forward to serving the needs of new skaters, recreational skaters, figure skaters, and hockey players from beginners to accomplished in 2020!

RANDOLPH COMMUNITY POOL

2019 was a great year at the Randolph Community Pool! We were able to offer swim lessons for people of all ages; from almost 6 months to over 80 years. These classes met once a week over a 10-week period, with great results. We at the community pool are very proud to be able to help our community become more comfortable in the water. These lessons are instrumental in doing that. We also offered a water aerobics program for ages 18+, a popular, low-impact exercise for adults.

Our swim team, The Rapids, is made up of children ranging from 5-18 years old. The team competes locally, and the championships are held here, at the Randolph Community Pool; an event bringing over 500 athletes to our great facility. During the summer, we had a variety of summer camps use the pool, from young children to teen groups. We also have an “Open Swim” which is open to everybody on weekends! What we are most proud of at the Randolph Community Pool is providing a safe, friendly, family environment.

ELDER AFFAIRS DEPARTMENT

Randolph Elder Affairs in collaboration with the Council on Aging enhances the quality of life for Randolph residents who are at least 60 years of age and above, as mandated by the Older American Act. Our goal is to provide for the physical, social, and emotional needs of seniors, helping them to lead independent, stimulating and self-reliant lives at home. Our Outreach Program and integration within the RICC provides a central delivery system for information, a wide variety of programs, transportation to and from medical facilities as well as a social gathering spot for seniors. Staple programs such as Forever Fit, Yuanji and TaiChi are constantly growing. Our annual Senior Prom and Senior Olympics had record attendance in 2019.

Utilization of our senior outreach services and van transportation services saw an increase of over 25% in this past year. Elder affairs, through Formula Grant funding provided 905 rides for medical transport and 2,503 rides for around the town trips. We were also able to fund extra staffing in our senior outreach office for social services through the Formula Grant. Finally, the

Elder Affairs and Recreation departments worked together to deliver the 2019 Senior Olympics in May and the Senior Citizen Prom in June; two highly anticipated and well attended, annual programs.

The Department of Community Programs would like to thank all of the community-minded staff that work tirelessly to provide the best programs, events and services to our community. We would also like to thank the Randolph community for its ideas, support, and excitement for all things recreation!

Respectfully Submitted,

Elizabeth LaRosee Interim Community Programs Director

REPORT OF VETERANS AGENT

The Veterans Agents will help file claims and explore every avenue of resources available for our Veterans. The Veterans Office will review each case and establish what can be offered for the Veteran and/or their family. We work with the Veterans Administration and other organizations to provide the services and assistance Veterans need. The Veterans Service Office assists veterans and their dependents with Chapter 115 Benefits as regulated by Massachusetts General Laws.

In 2019, the office processed numerous claims for state & federal benefits, including VA pensions, Discharge Requests to War Records, Educational Benefits, VA Aid and Attendance and support from private non-profit agencies.

In October 2019, the Director of Veterans services attended mandatory trainings on Massachusetts Chapter 115 benefits and Federal VA benefits including obtaining certification via the National Association of County Veterans Services Officers (NACVSO). In conjunction with AMVETS, the VFW and our Veterans Council, our office promotes and assists with ceremonies for Memorial Day and Veterans Day.

The Veterans Services office could not function without the tireless support from Albert Williams, Veterans Service Officer/ Investigator. He has been invaluable to helping our Veterans and providing his wealth of experience.

Like our Veterans, we look forward to continuing to be a vibrant part of the town of Randolph and to participate in representing the contributions made by Veterans to our nation, state and community. We hope to continue to be successful for our town and our Veterans.

Submitted respectfully,

Kevin J Cook
Director of Veterans Services

REPORT OF SEALER OF WEIGHTS AND MEASURES

The ultimate goal of the Sealer of Weights and Measures is to “Create Equity in the Marketplace.” The marketplace in Randolph included inspections at 40 business locations using weighing and measuring devices, and this generated \$7,308 in sealing and inspection fees delivered to the town’s general fund. There were 87 scales, 9 weights, 6 reverse redemption machines, 219 gasoline and diesel meters, 4 spring-water meters, and 2 vehicle tank meters inspected, tested, and sealed for the year 2019.

By making adjustments to the devices found to be out of tolerance, and using the standard reporting form developed by the State Division of Standards to calculate the consumer and merchant savings impact report, the merchants of Randolph were saved \$17,360.60 over the year 2019.

As Sealer, I attended three training seminars conducted by the Eastern Massachusetts Weights and Measures Association and The Massachusetts Weights & Measures Associations held at various locations throughout the State.

Respectfully submitted,

Donald W. Smith
Sealer of Weights and Measures

REPORT OF THE ZONING BOARD OF APPEALS

The Randolph Zoning Board of Appeals had an active year in 2019. We held 6 hearings
1 ZBA # 01-2019 Winsome Riding Academy, 384 High Street
2 ZBA # 02-2019 Gary Andersen, 36 Smith Road
3 ZBA # 03-2019 Gary Andersen, 56 Concetta Sass
4 ZBA # 02/03-2019 continued 36 Smith Road/ 56 Concetta Sass
5 ZBA 04-2019 Great Pond Holdings, LLC 17 Pacella Park Drive
6 ZBA05-2019 Karen Chase 14 Grove Lane

I would like to thank all members and alternates for volunteering their time to serve on the board.

Members:

Alexander Costa- Acting Chair
Sean Fontes
Barry Reckley
Kevin O’Connell
Christopher Spears

Alternates:

Rob Cornish
Charles Gordon

The Board would like to thank the following department heads for the assistance and guidance throughout the year.

Ron Lum -Building Commissioner
Michelle Tyler- Planning Director
Christine Griffin, Esq. – Town Attorney

Regards,

Joseph P Dunn, Jr
Clerk- Zoning Board of Appeals

REPORT OF THE HISTORICAL COMMISSION

The past year was an active one for the members of your Historical Commission, as we carried out our mission of preservation, education, and advocacy for the buildings, objects, and documents that help tell Randolph's rich story.

Our numbers were augmented with the addition of new member Elsie Gray, and two more residents, Margaret Campbell and Kassandra Carbery, have attended all our meetings, and have been serving as unofficial "associate members". We hope that in the coming year that they can be appointed to bring the Commission up to full membership.

The Historical Commission was active in the following areas:

Demolition Reviews

The Historical Commission carried out two demolition reviews in the past year: 27 Moulton Street; and 5 Tileston Road. The Demolition of Historic Buildings Ordinance requires that anyone seeking to demolish all or part of a building over 100 years old must submit an Application for Determination of Historical Significance. The Commission researched and reviewed each application, and determined that they were not historically significant, and allowed for a demolition permit to be issued.

Historic District

The Historical Commission supported the efforts of the Historic District Study Committee to bring a historic district ordinance before the Town Council.

Commission members helped to host a community meeting in February in which Study Committee Clerk Henry Cooke made a presentation on the proposed ordinance and answered questions.

One month later the ordinance was passed by the Town Council, and "The Elms" local historic district was created along North Main Street from the corner of West and Pleasant Streets to the Boston Higashi School. With its creation, Commission member Alan Banks designed an elegant sign to mark the entrances into the Elms Historic District along North Main Street.

The commission, believing that they had been asked to serve as interim Historic District Commission until the actual commission was appointed, reviewed three applications from homeowners within the district, and approved all three. By late summer it was determined that the Historical Commission did not have the authority to act in this capacity, so we ceased that role.

As of the end of 2019, a Historic District Commission has yet to be appointed, but Historical Commission members have been working with the Town Manager to find suitable candidates. Candidates for the Historic District Commission must be residents who both own and live on their properties in the Historic District. Persons interested should contact the Town Manager's office.

Alms House

In early 2019, the Historical Commission was approached by the owners of the Alms House at 185 South Street with an offer to the Town to purchase and preserve this remarkable historical building. The house was built in 1828 by the Town as its first facility for housing the poor and

indigent of the town. It still retains many of its internal features, including separate living spaces for men and women. The Members of the Commission visited the house, evaluated the situation and decided that the best course was to find an outside preservation organization (such as Historic New England) to acquire and preserve the property. The Commission felt that it had neither the resources nor staff to do either. A reuse plan was considered if the funds could be found for the purchase of the building, but the Commission would not be able to maintain it. The building was sold to a private party and the owner met with the Building Inspector and Historical Commission chairman. They worked out an arrangement in which the owner would submit plans for any changes to the structure for review by the Commission and Building Inspector. As of the end of the year, it would appear that the building is being occupied in its current state.

Preservation of Town's Historical Collections

The Historical Commission has long recognized the need for proper cataloging and preservation of the Town's historical records in its care.

In response to a request from the Community Preservation Committee (CPC) Commission members drew up a preservation “master plan” for the historical collections of the Town. The plan identified tasks that needed to be done, the resources needed to carry them out, and the costs associated with them.

The Commission applied for, and received funding from the CPC in 2019 to acquire materials for rehousing most of the town's documents and photographs stored at the Historical Commission's office at Stetson Hall. It also funded the work of Katherine Tardiff, an archives graduate student at Simmons College to undertake the massive task of rehousing and cataloging the collection.

Ms. Tardiff worked on the collection daily from July through the end of August, and again at the end of the year during her winter break from school. In that time, she properly rehoused and catalogued over 3,000 items, mostly paper documents, photographs and ephemera. At the end of the year, and her contract completed, there still remained many more items to be documented, but the majority have been put into acid free folders and cataloged by box and folder for easier retrieval.

The next phase, to be carried out in 2020, will continue the cataloging process and eventually enable the Historical Commission to determine items that should be recorded digitally so that they can be shared online as part of the Commission's educational purpose.

Friends of Randolph History

The Friends of Randolph History page on Facebook had another successful year as a forum for sharing local history, soliciting assistance on matters of historical interest and educating the public about Randolph's remarkable history and the need to preserve its architectural heritage.

Commission member Lynn Feingold, who administers the page, has reported an increase in followers from a little over 600 at the end of 2018 to just under 900 by year's end. She has used the page to help generate interest in local history through such avenues as a “Find a Grave” cemetery gravestone search, and other activities, as well as “crowd sourcing” information to help answer queries that come in from residents and former residents on topics of local history

Respectfully Submitted,

Alan Banks, Henry Cooke, Lynn Feingold, Elsie Gray, Karen Haynes-Clifton, Mary West

REPORT OF THE PLANNING BOARD

In 2019, the Board reviewed, approved or otherwise monitored the subdivision of land for the following projects/locations:

Project Name	Street
Autumn Estates	EJ Foley and Autumn Lane
Bartlett Estates	McEnelly Cir
Belcher Estates	George M. Lovering Cir
Country Way Lane	Country Way Lane
Grove Ave	Cygnnet Lane
Hampton Court	EJ Griffin Cir
Holbrook Gardens	Patterson Avenue (east)
Lafayette Estates	Vine Lane, Zanga Way and Neary Mtn Lane
Ledgewood Estates	JA McDermott
Lee Farm Estates	preliminary plan review
Maplewood Estates	Arredondo Cir
Mary Lee Estates	SJ Skeen Cir
Morton Road	Morton Rd
Orchard Estates	Cherry Circle
Perry Estates	preliminary plan
Pham Estates	Mary Lee Way
Pinewood Estates	Truelson Drive & Restarick
Richard Estates	Richard Rd (extension)
Spring Estates	Kelli Rd
Sunset Park	Reta St
Washington Ave	Richardi Reservoir Road

The Planning Board worked diligently to review and update the Rules & Regulations for the Subdivision of Land to incorporate updated statutes and ordinances, stormwater management policies and overall best management practices and to provide a document that can be easily searched and referenced online and offline. Associated forms were updated to accommodate changes to regulations and to allow ease of completion; the fee structure was updated to align more closely with the value of the services provided by the Town. The last update of these regulations, forms and fees took place in 2005.

The Board also reviewed development plans pursuant to the Site Plan and Design Review guidelines in the Town's Zoning Ordinances for a half-dozen projects with the Planning Department providing administrative review for a dozen requests for minor changes such as painting, landscaping, lighting and signage.

The Board anticipates reviewing 3-4 potential subdivisions of land in 2020 as well as 4-5 significant commercial development/redevelopment projects.

Respectfully submitted,

Michelle Tyler, Town Planner

REPORT OF THE TOWN CLERK AND REGISTRAR

For the Town Clerk's Office, 2019 was a year of change. After almost 19 years as the Town Clerk & Registrar, and 10 years as the Assistant Town Manager, Brian Howard was appointed as the Town Manager for the Town of Randolph. Brian has worked tirelessly for our community with a passion and knowledge that will continue to serve the residents of Randolph in his role as Town Manager.

Randolph had the largest local election turnout since the government change election in 2009; a title previously held by the 2017 Local Election. The field of candidates was vast – there were 11 candidates for 9 seats on the Town Council and 3 of the 4 District Councillor races were contested. In the School Committee race, there were 10 candidates for 6 seats – the most in a local election the school committee has seen under our current form of government. It was encouraging to see so many residents wanting to become involved in their local government!

I would like to thank Kristin McDonald, Betty Bertrand, Christine LaCerde, and LaWan Wiggins-Neal for always delivering exceptional customer service to everyone who stops at our window. Without them, the last year would have been a difficult one, but because of them, the transition was a smooth one, and the residents received the same level of professionalism they have come to expect from the Town Clerk's Office.

Respectfully Submitted,
Cheryl D. Sass, Town Clerk & Registrar

Town of Randolph - Town Election

November 5, 2019

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Precinct 7	Precinct 8	Precinct 9	Precinct 10	Precinct 11	Precinct 12	Total
Total Machine Counted Ballots	415	306	390	467	394	334	339	395	314	349	440	423	4566
Total Hand Counted Ballots	0	1	0	2	2	2	1	2	1	0	1	4	16
Total Ballots	415	307	390	469	396	336	340	397	315	349	441	427	4582
5													
Councillor At Large - Vote for NO more than FIVE	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Precinct 7	Precinct 8	Precinct 9	Precinct 10	Precinct 11	Precinct 12	Total
William Alexopoulos	229	176	190	222	195	187	190	233	187	202	264	278	2553
Ryan Egan	208	139	182	244	178	190	167	204	159	177	230	212	2290
James F. Burgess, Jr.	196	145	189	220	170	183	174	186	166	164	231	221	2245
Natacha J. Clerger	188	147	193	207	166	137	157	192	146	145	199	179	2056
Richard A. Brewer, Jr.	145	99	126	160	146	113	113	119	95	128	141	158	1543
Jesse Gordon	133	95	118	129	94	93	129	141	108	114	130	110	1394
David G. Mulligan	86	54	86	75	74	89	83	77	65	74	118	113	994
Gary L. Ratliff, Jr.	90	51	80	97	101	66	65	76	64	66	95	61	912
Gail A. Orenberg	72	65	80	76	82	79	64	90	50	65	86	78	887
Allaphia Sackeena Richards-Jean Pierre	56	57	75	65	65	43	63	64	40	53	55	54	690
George D. Magazine, Jr.	52	35	37	40	45	27	42	36	24	33	43	46	460
No Preference	0	0	0	0	0	0	0	0	0	0	0	0	0
Scattered write ins	5	0	1	12	6	1	3	16	1	2	4	12	63
Blanks	615	472	593	798	658	472	450	551	470	522	609	613	6823
Total Votes (Including Blanks)	2075	1535	1950	2345	1980	1680	1700	1985	1575	1745	2205	2135	22910
Councillor - Vote for ONE	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Precinct 7	Precinct 8	Precinct 9	Precinct 10	Precinct 11	Precinct 12	Total
Ken Clifton (District 1)	227	179	233	-	-	-	-	-	-	-	-	-	639
Bruce E. Eaton (District 1)	170	113	139	-	-	-	-	-	-	-	-	-	422
Paul V. McDermott (District 2)	-	-	-	-	-	-	155	179	137	-	-	-	471
Arthur Goldstein (District 2)	-	-	-	-	-	-	134	181	150	-	-	-	465
Katrina M. Huff - Larmond (District 3)	-	-	-	214	205	157	-	-	-	-	-	-	576
George L. Berdos (District 3)	-	-	-	163	147	131	-	-	-	-	-	-	441
Christos Alexopoulos (District 4)	-	-	-	-	-	-	-	-	-	265	325	334	924
Scattered write ins	0	2	0	4	2	1	2	1	1	9	6	6	34
Blanks	18	13	18	88	42	47	49	36	27	75	110	87	610
Total Votes (Including Blanks)	415	307	390	469	396	336	340	397	315	349	441	427	4582

School Committee - Vote for NO more than SIX	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Precinct 6	Precinct 7	Precinct 8	Precinct 9	Precinct 10	Precinct 11	Precinct 12	Total
Andrea E. Nixon	192	122	183	217	171	178	184	184	160	179	225	207	2202
Pamela Davis	155	130	176	164	159	148	145	172	130	146	170	188	1883
Duong T. Nguyen	180	109	150	160	155	158	158	161	125	149	187	185	1877
Lisa A. Millwood	152	90	135	160	165	128	147	150	131	155	201	176	1790
Ida V. Gordon	166	138	152	155	142	120	120	182	131	138	158	133	1735
Cheryl A. Frazier	154	123	141	150	143	135	133	163	103	132	153	154	1684
Kimberly Anne Rowe	122	78	109	125	114	103	110	132	123	120	164	139	1439
Christina Paul	139	92	116	122	125	109	102	128	92	108	146	126	1405
Yahaira Lopez	131	100	145	122	125	86	110	124	87	92	117	93	1332
Afrika Afeni Mills	112	98	111	115	131	85	104	114	90	98	117	118	1293
Scattered write ins	1	0	1	3	5	2	0	0	5	1	2	15	35
Blanks	986	762	921	1321	941	764	727	872	713	776	1006	1023	10812
Total Votes (Including Blanks)	2490	1842	2340	2814	2376	2016	2040	2382	1890	2094	2646	2557	27487
Trustees of Stetson Fund - Vote for NO more than THREE:													
Henry M. Cooke, IV	302	208	252	293	246	229	229	269	208	236	278	288	3038
Judith S. Gangel	205	170	184	220	195	196	156	220	157	170	239	210	2322
Lynn R. Feingold	137	85	126	120	116	103	119	143	96	114	151	158	1468
Tania Greene	94	74	86	112	96	60	97	91	67	79	76	85	1017
Ira E. Greene	87	60	86	94	90	68	96	85	60	84	78	91	979
Scattered write ins	2	0	2	4	5	1	0	1	4	0	0	3	22
Blanks	418	324	434	564	440	351	323	382	353	364	501	446	4900
Total Votes (Including Blanks)	1245	921	1170	1407	1188	1008	1020	1191	945	1047	1323	1281	13746

REPORT OF THE BOARD OF ASSESSORS

Sales statistics clearly showed that the majority of residential parcels increased in value as evidenced by the average single family home being assessed at \$349,308 in FY2020 versus \$333,983 in FY2019. The total assessed valuation of the Town increased to \$3,946,483,343.

