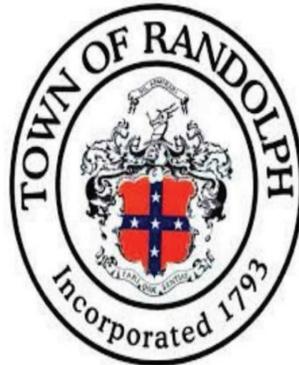


Town of Randolph

WE ARE IN THIS TOGETHER



#MASKUPRANDOLPH

2020 Annual Report

RANDOLPH TOWN COUNCIL



*Front row: Natacha Clerger, Ryan Egan, James Burgess, Jr., Kenrick Clifton
Back row: Christos Alexopoulos, Paul McDermott, Katrina Huff-Larmond, Richard Brewer, Jr., William Alexopoulos*

**photo credit to Robert Michaelson*

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In Memoriam



Anne D'Andrea, retired teacher

Charles Whynot, DPW

Donald Edwards, School Custodian

Douglas Krabbenhoft, Town Manager

Erin Howard, Town Hall, Personnel Office

Eugene Solon, Finance Committee, Town Meeting Member

Frederick Connor, Police Department

Gary Montgomery, Police Department

George Norris, DPW Engineer

Joan Carmichael, retired teacher

Kevin Connor, Police Department

Margaret Coughlin, Assistant Tax Collector

Mary Kiely, DPW

Patricia Martin, retired teacher

Susan Holland, Teacher

William Franke, Fire Department

William O'Neil, retired teacher

2020 ELECTED AND APPOINTED TOWN OFFICERS

Town Council

Christos Alexopoulos
William Alexopoulos
Richard Brewer, Jr.
James F. Burgess, Jr.
Natacha Clerger
Kenrick Clifton
Ryan Egan
Katrina Huff-Larmond
Paul McDermott

Town Clerk/Registrar

Cheryl Sass

Board of Assessors

Robert Cole
Emmanuel Mecha
Marcelle Poteau
Robert Curran

Chief of Fire Department

Richard Donovan

DPW Superintendent

Keith Nastasia

School Committee

Pamela Davis
Cheryl Frazier
Ida Gordon
Paul McDermott
Lisa Millwood
Andrea Nixon
Duong Nguyen

Building Commissioner

Ronald Lum

Board of Health

Gerard Cody
David Kaplan
Barbara Mahoney
Ann Martin
Dov Yoffe
Patricia Cedeno-Zamor

Vacancy

Town Manager

Brian 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 LaRosse

Director of Veterans Services/Veterans Agent

Kevin Cook

Finance Director

Janine Smith

Trustees, Stetson School Fund

Henry M. Cooke IV
Judith Gangel
Lynn Feingold

Town Planner

Michelle Tyler

Planning Board

Alexandra Alexopoulos
Sarah Bergman
Steven Monteiro
Anthony Plizga
Peter Taverira

Animal Control Officer / Animal Inspector

Stephen Slavinsky

Board of Appeals

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

Board of Appeals, alternates

Charles Gordon

Vacancy

Randolph Housing Authority

Ronald Lum
Eudolf Rainford
Janine Henry
Judith Belyea
Nancy Gordon
State Appointee Annie St. John Joseph

Field Driver

Vacancy

Conservation Commission

Pamela Ilobachie
Bobby Young
Brian May
Carl Brown
James Pasman
Mark Mulready
Finnette Catabois-Davis

Burial Agent

Gerard Cody
Scott Cartwright, Asst.

Board of Recreation

Jamall Griffin
Afrika Afeni Mills
Ronald Jackson
Frank Lamond

Vacancy

Historic District Study Committee

Todd Sandler
William Thompson
Donna Costello
Alexandra Alexopoulos
Patrick Harrison
Henry Cooke, IV
Susan Davco

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

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 Montlouis
Claire Crowell
Sheila Swanwick
Jane Hendrickson
Patricia Zamor

Disabilities Commission

Keith Wortzman
Sue Epstein
Donna Costello
Susan Hart
Donald LaLiberte
Sandra Slavet
Shaun Robinson

Vacancy

Local Education Fund Committee

Kristen Kreckler
Sharon Swain
Alfred Galante
Andrea Nixon
Catherine Grinnell
Lisa Milwood

Vacancy (Supt. Apptee.)

Trustees, Turner Free Library

Doug Albert
Anne M. Barkhouse
James F. Burgess, Jr.
Scott Cartwright
Sheila Campbell
Kevin Donovan
Laurie McDermott
Samantha Porter
Mario Belabe
Katrina Huff-Larmond, Council Rep.
Kevin Reilly
William Walker
Elizabeth LaRosee
Richard Marden

Community Preservation Committee

Mary West, representing Historical Commission
Marcel Robateau, community member
Gerald Good, Sr., business member
Bruce Fleischman, business member
Alexandra Alexopoulos – Planning Board
Ronald Lum, representing Housing Authority
Ryan Egan, representing Town Council

Vacancy - recreation

Vacancy – conservation commission

Fair Housing Committee

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

Licensing Board

Ronald Lum
Richard Donovan
William Pace
Gerard Cody
Nnanna Okereke
Gary McDonald
Julia Moseley

Alternate Licensing Board Members

Robert Curran

Vacancy

Inauguration Speech

by Town Council President James F. Burgess, Jr.

Honored guests, Family, colleagues in government, tonight we meet on this stage on this spot in historic Stetson hall where once Mark Twain spoke. Upon Tripe Hill, now Crawford Square where a battle of King Phillips war was fought. The same spot where Randolph's boys would gather before boarding a train down on Depot Street on their journey off to war, and we sit just up the road from gun powder rock on South Street where the militia hid the gun powder from the British during the battle of Boston.

I mention this so that we understand that tonight we are gathered on a spot and in a place that has witnessed history. If our friend Ben who has stood overlooking this spot for the past 109 years could speak, he would remind us that our history has not always been pretty. That our history has been filled with moments that has seen conflict and disagreement. Times when national issues have spilled over into our local discussions. Moments when locally the distribution of resources caused angst between boards and local officials.

He would also tell us that as Americans as Randolphians, we have used that history. Those chapters in our story to some how come together to emerge stronger to move forward in a shared direction with a complimentary vision. Tonight my friends is no different. We are here tonight, on the dawn of a new decade—to write together the next chapter in our 227 years a top this hill.

As your Council President, I am committed to have many quills in the ink well as we all take part of this next journey of decision making. The voices of our community are many and all shall have a seat at this table. If you be a townie or new comer, native born or immigrant. If you have chosen to call Randolph home then you are part of this family and part of this journey.

The days of accepting division in the name of progress are over. The moments of allowing divisiveness to govern the discussion are behind us. We are better than this, our history tells us this and our future will be guided by this. Even as we start a new decade with this form of government there are some things that simply were better under the old form. One of this is community participation and specifically within the budget process. Your council will be calling for an open town meeting on February 24th to gather your input, from residents and businesses alike on the services we provide. What can be done differently or better? What should we be doing as a municipality? and what are we doing that maybe we shouldn't be? This is not a session to answer you, this is for us to hear you, to listen to you so that we can go back and develop budget goals for the upcoming year.

Our budget process will be more open than before. The budget subcommittee shall be the 9 member council conducted on Monday nights – so not only will your 9 member council be informed but so will the public. We need to understand their needs as well and how they interact with the public. Your council and your government recognizes that the means of communication is rapidly changing. A few years back we began streaming our council meetings on Facebook Live. While I am not advocating governing by Facebook or Social Media, the council believes we can do more to get our message out of what is going on in your government and ways to keep the public better informed. From community speaks to public hearings – the goal is to have a productive web presence. To that end, the Vice President is being charged with that role.

The goal with everything we do is better communication. Communication between councilors with the public and of equal importance communication with our school committee and department. The Town has one of the highest per pupil expenditures of any district around us and millions of dollars are deducted off the cherry sheet for out of district placements each year. I welcome the willingness of the school committee as newly constituted as well as this council to be open to having meaningful and thoughtful discussions as it

relates to advancing student achievement across the district while understanding that money is not what ails our district.

I have had conversations with Chairwoman Nixon and we are focused on making sure student achievement is what we are working towards. I am excited about this new School Committee, I am excited by the talented staff – excited by the brightness of our students. We all must raise the bar of expectations. If your first language is English, Spanish or Vietnamese – if you come from a 1 parent household – if your family life is not traditional – if you are a student that struggles – or if you are a student who excels. These are not reasons to expect less from you or to lower the bar of what is achievement. You, parents and students alike, have every right to expect your school system to challenge you and we want to see that reflected in the school budget.

On the dawn of this new decade lets talk about Duong. Our diversity prepares our students for the larger world – but it only does that when all are part of that mosaic – for the first time in our towns history we welcome a woman of Vietnamese heritage as an elected town official as a member of your School Committee, Duong Nguyen. Welcome Duong. Moments ago I spoke of communication that will be key as we start this budget cycle. Communication does not mean that there is no disagreement – it does not mean passions won't present themselves. It simply means being able to talk to each other, have disagreements and be able to move on to the next item that needs to be addressed.

To accomplish many of the items that need to be addressed – tonight we offer Orders 2020-001 through 2020-009 for your Council to review for future debate. These cover areas such as the budget schedule and economic development. Economic activity is critical to increasing revenue and controlling taxes. The council realizes that we need more timely information as to what is being proposed before us from boards and committees. How legislation is going to affect our community and how do we make sure we are part of equity in transportation dollars.

We will appoint a liaison to the council and land use boards – to track projects, report on building trends and suggest to the council where we can do better. It will also allow district councilors real time information on what is being proposed in their districts. We must do a better job in attracting a more significant commercial tax base. Yes with more commerce can come more traffic. The only way for us to lower residential taxes is to increase the percentage of commercial property. From Cox Engineering, Elite Envelope, Melville Candy and Randolph Engineering, we know we can attract good manufacturers who produce good jobs. We all must be committed to as a goal.

From schools to roads – water treatment plant to public Safety. The common denominator to all of this is money – resources.

We are committed to working with the redevelopment group – to tackle the Sudbury Farm plaza area and not the entire downtown – we encourage them to present a plan to us shortly to address this area. Pavement to traffic lights – ladder trucks to sidewalks. We have heard from many of you that we need to do more and that you want a greater voice in making sure we get to these projects.

To that end your council will be discussing the feasibility of allowing a menu of items for direct vote by the people to determine the level of service you want in our community. Sidewalks is one of those items. I would think most people would say sidewalks are good and we can all agree on that – the other item of agreement is we simply don't maintain them in a fashion that is required.

For every mile of road it costs to pave that same mile of sidewalk costs half of that total. We simply do not have enough money to repair all of what we have. In April the council with the DPW Superintendent and Town Manager will be conducting a traveling tour to visit every street in town to determine the feasibility of

sidewalks. Does a cul de sac with 3 houses need a sidewalk or is that money better spent on repairing a major road or sidewalk or a school.

The last item I will touch on tonight is Town property. From ballfields to Town buildings – to schools to the highway barn. We have asked you for years to spend millions of dollars – yet we have no clear authority on who is responsible to maintain them.

Andrea and I will be asking the Council to form a joint committee to investigate moving the upkeep of all town buildings under the authority of one town department – the physical plant, bricks, mortar and grounds. In the belief that when they report back we can see an opportunity for financial savings through regular maintenance. So your Council is prepared for a busy year. In reality with a more focused schedule all members prepared to carry 1/9 of the weight – we can meet these challenges and many others. So tonight I can tell you the employees that work for you are dedicated and professional, that the will of your government is strong and the future of our town is bright.

As we prepare to leave this spot where so much of our history has been written, join with us as we together pen the next chapter of our shared history.

God Bless.

REPORT FOR THE TOWN COUNCIL

It is my duty to offer the annual report of the activities of your Town Council.

As 2019 came to a close with the town elections, we saw voters choosing stability with many familiar names. We welcomed a new comer Paul E. McDermott. Mr. McDermott defeated Arthur Goldstein who had served as district councilor for many years. Thank Mr. Goldstein for your many years of service to our residents.

We all had great intentions for our Town and I took my election to the Presidency very serious. Once I was sworn in, I was hard at work to map out some clear goals and expectations. As President, I wanted all Councilors to be prepared with the same information, maybe with different goals but prepared with the same mind set and intentions for our Town. I was faced with a few drawbacks and hurdles but I pushed forward meeting with every fellow councilor that was willing.

Those meetings helped to guide a clear blue print that I envisioned and articulated at the inaugural (*see my address on the previous page*). All nine councilors formed the budget committee. The main duty of this committee was to make our budget process more manageable and productive.

As February 2020 approached the unforeseen pandemic stopped any semblance of normalcy. All future meetings were halted and later fulfilled remotely throughout the year. It was the intentions of the Councilors to discuss and resolve a master plan, town charter, new sidewalks, amend more traffic rules as well as other council orders.

Even though we amended traffic rules around town and did approve a new residential construction union crossing transit district there was little in ways of real accomplishment due the pandemic and other unexpected issues, including my frustrations with many members of the council who simply were unprepared and didn't seem to care. Ultimately there were calls for my resignation and I was removed from the presidency.

I take responsibility for my actions and asked to carry 1/9th of the weight was not a lot to ask for. I will continue serve as a councilor and do my part for the community. It is my honor to be a part of this community. During the pandemic Randolph stepped up, and seemed to be more engaged than other communities. Town Manager, Brian Howard; Health Director, Gerry Cody; and Elizabeth LaRosse, Director of the Community Center and their staffs need to be commended for the information sharing, coordination and their tireless hours seven days a week that they provided. Mr. Howard has been confronted with many challenges within his first year as Town Manager. There have been times when Brian and I have disagreed but the public should not take those heated exchanges as obstruction but really of continued cooperation by hashing it out and having the debate. We all are better for it. We are grateful for his hard work, commitment and love for his community.

Our Town Staff never fails to amaze, the uncertainty in their own lives they never missed a beat helping our residents. We were able to provide the Resilient Randolph Fund, which assisted many of our residents during the economic hardship caused by the pandemic. I would also like to thank all local businesses that donated funds. I would also like to thank the The Well Restaurant for offering free meals to the community.

I would be remiss if I failed to mention our library staff who if you compared circulation numbers and you didn't know we were in a pandemic. They continued to see increase after increase of user activity.

Elizabeth LaRosse, who during this time not only our librarian, but took on the roles of community organizer, senior outreach worker and covid commander. I am proud of the work she has been able to do and I know the community is better served because of her and her leadership.

Finally, our clerk Debroah Ward, we have had some challenges of our own but we were able to work well with each other and get the job done. I am glad we were able to offer her the ability to attend seminars and opportunities that enhanced her skills to better assist the councilors. She is a great asset to the councilors and exceeded our expectations and performed splendid.

I LOVE our Town and I am saddened that my year as President was less than productive. I failed to be able to lead the Councilors. My commitment to our team is without question. Admittedly, I hope as we move forward and away from this pandemic others will follow in my foot steps. May god bless the Town and all who live and work here. May we keep in our memories all from our town family that we lost this past year.

God speed!

Respectfully, yours in public service

James F. Burgess Jr.

REPORT FOR THE TOWN MANAGER

2020 was a historic year for Randolph and the entire country. A year that would include a world-wide health pandemic, a demand for civil rights after the murder of George Floyd by Minnesota police, and finally the election of the United States' first female vice president and woman of color, Senator Kamala Harris. Randolph is a diverse community, made up of different cultures, ethnicities, and races. In 2020 we joined together to meet these challenges and embrace change, together.

Covid-19 brought the entire world to a stop, Randolph being no different. On Tuesday, March 17, 2020, the Randolph Town Hall closed to the public and remained closed for several months. The Randolph Public Schools closed the week before Town Hall and later the Governor shut down the entire state to try to flatten the curve of Covid-19 cases. There was so much unknown at the start of the pandemic. How did the virus pass from person to person? What is the best treatment for those who were infected? How long would the state need to remain closed to mitigate the virus?

Randolph was extremely hard hit by the pandemic. When the Massachusetts Department of Public Health first released statistics to show the extent of communities infected by the virus, we were number three in the state. Many residents of Randolph were vulnerable to Covid because of the nature of their jobs – essential workers like those in retail, transportation, and healthcare who were forced to risk their health and that of their families, by continuing to work during the pandemic. Working from home was just not an option for these residents – who are the true unsung heroes of the pandemic.

Randolph residents banded together as the Randolph Resiliency Committee was formed to help residents in need. Hundreds of thousands of dollars were raised to help families struggling to pay mortgage, rent, and utility bills. Multiple options for people to donate and provide food were established from the Randolph Food Pantry, the Concerned Citizens of Randolph, and many local houses of worship. Residents made homemade face coverings that were distributed to those who could not find them in stores. A toy drive was organized for Christmas to help make the Holiday Season just a bit better for those in need. Randolph residents truly helped get one another through the start of the pandemic!

I want to thank our local Covid-19 Pandemic Response Team that guided us through the pandemic. Their leadership, devotion to duty, and countless hours helped keep thousands of Randolph residents safe over the past year. In a time of never-ending state policy changes and health considerations, they never wavered in serving our town. Thank you to Police Chief William Pace, Fire Chief Richard Donovan, Director of Community Programming Liz LaRosee, and Health Commissioner Gerard Cody.

On May 25, 2020, George Floyd, was murdered by the Minnesota Police while in custody. The death of George Floyd would be the catalyst for protests for civil and human rights for Black people nationwide. In June, there was a local Black Lives Matter Rally in front of Town Hall. A few days later a Peace Vigil was organized by Town Council members Ken Clifton and Katrina Huff-Larmond at the steps of historic Stetson Hall. Both events were attended by hundreds of residents who wanted to come together and demand more from our country, our state, and our community in how we address policing; ensuring all voices are heard and developing policies to ensure equity at all levels of government. This important and critical work will continue for years to come.

Because of the pandemic, many changes were made to state election laws to allow voters to cast their ballot for President. The most important was no-excuse absentee balloting. In Massachusetts, before this change, you could only vote by mail if you were going to be out of the town on election day. Due to the pandemic, the state legislature allowed residents to request ballots by mail and return them in the same manner to increase access to the voting process. This proved to be extremely popular and provided many challenges for local election officials due to the sheer volume of requests. Thank you to Town Clerk Cheryl Sass, her staff, and the election workers for making this new process work for all. I believe you

will see this become the law of the land at some point, as it was not only tremendously popular with the voters, it also effectively increased accessibility and equity.

I want to thank my Administrative Assistant Donna Hall for her hard work throughout the year. She is invaluable to me as Town Manager. In addition, thank you to Anne Barkhouse and Cilenia Bevis for their hard work in assisting me to manage human resources, town 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. These employees work many hours above and beyond what is required to improve our town. They are a credit to public service!

Respectfully submitted,

Brian P. 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 2020: Town Council, Town Manager, Finance Director, Animal Control, Assessors, Building Commissioner, Town Clerk, Treasurer/Collector, Conservation Agent, Department of Public Works, Engineering, 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 2020, including the following: Pandemic response and emergency orders, remote open meeting law provisions, provision of emergency medical services during a pandemic, testing and vaccination, 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 continued its lawsuit, along with a number of other municipalities, 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: 2020-001

Authorization for an extension for the Town Manager to Submit Budget Synopsis

In accordance with Section 5-2 of the Town Charter of the Town of Randolph, the Town Manager is granted an extension to submit the budget synopsis to the Town Council, that date being March 30, 2020.

Council Order: 2020-002

Authorization for a Date Modification for the School Committee Submitting the Budget to the Town Manager

In accordance with Section 5-2 of the Town Charter of the Town of Randolph, the School Committee is granted an extension to submit the school budget to the Town Manager, that being March 15, 2020.

Council Order: 2020-003

Authorization for a Date Modification for the Town Manager to Submit Proposed Operating Budget to the Town Council

In accordance with Section 5-2 of the Town Charter of the Town of Randolph, the Town Manager is granted an extension to submit the proposed operating budget to the Town Council, that date being May 15, 2020.

Council Order: 2020-004

Authorization for a Date Modification for the Town Manager to Submit the Capital Outlay to the Town Council

In accordance with Section 5-5 of the Town Charter of the Town of Randolph, the Town Manager shall be granted an extension to submit to the Town Council a 5 Year Capital Plan, that date being February 1, 2020.

Council Order: 2020-005

Acceptance of 2020 Town Council Meeting Calendar

To facilitate the work of the Town Council it hereby adopts the calendar for its regular scheduled meeting for 2020.

Council Order: 2020-006

Acceptance of the Rules and Regulations for the Year 2020

The Town Council hereby adopts the Rules and Regulations for the Year 2020 with amendments
This Order was not acted upon in 2020.

Council Order: 2020-007

Acceptance of a Land Use and Economic Development Unpaid Liaison

The Town Council hereby adopts an order to create an appointed non paid position of Land Use and Economic Development liaison of the Randolph Town Council.

This position would be a liaison between the Town Council and all land use boards and seeks to gather information and keep the Council informed on all issues affecting land use and economic activity.

Council Order: 2020-008
Acceptance of a Special Police Officer in the Town of Randolph

The Town Council hereby adopts an order to provide for and subject to the approval of the Town Manager, the Police Chief may appoint an official of the Town of Randolph who has been elected to the position of Special Police Officer in the Town of Randolph. In addition to the authority granted under Section 202, this individual shall possess all the authority under the laws of the Commonwealth of any special police officer, and shall be subject to the same certification process, including but not limited to, physical and psychological testing and other certifications and background investigations.

Individuals so appointed shall be subject to the limitations on hours worked and on payments to officials under Sec ___ of the Town Charter, payments where work performed for agencies, corporations or entities other than the Town of Randolph shall be allowed and compensated in the usual manner.

Order was withdrawn by the Petitioner.

Council Order: 2020-009
Acceptance of Gift from Dick Marden and Ann Cook to the Town of Randolph

The Randolph Town Council, with the recommendation of the Town Manager, hereby authorizes the Town to accept the gift of 9 desks for the Town Council office, with a value of \$1,800, from Dick Marden and Ann Cook, pursuant to M.G.L. ch. 44, section 53A ½ and any other applicable law.

Council Order: 2020-010
Transfer Within the Health Department

Be it hereby ordered that the Town Council vote to approve the following transfer:

Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Health	\$ 31,248		Health		\$ 31,248

Explanation: The health department budget, as approved by the Town Council, had the public health nurse position as a salaried town employee. The position is now being filled by a contracted outside employee which needs to be paid from the health department expense account. This is a transfer from salary to expense. The balance before the transfer is \$55,987.

Council Order: 2020-011
Request to Grant of Location to Massachusetts Electric Company To Install New Service 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 2 new jointly-owned utility poles on Fitzgerald Street for new service to house #48, 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., which is attached hereto.

All sweeps and conduit from grade level to 3 feet shall be constructed of steel – no PVC or similar material shall be utilized.

Council Order: 2020-012
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.

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

**Council Order: 2020-013
Appropriation for Water and Sewer Department for Purchase of 2 Vehicles**

Ordered: That the Town appropriates \$210,874 to pay the costs of purchasing a 2020 Ford F250 Pick-up Truck with plow package at a cost of \$50,874 for the use of the Sewer Department, and a 2021 International Utility Van at a cost of \$160,000 for the use of the Water Department, and that to meet this appropriation, this amount shall be transferred from unexpended balances of amounts borrowed to pay costs of various capital projects from time to time, which amounts are no longer needed to complete the projects for which they were initially borrowed, as more fully described below:

<u>Date of Borrowing</u>	<u>Original Project</u>	<u>Amount Originally Borrowed</u>	<u>Unexpended Balance</u>	<u>Amount Transferred</u>
12/18/07	Capital Improvements	\$8,000,000	\$18,646.82	\$18,646.82
8/23/10	Water Treatment Planning	6,000,000	17,802.66	17,802.66
8/23/10	Standpipe Painting	450,000	110,951.60	110,951.60
8/30/12	Water Treatment Plant	517,000	127,077.49	58,355.17
6/18/14	Water Meters	2,500,000	57.32	57.32
11/17/15	Capital Improvements	200,000	5,060.43	5,060.43

Explanation: The trucks that are being replaced are a Sewer 2003 Ford pick up utility body which has a blown engine and major rust on the body and a Water service truck. The service truck is a 1992 former bread delivery vehicle that is in poor condition and consistently breaks down and is out of service.

**Council Order: 2020-014
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 in a form substantially as follows:

AN ACT AUTHORIZING THE CITY KNOWN AS THE TOWN OF RANDOLPH TO GRANT ADDITIONAL LIQUOR LICENSES.

**Council Order: 2020-015
Appointment of Land Use and Economic Development Liaison**

Position: Land use, Economic Development Liaison to the Randolph Town Council

Council Order: 2020-016

Authorization By The Randolph Town Council To Petition The General Court To Enact Special Legislation Regarding Special Police Officers in the Town of Randolph

The Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation regarding Special Police officers in the Town of Randolph in a form that is substantially as presented below, and to authorize the Town Manager to take any action necessary in connection with the submission of said petition, and to authorize the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT RELATIVE TO SPECIAL POLICE OFFICERS IN THE CITY KNOWN AS THE TOWN OF RANDOLPH.

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

Council Order: 2020-017

Authorization By The Randolph Town Council To Petition The General Court To Enact Special Legislation Regarding Special Police Officers in the Town of Randolph

Be it ordered that the Randolph Town Council hereby transfers \$8,000 from the Retained Earnings of the Town's Water/Sewer Enterprise Fund to fund the purchase of a vehicle diagnostic tool and related items.

Explanation: The diagnostic tool will allow vehicles to stay on premises for repairs. Currently, the vehicles are sent to a garage to determine what repairs are needed and then returned for our mechanics to perform the work. This results in the vehicle being out of service much longer than needed and each diagnostic scan averages a cost of \$300. The current balance in Water/Sewer Retained Earnings is \$547,376.

Council Order: 2020-018

Transfer of General Fund Free Cash for Financial Software

Be it ordered that the Randolph Town Council hereby transfers \$25,850 from the certified General Fund free cash for the implementation of the MUNIS Motor Vehicle and General Billing modules.

Explanation: The Town purchased these two modules in FY15 when transitioning to the MUNIS software. However, these two areas were not implemented and the Town has not been utilizing the functionality. These funds will allow for the setup of data, importing of historic data and staff training to occur so that departments may automate certain billing functions within their offices to gain efficiency. The current balance of General Fund Free Cash is \$495,240.90.

Council Order: 2020-019

Appointment of George Berdos as Land Use and Economic Development Liaison

Position: Land use, Economic Development Liaison to the Randolph Town Council

Purpose: To provide the 9 member Town Council information to assist them to be better informed on issues coming before the Towns land use boards. To keep us abreast of legislation before State and Federal agencies that could affect Randolph.

Council Order: 2020-020

Appropriation to Repurpose Surplus Bond Proceeds

Ordered: That the Town appropriates \$385,000 to pay the costs of (i) pump replacement at the Michelle Lane pump station, including the payment of all costs incidental and related thereto, the estimated cost of which is \$67,500, (ii) reconstructing the Sherman Drive sewer main, including the payment of all costs incidental and related thereto, the estimated cost of which is \$142,500, (iii) pump replacement at the

Turner Street pump station, including the payment of all costs incidental and related thereto, the estimated cost of which is \$120,000, and (iv) reconstructing the Gloria Street sewer main, including the payment of all costs incidental and related thereto, the estimated cost of which is \$55,000, and that to meet this appropriation, this amount shall be transferred from the unexpended balance of the amount borrowed to pay costs of a previous capital project, which amount is no longer needed to complete the project for which it was initially borrowed, as more fully described below:

<u>Date of</u> <u>Borrowing</u>	<u>Original Project</u>	<u>Amount Originally</u> <u>Borrowed</u>	<u>Unexpended</u> <u>Balance</u>	<u>Amount</u> <u>Transferred</u>
09/27/18	Pump Station Upgrades	\$400,000	\$385,000	\$385,000

Council Order: 2020-021
Appropriate for IT Hardware/Software

ORDERED: That the Town of Randolph appropriates Fifty Eight Thousand Five Hundred Dollars (\$58,500) for the purchase, implementation, training of new permitting software and all related hardware. 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(9) or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor. 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: 2020-022
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.

Explanation: This is needed to process current claims and potential settlements through the remainder of this fiscal year. The balance of Free cash if this is voted will be \$327,350.

Council Order: 2020-023
Transfer of General Fund Free Cash to Stetson Hall Revolving Fund

Be it ordered that the Randolph Town Council hereby transfers \$5,000 from the certified General Fund free cash to the Stetson Hall Revolving Fund.

Explanation: With the closure of the Great Hall due to the COVID-19 outbreak, the revenue stream for this facility has been significantly reduced. This transfer will help support the operational costs of the building, minimal staffing requirements and refunds that need to be processed for cancelled events. The balance in free cash if this order is passed would be \$462,350.

Council Order: 2020-024
Transfer of General Fund Free Cash to Recreation and RICC Revolving Funds

Be it ordered that the Randolph Town Council hereby transfers \$23,194.98 from the certified General Fund free cash to the Recreation Revolving Fund and \$4,695.14 to the RICC Revolving Fund.

Explanation: These two revolving funds were not re-authorized for FY20. The revenues and expenses are now reflected in the General Fund operating budget. The proposed transfer amounts above represent obligations for goods and services ordered in FY19, but not invoiced until FY20. Yearend encumbrances were established for the expenses which in turn created the deficits. These obligations could not be charged to the operating budget as they were related to the prior year. This action will close out the deficit and remove the revolving funds from the accounting ledgers. The balance in Free cash after this vote would be \$467,350.78.

Council Order: 2020-025
Transfer within Community Programs

Be it hereby ordered that the Town Council vote to approve the following transfer:

Explanation: The Community Programs budget includes the RICC, rink and pool operations. Since the closure of these facilities and changes in staffing, there is sufficient available budget to assist in existing expenses for the remainder of the fiscal year. This is a transfer from salary to expense. The balance before the transfer is \$184,958.

Council Order: 2020-026
FY20 Transfer

To see if the Town Council will vote to approve the following transfer:

Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Town Clerk	\$75,000		Highway		\$90,000
Conservation	\$21,500		Town Council	\$6,500	

Explanation: These proposed transfers are needed in order to support known and projected expenses through the end of the fiscal year. The Town Clerk salary budget was originally voted based on salary levels of past employees that have moved to new positions within the organization and a position that has remained vacant. The Conservation Agent position was vacant for most of the fiscal year which led to budget funds not being used. The Highway expense budget was reduced by \$32,823.52 to fund unpaid bills from last year. Due to the elimination of the license board revolving fund at the close of FY19, the board’s administrative support has been charged to the Town Council salary line. This will be addressed in the FY21 budget so that the hours will be clearly presented between support to the Council and support to the license board.

Council Order: 2020-027
Requested Changes to the Town Council’s Rules and Regulations

To see if the Town Council will vote to amend their procedure manual and by voting any of the following changes affirmatively shall cause without further debate a modification of the table of contents and numbering system.

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

Council Order: 2020-028

Request for the Town Council to Initiate A Temporary Amendment to the Randolph Zoning Ordinance – Chapter 200 of the General Code of the Town of Randolph – Relative to Temporary Zoning Relief To Businesses During COVID-19 Pandemic Pursuant to M.G.L. ch. 40A, sec.5

That the Town Council of the Town of Randolph hereby initiates a temporary 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 to provide for temporary zoning relief to businesses during the COVID-19 Pandemic.

This order was withdrawn by the Petitioner.

Council Order: 2020-029

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

To see if the Town will vote to amend the Traffic Rules and Regulations by installing no parking anytime signs on Pond Street.

From the top of Pond Street at North Main down to South Lillian Street on both sides of the street.

Council Order: 2020-030

Amendment to Town of Randolph General Ordinances

To Provide a License for Special Events That Will Occur On Town Property Or That Will Require the Closure of Public Ways, Including Streets or Sidewalks

That the Town Council of the Town of Randolph hereby amends the General Ordinances of the Town of Randolph to insert a new Chapter 128 into the General Code of the Town of Randolph, as follows:

Chapter 128 – Licenses For Special Events On Town Property or Public Ways

This order was withdrawn by the Petitioner.

Council Order: 2020-031

When numbering council orders, this number was missed in error.

Council Order: 2020-032

Operations of the Water Treatment Plant

To see if the Town Council of the Town of Randolph will vote to request that the Massachusetts Department of Environmental Protection issue a consent decree to the Joint Water Board of the towns of Randolph and Holbrook decreeing that operations of the water treatment plant located on Pond Street in the Town of Randolph, be turned over to an outside contractor until such time that a new Tri-Town Water Treatment plant comes on line.

Council Order: 2020-033

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 – Site Plan and Design Review

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 Site Plan and Design Review.

This Order was withdrawn by the Petitioner.

Council Order: 2020-034

FY20 Transfers

To see if the Randolph Town Council will vote to approve the following transfer:

Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Blue Hills/Norfolk Agr.		\$ 52,000	Ambulance Billing		\$ 6,000
Treasurer/Collector	\$ 49,000		Law		\$ 40,000
Veterans' Benefits	\$ 22,000	\$ 10,000	Health Insurance		\$ 90,000
Employee Shareholder		\$ 239,000	FICA Payroll		\$ 116,000
			Snow & Ice		\$ 120,000
Totals	\$ 71,000	\$ 301,000	Totals		\$ 372,000
Total Transfer From		\$ 372,000	Total Transfer To		\$ 372,000

Explanation: These proposed transfers are needed in order to support known and projected expenses through the end of the fiscal year. The actual Blue Hills’ assessment and Norfolk County tuition was less than originally budgeted. The amount available within the Treasurer/Collector’s salary budget is due to an unfilled position within the clerical staff and several weeks of the Assistant Treasurer/Collector position not being filled. The salary within the Veterans’ Benefits budget is available based on the Town of Milton’s share of this position. The Employee Shareholder budget was not used during the fiscal year to make departments whole when salary increases were paid, but rather the departments were expected to manage in a way to absorb the additional costs.

Council Order: 2020-035

FY21 Randolph Community Preservation Budget and Reserves

To see if the Town Council will vote to appropriate from the Community Preservation Fund FY21 estimated revenues the sum of \$51,187 to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for Fiscal Year 2021; and further to reserve for future appropriation from the Community Preservation Fund FY21 estimated revenues the sum of \$102,374 for the acquisition, creation and preservation of open space; \$102,374 for the acquisition, preservation, restoration and rehabilitation of historic resources; \$102,374 for the acquisition, creation, preservation and support of community housing; \$205,112 for the creation of a budgeted reserve and \$460,316 to provide for the FY21 Community Preservation Fund FY21 debt obligations.

Explanation: By statute, the Town is required to set aside at least 10% of its estimated revenues in the categories listed above as well as 5% to establish an administrative budget. If the administrative budget is not expended, the funds remain part of the Community Preservation Fund balance. The amount for debt is directly related to past Community Preservation projects in which the Town borrowed long term to finance the project.

Council Order: 2020-036

Transfer of Water/Sewer Retained Earnings

To see if the Randolph Town Council will vote to transfer \$42,000 from the Retained Earnings of the Town’s Water/Sewer Enterprise Fund to fund \$18,000 in the FY20 Water salary budget and \$24,000 in the FY20 Sewer salary budget.

Council Order: 2020-037

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 Table of Allowable Activity

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 table of allowable activity as attached.