Most of the new construction in Town was in the residential parcels and this trend will most likely continue in 2020. As of January 1, 2019 the Town had 10,332 parcels including 7,216 single family homes, 1,536 condominiums, 490 two family homes, 21 three family, 54 apartment buildings, and 322 commercial/ industrial parcels. The remaining parcels are vacant land or mix use.

Legal files were updated by entering 750 recorded deeds and identifying 351 “arm’s length” sales for sales analysis. Updated deeds were used in preparing abutters’ lists for hearings before various boards and committees. Sales were analyzed and properties adjusted accordingly.

In addition to maintaining the parcel data base by reviewing all of the 800 building permits which included measuring and listing all new construction, adding or deleting parcels per recorded plans and making other data changes as necessary, the staff reviewed all of the applications for exemption or abatements. Forms of Lists were sent out on all Personal Property Accounts. Income and Expense Forms were sent out on all commercial/industrial and income producing parcels to be used in the income capitalization valuation process. 3ABC forms for exempt properties were also sent out.

The following were processed 781 motor vehicle excise bill abatements; 23 statutory exemptions for seniors 70 or older (within certain income levels); 1 clause 18 (hardship); 145 exemptions for veterans with a disability rating; 18 Clause 37 (blind); and 84 community preservation abatements.

Assessor’s home and business values were certified by the Department of Revenue on October22, 2019. The tax classification hearing was held on November 20, 2019 and the Council voted to adopt a shift of 1.75 on November 20, 2019 this resulted in reducing the residential tax rate from \$14.98 in FY2019 to \$14.91 in FY2020, and set the commercial/industrial/personal property tax rate at \$29.08 per thousand dollars of assessed valuation.

The Board would like to thank the Assessing Staff for their hard work and dedication to the office and the Town of Randolph.

Respectfully submitted,

Board of Assessors,

Robert Curran Jr. Chair, Emmanuel Mecha Board Member, Marcelle Poteau Board Member

REPORT OF THE CONSERVATION COMMISSION

The Conservation Commission is responsible for administration of the Randolph Wetlands Regulations and Bylaws and the Massachusetts Wetlands Protection Act. Through the administration and enforcement these regulations and bylaws, the Conservation Commission aims to:

- promote proactive administration of environmental laws and policies
- protect Randolph's open space
- ensure effective wetland and water management and protection
- promote environmental education
- preserve Randolph's natural resources.

The Commission works with various departments in Town to ensure the regulations and bylaws are upheld. It looks to improve the environmental integrity of the community while maintaining and improving the Town's current conservation areas.

The Randolph Conservation Commission held 9 hearings in 2019 for new construction and residential projects.

3 NOI

1 ANRAD / 1 RDA

1 ORDER OF CONDITIONS

5 CERTIFICATE OF COMPLIANCE

2 ENFORCEMENTS ORDERS

The Randolph Conservation Commission consists of 5 members and a clerk.

Carl Brown

Bobby Young

Mark Mulready

Pamela Illobachie

Finette Catois Dubois

Best Regards

Joseph P Dunn, Jr

Clerk- Randolph Conservation Commission

REPORT OF THE FINANCE DEPARTMENT/TOWN ACCOUNTANT

The Finance Department is comprised of the Town Accountant, Treasurer/Collector and Assessors offices and is responsible for the overall financial management of the town, including advising and updating the Town Manager, the Town Council and other interested parties on the Town's financial condition. The department is charged with complying with a myriad of municipal finance laws and regulations as well as meeting the federal and state financial reporting requirements.

The department provides assistance in preparation and maintenance of the operating budget, revenue forecast, five year Capital Improvement Plan, financial status reports, cash and debt management, property valuation assessments, property tax and utility billing, collection activities, risk management, audit review and internal financial controls.

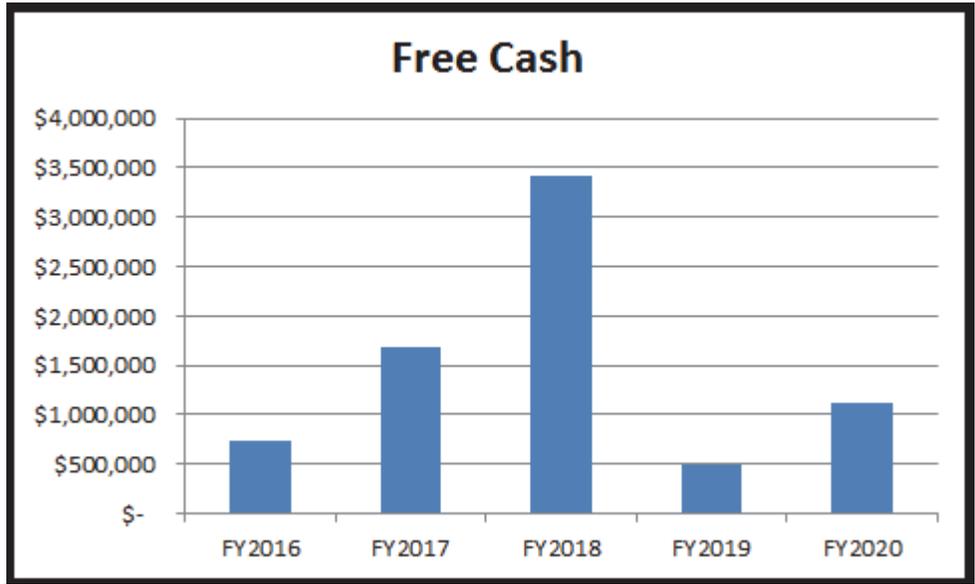
Accounting Department

The Accounting Department is responsible for maintaining the general ledger and all financial records to ensure compliance with federal, state and local laws and regulations, as well as oversight of all departmental appropriations so that departments operate within their annual budget.

The financial records for FY18 have been fully audited by Melanson, Heath & Company of Nashua, New Hampshire. A summary of financial highlights can be found in the Management's Discussion and Analysis section of the basic Financial Statements. These documents are available in the Accounting Office. The FY19 audit is nearing completion at this time.

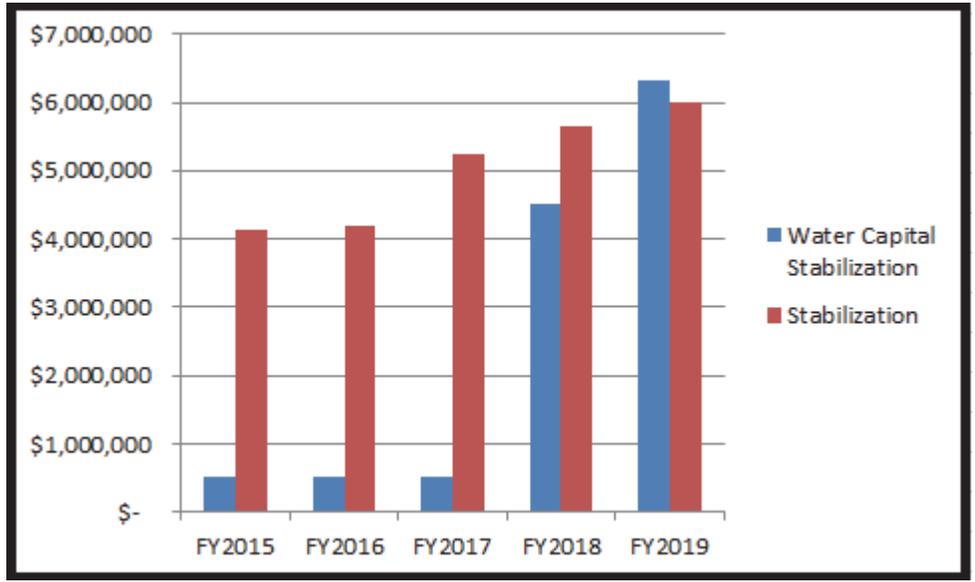
Free Cash

Free cash is the remaining, unrestricted funds from operations of the previous fiscal year including unexpended free cash from the previous year, actual receipts in excess of revenue estimates shown on the tax recapitulation sheet, and unspent amounts in budget line items. Unpaid property taxes and certain deficits reduce the amount that can be certified as free cash. The calculation of free cash is based on the balance sheet as of June30. The review and certification is done by the Director of Accounts.

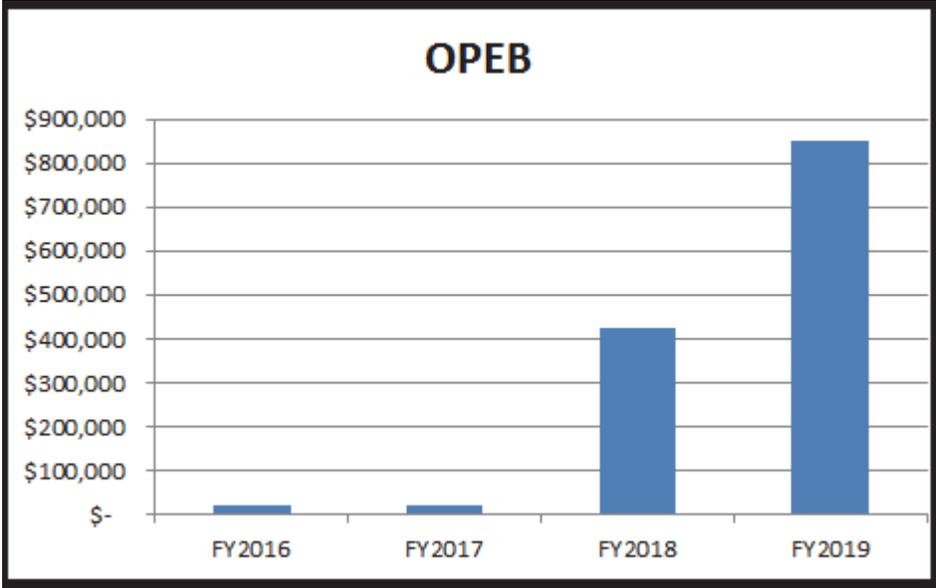


Stabilization Funds & OPEB

Massachusetts General Law Chapter 40, Section 5B allows a community to establish and maintain a Stabilization Fund in which funds are transferred in and out by vote of the Town Council and can be used for any legal purpose. By adding to the balance, the Town strengthens its financial position and is thereby more attractive to investors interested in purchasing the Town's debt. The Town continues to meet its financial policy of maintaining at least 6% of net operating revenues in the Stabilization account. The Town also established a Water Capital Stabilization Fund to help defer the burden of future costs of the new water treatment plant. In FY19, significant contributions were made to this fund from the Enterprise Fund retained earnings.



The Town established an Other Post Employment Benefit Trust Fund (OPEB) a handful of years ago for the payment of retirees' health insurance. This reserve at the end of FY17 has a balance of \$21,857. In FY18, an OPEB funding policy was adopted and the annual contributions have increased substantially resulting in a balance of \$849,482 at the close of FY19.



Debt & Fiscal Management

In order to sustain the Town's financial stability while continuing to upgrade infrastructure, buildings and equipment, the Town carefully controls and plans out its debt issuance. As of June 30, 2019, outstanding general obligation bonds equaled \$58,280,574 and short term borrowings added \$1,305,387 for a combined total of outstanding debt of \$59,585,961.

I would like to thank all Town Officials, Boards, Committees and employees for their assistance and cooperation during the year.

Respectfully submitted,

Janine Smith
Director of Municipal Finance/Town Accountant

REPORT OF THE INFORMATION TECHNOLOGY (“I.T.”)

I.T. manages and supports all aspects of the town’s computer hardware and software infrastructure, network, phone system, website, and budget. A fire on July 4 caused damage to one of the town’s servers. It was successfully restored from backup with minimal downtime. In 2019 the IT Dept began work on a formal Disaster Recovery Plan. Randolph applied for and was awarded a Cyber Security Awareness Training grant from the state designed to mitigate the growing threat of ransomware attacks.

Infrastructure and Hardware

Provision of high-quality Wi-Fi service to all town buildings was a priority. 3 new wireless access points were installed in the Town Hall with separate networks for staff and guests. The internet speed in Town Hall was doubled.

Mobile devices are a key part of the plan for a modern environment for the Health Department and providing this service is a major area of attention. 2 new laptops were given to the Health Department to use in the field.

I.T. replaced 8 desktops, 2 laptops and 2 printers in 2019.

Conversion of phone lines from copper to fiber began.

Software

Several application upgrades have been performed, but a significant change was:

- Assessors software “Vision” was upgraded to a new version and installed on a new virtual server.

Help Desk

The help desk tickets averaged 60 issues reported per month.

Respectfully submitted,

William Clark
Information Technology Director

REPORT OF THE TREASURER / COLLECTOR

I am pleased to report that we in the Treasurer/Collector's Office experienced our most successful year of collections of delinquent taxes. While we continue to focus on the collection of Tax Titles on vacant and abandoned properties, we have directed our efforts toward those accounts which have recently fallen behind. It has long been my belief that most tax delinquencies can be cured if attended to promptly.

We currently have three parcels of vacant land in the process of tax foreclosure in Land Court. This serves to improve the Town's financial position by reducing the dollar amount of uncollected taxes, and provides opportunity to those looking for developable land in Randolph. As in the past, we continue to explore options for taxpayers to use technology as a way to improve access to information and to payment options. Use of the online payment service has reduced the number of phone calls to the office by lenders and others, which allows the office staff at the payment window to operate more efficiently. The online portal offers easy, instant reprinting of any bill we issue. While we hope these enhancements will be convenient and easy to use, we will always be available by phone or in person to handle your transactions and answer your questions.

My capable staff and I remain committed to demonstrating excellence in customer service to you, the residents of Randolph. I look forward to serving you in the coming year.

Respectfully submitted,

Jean Richard
Treasurer/Collector

REPORT OF NORFOLK REGISTRY OF DEEDS

This year we celebrated the rededication of the Norfolk County Registry of Deeds building. The rededication event was the culmination of an extensive repair and renovation project completed at the Registry during the 2019 calendar year. The improvements made at the Registry, including new wiring, painting, repair of ceiling and roof, will allow for further efficiencies for both our employees and customers alike.

The rededication event also saw the release of our Notable Land Records Book Volume 2. We highlighted a notable citizen from each of the twenty-eight Norfolk County communities. These notable citizens included those who have contributed at the local, state and national levels. In addition, the honorees have distinguished themselves in many fields of endeavor including the arts, medicine, the law, military, diplomacy and government.

The Registry of Deeds is the principal office for real property records in Norfolk County. Its mission is to maintain and provide for accurate, reliable and accessible land records to all residents and businesses of Norfolk County. The Registry receives and records hundreds of thousands of documents annually. It houses more than 8.5 million land documents dating back to 1793 when George Washington was President. The Registry is a primary and indispensable resource for title examiners, mortgage lenders, municipal officials, homeowners, title examiners, real estate attorneys, genealogists and others with a need for land record information.

The Registry operates under the supervision of the elected Register, William P. O'Donnell, who has held the position since 2002.

2019 Registry Achievements

- Register William P. O'Donnell and his staff continued their direct outreach to town halls, senior centers, businesses, historical commissions and civic groups across Norfolk County. The Register held office hours at Randolph Town Hall on September 5th.
- The Registry of Deeds Customer Service and Copy Center continues to provide residents and businesses with quality service. **This year alone, the Center handled more than 5,000 requests.** These requests included the filing of Homesteads, accessing deeds, verifying recorded property documents and assisting those in need of obtaining a mortgage discharge notice. Customers can contact the Customer Service and Copy Center at 781-461-6101. Hours of operations are 8:30am to 4:30pm, Monday through Friday.
- In calendar year 2019, **the Registry collected approximately \$55 million in revenue.**
- The Registry of Deeds continues to address legislative issues to benefit consumers. In 2019, we again filed legislation to advocate for mortgage transparency by requiring mortgage assignments be recorded at the appropriate Registry of Deeds.
- This year saw a record number of electronic recording filers, **approximately 1,685.** The Registry is approaching 50% of its recordings being done electronically.

- In 2019, we hit a record high of recording our **37,380 Registry of Deeds book**. For the sake of security and redundancy, we store our documents 3 different ways: hard copy, electronically and by microfiche.
- In calendar year 2019, the Registry processed over **12,000 Homestead applications**. The law Chapter 188 (M.G.L.) provides limited protection of one's primary residence against unsecured creditor claims.
- The Registry continues to fine tune its completed History Comes Alive Transcription program. The initiative, the first in New England, makes land recorded documents written by scribes of the 18th and 19th centuries in the old cursive hand writing style much easier to read by converting the words into easy-to-read electronic text. **The program earned the praise of two-time Pulitzer Prize historian, David McCullough.**
- The internet library of images, accessible to the public through the Registry of Deeds' online research system at www.norfolkdeeds.org continues to expand. Today, all documents dating back to the first ones recorded in 1793 are available for viewing.
- We also continued our commitment to cyber security with annual training of our employees.
- We have enhanced our website by including a genealogy page and a section highlighting land records of notable people – United States Presidents, military heroes, noted authors and leaders in their fields of education, environment and the law
- The Registry's website www.norfolkdeeds.org routinely updates the public on such news as real estate statistics, answers to frequently asked questions, the latest schedule for our community outreach initiatives, along with detailing of our consumer programs. Additionally, we also write a monthly column for various Norfolk County newspapers and their online websites. We also distribute a weekly press release to alert residents of the latest happenings as well as to remind them of our consumer services.
- The Registry's free Consumer Notification Service allows any county resident to opt in to this free notification service and be alerted when any land document – fraudulent or otherwise – is recorded against their name. For more information, please see our website at: www.norfolkdeeds.org. Currently, over 1,100 Norfolk County residents are signed up for this program.
- Register O'Donnell hosted a free computer seminar at the Registry to provide hands-on-training to the general public, municipal officials, real estate professionals, genealogists, and anyone with an interest in Norfolk County land documents.
- The Registry continued its community outreach commitment by working with Interfaith Social Services of Quincy, Father Bill's & MainSpring of Quincy, the VA Boston Healthcare System, Voluntary Service Program and InnerCity Weightlifting on our 'Suits for Success' program. We also support the New Life Furniture Bank of MA in Walpole

to assist those who are in need of household items. *Our Toys for Tots' Drive has collected over the years over 2,000 presents. Our Annual Holiday Food Drive continues to support Food Pantries in Norfolk County. This year's food drive collected enough groceries and household products to be able to visit multiple food pantries. Finally, the Registry has received more than 4,000 pieces of clothing donations for our "Suits for Success" programs.*

Randolph Real Estate Activity Report January 1, 2019 – December 31, 2019

During 2019, Randolph real estate activity saw decreases in both total sales volume and average sales price.