Council Order: 2020-038

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 Table of Dimensional Requirements for 200-27 through 200-37

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 table of dimensional requirements as attached.

This Order was withdrawn by Petitioner.

Council Order: 2020-039

FY 2021 Municipal Operating Budget

To see if the Town will vote to appropriate the following sums for the operation of municipal and school departmental and incidental expenses of the Town for Fiscal Year 2021 (July 1, 2020 to June 30, 2021) with a total sum of \$98,363,277; \$92,804,847 to be raised from taxation, \$1,650,000 to be transferred from Ambulance Reserve Account, \$1,218,726 to be transferred from the Water/Sewer Enterprise Fund, \$114,704 to be transferred from surplus bond proceeds, \$75,000 to be transferred from the 391 South Street Revolving Fund, \$2,250,000 to be transferred from the Stabilization Fund and \$250,000 to be transferred from Free Cash.

Department	Salary	Expense	Total
Town Council	\$ 39,306	\$ 26,150	\$ 65,456
Town Manager	\$ 413,629	\$ 25,900	\$439,529
Operations	\$	\$612,020	\$612,020
Ambulance Billing	\$	\$ 84,000	\$84,000
Car Use	\$	\$7,000	\$,000
Accountant	\$ 205,092	\$5,480	\$210,572
Assessor's Office	\$189,314	\$ 32,990	\$222,304
Treasurer/Collector	\$314,183	\$114,940	\$ 429,123
Law Office	\$155,000	\$127,330	\$282,330
Police/Fire Injured on Duty	\$	\$93,251	\$ 93,251
System Administration	\$72,032	\$ 142,622	\$ 214,654
Town Clerk	\$205,821	\$ 65,825	\$271,646
License Board	\$ 4,050	\$ 500	\$4,550
Conservation	\$41,400	\$ 1,150	\$ 42,550

Planning Department	\$ 88,239	\$30,000	\$ 118,239
Police Department	\$ 7,081,922	\$355,976	\$7,437,898
Civilian Dispatch	\$275,950	\$ 1,000	\$ 276,950
Fire Department	\$7,055,334	\$263,000	\$7,318,334
Inspectional Services	\$265,901	\$5,800	\$ 271,701
Sealer/Weights & Measures	\$15,000	\$ 3,000	\$18,000
Animal Control	\$74,925	\$19,500	\$ 94,425
Animal Inspector	\$9,000	\$7,500	\$ 16,500
Randolph School Department	\$	\$	\$43,703,125
Blue Hills Regional	\$	\$	\$ 4,597,200
Norfolk Agricultural School	\$	\$	\$ 26,000
DPW/Highway	\$ 1,012,076	\$179,900	\$ 1,191,976
Snow & Ice	\$ 100,000	\$150,000	\$ 250,000
Street Lights	\$	\$ 200,000	\$200,000
Trash Collection	\$	\$ 3,100,000	\$ 3,100,000
Health Department	\$287,224	\$14,475	\$ 301,699
Elder Services	\$115,643	\$7,300	\$122,943
Veterans' Benefits	\$87,563	\$280,000	\$367,563
Disabilities Commission	\$	\$400	\$400
Library	\$869,747	\$191,883	\$1,061,630
Community Programs	\$618,749	\$157,251	\$776,000
Stetson Hall	\$20,000	\$54,750	\$74,750
Historic Commission	\$	\$450	\$450
Debt & Interest	\$	\$4,189,780	\$ 4,189,780
Collective Bargaining/ESO	\$	\$ 245,000	\$245,000
Utilities	\$	\$315,500	\$ 315,500
Vehicle Fuel	\$	\$185,850	\$185,850
FICA & Retirement	\$	\$7,555,046	\$7,555,046
Other Benefits	\$	\$559,000	\$559,000
Health Insurance	\$	\$11,008,333	\$11,008,333
TOTAL			\$98,363,277

Council Order: 2020-040

FY2021 Water & Sewer Enterprise Budget

To see if the Town Council will vote to appropriate \$13,389,792 for the direct costs related to the operation of the Water and Sewer Enterprise Fund and that the sum of \$1,218,726 as appropriated in the General Fund be used for the indirect costs for the fiscal year commencing July 1, 2020, pursuant to M.G.L. Ch. 44, Section 53F1/2 and all other applicable law, and to meet the appropriation, \$13,389,792 will be raised through Water and Sewer Rates for the following sums:

Water & Sewer Personal Services:	\$1,340,928
Water & Sewer Expenditures:	\$9,567,193
Water & Sewer Debt:	<u>\$2,481,671</u>
Total Appropriation for Direct Costs:	\$13,389,792
Indirect Costs – Reimburse General Fund	\$1,218,726

Total Cost Water & Sewer Fund \$14,608,518

Council Order: 2020-041

Transfer From Retained Earnings For Town Flushing Plan

To see if the Town Council of the Town of Randolph will vote to transfer \$200,000.00 from Water and Sewer Retained Earnings to the DPW expense budget for the purpose of creating/updating and implementing an emergency one year flushing plan in the Town water system.

Council Order: 2020-042

FY2021 Revolving Fund Spending Authorizations

To see if the Town Council will approve pursuant to G.L. c.44 s.53E1/2 to establish the fiscal year 2021 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	FY2021 Spending Authorization
Senior Transportation	\$ 10,000
Recycling	\$ 50,000
Immunization	\$ 15,000
Zoning Appeals	\$ 10,000
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: 2020-043

FY20 Budget Transfers

To see if the Randolph Town Council will vote to approve the following transfer:

Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Civilian Dispatch	\$145,000		Police	\$155,000	
Community Programs	\$ 52,000		Community Programs		\$37,000
Fire	\$50,000		Fire		\$ 55,000
Totals	\$247,000	\$	Totals	\$ 155,000	\$92,000
Total Transfer From		\$ 247,000	Total Transfer To		\$247,000

Explanation: These proposed transfers are needed in order to support known and projected expenses through the end of the fiscal year. The Fire Department has available funds left in overtime and general salaries for generator repair/maintenance, fuel, truck and ambulance repairs, and Nation Grid services. There was a transition in billing administrators at the RICC in the Fall and several bills fell through the crack during this time. They resurfaced at year end and were not accounted for in the previous transfer requested for Community Program expenses.

**Council Order: 2020-044
FY20 Budget Transfer**

To see if the Randolph Town Council will vote to approve the following transfer:

Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Injured On Duty		\$ 6,406	Assessor	\$ 2,578	
			Building	\$ 2,885	
			Fire	\$ 487	
			Animal Control	\$456	
Totals	-	\$ 6,406	Totals	\$6,406	-
Total Transfer From		\$ 6,406	Total Transfer To		\$ 6,406

Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Water		\$ 1,285	Water	\$ 1,285	
Sewer		\$ 5,151	Sewer	\$ 5,151	
Totals	-	\$ 6,436	Totals	\$ 6,436	-
Total Transfer From		\$ 6,436	Total Transfer To		\$ 6,436

Explanation: These proposed transfers are needed in order to support known expenses and salary obligations through the end of the fiscal year.

**Council Order: 2020-045
Adoption By The Randolph Town Council To Amend the Traffic Rules and Regulations Of the Town of Randolph**

To see if the Randolph Town Council will vote to amend the traffic rules and regulations of the Town of Randolph to exclude truck traffic from whole or portions of West Street, Mill Street, Center Street and Highland Avenue and to take any other action that maybe required.

This Order was not acted upon in 2020.

Council Order: 2020-046

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 Article IX – Signs and Advertising Devices Pursuant to M.G.L. ch. 40A, Section 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 Article IX – Signs and Advertising Devices, pursuant to M.G.L. ch. 40A, Section 5.

This Order was withdrawn from Petitioner.

Council Order: 2020-047

To Amend Section 13 of the Procedures Manual Of the Town of Randolph

To see if the Randolph Town Council will vote to amend Section 13 of the procedure manual by adding a new Section A titled – Open Council Comments and to reorganize the schedule.

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

Council Order: 2020-048

FY20 Unpaid Bills

To see if the Randolph Town Council will vote to transfer \$15,696.46 to pay certain FY20 unpaid bills related to the General Fund, as identified in the chart below:

SOURCE		USE	
Description	Amount	Description	Amount
FY21 Police Expenses	\$ 5,972.48	WGBH	\$ 897.76
		EZ Pass	\$ 36.75
		CMG Colonial	\$ 4,810.00
		Verc	\$ 216.00
		Napoli	\$ 11.97
FY21 IOD Expenses	\$ 86.48	Cabot Risk	\$ 86.48
FY21 Community Program Expenses	\$ 984.00	Houghton Mechanical	\$ 984.00
FY21 Veterans Benefits Expenses	\$ 2,021.76	Online Stores	\$ 2,021.76
FY21 Other Benefits Expenses	\$ 3,398.25	Comm of MA - Div Unemployment	\$ 3,398.25
FY21 Law Expenses	\$ 203.50	MCLE	\$ 203.50
FY21 Operations Expenses	\$ 3,029.99	National Grid	\$ 29.99
		L&W Auto Body	\$ 1,000.00
		L&W Auto Body	\$ 1,000.00
		L&W Auto Body	\$ 1,000.00
Totals	\$ 15,696.46	Totals	\$ 15,696.46

Council Order: 2020-049

Ambulance Purchase

To see if the Randolph Town Council will appropriate Three Hundred Seventy-Five Thousand Dollars (\$375,000) to pay costs of purchasing and equipping a new ambulance, and for the payment of all costs incidental and related thereto; that 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) or pursuant

to any other enabling authority, and to issue bonds or notes of the Town therefor. 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: 2020-050

FY21 Randolph Community Preservation Projects

To see if the Town Council will vote to appropriate from the Community Preservation Fund for the projects shown below from funding sources as indicated next to each project:

Program	Amount	Funding Source
Stetson Hall Entrance	\$41,000	Historic Reserve
Simon Fireman Expansion	\$ 125,000	Housing Reserve
Randolph Resiliency Fund*	\$ 125,000	Housing Reserve
DJ Simmonds Playground	\$ 20,000	Open Space/Recreation Reserve
Young School Tennis Court Replacement	\$140,000	Open Space/Recreation Reserve
Town Hall Rehabilitation	\$187,000	Historic Reserve
<i>*to provide rental assistance only</i>		

Council Order: 2020-051

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

To see if the Randolph Town Council will vote to appropriate the special revenue funds received from the Commonwealth Transportation Infrastructure Enhancement Trust Fund in the amount of \$26,829.20, for street side lighting, Crawford Square street lighting and pedestrian crosswalk signal.

Council Order: 2020-052

Consideration of the Future of Marijuana Recreational Sales In the Town of Randolph

To see if the Town Council of the Town of Randolph will permit the voters of the Town of Randolph to consider the future of recreational marijuana sales in the Town of Randolph.

This Order was not acted upon in 2020.

Council Order: 2020-053

FY20 Unpaid Bills

To see if the Randolph Town Council will vote to transfer \$204.63 to pay certain FY20 unpaid bills related to the Water/Sewer Enterprise Fund, as identified in the chart below:

SOURCE		USE	
Description	Amount	Description	Amount
FY21 Water Expenses	\$ 204.63	Tri-Town Legal Ad	\$ 204.63
TOTAL \$	204.63	TOTAL \$	204.63

Council Order: 2020-054

Proposed Adoption of Local Option Statute M.G. L. Ch. 59, Section 5, Clause 22(H) Relieving Parents or Guardians of Certain Veterans from Local Real Estate Taxes

To see if the Randolph Town Council will vote to adopt a local option statute, M.G.L. ch. 59, section 5, clause 22(H).

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

Council Order: 2020-055

Request To Initiate an Amendment To the Randolph Zoning Ordinance, Chapter 200 of the General Code of the Town of Randolph, To Add a new Section 200-46(B)(15) Concerning Special Permits for Large Scale Commercial and Residential Developments Pursuant to M.G.L. ch. 40A, section 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 add a new Section 200-46(B)(15) concerning special permits for large scale commercial and residential developments.

Order was withdrawn by the Petitioner.

Council Order: 2020-056

Town IT Hardware/Software (FY20 Capital Plan)

To see if the Randolph Town Council will appropriate Thirty-seven thousand three hundred and fifty dollars (\$37,350) to pay costs related to Town technology hardware and software, and for the payment of all costs incidental and related thereto; that 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) or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor. 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: 2020-057

Local Option Statute M.G.L. Ch. 59, Section 5, Clause 22(H) Relieving Parents or Guardians of Certain Veterans from Local Real Estate Taxes Request to Include Spouses

To request that the Town Manager ask the great and general court to amend M.G.L. Ch. 59, Section 5, Clause 22(H) to include spouses.

Council Order: 2020-058

Appropriation to Stabilization Fund

To see if the Randolph Town Council will approve to raise and appropriate \$1,475,000 to the Stabilization Fund.

Council Order: 2020-059

Establishment and Funding Of Reserve Fund

To see if the Randolph Town Council will establish a Reserve Fund for FY 2021 to provide for extraordinary or unforeseen expenditures pursuant to the provisions of M.G.L. ch. 40, Section 5A and any other applicable law and to see if the Randolph Town Council will fund the Reserve Fund by raising and appropriating Seven Hundred Seventy Five Thousand Dollars (\$775,000.00) to be placed in said Reserve Fund.

Council Order: 2020-060

Acceptance of Gift from Prestige Capital Group 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 car wash passes for a period not to exceed thirty days, from Prestige Capital Group for the purpose of supporting city vehicles – such as fire, police, DPW, building inspector, pursuant to M.G.L. ch.44, section 53A ½ and any other applicable law.

Council Order: 2020-061

**Approval of Designation as Surplus and Sale of
Town Property Known As Fencourt Avenue and Restarick Avenue Parcels**

The Randolph Town Council hereby approves the designation of the property described below (the “Property”) as surplus property of the Town available for disposition, hereby authorizes the sale of that Property pursuant to M.G.L. ch. 30B or by auction or as otherwise in accordance with applicable law, and hereby further authorizes the Town Manager to execute a purchase and sale agreement, as well as any deed, easement, or other related agreements or documents as necessary to sell said Property or to cancel said sale if in the best interests of the Town, and to take any other action necessary to carry out this sale. Any sale of the Property must include a requirement that the Property be subjected to a deed restriction requiring a Payment In Lieu of Taxes (PILOT) Agreement between the Town and the property owner. That PILOT Agreement shall include the requirement that, in any year that the Property is owned by a non-government entity that is exempt from municipal real estate taxes, the property owner must make an annual PILOT payment to the Town in an amount equal to the full municipal real estate tax payment that would have been due on the Property had the property not been exempt from municipal taxes in that year. Calculation of the PILOT Payment will be based on the full and fair cash value of the property using an appropriate classified tax rate and 100% of the assessed value for the Property during the relevant tax year.

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

Council Order: 2020-062

**Request To Amend Randolph Zoning Ordinance,
Chapter 200 of the General Code of the Town of Randolph, To Add a new Section 200-14.4 Titled
CBTH.**

To see if the Town Council of the Town of Randolph will amend Randolph Zoning Ordinance, Chapter 200 of the General Code of the Town of Randolph, to add a new Section 200-14.4 Titled CBTH.
This Order was not acted upon in 2020.

Council Order: 2020-063

**Authorization By The Randolph Town Council
To Petition The General Court To Enact Special Legislation Regarding
Validation of the Actions Taken at the
2020 Biennial State Election Held In The Town of Randolph**

The Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation validating the actions taken at the 2020 Biennial State Election Held in the Town of Randolph, said

special legislation to be in a form that is substantially as presented below, and authorizes the Town Manager to take any action necessary in connection with the submission of said petition, and further authorizes the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT VALIDATING THE ACTIONS TAKEN AT THE 2020 BIENNIAL STATE ELECTION HELD IN THE CITY KNOWN AS THE TOWN OF RANDOLPH.

Council Order: 2020-064
Request for the Town Council to Amend § 158-5 of the
Town General Ordinances to Extend the Commencement Date for the
Regulation of Thin-Film Single-Use Plastic Bags

That the Town Council of the Town of Randolph hereby amends the Randolph General Ordinances § 158-5 as follows:

Delete “January 1, 2021” and replace it with “January 1, 2022”.

Council Order: 2020-065

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 – Relative to Article XI Site Plan and
Design Review
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 deleting Article XI concerning Site Plan and Design Review and replacing that article with a new Article XI concerning Site Plan and Design Review.

This Order was not acted upon in 2020.

Council Order: 2020-066
Authorization By The Randolph Town Council To Petition The General Court To Enact Special
Legislation To Amend The Charter Of The Town Of Randolph To Provide for An Appointed
School Committee

The Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation to amend the Charter of the Town of Randolph, said special legislation to be in a form that is substantially as presented below, and authorizes the Town Manager to take any action necessary in connection with the submission of said petition, and further authorizes the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT RELATIVE TO THE CHARTER OF THE CITY KNOWN AS THE TOWN OF RANDOLPH.

This Order was not acted upon in 2020.

Council Order: 2020-067
Authorization By The Randolph Town Council To Petition The General Court To Enact Special
Legislation To Amend The Charter Of The Town Of Randolph To Provide for Voter Approval of
Capital Expenditures Over \$3 Million.

The Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation to amend the Charter of the Town of Randolph, said special legislation to be in a form that is substantially as presented below, and authorizes the Town Manager to take any action necessary in connection with the submission of said petition, and further authorizes the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT RELATIVE TO THE CHARTER OF THE CITY KNOWN AS THE TOWN OF RANDOLPH.

This Order was not acted upon in 2020.

Council Order: 2020-068

Authorization By The Randolph Town Council To Petition The General Court To Enact Special Legislation To Amend The Charter Of The Town Of Randolph To Provide for A Minimum Staffing Level in the Randolph Police Department

In order to promote the reasonable public safety and traffic safety of the public, the Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation to amend the Charter of the Town of Randolph, said special legislation to be in a form that is substantially as presented below, and authorizes the Town Manager to take any action necessary in connection with the submission of said petition, and further authorizes the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT RELATIVE TO THE CHARTER OF THE CITY KNOWN AS THE TOWN OF RANDOLPH.

This Order was not acted upon in 2020.

Council Order: 2020-069

Amendment to Town Council Rules Manual to Remove Resolutions

The Randolph Town Council hereby votes to make amendments to the Rules Manual of the Randolph Town Council

This Order was not acted upon in 2020.

Council Order: 2020-070

Authorization By The Randolph Town Council To Petition The General Court To Enact Special Legislation To Amend The Charter Of The Town Of Randolph To Provide for Town Boards, Committees and Commissions To Be Appointed By The Town Council

The Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation to amend the Charter of the Town of Randolph, said special legislation to be in a form that is substantially as presented below, and authorizes the Town Manager to take any action necessary in connection with the submission of said petition, and further authorizes the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT RELATIVE TO THE CHARTER OF THE CITY KNOWN AS THE TOWN OF RANDOLPH.

This Order was not acted upon in 2020.

Council Order: 2020-071

Authorization By The Randolph Town Council To Petition The General Court To Enact Special Legislation To Amend The Charter Of The Town Of Randolph To Provide for A Change In The Budget Approval Process

In order to reflect the spending priorities of the voters and to allow adjustments to the budget on a department by department basis, the Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation to amend the Charter of the Town of Randolph, said special legislation to be in a form that is substantially as presented below, and authorizes the Town Manager to take any action necessary in connection with the submission of said petition, and further authorizes the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT RELATIVE TO THE CHARTER OF THE CITY KNOWN AS THE TOWN OF RANDOLPH.

This Order was not acted upon in 2020.

Council Order: 2020-072

Authorization By The Randolph Town Council To Petition The General Court To Enact Special Legislation To Amend The Charter Of The Town Of Randolph To Provide for A Paid Town Council

The Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation to amend the Charter of the Town of Randolph, said special legislation to be in a form that is substantially as presented below, and authorizes the Town Manager to take any action necessary in connection with the submission of said petition, and further authorizes the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT RELATIVE TO THE CHARTER OF THE CITY KNOWN AS THE TOWN OF RANDOLPH.

This Order was not acted upon in 2020.

REPORT FOR THE RANDOLPH PUBLIC SCHOOLS 2020-2021

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.

School Re-Opening During COVID-19

The Randolph Public School system reopened last fall with three learning models: in-person, hybrid, and remote, exceeding state guidelines for physical distancing. All grade levels provided at least six feet of physical distancing, combined with a coordinated set of practices (hand hygiene, respiratory etiquette, cleaning and disinfecting, masks/face coverings, and cohort grouping) in order to prioritize the health and safety of students, faculty, staff, and families.

Learning Models

We prioritized in-person learning for our youngest learners in Pre-K and students with disabilities that qualify for sub-separate programming, so that they could attend school up to five days per week. In order to maximize health and safety protocols, grades K-12 attended in-person learning through a hybrid model described below.

Cohort A

Students assigned to Cohort A attended in-person learning on Monday and Thursday, and engaged in remote learning on Tuesday, Wednesday, and Friday.

Cohort B

Students assigned to Cohort B attended in-person learning on Tuesday and Friday, and engaged in remote learning on Monday, Wednesday, and Thursday.

Cohort C

Students with disabilities that qualified for sub-separate programming within Randolph Public Schools attended 4.5 days in person. We identified these students as high needs and in critical need of 4.5 days of in-person specialized instruction.

Cohort D

Students in Cohort D received all instruction and services remotely. The remote learning program was made available for individual students who required or chose a remote learning option, and for all students in the event of future classroom or school closures due to COVID- 19. DESE guidance states, *“Parents/caregivers have the option to choose a district’s remote learning program for their child’s instruction if they prefer – with the understanding that the remote learning program may not provide as robust offerings as, or replace the full benefits of, learning in person.”*

HYBRID LEARNING MODEL



In Person



Remote Learning

	Monday	Tuesday	Wednesday	Thursday	Friday
COHORT A	In Person	Remote Learning	Remote Learning	In Person	Remote Learning
COHORT B	Remote Learning	In Person	Remote Learning	Remote Learning	In Person
COHORT C	In Person				
COHORT D	Remote Learning				
Teachers & Support Staff	In Person				

In addition, Wednesday mornings were reserved for an acceleration period in which identified students participated in small group sessions, related service provider sessions or other support services in person/on campus and/or remotely. The district utilized DESE’s guidance to establish expectations for prioritizing student groups when selecting participants for the Wednesday acceleration period. The Wednesday Acceleration Period was comprised of student groups including (1) Students with disabilities and English learners, particularly those with more intensive needs; (2) Students whose parents/caregivers report that they do not have access to reliable internet or a suitable learning space at home due to homelessness or housing insecurity and students in foster care or congregate care; (3) Students who are significantly behind academically; (4) Students who were disengaged and/or who struggled significantly during previous remote learning periods. To be clear, not all students with IEPs are designated as High Needs. Students who were selected to participate in the Wednesday Acceleration Period were notified when cohort assignments were shared.

Budget

The Randolph Public Schools manage a budget of well over 40 million dollars a year with a director, a finance office manager, a grants manager, a payroll clerk, an accounts payable clerk and an accounts receivable/benefits clerk.

FY 19 actual budget expended = \$42,215,514

FY 20 Budget = \$43,344,848 Actual expended = \$43,288,277

FY 21 Budget = \$43,703,125 or 0.83% (+\$358,277) increase in appropriation from the FY20 budget appropriation.

The budget is supplemented by a collection of federal, state and private grants (over 20 currently open grants). Revenue from Federal grants = \$4,104,431 (including Special Education, Title I, II, III, IV grants), State grants = \$47,369. Revolving accounts and other

grants = \$2,020,993 (the majority of this revenue coming from the food service revolving account = \$1,822,337) with one office staff assigned to help manage these funds. The office also services the payroll and benefits enrollment for over 500 staff with the majority of these being teachers and paraprofessionals working directly with children = 394.2 (Teachers = 308.4FTE, Paras = 85.8).

For FY21 we have adjusted our operations to deal with the COVID-19 pandemic by reducing staff and have received additional assistance via additional grants directly related to additional expenses generated from our operational changes due to the pandemic.

- Cares Act grant = \$881,737
- COVID Relief Fund: School Reopening grant = \$644,387
- Remote Learning Essential Technology grant = \$43,221
- Secondary Virtual School Course Access = \$43,221
- Nellie Mae Foundation technology grant = \$250,000

Teaching & Learning

20/21 Learning Models: In Person, Hybrid & Remote

Due to the COVID-19 pandemic, the 2019-2020 school year was interrupted in the work of advancing our curriculum, instruction, and assessment. In early March we were forced to pivot our focus and energy to creating a learning model to sustain PreK-12 learners in an entirely remote model. Challenged by concerns of health and safety, lack of devices, a void of necessary tools and knowledge, our team adjusted in a matter of days to offer the best possible learning experiences to our students from March - June 2020.

In September 2020 we opened our schools with the same energy and commitment offering our students safe, challenging, and joyful learning experiences in a hybrid model:

- 5% in person (substantially separate program/PreK)
- 37% Fully remote
- 58% hybrid

In order to accomplish this task our building leaders, academic coaches and coordinators worked collaboratively with our Technology Department to ensure all teachers and students had access to the technology devices, equipment and platforms necessary to support student learning in our hybrid model. The following are the learning platforms endorsed by RPS:

Learning Platforms				
 Seesaw Learning Management System, PK-5	 Learning Management System, 6-12	 Videoconferencing	 Video Recording	 Video Recording
 Clever Single Sign-on, PK-8	 Edulastic Online Assessments, 3-12	 i-Ready Assessment and Instruction, 1-12	 nearpod Instruction and Assessment, K-12	 Apex Learning Digital Curriculum, 6-12
 Reflex Math, 2-5	 Mystery Science Science Curriculum, K-5	 GENERATION GENIUS Science Curriculum, K-8	 newsela Leveled Reading, K-12	 read&write Support Tools for Reading & Writing
 LEXIA CORE5 READING Reading, K-2	 Empowering Writers Writing Curriculum, K-8	 Raz-Plus Reading, PK-5	 FLIPGRID Video-based Discussion Boards	 Kahoot! Game-based Learning Platform, PK-12

When the 20/21 school year was in development we committed to our faculty and staff educating all of our students rather than utilizing a third-party online service. As a result, the RPS faculty and staff are educating approximately 2700 students in three learning models: in person, fully remote, and hybrid. We are extraordinarily proud of our faculty and staff, students, and families that have illustrated tremendous resiliency in “doing school” in a new, challenging, and innovative way.

The RPS Teaching and Learning Team

The RPS Teaching and Learning Team was established in the summer of 2020 to lead, innovate, and inspire teaching & learning in RPS. The Teaching and Learning Team is composed of the following members:

- Math Coordinator
- Tech Integration Coordinator
- Elementary Instructional Coaches (2)
- Middle School Instructional Coach
- SEI Instructional Coach
- Data Specialist
- Assistant Superintendent

The Teaching and Learning team works in collaboration with and support of building leaders and the departments of technology, language acquisition, special education, and student services.

Curriculum

As a solution to this 20/21 school year, we have worked to streamline the MA Learning Standards that were designed to be accomplished in 180 full days of learning. Educator teams have worked to identify the most critical standards for students to master this year, our 20/21 Streamlined Standards. These Streamlined Standards allow teachers to go deep for mastery with the most critical content.

We are working towards a comprehensive curriculum cycle which targets all curriculum areas in a cycle of review, development, implementation, monitoring, evaluation, and assessment. K-12 educators are committed to developing aligned K-12 curricula that is culturally relevant and engaging to meet the needs of all students, 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.

Literacy: Right to Read

Literacy development sets the stage for academic success. Our data analysis has pointed to early literacy skills as an area in need of development. RPS is placing a major emphasis on three strategies to improve reading outcomes for all RPS students:

- Educator Practices and Knowledge: Science of Reading Professional Development (beginning January 2021)
- Assessment: Consistent use of DIBELS 8, K-8, 3 times yearly (beginning October 2021)
- Instruction: Small group, targeted, skills-based reading instruction and intervention utilizing research-based practices and resources (20/21 SY)
- Family Support: Partnering with families to support joy in literacy at school and home (Spring 2021)

RPS JUNE 2021 GOALS

- A 10% increase in the number of students, k-8, scoring in the “at” or “above” benchmark category in each DIBELS subtest.
- All Students, 1-12, will make typical growth in ELA and Math as measured by i-Ready.
- Grade 1-12 students scoring 2 or more levels below, as measured by i-Ready, will achieve their stretch growth goal.

Assessment

Assessment is the first step to planning informed and strategic instruction. We start with the end in mind, designing the assessment that includes what students will know and be able to do after instruction. RPS is at the beginning stages of adjusting our assessment and data practices.

- Data Informed District
 - Data-wise - RCMS is leading the district in collaborative data inquiry to drive continuous improvement of teaching and learning for all students
- DIBELS 8 K-8
 - Early literacy skills
 - Over 1800 students assessed 3 times yearly
 - Executing data meetings and moving towards progress monitoring
- i-Ready
 - Online Assessment, 3 times yearly
 - ELA Gr. 2-13
 - Math Gr. 1-12
- Common Assessments
 - RPS has begun using Edulastic in grades 3-12. Edulastic is an online assessment tool with technology-enhanced items and provides a complete, instant view of student learning and growth.

Professional Development

Professional Development over the 2019/2020 school year centered around Empowering Writers (writing program 2-8), Letterland (phonics program K-1), Research for Better Teaching: The Skillful Teacher, and curriculum mapping at RCMS and RHS.

In March, we made a quick shift to utilizing all possible professional development time to support educators in building remote learning capacity. In September, the opening of school was delayed for ten days to provide all staff time to prepare to deliver rigorous hybrid learning experiences and to seamlessly pivot to remote instruction while maintaining relationships, routine, and rigor.

Throughout the Fall of 2020, professional development has centered on the need of faculty and staff to have the capacity and knowledge necessary to navigate the hybrid learning tools and platforms. Professional Development topics offered include: Seesaw, G-Suite, Google Classroom, Lexia, Raz Kids Plus, WIDA, Google Read & Write, Nearpod, APEX, Edulastic and Introduction to the Science of Reading.

Massachusetts Department of Elementary and Secondary Education Multi-Tiered Systems of Support (MTSS) Academies

RPS has been selected to participate in six intensive professional development academies offered by the Department of Elementary and Secondary Education (DESE). These academies are designed to aid school and district teams with the implementation of tiered systems of instruction and support.

- [Culturally Responsive Practice Leadership Academy](#) — District Team
- [Culturally Responsive Teaching Academy](#) — Donovan, RCMS, RHS
- [Inclusive Tier 1 Instruction](#) — Donovan (completed), Young, RCMS, RHS, Lyons
- [Tiered Literacy](#) — JFK
- [Positive Behavioral Interventions and Supports \(PBIS\)](#) --- JFK, RHS, RCMS, Donovan, Lyons
- [Social Emotional Learning \(SEL\) / Mental Health](#) — District Team

Randolph Public Schools Strategic Goals

The district’s goals remain the same. We continue to advance our instructional strategies of Universal Design for Learning (UDL), Positive Behavior Intervention Supports (PBIS), and Social-Emotional Learning (SEL). The district strives to bring innovative ideas into the schools to increase student achievement and engagement thorough continuous reflection and improvement. By adding more technology than ever before, students are interacting with learning platforms that adapt to their academic needs. Teachers, administrators and families receive real-time data to inform their instruction.

<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

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 (RHS) met the requirements of accreditation and was granted “Continued Accreditation” by NEASC. Since last year, RHS has continued 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 has developed a Portrait of a Randolph High School Graduate that complements our vision statement and core values and beliefs we created last year. All three components are essential to our continued growth and improvement and drive our daily work as a school and community. 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. Examples of these curricula were submitted to NEASC earlier this year as part of our Two-Year Progress Report. Progress Reports are submitted by all schools two years after the NEASC visit and give schools an opportunity to share all the progress that has been completed and is still in progress. The collective School Improvement efforts, in addition to the work of our School Council, represents 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 continue to be inspired and dedicated to creating 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

About **63 percent of K–12 teachers use technology in the classroom daily**...that was written back in 2017. This number has progressively increased to be over 95 percent of all classroom teachers across the country use technology in the classroom. The massive shift to remote learning was another testament of the hard work our teachers and administrators have done to meet the demands of teaching our students during these uncertain times. Randolph Public Schools is committed to keeping our students and school buildings connected to the resources and educational platforms they need. The school district’s three tenets are Equity, Excellence, & Innovation. Our technology team strives to keep the tenets in our school buildings and classrooms.

The district has made a significant investment with INNOVATION in our building infrastructure. To get high speed internet to our classrooms, key network components needed to be changed. Our buildings had aging network switches more than 7 years old. Since one of the tenets is INNOVATION, we have replaced these aging switches with new appliances that have far more capability to carry data from classroom to the internet. Our firewalls play an important part in protecting our data and students from potential cybersecurity risks. We have upgraded our firewalls to give more protection as we increase our internet bandwidth. Our internet bandwidth has been doubled in every building in order to meet the demands teachers and students to stay connected in the digital age.

The technology team’s goal is to help our teachers and students use the technology EXCELLENTLY. We have developed family technology walk-in hours at our district administration building. We believe educating families on hardware and software tools can assist them in helping their students achieve their dreams of success. The technology and instructional technology team have weekly virtual office hours for our teachers and staff who need some extra instruction or guidance on the district approved platforms. As new platforms are adopted by the district, it is our mission to train our staff, teachers, and families to be most efficient. The training of applications ranges from APEX, everything Google to Zoom...literally A-Z.

Our superintendent has tasked the technology team to put forth a plan to become a one-to-one district. We have been planning and executing the necessary steps to bring EQUITY to our students. We have incorporated best educational practices and pedagogy to determine that not all devices are best for all students. Our plan has incorporated providing our students with devices that will give them the best opportunity to connect to resources without overwhelming them. Our superintendent has given forth the goal; we are meeting that goal...no Randolph Public School student should be without a device. The technology team has accomplished 85% of this goal within a short 6 months. This plan will be finalized when the final shipment of district devices arrives.

Special Education and Student Services

Community Partnerships – This school year, Randolph Public Schools (RPS) started new partnerships with the following agencies/institutions to strengthen our wrap around services and special education programs.

- Stonehill College - for educational equity, special education resources and potential student interns
- National Urban Collaborative - for inclusion, educational equity and special education leadership supports
- ASPIRE Mental Health - for community based mental health supports
- Purposity - an app that allows individuals to fill the needs of students and families in Randolph with just a few clicks
- William James College INTERFACE Referral Services - Randolph residents can call and work with a Resource and Referral Counselor who will help them navigate the challenges of finding mental health services.
Callers will be matched to community services and will be provided information and resources about mental health and wellness. This service is free to our residents and is brought to them through a grant received by Randolph's Board of Health.

Press Releases - Since the beginning of this school year, the Special Education and Student Services Department has shared the following news to local and national media that highlights the commitment of RPS to providing the following.

- [PRE-K Program in Massachusetts Continues to be Inclusive during COVID19](#)
- [Randolph Public Schools Proudly Announces Community Support & Giving This Holiday Season](#)
- [Randolph High School Launches Remarkable Transition Program For Post Graduate Students During Covid19 Pandemic](#)
- [RPS Announces Partnership with Purposity](#)

Special Education at RPS in Times of COVID-19

Randolph Public Schools (RPS) recognizes that students with disabilities and their families have been impacted by the COVID-19 Pandemic. Since the Spring of 2020, RPS has provided all students on IEPs (Individualized Education Program) with Student Remote Learning Plans (SRLP) to ensure that Special Education services are provided per their IEPs, however in a different manner. Since the start of this school year, RPS students have received as much in-person instruction and special education services as is feasible within the health and safety parameters.