There was a 5% increase in documents recorded at the Norfolk County Registry of Deeds for Randolph in 2019, resulting in an increase of 252 documents from 5,570 to 5,822.

The total volume of real estate sales in Randolph during 2019 was \$185,919,341, a 32% decrease from 2018. The average sale price of homes and commercial property was also down 29% in Randolph. The average sale was \$392,234. These figures were impacted by the \$70 million sale of an apartment complex in Randolph that took place on 5/29/2018.

The number of mortgages recorded (1,147) on Randolph properties in 2019 was up 15% from the previous year. Total mortgage indebtedness was \$399,148,251 in 2019, no statistical change from 2018.

There were 18 foreclosure deeds filed in Randolph during 2019, representing a 33% decrease from the previous year when there were 27 foreclosure deeds filed.

Homestead activity decreased 1% in Randolph during 2019 with 488 homesteads filed compared to 491 in 2018.

The Randolph notable land deeds selection for the Notable Land Records Volume 2 booklet was Astronaut Scott D. Tingle. Astronaut Tingle considers Randolph his hometown. Tingle became interested in space while studying Machine Drafting at the Blue Hill Regional Technical School where he graduated from in 1983. In 2009 he was selected as a NASA astronaut and served as a flight engineer as part of Expeditions 54 and 55. He spent 168 days in space. Currently he is still an astronaut and a Commander in the US Navy. A highly decorated naval pilot he has engaged in 54 combat missions.

Finally, our objective at the Registry will always be to maintain, secure, accurate and accessible land records for the residents and businesses of Norfolk County. It is a privilege to serve you.

Respectfully submitted by,



William P. O'Donnell
Norfolk County Register of Deeds



This year we celebrated the rededication of the Norfolk County Registry of Deeds building.



Register O'Donnell was the guest speaker at the Braintree Men's Club

SCHOOL SALARIES

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Abercrombie	Anthony	\$63,925.50	\$51,029.20	\$6,954.31	\$5,941.99
Abernathy	Shanelle	\$26,869.83	\$23,586.48		\$3,283.35
Acloque	Alexandrah	\$33,270.58	\$28,562.19		\$4,708.39
Adeoyin	Olawunmi	\$9,363.44	\$9,313.44		\$50.00
Adeyemi	Isaac	\$3,600.00			\$3,600.00
Adukonis	Noreen	\$28,942.19	\$28,562.19		\$380.00
Ahola	Jane M	\$31,294.35	\$28,562.19		\$2,732.16
Alaoui	Allison E	\$93,147.16	\$89,405.16		\$3,742.00
Albrecht	Linsey	\$8,473.70	\$7,413.23		\$1,060.47
Alcindor	Jean Samson	\$3,174.00	\$3,174.00		\$0.00
Alexis	Mireille	\$17,454.25	\$17,454.25		\$0.00
Alfred	Samy	\$22,209.48	\$22,209.48		\$0.00
Allar	Jeanmarie	\$68,463.86	\$67,753.86		\$710.00
Allara	Ann Marie	\$800.00			\$800.00
Allen	Jeanette	\$89,605.16	\$89,405.16		\$200.00
Allen	Rebecca	\$92,629.16	\$92,229.16		\$400.00
Allison	Donald	\$4,400.00			\$4,400.00
Alves	Lisa	\$71,220.24	\$69,275.24		\$1,945.00
Amancio	Charlene	\$25,527.82	\$21,923.15		\$3,604.67
Amorim	Marcia M	\$88,477.22	\$87,837.22		\$640.00
Amrhein	Carly	\$23,522.16	\$22,222.16		\$1,300.00
Anderson	Jonathan	\$41,192.34	\$41,192.34		\$0.00
Anderson	Spencer L	\$93,029.16	\$92,229.16		\$800.00
Anderson	Tara	\$67,602.37	\$63,953.62		\$3,648.75
Andre	Jean	\$47,587.62	\$44,965.85	\$2,621.77	\$0.00
Augustin	McKinnley	\$4,000.00			\$4,000.00
Awasung	Zitah	\$845.84	\$845.84		\$0.00
Ayobiojo	Eniolami	\$48,069.00	\$48,069.00		\$0.00
Babbitt	Stephen	\$98,209.16	\$92,229.16		\$5,980.00
Bailey	Nasha-Lee	\$3,680.00			\$3,680.00
Bailey McCormick	Jane	\$87,555.24	\$85,375.24		\$2,180.00
Baker	Kimberly	\$3,226.74	\$3,226.74		\$0.00
Ballester	Aisha	\$6,750.00			\$6,750.00
Bandar	Roy	\$4,800.00			\$4,800.00
Barbour	Lois S.	\$92,111.36	\$89,401.36		\$2,710.00
Baril	Eric	\$24,628.32	\$24,628.32		\$0.00
Barron	Ashley	\$4,797.00			\$4,797.00
Barros	Chenelle	\$4,001.12	\$4,001.12		\$0.00
Barry	John	\$33,096.28	\$33,096.28		\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Barry	Patrice J	\$4,630.00			\$4,630.00
Barry	Shelley A	\$91,835.96	\$91,010.96		\$825.00
Bartecchi	Jennifer	\$91,892.70	\$88,662.70		\$3,230.00
Baryski	Tasha J.	\$93,835.16	\$89,405.16		\$4,430.00
Batstone	Matthew	\$37,181.40	\$34,791.96		\$2,389.44
Bay-Chaparro	Rachel	\$39,715.56	\$39,715.56		\$0.00
Bella	Lawrence	\$2,800.00			\$2,800.00
Bellinger	Robin	\$8,104.32	\$8,104.32		\$0.00
Bellistri	Daniel J	\$99,647.28	\$98,897.28		\$750.00
Belyea	Deborah A	\$30,197.19	\$28,562.19		\$1,635.00
Benjamin	James	\$37,133.74	\$34,146.00	\$621.00	\$2,366.74
Bennette	James	\$28,779.25	\$27,854.25		\$925.00
Benoit	Simon	\$35,969.79	\$29,283.31		\$6,686.48
Benson	Tammy	\$51,474.00	\$49,084.00		\$2,390.00
Bernardino	Clara	\$39,850.59	\$37,874.20	\$1,307.77	\$668.62
Besong	Samuel	\$72,088.72	\$68,957.72		\$3,131.00
Bien-Aime	Anne	\$8,403.51	\$8,355.66	\$46.35	\$1.50
Binjour	Julien	\$38,804.41	\$38,525.80	\$278.61	\$0.00
Bird	Nancy	\$10,584.76	\$9,482.99		\$1,101.77
Bishop	Robert E	\$61,444.80	\$51,029.20	\$4,789.82	\$5,625.78
Bizarro	Megan	\$73,988.48	\$73,508.48		\$480.00
Blair	Amanda	\$68,514.48	\$66,199.48		\$2,315.00
Bland	Tina	\$28,217.78	\$28,142.12	\$75.66	\$0.00
Bleus	Lourdy	\$27,798.00	\$27,798.00		\$0.00
Bloechl	Jean M.	\$25,519.58	\$24,986.38		\$533.20
Blye	Briana	\$9,865.44	\$9,865.44		\$0.00
Bohan	Patrick	\$65,403.62	\$63,953.62		\$1,450.00
Booker	Shaquan	\$48,244.88	\$35,146.76		\$13,098.12
Boothby	Candace	\$97,470.36	\$93,415.36		\$4,055.00
Bosco	Anthony	\$94,275.40	\$93,875.40		\$400.00
Boudreau	Melanie	\$18,815.28	\$16,787.52		\$2,027.76
Bouffard	Gregory	\$80,532.72	\$68,957.72		\$11,575.00
Boulanger	Donna	\$1,310.00			\$1,310.00
Bower	Mary E	\$91,735.16	\$89,405.16		\$2,330.00
Boykin	Aisha	\$15,329.08	\$15,329.08		\$0.00
Bradbury	Virginia L	\$88,762.52	\$86,604.92		\$2,157.60
Bradley	Willie	\$35,827.12	\$35,827.12		\$0.00
Brake	Amber	\$94,190.16	\$89,405.16		\$4,785.00
Breare	Sarah	\$51,089.00	\$50,814.00		\$275.00
Breen	Kelley	\$93,375.12	\$93,375.12		\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Brennock	Heather	\$91,336.92	\$87,837.22		\$3,499.70
Brewer	Janice M	\$55,514.40	\$53,488.30	\$911.10	\$1,115.00
Brewster	Jean	\$10,038.68	\$9,418.68		\$620.00
Brillant	Archilles	\$43,934.25	\$41,924.10	\$1,862.55	\$147.60
Brink	Christin	\$19,705.52	\$19,705.52		\$0.00
Bristow	Kathleen A	\$76,574.74	\$75,744.74		\$830.00
Broderick	Joseph	\$13,649.12	\$8,099.12		\$5,550.00
Brophy	John	\$67,049.48	\$66,199.48		\$850.00
Brown	Camille	\$10,379.47	\$9,915.68		\$463.79
Brown	Dorothea	\$80.00			\$80.00
Brown	Kip	\$3,750.00			\$3,750.00
Brown	Matthew	\$1,875.00			\$1,875.00
Brown	Renee	\$253.89	\$253.89		\$0.00
Brown-Jones	Mary	\$92,474.58	\$90,715.24		\$1,759.34
Buckley	Christine	\$8,991.48	\$8,991.48		\$0.00
Bui	Giang	\$36,484.92	\$36,484.92		\$0.00
Burke	Jeffrey W	\$91,077.42	\$87,837.22		\$3,240.20
Burke	Julie	\$84,541.95	\$77,410.20		\$7,131.75
Burke	Liana	\$87,877.22	\$87,837.22		\$40.00
Burke	Linda	\$3,643.76	\$3,643.76		\$0.00
Burke Morton	Angela	\$83,929.70	\$72,773.12		\$11,156.58
Bynoe	Karen	\$47,092.50	\$47,092.50		\$0.00
Byrne	Aimee	\$26,906.16	\$26,906.16		\$0.00
Byrnes	Kathleen	\$20,667.24	\$20,667.24		\$0.00
Cabral	Elisa	\$9,379.52	\$9,379.52		\$0.00
Cabral	Kimberly A	\$76,574.74	\$75,744.74		\$830.00
Cadet	Carl	\$18,011.63	\$15,466.00		\$2,545.63
Cadet	Rodney	\$339.72	\$339.72		\$0.00
Cadime	Cassandra	\$19,576.66	\$17,718.80		\$1,857.86
Cahill	Brandon	\$25,778.26	\$24,557.18		\$1,221.08
Cahill	Susan L	\$90,640.16	\$89,405.16		\$1,235.00
Caliri	Michael	\$123,932.18	\$117,432.12		\$6,500.06
Callahan	Beverly	\$21,158.39	\$19,449.87	\$38.32	\$1,795.20
Callahan	Michael	\$3,000.00			\$3,000.00
Calo	Kristin	\$17,053.97	\$5,981.25		\$11,072.72
Cameron	John E	\$65,857.54	\$57,370.00	\$3,262.79	\$5,224.75
Cameron	Michael	\$55,367.91	\$46,694.40	\$5,144.40	\$3,529.11
Campbell	LaRonda	\$37,159.97	\$36,786.73		\$373.24
Cantillo	Vicki	\$106,617.28	\$98,897.28		\$7,720.00
Cantor	Paula	\$28,388.96	\$28,388.96		\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Cara Jr.	Dominador	\$300.00	\$300.00		\$0.00
Caradonna	Dawn	\$15,142.10	\$14,570.70		\$571.40
Cardello	Carol	\$17,383.20	\$16,696.10	\$157.54	\$654.56
Cardillo	Chakara	\$62,735.84	\$60,339.34		\$2,396.50
Carey	Deborah	\$17,371.16	\$16,810.42	\$31.18	\$654.56
Carlson	Lee	\$75,140.97	\$68,957.72		\$6,183.25
Cartwright	Brian	\$89,387.80	\$84,062.80		\$5,325.00
Cartwright	Karen	\$70,105.79	\$66,063.79		\$4,042.00
Carven	Jessica	\$24,628.32	\$24,628.32		\$0.00
Carvey	Jacqueline	\$86,668.74	\$75,744.74		\$10,924.00
Casey	Kara	\$10,394.03	\$9,284.96		\$1,109.07
Casey	Nancy	\$86,875.24	\$85,375.24		\$1,500.00
Casiglio	Kyle	\$400.00			\$400.00
Castaldi	Matthew	\$13,975.65	\$13,928.21	\$47.44	\$0.00
Cenolli	Rosalorena	\$9,934.88			\$9,934.88
Cesario	Caroline E	\$670.00			\$670.00
Cetoute	Ernst	\$27,569.56	\$27,569.56		\$0.00
Chamanlal	Arnold	\$92,640.06	\$92,640.06		\$0.00
Chan	Anson K.	\$91,894.92	\$89,494.92		\$2,400.00
Chandramouli	Bhuvaneswari	\$83,889.45	\$81,534.90		\$2,354.55
Charles	Jean	\$28,087.51	\$27,590.68	\$160.78	\$336.05
Charles	Kenlyn	\$70.00			\$70.00
Chhim	Chana	\$450.00			\$450.00
Chicco	Guy	\$70,523.81	\$51,029.20	\$10,244.77	\$9,249.84
Chin	Amy	\$82,408.12	\$80,086.12		\$2,322.00
Chobanian	Cheryl	\$17,468.45	\$16,826.15	\$112.74	\$654.56
Churchill	Judith J	\$29,337.19	\$28,562.19		\$775.00
Civil	Francky	\$42,118.54	\$41,668.75	\$449.79	\$0.00
Clancy	Kaila	\$1,872.59			\$1,872.59
Clancy	Shaylin	\$12,155.63	\$8,495.63		\$3,660.00
Clark	Janis	\$3,900.00			\$3,900.00
Cohen	Lainie	\$36,193.36	\$36,193.36		\$0.00
Coker	Mustapha	\$30,124.56	\$27,937.26		\$2,187.30
Colburn	Bethany L	\$53,446.21	\$51,234.69		\$2,211.52
Colella	Brianne	\$94,938.22	\$87,837.22		\$7,101.00
Colley	Christina	\$46,735.56	\$46,735.56		\$0.00
Collins	Amy	\$20,017.78	\$19,857.78		\$160.00
Collins	Kristen	\$91,305.16	\$89,405.16		\$1,900.00
Conard	William	\$144,984.90	\$130,994.50		\$13,990.40
Conley	Mary	\$15,576.00	\$15,576.00		\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Connolly	Donna M	\$88,807.22	\$87,837.22		\$970.00
Connolly	George F.	\$67,518.07	\$51,029.20	\$11,272.47	\$5,216.40
Connolly	Ryan	\$480.00			\$480.00
Corbett	Laura	\$76,996.80	\$72,386.80		\$4,610.00
Correia	Danielle	\$67,500.62	\$62,540.62		\$4,960.00
Costa	Tiffany	\$91,194.74	\$89,494.74		\$1,700.00
Couamin	Marie-France	\$28,542.93	\$28,562.19		-\$19.26
Coury	Janice	\$41,132.00	\$40,730.05	\$401.95	\$0.00
Crawford	Christopher D	\$58,961.85	\$51,029.20	\$5,785.65	\$2,147.00
Cribby	Jennifer A	\$79,414.34	\$78,664.34		\$750.00
Cruz	Jordon	\$18,745.82	\$15,989.76		\$2,756.06
Cully	Diane	\$91,410.96	\$91,010.96		\$400.00
Cumberbatch	Rhesa	\$24,897.57	\$24,556.93		\$340.64
Curry	Barbara	\$11,890.92	\$11,890.92		\$0.00
D'Isidoro	Ellen	\$2,151.25	\$2,107.50		\$43.75
Daly	Faith	\$88,059.34	\$83,014.34		\$5,045.00
Damon	Carey	\$71,852.46	\$70,733.96		\$1,118.50
Damon-Goodman	Julia	\$6,108.10	\$5,040.81		\$1,067.29
Daughtry	Dwayne	\$28,621.66	\$19,675.81		\$8,945.85
Davidson	Sarah	\$26,459.15	\$23,586.48		\$2,872.67
Davis	Evangeline	\$12,720.00			\$12,720.00
Davis	Jessica	\$89,201.42	\$88,326.42		\$875.00
Davis	Kathryn	\$68,235.34	\$61,735.34		\$6,500.00
Davis	Mary Louise	\$19,938.80	\$18,870.53	\$38.07	\$1,155.20
Davis	Natasha	\$1,527.12	\$1,527.12		\$0.00
Davis	Patricia	\$36,224.29	\$35,458.45		\$765.84
Dawson	Scott	\$53,347.58	\$52,907.58		\$440.00
De Souza	Luiz	\$51,990.80	\$46,694.40	\$1,329.29	\$3,967.11
Dearborn	Alden	\$76,878.28	\$67,712.34		\$9,165.94
Decelle	Joanne L	\$34,219.98	\$28,562.19		\$5,657.79
Delisi	Giuseppe	\$24,798.32	\$24,628.32		\$170.00
Delorey	Elizabeth	\$12,238.73	\$11,437.04	\$595.75	\$205.94
DeLosa	Jessica	\$27,163.44	\$22,222.16		\$4,941.28
Delosh	Samantha	\$49,464.88	\$48,549.88		\$915.00
Delpeche	Maxime	\$27,418.92	\$25,390.44		\$2,028.48
DeLue	Kevin	\$9,086.93	\$8,991.48		\$95.45
Dempsey	Jennifer	\$70,614.48	\$66,199.48		\$4,415.00
Denmark	Lauren	\$16,107.84	\$13,041.20		\$3,066.64
Dennis	Ebony	\$26,733.20	\$26,661.20	\$72.00	\$0.00
DePina	Maria	\$8,790.00			\$8,790.00