Students on IEPs were provided the three learning models that DESE MA initiated to access learning; **In-person Instruction**, **Remote Learning** and **Hybrid Learning** (a combination of in-person and remote learning). Within these three learning models, RPS Special Education and Student Services Department has provided the following:

- **In-person Instruction** is provided for students in substantially separate classrooms. Students on IEPs who choose In-person Instruction attend school full-time for 4.5 days per week.

Students in substantially separate classrooms for over 75% of their day include: GROW (Getting Ready for the Outside World) at Young Elementary School, RISE at JFK Elementary School, LBLC (Language Based Learning Class) at JFK Elementary School, TLC (Therapeutic Learning Center) at Lyons Elementary School, ILC (Independent Learning Center) at Randolph Community Middle School, ILC (Independent Learning Center) at Randolph High School and PG (Post Grad) Transition Program at Randolph High School.

Students in the TLC program at the Randolph Community Middle School and at the AIM Academy located at the Randolph High School attend in-person learning 3 days of the week and 2 days remote learning.

Students in the Pre-Kindergarten (Pre-K) program at JFK Elementary School have in school learning.

- **Remote Learning** is provided as an option to all students on IEPs, either in the Substantially Separate Programs or Inclusion setting. Students on IEPs who choose the Remote Learning model only attend school remotely. Students are provided a device to access both instruction and services as written on their IEPs virtually. All students on IEPs receive support and resources along with instruction and services. Components may include:
 - Telephonic / video instruction and therapies (small group or individual lessons, phone calls for related services, morning meeting with class via conference call)
 - Telephonic or internet-based parent consultation (A grid consultation services, ongoing support during remote learning)
 - Interactive internet-based lessons (online virtual instruction with teacher and class)
 - Recorded lessons (teachers record and post lessons, step-by-step related service videos to assist caregivers in replicating at home)

- **Hybrid Learning** is provided to students in the general education classrooms, co-taught classrooms or those who receive specially designed instruction in an inclusion setting, attend school as their typical classmates do. Students on IEPs, who choose the Hybrid Learning model, participate in the general education classroom with their peers. These students continue to receive the specialized instruction, modifications, accommodations and support that is documented on their IEPs or 504 plans in combination of both in-person or virtual services, according to their IEP service delivery.

As part of the safety and health concerns of our staff and students, RPS staff and teachers are provided with Personal Protective Equipment (PPE) and plexiglass throughout the substantially separate classrooms across the district.

With regards to family engagement and communication, RPS believes this is vital in supporting students with disabilities. RPS continues to provide a two-way communication process with families. Randolph Public Schools Staff, specifically SPED Liaisons, continue to provide regular communication with families/guardians to support students in any of these learning models.

To support the transition from a traditional learning environment to these three different learning models, we have purchased and are currently using the following curriculum and programs for our students on IEPs.

- **Curriculum Purchase**
 - Brigance - for the Randolph High School ILC
 - TouchMath - for the Young Elementary School GROW program and for the Randolph Community Middle School ILC program
 - Unique Learning Systems - for the Young Elementary School GROW program
 - Boardmaker Curriculum - for the JFK Elementary School RISE program
 - Edmark (for Reading) - for the Young Elementary School GROW program
 - Toolbox Curriculum - for all students across the district
 - Read Naturally - for the Randolph Community Middle School Reading program
 - Boomcards - for the JFK Elementary School RISE program and for the Young Elementary School GROW program

- **Digital Tools and Resources**

- Google, Read and Write - for all students across the district
- Pearson Q-Global for Online Evaluation for students on IEP or IEP Referrals
- Screencastify - for the Randolph Community Middle School reading program and for the Young Elementary School GROW program
- RAZ - for the Young Elementary School GROW program

Special Education Programs

This school year, RPS launched the Randolph High School Transition Program for students in the ILC Program until they are 22 years old. After 12th grade, students can continue working on activities of daily living (ADLs) with ongoing instruction in self-help skills, community access, transition skills, and functional communication skills in our Transitions Program. The program also supports families with the transition from Randolph Public Schools to adult service agencies, primarily Department of Developmental Services.

The goal of the **Transition Program** is to help students become as independent as possible, including securing competitive integrated employment.

Students learn a variety of life skills such as being able to access public transportation, budget earnings, make purchases, behave appropriately in community and work-based settings, follow directions. As they make progress, students fine-tune their work abilities, determine job preferences, and learn to work with growing independence.

Program activities take place in a variety of community settings, including work sites, the bank, public transportation, and within other local businesses.

Out of District Special Education

Randolph Public Schools is fully and solely programmatically and fiscally responsible for 47 Out of District Students ages 3 - 21.

RPS additionally shares programmatic and fiscal responsibility for 2 students, shares fiscal responsibility for 2 students, and is solely responsible fiscally for an additional 2 students- for a total of 53 out of district students.

The approximate cost for all 53 of these students is \$4, 210,245.43 for the 2020-2021 Fiscal School Year.

Since the start of this school year:

- RPS has successfully returned 2 out of district students back to the district.
 - One returned to Randolph High School and the other to Randolph Community Middle School.
- 3 previously out of district students have decided to withdraw from RPS and attend local Charter Schools.
- 2 out of district students have moved out of district
- 3 out of district students have “aged out” of receiving special education services
- RPS filed LEA for one particular student and because that student moved out of Randolph, we were no longer programmatically or fiscally responsible for this student.
- 3 students new to our district have been placed out of district

RPS has filed several requests “for Clarification of Assignment of School District Responsibility Under 603 CMR 28.10” and are waiting for the results of the LEA Assignment of School District Responsibility from DESE for these requests.

RPS Out of District Students attend:

Assabet Valley Collaborative	High Roads
Bi-County Collaborative- Adult Transition Program	Horace Mann School
Boston Higashi	Learning Center for the Deaf
Brandon School	Manville School
Cardinal Cushing	May Center
Compass Boston	North River Collaborative
Crystal Springs	Perkins School for the Blind
Evergreen	READS Collaborative
Farr Academy	South Coast Educational Collaborative
Granite Academy	South Shore Educational Collaborative
	Walker School

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 consistent, multidisciplinary, dedicated PBIS teams and PBIS coaches in each building. This school year (2020/2021), other RPS schools including the Randolph Community Middle School (RCMS), Lyons (Lyons ES) and the Donovan (Donovan ES) have joined the DESE PBIS Academy and are part of a year-long training to improve and continue the work they've already started around PBIS (Positive Behavioral Interventions and Supports). As part of the response to the pandemic, our teams have established PBIS remote learning expectations and have shared those across the district.

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. It is the vision of the 2020-2021 RPS Leadership Team, to support the work around PBIS and see an improved culture and climate in all our schools, by supporting the District's goal on the multi-tiered system of supports.

SEL (Social Emotional Learning) – During the 2019/2020 school year, Randolph Public Schools (RPS) participated 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 had the opportunity to 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, through the leadership of Ms. Kimberly Duane, instituted a SEL Task Force that met throughout the year.

Members of the task force have interpreted the SEL survey results, investigated various SEL programs and practices, and ultimately recommended the Toolbox Project SEL curriculum for grades PreK-6. At the end of the summer, RPS administrators and thirteen educators from five schools became Toolbox RPS district trainers after completing a virtual program with Toolbox Project founder Marc Collins and trainer Becky Carson-Eisenman. Our RPS Toolbox leaders, in turn, trained the faculty and staff of all four elementary schools and the RCMS in Toolbox, rolling out the curriculum in the fall. In addition, both RCMS and RHS faculties were trained in various SEL strategies to incorporate throughout the school day, and morning meetings were instituted for all grade levels in the district.

This school year (2020/2021), RPS shifted from participation in the ExSEL network to the DESE SEL Academy. We are participating in the academy as a district-wide team, for the benefit of all six schools. Fortunately, our work as a district will seamlessly grow in relation to ExSEL, as our academy consultant is the same individual as it was before. Thus far, we have participated and learned from offered webinars and will participate in three consultation sessions in the spring.

RPS is proud to share that we were one of six districts in Massachusetts selected to participate in the Massachusetts Comprehensive School Mental Health Systems Collaborative Improvement and Innovation Network. The group of six districts represents Massachusetts in nationwide monthly meetings with the National Center for School Mental Health. Through this work, we have completed an assessment of RPS services in the School Health Assessment and Performance Evaluation System and are working to improve our work utilizing monthly Plan-Do-Study acts and data tracking.

As always, our work is supported through in-district training and ongoing collaboration between the schools throughout the year.

Both middle school and high school faculties will be trained in recognizing signs and symptoms of depression and suicide and in what to do if they are concerned about a student. In the spring, students in the seventh grade will be trained in the Signs of Suicide curriculum and ninth grade students will be trained in the Break free from Depression curriculum.

Faculties in all buildings will have the option to attend selfcare PD as well, given that we know that maintaining our own emotional wellbeing is the first step in our ability to serve our students and their families. In addition, a Randolph-specific SEL online resource will be available to educators in February. Through this resource, educators can quickly and easily find strategies to use to engage students and support their growth in all SEL competencies.

RPS has established a relationship with Aspire Health Alliance for mental health services for our students and their families. Through this partnership, we can directly refer students and families for individual, family, and/or in-home therapy that can commence in just a few weeks. We continue to collaborate with multiple community-based agencies, such as Bay State Community Services, South Bay, and the Quincy Family Resource Center to ensure that our students and families have the support they need. In collaboration with the Randolph Department of Public Health, the Town of Randolph has partnered with William James College's Interface Referral Service. Through this service, any resident of the town can call to be linked to a behavioral health

professional, regardless of insurance or area of need. This service provides residents with easy access to the help they need, without having to make numerous calls themselves.

McKinney Vento- RPS continues to work with our homeless and struggling families, providing referrals to appropriate community agencies, as well as gift cards for groceries, food, and other essential items. We have partnered with an app called Purposity, aimed at simplifying meeting the needs of our students and families. RPS continues to have Families in Transition point personnel, who communicate with families and reach out to those in need. In addition, we work closely with DCF and families to ensure that our students placed in foster care have the least amount of educational disruption as possible.

English Language Learning and Family Resource Center

The March 2020 COVID shut down necessitated the rapid acceleration of the plan to bring the Randolph Public Schools registration online. The FamilyID system was purchased, customized, and deployed in the spring and was used for all new RPS registrations and address changes for school year 2020-2021. To assist families in using the new system, Registration Counselors regularly communicated with families via email, through the new FamilyID online system.

They also continued to reach out to families via phone calls to see if they could assist them in completing their incomplete registration. As always, the Family Resource Center staff continue to take appointments to assist families who are experiencing technical difficulties associated with registrations, work permits, and address changes.

In order to provide language specific assistance through the 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. As well, given the dramatically increased volume of family communications in this past year, the Family Liaisons have expanded their communications formats to include texts and voicemail blasts, in addition to the usual email and phone communications.

The Family Resource Center's tab on the Randolph Public Schools website now provides updated links for community resources as well as academic resources that families can use to help their students at home.

Community and curricular resources are also displayed in the Family Resource Center and Family Liaisons are available to answer questions.

For the second year, the English Learner Parent Advisory Committee (ELPAC) took place in December and will reconvene again in March. Building upon the attendance of last year's, and this year's meetings, the Parent Advisory Committee will focus on specific English Learner needs-based score results, and on creating community among the EL families.

Parent Advisory Board

The Parent Advisory Board (PAB), consisting of at least two parents per school, was established in 2018 for the purposes below. The PAB meets once a month.

Purpose Statement:

1. The PAB will work with the Superintendent to examine performance on district goals;
2. The PAB will support programming in relation to the RPS Mission and Vision Statements;

3. The PAB will assist their respective school principal in developing and/or supporting the principal's own School Site Council; and
4. The PAB will participate on their respective school's Site Council and work closely with the principal or designee.

Office of Human Resources

The challenges of managing a global pandemic while returning to school in hybrid and remote learning models certainly shifted the focus at the outset of the school year for all departments. However, the Office of HR was able to continue to implement programs that support our district goals of recruiting and maintaining a workforce that is diverse, highly skilled, and professional. To meet that goal, the Office of HR has engaged in the following activities and partnerships in the 2020-2021 school year.

FY21 Teacher Diversification Grant

We are very pleased to report 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 a second year for FY21.

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 \$122,494 for FY21 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 (MTELEs) and MTEL support classes.

Special Education Cohort with Bridgewater State University

Our partnership with Bridgewater State University (BSU), that started in the Spring of 2020, but paused due to COVID-19, has started again this year. BSU has been offering a Special Education Licensure/Master's program cohort online for staff members of the Randolph Public Schools. This initiative has worked in concert with our Teacher Diversification Grant program. Funding from the grant pays for the programs tuition and is attended by 8 recipients of the Diversification grant. Participants are scheduled to graduate and earn their moderate disabilities license for the Fall of 2022.

Year 2 of the MA Department of Elementary and Secondary Education's Diversity Network

For the second year in a row the Randolph Public Schools has been a contributing member of the DESE Diversity Network. As one of the more than thirty-five Massachusetts districts and partners, RPS continues to showcase our shared belief and investment in creating more equitable learning experiences for students through engaging a more diverse teacher workforce.

Led in a collaborative effort between DESE staff and The New Teacher Project (TNTP), through year one, districts prioritized recruitment and selection practices. Through this second year we

are focused on a range of components that are critical to a strategic approach to retain our staff of color.

Embedded in TNTP’s theory of action (Cultural Proficiency and Talent Strategy) are several guiding principles that will ground the design of our work together over the coming year. In action, RPS will participate in shared learning, collaboration across districts, and planning with their own teams. Sessions will elevate best practices and diverse perspectives wherever possible.

Enrollment Numbers

The tables below show a comparison of enrollment numbers at the start of the 2020-2021 school year and the 2019-2020 school year.

Randolph Public Schools
Monthly Enrollments

DECEMBER 1 2020																	
	PK	KF	1	2	3	4	5	6	7	8	9	10	11	12	SP	Grand Total	
Donovan		54	84	74	81	66	67										426
Lyons		35	48	51	66	53	48										301
JFK		42	55	58	64	55	43										317
Young		40	46	38	46	38	47										255
Pre-School	71																71
RCMS								220	241	215							676
RHS											136	164	171	165	16		652
DISTRICT	71	171	233	221	257	212	205	220	241	215	136	164	171	165	16		2698

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

Due to the pandemic, RPS is experiencing unusually low enrollment at the lower elementary level. Families have chosen to keep their young children home, which is a noticeable trend across the nation.

Facilities Department

The Facilities Department provides the School District with quality custodial, repair and maintenance services as well as long term preventative maintenance scheduling for all school buildings in order to support the life cycle of the assets and increase the operating efficiencies of the buildings. In addition, the department oversees the planning, design and implementation for building upgrades and capital improvement projects. The department is responsible for 8 buildings – High School, Middle School, 4 elementary schools, the School District Administration Building, and the Tower Hill Property.

Organizational

The Department has a staff of 18 custodial/maintenance personnel, 2 property and grounds personnel, and 2 tradesmen (carpenter and plumber) along with a Director and Assistant Director of Facilities. Currently, the Department is looking to hire 2 open positions – one custodial/maintenance position and one tradesmen (electrician).

Major Projects

- Completed the exterior upgrades of windows and doors at Margaret Donovan Elementary School and Martin Young Elementary School
- Completed the boiler replacement at Margaret Donovan Elementary School
- Initiated the MSBA feasibility study for a new Lyons Elementary School

Capital Projects and Building Upgrades

- Completed the installation of a new security system at Randolph Community Middle School including new card access system, surveillance cameras and related system controls
- Completed upgrades to the fire sprinkler system at Randolph Community Middle School
- Completed ventilation repairs and upgrades at various school locations
- Modified nurse's office and related areas at each school to meet COVID guidelines

Preventative Maintenance

- Completed annual life safety inspections and water testing at all buildings
- Received compliance certificates for elevators, boilers, generators, and fire suppression systems
- Initiated scheduled HVAC maintenance and repair program as well as installed HEPA air filters in all classrooms and offices
- Executed and managed multiple preventative maintenance service contracts including elevators, fire alarms, fire suppression, water testing and treatment, security systems, emergency generators, pest control, HVAC and boiler systems
- Managed snow removal with Department of Public Works and outside contractors
- Implemented cleaning and disinfecting protocols throughout the school district to meet or exceed the COVID guidelines

Recognition

We would like to offer our appreciation to the custodial and maintenance teams for their continued service and dedication to providing the school district with safe, clean and well-maintained facilities.

During the COVID pandemic, several changes in assignments, operating hours, and cleaning protocols were necessary to meet the re-entry plan and COVID guidelines. The work and feedback from the custodial and maintenance team were an instrumental part of the district's successful school re-opening plan for the buildings.

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 steadfast commitment to providing the highest caliber academic and technical instruction to students in grades nine through twelve, and to adults receiving postgraduate training. The nine towns comprising the District include Avon, Braintree, Canton, Dedham, Holbrook, Milton, Norwood, Randolph, and Westwood.

Ms. Jill Rossetti serves as Superintendent, Mr. Geoff Zini serves as Principal, and Ms. Rachelle Jeanty, elected 11/03/2020, is the Randolph representative to the District School Committee. The District School Committee meets on the first and third Tuesday of each month at 7:00 PM. These meetings typically take place in the William T. Buckley District Board Room (Room W218) at the school. Since last March, these meetings are held remotely, via ZOOM. The public is always welcome and their participation has easily tripled in the ZOOM format. The public are invited to sign up to speak during the Public Comment portion of each meeting via a link provided on every posted agenda.

In years past, this is when vocational, academic and extracurricular programs will have been reviewed. Important end of year celebrations and dates will have been disclosed. Rather, this is when we report that in early March 2020, Blue Hills closed its doors for two weeks to do a deep clean and for the staff and students to go home and quarantine to quell the spread of COVID-19. It soon became clear that the schools were not going to reopen as planned and the administration had to get together and come up with a plan B to educate enrolled students, and train teachers in remote learning and technology. It was fortunate that all Blue Hills students had Chromebooks and were able to work remotely from home. Wi-Fi hotspots were made available to those students in need of the service at home. Expectations were communicated regarding student learning to faculty, staff, students, and families. Support services were provided to students and families to aid in the transition.

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, the regular and volunteer coaches, the Boosters, and our families for being behind Blue Hills Regional athletics all the way. As of March 13, 2020, sports programs were canceled because there was no way to play the individual sports with ever changing state regulations and the safety protocols put in place by the state. They remain canceled to this date. The Athletic Director has been working with state leaders and other Directors in the state to monitor what is going on and being prepared to restart when appropriate.

Many celebrations and award programs were canceled in terms of the physical gathering plan, i.e. Rotary Club breakfast, Adams Award Ceremony, Scholarship and Award Night, sports banquet, etc. Instead, these events were put together and then presented virtually. This involved filming speeches for award ceremonies, pinning ceremonies and graduations. It included making short videos in the different vocational and academic programs so they could be used in virtual portions of open house and then put on the school's website to be played on YouTube.

At the virtual Senior Scholarship and Awards Night on May 29, 2020, dozens of students were honored for their achievements. A total of 53 single and multi-recipient awards/scholarships were 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. Randolph recipients include Ariayne Howard, Desiree Rodriguez, Brianna Ramey, Brianna Rosa, Angela Vargas Lopez, Aden Johnson, Honestie Headley, Khristian Torres, Jessica Jeanty, Isabelle Bare, Margaret Debordes-Jackson, Abilgale Perez, Adriana Fiorino, David Nmeje, Ryan Albergo, Malik Dunn, Leah

Becker, Lawrence James, Alexa Smoot, McKayla Dunn, Sarah Saddler, Maelle Douzable, Shakhya Flambo, Ashley Fegan, Nicholas Philemon, Natalia Ruffin, Layenssa Jean-Pierre, Donta Raby, Sephora Pierre-Louis, and Ashley Simms.

Blue Hills had 54 John and Abigale Adams Scholars from the Class of 2021. (Avon 5, Braintree 5, Canton 3, Dedham 5, Holbrook 8, Milton 3, Norwood 6, and Randolph 19) Randolph recipients include Samantha Aisiku, Faridah Azeez, Eric Banks, Marrisa Baum, Chip Bruin, Tyler Chan, Roberto Chicco, Isabella Espinosa, Madison Farmer, Anne Fleury Fils, Bryson Freeman, Michelydie Manuel, Ruth Menzinger, Anthony Milwood, Elijah Policard, Stenley Simon, William Toscano, Shanai Watson, and Delvin Young.

Blue Hills Regional is proud to offer various services (Cosmetology, Early Education and Care, Construction Technology, Graphics, Design & Visual Communications, our in-house, student-run restaurant, the Chateau de Bleu, Electrical, Metal Fabrication and Automotive) to district residents – and in some cases, the general public – from a variety of technical programs. This practice allows students to utilize their training in practical, hands-on situations that augment their classroom work. Furthermore, these professional-quality services are available at well below commercial cost. Over the years, residents and civic or municipal groups in the District towns have saved considerable money by having Blue Hills Regional students perform work for them. These programs were shut down in March 2020 with the exception of Construction Technology. The students continued their community construction project to completion. The school pool did close down in March but was able to start its Learn to Swim Program before the closure. The pool has been open this year for teams to practice and hold swim meets with safety measures in place.

Respectfully submitted,

Jill Rossetti, Superintendent Director
Blue Hills Regional Technical School District

REPORT FOR THE POLICE DEPARTMENT

To say that the year 2020 was an eventful year in policing would be the understatement of the century. This year we saw a worldwide pandemic, national civil unrest and challenges the department faced like no other in my thirty years of service. On April 2, 2021, I will be retiring from my position as Chief of Police for the Town of Randolph. It has been the honor of my life to have the opportunity to lead this department in a town that I will forever call my hometown. I have had the pleasure to work with some of the best of the best in policing and I will match the effectiveness, commitment and professionalism of this police department against any other. I sincerely thank all members of the Randolph Police Department for their cooperation and the attentiveness to duty that is so evident in the successes of the past ten years. To whomever assumes this role after me, I wish great success in their future plans in leading the department forward and proactively; and with an emphasis on community policing.

The crime rate in 2020 is down significantly this year. There was a 14.75% decrease in Part A crimes (crimes against the person) in the National Incident Based Reporting system. Part B crimes were down 18% over 2019. Although these numbers are a significant decrease, it must be noted that the coronavirus pandemic forced quarantines, closed businesses and restricted travel which has played a role in the crime numbers being so low this year.

This year we saw the retirement of Patrolman Robert Iskra. Officer Iskra served with distinction, was member of the Randolph Police Honor Guard and raised money for worthy local causes by organizing a motorcycle run for the past nine years. I wish him a long, happy and healthy retirement.

No report of the year 2020 would be complete without acknowledging the cooperation and generosity of the business community in pitching in to help our residents as the pandemic raged on. Individual acts of kindness became common and the town came together when it mattered most. In all of the cancellations of public and private events, the town found a way to stay connected-by modifying events, using the zoom social media platform, and planning things like birthday parades when gatherings were not allowed. People get creative when they need to be and this town met that challenge effectively.

The department added two new police officers in 2020. Officers Alexander Chen and Lindo Rodrigues were sworn in on facebook live as so many other customs and traditions of the department were modified this year. I wish them well as they embark on their new and important roles of safeguarding this community.

I would like to thank my colleague Fire Chief Richard Donovan for his cooperation and friendship as both departments worked together tirelessly in the mission of public safety for this community during difficult and uncertain times.

I would like to thank Town Manager Brian Howard, the Randolph Town Council and all of my colleagues in town government for their assistance and their teamwork as we learned hands-on how to effectively deliver services to the community while facing a national and local crisis.

I would like to thank the command staff of this department for their wise counsel and guidance this year and during all the years I was Randolph's police chief. Their commitment was unwavering and their dedication to duty was most appreciated by me.

The patrol and detective divisions of this department are effective, professional and stand ready to serve on a daily basis. They are a credit to the profession of policing. I cannot thank them enough and I want every member to know just how proud I am of them.

On a personal note, I thank my family for their indulgence, their understanding and their love over the years as I transitioned from a brand new patrol officer shaking doorknobs on the midnight to eight shift to

rising through ranks to become Randolph's 10th police chief. I have always said that behind every police officer is a police family that are the unsung heroes in a police officer's success.

Thank you Randolph, it has been an honor to serve as your police chief.

Respectfully Submitted;
William F. Pace
Chief of Police

REPORT OF THE PARKING CLERK

Parking Tickets issued – 2020	777
Value of Tickets issued in 2019.....	\$26,975
Value of ALL outstanding parking tickets owed to The Town of Randolph:	\$240,945
Release Forms issued for RMV (non-renewal status)	94
TOTAL MONIES/FINES COLLECTED – 2019	<u>\$ 35,776.28</u>

Respectfully submitted,

Diane M. Tracey-McNulty
Parking Clerk

REPORT FOR THE FIRE DEPARTMENT

Please accept the following Annual Report of your Fire Department for the year ending 2020. As in previous years, staffing changes have occurred new equipment and procedures have been put into service and implemented. During 2020 requests for services included 5751 fire runs and 4963 medical emergency responses.

The Department continues to seek out and apply for alternate sources of revenue to enhance the level and delivery of services to the citizens 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 citizenry in fire and life safety through a myriad of projects. Our State funded S.A.F.E. (Student Awareness of Fire Education) administered by Deputy Chief Michael Rennie and Firefighters Kristopher Kronillis and Cheri Patton continued their commitment during the Covid epidemic to educating the students of the district in fire safety through the development of virtual workshops and videos. Our Senior SAFE outreach program coordinators developed a “Stay Safe at Home” drive thru event in conjunction with the Department of Elder Affairs and its Director Kerry Sullivan. This program distributed up to 150 Covid safety and informational packets during a drive thru program at the Randolph Intergenerational Center. Additionally, Randolph Fire Senior Safe continued its program of providing free purchase and installation of Smoke and Carbon Monoxide Detectors to close to thirty of our senior’s homes.



I would like to thank all 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 citizens of Randolph. This past year definitely tested the departments abilities to adapt and overcome. The Covid 19 pandemic outbreak required us to change how we operate on a daily basis with regard to patient care and safety as well as keeping our firefighters safe as they cared for and transported Covid 19 infected patients. A significant part of our daily mission became searching out ample supplies of PPE for utilization in our EMS delivery. In this regard our EMS Director Captain Thomas Binnall, Firefighter Jack McCarthy, and Operations Chief Ron Cassford developed plans for correct PPE usage, searched for reserves and made recommendations for alternative equipment with more sustainability than the disposable PPE products

being utilized across the country. The department thru these well thought out recommendations and plans diverted a significant amount of resources to purchasing a protective reusable platform of personal protective wear known as Powered Air Purifying Respirators or (PAPR). This commitment will reduce our reliance on equipment which was in very short supply during the pandemic outbreak.

Our office of Fire Prevention remained extremely active over the year with the completion of 600 inspections and 342 permits issued. This office was pivotal in assisting businesses in configuration of Covid safe dining and business practices as we entered phase 2 of the Commonwealth's response plan. Fire Prevention also assisted in advising Randolph Public Schools on Covid response strategies related to foot traffic patterns and the storage and usage of Personal Protective Equipment. Fire Prevention is currently conducting an in-depth survey of fee structures and procedures with other communities across the Commonwealth.

I would like to thank Town Manager, Brian Howard, the Town Council and all other Town Departments for their guidance and support that they have provided our department throughout the year. In particular I would like to thank 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. I would also like to congratulate Chief Pace on his retirement and thank him for the advice and direction he afforded me these past several years.

Respectfully submitted,

Richard F. Donovan
Chief of Donovan

REPORT OF 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 2020, One Hundred Thirty Nine, (139) Food Permits were issued Seventy Eight, (74) 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 2020.

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 2020.

Sun tanning facilities: Business that provides sun tanning services is regulated under 105 CMR 123. Two (2) Sun tanning facilities Licenses were issued in 2020.

Tobacco Control Program: Businesses that sell Tobacco are regulated under the Randolph Board of Health Regulation Article XI, Nicotine and Tobacco Products and Thirty Nine, (39) 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: Public Health Department staff monitored the performance of the *Capitol Waste Services, Inc.* 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 1, 2020 to December 31, 2020, *Capitol Services Inc.* collected, transported and disposed of 10,425.46 tons of solid waste and 2,385.37 tons of recycling. *Solid Waste* collection increased by 4.28% and *Recyclables* increased by 8.43% compared to the prior year. The sharp increase in curbside solid waste and recycle collection is a result of statewide “stay at home orders” to prevent the spread of Covid-19.

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 24, 2020, paint related materials, flammable liquids, pesticides, corrosive material, oxidizers, medical waste, televisions, tires and other related materials were collected from Two Hundred Eighty Three, (283)

Randolph Residents and Twenty Nine, (29) 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. Due to Covid-19 protocols, the event had to take place on a small scale and individual basis. Over sixty, (60) volunteers were provided with a 5 gallon pail, a litter pick up stick, face coverings and gloves. Over the course of a week, hundreds of pounds of trash were collected by the volunteers and disposed of by *Capitol Services Inc.* Thank you to all who sponsored participated and volunteered to make the modified Covid-19 protocol compliant clean-up day a success. In addition, Randolph has continued to partner with “*Keep MA Beautiful*” an 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

The national pandemic of COVID-19 became the priority of the Randolph Public Health Department in 2020. Throughout 2020, there were two thousand three hundred sixty four, (2,364) confirmed positive cases of COVID-19 in Randolph. Public Health staff spent the majority of their time contact tracing, determining isolation and quarantine times for residents, implementing face covering orders, following up with non-compliance of COVID-19 protocols, implementing Massachusetts phased opening approach, working with businesses to contact trace, and collaborating with Avon and Holbrook to provide Covid-19 testing for the residents of Randolph and surrounding communities. Over 30,000 Covid-19 tests took place at the RICC, 128 Pleasant Street in Randolph from August 1st to December 31st, 2020 as part of the Commonwealth’s *Stop the Spread Program*.

Reportable, Communicable and Infectious Disease

Over three, (900) 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, (242) 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 2020.

2020 Disease in Randolph	Number of Cases	Disease Description
1.) <i>Covid-19</i>	2,364 Confirmed	Contagious respiratory illness caused by a virus.
2.) <i>Influenza</i>	242 Confirmed	Contagious respiratory illness caused by a virus.
3.) <i>TB- LTBI</i>	117 Confirmed	Noninfectious Tuberculosis disease. People with latent TB do not spread the disease.
4.) <i>Hepatitis C</i>	10 Confirmed	A viral infection of the liver that is spread through bodily fluids and blood.

5.) <i>Group B Streptococcus</i>	8 Confirmed	A common bacteria that may cause infections in people with weakened immune systems.
6.) <i>Norovirus</i>	7 Confirmed	A viral infection that causes diarrhea, vomiting, stomach pain and headache. Transmitted from contaminated surfaces and food.
7.) <i>TB-Active</i>	4 Confirmed	Infectious Tuberculosis disease that is spread through airborne bacteria when an infectious person coughs or sneezes. Treatment requires the use of multiple antibiotics over a long period of time. Symptoms include weight loss, chronic cough, fever and bloody mucus,
8.) <i>Group A Streptococcus</i>	3 Confirmed	A bacteria that colonizes the throat of humans and is spread by inhalation of respiratory droplets and transmission of hand to mouth by unwashed hands. Responsible for “ <i>strep throat</i> ” and common symptoms include sore throat, enlarged lymph nodes, headache, nausea and a sandpaper like rash.
9.) <i>Salmonellosis</i>	3 Confirmed	Bacteria that can be spread through food. Most commonly transmitted through cross contamination between raw chicken and ready to eat foods.
10.) <i>Human Granulocytic Anaplasmosis</i>	2 Confirmed	A bacterial infection caused by a tick bite. Also known as <i>Babesiosis</i> . Causes a wide variety of symptoms including but not limited to fever, headache, muscle aches, chills, nausea, vomiting, loss of appetite, abdominal pain, cough, diarrhea, aching joints, weakness, fatigue and temporary loss of motor skills.
11.) <i>Campylobacteriosis</i>	1 Confirmed	Bacteria that can be spread through food that is undercooked or prepared with inadequate hand washing.
12.) <i>Cryptosporidiosis</i>	1 Confirmed	Parasite that is spread through contaminated recreational waters or contaminated food.
13.) <i>Giardiasis</i>	1 Confirmed	A disease caused by a parasite. It is found in feces contaminated food & water which is consumed orally. Common sources of infection are from poor hand hygiene after changing diapers or picking up after dogs. Prevention is best achieved by proper hand washing.
14.) <i>Haemophilus Influenzae</i>	1 Confirmed	An infection caused by bacteria. It can be prevented by Hib vaccination. May cause eye infections, blood stream infection and

		meningitis, (<i>swelling of the protective membrane around the brain and spinal cord</i>).
15.) <i>Hepatitis B</i>	1 Confirmed	A viral infection of the liver that is spread through bodily fluids and blood.
16.) <i>Legionellosis</i>	1 Confirmed	An infection caused by a bacteria. The bacteria can grow in old air conditioners, untreated swimming pools and other devices containing moisture or water that is not treated or changed frequently or becomes stagnant. There is no vaccine available to prevent this disease. If left untreated, this disease may cause respiratory failure, drop in blood pressure, and kidney failure/
17.) <i>Malaria</i>	1 Confirmed	A disease caused by a parasite that is found in infected mosquitoes. The parasite is transferred from the bite of an infected mosquito. The disease is found in tropical and subtropical parts of the world.
18.) <i>Pertusis</i>	1 Confirmed	An infection caused by a bacteria. It is also known as “Whooping Cough”. The cough may last for 10 days or more. The disease is spread easily from the respiratory droplets spread from the coughing or sneezing of an infected person. The disease may be prevented by vaccination.
19.) <i>Streptococcus pneumonia</i>	1 Confirmed	It is a naturally occurring bacteria found in the respiratory tract. Those with weakened immune systems may become infected under certain conditions. Commonly known as pneumonia and it may cause breathing problems. Symptoms includes fever, chills, cough, difficulty breathing and confusion.
20.) <i>Viral Meningitis, (aseptic)</i>	1 Confirmed	An infection caused by a virus. In most cases, there is no treatment. Sources of infection may be from common stomach viruses or from West Nile virus with a bite from an infected mosquito. Symptoms include but are not limited headache, neck stiffness and high fever.

Shared Public Health Nurse

Randolph Public Health and Avon Public Health collaborated in an effort to share a Public Health Nurse between the two communities. A grant from the *Norfolk County Commissioners* provided an opportunity for Randolph and Avon 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. Various virtual meetings took place in 2020 to discuss next steps in implementing the CWP.

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 Sites*, (EDS). 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 a 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.

Region 5C provided Public Health Emergency Planners to assist the Town of Randolph in the setting up of the Covid-19 drive through testing site located at 128 Pleasant Street. From August 1st, 2020 to December 31st, 2020, over thirty thousand, (30,000) Covid-19 PCR tests were conducted. PCR tests detect viral pieces of the rNA and at the time, was considered to be the most accurate test available.