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Descheneau	Varda	\$3,830.00			\$3,830.00
Desir	Elizabeth	\$3,375.00			\$3,375.00
Desir	Patrick	\$8,016.00	\$7,836.00	\$180.00	\$0.00
Dessources	Wilbens	\$26,094.45	\$25,405.65	\$516.60	\$172.20
Diaz	Maribel	\$64,806.22	\$61,126.22		\$3,680.00
DiCarlo	Donna	\$8,104.26	\$8,067.18	\$37.08	\$0.00
Dike	Ihuoma	\$10,900.00			\$10,900.00
DiRado	Kristina	\$240.00			\$240.00
DiRienzo	Laura	\$2,740.00			\$2,740.00
DiRusso	Jasmin	\$60,708.84	\$58,273.84		\$2,435.00
Disharoom	Angela	\$90,700.24	\$85,375.24		\$5,325.00
Diver	Christopher	\$3,750.00			\$3,750.00
Doherty	Ashley	\$10,838.62	\$10,673.62		\$165.00
Dole	Eileen J	\$55,138.20	\$54,548.20		\$590.00
Domenikos	Sandra K.	\$88,058.92	\$85,758.92		\$2,300.00
Donahue	Briana	\$67,182.92	\$66,682.92		\$500.00
Donahue	Marie	\$51,362.13	\$52,700.95		-\$1,338.82
Donnay	Philippe	\$9,068.22	\$9,068.22		\$0.00
Donovan	Kathleen	\$72,506.72	\$72,386.72		\$120.00
Dooley	Sarah	\$68,293.90	\$67,463.90		\$830.00
Dos Santos	Calerina L	\$29,978.99	\$28,562.19		\$1,416.80
Downes-Gilkes	Renee	\$91,277.22	\$87,837.22		\$3,440.00
Dreyfuss-Kaufman	Peri E.	\$98,086.14	\$98,086.14		\$0.00
Driscoll	Harriet	\$5,444.94	\$5,444.94		\$0.00
Drummey	Amy E	\$57,191.54	\$56,691.54		\$500.00
Duane	Kimberly	\$49,236.63	\$46,384.56		\$2,852.07
Dudley	Jessica	\$90,657.01	\$91,010.96		-\$353.95
Duffany	Ashley	\$67,563.22	\$61,126.22		\$6,437.00
Dunn	Susanne	\$48,461.56	\$48,461.56		\$0.00
Dupras	Michelle	\$20,759.55	\$26,109.11		-\$5,349.56
Dwyer	Meaghan	\$95,906.82	\$95,906.82		\$0.00
Dzubur	Holly	\$16,095.55	\$16,848.00		-\$752.45
Eaton	Shaniqua	\$26,802.02	\$24,870.95		\$1,931.07
Ebert-Pina	Jenna	\$90,451.12	\$89,906.12		\$545.00
El Fakahany	Yoseph	\$2,955.00			\$2,955.00
Eldridge-Ferrullo	Judith	\$25,780.10	\$25,697.36	\$82.74	\$0.00
Eliot	Susan	\$96,311.26	\$92,081.26		\$4,230.00
Ellertson	Theresa	\$88,287.22	\$87,837.22		\$450.00
Ellis	Barbara E	\$31,949.78	\$28,562.19		\$3,387.59
Emerson	Jan	\$35,318.72	\$35,389.44	\$9.23	-\$79.95

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Enoissy	Jean Luc	\$41,805.80	\$41,363.00	\$442.80	\$0.00
Escobedo	Anthony	\$12,596.24			\$12,596.24
Eugene	Alix	\$41,662.65	\$41,229.45	\$313.20	\$120.00
Eustache	Laine	\$34,943.43	\$34,666.68	\$276.75	\$0.00
Evangelho	James	\$22,034.64	\$21,534.64		\$500.00
Faherty	Jill N	\$98,402.04	\$89,405.16		\$8,996.88
Fallon	Karen	\$45,752.44	\$45,064.44		\$688.00
Fanaras-Chan	Emily	\$62,296.72	\$70,344.98		-\$8,048.26
Fancher Kelley	Kimberly D	\$92,712.32	\$87,837.22		\$4,875.10
Farmer	Caitlin	\$23,463.44	\$22,222.16		\$1,241.28
Fasolino	Michelle	\$56,594.02	\$55,934.02		\$660.00
Federle	Regina	\$23,186.67	\$22,959.12		\$227.55
Feinstein	Judith	\$89,054.92	\$86,604.92		\$2,450.00
Ferguson	Diallo	\$86,563.64	\$80,543.64		\$6,020.00
Fernandes	Joe	\$26,731.37	\$27,135.54		-\$404.17
Fernandes	Maria	\$21,718.41	\$20,630.98	\$57.23	\$1,155.20
Feroli	Jr.	\$226,003.00	\$20,515.36	\$19,485.36	\$1,030.00
Ferreira	Eric	\$69,899.48	\$66,199.48		\$3,700.00
Ferrullo	Christopher	\$21,005.90	\$20,960.60	\$45.30	\$0.00
Fichera	Mary S.	\$76,290.34	\$64,276.56		\$12,013.78
Fisher	Kate	\$81,393.64	\$80,543.64		\$850.00
Fitzgerald	Elizabeth	\$94,935.10	\$86,065.10		\$8,870.00
Fitzroy	Stacy L	\$101,896.31	\$89,405.16		\$12,491.15
Flaherty	Daniel	\$11,301.48	\$10,264.43		\$1,037.05
Flaherty	Judith	\$89,547.22	\$87,837.22		\$1,710.00
Flaherty	Maeve	\$33,542.92	\$20,460.68		\$13,082.24
Fleming	Timothy	\$88,584.14	\$85,564.14		\$3,020.00
Flynn	Casey	\$17,232.32	\$17,172.32		\$60.00
Flynn	Susan	\$8,954.69	\$8,644.56		\$310.13
Flythe-Sands	Kelly L	\$93,411.46	\$91,826.46		\$1,585.00
Fong	Elizabeth	\$85,144.54	\$80,086.12		\$5,058.42
Fonseca	Claudia	\$3,391.55	\$3,391.55		\$0.00
Fontaine	Pierre	\$30,699.15	\$27,014.48		\$3,684.67
Forbes	Melinda	\$98,890.10	\$89,405.16		\$9,484.94
Forman	Diane	\$18,107.54	\$17,438.97	\$136.31	\$657.26
Fowler	Nadine	\$80,736.44	\$80,496.44		\$240.00
Fox	Jeffrey	\$68,195.22	\$63,112.22		\$5,083.00
Fox	Megan	\$45,964.58	\$43,574.58		\$2,390.00
Francis	Ladez	\$24,733.19	\$23,608.19		\$1,125.00
Francisque	Yves	\$13,340.00			\$13,340.00

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Francois	Hilaire	\$7,923.55	\$7,891.04	\$32.51	\$0.00
Francois	Roosvelt	\$24,989.88	\$24,923.68	\$66.20	\$0.00
Francois	Ruth	\$31,432.23	\$28,562.19		\$2,870.04
Frattasio	Jennifer	\$90,671.12	\$89,906.12		\$765.00
Freed	Lesly	\$5,769.06			\$5,769.06
Furlong	Catherine	\$590.00			\$590.00
Gabriel	Olga	\$43,684.58	\$43,574.58		\$110.00
Gadowski	Marisha	\$75,216.98	\$70,344.98		\$4,872.00
Galgana	Vienna May	\$74,672.76	\$68,216.42		\$6,456.34
Gallagher	Brian	\$5,880.00			\$5,880.00
Gallant	Lyn	\$7,341.74	\$7,314.20	\$27.54	\$0.00
Gallup	Erin	\$31,192.65	\$27,888.00		\$3,304.65
Galvin	Danielle	\$91,421.44	\$88,421.44		\$3,000.00
Gannon	Beth A.	\$120,933.76	\$120,333.76		\$600.00
Gantz	Scott	\$30,885.86	\$28,562.19		\$2,323.67
Garcia-Baraka	Maria D.	\$53,125.69	\$52,005.71	\$189.98	\$930.00
Gardner	Scott	\$240.00			\$240.00
Gathungu	Samuel	\$44,315.28	\$44,315.28		\$0.00
Gatlin	Pamela	\$4,476.00	\$4,476.00		\$0.00
Gautreau	Elaine M	\$31,225.08	\$28,562.19		\$2,662.89
Gengo	Ronald	\$3,900.00			\$3,900.00
Genova Long	Marianne	\$30,634.64	\$27,888.00		\$2,746.64
George	Joseph	\$27,443.96	\$24,970.23	\$145.44	\$2,328.29
Gervino	Diana N	\$72,642.76	\$71,528.42		\$1,114.34
Gibbons	Della	\$4,620.71			\$4,620.71
Gillis	Tracy	\$99,249.62	\$86,604.92		\$12,644.70
Giordano	Elizabeth	\$58,854.42	\$58,446.92		\$407.50
Giovannangeli	Lucihelena	\$5,295.75	\$5,290.00		\$5.75
Godbout	David	\$88,237.22	\$87,837.22		\$400.00
Goddu	Sara	\$75,794.50	\$71,444.50		\$4,350.00
Goggin	Nancy	\$160.00			\$160.00
Gonzalez	Isabel	\$61,591.92	\$58,446.92		\$3,145.00
Gorski	Kathleen	\$71,413.84	\$70,771.34		\$642.50
Gott	Jillian	\$58,926.18	\$58,246.18		\$680.00
Gould	Stephen	\$33,653.75	\$33,653.75		\$0.00
Grabau	Devon	\$5,682.44			\$5,682.44
Graham	Jennifer	\$11,842.50	\$11,790.00		\$52.50
Graham	Sara	\$80,086.12	\$80,086.12		\$0.00
Graves	Steadman	\$53,868.28	\$46,848.00		\$7,020.28
Greeley	Danielle	\$16,212.72			\$16,212.72

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Green	Rachael	\$5,000.98	\$4,900.53		\$100.45
Greenberg	Meghan	\$93,550.80	\$84,062.80		\$9,488.00
Greene	Alynne	\$55,479.40	\$53,488.30	\$911.10	\$1,080.00
Greene	Tania	\$29,632.19	\$28,562.19		\$1,070.00
Griffin	Eleonore	\$66,596.94	\$65,281.94		\$1,315.00
Grossman	Annette L	\$22,392.53	\$16,848.00		\$5,544.53
Gruender	Michael	\$1,530.00			\$1,530.00
Guenard	Gracelyn	\$50,240.00	\$49,140.00		\$1,100.00
Guerra	Johanna M.	\$86,604.92	\$86,604.92		\$0.00
Guerrier	Agapy	\$41,139.00	\$40,920.30	\$218.70	\$0.00
Guerrier	Kayla	\$3,200.00			\$3,200.00
Guerrier	Lendy	\$4,800.00			\$4,800.00
Guerrier	Nancy	\$1,865.08	\$1,865.08		\$0.00
Gureckis	Jennifer	\$95,379.62	\$90,826.82		\$4,552.80
Gusciora	Kathleen M	\$29,957.19	\$28,562.19		\$1,395.00
Hahesy	Mary S	\$31,960.80	\$28,562.19		\$3,398.61
Hardy	Amy	\$93,929.16	\$92,229.16		\$1,700.00
Harjula	Gregory	\$89,632.88	\$87,837.22		\$1,795.66
Harrington	Ann S	\$89,337.22	\$87,837.22		\$1,500.00
Harris	Eric	\$30,118.09	\$27,796.94		\$2,321.15
Harris	Michael	\$887.46	\$887.46		\$0.00
Harrison	Courtney	\$59,255.26	\$59,255.26		\$0.00
Hartley-Matteson	Amy	\$63,115.44	\$61,615.44		\$1,500.00
Haskell	Megan	\$93,304.26	\$92,081.26		\$1,223.00
Hasson	Bridget	\$4,875.00			\$4,875.00
Haswell	Amber	\$68,799.48	\$66,199.48		\$2,600.00
Haughton	Annya	\$99,130.74	\$99,130.74		\$0.00
Hawko	Kathleen A	\$33,862.33	\$28,540.93		\$5,321.40
Heald	Scott	\$1,210.00			\$1,210.00
Healy	Allyson	\$53,237.92	\$49,117.92		\$4,120.00
Henderson	Mary P.	\$86,769.92	\$86,604.92		\$165.00
Hendricks	Nwannedima	\$10,372.48	\$8,412.48		\$1,960.00
Hennessey	Michael T.	\$55,504.98	\$50,432.80	\$4,219.74	\$852.44
Hennessey	Patrick				
Hennessey	Tierney	\$61,592.68	\$51,029.20	\$6,171.62	\$4,391.86
Henry	Tanesha	\$1,970.13			\$1,970.13
Hickman	Helen	\$32,992.19	\$28,562.19		\$4,430.00
Hicks	Michelle	\$30,014.90	\$27,796.94		\$2,217.96
Higgins	Geoffrey	\$72,946.80	\$72,386.80		\$560.00
Hill	David E	\$89,938.11	\$75,503.75	\$7,243.92	\$7,190.44

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Hindman	David	\$17,717.84	\$19,836.62		-\$2,118.78
Hinz	Gregory	\$87,911.12	\$80,086.12		\$7,825.00
Hipsman	Audrey	\$18,286.55	\$16,848.00		\$1,438.55
Hite Jr.	James	\$4,500.00			\$4,500.00
Hoard	Nicholas	\$7,406.01	\$7,406.01		\$0.00
Hoffman	Liat	\$87,983.30	\$85,483.30		\$2,500.00
Hoffmann	Kit	\$89,579.22	\$87,837.22		\$1,742.00
Hok	Tivichheka	\$90,239.82	\$88,219.50		\$2,020.32
Holland	Tanya	\$83,584.51	\$82,484.51		\$1,100.00
Hong	Lee Ann	\$3,000.00			\$3,000.00
Honore	Jean	\$17,510.07	\$14,568.00	\$90.00	\$2,852.07
Horne	Atiera	\$68,048.39	\$61,126.22		\$6,922.17
Horowitz	Stuart	\$98,099.79	\$98,086.14		\$13.65
Horst	James	\$76,886.80	\$72,386.80		\$4,500.00
Horstman	John	\$73,386.80	\$72,386.80		\$1,000.00
Hosmer	Sara	\$120,015.90	\$119,415.90		\$600.00
Houghton	Nicole	\$75,281.80	\$72,386.80		\$2,895.00
Howard	Marissa L.	\$80,661.12	\$80,086.12		\$575.00
Howland	Robin	\$10,394.10	\$10,394.10		\$0.00
Hubbel	Joanne	\$9,904.76	\$9,646.98		\$257.78
Hudson	Arlene	\$1,500.00			\$1,500.00
Hughes	Donna	\$8,464.39	\$8,464.39		\$0.00
Hughes	Ernest	\$25,609.29	\$25,547.29		\$62.00
Hume	Gail	\$72,806.48	\$72,806.48		\$0.00
Hurley Yeaton	Angela	\$42,825.42	\$42,825.42		\$0.00
Hutton	Meghan	\$73,406.80	\$72,386.80		\$1,020.00
Huynh	Tam	\$50.18	\$50.18		\$0.00
Huynh-Thai	Taylor	\$81,111.12	\$80,086.12		\$1,025.00
Hyppolite	Merline	\$36.72	\$36.72		\$0.00
Infante	Esmely	\$33,963.70	\$33,009.41		\$954.29
Isidor	Kimberly	\$16,491.05	\$16,082.75		\$408.30
Jackson	Brittainy	\$20,765.58			\$20,765.58
Jacobs	Ellen B	\$1,960.00			\$1,960.00
Jain	Surekha	\$21,389.84	\$21,329.84		\$60.00
James	McArthur	\$23,719.85	\$23,690.30	\$29.55	\$0.00
Janvier	Schimiliguen	\$25,192.94	\$24,157.94		\$1,035.00
Jason	Sarah	\$3,078.46	\$3,018.95		\$59.51
Jean Charles	Williere	\$18,831.24	\$17,494.87		\$1,336.37
Jean-Eze	Guirlene	\$17,633.12	\$17,463.55		\$169.57
Jenkins	Kalon	\$5,718.00			\$5,718.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Johnson	Melissa Lina	\$44,554.58	\$43,574.58		\$980.00
Johnson	Sarah S.	\$54,188.93	\$54,461.16		-\$272.23
Johnson					
Edmondson	Rosetta	\$3,280.00			\$3,280.00
Jones	Alexander	\$2,800.00			\$2,800.00
Jones	David	\$66,199.48	\$66,199.48		\$0.00
Jones	Laura	\$5,519.67	\$4,293.08		\$1,226.59
Jones	Tina	\$50,164.36	\$41,233.81	\$770.55	\$8,160.00
Joniec	Ari	\$87,862.22	\$87,837.22		\$25.00
Jordan	Christine	\$28,672.19	\$28,562.19		\$110.00
Joseph	Jean	\$17,262.20	\$14,628.00	\$324.00	\$2,310.20
Joseph	Ronald	\$18,726.27	\$18,576.38	\$149.89	\$0.00
Joyce	Courtney D.	\$70,842.48	\$66,199.48		\$4,643.00
Kabilian	Julie	\$17,307.60	\$17,307.60		\$0.00
Kadesch	Rie	\$4,500.00			\$4,500.00
Kahan	Lois	\$17,880.59	\$17,262.15	\$88.88	\$654.56
Kaplan	Stacey M	\$93,970.16	\$89,405.16		\$4,565.00
Karsay	Albert	\$52,292.07	\$46,694.40	\$2,295.96	\$3,301.71
Keefe	Irene	\$81,913.90	\$70,733.96		\$11,179.94
Keith	Amy	\$16,688.64	\$16,208.64		\$480.00
Kelly	Lawrence	\$78,738.24	\$71,653.20	\$5,710.40	\$1,374.64
Kennedy	Alissa	\$94,960.68	\$92,642.68		\$2,318.00
Kennedy	Beth	\$28,540.41	\$28,562.19		-\$21.78
Kennedy	Lisa	\$33,062.10	\$31,146.72	\$168.34	\$1,872.04
Khoury	Dorice	\$16,055.45	\$16,055.45		\$0.00
Kingsland	Sandra	\$87,175.10	\$86,065.10		\$1,110.00
Kirkland	Daija	\$3,312.00	\$3,312.00		\$0.00
Klier	Alexandra	\$34,669.53	\$27,796.94		\$6,872.59
Kokoros-Odierno	Paula	\$80.00			\$80.00
Kotlyar	Nataniel	\$83,301.48	\$72,806.48		\$10,495.00
Kuskoski	Terri	\$7,750.00			\$7,750.00
Kyer	Mary E.	\$2,310.00			\$2,310.00
Labady	Marie	\$5,364.78	\$5,364.78		\$0.00
Ladd	Margaret R.	\$84,582.80	\$84,062.80		\$520.00
LaLanne	Marie	\$8,708.41	\$8,691.16	\$17.25	\$0.00
Lalond	Christine	\$33,393.94	\$31,768.32		\$1,625.62
Lamarre	Margareth	\$45,875.73	\$45,725.34	\$113.49	\$36.90
Landreth	Carla	\$61,567.16	\$61,517.16		\$50.00
Lane	Susan	\$78,980.30	\$78,980.30		\$0.00
Lanzo	Ileana	\$12,022.90	\$11,461.82	\$34.88	\$651.20