REPORT OF 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:	20 samples submitted, no isolations in 2020
Requests for service:	145

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	15 culverts
Drainage ditches checked/hand cleaned	11,225 feet
Intensive hand clean/brushing*	200 feet
Mechanical water management	0 feet
Tires collected	5

* *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 culprits locations.

Spring aerial larvicide applications (April)	168.7 acres
Summer aerial larvicide applications (May – August)	0 acres
Larval control - briquette & granular applications by hand	11.9 acres
Rain basin treatments – briquettes by hand (West Nile virus control)	2,213 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	5,090 acres
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Respectfully submitted,

David A. Lawson, Director

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 and compliance with the MS4 stormwater requirements.

Highway Division

The division is currently staffed with 13 full time employees of which 2 are full time mechanics that maintains over 60 vehicles and equipment. The highway staff maintains over 120 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 10 pumping stations and approximately 120 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 department made some major improvements over the past year by replacing pumps at the Thomas Patten and Michelle Lane pumping stations, which reduced backups, alarms and station failures considerably. Additionally, the Martindale pump station is slated for a complete rehabilitation with construction to begin in early 2021.

The sewer I/I control plan will continue in 2020/21 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. This project has been delayed because of the covid epidemic, but will commence in the spring of 2021.

Water Division

The division is staffed with 4 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 120 miles of water mains, 1100 fire hydrants, over 10,000 water services, weekly water sampling and DEP reporting, 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 new treatment plant has made progress with all three communities moving the agreements forward and a design engineering firm is at 30% design and an OPM engineering firm has been selected for construction oversight.

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 and safety awareness to provide the workmanship that all deserve.

Respectfully submitted:

Keith Nastasia
DPW Superintendent

REPORT OF THE TURNER FREE LIBRARY

The Turner Free Library (TFL) had a very successful year of innovation and adaptation as we strove to meet the needs of all our patrons safely during the COVID-19 pandemic. The library is operating under an interim strategic plan this fiscal year, the goal of which is to work with the Town of Randolph to ensure safe & equitable access to services, vital information, and technology during the COVID-19 pandemic. Whether it was providing information and health resources remotely during lockdown, offering masks and library books via contactless curbside pickup, or providing computer assistance remotely in the library, the TFL has continued to uphold its mission throughout a challenging year. The library budget is approximately 1% of the total appropriations for the Town of Randolph and we are proud to be the only department in town that serves everyone in Randolph free of cost.

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, cutting-edge 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.

Our Vision

It is the vision of the Turner Free Library in Randolph to provide a safe, accessible, inclusive, and equitable space both within the walls of the library and digitally to Randolph's many diverse residents.

Updates and Upgrades

In January 2020 the TFL, with the support of the Friends of the Turner Free Library, created the Library-by-Mail program. Through Library-by-Mail, eligible residents of Randolph can request library materials through the mail free of charge. As part of the TFL's commitment to providing equitable access to library resources for everyone, the Library-by-Mail service helps qualifying Randolphians who are homebound or otherwise prevented from using library services to borrow books, movies, and more.

Beginning in March 2020, the TFL building closed to the public for a short time due to the COVID-19 pandemic; however library staff continued to serve Randolph residents by creating virtual programs, making resource guides listing community organizations that offer assistance, answering questions by phone, increasing access to digital resources such as Hoopla and Kanopy, and offering library materials and crafts for contactless curbside pickup. Recognizing the importance of equity in access and the financial impact the COVID-19 pandemic has had on many Randolph residents, the TFL Board of Trustees unanimously voted to remove late fees on all traditional library items (i.e. books, DVDs, audiobooks, video games, etc).

Limited in-library services, including computer access, resumed in July 2020 with numerous safety precautions. Library computers, internet access, and technology assistance remain essential services that we provide to the Randolph community, especially during a census year when residents were encouraged to complete their census forms online. As further indication of the importance of these services, approximately **20%** of all library users came to the TFL for computer access between July and December 2020, based on usage statistics.

Library Program and Attendance Trends

In 2020, 54,673 people visited the Turner Free Library. While at the library, **6,730** people attended **563** in-person programs for kids, teens, adults, and seniors. In addition to story times, book club meetings,

craft programs and more, these events included the “Hogwarts Comes to Randolph” event the library offered in collaboration with Randolph Public Schools, which was attended by more than 120 families. Continuing its commitment to digital literacy, the library also partnered with Mattapan/Greater Boston Technology Learning Center to offer digital literacy classes in English and Haitian Creole.

This year, library staff found innovative and creative ways to adapt services and programs to meet the changing needs of our community during the COVID-19 pandemic. These changes extended beyond offering curbside pickups and remote technology assistance, to include a broader public health mission. Since March of 2020, the Turner Free Library has taken a lead role in public health initiatives by helping to distribute more than 300 masks to residents. Library staff have also assisted more than 400 applicants (and counting!) to request assistance from the United Way Resilient Randolph Fund for groceries, rent, and mortgage expenses. The library also worked to ensure that Randolph residents could find and access authoritative health information by creating the *Community & Crisis Resource Guide*, a guide to dozens of local organizations offering free classes, financial assistance, and more, and the *Health Literacy and Equity Resource List*, which includes information about finding trustworthy health information online, where to find health information in multiple languages, and books and films on health topics that are available at the Turner Free Library.

In order to continue to offer entertaining and educational programs for all ages while ensuring safe physical distancing, the Turner Free Library also offered a wide range of virtual events. This year, the library provided **499** virtual programs attended by **24,571** people via Zoom, Facebook, YouTube, Instagram, Discord, and Twitch. These programs include collaborative events with Randolph Community Programs, regular story times, puppet shows, craft tutorials, computer workshops, documentary screenings, teen film club, and many others.

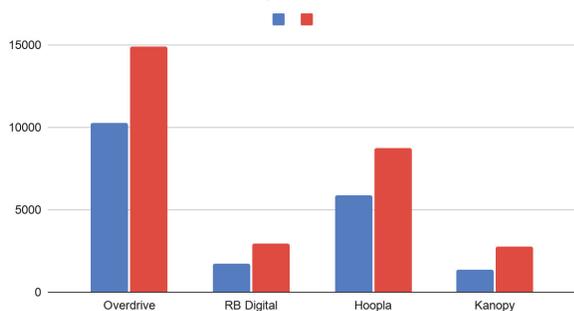


Print and Digital Circulation Trends

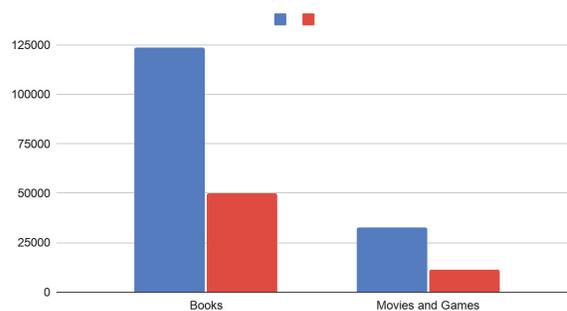
In 2020, **98,694** print and digital items were checked out from the library via contactless curbside pickup or online. This year, Randolph’s favorite reads were: **Kids** - *Dog Man* by Dave Pilkey; **Teens** - *Hello Universe* by Erin Entrada Kelly; and **Adults & Seniors** - *Where the Crawdads Sing* by Delia Owens. Overall, the library saw a 44% decrease in circulation over last year, due in large part to the period in which the library building was closed to the public and our print materials were unavailable.

Due to the unusual circumstances of 2020, we also experienced a significant increase in the usage of the library’s digital resources. Libby/Overdrive and Hoopla, the library’s ebook and audiobook services, saw a **45%** and **48%** increase respectively in 2020. RBDigital, which is the TFL’s digital magazine platform, saw a **68%** increase in circulation. Additionally, the library’s streaming video service Kanopy experienced a **104%** increase over 2019!

2019 & 2020 Circulations: Digital Materials

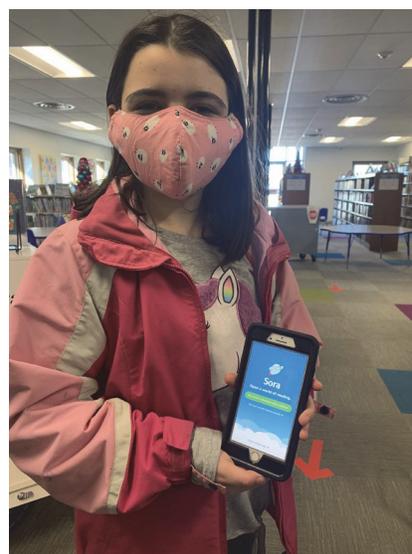


2019 & 2020 Circulations: Physical Materials



Technology Trends

Throughout 2020, the Turner Free Library remained determined to meet the digital needs of all members of the diverse Randolph community and provide education and access to technologies. Library computers were accessed **8,500** times this year for a total of more than 5,512 hours! In support of the library’s mission to encourage the use of technology for life-long learning, the library also added several new and innovative remote services. These include free access to *HelpNow*, an e-learning platform that provides homework help for all ages, and *Mango Languages*, an online language-learning program offering instruction in over 70 world languages. The library also partnered with Randolph Public Schools to give Randolph High School students access to free e-content using only their student ID numbers.



On behalf of myself, the staff, and the Board of Trustees at the Turner Free Library, we look forward to continuing to serve the diverse community of Randolph for all your informational, educational, cultural, and recreational needs. We are grateful to the Town of Randolph, Town Council, and the Randolph community as a whole for their support of—and reliance—on the library throughout a challenging year.

Respectfully Submitted,

Sharon Parrington Wright
Library Director

Elizabeth LaRosee
Director of Library, Recreation, and Community Programs

REPORT FOR THE TRUSTEES OF STETSON SCHOOL FUND

As with many other town boards and commissions, the Trustees of the Stetson School Fund (a/k/a Stetson Hall), had to adapt to the unprecedented challenges of 2020 but nevertheless, forged ahead. In 1842, Amasa Stetson gave this majestic building to the people of Randolph. As we celebrated Stetson's Hall's 178th birthday in December, 2020, we recognized the work of the generations of Trustees who came before us to serve the town, and the current Trustees look forward to the work ahead.

The year started auspiciously with inaugural ceremonies taking place on January 2nd in Stetson Hall for those individuals who were successful in their campaigns for office in the November 2019 town election. Stetson Trustee Sheila A. Swanwick, a veteran of many years of service to the town, retired from the Trust and, on behalf of the people of Randolph, we wish to extend our thanks and appreciation for her dedication and service. Trustee Henry M. Cooke IV and Trustee Judith S. Gangel were re-elected, and Lynn R. Feingold was elected as a new Trustee. Henry M. Cooke IV served as President of the Stetson School Fund, Judith S. Gangel as Vice President, and Lynn R. Feingold as Clerk. All three of these individuals are veterans of many years of service to Randolph in a variety of capacities.

The Stetson School Fund Board of Trustees met 11 times in 2020, reverting to meeting online through Zoom in April, 2020 when the Covid-19 pandemic made it unsafe to meet in person. The global pandemic did not keep the Trustees from their continuing mission to administer and care for all aspects and functions of Randolph's landmark public hall.

One of the first orders of business of the Trustees in 2020 was to prioritize the project list at Stetson Hall. Due to safety concerns, the replacement of existing stairs, ramp, and porch surfaces at the rear of Stetson Hall with a more durable composite material rose to the top of the list. The Trustees are pleased to report that in spite of delays due to the pandemic, funding was secured from the Community Preservation Committee for the long-anticipated East Entrance project, and construction is expected to begin in early 2021.

With Federal CARES Act funding, the Town upgraded security at Stetson Hall with the installation of a recording security camera system which will monitor activity both inside and outside the building. A new keypad entry system is in the process of being installed. The Trustees express deep thanks to Randolph Town Planner, Michelle Tyler, who applied for and administered this Federal funding for the Town.

The Trustees conscientiously continued to perform the due diligence needed to support and administer the areas still available and remaining under our auspices and control for rental events and tenants, as well as also continuing to personally perform or oversee contractually provided work for the maintenance and repairs of all operational equipment and janitorial services required at our iconic 6 South Main Street building. Such day-to-day behind the scenes activities keep building systems operating effectively and efficiently to help insure the comfort and safety of our building tenants and guests. In the second half of the year, with Federal CARES Act funding, the Town revamped building services and hired a new cleaning company to provide custodial services to both Town Hall and Stetson Hall, sharing personnel who come in multiple times during the day to wipe down touch surfaces and make sure hand sanitizer stations are maintained, along with the usual custodial duties.

In the first few months of 2020, until the State ordered the closure of public buildings, it was "business as usual" at Stetson Hall. The Trustees give special acknowledgement to Katie Goldrick, who continued to serve as Stetson Hall Building Manager, in addition to her duties on the Holbrook Board of Health. When Stetson Hall was shut down due to the pandemic, she worked remotely and contacted rental clients whose events had to be cancelled, arranging for refunds to some and rescheduling events for others to 2022. The Trustees appreciate her professionalism and her coordination with the Trustees to make sure that all

maintenance services to the building continued uninterrupted, and keeping the Trustees informed when situations developed that needed our attention.

A few large events were held in the 5,000 square foot hall upstairs in the first two months of the year. The great hall has, in the past, been rented or used for a wide ranging list of cultural, community, private, musical/theatrical, governmental, commercial, and assorted other events. In 2020, the somewhat limited hall rental income, combined with the first floor office and artisan studio space, generated revenue to partially cover the building's operating costs.

Ten events scheduled in January and February took place, but the remaining 28 bookings for 2020, which would have generated \$36,000, were cancelled due to the pandemic. As a result, \$7,000 in deposits was refunded for the cancelled events. With the exception of three town events, one bar mitzvah, and one family reunion, the remaining 22 cancelled events were weddings.

AMOUNT	SOURCE
\$18,000.00	RENTAL OF CELL SITE IN THE CUPOLA
21,198.00	OFFICE LEASE/USE
<u>12,000.00</u>	FUNCTIONS/OTHER RENTAL ACTIVITIES
\$51,198.00	TOTAL 2020 INCOME

The Hub is a Town-sponsored small business incubator program designed to bring small startup businesses from the "back street" to the "Main Street" by providing professional office space and services to small or growing businesses. The pandemic shutdown from March through July, and the need to focus on providing services to cancelled rental clients, served as a double whammy to stymie further development of this program. One member of the Hub continued to work through the pandemic period, while one or two others cut back their time in the office. The Randolph Chamber of Commerce, which also supports the program, had one or two programs, continued to maintain their office, and moved most of their programs and services online.

Throughout the year, many Town officials and departments provide service in ways often taken for granted by those they serve, so as this Annual Report is a perfect opportunity to acknowledge as many of them as can be recalled, with an apology and equally sincere thank you to any inadvertently omitted. The appreciation sent on behalf of the Trustees of the Stetson School Fund and, ultimately, the people of Randolph, to (in no particular order) the following: The Randolph Fire Department and Randolph Police Department for their ever-present protective services available to us all. Particular thanks to the Police Dept. for providing details for town events and private rentals, and a special shout out to the Fire Dept. for assistance when remains of a hurricane came through in early June, threatening to tear off a set of the building's storm shutters and smash one of the windows - they worked off of ladders to carefully remove the shutters just as the storm struck, with wind and drenching rain, but were able to remove and store the shutters safely with no injury to themselves. Thanks to the DPW for maintaining the care of Stetson Hall's lawns and surrounding parking lot areas, whether a general sweep up or snow removal; the Public Health Director for guidance in Food Safety implementation at events where food is served in Stetson Hall and our kitchen is used for holding and serving; the Town Accountant and Town Treasurer for their support and the processing of our invoices and turnovers; the Town Manager and staff for serving as a liaison with all departments in Town Hall; the Town Attorney, for guidance on legal matters of rental and other contracts when requested; and of course the Town Planner for her help in the upgrades for security and cleaning services at Stetson Hall.

Special thanks and recognition to Trustee Judy Gangel, who created attractive note cards that feature Randolph's most iconic historic building on the front and a short history of the building on the back. Proceeds from the sale of these cards will go to help with repair and restoration of the building.

The Trustees know that there is still much more work to do, but look forward to the day when the doors of Stetson Hall open once again to the public, and events resume in the great hall. In the meantime, the Trustees are excited at the prospect of 2021 being the year that we complete the long-awaited East Entrance Project, and are ready to focus their attention on further improvements, such as the installation of a generator, and other projects to ensure that the “people’s building” can continue to serve the community for many more years into the future.

Respectfully submitted,

Henry M. Cooke, IV, Chairman

Judith S. Gangel, Vice-Chair

Lynn R. Feingold, Clerk

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), Elder Affairs, 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, Night Before the 4th Parade, and other community-wide events.

Updates & Improvements

While 2020 was a very challenging year not only for our department but for our community, with it came the opportunity to explore creative and unique programming for our town. The beginning of the year saw many improvements at the RICC including a brand new seniors-only space and a grant funded play arena for toddlers. The use of the RICC building and staff to support the community's public health mission was a large part of the Randolph Community Programs department work this year from food drives, (over 30) food distributions, outreach services, and of course our collaboration with the public health department for 60 drive-thru Covid-19 test clinics and 17 flu vaccine clinics. The RICC building played host to a presidential election, a blood drive, and an after school program run by the YMCA. Randolph Community Program staff have been working hard all year to ensure our residents are safe, healthy, and included.

Throughout the course of the year our buildings have been forced to close to the public for the safety of both the community and our staff. This has given us the unique opportunity to make some cost effective upgrades. The Zapustas Ice Arena received a facelift including newly painted walls and a new bench (players box) to encourage social distancing. The Randolph Community Pool also received a paint upgrade along with some beautiful and inspirational murals to encourage our swimmers!

Community-Wide Events

Although many events, such as the popular Night Before the 4th Parade and annual carnival were cancelled this year due to the pandemic, we were able to adapt some and create many new events that were both safe and fun, to bring our community together. Over 1,600 residents attended more than 15 community-wide events including Lunar New Year, Easter Bunny Visits, Town Clean Up, Artisans Fair, Halloween at Belcher Park, Boo Baskets, Photos with Santa, and more! The Artisan's Fair was our first ever community maker event which helped us to support local business while offering timed entry and maintaining social distance. There were 18 Powers Farm rentals this summer for safe outdoor birthdays, bridal showers, retirements, and more! Our most successful programs were our Halloween at Belcher Park with over 600 people in attendance and Kayaking at Powers Farm with 30-50 participants weekly - many of whom were first time kayakers.



Outdoor events were very well attended this year but our most creative and raved about events were ones that brought community programming directly to you! We hosted drive through pick up events for crafts and dropped off supplies for our town-wide asynchronous clean up event. Our Easter bunny visited over 200 homes to deliver eggs (and joy) to over 250 children in one day. We delivered over 150 "boo" buckets to kids in the community and hosted a drive thru Halloween event to bring some semblance of normalcy to our Randolph kids this year. We hosted Santa

for socially distanced photos in December and even created a community-wide light contest with a map for everyone to visit houses and keep the holiday spirit alive in a difficult year.

RANDOLPH INTERGENERATIONAL COMMUNITY CENTER (RICC)



The year started out strong with over 3,527 people attending 965 in-person programs including pickleball, tai chi, yoga, basketball, crafts, and a wide variety of exercise programs. Our annual Lunar New Year celebration brought over 100 people together to celebrate the year of the rat! Beginning in March the RICC brought its programming entirely onto an online platform for the first time since opening. Throughout the rest of the year 14,092 people engaged with 947 virtual programs through Facebook. The RICC saw a remarkable 27% increase in social media following during this time.

In 2020 we had the opportunity to host our very first virtual summer camp and winter vacation camp along with many other online events that encouraged community collaboration and participation from home. Our virtual art show had over 50 pieces of art displayed and our virtual 5k had the community outside and running #alonetogether. Our community was able to come together throughout the year online and safely outdoors to remain united and to support one another.



JOSEPH J. ZAPUSTAS ICE ARENA

The atmosphere at the “Zap” was quite different this year with players and coaches wearing masks on the ice, high school games being played without a spectator in the building, kids skating out of their cars and into the rink fully dressed with roller guards on their ice skates, and others dressing in the parking lot in frigid temperatures - all of these occurrences became the “new normal.” In order to achieve this “normal”, strict protocols were put in place. These strict protocols along with a state shut down and eventually a curfew made the season a tough one for our hockey players. To compensate for this we installed Live Barn, a remote viewing system for spectators to be able to watch games from home. We also updated the rink’s webpage to include a full, live calendar and access to current protocols in place. Despite all of these obstacles, the rink has operated at near full capacity, even adding specialty hours around new schooling schedules. Over the course of the year the “Zap” hosted 495 games, 354 practices, and over 50 open skate or private lessons in 2020!

RANDOLPH COMMUNITY POOL

In 2020 the Randolph Community Pool hosted 3 sessions of swim lessons with 60+ students at each and the pool hosted weekly swim meets and practices for several teams with an average of 35

students at each. We hosted a number of swim teams from surrounding towns as well as our very own Championship winning Randolph Rapids. In addition to swim lessons, practices, and meets, our pool hosted weekly water aerobics classes - a popular, low-impact exercise class for adults. Due to capacity restrictions, shutdowns, and distancing our participation in swim lessons was less than previous years, however our strict and clear protocols made us a popular destination for area teams including Notre Dame Academy. The Randolph Community Pool, with its protocols and calendar now online saw a tremendous year of change and flexibility, transforming its many important water based programs.

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.

The Elder Affairs Department by necessity, spent the vast majority of this past year focused specifically on senior services. We found workarounds to ensure that we could continue to provide services to Randolph seniors who count on our department to be there for them. In the grips of a pandemic, we were able to ensure that seniors still got to essential medical appointments, and to the market, and pharmacy. We worked to assuage the anxiety and fear that seniors have felt and are still encountering. We worked with community partners to deliver food, meals, masks, medical and cleaning supplies. Over 41,000 meals were provided to seniors out of our kitchen, through the South Shore Elder Services Meals on Wheels program. This past year, we were still able to provide 1,259 round trip van rides for our seniors. Our Outreach services team has spent 2,000+ hours working with seniors. We provided fun and a sense of community for our seniors through our “Drive Thru” events such as “Stay Safe at Home” partnering with the Randolph Fire Department and our New Years Eve in a bag. Our pickleball crew spent over 100 hours, safely masked on the courts. During the fall months we were able to offer distanced outdoor socialization at Powers Farm as well. We had over 460 Seniors attend our drive thru events, and close to 100 more attending weekly events at Powers Farm. It was more important than ever this year to provide support and a sense of community for our seniors here in Randolph.



The Department of Community Programs would like to thank all of our dedicated and community-minded staff that work tirelessly to provide creative and original 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
Director of Library, Recreation, and Community Programs

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 2020, 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.

The COVID pandemic made it difficult but we were able to continue assisting our Veterans and their families. We will do so going forward even under the most difficult situations. In conjunction with AMVETS, the VFW and our Veterans Council, our office promotes and assists with ceremonies for Memorial Day and Veterans Day. These ceremonies are an important annual recognition of the effort made by our Veterans in service to our nation.

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.

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 43 business locations using weighing and measuring devices, and this generated \$6558 in sealing and inspection fees delivered to the town’s general fund.

There were 75 scales, 9 weights, 6 reverse redemption machines, 198 gasoline and diesel meters, 4 spring-water meters and 2 vehicle tank meters inspected, tested, and sealed for the year 2020.

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 \$24,088.12 over the year 2020.

Respectfully submitted,

Donald W. Smith
Sealer of Weights and Measures

REPORT OF THE HISTORICAL COMMISSION

The past year was a challenging 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, all while dealing with the Covid-19 pandemic that forced us to change the way in which we conducted our business.

The Commission said goodbye to longtime member and Randolph resident, Alan Banks, who retired from the National Park Service and has moved out of state. His knowledge of historic preservation and historical interpretation were invaluable assets to the Commission's work. Perhaps Alan's most lasting legacy will be the historic wayside signs at the entrance to Powers Farm Park, and the design of the signs marking the boundaries of the Elms Historic District. We thank him for his service to the Town, and wish him all the best in his retirement. The Commission now consists of five members, two less than our statutory capacity. Two residents who we had hoped to join us were unable to do so because of circumstances resulting from the pandemic. We hope that we can recruit additional members in the coming year.

The Historical Commission was active in the following areas:

Demolition Reviews

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 to the Historical Commission. In 2020, the Historical Commission carried out three demolition reviews. This year's reviews demonstrate the variety and challenges that the Commission faces in making its determinations.

206 Center Street – This review of a 1920s era bungalow style house was a straightforward one, with no characteristics that would trigger a more detailed review. It was determined not to be historically significant, and a demolition permit was allowed.

584 North Main Street – The owner of this 1870s vintage house in the middle next to Powers Farm Park in the middle of the Elms Historic District wanted to remove the existing chimney at the rear of the main house to allow for the installation of a metal flue pipe for the heating system. Because the chimney was one of the architectural features that help define this style of house, and because it is in the Elms Historic District, it was necessary to conduct a review before any work could be done. Normally the Commission would recommend simply rebuilding the chimney with a flue liner. In this case, part of the chimney had been removed many years earlier, and the mass of the chimney was supported on floor boards, creating potentially hazardous condition for any rebuilding effort. The Historical Commission worked with the homeowners to come up with a determination that would allow the old chimney to be taken down, the metal flue installed, and a faux chimney built around it on the roof to mask the modern flue.

Unfortunately, the property owner installed the flue without the agreed upon faux chimney. The Commission will follow up on this to insure compliance.

55 Old Street – The review of the former Charles Gabriel Devine Elementary School presented the Historical Commission with a number of challenges. The School Department was conducting a multi-year program to analyze the current and future educational needs of the town, including the need to upgrade or replace existing buildings. Part of that process included the potential re-use of the Devine School site for the building of a much larger school. In order for potential design work to move ahead under the state grants funding the project, it had to be determined if the Devine School could be taken down to facilitate future new construction. The original 1930 building, designed by Randolph architect James Edmund Kelley, is architecturally unique and was one of the few remaining Kelley designed municipal buildings. The building is listed on the Massachusetts Historical Commission's Massachusetts Cultural Resource database, and as such, is subject to review and possible public hearing under the Town's Demolition

ordinance. Commission members researched the building and made two site visits. Any review of the building had to take into account the fact that the building had not been used as a school for more than a decade and had suffered significant structural and systems deterioration due to the elements and vandalism. As a result of this, the building would be extremely expensive to restore, and might still not be able to meet the future programmatic needs of the school system. While the historical and architectural features of the building would normally require a public hearing to determine whether or not the building should be considered as “preferably preserved” and subject to a six month demolition moratorium, such a move had the potential to derail continued funding. With little to no prospect of being able to effectively rehabilitate the building, the Historical Commission determined that while a number of features of the building were historically significant, the extreme deterioration of the building dramatically diminished the possibility of it being preserved, and that a demolition permit could be issued subject the removal and preservation of a number of the character defining features of the building and the possible incorporation of these elements in any future construction on the building site.

Historic District

The 2019 Historic District Ordinance enacted by the Town Council that created the Elms Historic District required the appointment of a seven member Historic District Commission to oversee the Historic District and guide its development. As 2020 drew to a close, the District Commission has yet to be appointed, and the Historical Commission notes with considerable concern the intrusion of signage and other features such as the stovepipe at 584 North Main St. that would generally be considered as inappropriate to such a district under the administration of a Historic District Commission. While the economic and other challenges brought on by the Covid pandemic took precedence over the appointment of the District Commission, the Town Manager's efforts were hindered by the inability to find residents of the Historic District willing to serve. The Historical Commission hopes that with improving conditions in 2021, that residents will step forward. 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.

Preservation of Town's Historical Collections

The Historical Commission continued the process of cataloging and rehousing the thousands of items in its care.

In 2019 the Commission applied for and received funding from the Community Preservation Committee to acquire materials for rehousing most of the town's documents and photographs stored at the Historical Commission's office at Stetson Hall, and to hire an archivist to organize, catalog and properly rehouse the town's extensive collection of documents, photographs, printed works, and physical objects. Ms. Katherine Tardiff was hired to begin the work over the summer in the midst of her graduate studies in archives at Simmons College, which she completed in the spring of 2020. The Commission was again able to engage her services this year to complete the work she had started.

Ms. Tardiff worked on the collection daily from June through the end of December. In that time, she properly rehoused and cataloged some 7,000 items, including paper documents, photographs, maps, newspapers, trade and postcards, printed town records, and a variety of objects ranging from Civil War swords to mid-twentieth century basketball sneakers and other items associated with Randolph Manufacturing Company, better known as Randy's. At the end of the year, and her contract completed, Ms Tardiff has continued to work on revising and reorganizing the catalog to make it easier to use, and easier to retrieve items from storage for study, exhibit and, in some cases, digitization.

Ms. Tardiff also worked with the Historical Commission in the development of a collections mission statement and collections management guidelines that will help guide the Commission as they maintain and utilize the collection and add to it in future. She created documents that will enable the Historical

Commission to receive and track donated items, a dramatic step forward in the professional administration of the Town's historical collection.

In 2021, the Historical Commission will review the Historical Collection to determine which photographs, documents and ephemera should be recorded digitally so that they can be shared online as part of the Commission's educational purpose. Ms Tardiff has agreed to volunteer her services to assist the Commission with this final part of the project.

Friends of Randolph History

The Friends of Randolph History page on Facebook continues to serve 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 that the number of followers continues to increase. 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

The Planning Department consists of a five-member appointed board and a Planning Director. Its goal is to balance social, environmental and economic interests to ensure an orderly and sustainable future for the Town. It is guided by the town's Comprehensive Master Plan, Massachusetts General Law and the local zoning ordinances.

The Planning Board is responsible for:

- **Reviewing development plans-** Submitted to the Board by applicants who want to develop their land for residential, commercial, or other purposes. The procedures for reviewing and approving or disapproving such plans are spelled out in State laws (statutes) and local ordinances.
- **Guiding the process of making Zoning Amendments-** Over time, local ordinances may no longer serve the vision of how Randolph wants to grow. Amending zoning ordinances is a detailed process conducted to make sure the public has sufficient opportunity to provide input. Final approval is voted on by the Town Council.
- **Establishing a Master Plan** - Boards are responsible for the creation and updating of the town Master or Comprehensive plan. Having a Master Plan is helpful towards designing zoning amendments, identifying open space priorities, economic development goals, addressing housing and transportation issues and bringing all aspects of town government together under one coordinated plan.
- **Regulating the subdivision of land** - The Board manages all requests to divide tracts of land into two or more lots ensuring compliance with the Subdivision Control Law (Mass. General Law) and the Subdivision Rules and Regulations of the Randolph.

In 2020, the Board reviewed, approved or otherwise monitored the subdivision of land to protect the safety, convenience and welfare of the inhabitants of Randolph by regulating the laying out new lots and construction of ways 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
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 maintained a consistent meeting schedule despite the challenges presented by the COVID-19 pandemic. With Governor Baker’s emergency orders permitting remote participation for regulatory boards, the Planning Board began holding meetings via video conference in April 2020 and maintained its schedule of meeting twice per month.

COVID-19 pandemic aside, development plans and construction did not significantly slow down. The Planning Board schedule remained active with development reviews for a mixed-use project at 19 Highland Avenue (the former Chase & Son’s property), the reconfiguration of the building at 100 Mazzeo Drive for an Amazon distribution center, special permits for three in-law apartments and other small-scale site plan and design review requests. Administrative review for minor site plan changes and sign permits was provided by the Town Planner on behalf of the Planning Board.

A series of proposed amendments to the town’s zoning ordinances were presented to the Planning Board for review and recommendation. The Board spent considerable time and effort to evaluate the affect of such proposals and provide alternate recommendations that better align with the goals of the town’s Comprehensive Master Plan and balance the rights and needs of individual property owners with the overall needs of the community. The goal of the Planning Board is to assist in the creation of methods that facilitate commercial development and enhance the local economy while respecting residential neighborhoods.

The Planning Department is engaged in long range planning efforts and the goals of the Commonwealth through involvement with Metropolitan Area Planning Council (MAPC) and the Three Rivers Interlocal Council (TRIC) sub region of which we are a part. Randolph actively participates in the Citizen’s Academy working group with a goal to develop methods to increase resident awareness of involvement in civic activities, specifically regulatory boards and commissions. Also, the Statehouse Advocacy working group to advance engagement with regional and state representatives to advocate for planning related topics and issues.

The Planning Board members understand the significant responsibility they have in helping to attract commercial development and investment in the community. They appreciate the opportunity to serve fellow residents in ensuring that the opportunities Randolph offers for commercial development do not outweigh the desire to remain a diverse suburban middle-class community with a great quality of life and abundant recreational opportunities.

Respectfully submitted,

Michelle Tyler, Director

REPORT OF THE TOWN CLERK AND REGISTRAR

The year 2020 is one that none of us will soon forget. It was a challenging year in the Town Clerk's Office as we faced the Covid-19 pandemic. This affected every aspect of our office and how we served the public throughout the year. The Presidential Primary occurred in March just as the pandemic hit, and we were forced to implement whatever changes were necessary to be able to safely and efficiently conduct elections and regular business.

By July, the Covid-19 pandemic was in full swing, and no excuse mail-in ballots were offered for the State Primary in September and the Presidential Election in November, as well as early in-person voting prior to each election. This created an astronomical amount of work for our office of 2.5 employees, but with the help of volunteers, some amazing co-workers and the Board of Registrars (Jim Curtis, Jim Buiel and Herb Baron) and our fantastic poll workers, we not only successfully carried out an election cycle during a pandemic, but we also had the highest turnout that we have ever had for a Presidential Election. I would like to thank all of the selfless election workers (most of whom were part of the most vulnerable age group) for stepping up to the plate and providing Randolph's Voters with every opportunity to cast their votes during the pandemic.

Although the Town Hall was closed for much of 2020, our office did not miss a beat. We assisted residents in getting copies of their vital records, proof of residency letters, business certificates and dog licenses. As the switchboard for the Town of Randolph, we answered thousands of phone calls with regard to Covid-19 Testing, and then Covid-19 Vaccinations, in addition to all of the regular calls we handle every day.

Thank you to Kristin McDonald, Betty Bertrand and Soren Tyler, who work daily in the Clerk's Office. On November 3, after working her final election for the Town of Randolph, Betty Bertrand retired (again). We wish her well on her retirement and miss her presence in the office every day.

Special thanks to Michelle Tyler (Town Planner), Michelle Hamelburg (Financial Clerk – Randolph Police Department) and Debra Ward (Town Council Clerk), who graciously offered their assistance with all three elections in addition to their own daily work. I am also extremely grateful for the help of both Gerry Cody (Director of Public Health) and Liz Larossee (Director of Community Programming), who assisted me with social distancing guidelines and signage, ensuring that every voter was safe if they chose to vote at the polls on Election Day. I would also like to thank Town Manager Brian Howard, who supported the office during a time when we were navigating uncharted waters. It was truly a team effort, and it is a team that I am proud to be a part of.

Respectfully Submitted,

Cheryl D. Sass, Town Clerk & Registrar

Presidential Primary - March 3, 2020

Democratic Totals

	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	538	461	571	576	490	458	535	615	540	558	584	594	6520
Total Hand Counted Ballots	3	2	5	1	0	2	1	4	3	1	0	2	24
Total Ballots	541	463	576	577	490	460	536	619	543	559	584	596	6544
5													
Presidential Preference- 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
Deval Patrick	2	6	6	6	2	5	2	6	2	2	2	6	47
Amy Klobuchar	2	3	5	4	8	5	3	3	9	5	7	3	57
Elizabeth Warren	73	58	92	83	86	70	80	79	92	83	66	68	930
Michael Bennett	1	0	1	0	0	0	2	0	0	0	0	0	4
Michael R. Bloomberg	59	41	59	55	56	38	41	61	54	42	56	49	611
Tulsi Gabbard	1	1	3	3	4	3	0	5	0	0	4	5	29
Cory Booker	0	0	0	0	0	1	0	0	1	1	0	0	3
Julian Castro	0	0	0	0	0	0	0	0	0	0	0	0	0
Tom Steyer	2	2	2	3	4	4	3	6	5	3	1	9	44
Bernie Sanders	129	117	143	169	120	119	141	138	148	175	172	179	1750
Joseph R. Biden	251	225	250	238	197	196	253	304	216	229	251	254	2864
John K. Delaney	1	0	0	0	1	0	1	1	0	0	1	0	5
Andrew Yang	0	0	0	0	2	0	0	1	0	1	4	0	8
Pete Buttigieg	13	7	9	8	5	15	7	9	11	12	12	10	118
Marianne Williamson	0	0	0	0	1	1	0	0	0	1	2	1	6
No Preference	2	1	2	6	4	2	1	1	2	2	4	3	30
Scattered write ins	3	0	2	1	0	0	0	1	1	0	1	4	13
Blanks	2	2	2	1	0	1	2	4	2	3	1	5	25
Total Votes (Including Blanks)	541	463	576	577	490	460	536	619	543	559	584	596	6544
State Committee MAN - 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
Michael F. Horan	316	291	377	345	290	290	333	364	328	366	356	375	4031
Scattered write ins	5	5	5	3	4	6	3	5	2	2	6	4	50
Blanks	220	167	194	229	196	164	201	246	213	191	222	217	2460
Total Votes (Including Blanks)	541	463	576	577	490	460	536	619	543	559	584	596	6544

State Committee WOMAN - 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
Cathy I. Shore	303	288	376	362	295	311	343	391	343	369	358	384	4123
Scattered write ins	6	3	3	5	2	5	1	6	2	1	6	5	45
Blanks	232	172	197	210	193	144	193	218	198	189	220	207	2373
Total Votes (Including Blanks)	541	463	576	577	490	460	536	619	543	559	584	596	6544
175													
Town Committee - Vote for NO more than THIRTY-FIVE (35)	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
Cathy I. Shore	185	175	213	221	173	189	210	219	184	218	227	241	2455
Sandra Slavet	178	161	188	208	157	169	224	223	179	207	211	223	2328
Sandra K. Cohen	193	185	219	220	170	176	216	225	189	213	222	235	2463
Kit A. Hoffmann	179	143	197	202	172	174	206	190	166	194	217	218	2258
Kevin Coleman Joyce	181	157	223	236	175	169	214	206	185	219	216	231	2412
Cheryle R. Totten	169	147	183	197	151	158	199	176	164	194	202	212	2152
Christopher A. Spears	170	147	186	198	147	159	192	176	165	197	202	221	2160
Judith S. Gangel	183	160	207	213	170	167	205	195	187	203	217	229	2336
George D. Magazine, Jr.	177	147	195	198	151	156	187	168	167	194	193	210	2143
Jesse Gordon	189	170	212	234	176	171	226	209	188	217	235	233	2460
Natacha J. Clerger	241	213	270	273	202	218	237	257	218	255	276	271	2931
Yahaira Lopez	204	182	239	239	187	187	232	215	201	232	233	258	2609
Antonio Rosa Andrade	183	154	209	202	156	167	202	184	174	203	222	227	2283
Ida V. Gordon	198	176	218	220	171	174	206	222	218	224	228	224	2479
Judith A. Conway	174	148	193	211	161	165	201	192	172	205	221	224	2267
Paul J. Meoni	200	174	216	240	173	190	228	208	197	232	242	250	2550
Gordon Sandler Briter	171	142	186	193	147	158	186	181	166	196	204	210	2140
Christina Paul	170	157	194	215	158	175	197	193	173	198	210	218	2258
William Greene	172	145	185	202	149	153	193	180	174	194	199	207	2153
Katrina M. Huff-Larmond	187	166	204	228	183	173	199	206	179	199	214	222	2360
Margaret E. Groden	166	145	179	199	148	147	188	174	173	193	204	226	2142
Allaphia Sackeena Richards-Jean Pierre	180	157	203	204	163	161	205	180	178	207	212	221	2271
Margaret Mazzeo	170	146	190	205	154	160	190	183	169	201	212	219	2199
Scattered write ins	20	2	7	1	7	11	17	6	5	4	5	12	97
ALEXOPOULOS, CHRISTOS	0	0	0	0	0	0	0	0	0	0	1	0	1
BARON, HERB	1	0	0	0	0	0	0	1	1	0	0	0	3
BEN ABRAM, PHYLLIS	0	0	0	0	0	0	0	1	0	0	0	0	1
BURGESS, COLLEEN	0	0	0	0	0	0	0	0	2	0	0	1	3

State Committee MAN - 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
Steven D. Fruzzetti	42	30	38	46	50	44	39	44	27	38	45	45	488
Myles C. Heger	23	10	14	33	23	15	13	18	14	24	26	32	245
Scattered write ins	3	1	0	0	0	0	0	1	0	1	1	1	8
Blanks	6	2	4	15	14	5	9	7	3	14	14	12	105
Total Votes (Including Blanks)	74	43	56	94	87	64	61	70	44	77	86	90	846
State Committee WOMAN - 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
Colleen R. Maloney	47	30	38	63	58	45	39	50	37	52	59	52	570
Scattered write ins	3	0	0	1	0	0	0	1	0	0	1	2	8
Blanks	24	13	18	30	29	19	22	19	7	25	26	36	268
Total Votes (Including Blanks)	74	43	56	94	87	64	61	70	44	77	86	90	846
Town Committee - Vote for NO more than Thirty-Five (35)													
	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
James D. Curtis	30	20	25	42	45	30	35	39	22	33	40	40	401
Susan F. Curtis	32	15	25	40	42	23	33	39	26	28	38	36	377
Jean Riguel Ulysse	23	13	18	32	31	20	29	31	22	26	30	28	303
Ryan Egan	50	25	40	58	58	39	44	48	29	49	60	56	556
Lallie P. Falls	20	12	20	32	34	22	27	29	22	26	30	26	300
Scattered write ins	2	0	7	5	1	3	8	0	0	1	1	0	28
CAMPBELL, RAYLA	0	0	0	0	0	0	0	0	0	0	2	2	4
Blanks	2433	1420	1825	3081	2834	2103	1959	2264	1419	2532	2809	2962	27641
Total Votes (Including Blanks)	2590	1505	1960	3290	3045	2240	2135	2450	1540	2695	3010	3150	29610

Presidential Primary - March 3, 2020

Democratic Totals

	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	538	461	571	576	490	458	535	615	540	558	584	594	6520
Total Hand Counted Ballots	3	2	5	1	0	2	1	4	3	1	0	2	24
Total Ballots	541	463	576	577	490	460	536	619	543	559	584	596	6544
Presidential Preference- Vote for ONE													
Deval Patrick	2	6	6	6	2	5	2	6	2	2	2	6	47
Amy Klobuchar	2	3	5	4	8	5	3	3	9	5	7	3	57
Elizabeth Warren	73	58	92	83	86	70	80	79	92	83	66	68	930
Michael Bennett	1	0	1	0	0	0	2	0	0	0	0	0	4
Michael R. Bloomberg	59	41	59	55	56	38	41	61	54	42	56	49	611
Tulsi Gabbard	1	1	3	3	4	3	0	5	1	0	4	5	29
Cory Booker	0	0	0	0	0	1	0	0	1	1	0	0	3
Julian Castro	0	0	0	0	0	0	0	0	0	0	0	0	0
Tom Steyer	2	2	2	3	4	4	3	6	5	3	1	9	44
Bernie Sanders	129	117	143	169	120	119	141	138	148	175	172	179	1750
Joseph R. Biden	251	225	250	238	197	196	253	304	216	229	251	254	2864
John K. Delaney	1	0	0	0	0	0	1	1	0	0	1	0	5
Andrew Yang	0	0	0	0	2	0	0	1	0	1	4	0	8
Pete Buttigieg	13	7	9	8	5	15	7	9	11	12	12	10	118
Marianne Williamson	0	0	0	0	1	1	0	0	1	1	2	1	6
No Preference	2	1	2	6	4	2	1	1	2	2	4	3	30
Scattered write ins	3	0	2	2	0	0	1	1	1	0	1	4	13
Blanks	2	2	2	1	0	1	2	4	2	3	1	5	25
Total Votes (Including Blanks)	541	463	576	577	490	460	536	619	543	559	584	596	6544
State Committee MAN - Vote for ONE													
Michael F. Horan	316	291	377	345	290	290	333	364	328	366	356	375	4031
Scattered write ins	5	5	5	3	4	6	3	5	2	2	6	4	50
Blanks	220	167	194	229	196	164	201	246	213	191	222	217	2460
Total Votes (Including Blanks)	541	463	576	577	490	460	536	619	543	559	584	596	6544
State Committee WOMAN - Vote for ONE													
Cathy I. Shore	303	288	376	362	295	311	343	391	343	369	358	384	4123
Scattered write ins	6	3	3	5	2	5	1	6	2	1	6	5	45
Blanks	232	172	197	210	193	144	193	218	198	189	220	207	2373
Total Votes (Including Blanks)	541	463	576	577	490	460	536	619	543	559	584	596	6544
Town Committee - Vote for NO more than THIRTY-FIVE (35)													
Cathy I. Shore	185	175	213	221	173	189	210	219	184	218	227	241	2455
Sandra Slavet	178	161	188	208	157	169	224	223	179	207	211	223	2328
Sandra K. Cohen	193	185	219	220	170	176	216	225	189	213	222	235	2463
Kil A. Hoffmann	179	143	197	202	172	174	206	190	166	194	217	218	2258
Kevin Coleman Joyce	181	157	223	256	175	169	214	206	185	219	216	231	2412
Cheryle R. Totten	169	147	183	197	151	158	199	176	164	194	202	212	2152
Christopher A. Spears	170	147	186	198	147	159	192	176	165	197	202	221	2160
Judith S. Gangel	183	160	207	213	170	167	205	195	187	203	217	229	2336
George D. Maggazine, Jr.	177	147	195	198	151	156	187	168	167	194	193	210	2143
Jesse Gordon	189	170	212	234	176	171	226	209	188	217	235	233	2460
Natacha J. Clerger	241	213	270	273	202	218	237	257	218	255	276	271	2931
Yahaira Lopez	204	182	239	239	187	187	232	215	201	232	233	258	2609
Antonio Rosa Andrade	183	154	209	202	156	167	202	184	174	203	222	227	2283
Ida V. Gordon	198	176	218	220	171	174	206	222	218	224	228	224	2479
Judith A. Conway	174	148	193	211	161	165	201	192	172	205	221	224	2267

Paul J. Meoni	200	174	216	240	173	190	228	208	197	232	242	250	2550
Gordon Sandler Brier	171	142	186	193	147	158	186	181	166	196	204	210	2140
Christina Paul	170	157	194	215	158	175	197	193	173	198	210	218	2258
William Greene	172	145	185	202	149	153	193	180	174	194	199	207	2153
Katrina M. Huff-Larmond	187	166	204	228	183	173	199	206	179	199	214	222	2360
Margaret E. Groden	166	145	179	199	148	147	188	174	173	193	204	226	2142
Allaphia Sackeena Richards-Jean Pierre	180	157	203	204	163	161	205	180	178	207	212	221	2271
Margaret Mazzeo	170	146	190	205	154	160	190	183	169	201	212	219	2199
Scattered write ins	20	2	7	1	7	11	17	6	5	4	5	12	97
ALEXOPOULOS, CHRISTOS	0	0	0	0	0	0	0	0	0	0	1	0	1
BARON, HERB	1	0	0	0	0	0	0	1	1	0	0	0	3
BEN ABRAM, PHYLLIS	0	0	0	0	0	0	0	1	0	0	0	0	1
BURGESS, COLLEEN	0	0	0	0	0	0	0	0	2	0	0	1	3
BURGESS, JAMES	0	0	0	0	0	0	0	0	3	0	0	1	4
BURTON, MARYLOU	2	0	0	0	0	0	0	0	0	0	0	0	2
CLIFTON, KEN	4	0	2	2	0	0	0	1	0	0	0	0	9
DAVIS, TIM	0	0	0	1	0	0	0	0	0	0	0	0	1
GRANDOTI, PIERRE	1	0	0	0	0	0	0	0	0	0	0	0	1
HILL, CASEY	0	0	0	0	0	0	0	0	0	0	0	0	1
MILLWOOD, LISA	2	0	0	0	0	0	0	0	0	0	3	0	5
NELSON, LARRY	0	0	0	0	0	0	0	0	0	1	0	0	1
NIXON, ANDREA	1	0	0	0	0	0	0	0	0	0	0	0	1
PACE, WILLIAM	1	0	0	0	0	0	0	0	0	0	0	0	1
PONTRAND, BRUCE	0	0	0	0	0	0	0	0	1	0	0	0	1
SWARTZ, TOBY LYANNE	1	0	0	0	0	0	0	0	0	0	0	0	2
THEZINE, THUWAIB	1	0	0	0	0	0	0	0	0	0	0	0	1
VANISOURIS, K.	0	0	0	0	0	0	0	1	0	0	0	0	1
Blanks	14681	12506	15442	15233	13349	12173	14000	17093	14827	14765	15412	15614	175095
Total Votes (Including Blanks)	18935	16205	20160	20195	17150	16100	18760	21665	19005	19565	20440	20860	229040

Presidential Primary - March 3, 2020

OFFICIAL

Green - Rainbow Totals

	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	0	0	0	1	0	0	0	1	0	0	0	0	2
Total Hand Counted Ballots	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Ballots	0	0	0	1	0	0	0	1	0	0	0	0	2
Presidential Preference- Vote for ONE													
Dario Hunter	0	0	0	0	0	0	0	0	0	0	0	0	0
Sedinaam Kinamo	0	0	0	0	0	0	0	0	0	0	0	0	0
Christin Moyowasifa-Curry	0	0	0	0	0	0	0	0	0	0	0	0	0
Kent Mesplay	0	0	0	0	0	0	0	0	0	0	0	0	0
Howard Hawkins	0	0	0	0	0	0	0	0	0	0	0	0	0
No Preference	0	0	0	1	0	0	0	1	0	0	0	0	2
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Votes (Including Blanks)	0	0	0	1	0	0	0	1	0	0	0	0	2
State Committee MAN - Vote for ONE													
Scattered write ins	0	0	0	1	0	0	0	0	0	0	0	0	1
Blanks	0	0	0	0	0	0	0	1	0	0	0	0	1
Total Votes (Including Blanks)	0	0	0	1	0	0	0	1	0	0	0	0	2
State Committee WOMAN - Vote for ONE													
Scattered write ins	0	0	0	1	0	0	0	0	0	0	0	0	1
Blanks	0	0	0	0	0	0	0	1	0	0	0	0	1
Total Votes (Including Blanks)	0	0	0	1	0	0	0	1	0	0	0	0	2
Town Committee - Vote for NO more than TEN (10)													
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	0	0	10	0	0	0	10	0	0	0	0	20
Total Votes (Including Blanks)	0	0	0	10	0	0	0	10	0	0	0	0	20

Presidential Primary - March 3, 2020

Libertarian Totals

	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	1	0	1	1	2	1	1	0	1	1	2	0	10
Total Hand Counted Ballots	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Ballots	1	0	1	1	2	1	1	0	1	1	2	0	10
Presidential Preference- Vote for ONE													
Arvin Vohra	0	0	0	0	0	0	1	0	0	0	0	0	1
Vermira Love Supreme	0	0	0	1	0	0	0	0	0	0	0	0	1
Jacob George Hornberger	0	0	0	0	0	0	0	0	1	0	0	0	1
Samuel Joseph Robb	0	0	0	0	0	0	0	0	0	0	0	0	0
Dan Taxation Is Theft Behrman	1	0	0	0	0	0	0	0	0	0	0	0	1
Kimberly Margaret Ruff	0	0	0	0	1	0	0	0	0	0	0	0	1
Kenneth Reed Armstrong	0	0	0	0	0	0	0	0	0	0	0	0	0
Adam Kokesh	0	0	0	0	0	0	0	0	0	0	0	0	0
Jo Jorgensen	0	0	0	0	0	0	0	0	0	0	1	0	1
Max Abramson	0	0	0	0	0	0	0	0	0	0	0	0	0
No Preference	0	0	0	0	1	0	0	0	0	1	1	0	3
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	0	1	0	0	0	0	0	0	0	0	0	1
Total Votes (Including Blanks)	1	0	1	1	2	1	1	0	1	1	2	0	10
State Committee MAN - Vote for ONE													
Scattered write ins	0	0	0	1	0	1	1	0	1	0	0	0	4
Blanks	1	0	1	0	0	1	0	0	0	1	2	0	6
Total Votes (Including Blanks)	1	0	1	1	0	2	1	0	1	1	2	0	9
State Committee WOMAN - Vote for ONE													
Scattered write ins	0	0	0	1	0	1	0	0	1	1	0	0	4
Blanks	1	0	1	0	0	1	1	0	0	0	2	0	6
Total Votes (Including Blanks)	1	0	1	1	0	2	1	0	1	1	2	0	10
Town Committee - Vote for NO more than TEN (10)													
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
SWEENEY, CHARLES	0	0	0	1	0	0	0	0	0	0	0	0	1
SWEENEY, J.P.	0	0	0	1	0	0	0	0	0	0	0	0	1
Blanks	10	0	10	8	0	20	1	0	10	10	20	0	89
Total Votes (Including Blanks)	10	0	10	10	0	20	10	0	10	10	20	0	100

Presidential Primary - March 3, 2020

Republican Totals

	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	74	43	56	93	87	62	61	70	44	77	85	90	842
Total Hand Counted Ballots	0	0	0	1	0	2	0	0	0	0	1	0	4
Total Ballots	74	43	56	94	87	64	61	70	44	77	86	90	846
Presidential Preference - 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
William F. Weld	6	2	4	4	4	3	6	5	3	3	2	5	47
Joe Walsh	2	1	0	0	0	0	1	3	1	0	0	1	9
Donald J. Trump	63	39	52	90	81	60	53	59	39	72	81	79	768
Roque "Rocky" De La Fuente	1	0	0	0	0	0	0	0	0	0	0	2	3
No Preference	0	0	0	0	1	0	1	1	0	0	2	2	7
Scattered write ins	1	0	0	0	1	1	0	0	1	1	1	1	6
Blanks	1	1	0	0	0	1	0	2	0	1	0	0	6
Total Votes (Including Blanks)	74	43	56	94	87	64	61	70	44	77	86	90	846
State Committee MAN - 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
Steven D. Fruzzeff	42	30	38	46	50	44	39	44	27	38	45	45	488
Myles C. Heger	23	10	14	33	23	15	13	18	14	24	26	32	245
Scattered write ins	3	1	0	0	0	0	0	1	0	1	1	1	8
Blanks	6	2	4	15	14	5	9	7	3	14	14	12	105
Total Votes (Including Blanks)	74	43	56	94	87	64	61	70	44	77	86	90	846
State Committee WOMAN - 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
Colleen R. Maloney	47	30	38	63	58	45	39	50	37	52	59	52	570
Scattered write ins	3	0	0	1	0	0	0	1	0	0	1	2	8
Blanks	24	13	18	30	29	19	22	19	7	25	26	36	268
Total Votes (Including Blanks)	74	43	56	94	87	64	61	70	44	77	86	90	846
Town Committee - Vote for NO more than Thirty-Five (35)	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
James D. Curtis	30	20	25	42	45	30	35	39	22	33	40	40	401
Susan F. Curtis	32	15	25	40	42	23	33	39	26	28	38	36	377
Jean Rignold Ulysse	23	13	18	32	31	20	29	31	22	26	30	28	303
Ryan Egan	50	25	40	58	58	39	44	48	29	49	60	56	556
Lallie P. Falls	20	12	20	32	34	22	27	29	22	26	30	26	300
Scattered write ins	2	0	7	5	1	3	8	0	0	1	1	0	28
CAMPBELL, RAYLA	0	0	0	0	0	0	0	0	0	0	2	2	4
Blanks	2433	1420	1825	3081	2834	2103	1959	2264	1419	2532	2809	2962	27641
Total Votes (Including Blanks)	2590	1505	1960	3290	3045	2240	2135	2450	1540	2695	3010	3150	29610

STATE PRIMARY SEPTEMBER 1, 2020
ALL PRECINCTS

DEMOCRATIC RECAP TOTALS

	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	665	563	671	670	595	532	608	697	594	638	640	713	7586
Total Hand Counted Ballots	10	11	9	12	6	9	10	5	8	8	0	2	90
Total Ballots	675	574	680	682	601	541	618	702	602	646	640	715	7676
SENATOR IN CONGRESS (VOTE FOR ONE)													
Joseph P. Kennedy, III	410	346	385	414	371	289	367	412	346	356	369	414	4479
Edward R. Markey	259	225	282	259	220	247	244	282	242	286	265	294	3105
Scattered write ins	1	0	4	3	1	2	2	2	2	0	1	1	19
Blanks	5	3	9	6	9	3	5	6	12	4	5	6	73
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676
REPRESENTATIVE IN CONGRESS - SEVENTH DISTRICT (VOTE FOR ONE)													
Ayanna Presley	573	509	594	592	541	479	532	620	539	577	563	606	6725
Scattered write ins	13	7	6	12	8	6	8	6	6	1	12	12	97
Blanks	89	58	80	78	52	56	78	76	57	68	65	97	854
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676
COUNCILLOR - SECOND DISTRICT (VOTE FOR ONE)													
Robert L. Inbrville	485	455	512	508	449	412	461	532	445	499	482	541	5781
Scattered write ins	3	2	3	3	5	4	2	2	4	3	6	4	41
Blanks	187	117	165	171	147	125	155	168	153	144	152	170	1854
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676
SENATOR IN GENERAL COURT - NORFOLK-BRISTOL & PLYMOUTH COUNTY (VOTE FOR ONE)													
Walter E. Timity	449	390	447	436	389	354	387	463	406	404	428	471	5024
Jarred Philip Rose	175	139	175	189	157	138	173	179	141	191	155	181	1993
Scattered write ins	0	0	0	4	1	1	2	3	0	0	2	2	16
Blanks	51	45	58	53	54	48	56	57	55	50	55	61	643
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676
REPRESENTATIVE IN GENERAL COURT - SEVENTH NORFOLK DISTRICT (VOTE FOR ONE)													
William J. Driscoll, Jr.	508	463	537	533	472	426	472	531	459	512	488	541	3482
Mark James, Cusack	xxx	xxx	xxx	369									
Paul C. Hennessey	xxx	xxx	xxx	198	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	198
Bruce J. Avers	xxx	xxx	xxx	xxx	467	426	xxx	xxx	xxx	xxx	506	559	1958
Scattered write ins	4	4	2	3	2	10	5	4	1	1	2	4	42
Blanks	163	107	141	112	132	105	141	167	142	133	132	152	1627
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676
REGISTER OF PROBATE - NORFOLK COUNTY (VOTE FOR ONE)													
Colleen Marie Brierty	156	116	137	121	121	103	129	127	126	124	102	135	1477
Noel T. Diboana	125	118	143	140	118	125	133	141	123	128	142	135	1571
Kathryn E. Hubble	118	95	122	116	91	82	92	127	103	109	95	124	1274
Courtney M. Madden	53	40	49	60	52	42	54	47	49	60	52	67	625
Michael F. Walsh	124	119	119	140	115	107	111	129	98	119	138	140	1464
Scattered write ins	2	0	2	2	0	3	1	3	1	1	0	4	19
Blanks	117	81	108	103	104	79	98	128	102	105	111	110	1246
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676

COUNTY COMMISSIONER - NORFOLK COUNTY (VOTE FOR NOT MORE THAN TWO)													
	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
Joseph P. Shea	325	329	328	351	290	286	314	350	305	330	297	370	3875
Dennis J. Guilfoyle	89	91	105	91	82	83	78	97	85	92	99	91	1083
Charles E. Ryan	203	161	195	208	198	155	163	197	176	177	210	221	2264
Richard R. Stasifi	159	127	162	145	103	125	156	152	138	176	146	159	1748
Scattered write ins	4	0	5	3	1	5	4	6	1	3	2	2	36
Blanks	570	440	565	566	528	428	521	602	499	514	526	587	6346
Total Votes (Including Blanks)	1350	1148	1360	1364	1202	1082	1236	1404	1204	1292	1280	1430	15352
COUNTY TREASURER - NORFOLK COUNTY (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
Michael G. Bellotti	373	361	384	407	348	317	347	406	352	359	372	439	4465
Brad L. Croall	202	154	205	180	164	152	188	192	161	192	174	179	2143
Scattered write ins	1	0	0	2	0	3	2	2	0	1	2	2	15
Blanks	99	59	91	93	89	69	81	102	89	94	92	95	1053
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676
SHERIFF VACANCY - NORFOLK COUNTY (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
James F. Coughlin	159	142	168	147	125	130	152	157	141	189	143	162	1815
Patrick W. McDermost	240	208	223	263	222	200	205	260	211	210	202	247	2691
William J. Phelan	172	154	189	175	162	142	172	168	154	156	205	198	2047
Scattered write ins	2	1	4	3	0	3	2	3	0	1	2	3	24
Blanks	102	69	96	94	92	66	87	114	96	90	88	105	1099
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676

Total Ballots

STATE PRIMARY SEPTEMBER 1, 2020
ALL PRECINCTS

REPUBLICAN RECAP TOTALS

	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	65	63	73	76	88	71	60	64	52	81	89	93	875
Total Hand Counted Ballots	0	4	1	0	0	1	0	2	1	1	1	1	12
Total Ballots	65	67	74	76	88	72	60	66	53	82	90	94	887
SENATOR IN CONGRESS (VOTE FOR ONE)													
Shiva Ayyadurai	28	35	30	32	33	31	25	34	21	29	33	47	378
Kevin J. O'Connor	34	26	40	39	48	39	32	28	30	41	48	44	449
Scattered write ins	1	2	2	2	3	2	1	1	1	6	3	2	26
Blanks	2	4	2	3	4	0	2	3	1	6	6	1	34
Total Votes (Including Blanks)	65	67	74	76	88	72	60	66	53	82	90	94	887
REPRESENTATIVE IN CONGRESS - SEVENTH DISTRICT (VOTE FOR ONE)													
Ravla Campbell (Write In)	19	20	16	35	30	20	26	21	11	19	27	20	264
Rachel Michelman (Write In)	0	3	0	0	0	0	0	0	0	0	0	0	3
Scattered write ins	3	4	12	6	11	9	4	3	8	12	21	16	109
Blanks	43	40	46	35	47	43	30	42	34	51	42	58	511
Total Votes (Including Blanks)	65	67	74	76	88	72	60	66	53	82	90	94	887
COUNCILLOR - SECOND DISTRICT (VOTE FOR ONE)													
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	4	6	8	8	10	9	6	4	6	3	11	84	159
Blanks	61	61	66	68	78	63	54	62	47	79	79	10	728
Total Votes (Including Blanks)	65	67	74	76	88	72	60	66	53	82	90	94	887
SENATOR IN GENERAL COURT - NORFOLK, BRISTOL & PLYMOUTH COUNTY (VOTE FOR ONE)													
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	5	9	9	9	10	9	6	7	7	4	16	6	97
Blanks	60	58	65	67	78	63	54	59	46	78	74	88	790
Total Votes (Including Blanks)	65	67	74	76	88	72	60	66	53	82	90	94	887
REPRESENTATIVE IN GENERAL COURT - FIFTH NORFOLK DISTRICT (VOTE FOR ONE)													
Frank Herbert Collins	xxx	xxx	xxx	49	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	49
Scattered write ins	4	9	10	0	11	8	6	5	6	5	10	5	79
Blanks	61	58	64	27	77	64	54	61	47	77	80	89	759
Total Votes (Including Blanks)	65	67	74	76	88	72	60	66	53	82	90	94	887
REGISTER OF PROBATE - NORFOLK COUNTY (VOTE FOR ONE)													
Scattered write ins	3	5	10	10	10	6	7	4	6	5	11	7	84
Blanks	62	62	64	66	78	66	53	62	47	77	79	87	803
Total Votes (Including Blanks)	65	67	74	76	88	72	60	66	53	82	90	94	887
COUNTY COMMISSIONER - NORFOLK COUNTY (VOTE FOR NOT MORE THAN TWO)													
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	3	8	17	8	10	8	3	3	8	3	10	4	88
Blanks	127	126	131	144	166	136	114	129	98	161	170	184	1686
Total Votes (Including Blanks)	130	134	148	152	176	144	120	132	106	164	180	188	1774

COUNTY TREASURER - NORFOLK COUNTY (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
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	3	9	12	5	9	6	6	4	6	3	7	6	76
Total Votes (Including Blanks)	62	58	62	71	79	66	54	62	47	79	83	88	811
	65	67	74	76	88	72	60	66	53	82	90	94	887
SHERIFF VACANCY - NORFOLK COUNTY (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
Jerry P. McDermott	46	44	49	55	63	44	41	50	39	61	66	63	621
Scattered write ins	0	0	1	0	2	0	1	2	1	0	2	3	12
Blanks	19	23	24	21	23	28	18	14	13	21	22	28	254
Total Votes (Including Blanks)	65	67	74	76	88	72	60	66	53	82	90	94	887

Total Ballots

65

67

74

76

88

72

60

66

53

82

90

94

887

OFFICIAL RESULTS

Presidential/State Election - November 3, 2020

	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	1378	1232	1430	1463	1403	1225	1406	1398	1408	1463	1579	1650	17035
Total Hand Counted Ballots	49	26	38	58	46	37	46	45	27	39	55	64	530
Total Ballots	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Electors of President - Vice President - Vote for ONE													
Biden and Harris	1137	1026	1193	1214	1064	972	1134	1178	1177	1149	1178	1254	13676
Hawkins and Walker	9	11	8	1	4	6	6	6	9	5	8	2	75
Jorgensen and Cohen	7	6	4	8	11	6	9	12	9	13	13	15	113
Trump and Pence	261	198	249	281	352	260	285	230	229	328	427	423	3523
Scattered write ins	8	3	4	7	5	6	6	8	6	1	4	10	68
Blanks	5	14	10	10	13	12	12	9	5	6	4	10	110
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Senator in Congress - Vote for ONE													
Edward J. Markey	1129	1027	1197	1213	1085	973	1134	1177	1194	1164	1210	1253	13786
Kevin J. O'Connor	243	187	227	252	318	237	261	216	199	291	356	373	3160
Scattered write ins	3	3	2	6	3	1	1	4	2	3	14	1	43
(write in) Dr. Shiva Ayyadurai	6	0	0	6	1	8	9	2	5	5	0	20	65
Blanks	46	41	39	44	42	43	47	44	35	39	54	67	541
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Representative in Congress - Vote for ONE													
Ayanna S. Pressley	1091	996	1169	1195	1056	942	1090	1145	1175	1137	1140	1227	13363
Roy A. Owens, Sr.	230	163	203	224	275	218	243	187	177	249	349	315	2833
(write in) Rayla Campbell	14	12	10	21	14	12	15	15	6	18	19	26	182
(write in) Rachel Mischman	0	0	0	0	1	0	0	0	0	0	0	0	1
Scattered write ins	6	3	9	6	20	2	8	3	9	31	27	35	159
Blanks	86	84	77	75	83	88	96	93	68	67	99	111	1027
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Councillor - Vote for ONE													
Robert L. Jubinville	1096	980	1149	1191	1081	956	1085	1112	1138	1173	1192	1245	13398
Scattered write ins	13	15	19	5	13	8	17	8	11	0	15	14	138
Blanks	318	263	300	325	355	298	350	323	286	329	427	455	4029
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Senator in General Court - Vote for ONE													
Walter F. Timilty	1144	1039	1203	1240	1136	994	1142	1161	1191	1217	1271	1316	14084
Scattered write ins	14	11	16	8	14	10	14	13	12	22	9	15	158
Blanks	269	208	249	273	299	238	296	269	232	263	354	383	3353
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Representative in General Court - Vote for ONE													
William J. Driscoll, Jr.	1101	996	1167	1146	1105	975	1106	1121	1139	1184	1146	1146	7814
Mark J. Cusack	0	0	0	242	242	0	0	0	0	0	0	0	242
Frank H. Collins	0	0	0	0	1105	975	0	0	0	0	1232	1287	4599
Bruce J. Ayers	0	0	0	2	13	8	16	11	11	16	16	17	158
Scattered write ins	13	16	19	2	13	8	16	11	11	16	16	17	158
Blanks	313	246	282	131	331	279	330	311	285	302	386	410	3606
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565

Register of Probate- 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
1104	980	1145	1171	1072	970	1100	1111	1148	1156	1195	1246	13998
Colleen Marie Brierley	15	14	6	9	9	14	11	10	16	15	15	144
Scattered write ins	313	309	344	368	283	338	321	277	330	424	453	4023
Blanks	1427	1258	1468	1521	1449	1452	1443	1435	1502	1634	1714	17565
Total Votes (Including Blanks)												
County Commissioner- Vote For No more than TWO												
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
878	785	925	978	846	763	848	885	899	883	939	972	10601
Joseph P. Shea	455	408	473	440	397	451	477	473	515	480	515	5548
Richard R. Statti	186	164	196	217	231	224	209	191	214	277	273	2564
Heather Hamilton	7	4	13	2	6	8	9	8	6	6	9	83
Scattered write ins	1328	1155	1329	1381	1375	1373	1306	1299	1386	1566	1659	16334
Blanks	2854	2516	2936	3042	2898	2904	2886	2870	3004	3268	3428	35130
Total Votes (Including Blanks)												
County Treasurer- 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
1114	1007	1162	1199	1086	973	1106	1135	1136	1157	1213	1256	13544
Michael G. Bellotti	10	16	9	11	6	16	11	9	15	11	11	131
Scattered write ins	303	245	290	313	283	330	297	290	330	410	447	3890
Blanks	1427	1258	1468	1521	1449	1452	1443	1435	1502	1634	1714	17565
Total Votes (Including Blanks)												
Sheriff (To Fill Vacancy) - 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
283	229	268	300	335	266	284	251	230	338	446	413	3643
Jerry P. McDermott	1006	877	1061	1076	841	1018	1025	1059	1019	1015	1088	12039
Patrick W. McDermott	6	4	4	3	7	3	5	6	0	1	5	50
Scattered write ins	132	148	135	142	154	147	162	140	145	172	208	1833
Blanks	1427	1258	1468	1521	1449	1452	1443	1435	1502	1634	1714	17565
Total Votes (Including Blanks)												
Regional School Comm. (Hollbrook) - Vote for NO more than 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
2	0	0	0	0	0	1	0	0	3	0	0	6
(write in) Taryn Mohan	167	151	181	253	174	190	172	188	155	187	147	2134
Scattered write ins	1258	1107	1287	1268	1275	1261	1271	1247	1344	1447	1567	15425
Blanks	1427	1258	1468	1521	1449	1452	1443	1435	1502	1634	1714	17565
Total Votes (Including Blanks)												
Regional School Comm. (Milton) - Vote for NO more than 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
132	105	119	168	115	120	138	130	142	127	135	95	1526
Scattered write ins	1295	1153	1349	1353	1334	1314	1313	1293	1375	1499	1619	16039
Blanks	1427	1258	1468	1521	1449	1452	1443	1435	1502	1634	1714	17565
Total Votes (Including Blanks)												
Regional School Comm. (Norwood) - Vote for NO more than 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
608	523	648	627	618	553	633	627	624	699	688	773	7621
Kevin L. Connolly	9	7	14	3	9	15	16	7	4	11	11	149
Scattered write ins	810	728	806	859	828	804	800	804	791	935	930	9795
Blanks	1427	1258	1468	1521	1449	1452	1443	1435	1502	1634	1714	17565
Total Votes (Including Blanks)												
Regional School Comm. (Randolph) - Vote for NO more than 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
14	3	5	6	6	12	2	3	8	4	13	5	81
(write in) Marybeth Nearen	7	3	6	7	5	17	4	9	7	7	7	84
(write in) Michael Rossini	17	18	12	3	16	9	3	5	7	14	6	119
(write in) Rachelle Jeanty	4	3	0	5	0	5	0	5	4	1	13	46
(write in) Prantz Louizia	243	224	249	325	254	314	295	238	281	320	260	3244
Scattered write ins	1142	1007	1196	1175	1168	1123	1136	1168	1197	1279	1423	13991
Blanks	1427	1258	1468	1521	1449	1452	1443	1435	1502	1634	1714	17565
Total Votes (Including Blanks)												

Regional School Comm. (Westwood) - 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
(write in) Sheila Vazquez	2	2	1	7	0	0	1	4	0	4	0	2	23
(write in) Denise Hebert	1	0	2	2	0	0	0	0	0	2	0	3	10
Scattered write ins	94	65	90	113	78	81	106	88	91	89	102	74	1071
Blanks	1330	1191	1375	1399	1371	1181	1345	1351	1344	1407	1532	1635	16461
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Question 1													
Yes	1014	748	941	1000	967	809	925	938	936	990	1080	1116	11464
No	314	369	400	376	356	320	376	359	402	370	410	452	4504
Blanks	99	141	127	145	126	133	151	146	97	142	144	146	1597
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Question 2													
Yes	554	505	618	647	608	491	590	591	621	599	670	701	7195
No	739	579	693	697	691	608	677	664	683	741	778	816	8366
Blanks	134	174	157	177	150	163	185	188	131	162	186	197	2004
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565

REPORT OF THE BOARD OF ASSESSORS

Analysis of all qualified sales occurring during calendar year 2019 is the basis for fiscal 2021 property assessments. The average single-family property in Randolph is assessed at \$360,039 in fiscal 2021; versus \$349,308 in fiscal 2020. The total assessed valuation of the Town increased to \$4,076,470,400.