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Larson	Lawrence D	\$1,480.00			\$1,480.00
Latour	Stacey	\$39,357.15	\$38,712.75	\$590.40	\$54.00
Laurent	Marie	\$6,144.00	\$6,144.00		\$0.00
Leclair	Stephen T	\$87,012.16	\$61,517.16		\$25,495.00
Lee	Robin	\$27,968.00	\$27,888.00		\$80.00
LeMar	Laurie	\$140.00			\$140.00
Letourneau	Christine	\$89,735.24	\$85,375.24		\$4,360.00
Levine	Leslie S	\$5,429.22	\$779.22		\$4,650.00
Levitz	Bree	\$51,032.71	\$42,874.07		\$8,158.64
Lewis	Ronald	\$30,466.41	\$28,607.68		\$1,858.73
Lezin	Evens	\$39,642.77	\$37,926.68	\$1,716.09	\$0.00
Li	Kelly	\$12,392.01	\$11,097.94		\$1,294.07
Licorish	John	\$114,498.46	\$114,498.46		\$0.00
Lightfoot	Juanita	\$14,661.05	\$13,699.00		\$962.05
Littlejohn	Judy	\$67,773.94	\$67,173.94		\$600.00
Livingston	Shalem	\$80,774.98	\$66,999.74		\$13,775.24
Loaiza-Porter	Molly	\$11,976.10			\$11,976.10
Lopes	Mark	\$65,756.59	\$51,029.20	\$9,099.86	\$5,627.53
Lopresti	Andrea	\$31,548.60	\$28,131.44		\$3,417.16
Louis	Bernadin	\$45,438.83	\$43,216.62	\$1,970.01	\$252.20
Louis	Jean	\$14,454.00	\$13,104.00	\$1,350.00	\$0.00
Lu	Min	\$54,461.16	\$54,461.16		\$0.00
Luker	Jessica	\$61,776.11	\$61,126.22		\$649.89
LunBeck	Lindsay	\$46,824.44	\$45,064.44		\$1,760.00
Lussier	Susan	\$5,246.88	\$5,246.88		\$0.00
MacDonald	Kristin	\$78,142.46	\$77,562.46		\$580.00
MacDonald	Lisa J	\$76,494.74	\$75,744.74		\$750.00
Macias	Amanda	\$1,765.46	\$1,765.46		\$0.00
MacLean	Anna	\$1,375.00			\$1,375.00
Macomber	Sherri	\$96,287.68	\$92,642.68		\$3,645.00
Madore	Kathleen	\$25,465.86	\$25,465.86		\$0.00
Maher	Michael	\$69,038.42	\$60,438.42		\$8,600.00
Mahoney	Kevin	\$65,294.44	\$58,744.44		\$6,550.00
Mahoney	Leslie	\$29,212.19	\$28,562.19		\$650.00
Malliaros	Donna	\$9,015.84	\$9,015.84		\$0.00
Maloney	James J	\$65,293.05	\$51,029.20	\$4,372.73	\$9,891.12
Manos	Erika	\$95,262.70	\$88,662.70		\$6,600.00
Mantovani	Rebecca	\$69,972.72	\$68,957.72		\$1,015.00
Marcelin	Marie	\$6,823.82	\$6,178.38	\$185.44	\$460.00
Markarian	Scott	\$100,267.50	\$96,967.50		\$3,300.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Marsh-Cameron	Odette	\$30,277.19	\$28,562.19		\$1,715.00
Marshall	Jesica	\$3,330.00			\$3,330.00
Marshall	Jonathan	\$85,426.20	\$77,410.20		\$8,016.00
Marshall	Marie	\$8,162.70	\$8,125.51	\$37.19	\$0.00
Marsigliano	Hui Ning	\$91,317.66	\$89,405.16		\$1,912.50
Martens	Dawn M.	\$99,897.28	\$98,897.28		\$1,000.00
Martinez	Darren	\$8,247.42	\$8,247.42		\$0.00
Martinez	Melissa	\$64,006.92	\$58,446.92		\$5,560.00
Massey	Jacqueline	\$55,938.20	\$54,548.20		\$1,390.00
Masson-Joseph	Sophia	\$13,840.36	\$14,292.50		-\$452.14
Mathews	Laurie	\$2,880.00			\$2,880.00
Matta	Andrea S	\$93,453.04	\$91,265.04		\$2,188.00
Mazzeo	Christine	\$44,061.39	\$42,823.22	\$1,238.17	\$0.00
McCabe	Christina	\$63,137.22	\$63,112.22		\$25.00
McCabe	Kathleen	\$88,705.22	\$87,837.22		\$868.00
McCarthy	John	\$71,418.74	\$67,708.74		\$3,710.00
McCarthy	Kelly	\$38,698.16	\$38,648.16		\$50.00
McCarthy	Kristin	\$67,509.48	\$66,199.48		\$1,310.00
McCarthy	Theresa	\$24,732.14	\$24,539.40		\$192.74
McDonald	Jennifer	\$22,787.54	\$21,820.59		\$966.95
McDonald	Kenya	\$87,837.22	\$87,837.22		\$0.00
McDonough	Barbara	\$67,173.67	\$67,173.67		\$0.00
McEachern	Nicole	\$72,884.48	\$66,199.48		\$6,685.00
McFarling	Kenneth	\$160.00			\$160.00
McGrath	Melissa A	\$60,883.56	\$59,283.56		\$1,600.00
McKenna	Carly	\$61,818.66	\$60,650.66		\$1,168.00
McMillan	Joel T	\$58,840.20	\$48,738.54	\$2,744.05	\$7,357.61
McNamara	Katelan	\$1,410.00			\$1,410.00
McNary	Christina	\$2,039.62	\$1,942.50	\$97.12	\$0.00
McNulty	Christine	\$88,292.22	\$87,837.22		\$455.00
McPartland	Jody	\$10,491.69	\$10,462.44	\$27.81	\$1.44
Meade	Veronica	\$18,270.18	\$17,172.32		\$1,097.86
Menayrji	Nina	\$84,062.80	\$84,062.80		\$0.00
Mendes	Viana	\$31,346.78	\$28,388.96		\$2,957.82
Mendez	Gabriela	\$1,467.78	\$1,467.78		\$0.00
Meoni	Paul	\$320.00			\$320.00
Mercado	Evelyn	\$10,156.62	\$8,957.91		\$1,198.71
Merrill	Tina	\$10,785.42	\$10,766.69	\$18.73	\$0.00
Mette	Patrick	\$4,000.00			\$4,000.00
Milfort	Jesse	\$60,339.34	\$60,339.34		\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Miller	Karen A	\$30,942.19	\$28,562.19		\$2,380.00
Miller	Sylvester	\$8,846.39	\$8,827.65	\$18.74	\$0.00
Millien-Janvier	Rachelle	\$31,715.80	\$28,562.19		\$3,153.61
Milton	Lavora	\$5,000.00			\$5,000.00
Mohamed	Zainab	\$20,125.38	\$16,468.09		\$3,657.29
Molina	Marie	\$87,972.22	\$87,837.22		\$135.00
Monaghan	John P.	\$75,289.98	\$59,182.37	\$11,712.66	\$4,394.95
Monteiro	Zuilda	\$20,423.90	\$19,695.77	\$187.53	\$665.60
Montgomery	Sharon L	\$91,037.22	\$87,837.22		\$3,200.00
Montiero DeGrace	Joan	\$13,772.09	\$13,196.73	\$49.16	\$651.20
Moore	Thomas W	\$93,468.72	\$87,837.22		\$5,631.50
Morales	Evelyn	\$48,923.09	\$48,230.00		\$693.09
Morales III	Agustin	\$84,062.80	\$84,062.80		\$0.00
Moran	Carol A.	\$90,135.16	\$89,405.16		\$730.00
Morrisseau	Jon	\$31,597.77	\$27,888.00		\$3,709.77
Morong	Robert	\$84,062.72	\$84,062.72		\$0.00
Morreale	Francis	\$75,744.74	\$75,744.74		\$0.00
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Morrison	Jennifer	\$28,681.00	\$40,972.86		\$12,291.86
Moynihan-					
Bennett	Dorothy A	\$90,690.16	\$89,405.16		\$1,285.00
Mulligan	Shawn	\$730.25	\$730.25		\$0.00
Mulligan	Theresa	\$10,539.82	\$10,521.08	\$18.74	\$0.00
Mullin	Margaret	\$77,025.88	\$73,705.88		\$3,320.00
Murphy	Daniel M	\$66,825.15	\$51,029.20	\$8,304.87	\$7,491.08
Murphy	Diane M	\$31,783.34	\$28,562.19		\$3,221.15
Murphy	Jonathan	\$73,476.48	\$72,806.48		\$670.00
Murphy	Paula	\$8,272.90	\$8,244.79	\$28.11	\$0.00
Muscara	MacKenzie	\$1,375.00			\$1,375.00
Myers	Charles J	\$75,981.71	\$73,371.71		\$2,610.00
Nadolny Duguay	Tracy E.	\$89,614.84	\$81,534.90		\$8,079.94
Nalbandian	Alberta R	\$19,719.15	\$16,848.00		\$2,871.15
Nauyokas	Charlene	\$2,900.00			\$2,900.00
Navoni	Michelle	\$70,012.68	\$66,197.68		\$3,815.00
Nawrocki	Laure	\$69,298.94	\$69,258.94		\$40.00
Nelligan	Lisa	\$8,992.39	\$4,780.51		\$4,211.88
Nelson	Cassandre	\$17,614.80	\$17,614.80		\$0.00
Neptune	Wayne	\$39,846.00	\$39,828.00	\$18.00	\$0.00
Nesterak	Stephen	\$22,500.27	\$22,500.27		\$0.00
Newman	Jacqueline	\$38,045.78	\$37,859.16		\$186.62

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Newman	Patricia	\$87,837.22	\$87,837.22		\$0.00
Nguyen	Jade	\$75.27	\$75.27		\$0.00
Nguyen	Quynh	\$54,097.34	\$52,783.34		\$1,314.00
Nicholson	Ann-Marie	\$94,767.68	\$92,642.68		\$2,125.00
Noe	Ryan	\$575.00			\$575.00
Noonan	Jamie	\$9,355.74	\$8,782.06		\$573.68
Nourse	Erin	\$61,131.00	\$62,622.00		-\$1,491.00
Nunes	Donna L.	\$94,494.62	\$90,826.82		\$3,667.80
Nunes	Gemeniano	\$27,431.69	\$24,407.04		\$3,024.65
O'Brien	Daniel	\$470.00			\$470.00
O'Brien	Joanne	\$21,478.44	\$19,412.37	\$104.87	\$2,086.20
O'Brien	Susan L	\$50,064.00	\$49,084.00		\$980.00
O'Connell	Sharon	\$17,640.20	\$17,640.20		\$0.00
O'Connor	Kelly	\$3,600.00			\$3,600.00
O'Donnell	Daniel	\$51,535.97	\$51,029.20	\$2,301.91	-\$1,795.14
O'Donnell	Doreen	\$94,017.22	\$87,837.22		\$6,180.00
O'Hara	Heather	\$94,593.74	\$93,656.24		\$937.50
O'Keefe	Michael	\$2,510.00			\$2,510.00
O'Kelly	Hillary	\$62,111.90	\$61,351.90		\$760.00
O'Leary	Benjamin	\$12,608.37	\$11,772.16	\$129.84	\$706.37
O'Meara	Katharine M	\$73,154.84	\$63,744.84		\$9,410.00
O'Meara	Patricia M	\$54,119.00	\$49,084.00		\$5,035.00
O'Neill	Sean	\$12,059.99	\$11,097.94		\$962.05
Obin	Lorraine	\$1,419.84	\$1,419.84		\$0.00
Oborsky	Tamara	\$89,227.22	\$87,837.22		\$1,390.00
Odom	Esther	\$45,792.48			\$45,792.48
Okoye	Kate	\$720.00			\$720.00
Onifade	Mawakana	\$80,551.92	\$78,751.92		\$1,800.00
Osasere	Dennis	\$1,580.00			\$1,580.00
Ottaviani	Laura A.	\$97,374.94	\$97,374.94		\$0.00
Ottaviani III	Louis	\$79,017.80	\$72,208.30		\$6,809.50
Ouellette	Liane	\$73,500.80	\$73,500.80		\$0.00
Page	Pamela	\$31,324.35	\$28,562.19		\$2,762.16
Pagliuca	Lisa	\$29,627.19	\$29,088.69		\$538.50
Paonessa	Heather	\$6,601.21	\$6,601.21		\$0.00
Papadopoulos	Tresa	\$102,427.14	\$102,427.14		\$0.00
Papalambros	George	\$49,437.84	\$37,415.84		\$12,022.00
Parfait	Casner	\$39,179.70	\$39,179.70		\$0.00
Parks	Valerie D	\$31,633.34	\$28,562.19		\$3,071.15
Parsons	Cheryl M	\$46,552.75	\$31,874.15		\$14,678.60

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Pasien	Irvelt	\$28,984.95	\$28,468.95	\$396.00	\$120.00
Pasquantonio	Wm. L.	\$77,271.75	\$60,218.80	\$9,397.97	\$7,654.98
Pearl-Ohimor	Carma	\$90,067.22	\$87,837.22		\$2,230.00
Pelletier	Danielle	\$18,423.90	\$16,082.75		\$2,341.15
Pendergast	Kathryn	\$22,218.55	\$19,366.48		\$2,852.07
Penza	Sandra	\$7,363.35	\$7,263.35	\$23.80	\$76.20
Perry	Brittany	\$16,075.03	\$14,872.00		\$1,203.03
Perry	Laura	\$8,257.69	\$8,162.45	\$19.04	\$76.20
Persico	Sean	\$45,143.15	\$38,076.94		\$7,066.21
Person	Erik	\$10,015.44	\$9,865.44		\$150.00
Persson	Rachel	\$16,688.64	\$16,208.64		\$480.00
Peter	Samantha	\$58,686.92	\$58,446.92		\$240.00
Peterson	Julie	\$3,433.14	\$2,736.84		\$696.30
Petitto	John	\$17,395.41	\$17,576.85		-\$181.44
Petrusewicz	Denise	\$37,564.45	\$37,518.32	\$46.13	\$0.00
Petruzzello	Michelle M	\$33,553.38	\$28,562.19		\$4,991.19
Pett	Andrew	\$16,945.94	\$16,389.94		\$556.00
Philibert	Georges	\$31,852.26	\$31,852.26		\$0.00
Phillips	Joanne	\$960.00			\$960.00
Philpott	Lananh	\$50.18	\$50.18		\$0.00
Phinney	Kimberly A	\$92,150.16	\$89,405.16		\$2,745.00
Pierce	David	\$48,461.52	\$48,461.52		\$0.00
Pierre-Jerome	Lunine	\$97,549.60	\$97,549.60		\$0.00
Pierre-Louis	Gerald	\$2,976.00	\$2,976.00		\$0.00
Pierre-Louis	Joey	\$85,776.59	\$83,014.34		\$2,762.25
Pierre-Louis	Woodly	\$61,915.13	\$58,040.13		\$3,875.00
Pierre-Paul	Erick	\$31,195.13	\$30,335.74	\$9.23	\$850.16
Pierrissaint	Inovia	\$4,404.00	\$4,404.00		\$0.00
Pitts	Lucille	\$19,194.57	\$18,070.80	\$113.45	\$1,135.32
Piverger	Hermiline	\$15,187.78	\$11,714.19		\$3,473.59
Pongnon	Fenton	\$63,683.00	\$62,622.00		\$1,061.00
Poor	David	\$86,306.77	\$71,653.20	\$11,044.21	\$3,609.36
Porter	Janie E	\$29,502.19	\$28,562.19		\$940.00
Powell	Lisa R	\$72,405.60	\$72,405.60		\$0.00
Powell	Sandra	\$17,474.30	\$13,778.07		\$3,696.23
Price	Anthony	\$99,405.40	\$95,769.40		\$3,636.00
Prime	Siline	\$5,710.06	\$5,710.06		\$0.00
Purdie	Jessie J	\$103,778.31	\$89,405.16		\$14,373.15
Purtell	Bertha	\$74,997.80	\$71,315.80		\$3,682.00
Racine	Emilie	\$8,255.63	\$8,255.63		\$0.00

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Rainford	Karla-Eve C.	\$32,497.77	\$28,562.19		\$3,935.58
Ramey	Carey	\$13,561.62	\$12,886.87		\$674.75
Ramos	Laura	\$44,185.51	\$40,833.30		\$3,352.21
Rawlings	Rachel	\$7,961.50	\$7,788.42		\$173.08
Reardon	Jeannine	\$80.00			\$80.00
Reardon	Katherine A.	\$53,022.70	\$52,157.70		\$865.00
Rege	Lisa	\$80,166.12	\$80,086.12		\$80.00
Rego	Hope	\$86,564.90	\$81,534.90		\$5,030.00
Reid	Lindsey	\$60,468.66	\$57,708.66		\$2,760.00
Renrick	Dejahn	\$12,475.00	\$10,000.00		\$2,475.00
Reuter	Susan F	\$24,843.17	\$22,803.76		\$2,039.41
Reyna	Margaret	\$23,561.18	\$22,240.23	\$140.75	\$1,305.20
Reynolds	Kathleen A	\$90,724.90	\$87,837.22		\$2,887.68
Riccio	Brienne	\$66,749.12	\$63,953.62		\$2,795.50
Rice	Jonathan	\$3,000.00			\$3,000.00
Richard	Michelle L	\$94,238.80	\$89,405.16		\$4,833.64
Richardson	John	\$61,720.73	\$51,029.20	\$5,212.54	\$5,478.99
Riddick	Cynthia S	\$88,277.22	\$87,837.22		\$440.00
Ridolfi	Jonathan	\$101,610.92	\$93,415.36		\$8,195.56
Rigali	Alexandra M.	\$96,277.66	\$87,837.22		\$8,440.44
Rivers	Carrie	\$15,659.11	\$15,534.11		\$125.00
Rizzo	Samantha	\$3,147.20			\$3,147.20
Roberts	George	\$64,996.22	\$51,029.20	\$10,819.78	\$3,147.24
Robinson	Lauren	\$78,993.62	\$76,033.62		\$2,960.00
Robinson	Tyishia	\$3,383.38	\$3,383.38		\$0.00
Robles	Jacquelyn	\$25,031.23	\$25,617.20		-\$585.97
Rodman	Amy Meryl	\$68,190.44	\$59,590.44		\$8,600.00
Rodriguez	Marta	\$420.00			\$420.00
Rogers	Benjamin	\$99,440.48	\$99,440.48		\$0.00
Rogerson	Rebecca L	\$94,428.46	\$91,826.46		\$2,602.00
Romero Peralta	Claudia	\$31,208.16	\$28,932.48		\$2,275.68
Rommelmeyer	Shauna	\$85,948.02	\$85,233.02		\$715.00
Rood	Judith	\$10,963.87	\$9,665.13		\$1,298.74
Roos	Erica	\$291.99	\$234.72		\$57.27
Roos	Leslie G	\$102,845.96	\$91,010.96		\$11,835.00
Rosambert	Marie	\$11,137.21	\$11,086.11	\$46.85	\$4.25
Rosemond	Carline	\$33,942.16	\$33,942.16		\$0.00
Ross	Molly	\$86,367.27	\$80,086.12		\$6,281.15
Ross Lewis	Elecia	\$53,484.20	\$53,484.20		\$0.00
Rossman	Tricia M.	\$54,821.16	\$54,461.16		\$360.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Routson	Lisa	\$29,478.66	\$26,159.75	\$1,336.13	\$2,107.78
Rowe	Linda	\$860.00			\$860.00
Rubin	Ethan	\$40,763.22	\$41,420.70		-\$657.48
Rudden-Horgan	Susan	\$89,607.22	\$87,837.22		\$1,770.00
Ruiz	Andrew	\$62,446.92	\$58,446.92		\$4,000.00
Rull	Christine	\$9,431.51	\$9,412.77	\$18.74	\$0.00
Russell	Hannah	\$603.14	\$603.14		\$0.00
Russo	Mary Ann	\$35,934.20	\$34,682.06		\$1,252.14
Sacco	Erica	\$31,884.94	\$28,562.19		\$3,322.75
Saccoccio	Amy	\$80,848.76	\$78,948.76		\$1,900.00
Saia	Joseph A.	\$79,041.63	\$78,191.63		\$850.00
Saint Julis	Lesly	\$13,934.05	\$12,864.00	\$108.00	\$962.05
Salama	Sarah	\$75,186.48	\$72,806.48		\$2,380.00
Sampson	Lisa M.	\$82,189.90	\$81,534.90		\$655.00
Sanchez	Gina	\$440.00	\$440.00		\$0.00
Sandler	Elise	\$31,418.34	\$28,562.19		\$2,856.15
Sanford	Alpha M.	\$106,730.72	\$106,730.72		\$0.00
Saragian	Nika	\$27,594.77	\$24,138.21	\$1,640.96	\$1,940.60
Sardelli	Janice	\$33,874.20	\$33,788.10		\$86.10
Sares	Dawna M	\$72,640.72	\$59,590.44		\$13,050.28
Sass	Lisa	\$18,098.38	\$18,063.02	\$35.36	\$0.00
Saunders	Dana	\$76,120.80	\$72,386.80		\$3,734.00
Saunders	Sharon	\$89,875.16	\$89,405.16		\$470.00
Scafidi	Dianne	\$1,600.00			\$1,600.00
Scott	Diana	\$18,371.70	\$18,371.70		\$0.00
Seibert	Brian	\$19,544.24	\$18,272.96		\$1,271.28
Semenard	Hanso	\$70,268.72	\$68,957.72		\$1,311.00
Serafimov	Vasil	\$77,404.62	\$76,033.62		\$1,371.00
Sermon	Cassandre	\$89,441.78	\$77,341.83		\$12,099.95
Serrilla	Maryann	\$27,954.19	\$26,564.19		\$1,390.00
Seseske	Megan E.	\$30,197.84	\$28,897.84		\$1,300.00
Sham	Ellen	\$5,446.14	\$5,446.14		\$0.00
Shea-Pohl	Jill	\$98,827.96	\$94,187.96		\$4,640.00
Shekleton	Adam	\$86,941.62	\$76,033.62		\$10,908.00
Shemnitz	Judith	\$18,524.99	\$16,848.00		\$1,676.99
Shetty	Manisha	\$58,498.56	\$57,938.56		\$560.00
Shirley	Shanel	\$1,190.00			\$1,190.00
Sicinski	Kaitlyn	\$67,109.48	\$66,199.48		\$910.00
Silverman	Laurel	\$53,992.44	\$53,992.44		\$0.00
Simmons	Lonnie	\$110,451.26	\$92,081.26		\$18,370.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Simmons	Susan	\$100,199.26	\$92,081.26		\$8,118.00
Singer	David	\$9,084.00			\$9,084.00
Sirk	Amanda	\$80.00			\$80.00
Skolski	Jessica	\$91,810.96	\$91,010.96		\$800.00
Slean	Sarah	\$69,747.92	\$66,682.92		\$3,065.00
Sleczkowski	Katy	\$100,706.48	\$95,706.48		\$5,000.00
Small	Jean	\$850.00			\$850.00
Smith	Adam	\$90,000.04	\$90,000.04		\$0.00
Smith	Frances	\$28,233.76	\$25,780.20	\$260.78	\$2,317.78
Smith	Mandy	\$490.00			\$490.00
Smith	Maureen	\$96,331.24	\$93,656.24		\$2,675.00
Smith	Shannon	\$23,806.23	\$22,501.30	\$350.03	\$1,079.90
Smith	Susan B	\$95,817.96	\$94,187.96		\$1,630.00
Smyth	Rebecca	\$74,032.72	\$68,957.72		\$5,075.00
Sorensen	Maruja	\$461.63	\$375.95		\$85.68
Spada	Kori	\$67,712.34	\$67,712.34		\$0.00
Sparks	Michael T	\$66,002.85	\$51,029.20	\$5,140.86	\$9,832.79
Speakman	Paul	\$82,429.64	\$81,020.98		\$1,408.66
Spearin	Jo-Ann	\$13,486.87	\$12,886.87		\$600.00
Spector	Daniel	\$3,375.00			\$3,375.00
Spicer	Sherry	\$66,830.97	\$71,219.17		-\$4,388.20
Springer	Robin	\$23,064.97	\$20,040.32		\$3,024.65
St. Cyr	Marc	\$59,254.70	\$46,694.40	\$7,914.35	\$4,645.95
St. Cyr	Nicolle	\$3,925.56	\$3,618.54		\$307.02
St. Cyr	Suzanne	\$68,003.75	\$67,403.75		\$600.00
St. Jules	Maillenkenfa	\$4,787.91	\$4,787.91		\$0.00
Stamboulidis	Magdalini	\$21,727.63	\$20,605.38	\$25.55	\$1,221.70
Stark	Jennifer	\$91,475.96	\$91,010.96		\$465.00
Stazinski	John W.	\$45,175.16	\$51,029.20	\$1,822.58	-\$7,676.62
Steinberg	Jamie	\$82,065.12	\$80,086.12		\$1,979.00
Stevens	Tamara	\$57,708.66	\$57,708.66		\$0.00
Stewart	Brittany	\$800.00			\$800.00
Stovell	Thea	\$181,438.51	\$177,307.74		\$4,130.77
Straughn	Adaisha	\$24,809.96	\$17,402.99		\$7,406.97
Stuopis	Kristina	\$800.00			\$800.00
Stuppard	Clarence	\$1,971.15			\$1,971.15
	Christopher				
Sullivan	T.	\$73,957.26	\$51,029.20	\$16,647.97	\$6,280.09
Sullivan	Dacia	\$3,391.55	\$3,391.55		\$0.00
Sullivan	Kellie	\$68,742.22	\$63,112.22		\$5,630.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Sullivan	Laura	\$111,866.44	\$108,866.44		\$3,000.00
Sullivan	Robert G	\$73,209.58	\$65,704.83	\$1,234.75	\$6,270.00
Sullivan	Vicki	\$94,598.21	\$91,010.96		\$3,587.25
Swain	Michael	\$7,717.00	\$7,567.00		\$150.00
Sweeney	John	\$97,458.58	\$93,358.58		\$4,100.00
Sypher-Lopez	Cynthia L	\$120,933.76	\$120,333.76		\$600.00
Ta	Sonny	\$7,940.33	\$7,903.14	\$37.19	\$0.00
Taksar	Melissa	\$3,600.00			\$3,600.00
Tangishaka	Christine	\$81,838.40	\$80,738.40		\$1,100.00
Tapper	Stephen	\$160.00			\$160.00
Tavares	Julia	\$88,000.11	\$87,173.26		\$826.85
Tavares	Matthew	\$95,330.60	\$91,010.96		\$4,319.64
Thimas-Dossantos	Amie	\$81,896.12	\$80,086.12		\$1,810.00
Thomas	Matthew	\$57,104.98	\$55,179.98		\$1,925.00
Thomas	Stacy M.	\$92,252.22	\$87,837.22		\$4,415.00
Thompson	Steven W	\$88,587.22	\$87,837.22		\$750.00
Tilden	Maria A	\$50,068.60	\$48,893.60		\$1,175.00
To	Lien	\$510.45	\$510.45		\$0.00
Toledo	Michele	\$450.00			\$450.00
Torilli	Nancy	\$73,066.80	\$72,386.80		\$680.00
Tracey	Julie	\$3,645.50	\$3,645.50		\$0.00
Trahan-Martins	Tammy	\$1,200.00			\$1,200.00
Tran	Anne	\$27,823.93	\$25,545.62		\$2,278.31
Tran-Burger	Hue	\$16,356.62	\$15,079.34		\$1,277.28
Troiano	Cassandra	\$82,256.12	\$80,086.12		\$2,170.00
Trull	Thomas	\$12,650.00			\$12,650.00
Truong	Yen	\$1,981.60	\$1,981.60		\$0.00
Tull	Maxine	\$26,515.24	\$23,842.83		\$2,672.41
Turner	Patricia	\$5,660.00			\$5,660.00
Tyler	Elisabeth	\$28,496.66	\$27,398.80		\$1,097.86
Ukoha	Kalu Eke	\$1,120.00			\$1,120.00
Valentine	Jason	\$673.40	\$673.40		\$0.00
Vega	Ada	\$1,499.40	\$1,499.40		\$0.00
Veiga	Amalex	\$45,188.95	\$43,825.30		\$1,363.65
Venisky	Andrea	\$83,758.10	\$81,708.10		\$2,050.00
Vicente-Bonilla	Jacqueline	\$61,470.92	\$58,446.92		\$3,024.00
Vickrey	Sean	\$99,206.24	\$86,989.24		\$12,217.00
Victor	Susan	\$95,815.68	\$92,642.68		\$3,173.00
Viel	Frantz	\$9,875.67	\$9,875.67		\$0.00
Vierra	Denise M	\$94,605.04	\$91,265.04		\$3,340.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Vlieger	Eileen	\$94,625.40	\$93,875.40		\$750.00
Vogel	Suzanne M.	\$85,606.46	\$83,768.68		\$1,837.78
Voltaire	Monique	\$9,828.00	\$9,828.00		\$0.00
Wade	Frances	\$34,262.19	\$28,562.19		\$5,700.00
Walker	Emily	\$94,710.96	\$91,010.96		\$3,700.00
Walsh	Hana	\$108,550.00	\$107,550.00		\$1,000.00
Walsh	Jennifer	\$22,365.92	\$20,844.64		\$1,521.28
Walsh	Kevin	\$37,514.82	\$37,462.14		\$52.68
Walsh	Sean	\$112,903.62	\$109,903.62		\$3,000.00
Walsh	Susan	\$84,214.99	\$75,744.74		\$8,470.25
Ward	Michelle	\$160.00			\$160.00
Wasef	Haidy	\$24,876.82	\$22,664.74		\$2,212.08
Washington	Janice	\$25,390.98	\$25,390.98		\$0.00
Webb	Lauren	\$24,606.80	\$23,365.52		\$1,241.28
Weekes	Rudolph	\$103,572.30	\$100,692.30		\$2,880.00
Weekes Bradley	Cyndi	\$70,581.08	\$64,076.88		\$6,504.20
Weidmann	Enrique	\$76,533.62	\$76,033.62		\$500.00
Weldon	Ida	\$220.00			\$220.00
Whalen	Grace	\$18,300.98	\$16,941.20		\$1,359.78
Whidden	Bruce	\$18,851.36	\$18,731.36		\$120.00
White	Wayne	\$133,300.00	\$130,900.00		\$2,400.00
Whitney	Elizabeth	\$55,663.34	\$52,783.34		\$2,880.00
Widawski	Alexandra	\$18,616.52	\$16,119.07		\$2,497.45
Wiederer	Edward	\$86,884.90	\$81,534.90		\$5,350.00
Wilbur	Christine	\$75,986.80	\$72,386.80		\$3,600.00
Wiley	Courtney	\$33,999.14	\$33,923.48	\$75.66	\$0.00
Williams	Eljon	\$6,226.72	\$5,148.38		\$1,078.34
Williams	Lindsay	\$30,844.78	\$28,562.19		\$2,282.59
Wilson	Britany	\$23,215.10	\$9,486.51		\$13,728.59
Wilson	Judith A	\$29,318.52	\$28,353.13		\$965.39
Wilson	Naia	\$60,544.35	\$57,692.28		\$2,852.07
Winans	Shea	\$72,733.48	\$66,199.48		\$6,534.00
Wong	Wing	\$10,546.96	\$9,788.17	\$308.79	\$575.00
Woods	Charles	\$64,433.62	\$63,953.62		\$480.00
Woods	Katherine	\$22,931.86	\$21,135.04		\$1,796.82
Woods	Melissa	\$44,311.40	\$44,311.40		\$0.00
Woodson	Sherril A	\$77,014.74	\$75,744.74		\$1,270.00
Wooster	Robert	\$36,832.47	\$32,027.20	\$1,428.24	\$3,377.03
Worth	Julia	\$91,315.55	\$87,837.22		\$3,478.33
Wujcik	Aaron	\$28,562.19	\$28,562.19		\$0.00

Last Name**First Name**

Yankauskas
Yankauskas
Yarde
Youlden
Young
Yunich
Zamilus
Zanzerkia
Zdenek
Zevallos
Zhu

Cheryle-Ann
Emily
Pennylou
Mary D
Michael P.
Robert
Alexandra
Kaitlyn
Stephanie
Fernando
Louise

<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
\$26,935.89	\$25,354.94	\$395.35	\$1,310.60
\$885.92	\$885.92		\$0.00
\$6,481.51	\$6,481.51		\$0.00
\$2,000.00			\$2,000.00
\$66,301.81	\$51,029.20	\$10,690.35	\$4,582.26
\$80.00			\$80.00
\$8,928.97	\$8,900.86	\$28.11	\$0.00
\$80,203.74	\$77,813.74		\$2,390.00
\$91,530.96	\$91,010.96		\$520.00
\$27,049.77	\$24,556.93		\$2,492.84
\$56,044.30	\$55,869.30		\$175.00