Most of the new construction within town was in the residential class, and this trend will likely continue in calendar year 2021. As of January 1, 2020 the Town had 10,347 parcels, including: 7,226 single family, 1,553 condominium, 490 two family, 20 three family, 54 apartment building parcels, 226 commercial, and 96 industrial parcels. Remaining parcels in town are either: vacant land, mix use, or parcels with tax exempt status.

Legal files were updated along with 774 recorded deeds. 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, 782 building permits were reviewed, including measuring and listing all new construction, adding or deleting parcels per recorded plans and making other data changes as necessary. The Board of Assessors Office Staff reviewed all of the applications for exemption or abatements. Forms of Lists were mailed for all Personal Property Accounts. Income and Expense Forms were mailed for all commercial/industrial and income producing parcels to be used in the income capitalization valuation process. 3ABC forms for exempt properties were also mailed.

The total number of motor vehicle excise abatements processed was 877. The total number of statutory exemptions processed for fiscal 2020 was 194. Included in the total were: 23 statutory exemptions for seniors aged seventy or older, (within certain income levels); 5 clause 18 (hardship); 143 exemptions for veterans with a disability rating; 16 Clause 37A (blind). The office also processed 86 community preservation applications for abatement.

All real and personal property values in Randolph were certified by the Department of Revenue on September 11, 2020. The tax classification hearing was held on November 23, 2020. The Town Council voted to adopt a shift of 1.74 on November 23, 2020. This resulted in reducing the residential tax rate from \$14.91 in fiscal 2020 to \$14.78 in fiscal 2021, and set the commercial, industrial, and personal property tax rate at \$28.54 per thousand dollars of assessed valuation.

The Board would like to thank the Assessor's Office 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 2020 for remodeling, new construction and residential projects.

The hearings had;

NOI- 5

ORDER OF CONDITIONS-6

CERTIFICATE OF COMPLIANCE- 3

ENFORCEMENTS-

RDA-1

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

Carl Brown

Bobby Young

Mark Mulready

Pamela Illobachie

Finette Catois Dubois

Respectfully,

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.

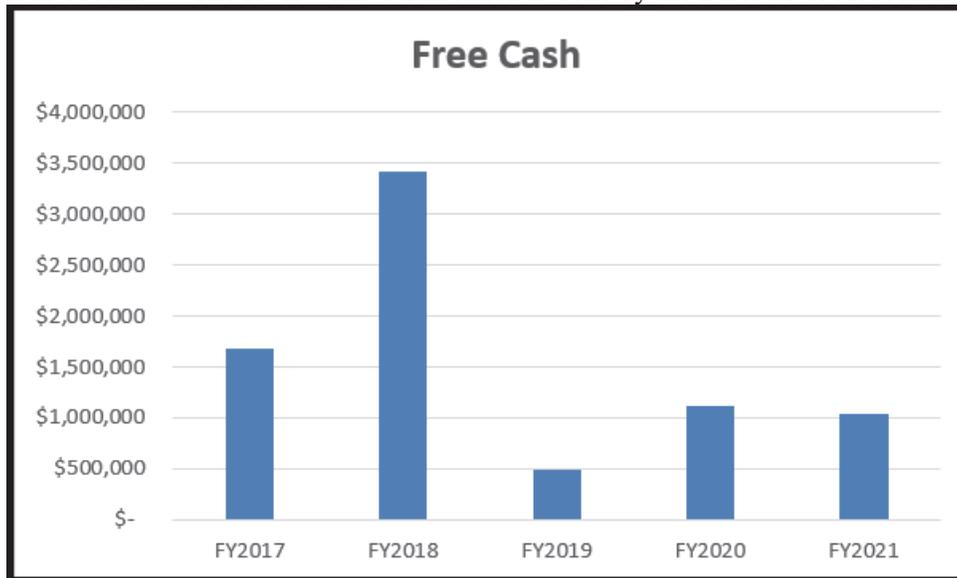
Accounting Department

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 FY19 have been fully audited by Melanson 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 FY20 audit is nearing completion at this time.

Free Cash

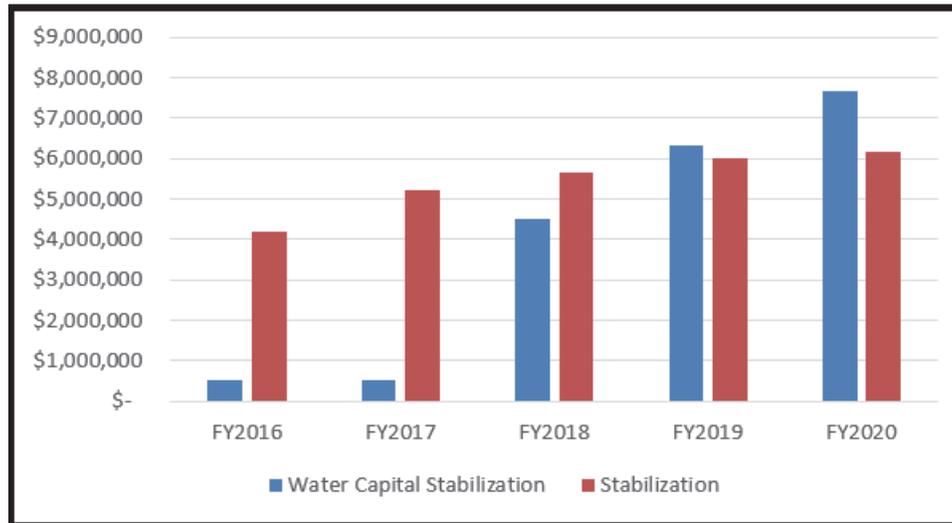
Free cash is the remaining, unrestricted funds from operations of the previous fiscal year including unexpended free cash from the previous year, actual receipts in excess of revenue estimates shown on the tax recapitulation sheet, and unspent amounts in budget line items. Unpaid property taxes and certain deficits reduce the amount that can be certified as free cash. The calculation of free cash is based on the balance sheet as of June 30. The review and certification is done by the Director of Accounts.



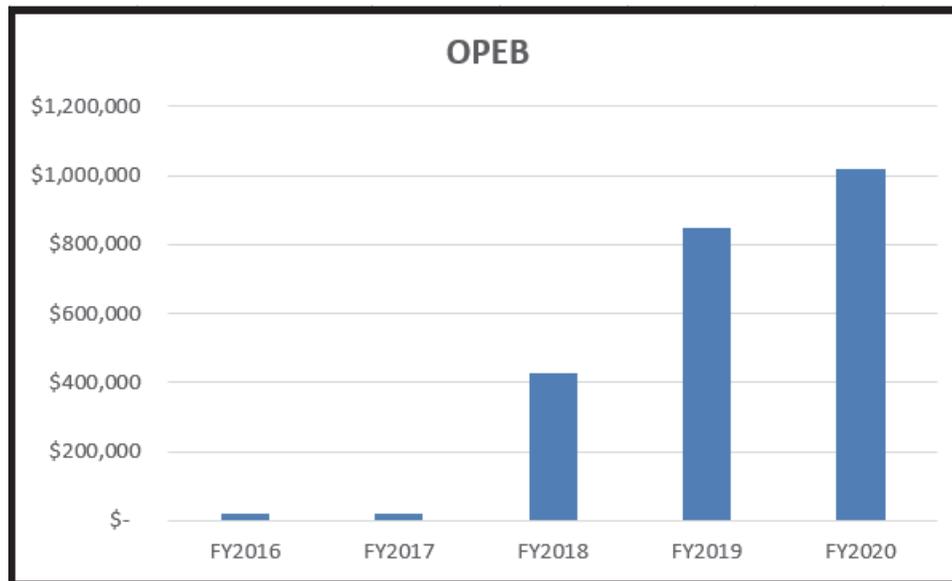
Stabilization Funds & OPEB

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 FY20, significant contributions were made to this fund from the Enterprise Fund retained earnings. In order to balance the FY21 General Fund Operating budget, \$2,250,000 of Stabilization funds were used.



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 \$1,019,634 at the close of FY20.



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, 2020, outstanding general obligation bonds equaled \$52,936,113 and short-term borrowings added \$10,221,822 for a combined total of outstanding debt of \$63,157,935.

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

Respectfully,

Janine Smith, Director of Municipal Finance/Town Accountant

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

IT manages and supports all aspects of the town’s computer hardware and software infrastructure, network, phone system, website, and budget. 2020 presented many challenges to the town’s technology infrastructure. With the global Covid-19 pandemic in full swing there was a focus on the ability of employees to work from home and boards and committees to hold remote meetings.

Infrastructure and Hardware

Provision of high-quality Wi-Fi service to the Town Hall was a priority. 3 new wireless access points were installed in the Town Hall which improved the access in the Washington Room, Health Office and Town Manager’s office. There are now 8 wireless access points installed in the Town Hall and signal strength should be strong throughout the town hall.

Federal Cares Act moneys were used for several improvements enabling the ability to work and hold meetings remotely. The Washington Room, Lincoln Room, and Chapin Hall all had large touch screens installed which will enable remote meetings to be held in any of the conference rooms. Laptops were ordered for department heads and cameras were installed for employees needing to attend remote meetings from their desk.

IT replaced 4 desktops, 10 laptops and 2 printers in 2020.

Software

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

- The town email system was migrated from FirstClass to Google’s GMAIL enabling email archiving and improved search capabilities.
- The town’s online permitting program was migrated from ViewPermit to PermitEyes.

Security

The Town Accountant was set up with a hardware VPN at her home to enable work from home access to the town’s financial software. A dozen employees had a software VPN installed on their work laptops to enable remote access to the town’s network.

Meanwhile we continue to develop our measures for security and resilience in the challenging area of cyber security. Sophos Antivirus has been installed on all town computers. In addition to systems-based solutions, we rolled out an online training program covering Internet security (spam, phishing, passwords management, etc.) for all town staff members.

Respectfully submitted,

William Clark, Information Technology Director

REPORT OF THE TREASURER / COLLECTOR

This year brought unexpected challenges that forced us to find new ways to do our work. While many departments were able to work remotely, the Treasurer/Collector's Office elected to remain fully staffed on site for most of the year. We took this position in order to be able to deliver customer service and process revenue in the most efficient manner.

We are happy to report a significant upsurge in payments made electronically through our online bill payment platform. This has reduced mail volume somewhat, allowing staff to respond to calls from residents and to attend to other important functions more quickly and efficiently. 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.

This year, we said good-bye to Betty Furey, who decided to retire again, in February. Betty has been a familiar face at the counter for more than forty years. Her dedication and loyalty to this town is unsurpassed. She will be missed, but we all wish her good health and a long, happy retirement.

We were joined this year by two new staff members. Michelle Nguyen is the new Assistant Treasurer/Collector. Michelle brings with her a wealth of knowledge about employee benefit administration and reconciliation. As an added bonus, Michelle frequently provides translation for our Vietnamese residents transacting business at the payment window.

Also joining us is Andrew Brown. Andrew is a Town resident with tremendous enthusiasm and meticulous customer service skills after working in a retail environment for many years. Both individuals are assisting existing staff with modernizing their skills and technical abilities.

The entire 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 McNamara
Treasurer/Collector

REPORT OF NORFOLK REGISTRY OF DEEDS

2020 was an extraordinary year in all our lives. The COVID-19 pandemic impacted all of us. Certainly, some were impacted worse than others. Lives were disrupted with some losing loved ones, small businesses scaled back or in worse case scenarios closed for good. While many sectors of our economy were impacted by the pandemic, I am pleased to report the Norfolk County real estate economy was able to remain viable following the COVID-10 state of emergency declared by Governor Baker on March 10, 2020.

Since the beginning of the pandemic, I am proud to report the Norfolk County Registry of Deeds was able to remain open operationally for the recording of land documents. While the Registry of Deeds building was closed to the general public, Registry personnel were able to continue recording land documents. We utilized social distancing, split work shifts, remote access, and used our disaster recovery site to record documents. We also utilized electronic recording for our institutional users such as banks, law firms and title companies. In addition to electronic recording, users had the option to submit documents via regular mail, Federal Express or placing documents in our drop-off box located just outside our main entrance at 649 High Street, Dedham, MA.

The results of these efforts were a viable Norfolk County real estate market benefitting sellers and buyers of real estate, lending institutions, the real estate legal community and all others with a vested interest in the local real estate economy. By keeping the Norfolk County Registry of Deeds open, recording fees collected were forwarded to the state and county helping to pay for important public initiatives including education, health care, and police and fire expenses. We are so thankful to our partners in the real estate community and most importantly the citizens of Norfolk County. Their patience with us has been critical to the Registry of Deeds being able to continue its core mission of recording land documents in a safe and secure environment.

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.

2020 Registry Achievements

- The Registry of Deeds Customer Service and Copy Center continues to provide residents and businesses with quality service. 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, Monday through Friday between the hours of 8:30AM to 4:30PM.
- In calendar year 2020, **the Registry collected approximately \$60 million in revenue.**
- The Registry of Deeds continues to address legislative issues to benefit consumers. In 2021, we will again file 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 2,150. The Registry is approaching 75% of its recorded land recordings being done electronically.
- Norfolk Registry of Deeds was the first registry in Massachusetts to record electronically registered land documents. This started in the Land Court section of the Registry of Deeds in 2017 and was crucial in remaining operational during the coronavirus pandemic. At the onset of the pandemic, 25% of the registered land documents recorded were done via electronic recording which has grown now to 60%.
- In 2020 we hit a record high of recording our 38,221 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 2020, the Registry processed 10,970 Homestead applications. The law Chapter 188 (M.G.L.) provides limited protection of one's primary residence against unsecured creditor claims.
- 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.
- Our website includes 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, 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 1,380 Norfolk County residents are signed up for this program.
- Due to the ongoing COVID-19 pandemic, the Registry was forced to suspend its community outreach programs. We are hopeful that in 2021 we will be able to visit each of the Norfolk County communities for office hours and renew our partnerships 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, and New Life Furniture Bank of MA in Walpole to assist those who are in need of household items. We also look forward to renewing our Annual Holiday Food Drive and Toys for Tots campaigns in 2021.

**Randolph Real Estate Activity Report
January 1, 2020 – December 31, 2020**

During 2020, **Randolph** real estate activity saw increases in both total sales volume and average sales price.

There was a 6% increase in documents recorded at the Norfolk County Registry of Deeds for **Randolph** in 2020, resulting in an increase of 337 documents from 5,824 to 6,161.

The total volume of real estate sales in **Randolph** during 2020 was \$402,812,415, a 117% increase from 2019. The average sale price of homes and commercial property was also up 142% in **Randolph**. The average sale was \$947,793. These numbers were impacted by a \$130.5 million commercial property sale that took place on 11/10/2020.

The number of mortgages recorded (1,542) on **Randolph** properties in 2020 was up 34% from the previous year. Also, total mortgage indebtedness increased 83% to \$731,685,323 during the same period.

There were 9 foreclosure deeds filed in **Randolph** during 2020, representing a 50% decrease from the previous year when there were 18 foreclosure deeds filed.

Homestead activity decreased 6% in **Randolph** during 2020 with 461 homesteads filed compared to 488 in 2019.

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,

A handwritten signature in blue ink that reads "Bill O'Donnell". The signature is written in a cursive, flowing style.

William P. O'Donnell, Norfolk County Register of Deeds

REPORT OF THE ZONING BOARD OF APPEALS

The Zoning Board of Appeals (ZBA) is a permit granting authority appointed by the Town Manager that has powers and duties prescribed under Chapter 40A of the Massachusetts General Laws, as amended and as allocated under The Town of Randolph Zoning Ordinances. ZBA may:

- hear and decide applications for variances with respect to land or structures
- hear and decide applications for Special Permits
- hear and decide appeals from decisions of administrative officials or boards of the town made under the Zoning Ordinances

In granting any of the above, the Zoning Board of Appeals must act within the time constraints and specifications of the General Laws and the Zoning Ordinances. The Board may impose conditions, safeguards, and/or limitations as part of its approval of any application.

The Randolph Zoning Board of Appeals had 6 hearings in 2020

1 ZBA # 06-2019 Spring of Water Assembly 374 N Main St

2 ZBA # 06-2019 Spring of Water Assembly 374 N Main St

3 ZBA # 01-2020 Nancy Morse 3 Lind Terrace

4 ZBA # 02-2020 HRCA, Property Owner, on property located at 640 N Main Street

5 ZBA # 02-2020 HRCA, Property Owner, on property located at 640 N Main Street

6 ZBA # 05-2019 (C) Karen Chase 14 Grove Lane

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

The Randolph Zoning Board of Appeals Members:

Acting Chair Al Costa

Sean Fontes

Barry Reckley

Kevin O'Connell

Christopher Spears

Alternate-Charles Gordon

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

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

Respectfully Submitted,

Joe Dunn, Clerk

SCHOOL SALARIES

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Abercrombie	Anthony	\$57,824.61	\$50,330.55	\$1,520.77	\$5,973.29
Acloque	Alexandrah	\$32,636.72	\$22,500.72	\$0.00	\$10,136.00
Alaoui	Allison E	\$96,242.00	\$94,122.00	\$0.00	\$2,120.00
Allar	Jeanmarie	\$74,750.58	\$74,660.58	\$0.00	\$90.00
Allen	Jeanette	\$62,748.00	\$62,748.00	\$0.00	\$0.00
Allen	Michael	\$34,574.66	\$33,052.14	\$0.00	\$1,522.52
Allen	Rebecca	\$97,894.43	\$97,094.43	\$0.00	\$800.00
Alves	Lisa	\$53,040.26	\$51,842.73	\$0.00	\$1,197.53
Amancio	Charlene	\$61,154.05	\$61,154.05	\$0.00	\$0.00
Amorim	Marcia M	\$92,960.95	\$92,470.95	\$0.00	\$490.00
Amrhein	Carly	\$76,532.51	\$76,152.51	\$0.00	\$380.00
Anderson	Spencer L	\$97,894.43	\$97,094.43	\$0.00	\$800.00
Anderson	Tara	\$46,966.84	\$45,852.84	\$0.00	\$1,114.00
Andre	Jean	\$37,063.96	\$31,026.91	\$236.45	\$5,800.60
Babbitt	Stephen	\$65,679.62	\$64,729.62	\$0.00	\$950.00
Bailey McCormick	Jane	\$90,478.95	\$89,878.95	\$0.00	\$600.00
Barbour	Lois S.	\$100,653.45	\$98,343.45	\$0.00	\$2,310.00
Baril	Eric	\$55,413.72	\$55,413.72	\$0.00	\$0.00
Barry	Shelley A	\$96,802.74	\$95,812.74	\$0.00	\$990.00
Bartecchi	Jennifer	\$100,640.21	\$97,530.21	\$0.00	\$3,110.00
Baryski	Tasha J.	\$97,212.00	\$94,122.00	\$0.00	\$3,090.00
Bellistri	Daniel J	\$104,864.16	\$104,114.16	\$0.00	\$750.00
Benjamin	James	\$33,105.45	\$27,502.80	\$18.45	\$5,584.20
Bennette	James	\$48,109.42	\$45,269.42	\$0.00	\$2,840.00
Benson	Tammy	\$49,010.32	\$46,570.32	\$0.00	\$2,440.00
Bernardino	Clara	\$30,960.12	\$30,707.04	\$253.08	\$0.00
Besong	Samuel	\$51,439.86	\$49,999.86	\$0.00	\$1,440.00
Binjour	Julien	\$36,045.69	\$30,308.14	\$226.98	\$5,510.57
Bishop	Robert E	\$59,414.68	\$50,086.38	\$3,873.07	\$5,455.23
Bizarro	Megan	\$53,649.58	\$53,249.58	\$0.00	\$400.00
Blair	Amanda	\$72,703.77	\$72,553.77	\$0.00	\$150.00
Bohan	Patrick	\$69,689.76	\$69,629.76	\$0.00	\$60.00
Booker	Shaquan	\$58,050.27	\$58,050.27	\$0.00	\$0.00
Boothby	Candace	\$104,769.59	\$98,343.45	\$0.00	\$6,426.14
Bosco	Anthony	\$99,228.10	\$98,828.10	\$0.00	\$400.00
Boudreau	Melanie	\$36,240.66	\$35,951.22	\$0.00	\$289.44
Bouffard	Gregory	\$85,022.51	\$76,152.51	\$0.00	\$8,870.00
Bower	Mary E	\$96,727.00	\$94,122.00	\$0.00	\$2,605.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Bradbury	Virginia L	\$94,699.62	\$87,797.06	\$0.00	\$6,902.56
Brake	Amber	\$99,035.85	\$94,998.94	\$0.00	\$4,036.91
Breen	Kelley	\$98,257.05	\$98,257.05	\$0.00	\$0.00
Brennock	Heather	\$61,827.30	\$61,647.30	\$0.00	\$180.00
Brewer	Janice M	\$57,527.64	\$56,332.64	\$0.00	\$1,195.00
Brillant	Archilles	\$36,813.90	\$30,319.50	\$664.20	\$5,830.20
Brink	Christin	\$69,683.84	\$67,263.84	\$0.00	\$2,420.00
Bristow	Kathleen A	\$80,356.26	\$79,606.26	\$0.00	\$750.00
Brophy	John	\$73,083.77	\$72,553.77	\$0.00	\$530.00
Brown-Jones	Mary	\$97,624.29	\$92,470.95	\$0.00	\$5,153.34
Bui	Giang	\$36,982.66	\$36,982.66	\$0.00	\$0.00
Burke	Jeffrey W	\$93,580.45	\$92,470.95	\$0.00	\$1,109.50
Burke	Julie	\$95,239.03	\$85,765.23	\$0.00	\$9,473.80
Burke	Liana	\$92,470.95	\$92,470.95	\$0.00	\$0.00
Byrne	Aimee	\$60,538.86	\$60,538.86	\$0.00	\$0.00
Cabral	Kimberly A	\$81,960.26	\$79,606.26	\$0.00	\$2,354.00
Cadime	Cassandra	\$63,247.68	\$60,937.68	\$0.00	\$2,310.00
Cahill	Susan L	\$95,172.00	\$94,122.00	\$0.00	\$1,050.00
Caliri	Michael	\$41,258.74	\$39,912.57	\$0.00	\$1,346.17
Calo	Kristin	\$57,413.74	\$27,444.66	\$0.00	\$29,969.08
Cameron	John E	\$62,814.12	\$56,307.16	\$3,043.14	\$3,463.82
Cameron	Michael	\$54,889.21	\$45,871.52	\$5,697.14	\$3,320.55
Campbell	LaRonda	\$36,403.56	\$36,212.25	\$0.00	\$191.31
Cantillo	Vicki	\$108,604.16	\$104,114.16	\$0.00	\$4,490.00
Cantor	Paula	\$97,492.74	\$95,812.74	\$0.00	\$1,680.00
Cardillo	Chakara	\$61,445.53	\$61,325.53	\$0.00	\$120.00
Carlson	Lee	\$76,716.51	\$76,152.51	\$0.00	\$564.00
Cartwright	Brian	\$97,146.10	\$93,021.30	\$0.00	\$4,124.80
Cartwright	Karen	\$91,478.58	\$90,059.58	\$0.00	\$1,419.00
Carven	Jessica	\$55,488.72	\$55,413.72	\$0.00	\$75.00
Carvey	Jacqueline	\$55,571.39	\$53,982.69	\$0.00	\$1,588.70
Casey	Nancy	\$66,419.30	\$59,919.30	\$0.00	\$6,500.00
Cenolli	Rosalorena	\$53,206.76	\$23,776.92	\$0.00	\$29,429.84
Chamanlal	Arnold	\$49,107.73	\$51,692.34	\$0.00	-\$2,584.61
Chan	Anson K.	\$98,804.16	\$98,804.16	\$0.00	\$0.00
Chandramouli	Bhuvanewari	\$91,025.33	\$90,059.58	\$0.00	\$965.75
Chicco	Guy	\$48,558.73	\$38,879.58	\$3,927.38	\$5,751.77
Chin	Amy	\$89,509.81	\$88,479.81	\$0.00	\$1,030.00
Civil	Francky	\$38,522.57	\$32,435.11	\$893.83	\$5,193.63
Cohen	Lainie	\$40,005.99	\$40,005.99	\$0.00	\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Colburn	Bethany L	\$99,198.58	\$92,470.95	\$0.00	\$6,727.63
Colella	Brianne	\$96,310.95	\$92,470.95	\$0.00	\$3,840.00
Colley	Carlos	\$134,731.55	\$132,031.55	\$0.00	\$2,700.00
Collins	Kristen	\$94,122.00	\$94,122.00	\$0.00	\$0.00
Conard	William	\$149,843.37	\$137,843.37	\$0.00	\$12,000.00
Connolly	Donna M	\$93,710.95	\$92,470.95	\$0.00	\$1,240.00
Connolly	George F.	\$65,448.86	\$50,334.88	\$7,190.54	\$7,923.44
Corbett	Laura	\$81,202.16	\$80,012.16	\$0.00	\$1,190.00
Correia	Danielle	\$70,413.63	\$70,173.63	\$0.00	\$240.00
Costa	Tiffany	\$64,383.66	\$64,383.66	\$0.00	\$0.00
Coury	Janice	\$30,425.54	\$27,801.76	\$38.78	\$2,585.00
Crawford	Christopher D	\$55,009.53	\$50,334.88	\$2,944.65	\$1,730.00
Cribby	Jennifer A	\$80,356.26	\$79,606.26	\$0.00	\$750.00
Cully	Diane	\$96,452.74	\$95,812.74	\$0.00	\$640.00
Daly	Faith	\$95,413.26	\$91,963.26	\$0.00	\$3,450.00
Damon	Carey	\$79,181.58	\$77,531.58	\$0.00	\$1,650.00
Davis	Jessica	\$94,152.00	\$94,122.00	\$0.00	\$30.00
Davis	Kathryn	\$74,592.50	\$70,492.50	\$0.00	\$4,100.00
Davis	Patricia	\$35,366.00	\$33,449.25	\$0.00	\$1,916.75
Dearborn	Alden	\$85,416.65	\$74,928.85	\$0.00	\$10,487.80
Delisi	Giuseppe	\$84,511.80	\$84,241.80	\$0.00	\$270.00
DeLosa	Jessica	\$78,252.51	\$76,152.51	\$0.00	\$2,100.00
Delosh	Samantha	\$39,414.42	\$39,324.42	\$0.00	\$90.00
Dempsey	Jennifer	\$74,733.77	\$72,553.77	\$0.00	\$2,180.00
Denmark	Lauren	\$63,110.24	\$61,280.28	\$0.00	\$1,829.96
Diaz	Maribel	\$69,363.84	\$67,263.84	\$0.00	\$2,100.00
DiGioia	Marie-Juanita	\$50,359.40	\$47,500.05	\$0.00	\$2,859.35
DiRusso	Jasmin	\$73,233.77	\$72,553.77	\$0.00	\$680.00
Disharoom	Angela	\$94,818.95	\$89,878.95	\$0.00	\$4,940.00
Doherty	Ashley	\$33,084.21	\$32,114.21	\$0.00	\$970.00
Dole	Eileen J	\$58,069.30	\$57,399.30	\$0.00	\$670.00
Domenikos	Sandra K.	\$63,635.73	\$60,782.58	\$0.00	\$2,853.15
Donahue	Briana	\$64,181.52	\$63,861.52	\$0.00	\$320.00
Donahue	Marie	\$30,333.77	\$30,303.77	\$0.00	\$30.00
Donovan	Kathleen	\$80,871.98	\$80,011.98	\$0.00	\$860.00
Dooley	Sarah	\$53,072.16	\$50,996.16	\$0.00	\$2,076.00
Downes-Gilkes	Renee	\$94,810.95	\$92,470.95	\$0.00	\$2,340.00
Dreyfuss-Kaufman	Peri E.	\$103,260.42	\$103,260.42	\$0.00	\$0.00
Drummey	Amy E	\$59,023.13	\$58,523.13	\$0.00	\$500.00
Duane	Kimberly	\$104,365.26	\$104,365.26	\$0.00	\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Dudley	Jessica	\$95,735.79	\$95,812.74	\$0.00	-\$76.95
Duffany	Ashley	\$45,882.42	\$44,337.42	\$0.00	\$1,545.00
Dwyer	Meaghan	\$105,920.87	\$100,920.87	\$0.00	\$5,000.00
Ebert-Pina	Jenna	\$96,302.74	\$95,812.74	\$0.00	\$490.00
Eliot	Susan	\$101,260.21	\$97,530.21	\$0.00	\$3,730.00
Ellertson	Theresa	\$94,320.95	\$92,470.95	\$0.00	\$1,850.00
Enoissy	Jean Luc	\$35,550.75	\$30,264.00	\$66.21	\$5,220.54
Eugene	Alix	\$37,816.36	\$31,709.40	\$350.56	\$5,756.40
Eustache	Laine	\$35,308.00	\$30,087.46	\$0.00	\$5,220.54
Faherty	Jill N	\$98,312.00	\$94,122.00	\$0.00	\$4,190.00
Fanaras-Chan	Emily	\$52,614.06	\$78,345.30	\$0.00	-\$25,731.24
Fancher Kelley	Kimberly D	\$93,583.20	\$89,046.10	\$0.00	\$4,537.10
Farmer	Caitlin	\$76,152.51	\$76,152.51	\$0.00	\$0.00
Federle	Regina	\$39,547.01	\$39,047.01	\$0.00	\$500.00
Feinstein	Judith	\$94,583.87	\$91,173.87	\$0.00	\$3,410.00
Ferguson	Diallo	\$91,039.58	\$90,059.58	\$0.00	\$980.00
Fernandes	Joe	\$39,792.48	\$39,792.48	\$0.00	\$0.00
Ferreira	Eric	\$72,643.77	\$72,553.77	\$0.00	\$90.00
Finn	Erin	\$47,021.52	\$45,600.00	\$0.00	\$1,421.52
Fisher	Kate	\$90,059.58	\$90,059.58	\$0.00	\$0.00
Fitzgerald	Elizabeth	\$106,266.31	\$96,656.31	\$0.00	\$9,610.00
Fitzroy	Stacy L	\$100,632.00	\$94,122.00	\$0.00	\$6,510.00
Flaherty	Judith	\$101,960.95	\$92,470.95	\$0.00	\$9,490.00
Flaherty	Maeve	\$57,758.29	\$55,528.29	\$0.00	\$2,230.00
Fleming	Timothy	\$63,458.00	\$62,748.00	\$0.00	\$710.00
Flynn	Casey	\$58,903.08	\$58,843.08	\$0.00	\$60.00
Flythe-Sands	Kelly L	\$98,230.26	\$96,670.26	\$0.00	\$1,560.00
Fong	Elizabeth	\$38,895.03	\$38,895.03	\$0.00	\$0.00
Fontaine	Pierre	\$91,573.87	\$91,173.87	\$0.00	\$400.00
Forbes	Melinda	\$105,639.63	\$94,122.00	\$0.00	\$11,517.63
Fowler	Nadine	\$88,905.42	\$88,905.42	\$0.00	\$0.00
Fox	Jeffrey	\$72,954.47	\$70,100.37	\$0.00	\$2,854.10
Frattasio	Jennifer	\$96,332.74	\$95,812.74	\$0.00	\$520.00
Gadowski	Marisha	\$78,959.07	\$77,339.07	\$0.00	\$1,620.00
Galgana	Vienna May	\$72,980.88	\$72,017.58	\$0.00	\$963.30
Gallup	Erin	\$62,748.00	\$62,748.00	\$0.00	\$0.00
Galvin	Danielle	\$100,946.02	\$97,615.26	\$0.00	\$3,330.76
Gannon	Beth A.	\$126,895.74	\$126,295.74	\$0.00	\$600.00
Garcia-Baraka	Maria D.	\$38,093.73	\$33,426.30	\$293.02	\$4,374.41
Genova Long	Marianne	\$62,793.00	\$62,748.00	\$0.00	\$45.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Gervino	Diana N	\$61,767.30	\$61,647.30	\$0.00	\$120.00
Gillis	Tracy	\$98,545.87	\$91,173.87	\$0.00	\$7,372.00
Giordano	Elizabeth	\$42,175.56	\$42,145.56	\$0.00	\$30.00
Godbout	David	\$92,870.95	\$92,470.95	\$0.00	\$400.00
Goddu	Sara	\$82,787.16	\$80,012.16	\$0.00	\$2,775.00
Gonzalez	Isabel	\$47,060.60	\$44,960.60	\$0.00	\$2,100.00
Gonzalez	Osiris	\$48,920.18	\$45,680.76	\$0.00	\$3,239.42
Gorski	Kathleen	\$79,424.22	\$77,324.22	\$0.00	\$2,100.00
Gott	Jillian	\$66,228.73	\$65,258.73	\$0.00	\$970.00
Gould	Stephen	\$71,345.95	\$71,345.95	\$0.00	\$0.00
Graham	Sara	\$88,539.81	\$88,479.81	\$0.00	\$60.00
Graves	Steadman	\$81,000.00	\$81,000.00	\$0.00	\$0.00
Greenberg	Meghan	\$93,770.95	\$92,470.95	\$0.00	\$1,300.00
Greene	Alyne	\$57,492.64	\$56,332.64	\$0.00	\$1,160.00
Guerra	Johanna M.	\$91,173.87	\$91,173.87	\$0.00	\$0.00
Guerrier	Agapy	\$31,506.45	\$25,977.60	\$313.65	\$5,215.20
Gureckis	Jennifer	\$95,054.94	\$95,812.74	\$0.00	-\$757.80
Hardy	Amy	\$97,834.43	\$97,094.43	\$0.00	\$740.00
Harjula	Gregory	\$89,548.40	\$87,578.40	\$0.00	\$1,970.00
Harrington	Ann S	\$93,970.95	\$92,470.95	\$0.00	\$1,500.00
Harrison	Courtney	\$69,734.76	\$69,629.76	\$0.00	\$105.00
Hartley-Matteson	Amy	\$141,634.74	\$138,634.74	\$0.00	\$3,000.00
Haskell	Megan	\$97,530.21	\$97,530.21	\$0.00	\$0.00
Haswell	Amber	\$60,884.16	\$60,884.16	\$0.00	\$0.00
Haughton	Annya	\$104,313.42	\$104,313.42	\$0.00	\$0.00
Healy	Allyson	\$61,981.50	\$59,881.50	\$0.00	\$2,100.00
Henderson	Mary P.	\$91,173.87	\$91,173.87	\$0.00	\$0.00
Hennessey	Michael T.	\$61,602.22	\$50,086.38	\$6,765.08	\$4,750.76
Hennessey	Patrick Tierney	\$58,863.14	\$50,086.38	\$4,361.53	\$4,415.23
Higgins	Geoffrey	\$52,425.30	\$52,305.30	\$0.00	\$120.00
Hill	David E	\$89,636.50	\$77,942.86	\$4,853.64	\$6,840.00
Hindman	David	\$39,865.14	\$39,865.14	\$0.00	\$0.00
Hinz	Gregory	\$57,656.16	\$57,656.16	\$0.00	\$0.00
Hoffman	Liat	\$93,665.79	\$93,665.79	\$0.00	\$0.00
Hoffmann	Kit	\$93,202.95	\$92,470.95	\$0.00	\$732.00
Hok	Tivichheka	\$99,293.40	\$94,877.28	\$0.00	\$4,416.12
Holland	Tanya	\$86,035.68	\$84,935.68	\$0.00	\$1,100.00
Honore	Jean	\$30,060.00	\$25,272.00	\$576.00	\$4,212.00
Horne	Atiera	\$44,701.42	\$44,337.42	\$0.00	\$364.00
Horowitz	Stuart	\$103,660.42	\$103,260.42	\$0.00	\$400.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Horst	James	\$84,762.16	\$80,012.16	\$0.00	\$4,750.00
Horstman	John	\$52,425.30	\$52,305.30	\$0.00	\$120.00
Hosmer	Sara	\$126,586.05	\$125,986.05	\$0.00	\$600.00
Houghton	Nicole	\$81,592.16	\$80,012.16	\$0.00	\$1,580.00
Howard	Marissa L.	\$88,569.81	\$88,479.81	\$0.00	\$90.00
Hudson	Arlene	\$51,035.36	\$34,049.73	\$0.00	\$16,985.63
Hume	Gail	\$81,460.80	\$81,460.80	\$0.00	\$0.00
Hutton	Meghan	\$74,823.29	\$74,823.29	\$0.00	\$0.00
Huynh-Thai	Taylor	\$88,909.81	\$88,479.81	\$0.00	\$430.00
Infante	Esmely	\$31,595.87	\$31,429.20	\$0.00	\$166.67
Jain	Surekha	\$73,270.36	\$72,846.36	\$0.00	\$424.00
Jones	David	\$72,553.77	\$72,553.77	\$0.00	\$0.00
Joniec	Ari	\$92,900.95	\$92,470.95	\$0.00	\$430.00
Joseph	Jean	\$34,554.00	\$28,356.00	\$342.00	\$5,856.00
Joyce	Courtney D.	\$78,450.98	\$72,910.98	\$0.00	\$5,540.00
Kabilian	Julie	\$41,364.84	\$40,672.68	\$0.00	\$692.16
Kaplan	Stacey M	\$96,972.00	\$94,122.00	\$0.00	\$2,850.00
Keefe	Irene	\$55,634.58	\$50,996.16	\$0.00	\$4,638.42
Keith	Amy	\$55,528.29	\$55,528.29	\$0.00	\$0.00
Kelly	Lawrence	\$70,909.82	\$67,174.92	\$2,746.39	\$988.51
Kennedy	Alissa	\$106,825.21	\$97,530.21	\$0.00	\$9,295.00
Khoury	Dorice	\$67,415.27	\$64,314.27	\$0.00	\$3,101.00
Kingsland	Sandra	\$96,467.74	\$95,812.74	\$0.00	\$655.00
Kotlyar	Nataniel	\$89,447.44	\$82,747.44	\$0.00	\$6,700.00
Ladd	Margaret R.	\$92,590.95	\$92,470.95	\$0.00	\$120.00
Lalond	Christine	\$54,028.83	\$45,586.80	\$0.00	\$8,442.03
Lamarre	Margareth	\$37,284.62	\$30,894.50	\$160.78	\$6,229.34
Lane	Susan	\$87,321.78	\$87,321.78	\$0.00	\$0.00
Latour	Stacey	\$31,678.65	\$25,688.55	\$36.90	\$5,953.20
Lee	Robin	\$94,122.00	\$94,122.00	\$0.00	\$0.00
Letourneau	Christine	\$92,308.95	\$89,878.95	\$0.00	\$2,430.00
Levitz	Bree	\$45,972.84	\$45,852.84	\$0.00	\$120.00
Licorish	John	\$119,215.26	\$119,215.26	\$0.00	\$0.00
Littlejohn	Judy	\$69,943.61	\$69,343.61	\$0.00	\$600.00
Livingston	Shalem	\$87,605.41	\$78,674.76	\$0.00	\$8,930.65
Lopes	Mark	\$55,759.33	\$50,060.91	\$1,364.72	\$4,333.70
Louis	Bernadin	\$36,565.87	\$30,188.35	\$652.58	\$5,724.94
Louis	Jean	\$37,986.00	\$30,510.00	\$1,548.00	\$5,928.00
Luker	Jessica	\$44,337.42	\$44,337.42	\$0.00	\$0.00
Lyncee	Myrria-Tahisha	\$42,403.20	\$19,932.57	\$0.00	\$22,470.63