TOWN SALARIES

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Abramson	Marc	\$163,400.11	\$92,522.03		\$70,878.08
Ahern	Ryan	\$93,961.59	\$73,673.02	\$4,021.04	\$16,267.53
Albergo	Kelsey	\$13,645.63	\$13,645.63		\$0.00
Albergo	Ryan	\$4,485.00	\$4,485.00		\$0.00
Albisu	Julio	\$11,552.00	\$11,552.00		\$0.00
Aldred	Kevin	\$74,451.45	\$1,862.68		\$72,588.77
Alexander	Althaia	\$1,493.25	\$1,493.25		\$0.00
Ali	Khadra	\$11,400.00	\$11,400.00		\$0.00
Almonte	Carlos	\$1,320.00	\$1,320.00		\$0.00
Almonte	Lionel	\$4,587.00	\$4,587.00		\$0.00
Alvarenga	Carlos	\$37,440.00	\$37,440.00		\$0.00
Ander	Gregory	\$67,585.87			\$67,585.87
Anderson	Bruce	\$90,558.88	\$44,929.34	\$5,167.34	\$40,462.20
Andrews	Marcus	\$111,070.89	\$75,932.62	\$15,197.56	\$19,940.71
Aniagu	Chidera	\$3,078.00	\$3,078.00		\$0.00
Anicet	Derric	\$762.00	\$762.00		\$0.00
Aufiero	Susan	\$37,051.32	\$35,521.12		\$1,530.20
Auguste	Jems	\$82,549.75	\$64,377.60	\$3,898.32	\$14,273.83
Austrino	Michael	\$178,602.19	\$110,442.76	\$32,379.06	\$35,780.37
Avery	David	\$228,381.87	\$76,219.44		\$152,162.43
Ayers	Mathew	\$118,812.93	\$87,227.34	\$9,942.41	\$21,643.18
Ayers	Stephen	\$141,639.02	\$75,201.19		\$66,437.83
Baptiste	Camille	\$1,760.00	\$1,760.00		\$0.00
Barkhouse	Anne	\$77,348.01	\$76,788.01		\$560.00
Barnes	Richard	\$4,793.51			\$4,793.51
Baron	Herbert	\$800.00	\$800.00		\$0.00
Batson	Joanne	\$26,656.00	\$26,656.00		\$0.00
Beal	Michael	\$191,717.35	\$87,539.31		\$104,178.04
Bembeleza	Bachinge	\$1,365.00	\$1,365.00		\$0.00
Bennett	Melissa	\$35,425.81	\$35,425.81		\$0.00
Bernadotte	Frantz	\$8,730.00	\$8,730.00		\$0.00
Bernard	Jarderle	\$837.39	\$837.39		\$0.00
Berry	Cheryl	\$7,561.50			\$7,561.50
Bertrand	Elizabeth	\$10,270.25	\$10,270.25		\$0.00
Bevis	Cilenia	\$75,251.17	\$75,251.17		\$0.00
Binnall	Thomas	\$146,238.39	\$99,335.00	\$16,446.26	\$30,457.13
Bouche	Elizabeth	\$65,873.73	\$64,998.73		\$875.00
Boudreau	Charles	\$132,294.53	\$89,457.07		\$42,837.46
Braithwaite	Shanty	\$1,254.00	\$1,254.00		\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Brennan	Monica	\$60,793.85	\$60,793.85		\$0.00
Brewer	Brendan	\$92,923.62	\$75,932.62	\$2,119.49	\$14,871.51
Brewer	Richard	\$163,270.46	\$87,035.48		\$76,234.98
Brewer	Richard	\$16,955.79	\$9,065.47		\$7,890.32
Bright	Myles	\$684.00	\$684.00		\$0.00
Bringardner III	John	\$197,955.27	\$90,284.35		\$107,670.92
Brock	Lizzie	\$7,415.23			\$7,415.23
Brown	Leroy	\$5,096.00	\$5,096.00		\$0.00
Brown	Trazana	\$56,891.80			\$56,891.80
Buckley	Katrina	\$6,620.25	\$6,620.25		\$0.00
Bui	Trinh	\$3,522.75	\$3,522.75		\$0.00
Buonpane	Kevin	\$132,694.25	\$74,851.25	\$35,567.01	\$22,275.99
Burbage	John	\$71,773.33	\$67,305.55		\$4,467.78
Burke	Shawn	\$15,995.20	\$15,995.20		\$0.00
Burton	Vincent	\$66,491.56	\$36,499.26		\$29,992.30
Callahan	Richard	\$807.40	\$807.40		\$0.00
Cameron	David M	\$51,125.96	\$49,439.08	\$551.54	\$1,135.34
Campbell	Alyssa	\$2,737.50	\$2,737.50		\$0.00
Campos	Nicholas	\$3,756.00	\$3,756.00		\$0.00
Carmona	Jennifer	\$3,600.00	\$3,600.00		\$0.00
Cassford	Ronald	\$150,476.64	\$129,606.73		\$20,869.91
Chady	Sandriana	\$1,734.00	\$1,734.00		\$0.00
Chaplin	Jeffrey	\$214,148.06	\$79,902.99		\$134,245.07
Charles	E'Mani	\$1,734.00	\$1,734.00		\$0.00
Chau	Kaiman	\$3,140.50	\$3,140.50		\$0.00
Chen	Alexander	\$50,471.95			\$50,471.95
Chery	Dala	\$7,280.00	\$7,280.00		\$0.00
Chow II	Joseph	\$1,040.00	\$1,040.00		\$0.00
Cirino	Penny	\$137,563.22	\$113,016.95		\$24,546.27
Clark	David	\$181,930.40	\$75,807.27		\$110,123.13
Clark	Joanna	\$1,017.00	\$1,017.00		\$0.00
Clark	Rebecca	\$789.00	\$789.00		\$0.00
Clark	Trevor	\$98,322.03	\$72,629.37		\$25,692.66
Clark	William	\$67,624.71	\$67,624.71		\$0.00
Cody	Gerard	\$98,640.51	\$98,640.51		\$0.00
Coffman	Joanne	\$45,384.42	\$14,182.63		\$31,201.79
Cole Jr.	Robert	\$94,846.04	\$94,846.04		\$0.00
Connor	James	\$157,535.15	\$118,144.27	\$16,232.14	\$23,158.74
Connors	Patrick	\$88,325.32	\$72,836.40	\$99.77	\$15,389.15
Connors	Stephen	\$1,560.00	\$1,560.00		\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Connors	Stephen	\$98,334.95	\$75,932.62	\$5,913.08	\$16,489.25
Cook	Kevin	\$60,768.82	\$60,768.82		\$0.00
Cooley	Trent	\$4,680.00	\$4,680.00		\$0.00
Costa	Denise	\$42,596.21	\$40,166.26		\$2,429.95
Courtney Jr	John	\$1,407.69			\$1,407.69
Cox	Jason	\$123,799.71	\$99,335.00	\$2,718.57	\$21,746.14
Crockett	Alfred	\$116,529.39	\$87,227.34	\$7,939.48	\$21,362.57
Cronin	Carol	\$65,134.68	\$63,453.79	\$205.89	\$1,475.00
Crowley	Neil	\$144,246.43	\$100,943.94	\$21,905.43	\$21,397.06
Cruz	Miguel	\$165,527.48	\$66,234.97		\$99,292.51
Cunningham	Devin	\$1,788.00	\$1,788.00		\$0.00
Curenton	Tyisha	\$13,959.00	\$13,959.00		\$0.00
Curran	Elizabeth	\$2,840.75	\$2,840.75		\$0.00
Curran	Robert	\$25,973.04	\$25,625.04		\$348.00
Curtis	James	\$800.00	\$800.00		\$0.00
Dalexis	Gessie	\$1,398.00	\$1,398.00		\$0.00
Damiano	James	\$5,302.50	\$5,302.50		\$0.00
Damiano	Meghan	\$16,630.14	\$14,337.80		\$2,292.34
Dao	Kinh-Kha	\$2,121.00	\$2,121.00		\$0.00
Darche	Cheryl	\$65,378.76	\$62,793.13		\$2,585.63
Darling	Deshaun	\$8,826.00	\$8,826.00		\$0.00
Davis	Paula	\$54,270.33	\$53,770.33		\$500.00
Debordes-Jackson	Margaret	\$4,332.00	\$4,332.00		\$0.00
DePina Jr .	Alfredo	\$91,131.46	\$74,851.25	\$1,059.90	\$15,220.31
Deslouches	Karissa	\$313.50	\$313.50		\$0.00
Diaz	Nayshlani	\$1,944.00	\$1,944.00		\$0.00
Diep	Justin	\$2,563.00	\$2,563.00		\$0.00
Disharoom	Capree	\$69,839.72	\$69,264.72		\$575.00
Dobbins	Theodore	\$1,425.00	\$1,425.00		\$0.00
Donnelly	Kevin	\$120,940.59	\$58,372.47		\$62,568.12
Donnelly	Patricia	\$27,441.71	\$27,156.02		\$285.69
Donovan	Daniel	\$112,872.22	\$75,932.62	\$19,562.84	\$17,376.76
Donovan	Kevin	\$93,966.41	\$76,479.62	\$705.08	\$16,781.71
Donovan	Richard	\$160,956.49	\$146,355.20		\$14,601.29
Doyle Jr	John	\$95,340.73	\$87,227.34	\$1,518.00	\$6,595.39
Dumel	Duna	\$3,796.00	\$3,796.00		\$0.00
Dunn	Joseph	\$45,977.40	\$45,977.40		\$0.00
Duperval	Vardy	\$103,751.87	\$64,997.47		\$38,754.40
Durosier	Renadi	\$8,535.00	\$8,535.00		\$0.00
Eaton	Brent	\$99,713.33	\$73,673.02	\$8,650.08	\$17,390.23

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Eche	Divine	\$1,440.00	\$1,440.00		\$0.00
Eche	Favour	\$1,158.00	\$1,158.00		\$0.00
Elman	Steven	\$129,660.06	\$86,746.55		\$42,913.51
Emerson	Robert	\$197,858.59	\$119,578.37		\$78,280.22
Espinosa	Isabella	\$1,155.00	\$1,155.00		\$0.00
Espinosa	Jennifer	\$28,416.15	\$27,621.59		\$794.56
Evans	Thomas	\$91,290.21	\$76,215.06	\$809.16	\$14,265.99
Falls	Lallie P	\$900.00	\$900.00		\$0.00
Farrell	Alyssa	\$1,458.00	\$1,458.00		\$0.00
Fedrick	Robert	\$106,518.24	\$75,932.62	\$10,884.68	\$19,700.94
Fegan	Ashley	\$2,622.00	\$2,622.00		\$0.00
Felix	Robin	\$6,785.13	\$6,785.13		\$0.00
Fils-Aime	Marc	\$2,604.00	\$2,604.00		\$0.00
Fisher	Jason	\$159,907.78	\$105,009.39		\$54,898.39
Fitzgerald	Matthew	\$55,859.77			\$55,859.77
Flaherty	Brian	\$177,485.28	\$79,774.76		\$97,710.52
Fleury	Barbara	\$1,440.00	\$1,440.00		\$0.00
Fontaine	Kim	\$28,611.68	\$28,611.68		\$0.00
Forman	Derek	\$1,614.00	\$1,614.00		\$0.00
Francis-Ryans	Patricia	\$120.00	\$120.00		\$0.00
Francisco	Gerard	\$3,042.00	\$3,042.00		\$0.00
Frank	George	\$5,304.62			\$5,304.62
Frazier	Glenn	\$93,774.03	\$80,830.77		\$12,943.26
Frew	Paul	\$129,909.86	\$99,335.00	\$6,505.95	\$24,068.91
Furey	Elizabeth	\$12,468.75	\$12,468.75		\$0.00
Gadsden	Darius	\$3,415.50	\$3,415.50		\$0.00
Gadsden	Marcus	\$3,500.75	\$3,500.75		\$0.00
Gadsden	Sophia	\$5,810.00	\$5,810.00		\$0.00
Gagnon	Kristen	\$98,351.12	\$73,061.76		\$25,289.36
Gagnon	Linda	\$7,190.00			\$7,190.00
Geary	Chloe	\$2,232.00	\$2,232.00		\$0.00
Geary	Daniel	\$95,773.90	\$75,932.62	\$885.70	\$18,955.58
Gibbs	Patrick	\$94,831.07	\$75,932.62	\$5,279.94	\$13,618.51
Gilbert	Kevin	\$116,452.49	\$74,827.12		\$41,625.37
Glassman	Steven	\$92,093.92	\$75,932.62	\$599.59	\$15,561.71
Goldrick	Catherine	\$33,631.25	\$33,631.25		\$0.00
Gordon	Ashaunti	\$4,503.00	\$4,503.00		\$0.00
Gordon	Joseph	\$51,527.45	\$34,566.93	\$6,724.37	\$10,236.15
Graham	Mikyra	\$2,292.00	\$2,292.00		\$0.00
Gray	Colin	\$77,013.15	\$68,394.43	\$2,657.87	\$5,960.85

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Greaves	Jiselle	\$1,860.00	\$1,860.00		\$0.00
Greene	Nathaniel	\$11,070.00	\$11,070.00		\$0.00
Greener	Melissa	\$153,086.54	\$121,414.15		\$31,672.39
Grenier	Michele	\$2,891.54	\$2,891.54		\$0.00
Griffin	Christine	\$146,853.42	\$146,853.42		\$0.00
Griffin	Helena	\$4,661.25	\$4,661.25		\$0.00
Guerrier	Rochelle	\$372.50	\$372.50		\$0.00
Hack	Johnthan	\$72.00	\$72.00		\$0.00
Hales	Yolanda	\$38,652.75	\$38,652.75		\$0.00
Hall	Brynae	\$2,877.00	\$2,877.00		\$0.00
Hall	Donna	\$65,023.44	\$65,023.44		\$0.00
Hall	Jeffrey	\$84,138.79	\$74,210.27	\$2,912.87	\$7,015.65
Hamelburg	John	\$199,680.03	\$109,613.26		\$90,066.77
Hamelburg	Michelle	\$69,022.13	\$67,594.38		\$1,427.75
Hansbury	Caitlyn	\$297.00	\$297.00		\$0.00
Hansbury	David	\$1,965.00	\$1,965.00		\$0.00
Harper	Derrick	\$810.00	\$810.00		\$0.00
Harris	Mackenzie	\$477.00	\$477.00		\$0.00
Harrison	Olivia	\$55.00	\$55.00		\$0.00
Harrold	Alana	\$1,620.00	\$1,620.00		\$0.00
Hartke	Janet	\$4,162.54	\$2,955.09		\$1,207.45
Hasson	Bridget	\$13,591.50	\$13,591.50		\$0.00
Hayes	Christopher	\$112,149.64	\$87,227.34	\$6,899.87	\$18,022.43
Hayward	James	\$239,214.44	\$95,807.96		\$143,406.48
Hendricks	Tania	\$2,388.00	\$2,388.00		\$0.00
Hoey	Dennis	\$112,573.39	\$87,227.34	\$6,820.82	\$18,525.23
Holmes	Lynda	\$5,382.57			\$5,382.57
Horne	Madeline	\$7,569.16			\$7,569.16
Howard	Brian	\$192,391.99	\$175,920.43		\$16,471.56
Howard	Jillian	\$3,505.25	\$3,505.25		\$0.00
Hua	Trisha	\$285.00	\$285.00		\$0.00
Hughes	Richard	\$141,058.65	\$102,475.88		\$38,582.77
Hunt	Joshua	\$108,202.34	\$54,626.08		\$53,576.26
Hurley	James	\$138,294.58	\$113,764.04	\$7,576.66	\$16,953.88
Iskra	Anthony	\$131,248.14	\$87,227.34	\$24,058.62	\$19,962.18
Iskra	Robert	\$94,146.91	\$70,519.82		\$23,627.09
James	Meaghan	\$18,522.50	\$7,483.84		\$11,038.66
Jean-Louis	Mike	\$6,470.75	\$6,470.75		\$0.00
Jean-Louis	Riana	\$4,374.00	\$4,374.00		\$0.00
Jeannot	Melissa	\$816.00	\$816.00		\$0.00

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Joacine	Stevens	\$4,743.00	\$4,743.00		\$0.00
Jocelyn	Moniq	\$1,704.00	\$1,704.00		\$0.00
John	Harry	\$527.76			\$527.76
John	Rasheed	\$1,380.00	\$1,380.00		\$0.00
Johnson	Jamal	\$1,896.00	\$1,896.00		\$0.00
Jones	Christopher	\$139,421.67	\$78,744.86		\$60,676.81
Jordan	Patric	\$79,645.15	\$70,404.06	\$2,745.07	\$6,496.02
Joyce	Thomas	\$157,452.31	\$100,943.94	\$28,872.44	\$27,635.93
Keeley	Ryan	\$91,980.93	\$74,851.25	\$1,280.29	\$15,849.39
Kenison	Julie	\$109,492.75	\$75,932.62	\$16,240.00	\$17,320.13
Keniston	Richard	\$19,837.76			\$19,837.76
Kennedy	Mary	\$10,245.00	\$10,245.00		\$0.00
Khandker	Israa	\$420.00	\$420.00		\$0.00
Kidd	Thomas	\$12,082.50	\$12,082.50		\$0.00
Kitchen	Mikaila	\$1,573.00	\$1,573.00		\$0.00
Kourafas	Peter	\$96,961.79	\$75,932.62	\$5,263.66	\$15,765.51
Krakowski	John	\$121,754.83	\$87,227.34	\$18,605.52	\$15,921.97
Kreckler	Daniel	\$145,647.40	\$71,922.11	\$2,626.54	\$71,098.75
Kronillis	Kristopher	\$97,746.77	\$75,932.62	\$5,391.45	\$16,422.70
Kubi	Brian	\$1,830.00	\$1,830.00		\$0.00
L'Italien	Casey	\$80,049.85	\$67,695.79		\$12,354.06
L'Italien	Marc	\$83,475.24	\$39,826.01		\$43,649.23
Labelle	Thomas	\$116,796.32	\$90,155.56	\$4,075.89	\$22,564.87
Lacerda	Christine	\$59,522.72	\$58,197.72		\$1,325.00
Lafleur	Gregory	\$107,370.96	\$75,932.62	\$7,271.63	\$24,166.71
Laka	Joseph	\$2,766.00	\$2,766.00		\$0.00
Lapaglia	Scott	\$107,557.40	\$74,601.40	\$16,349.73	\$16,606.27
LaRosee	Elizabeth	\$101,305.89	\$101,305.89		\$0.00
Le	Hung	\$1,248.00	\$1,248.00		\$0.00
Lee	Carolina	\$1,100.00	\$1,100.00		\$0.00
Lee	Dennis	\$101,039.99	\$68,394.43	\$20,856.58	\$11,788.98
Lefils	Raphael	\$708.00	\$708.00		\$0.00
Legrice	Robert	\$149,655.29	\$89,335.97		\$60,319.32
Leung	Yuen	\$30,745.92	\$30,422.65		\$323.27
Lewis	Walter	\$12,925.57			\$12,925.57
Lok	Billy	\$123,567.89	\$39,472.79		\$87,095.10
Lokeman-Mattie	Margaret	\$73,573.94	\$53,138.97		\$20,434.97
Lovett	Claire	\$2,040.50	\$2,040.50		\$0.00
Lucas	Geoffrey	\$154,296.52	\$87,676.72		\$66,619.80
Lucey	Richard	\$111,113.74	\$60,018.11		\$51,095.63