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
MacDonald	Kristin	\$56,397.86	\$55,957.86	\$0.00	\$440.00
MacDonald	Lisa J	\$53,070.84	\$53,070.84	\$0.00	\$0.00
Macomber	Sherri	\$99,750.21	\$97,530.21	\$0.00	\$2,220.00
Malliaros	Donna	\$30,935.52	\$30,935.52	\$0.00	\$0.00
Maloney	James J	\$57,546.22	\$50,334.88	\$1,741.20	\$5,470.14
Manos	Erika	\$106,180.21	\$97,530.21	\$0.00	\$8,650.00
Mantovani	Rebecca	\$79,582.51	\$76,152.51	\$0.00	\$3,430.00
Markarian	Scott	\$92,470.95	\$92,470.95	\$0.00	\$0.00
Marshall	Jonathan	\$86,990.03	\$85,765.23	\$0.00	\$1,224.80
Marsigliano	Hui Ning	\$95,102.00	\$94,122.00	\$0.00	\$980.00
Martens	Dawn M.	\$69,809.44	\$69,409.44	\$0.00	\$400.00
Martinez	Melissa	\$64,764.27	\$64,314.27	\$0.00	\$450.00
Martin-Lecky	Stephanie	\$30,591.79	\$27,706.86	\$0.00	\$2,884.93
Massey	Jacqueline	\$54,713.80	\$52,843.80	\$0.00	\$1,870.00
Matta	Andrea S	\$100,450.26	\$96,670.26	\$0.00	\$3,780.00
McCabe	Christina	\$70,190.37	\$70,100.37	\$0.00	\$90.00
McCabe	Kathleen	\$61,647.30	\$61,647.30	\$0.00	\$0.00
McCarthy	John	\$76,163.43	\$74,603.43	\$0.00	\$1,560.00
McCarthy	Kristin	\$73,000.98	\$72,910.98	\$0.00	\$90.00
McDonald	Kenya	\$92,470.95	\$92,470.95	\$0.00	\$0.00
McDonough	Barbara	\$69,343.61	\$69,343.61	\$0.00	\$0.00
McEachern	Nicole	\$74,523.77	\$72,553.77	\$0.00	\$1,970.00
McGrath	Melissa A	\$62,798.57	\$61,198.57	\$0.00	\$1,600.00
McKenna	Carly	\$67,293.84	\$67,263.84	\$0.00	\$30.00
McNulty	Christine	\$66,050.68	\$66,050.68	\$0.00	\$0.00
Meade	Veronica	\$58,903.08	\$58,843.08	\$0.00	\$60.00
Menayrji	Nina	\$61,647.30	\$61,647.30	\$0.00	\$0.00
Mendes	Viana	\$64,165.68	\$63,875.16	\$0.00	\$290.52
Milfort	Jesse	\$65,705.57	\$66,397.23	\$0.00	-\$691.66
Mitchell	Randolph	\$2,250.00	\$2,250.00	\$0.00	\$0.00
Molina	Marie	\$92,580.95	\$92,470.95	\$0.00	\$110.00
Monaghan	John P.	\$75,748.28	\$61,154.05	\$10,494.23	\$4,100.00
Montgomery	Sharon L	\$68,647.30	\$61,647.30	\$0.00	\$7,000.00
Moore	Thomas W	\$100,090.95	\$92,470.95	\$0.00	\$7,620.00
Morales	Evelyn	\$46,054.44	\$45,752.40	\$80.55	\$221.49
Morales III	Agustin	\$92,470.95	\$92,470.95	\$0.00	\$0.00
Moran	Carol A.	\$94,642.00	\$94,122.00	\$0.00	\$520.00
Morisseau	Jon	\$63,112.00	\$62,748.00	\$0.00	\$364.00
Morong	Robert	\$61,647.12	\$61,647.12	\$0.00	\$0.00
Morreale	Francis	\$80,382.42	\$80,382.42	\$0.00	\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Moynihan-Bennett	Dorothy A	\$94,992.00	\$94,122.00	\$0.00	\$870.00
Mullin	Margaret	\$80,526.26	\$79,606.26	\$0.00	\$920.00
Murphy	Daniel M	\$62,392.31	\$50,235.48	\$6,529.42	\$5,627.41
Murphy	Jonathan	\$82,300.80	\$81,460.80	\$0.00	\$840.00
Myers	Charles J	\$47,158.82	\$38,585.70	\$0.00	\$8,573.12
Nadolny Duguay	Tracy E.	\$98,150.79	\$90,623.16	\$0.00	\$7,527.63
Navoni	Michelle	\$76,023.77	\$72,553.77	\$0.00	\$3,470.00
Nawrocki	Laure	\$75,727.44	\$75,727.44	\$0.00	\$0.00
Neptune	Wayne	\$34,114.06	\$27,908.70	\$129.16	\$6,076.20
Nesterak	Stephen	\$109,462.50	\$108,654.84	\$0.00	\$807.66
Newman	Jacqueline	\$35,948.06	\$35,756.75	\$0.00	\$191.31
Newman	Patricia	\$92,470.95	\$92,470.95	\$0.00	\$0.00
Nguyen	Quynh	\$39,383.70	\$38,117.70	\$0.00	\$1,266.00
Nicholson	Ann-Marie	\$98,520.21	\$97,530.21	\$0.00	\$990.00
Nunes	Donna L.	\$98,662.74	\$95,812.74	\$0.00	\$2,850.00
Nunes	Gemeniano	\$54,915.84	\$54,915.84	\$0.00	\$0.00
Oborsky	Tamara	\$93,050.95	\$92,470.95	\$0.00	\$580.00
O'Brien	Susan L	\$40,852.48	\$39,792.48	\$0.00	\$1,060.00
Odom	Esther	\$56,789.80	\$52,889.37	\$0.00	\$3,900.43
O'Donnell	Daniel	\$55,539.45	\$50,334.88	\$5,547.25	-\$342.68
O'Donnell	Doreen	\$96,090.95	\$92,470.95	\$0.00	\$3,620.00
O'Hara	Heather	\$100,446.42	\$99,156.42	\$0.00	\$1,290.00
O'Kelly	Hillary	\$70,029.76	\$69,629.76	\$0.00	\$400.00
O'Meara	Patricia M	\$48,660.32	\$46,570.32	\$0.00	\$2,090.00
Onifade	Mawakana	\$97,910.95	\$92,470.95	\$0.00	\$5,440.00
Ottaviani	Laura A.	\$101,120.13	\$101,120.13	\$0.00	\$0.00
Ottaviani III	Louis	\$81,617.16	\$80,012.16	\$0.00	\$1,605.00
Ouellette	Liane	\$80,833.14	\$80,833.14	\$0.00	\$0.00
Papadopoulos	Tresa	\$107,860.44	\$107,830.44	\$0.00	\$30.00
Papalambros	George	\$39,065.96	\$37,315.96	\$0.00	\$1,750.00
Pasquantonio	Wm. L.	\$71,090.70	\$59,397.76	\$2,699.64	\$8,993.30
Pearl-Ohimor	Carma	\$93,620.95	\$92,470.95	\$0.00	\$1,150.00
Pendergast	Kathryn	\$50,673.07	\$49,733.07	\$0.00	\$940.00
Persico	Sean	\$48,461.56	\$48,461.56	\$0.00	\$0.00
Persson	Rachel	\$55,588.29	\$55,528.29	\$0.00	\$60.00
Peter	Samantha	\$66,910.92	\$64,690.92	\$0.00	\$2,220.00
Philibert	Georges	\$32,332.04	\$27,111.50	\$0.00	\$5,220.54
Phinney	Kimberly A	\$96,062.00	\$94,122.00	\$0.00	\$1,940.00
Pierce	David	\$109,038.42	\$109,038.42	\$0.00	\$0.00
Pierre-Jerome	Lunine	\$104,455.58	\$102,695.58	\$0.00	\$1,760.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Pierre-Louis	Joey	\$60,103.84	\$59,739.84	\$0.00	\$364.00
Pierre-Paul	Erick	\$36,931.55	\$30,465.77	\$236.44	\$6,229.34
Poor	David	\$77,337.79	\$70,321.98	\$3,475.81	\$3,540.00
Powell	Lisa R	\$53,374.68	\$52,499.88	\$0.00	\$874.80
Price	Anthony	\$104,412.42	\$100,776.42	\$0.00	\$3,636.00
Purdie	Jessie J	\$105,972.00	\$94,122.00	\$0.00	\$11,850.00
Purtell	Bertha	\$82,802.16	\$80,012.16	\$0.00	\$2,790.00
Ramos	Laura	\$57,166.62	\$57,166.62	\$0.00	\$0.00
Rege	Lisa	\$88,519.81	\$88,479.81	\$0.00	\$40.00
Rego	Hope	\$94,929.58	\$90,059.58	\$0.00	\$4,870.00
Reid	Lindsey	\$42,200.16	\$41,690.16	\$0.00	\$510.00
Renrick	Dejahn	\$30,550.00	\$28,000.00	\$0.00	\$2,550.00
Reynolds	Kathleen A	\$82,924.13	\$71,921.85	\$0.00	\$11,002.28
Riccio	Brienne	\$72,623.63	\$70,173.63	\$0.00	\$2,450.00
Richard	Michelle L	\$96,813.30	\$94,122.00	\$0.00	\$2,691.30
Richardson	John	\$60,607.26	\$50,086.38	\$5,450.12	\$5,070.76
Riddick	Cynthia S	\$93,220.95	\$92,470.95	\$0.00	\$750.00
Ridolfi	Jonathan	\$103,539.03	\$95,418.09	\$0.00	\$8,120.94
Rigali	Alexandra M.	\$96,889.37	\$92,470.95	\$0.00	\$4,418.42
Roberts	George	\$58,923.37	\$49,937.28	\$6,351.54	\$2,634.55
Robinson	Lauren	\$84,701.80	\$84,241.80	\$0.00	\$460.00
Rogers	Benjamin	\$104,639.58	\$104,639.58	\$0.00	\$0.00
Rogerson	Rebecca L	\$100,130.26	\$96,670.26	\$0.00	\$3,460.00
Rommelmeyer	Shauna	\$85,975.78	\$85,825.78	\$0.00	\$150.00
Roos	Leslie G	\$101,552.74	\$95,812.74	\$0.00	\$5,740.00
Ross	Molly	\$96,317.76	\$88,479.81	\$0.00	\$7,837.95
Ross Lewis	Elecia	\$56,284.20	\$56,284.20	\$0.00	\$0.00
Rudden-Horgan	Susan	\$93,545.95	\$92,470.95	\$0.00	\$1,075.00
Ruiz	Andrew	\$68,314.27	\$64,314.27	\$0.00	\$4,000.00
Russo	Mary Ann	\$33,744.47	\$31,667.30	\$0.00	\$2,077.17
Saccoccio	Amy	\$89,171.38	\$87,985.35	\$0.00	\$1,186.03
Saia	Joseph A.	\$51,573.55	\$51,862.07	\$0.00	-\$288.52
Saint Julis	Lesly	\$31,074.00	\$25,824.00	\$594.00	\$4,656.00
Salama	Sarah	\$81,780.80	\$81,460.80	\$0.00	\$320.00
Sampson	Lisa M.	\$90,104.58	\$90,059.58	\$0.00	\$45.00
Sanford	Alpha M.	\$129,807.63	\$129,807.63	\$0.00	\$0.00
Saunders	Dana	\$82,362.04	\$80,012.16	\$0.00	\$2,349.88
Saunders	Sharon	\$97,638.14	\$94,122.00	\$0.00	\$3,516.14
Seibert	Brian	\$62,563.95	\$62,563.95	\$0.00	\$0.00
Semenard	Hanso	\$76,516.51	\$76,152.51	\$0.00	\$364.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Serafimov	Vasil	\$55,593.72	\$55,413.72	\$0.00	\$180.00
Sermon	Cassandre	\$57,207.02	\$54,813.02	\$0.00	\$2,394.00
Seseske	Megan E.	\$99,900.21	\$97,530.21	\$0.00	\$2,370.00
Shea-Pohl	Jill	\$100,346.42	\$99,156.42	\$0.00	\$1,190.00
Shekleton	Adam	\$90,691.80	\$84,241.80	\$0.00	\$6,450.00
Shetty	Manisha	\$76,930.03	\$76,650.03	\$0.00	\$280.00
Sicinski	Kaitlyn	\$47,593.84	\$47,553.84	\$0.00	\$40.00
Simmons	Lonnie	\$69,590.14	\$65,020.14	\$0.00	\$4,570.00
Simmons	Susan	\$101,220.21	\$97,530.21	\$0.00	\$3,690.00
Skolski	Jessica	\$96,212.74	\$95,812.74	\$0.00	\$400.00
Slean	Sarah	\$79,063.16	\$76,150.18	\$0.00	\$2,912.98
Sleczkowski	Katy	\$57,076.88	\$53,576.88	\$0.00	\$3,500.00
Smith	Adam	\$94,761.58	\$93,461.58	\$0.00	\$1,300.00
Smith	Maureen	\$102,356.42	\$99,156.42	\$0.00	\$3,200.00
Smith	Susan B	\$99,951.42	\$99,156.42	\$0.00	\$795.00
Smyth	Rebecca	\$78,197.51	\$76,152.51	\$0.00	\$2,045.00
Spada	Kori	\$74,098.72	\$73,998.72	\$0.00	\$100.00
Sparks	Michael T	\$61,613.60	\$50,334.88	\$5,675.42	\$5,603.30
Speakman	Paul	\$92,560.95	\$92,470.95	\$0.00	\$90.00
Spicer	Sherry	\$95,245.36	\$89,239.18	\$0.00	\$6,006.18
Springer	Robin	\$69,780.94	\$68,540.94	\$0.00	\$1,240.00
St Cyr	Marc	\$55,359.06	\$46,007.96	\$6,090.59	\$3,260.51
St. Charles	Jean	\$33,141.53	\$25,938.00	\$0.00	\$7,203.53
St. Cyr	Suzanne	\$71,945.95	\$71,345.95	\$0.00	\$600.00
Stark	Jennifer	\$97,942.74	\$95,812.74	\$0.00	\$2,130.00
Stazinski	John W.	\$49,266.75	\$43,123.42	\$2,545.87	\$3,597.46
Steinberg	Jamie	\$91,942.95	\$89,593.74	\$0.00	\$2,349.21
Stevens	Tamara	\$63,477.45	\$63,477.45	\$0.00	\$0.00
Stovell	Thea	\$197,872.94	\$191,596.05	\$0.00	\$6,276.89
Sullivan	Christopher T.	\$57,613.41	\$50,086.38	\$2,450.82	\$5,076.21
Sullivan	Kellie	\$73,520.37	\$70,100.37	\$0.00	\$3,420.00
Sullivan	Laura	\$117,855.35	\$111,900.30	\$0.00	\$5,955.05
Sullivan	Robert G	\$74,489.71	\$67,827.81	\$311.90	\$6,350.00
Sullivan	Vicki	\$99,912.99	\$95,812.74	\$0.00	\$4,100.25
Sweeney	John	\$100,474.14	\$96,374.14	\$0.00	\$4,100.00
Sypher-Lopez	Cynthia L	\$126,895.74	\$126,295.74	\$0.00	\$600.00
Tangishaka	Christine	\$49,873.89	\$43,938.44	\$0.00	\$5,935.45
Tavares	Julia	\$97,664.58	\$93,320.91	\$0.00	\$4,343.67
Tavares	Matthew	\$98,270.46	\$95,812.74	\$0.00	\$2,457.72
Thimas-Dossantos	Amie	\$88,819.81	\$88,479.81	\$0.00	\$340.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Thomas	Matthew	\$40,695.14	\$39,865.14	\$0.00	\$830.00
Thomas	Stacy	\$94,210.95	\$92,470.95	\$0.00	\$1,740.00
Thompson	Steven W	\$93,310.95	\$92,470.95	\$0.00	\$840.00
Tilden	Maria A	\$44,423.80	\$41,918.80	\$0.00	\$2,505.00
Torilli	Nancy	\$52,305.30	\$52,305.30	\$0.00	\$0.00
Troiano	Cassandra	\$90,919.81	\$88,479.81	\$0.00	\$2,440.00
Truong	Yen	\$58,944.08	\$56,513.88	\$0.00	\$2,430.20
Tyler	Elisabeth	\$93,793.17	\$92,470.95	\$0.00	\$1,322.22
Venisky	Andrea	\$90,968.95	\$89,878.95	\$0.00	\$1,090.00
Vicente-Bonilla	Jacqueline	\$65,694.27	\$64,314.27	\$0.00	\$1,380.00
Vickrey	Sean	\$102,210.95	\$92,470.95	\$0.00	\$9,740.00
Victor	Susan	\$99,300.21	\$97,530.21	\$0.00	\$1,770.00
Vierra	Denise M	\$100,130.26	\$96,670.26	\$0.00	\$3,460.00
Vlieger	Eileen	\$100,452.90	\$98,828.10	\$0.00	\$1,624.80
Vogel	Suzanne M.	\$65,455.16	\$60,275.16	\$0.00	\$5,180.00
Walker	Emily	\$103,462.74	\$95,812.74	\$0.00	\$7,650.00
Walsh	Hana	\$116,833.02	\$114,727.98	\$0.00	\$2,105.04
Walsh	Jennifer	\$71,461.23	\$71,221.23	\$0.00	\$240.00
Walsh	Sean	\$118,649.37	\$115,649.37	\$0.00	\$3,000.00
Walsh	Susan	\$60,393.16	\$58,600.74	\$0.00	\$1,792.42
Wasef	Haidy	\$53,563.34	\$53,070.84	\$0.00	\$492.50
Webb	Lauren	\$78,481.38	\$80,030.34	\$0.00	-\$1,548.96
Weekes	Rudolph	\$106,763.95	\$105,403.95	\$0.00	\$1,360.00
Weidmann	Enrique	\$84,241.80	\$84,241.80	\$0.00	\$0.00
Whalen	Grace	\$53,650.81	\$53,620.81	\$0.00	\$30.00
Whidden	Bruce	\$42,145.56	\$42,145.56	\$0.00	\$0.00
White	Wayne	\$50,335.00	\$39,077.50	\$0.00	\$11,257.50
Whitney	Elizabeth	\$60,150.27	\$58,050.27	\$0.00	\$2,100.00
Wiederer	Edward	\$91,869.58	\$90,059.58	\$0.00	\$1,810.00
Wilbur	Christine	\$82,112.16	\$80,012.16	\$0.00	\$2,100.00
Willey	Courtney	\$35,065.53	\$28,318.68	\$0.00	\$6,746.85
Wilson	Judith A	\$30,189.24	\$26,441.64	\$0.00	\$3,747.60
Wilson	Naia	\$129,807.63	\$129,807.63	\$0.00	\$0.00
Winans	Shea	\$74,503.77	\$72,553.77	\$0.00	\$1,950.00
Woods	Charles	\$71,149.76	\$69,629.76	\$0.00	\$1,520.00
Woods	Katherine	\$72,883.77	\$72,553.77	\$0.00	\$330.00
Woods	Melissa	\$46,626.30	\$46,626.30	\$0.00	\$0.00
Woodson	Sherril A	\$60,020.84	\$53,070.84	\$0.00	\$6,950.00
Worth	Julia	\$95,790.86	\$92,470.86	\$0.00	\$3,320.00
Young	Michael P.	\$58,008.90	\$50,086.38	\$6,103.48	\$1,819.04

Last Name

Zanzerkia

Zdenek

First Name

Kaitlyn

Stephanie

<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
\$87,618.51	\$85,998.51	\$0.00	\$1,620.00
\$98,352.74	\$95,812.74	\$0.00	\$2,540.00

TOWN SALARIES

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Abramson	Marc	\$161,628.51	\$101,094.18	\$23,142.03	\$37,392.30
Ahern	Ryan	\$107,841.82	\$83,848.00	\$11,285.42	\$12,708.40
Aldred	Kevin	\$89,367.43	\$69,668.93	\$5,677.68	\$14,020.82
Alvarenga	Carlos	\$38,160.00	\$38,160.00	\$0.00	\$0.00
Ander	Gregory	\$70,983.42		\$7,235.32	\$63,748.10
Andrews	Marcus	\$126,124.20	\$96,480.08	\$11,279.16	\$18,364.96
Aufiero	Susan	\$38,372.20	\$37,131.20	\$0.00	\$1,241.00
Auguste	Jems	\$75,915.47	\$66,631.60	\$7,008.87	\$2,275.00
Austrino	Michael	\$175,273.06	\$123,739.07	\$18,941.52	\$32,592.47
Ayers	Mathew	\$113,866.58	\$90,269.60	\$21,321.98	\$2,275.00
Ayers	Stephen	\$148,759.58	\$81,177.90	\$2,357.85	\$65,223.83
Barkhouse	Anne	\$78,697.85	\$78,097.85	\$0.00	\$600.00
Beal	Michael	\$207,172.43	\$95,081.90	\$39,050.01	\$73,040.52
Bennett	Melissa	\$53,856.39	\$53,856.39	\$0.00	\$0.00
Bevis	Cilenia	\$78,097.85	\$78,097.85	\$0.00	\$0.00
Binnall	Thomas	\$164,536.65	\$108,627.25	\$25,561.19	\$30,348.21
Bouche	Elizabeth	\$68,718.48	\$67,768.48	\$0.00	\$950.00
Boudreau	Charles	\$133,099.80	\$97,842.53	\$3,257.92	\$31,999.35
Brewer	Brendan	\$103,152.72	\$83,912.97	\$4,571.05	\$14,668.70
Brewer	Richard	\$144,959.26	\$90,685.83	\$9,585.83	\$44,687.60
Bringardner III	John	\$190,717.48	\$99,485.64	\$16,254.16	\$74,977.68
Brown	Trazana	\$34,443.04		\$326.08	\$34,116.96
Buonpane	Kevin	\$145,790.09	\$83,912.97	\$47,470.72	\$14,406.40
Burton	Vincent	\$93,730.34	\$69,286.83	\$2,220.00	\$22,223.51
Cameron	David M	\$64,900.39	\$63,613.17	\$712.22	\$575.00
Cassford	Ronald	\$163,911.62	\$140,735.60	\$0.00	\$23,176.02
Chaplin	Jeffrey	\$231,937.19	\$129,665.28	\$75,092.54	\$27,179.37
Chen	Alexander	\$77,030.29	\$64,345.92	\$5,486.43	\$7,197.94
Cirino	Penny	\$137,888.18	\$121,261.18	\$2,063.10	\$14,563.90
Clark	Trevor	\$106,389.34	\$77,933.99	\$10,682.69	\$17,772.66
Clark	William	\$71,543.41	\$71,543.41	\$0.00	\$0.00
Cody	Gerard	\$109,226.63	\$109,226.63	\$0.00	\$0.00
Cole Jr	Robert	\$89,117.27	\$79,053.19	\$0.00	\$10,064.08
Connor	James	\$173,284.96	\$128,491.50	\$27,822.20	\$16,971.26

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Connors	Patrick	\$94,749.24	\$76,633.36	\$101.86	\$18,014.02
Connors	Stephen	\$100,280.59	\$83,912.97	\$3,850.22	\$12,517.40
Cook	Kevin	\$64,288.90	\$64,288.90	\$0.00	\$0.00
Costa	Denise	\$40,859.57	\$38,859.57	\$0.00	\$2,000.00
Cox	Jason	\$144,613.85	\$113,812.84	\$7,835.00	\$22,966.01
Crockett	Alfred	\$108,116.37	\$90,269.60	\$14,221.77	\$3,625.00
Cronin	Carol	\$66,669.36	\$64,910.56	\$208.80	\$1,550.00
Crowley	Neil	\$143,583.08	\$104,473.60	\$35,284.48	\$3,825.00
Cruz	Miguel	\$149,002.56	\$72,337.49	\$1,066.67	\$75,598.40
Darche	Cheryl	\$66,910.56	\$64,910.56	\$0.00	\$2,000.00
Davis	Paula	\$56,674.82	\$56,099.82	\$0.00	\$575.00
DePina Jr	Alfredo	\$98,108.30	\$83,912.97	\$3,134.93	\$11,060.40
Disharoom	Capree	\$72,875.95	\$72,215.95	\$0.00	\$660.00
Donnelly	Kevin	\$122,921.23	\$69,643.14	\$7,959.11	\$45,318.98
Donovan	Daniel	\$131,151.73	\$83,912.97	\$30,312.06	\$16,926.70
Donovan	Kevin	\$102,205.54	\$83,912.97	\$2,805.17	\$15,487.40
Donovan	Richard	\$181,422.38	\$162,754.34	\$0.00	\$18,668.04
Dunn	Joseph	\$60,450.30	\$60,450.30	\$0.00	\$0.00
Duperval	Vardy	\$145,194.12	\$76,529.91	\$21,234.29	\$47,429.92
Eaton	Brent	\$116,392.37	\$83,848.00	\$17,817.97	\$14,726.40
Elman	Steven	\$127,423.87	\$93,456.51	\$11,949.89	\$22,017.47
Emerson	Robert	\$187,070.81	\$127,923.00	\$30,826.85	\$28,320.96
Evans	Thomas	\$99,024.77	\$86,978.54	\$2,661.38	\$9,384.85
Fedrick	Robert	\$109,534.91	\$86,747.26	\$6,575.02	\$16,212.63
Fisher	Jason	\$145,044.74	\$106,239.65	\$16,457.10	\$22,347.99
Fitzgerald	Matthew	\$58,596.68		\$2,734.50	\$55,862.18
Flaherty	Brian	\$137,680.50	\$65,748.15	\$16,789.13	\$55,143.22
Frazier	Glenn	\$176,560.63	\$84,558.94	\$63,788.69	\$28,213.00
Frew	Paul	\$147,464.60	\$108,627.25	\$16,195.37	\$22,641.98
Gagnon	Kristen	\$108,329.26	\$79,085.02	\$3,759.23	\$25,485.01
Geary	Daniel	\$103,504.61	\$83,912.97	\$2,754.24	\$16,837.40
Gibbs	Patrick	\$106,428.24	\$83,912.97	\$12,210.87	\$10,304.40
Gilbert	Kevin	\$133,335.70	\$78,235.50	\$15,322.76	\$39,777.44
Glassman	Steven	\$97,435.68	\$83,912.97	\$3,418.61	\$10,104.10
Gordon	Joseph	\$129,376.67	\$83,912.97	\$27,771.00	\$17,692.70
Gray	Colin	\$81,504.93	\$74,343.96	\$910.06	\$6,250.91
Greener	Melissa	\$140,874.44	\$121,261.18	\$6,742.87	\$12,870.39
Griffin	Christine	\$154,450.35	\$154,450.35	\$0.00	\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Haley	Gillian	\$51,716.29		\$3,624.74	\$48,091.55
Hall	Donna	\$68,791.65	\$68,791.65	\$0.00	\$0.00
Hall	Jeffrey	\$96,163.00	\$83,310.00	\$10,578.00	\$2,275.00
Hamelburg	John	\$200,014.67	\$135,594.97	\$26,006.74	\$38,412.96
Hamelburg	Michelle	\$84,503.53	\$74,984.10	\$2,344.04	\$7,175.39
Hayes	Christopher	\$108,512.17	\$90,269.60	\$15,967.57	\$2,275.00
Hayward	James	\$247,984.01	\$128,502.96	\$52,897.23	\$66,583.82
Hoey	Dennis	\$110,122.84	\$90,269.60	\$14,328.24	\$5,525.00
Howard	Brian	\$193,532.73	\$189,732.73	\$0.00	\$3,800.00
Hughes	Richard	\$136,957.29	\$112,554.03	\$4,098.06	\$20,305.20
Hunt	Joshua	\$99,342.71	\$78,916.46	\$4,846.78	\$15,579.47
Hurley	James	\$142,872.68	\$116,549.70	\$6,351.42	\$19,971.56
Iskra	Anthony	\$131,429.20	\$90,269.60	\$38,034.60	\$3,125.00
Iskra	Robert	\$92,403.46	\$40,467.71	\$203.12	\$55,732.63
Jones	Christopher	\$141,395.61	\$87,287.93	\$11,095.99	\$43,011.69
Jordan	Patric	\$100,063.52	\$76,574.03	\$13,763.02	\$9,726.47
Joyce	Thomas	\$159,692.36	\$104,473.60	\$49,193.76	\$6,025.00
Keeley	Ryan	\$103,031.43	\$83,912.97	\$4,942.06	\$14,176.40
Kenison	Julie	\$136,877.05	\$83,912.97	\$40,593.68	\$12,370.40
Kourafas	Peter	\$99,509.22	\$83,912.97	\$2,970.85	\$12,625.40
Krakowski	John	\$118,103.01	\$90,269.60	\$25,058.41	\$2,775.00
Kronillis	Kristopher	\$106,218.39	\$83,912.97	\$6,363.64	\$15,941.78
Labelle	Thomas	\$123,828.86	\$102,808.54	\$3,690.88	\$17,329.44
Lacerda	Christine	\$64,090.23	\$62,119.84	\$0.00	\$1,970.39
Lafleur	Gregory	\$104,857.73	\$83,912.97	\$3,377.36	\$17,567.40
Lapaglia	Scott	\$118,014.54	\$88,084.57	\$16,062.18	\$13,867.79
LaRosee	Elizabeth	\$133,146.74	\$133,146.74	\$0.00	\$0.00
Lee	Dennis	\$109,816.31	\$74,343.96	\$27,952.44	\$7,519.91
Legrice	Robert	\$148,366.91	\$96,027.08	\$25,625.51	\$26,714.32
L'Italien	Casey	\$73,728.62	\$60,480.97	\$567.77	\$12,679.88
L'Italien	Marc	\$90,834.50	\$74,600.93	\$1,639.46	\$14,594.11
Lucas	Geoffrey	\$156,678.58	\$95,227.74	\$32,786.00	\$28,664.84
Lucey	Richard	\$129,129.97	\$87,659.84	\$3,619.14	\$37,850.99
Lum	Ronald	\$107,884.33	\$107,364.33	\$0.00	\$520.00
Marag	Anthony	\$171,321.08	\$138,475.09	\$5,702.87	\$27,143.12
Marshall	Shawn	\$107,911.69	\$83,912.97	\$10,869.25	\$13,129.47
Mazurek	Kalin	\$82,708.41	\$69,174.93	\$2,735.93	\$10,797.55
McCarthy	John	\$127,830.96	\$87,834.03	\$7,721.32	\$32,275.61