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Luciano	Illianis	\$305.25	\$305.25		\$0.00
Lugo	Daniel	\$774.00	\$774.00		\$0.00
Lum	Ronald	\$101,962.71	\$101,482.71		\$480.00
Macdonald	Natalie	\$1,098.00	\$1,098.00		\$0.00
Macias	Amanda	\$2,227.50	\$2,227.50		\$0.00
Malnati	Joshua	\$5,135.00	\$5,135.00		\$0.00
Mane-Delva	Wislande	\$1,540.00	\$1,540.00		\$0.00
Marag	Anthony	\$185,520.29	\$122,051.97		\$63,468.32
Marenburg	Evanne	\$9,468.04			\$9,468.04
Marshall	Shawn	\$97,812.57	\$75,932.62	\$6,276.09	\$15,603.86
Mattson	Loren	\$33,733.53	\$33,733.53		\$0.00
Maynard	Mark	\$7,724.50	\$7,724.50		\$0.00
Mazurek	Kalin	\$90,265.28	\$76,215.06	\$418.43	\$13,631.79
McCarthy	John	\$112,840.68	\$75,932.62	\$2,734.37	\$34,173.69
McCarthy	Michael	\$139,223.36	\$98,660.33	\$23,363.55	\$17,199.48
McDonald	Allison	\$28,643.74	\$28,344.39		\$299.35
McDonald	Gregory	\$3,195.00	\$3,195.00		\$0.00
McDonald	Kristin	\$70,665.07	\$69,101.73	\$688.34	\$875.00
McDonnell	Kevin	\$98,362.30	\$75,932.62	\$8,316.42	\$14,113.26
McGinty	Jean	\$55,122.35	\$49,606.38		\$5,515.97
McGinty	Melanie	\$20,444.00	\$20,444.00		\$0.00
McHugh	Dina	\$56,127.24	\$55,402.24		\$725.00
McLellan	Mary	\$14,820.00	\$14,820.00		\$0.00
McNeil	David	\$12,469.99	\$12,469.99		\$0.00
Mendes-Petit	Elizabeth	\$390.00	\$390.00		\$0.00
Mendez Garcia	Alexa	\$4,731.00	\$4,731.00		\$0.00
Menzi	Jimuel	\$2,106.50	\$2,106.50		\$0.00
Messere	Matthew	\$2,508.00	\$2,508.00		\$0.00
Messia	Joseph	\$132,833.94	\$99,335.00	\$11,881.15	\$21,617.79
Messina	Michael	\$5,415.00	\$5,415.00		\$0.00
Miles	Isaiah	\$83,657.78	\$70,404.06	\$5,177.14	\$8,076.58
Mills	Cairo	\$5,646.00	\$5,646.00		\$0.00
Mills	Serena	\$1,170.00	\$1,170.00		\$0.00
Mills-Robles	Heather	\$3,805.75	\$3,805.75		\$0.00
Millwood	Anthony	\$4,596.00	\$4,596.00		\$0.00
Monahan	Richard	\$31,862.50	\$31,862.50		\$0.00
Monteforte	Michael	\$121,755.97	\$75,932.62	\$24,041.64	\$21,781.71
Morgan	Douglas	\$211,310.42	\$102,539.76		\$108,770.66
Morse	Christine	\$169,702.26	\$101,554.60		\$68,147.66
Morse	Stephen	\$167,871.30	\$70,591.06		\$97,280.24

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Moy	Harold	\$19,335.15			\$19,335.15
Mui	Jake	\$4,695.00	\$4,695.00		\$0.00
Murphy	David	\$14,400.01	\$7,307.70		\$54,592.00
Murray	Jessica	\$5,701.20	\$5,701.20		\$0.00
Nardone	Andrea	\$7,505.34			\$7,505.34
Nash	Herbert	\$126,145.66	\$66,357.61		\$59,788.05
Nash	Kiara	\$4,638.00	\$4,638.00		\$0.00
Nastasia	Keith	\$95,469.35	\$95,469.35		\$0.00
Nataupsky	Mina	\$64,846.49	\$58,967.83	\$3,190.76	\$2,687.90
Neal	Patricia	\$5,580.00	\$4,836.00		\$744.00
Nelson	Gregory	\$106,810.19	\$61,925.56		\$44,884.63
Nelson	Mary	\$63,388.19	\$61,013.19		\$2,375.00
Nelson	Michael	\$108,038.27	\$84,331.90	\$1,719.12	\$21,987.25
Nguyen	Thanh-Ai	\$517.00	\$517.00		\$0.00
Nixon	Benjamin	\$1,263.00	\$1,263.00		\$0.00
O'Brien	Lauren	\$2,472.25	\$2,472.25		\$0.00
O'Leary	Arthur	\$138,661.91	\$100,943.94	\$8,451.02	\$29,266.95
O'Neill	Colin	\$4,245.00	\$4,245.00		\$0.00
O'Neill	Michael	\$156,169.04	\$106,616.30		\$49,552.74
O'Neill	Patrick	\$101,837.02	\$75,932.62	\$8,934.61	\$16,969.79
Oluboje	Osasere	\$654.50	\$654.50		\$0.00
Orofo	Crystal	\$615.00	\$615.00		\$0.00
Orzeszyna	Emily	\$1,240.25	\$1,240.25		\$0.00
Pace	William	\$185,957.54	\$183,197.54		\$2,760.00
Palmer	Chauncey	\$1,188.00	\$1,188.00		\$0.00
Palmer	Shawn	\$218,824.33	\$88,470.88		\$130,353.45
Pantazelos	Gabriel	\$211,601.85	\$106,616.27		\$104,985.58
Parrington Wright	Sharon	\$66,936.19	\$66,936.19		\$0.00
Pascal	Rose-Darla	\$6,288.00	\$6,288.00		\$0.00
Pasquantonio	Daniel	\$84,375.44	\$68,394.43	\$7,326.46	\$8,654.55
Patten	Cheri	\$105,853.60	\$75,932.62	\$9,861.51	\$20,059.47
Paul	James	\$66,056.89	\$55,632.31	\$1,040.67	\$9,383.91
Payne	Mark	\$1,116.00	\$1,116.00		\$0.00
Pellerin	Kristen	\$56,794.01	\$56,794.01		\$0.00
Perryman	Tremaine	\$1,254.00	\$1,254.00		\$0.00
Peters	Scott	\$68,020.74	\$1,862.68		\$66,158.06
Peterson	Jason	\$70,399.49	\$55,850.39	\$3,154.61	\$11,394.49
Pham	Emily	\$305.25	\$305.25		\$0.00
Phinney	Anthony	\$89,091.46	\$75,932.62	\$2,831.33	\$10,327.51
Phinney	Teresa	\$54,749.77	\$54,749.77		\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Pierre-Louis	Abraham	\$94,769.54	\$64,377.60	\$16,547.20	\$13,844.74
Pierre-Louis	Christina	\$55,806.79	\$53,806.79		\$2,000.00
Pierre-Louis	Jean	\$74,578.71	\$73,778.71		\$800.00
Pires-Braun	Olimpio	\$936.00	\$936.00		\$0.00
Pitts	Lucille	\$496.31			\$496.31
Porter	Domonic	\$13,329.25	\$13,329.25		\$0.00
	Marie-				
Poteau	Lourdes	\$5,742.00	\$5,742.00		\$0.00
Previti	John	\$114,163.98	\$75,932.62	\$18,601.65	\$19,629.71
Prime	Jenny	\$7,887.00	\$7,887.00		\$0.00
Princiotta	Michael	\$85,996.91	\$76,215.06	\$280.06	\$9,501.79
Pulli	Barbara	\$7,071.56			\$7,071.56
Queen	Jade	\$12,681.00	\$12,681.00		\$0.00
Queen	Jana	\$7,659.00	\$7,659.00		\$0.00
Quest	Kiva	\$1,596.00	\$1,596.00		\$0.00
Radcliffe	Nicholas	\$2,537.00	\$2,537.00		\$0.00
Rainford	Emaya	\$1,500.00	\$1,500.00		\$0.00
Raisman	Sheila	\$7,998.00	\$7,998.00		\$0.00
Ramage	Jonathan	\$17,290.00	\$17,290.00		\$0.00
Ramirez	Cathleen	\$3,910.50	\$3,910.50		\$0.00
Rankin	Floyd	\$3,099.25	\$3,099.25		\$0.00
Raymond	Julianne	\$4,407.00	\$4,407.00		\$0.00
Rennie	Michael	\$148,468.63	\$108,982.87	\$17,005.69	\$22,480.07
Repoff	William	\$12,227.58	\$2,964.26		\$9,263.32
Reynolds	Korey	\$72.00	\$72.00		\$0.00
Richard	Jean	\$101,858.49	\$100,658.49		\$1,200.00
Richardson	Susan	\$7,135.81			\$7,135.81
Riedl	Dylan	\$4,191.00	\$4,191.00		\$0.00
Riley	Deshawn	\$40,641.58	\$40,641.58		\$0.00
Rinehart	Robyn	\$53,792.22	\$53,652.22		\$140.00
Robertson	Ryan	\$1,908.00	\$1,908.00		\$0.00
Robery	Alexander	\$17,349.75	\$17,252.25	\$97.50	\$0.00
Rodman	Matthew	\$91,148.62	\$67,676.53		\$23,472.09
Rodriguez	Jose	\$2,784.00	\$2,784.00		\$0.00
Romain	Sue	\$32,769.09	\$32,769.09		\$0.00
Rood	Judy	\$4,103.00	\$4,103.00		\$0.00
Rosa	Steven	\$120,119.51	\$54,177.47		\$65,942.04
Rudolph-Ellis	Angela	\$219.00	\$219.00		\$0.00
Russo	Brianna	\$3,801.38	\$3,801.38		\$0.00
Ryan	John	\$25,530.83	\$25,530.83		\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Ryan	Kinnon	\$93,373.03	\$73,384.32		\$19,988.71
Ryans Jr.	Ernie	\$418.00	\$418.00		\$0.00
Saengsombat	Vincent	\$40,750.11	\$36,003.05		\$4,747.06
Saint Georges	Joshua	\$774.00	\$774.00		\$0.00
Saint Jean	Naïke	\$768.00	\$768.00		\$0.00
Sanchez	Christian	\$1,674.00	\$1,674.00		\$0.00
Santos	Joao	\$40,805.20	\$34,886.68		\$5,918.52
Saragian	Raymond	\$19,927.72			\$19,927.72
Sass	Cheryl	\$82,768.14	\$82,193.14		\$575.00
Sass	Justin	\$98,782.15	\$74,210.27	\$6,985.14	\$17,586.74
Schaefer- Flynn	Kylie	\$3,238.30	\$3,238.30		\$0.00
Schwartz	Toby	\$7,713.57			\$7,713.57
Seeto	May	\$63,560.85	\$60,378.05	\$1,522.65	\$1,660.15
Shannon	Patrick	\$103,873.05	\$74,210.27	\$13,776.81	\$15,885.97
Sheehan	Colin	\$4,848.75	\$4,608.75		\$240.00
Sherman	Scott	\$100,770.58	\$69,799.03		\$30,971.55
Shiavone Jr	Robert	\$89,386.49	\$75,932.62	\$641.49	\$12,812.38
Sibert	Scott	\$171,591.92	\$33,846.89		\$141,745.03
Silva-Leonard	Dorisabel	\$8,866.00	\$8,866.00		\$0.00
Singleton	Jonathan	\$98,759.19	\$75,932.62	\$5,397.31	\$17,429.26
Singleton	Leeanna	\$4,267.00	\$4,267.00		\$0.00
Sirk	Amanda	\$11,772.00	\$11,772.00		\$0.00
Slavinsky	Kevin	\$87,728.70	\$60,953.29	\$2,064.45	\$24,710.96
Slavinsky	Stephen	\$8,999.96	\$8,999.96		\$0.00
Slavinsky	Stephen	\$67,556.37	\$64,881.37		\$2,675.00
Smith	Ahmad	\$768.00	\$768.00		\$0.00
Smith	Devonte	\$372.00	\$372.00		\$0.00
Smith	Donald	\$15,000.00	\$15,000.00		\$0.00
Smith	Emily	\$9,412.08	\$583.76		\$8,828.32
Smith	Janine	\$116,023.00	\$116,023.00		\$0.00
Smolokoff	Robin	\$42,265.81	\$38,794.83		\$3,470.98
Smyth	Paul	\$163,248.53	\$89,989.84		\$73,258.69
Solow	Howard	\$187,978.39	\$87,297.29		\$100,681.10
Spann	Davion	\$1,157.00	\$1,157.00		\$0.00
Sproules	Christopher	\$94,935.16	\$74,210.27	\$8,169.55	\$12,555.34
Sproules	Timothy	\$110,510.95	\$89,158.80	\$3,166.77	\$18,185.38
St Brice	Destinie	\$1,380.00	\$1,380.00		\$0.00
Staffier	Craig	\$106,134.46	\$86,905.77		\$19,228.69
Stanton	Matthew	\$100,012.79	\$77,968.54	\$2,265.66	\$19,778.59
Stephen	Jazmine	\$3,072.00	\$3,072.00		\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
Steward	John	\$91,593.23	\$74,210.27	\$4,760.22	\$12,622.74
Stowe	Donna	\$28,967.69	\$28,182.02		\$785.67
Sule	Arianna	\$1,404.00	\$1,404.00		\$0.00
Sullivan	Arthur	\$17,509.58			\$17,509.58
Sullivan	Brendan	\$50,730.03	\$45,119.28		\$5,610.75
Sullivan	Keri	\$56,794.01	\$56,794.01		\$0.00
Sullivan	Patrick	\$96,790.64	\$75,932.62	\$6,478.73	\$14,379.29
Sullivan	Pauline	\$62,788.19	\$61,013.19		\$1,775.00
Sutherland	James	\$111,557.32	\$79,841.09		\$31,716.23
Sutherland	William	\$94,790.94	\$74,210.27	\$9,512.25	\$11,068.42
Svagdis	John	\$9,738.00	\$9,738.00		\$0.00
Swanwick	Sheila	\$2,122.50	\$2,122.50		\$0.00
Taveira	Olivia	\$858.00	\$858.00		\$0.00
Tchouanguem	Stacy	\$5,400.00	\$5,400.00		\$0.00
Teal	Janet	\$68,144.46	\$67,624.46		\$520.00
Thistle	Charles	\$6,672.00			\$6,672.00
Thompson	William	\$54,610.79	\$54,610.79		\$0.00
Tisdale	Jaydon	\$2,649.00	\$2,649.00		\$0.00
Tom	Hsiu-Ann	\$2,190.00	\$2,190.00		\$0.00
Tracey-McNulty	Diane	\$70,354.86	\$69,329.86		\$1,025.00
Tran	Amanda	\$2,634.00	\$2,634.00		\$0.00
Tran	Britney	\$1,061.50	\$1,061.50		\$0.00
Tran	Duong	\$158,626.81	\$66,357.61		\$92,269.20
Tran	Kevin	\$1,104.00	\$1,104.00		\$0.00
Tran	Thu	\$10,615.00	\$10,615.00		\$0.00
Tran	Vinh	\$1,504.25	\$1,504.25		\$0.00
Truong	Kenny	\$84.00	\$84.00		\$0.00
Tuitt	Michael	\$111,792.11	\$78,019.85		\$33,772.26
Tyler	Michelle	\$87,915.05	\$87,915.05		\$0.00
Valentin	Chrystal	\$7,840.25	\$7,840.25		\$0.00
Vitagliano	Brooke	\$12,593.59	\$10,370.59		\$2,223.00
Vogel	Brian	\$210.00	\$210.00		\$0.00
Vu	Khanh	\$1,458.00	\$1,458.00		\$0.00
Vu	Steven	\$2,142.00	\$2,142.00		\$0.00
Walsh	Christopher	\$93,642.29	\$76,215.06	\$1,710.44	\$15,716.79
Ward	Debra	\$40,576.87	\$40,576.87		\$0.00
Ward	Glenn	\$6,532.50	\$6,532.50		\$0.00
Watson	Brandon	\$93,941.75	\$74,210.27	\$4,816.33	\$14,915.15
West	David	\$7,132.50	\$7,132.50		\$0.00
Whigham	Kenneth	\$1,425.00	\$1,425.00		\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other</u>
White	Felisa	\$1,724.00	\$1,674.00		\$50.00
White	Malik	\$1,950.00	\$1,950.00		\$0.00
Whynot	Joseph	\$98,091.42	\$74,210.27	\$8,598.81	\$15,282.34
Wiggins-Neal	LaWan	\$51,303.61	\$50,946.61		\$357.00
Williams	Albert	\$21,570.00	\$21,570.00		\$0.00
Williams	Anthony	\$4,638.00	\$4,638.00		\$0.00
Williams	Khalil	\$1,848.00	\$1,848.00		\$0.00
Williams	Natasha	\$1,353.06	\$1,353.06		\$0.00
Williams	Orlando	\$22,850.49	\$22,625.60		\$224.89
Witherspoon	Cheryl	\$62,685.61	\$62,685.61		\$0.00
Wu	Danny	\$3,231.25	\$3,231.25		\$0.00
Wynn	Cyanni	\$1,827.00	\$1,827.00		\$0.00
York	Melody	\$5,270.00	\$5,270.00		\$0.00
Young	Kerry	\$91,171.90	\$78,835.29	\$609.53	\$11,727.08
Zack	Irene F	\$1,392.00	\$1,342.00		\$50.00
Zadeh	Glenn	\$1,865.34			\$1,865.34
Zaiter	Daniel	\$130,432.33	\$91,572.47		\$42,859.86
Zuniga	Jovan	\$71,858.07	\$63,330.27		\$8,527.80

AT YOUR SERVICE

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(781)

Animal Control	961-0960
Board of Assessors	961-0906
Board of Health	961-0924
Community Programs	961-0930
Rink	961-0938
Veterans / Elderly Services	961-0930
Conservation	961-1519
Dept. of Public Works	961-0940
Sewer Division	961-0941
Water Division	961-0942
Highway Division	961-0943
Engineering Division	961-0950
Fire Department	963-3131
Inspectional Services/Wire Insp.	961-0921
Plumbing Inspector	961-0920
Police Department	963-1212
Recreation Office	961-0939
Skating Rink	961-0938
Stetson Hall (HUB)	652-4920
Superintendent of Schools	961-6200
Town Accountant	961-0903
Town Clerk/Registrar	961-0900
Town Collector	961-0913
Town Council	961-0918
Town Manager/Human Resources	961-0911
Town Planner	961-0936
Town Treasurer	961-0934
Turner Free Library	961-0932

EMERGENCY

Police

Fire

Municipal Ambulance

DIAL 911