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
McCarthy	Michael	\$147,433.15	\$111,472.96	\$16,998.02	\$18,962.17
McDonald	Kristin	\$96,867.61	\$72,215.94	\$23,701.67	\$950.00
McDonnell	Kevin	\$98,451.19	\$83,912.97	\$3,695.82	\$10,842.40
McHugh	Dina	\$66,655.07	\$65,855.07	\$0.00	\$800.00
McNamara	Jean	\$103,775.02	\$102,375.02	\$0.00	\$1,400.00
McNeil	David	\$52,942.49	\$52,942.49	\$0.00	\$0.00
Messia	Joseph	\$137,458.33	\$105,965.24	\$13,324.26	\$18,168.83
Miles	Isaiah	\$91,704.10	\$76,574.03	\$8,333.60	\$6,796.47
Monahan	Richard	\$32,405.80	\$32,405.80	\$0.00	\$0.00
Monteforte	Michael	\$123,020.39	\$83,912.97	\$22,710.02	\$16,397.40
Montlouis	Peggy	\$63,573.24	\$63,101.12	\$0.00	\$472.12
Morgan	Douglas	\$202,503.69	\$107,460.47	\$46,708.18	\$48,335.04
Morris	Magda	\$53,191.45	\$53,191.45	\$0.00	\$0.00
Morse	Christine	\$204,415.62	\$126,784.02	\$42,260.92	\$35,370.68
Morse	Stephen	\$142,280.87	\$40,330.32	\$32,401.17	\$69,549.38
Nash	Herbert	\$112,182.99	\$71,347.30	\$1,489.21	\$39,346.48
Nastasia	Keith	\$106,243.87	\$106,243.87	\$0.00	\$0.00
Nataupsky	Mina	\$63,505.66	\$60,948.62	\$407.04	\$2,150.00
Nelson	Gregory	\$85,206.50	\$70,105.04	\$5,782.66	\$9,318.80
Nelson	Mary	\$66,190.08	\$63,740.08	\$0.00	\$2,450.00
Nelson	Michael	\$124,190.80	\$99,848.86	\$5,998.84	\$18,343.10
Nguyen	Michelle	\$62,819.28	\$59,967.20	\$0.00	\$2,852.08
O'Leary	Arthur	\$139,837.64	\$104,473.60	\$29,839.04	\$5,525.00
O'Neill	Michael	\$168,891.47	\$112,020.86	\$38,239.15	\$18,631.46
O'Neill	Patrick	\$123,924.01	\$83,912.97	\$27,047.64	\$12,963.40
Pace	William	\$193,816.72	\$191,016.72	\$0.00	\$107,031.63
Palmer	Shawn	\$223,597.89	\$95,258.56	\$49,531.70	\$78,807.63
Pantazelos	Gabriel	\$218,541.19	\$112,020.86	\$32,127.42	\$74,392.91
Parrington Wright	Sharon	\$77,655.51	\$77,655.51	\$0.00	\$0.00
Pasquantonio	Daniel	\$89,325.84	\$74,343.96	\$5,741.90	\$9,239.98
Patten	Cheri	\$117,014.58	\$83,912.97	\$14,262.05	\$18,839.56
Peters	Scott	\$112,184.72	\$63,397.98	\$827.63	\$47,959.11
Peterson	Jason	\$67,542.33	\$57,791.20	\$7,476.13	\$2,275.00
Phinney	Anthony	\$97,140.51	\$83,912.97	\$5,527.14	\$7,700.40
Phinney	Teresa	\$55,693.88	\$55,693.88	\$0.00	\$0.00
Pierre-Louis	Abraham	\$105,508.65	\$75,079.60	\$28,154.05	\$2,275.00
Pierre-Louis	Christina	\$58,099.82	\$56,099.82	\$0.00	\$2,000.00
Pierre-Louis	Jean	\$79,597.68	\$78,757.68	\$0.00	\$840.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Previti	John	\$111,913.71	\$86,695.69	\$5,884.99	\$19,333.03
Princiotta	Michael	\$96,820.49	\$86,978.54	\$3,079.40	\$6,762.55
Rennie	Michael	\$160,752.73	\$122,096.65	\$15,988.65	\$22,667.43
Rinehart	Robyn	\$56,103.48	\$55,683.48	\$0.00	\$420.00
Rodman	Matthew	\$101,268.93	\$76,529.91	\$7,941.45	\$16,797.57
Rosa	Steven	\$101,689.27	\$65,756.65	\$2,260.14	\$33,672.48
Ryan	Kinnon	\$96,674.06	\$79,313.11	\$2,032.90	\$15,328.05
Saengsombat	Vincent	\$77,695.06	\$67,260.24	\$2,697.49	\$7,737.33
Santos	Joao	\$99,859.56	\$62,700.44	\$3,997.80	\$33,161.32
Saragian	Raymond	\$61,192.93		\$3,267.34	\$57,925.59
Sass	Cheryl	\$90,534.77	\$89,204.81	\$0.00	\$1,329.96
Sass	Justin	\$90,531.30	\$75,938.08	\$12,318.22	\$2,275.00
Seeto	May	\$66,872.97	\$63,613.17	\$159.80	\$3,100.00
Shannon	Patrick	\$105,429.85	\$76,807.60	\$25,397.25	\$3,225.00
Sherman	Scott	\$104,241.32	\$79,414.77	\$1,546.26	\$23,280.29
Shiavone Jr	Robert	\$101,231.57	\$83,912.97	\$4,516.90	\$12,801.70
Singleton	Jonathan	\$101,244.76	\$83,132.24	\$6,037.12	\$12,075.40
Slavinsky	Kevin	\$96,487.63	\$83,912.97	\$6,365.26	\$6,209.40
Slavinsky	Stephen	\$53,949.49	\$51,199.49	\$0.00	\$2,750.00
Smith	Janine	\$132,957.97	\$132,957.97	\$0.00	\$0.00
Smolokoff	Robin	\$39,937.06	\$38,799.06	\$0.00	\$1,138.00
Smyth	Paul	\$154,533.35	\$96,901.92	\$1,926.79	\$55,704.64
Solow	Howard	\$188,401.02	\$95,081.90	\$3,236.83	\$90,082.29
Sproules	Christopher	\$98,881.28	\$76,807.60	\$18,848.68	\$3,225.00
Sproules	Timothy	\$115,560.83	\$97,887.09	\$8,213.17	\$9,460.57
Staffier	Craig	\$111,262.75	\$93,599.76	\$2,468.27	\$15,194.72
Stanton	Matthew	\$109,127.75	\$86,068.65	\$6,878.70	\$16,180.40
Sullivan	Keri	\$60,201.26	\$60,086.26	\$0.00	\$115.00
Sullivan	Patrick	\$100,307.72	\$83,912.97	\$5,657.35	\$10,737.40
Sullivan	Pauline	\$65,538.17	\$63,613.17	\$0.00	\$1,925.00
Sutherland	James	\$97,924.76	\$86,022.03	\$2,901.73	\$9,001.00
Sutherland	William	\$93,167.07	\$76,807.60	\$14,084.47	\$2,275.00
Teal	Janet	\$72,104.63	\$71,544.63	\$0.00	\$560.00
Tracey-McNulty	Diane	\$73,245.95	\$72,145.95	\$0.00	\$1,100.00
Tran	Duong	\$105,565.65	\$70,723.12	\$1,451.49	\$33,391.04
Tuitt	Michael	\$106,295.27	\$82,072.53	\$9,597.97	\$14,624.77
Tyler	Michelle	\$90,414.47	\$89,414.47	\$0.00	\$1,000.00
Walsh	Christopher	\$103,853.07	\$86,978.54	\$2,616.98	\$14,257.55

Last Name**First Name**

		<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Ward	Debra	\$43,848.97	\$41,578.69	\$0.00	\$4,581.14
Watson	Brandon	\$91,237.81	\$76,807.60	\$12,155.21	\$2,275.00
Whynot	Joseph	\$100,077.92	\$76,807.60	\$20,995.32	\$2,275.00
Wiggins-Neal	LaWan	\$55,299.31	\$55,083.56	\$0.00	\$215.75
Witherspoon	Cheryl	\$63,754.86	\$63,754.86	\$0.00	\$0.00
Young	Kerry	\$99,262.59	\$86,978.54	\$2,841.50	\$9,442.55
Zaiter	Daniel	\$138,816.93	\$110,012.33	\$2,266.23	\$26,538.37

In Memoriam



Anne D'Andrea, retired teacher

Charles Whynot, DPW

Donald Edwards, School Custodian

Douglas Krabbenhoft, Town Manager

Erin Howard, Town Hall, Personnel Office

Eugene Solon, Finance Committee, Town Meeting Member

Frederick Connor, Police Department

Gary Montgomery, Police Department

George Norris, DPW Engineer

Joan Carmichael, retired teacher

Kevin Connor, Police Department

Margaret Coughlin, Assistant Tax Collector

Mary Kiely, DPW

Patricia Martin, retired teacher

Susan Holland, Teacher

William Franke, Fire Department

William O'Neil, retired teacher

2020 ELECTED AND APPOINTED TOWN OFFICERS

Town Council

Christos Alexopoulos
William Alexopoulos
Richard Brewer, Jr.
James F. Burgess, Jr.
Natacha Clerger
Kenrick Clifton
Ryan Egan
Katrina Huff-Larmond
Paul McDermott

Town Clerk/Registrar

Cheryl Sass

Board of Assessors

Robert Cole
Emmanuel Mecha
Marcelle Poteau
Robert Curran

Chief of Fire Department

Richard Donovan

DPW Superintendent

Keith Nastasia

School Committee

Pamela Davis
Cheryl Frazier
Ida Gordon
Paul McDermott
Lisa Millwood
Andrea Nixon
Duong Nguyen

Building Commissioner

Ronald Lum

Board of Health

Gerard Cody
David Kaplan
Barbara Mahoney
Ann Martin
Dov Yoffe
Patricia Cedeno-Zamor

Vacancy

Town Manager

Brian 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 LaRosse

Director of Veterans Services/Veterans Agent

Kevin Cook

Finance Director

Janine Smith

Trustees, Stetson School Fund

Henry M. Cooke IV
Judith Gangel
Lynn Feingold

Town Planner

Michelle Tyler

Planning Board

Alexandra Alexopoulos
Sarah Bergman
Steven Monteiro
Anthony Plizga
Peter Taverira

Animal Control Officer / Animal Inspector

Stephen Slavinsky

Board of Appeals

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

Board of Appeals, alternates

Charles Gordon

Vacancy

Randolph Housing Authority

Ronald Lum
Eudolf Rainford
Janine Henry
Judith Belyea
Nancy Gordon
State Appointee Annie St. John Joseph

Field Driver

Vacancy

Conservation Commission

Pamela Ilobachie
Bobby Young
Brian May
Carl Brown
James Pasman
Mark Mulready
Finnette Catabois-Davis

Burial Agent

Gerard Cody
Scott Cartwright, Asst.

Board of Recreation

Jamall Griffin
Afrika Afeni Mills
Ronald Jackson
Frank Lamond

Vacancy

Historic District Study Committee

Todd Sandler
William Thompson
Donna Costello
Alexandra Alexopoulos
Patrick Harrison
Henry Cooke, IV
Susan Davco

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

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 Montlouis
Claire Crowell
Sheila Swanwick
Jane Hendrickson
Patricia Zamor

Disabilities Commission

Keith Wortzman
Sue Epstein
Donna Costello
Susan Hart
Donald LaLiberte
Sandra Slavet
Shaun Robinson

Vacancy

Local Education Fund Committee

Kristen Kreckler
Sharon Swain
Alfred Galante
Andrea Nixon
Catherine Grinnell
Lisa Milwood

Vacancy (Supt. Apptee.)

Trustees, Turner Free Library

Doug Albert
Anne M. Barkhouse
James F. Burgess, Jr.
Scott Cartwright
Sheila Campbell
Kevin Donovan
Laurie McDermott
Samantha Porter
Mario Belabe
Katrina Huff-Larmond, Council Rep.
Kevin Reilly
William Walker
Elizabeth LaRosee
Richard Marden

Community Preservation Committee

Mary West, representing Historical Commission
Marcel Robateau, community member
Gerald Good, Sr., business member
Bruce Fleischman, business member
Alexandra Alexopoulos – Planning Board
Ronald Lum, representing Housing Authority
Ryan Egan, representing Town Council

Vacancy - recreation

Vacancy – conservation commission

Fair Housing Committee

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

Licensing Board

Ronald Lum
Richard Donovan
William Pace
Gerard Cody
Nnanna Okereke
Gary McDonald
Julia Moseley

Alternate Licensing Board Members

Robert Curran

Vacancy

Inauguration Speech

by Town Council President James F. Burgess, Jr.

Honored guests, Family, colleagues in government, tonight we meet on this stage on this spot in historic Stetson hall where once Mark Twain spoke. Upon Tripe Hill, now Crawford Square where a battle of King Phillips war was fought. The same spot where Randolph's boys would gather before boarding a train down on Depot Street on their journey off to war, and we sit just up the road from gun powder rock on South Street where the militia hid the gun powder from the British during the battle of Boston.

I mention this so that we understand that tonight we are gathered on a spot and in a place that has witnessed history. If our friend Ben who has stood overlooking this spot for the past 109 years could speak, he would remind us that our history has not always been pretty. That our history has been filled with moments that has seen conflict and disagreement. Times when national issues have spilled over into our local discussions. Moments when locally the distribution of resources caused angst between boards and local officials.

He would also tell us that as Americans as Randolphians, we have used that history. Those chapters in our story to some how come together to emerge stronger to move forward in a shared direction with a complimentary vision. Tonight my friends is no different. We are here tonight, on the dawn of a new decade—to write together the next chapter in our 227 years a top this hill.

As your Council President, I am committed to have many quills in the ink well as we all take part of this next journey of decision making. The voices of our community are many and all shall have a seat at this table. If you be a townie or new comer, native born or immigrant. If you have chosen to call Randolph home then you are part of this family and part of this journey.

The days of accepting division in the name of progress are over. The moments of allowing divisiveness to govern the discussion are behind us. We are better than this, our history tells us this and our future will be guided by this. Even as we start a new decade with this form of government there are some things that simply were better under the old form. One of this is community participation and specifically within the budget process. Your council will be calling for an open town meeting on February 24th to gather your input, from residents and businesses alike on the services we provide. What can be done differently or better? What should we be doing as a municipality? and what are we doing that maybe we shouldn't be? This is not a session to answer you, this is for us to hear you, to listen to you so that we can go back and develop budget goals for the upcoming year.

Our budget process will be more open than before. The budget subcommittee shall be the 9 member council conducted on Monday nights – so not only will your 9 member council be informed but so will the public. We need to understand their needs as well and how they interact with the public. Your council and your government recognizes that the means of communication is rapidly changing. A few years back we began streaming our council meetings on Facebook Live. While I am not advocating governing by Facebook or Social Media, the council believes we can do more to get our message out of what is going on in your government and ways to keep the public better informed. From community speaks to public hearings – the goal is to have a productive web presence. To that end, the Vice President is being charged with that role.

The goal with everything we do is better communication. Communication between councilors with the public and of equal importance communication with our school committee and department. The Town has one of the highest per pupil expenditures of any district around us and millions of dollars are deducted off the cherry sheet for out of district placements each year. I welcome the willingness of the school committee as newly constituted as well as this council to be open to having meaningful and thoughtful discussions as it

relates to advancing student achievement across the district while understanding that money is not what ails our district.

I have had conversations with Chairwoman Nixon and we are focused on making sure student achievement is what we are working towards. I am excited about this new School Committee, I am excited by the talented staff – excited by the brightness of our students. We all must raise the bar of expectations. If your first language is English, Spanish or Vietnamese – if you come from a 1 parent household – if your family life is not traditional – if you are a student that struggles – or if you are a student who excels. These are not reasons to expect less from you or to lower the bar of what is achievement. You, parents and students alike, have every right to expect your school system to challenge you and we want to see that reflected in the school budget.

On the dawn of this new decade lets talk about Duong. Our diversity prepares our students for the larger world – but it only does that when all are part of that mosaic – for the first time in our towns history we welcome a woman of Vietnamese heritage as an elected town official as a member of your School Committee, Duong Nguyen. Welcome Duong. Moments ago I spoke of communication that will be key as we start this budget cycle. Communication does not mean that there is no disagreement – it does not mean passions won't present themselves. It simply means being able to talk to each other, have disagreements and be able to move on to the next item that needs to be addressed.

To accomplish many of the items that need to be addressed – tonight we offer Orders 2020-001 through 2020-009 for your Council to review for future debate. These cover areas such as the budget schedule and economic development. Economic activity is critical to increasing revenue and controlling taxes. The council realizes that we need more timely information as to what is being proposed before us from boards and committees. How legislation is going to affect our community and how do we make sure we are part of equity in transportation dollars.

We will appoint a liaison to the council and land use boards – to track projects, report on building trends and suggest to the council where we can do better. It will also allow district councilors real time information on what is being proposed in their districts. We must do a better job in attracting a more significant commercial tax base. Yes with more commerce can come more traffic. The only way for us to lower residential taxes is to increase the percentage of commercial property. From Cox Engineering, Elite Envelope, Melville Candy and Randolph Engineering, we know we can attract good manufacturers who produce good jobs. We all must be committed to as a goal.

From schools to roads – water treatment plant to public Safety. The common denominator to all of this is money – resources.

We are committed to working with the redevelopment group – to tackle the Sudbury Farm plaza area and not the entire downtown – we encourage them to present a plan to us shortly to address this area. Pavement to traffic lights – ladder trucks to sidewalks. We have heard from many of you that we need to do more and that you want a greater voice in making sure we get to these projects.

To that end your council will be discussing the feasibility of allowing a menu of items for direct vote by the people to determine the level of service you want in our community. Sidewalks is one of those items. I would think most people would say sidewalks are good and we can all agree on that – the other item of agreement is we simply don't maintain them in a fashion that is required.

For every mile of road it costs to pave that same mile of sidewalk costs half of that total. We simply do not have enough money to repair all of what we have. In April the council with the DPW Superintendent and Town Manager will be conducting a traveling tour to visit every street in town to determine the feasibility of

sidewalks. Does a cul de sac with 3 houses need a sidewalk or is that money better spent on repairing a major road or sidewalk or a school.

The last item I will touch on tonight is Town property. From ballfields to Town buildings – to schools to the highway barn. We have asked you for years to spend millions of dollars – yet we have no clear authority on who is responsible to maintain them.

Andrea and I will be asking the Council to form a joint committee to investigate moving the upkeep of all town buildings under the authority of one town department – the physical plant, bricks, mortar and grounds. In the belief that when they report back we can see an opportunity for financial savings through regular maintenance. So your Council is prepared for a busy year. In reality with a more focused schedule all members prepared to carry 1/9 of the weight – we can meet these challenges and many others. So tonight I can tell you the employees that work for you are dedicated and professional, that the will of your government is strong and the future of our town is bright.

As we prepare to leave this spot where so much of our history has been written, join with us as we together pen the next chapter of our shared history.

God Bless.

REPORT FOR THE TOWN COUNCIL

It is my duty to offer the annual report of the activities of your Town Council.

As 2019 came to a close with the town elections, we saw voters choosing stability with many familiar names. We welcomed a new comer Paul E. McDermott. Mr. McDermott defeated Arthur Goldstein who had served as district councilor for many years. Thank Mr. Goldstein for your many years of service to our residents.

We all had great intentions for our Town and I took my election to the Presidency very serious. Once I was sworn in, I was hard at work to map out some clear goals and expectations. As President, I wanted all Councilors to be prepared with the same information, maybe with different goals but prepared with the same mind set and intentions for our Town. I was faced with a few drawbacks and hurdles but I pushed forward meeting with every fellow councilor that was willing.

Those meetings helped to guide a clear blue print that I envisioned and articulated at the inaugural (*see my address on the previous page*). All nine councilors formed the budget committee. The main duty of this committee was to make our budget process more manageable and productive.

As February 2020 approached the unforeseen pandemic stopped any semblance of normalcy. All future meetings were halted and later fulfilled remotely throughout the year. It was the intentions of the Councilors to discuss and resolve a master plan, town charter, new sidewalks, amend more traffic rules as well as other council orders.

Even though we amended traffic rules around town and did approve a new residential construction union crossing transit district there was little in ways of real accomplishment due the pandemic and other unexpected issues, including my frustrations with many members of the council who simply were unprepared and didn't seem to care. Ultimately there were calls for my resignation and I was removed from the presidency.

I take responsibility for my actions and asked to carry 1/9th of the weight was not a lot to ask for. I will continue serve as a councilor and do my part for the community. It is my honor to be a part of this community. During the pandemic Randolph stepped up, and seemed to be more engaged than other communities. Town Manager, Brian Howard; Health Director, Gerry Cody; and Elizabeth LaRosse, Director of the Community Center and their staffs need to be commended for the information sharing, coordination and their tireless hours seven days a week that they provided. Mr. Howard has been confronted with many challenges within his first year as Town Manager. There have been times when Brian and I have disagreed but the public should not take those heated exchanges as obstruction but really of continued cooperation by hashing it out and having the debate. We all are better for it. We are grateful for his hard work, commitment and love for his community.

Our Town Staff never fails to amaze, the uncertainty in their own lives they never missed a beat helping our residents. We were able to provide the Resilient Randolph Fund, which assisted many of our residents during the economic hardship caused by the pandemic. I would also like to thank all local businesses that donated funds. I would also like to thank the The Well Restaurant for offering free meals to the community.

I would be remiss if I failed to mention our library staff who if you compared circulation numbers and you didn't know we were in a pandemic. They continued to see increase after increase of user activity.

Elizabeth LaRosse, who during this time not only our librarian, but took on the roles of community organizer, senior outreach worker and covid commander. I am proud of the work she has been able to do and I know the community is better served because of her and her leadership.

Finally, our clerk Debroah Ward, we have had some challenges of our own but we were able to work well with each other and get the job done. I am glad we were able to offer her the ability to attend seminars and opportunities that enhanced her skills to better assist the councilors. She is a great asset to the councilors and exceeded our expectations and performed splendid.

I LOVE our Town and I am saddened that my year as President was less than productive. I failed to be able to lead the Councilors. My commitment to our team is without question. Admittedly, I hope as we move forward and away from this pandemic others will follow in my foot steps. May god bless the Town and all who live and work here. May we keep in our memories all from our town family that we lost this past year.

God speed!

Respectfully, yours in public service

James F. Burgess Jr.

REPORT FOR THE TOWN MANAGER

2020 was a historic year for Randolph and the entire country. A year that would include a world-wide health pandemic, a demand for civil rights after the murder of George Floyd by Minnesota police, and finally the election of the United States' first female vice president and woman of color, Senator Kamala Harris. Randolph is a diverse community, made up of different cultures, ethnicities, and races. In 2020 we joined together to meet these challenges and embrace change, together.

Covid-19 brought the entire world to a stop, Randolph being no different. On Tuesday, March 17, 2020, the Randolph Town Hall closed to the public and remained closed for several months. The Randolph Public Schools closed the week before Town Hall and later the Governor shut down the entire state to try to flatten the curve of Covid-19 cases. There was so much unknown at the start of the pandemic. How did the virus pass from person to person? What is the best treatment for those who were infected? How long would the state need to remain closed to mitigate the virus?

Randolph was extremely hard hit by the pandemic. When the Massachusetts Department of Public Health first released statistics to show the extent of communities infected by the virus, we were number three in the state. Many residents of Randolph were vulnerable to Covid because of the nature of their jobs – essential workers like those in retail, transportation, and healthcare who were forced to risk their health and that of their families, by continuing to work during the pandemic. Working from home was just not an option for these residents – who are the true unsung heroes of the pandemic.

Randolph residents banded together as the Randolph Resiliency Committee was formed to help residents in need. Hundreds of thousands of dollars were raised to help families struggling to pay mortgage, rent, and utility bills. Multiple options for people to donate and provide food were established from the Randolph Food Pantry, the Concerned Citizens of Randolph, and many local houses of worship. Residents made homemade face coverings that were distributed to those who could not find them in stores. A toy drive was organized for Christmas to help make the Holiday Season just a bit better for those in need. Randolph residents truly helped get one another through the start of the pandemic!

I want to thank our local Covid-19 Pandemic Response Team that guided us through the pandemic. Their leadership, devotion to duty, and countless hours helped keep thousands of Randolph residents safe over the past year. In a time of never-ending state policy changes and health considerations, they never wavered in serving our town. Thank you to Police Chief William Pace, Fire Chief Richard Donovan, Director of Community Programming Liz LaRosee, and Health Commissioner Gerard Cody.

On May 25, 2020, George Floyd, was murdered by the Minnesota Police while in custody. The death of George Floyd would be the catalyst for protests for civil and human rights for Black people nationwide. In June, there was a local Black Lives Matter Rally in front of Town Hall. A few days later a Peace Vigil was organized by Town Council members Ken Clifton and Katrina Huff-Larmond at the steps of historic Stetson Hall. Both events were attended by hundreds of residents who wanted to come together and demand more from our country, our state, and our community in how we address policing; ensuring all voices are heard and developing policies to ensure equity at all levels of government. This important and critical work will continue for years to come.

Because of the pandemic, many changes were made to state election laws to allow voters to cast their ballot for President. The most important was no-excuse absentee balloting. In Massachusetts, before this change, you could only vote by mail if you were going to be out of the town on election day. Due to the pandemic, the state legislature allowed residents to request ballots by mail and return them in the same manner to increase access to the voting process. This proved to be extremely popular and provided many challenges for local election officials due to the sheer volume of requests. Thank you to Town Clerk Cheryl Sass, her staff, and the election workers for making this new process work for all. I believe you

will see this become the law of the land at some point, as it was not only tremendously popular with the voters, it also effectively increased accessibility and equity.

I want to thank my Administrative Assistant Donna Hall for her hard work throughout the year. She is invaluable to me as Town Manager. In addition, thank you to Anne Barkhouse and Cilenia Bevis for their hard work in assisting me to manage human resources, town 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. These employees work many hours above and beyond what is required to improve our town. They are a credit to public service!

Respectfully submitted,

Brian P. 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 2020: Town Council, Town Manager, Finance Director, Animal Control, Assessors, Building Commissioner, Town Clerk, Treasurer/Collector, Conservation Agent, Department of Public Works, Engineering, 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 2020, including the following: Pandemic response and emergency orders, remote open meeting law provisions, provision of emergency medical services during a pandemic, testing and vaccination, 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 continued its lawsuit, along with a number of other municipalities, 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: 2020-001

Authorization for an extension for the Town Manager to Submit Budget Synopsis

In accordance with Section 5-2 of the Town Charter of the Town of Randolph, the Town Manager is granted an extension to submit the budget synopsis to the Town Council, that date being March 30, 2020.

Council Order: 2020-002

Authorization for a Date Modification for the School Committee Submitting the Budget to the Town Manager

In accordance with Section 5-2 of the Town Charter of the Town of Randolph, the School Committee is granted an extension to submit the school budget to the Town Manager, that being March 15, 2020.

Council Order: 2020-003

Authorization for a Date Modification for the Town Manager to Submit Proposed Operating Budget to the Town Council

In accordance with Section 5-2 of the Town Charter of the Town of Randolph, the Town Manager is granted an extension to submit the proposed operating budget to the Town Council, that date being May 15, 2020.

Council Order: 2020-004

Authorization for a Date Modification for the Town Manager to Submit the Capital Outlay to the Town Council

In accordance with Section 5-5 of the Town Charter of the Town of Randolph, the Town Manager shall be granted an extension to submit to the Town Council a 5 Year Capital Plan, that date being February 1, 2020.

Council Order: 2020-005

Acceptance of 2020 Town Council Meeting Calendar

To facilitate the work of the Town Council it hereby adopts the calendar for its regular scheduled meeting for 2020.

Council Order: 2020-006

Acceptance of the Rules and Regulations for the Year 2020

The Town Council hereby adopts the Rules and Regulations for the Year 2020 with amendments
This Order was not acted upon in 2020.

Council Order: 2020-007

Acceptance of a Land Use and Economic Development Unpaid Liaison

The Town Council hereby adopts an order to create an appointed non paid position of Land Use and Economic Development liaison of the Randolph Town Council.

This position would be a liaison between the Town Council and all land use boards and seeks to gather information and keep the Council informed on all issues affecting land use and economic activity.

Council Order: 2020-008
Acceptance of a Special Police Officer in the Town of Randolph

The Town Council hereby adopts an order to provide for and subject to the approval of the Town Manager, the Police Chief may appoint an official of the Town of Randolph who has been elected to the position of Special Police Officer in the Town of Randolph. In addition to the authority granted under Section 202, this individual shall possess all the authority under the laws of the Commonwealth of any special police officer, and shall be subject to the same certification process, including but not limited to, physical and psychological testing and other certifications and background investigations.

Individuals so appointed shall be subject to the limitations on hours worked and on payments to officials under Sec ___ of the Town Charter, payments where work performed for agencies, corporations or entities other than the Town of Randolph shall be allowed and compensated in the usual manner.

Order was withdrawn by the Petitioner.

Council Order: 2020-009
Acceptance of Gift from Dick Marden and Ann Cook to the Town of Randolph

The Randolph Town Council, with the recommendation of the Town Manager, hereby authorizes the Town to accept the gift of 9 desks for the Town Council office, with a value of \$1,800, from Dick Marden and Ann Cook, pursuant to M.G.L. ch. 44, section 53A ½ and any other applicable law.

Council Order: 2020-010
Transfer Within the Health Department

Be it hereby ordered that the Town Council vote to approve the following transfer:

Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Health	\$ 31,248		Health		\$ 31,248

Explanation: The health department budget, as approved by the Town Council, had the public health nurse position as a salaried town employee. The position is now being filled by a contracted outside employee which needs to be paid from the health department expense account. This is a transfer from salary to expense. The balance before the transfer is \$55,987.

Council Order: 2020-011
Request to Grant of Location to Massachusetts Electric Company To Install New Service 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 2 new jointly-owned utility poles on Fitzgerald Street for new service to house #48, 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., which is attached hereto.

All sweeps and conduit from grade level to 3 feet shall be constructed of steel – no PVC or similar material shall be utilized.

Council Order: 2020-012
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.

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

**Council Order: 2020-013
Appropriation for Water and Sewer Department for Purchase of 2 Vehicles**

Ordered: That the Town appropriates \$210,874 to pay the costs of purchasing a 2020 Ford F250 Pick-up Truck with plow package at a cost of \$50,874 for the use of the Sewer Department, and a 2021 International Utility Van at a cost of \$160,000 for the use of the Water Department, and that to meet this appropriation, this amount shall be transferred from unexpended balances of amounts borrowed to pay costs of various capital projects from time to time, which amounts are no longer needed to complete the projects for which they were initially borrowed, as more fully described below:

<u>Date of Borrowing</u>	<u>Original Project</u>	<u>Amount Originally Borrowed</u>	<u>Unexpended Balance</u>	<u>Amount Transferred</u>
12/18/07	Capital Improvements	\$8,000,000	\$18,646.82	\$18,646.82
8/23/10	Water Treatment Planning	6,000,000	17,802.66	17,802.66
8/23/10	Standpipe Painting	450,000	110,951.60	110,951.60
8/30/12	Water Treatment Plant	517,000	127,077.49	58,355.17
6/18/14	Water Meters	2,500,000	57.32	57.32
11/17/15	Capital Improvements	200,000	5,060.43	5,060.43

Explanation: The trucks that are being replaced are a Sewer 2003 Ford pick up utility body which has a blown engine and major rust on the body and a Water service truck. The service truck is a 1992 former bread delivery vehicle that is in poor condition and consistently breaks down and is out of service.

**Council Order: 2020-014
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 in a form substantially as follows:

AN ACT AUTHORIZING THE CITY KNOWN AS THE TOWN OF RANDOLPH TO GRANT ADDITIONAL LIQUOR LICENSES.

**Council Order: 2020-015
Appointment of Land Use and Economic Development Liaison**

Position: Land use, Economic Development Liaison to the Randolph Town Council

Council Order: 2020-016

Authorization By The Randolph Town Council To Petition The General Court To Enact Special Legislation Regarding Special Police Officers in the Town of Randolph

The Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation regarding Special Police officers in the Town of Randolph in a form that is substantially as presented below, and to authorize the Town Manager to take any action necessary in connection with the submission of said petition, and to authorize the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT RELATIVE TO SPECIAL POLICE OFFICERS IN THE CITY KNOWN AS THE TOWN OF RANDOLPH.

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

Council Order: 2020-017

Authorization By The Randolph Town Council To Petition The General Court To Enact Special Legislation Regarding Special Police Officers in the Town of Randolph

Be it ordered that the Randolph Town Council hereby transfers \$8,000 from the Retained Earnings of the Town's Water/Sewer Enterprise Fund to fund the purchase of a vehicle diagnostic tool and related items.

Explanation: The diagnostic tool will allow vehicles to stay on premises for repairs. Currently, the vehicles are sent to a garage to determine what repairs are needed and then returned for our mechanics to perform the work. This results in the vehicle being out of service much longer than needed and each diagnostic scan averages a cost of \$300. The current balance in Water/Sewer Retained Earnings is \$547,376.

Council Order: 2020-018

Transfer of General Fund Free Cash for Financial Software

Be it ordered that the Randolph Town Council hereby transfers \$25,850 from the certified General Fund free cash for the implementation of the MUNIS Motor Vehicle and General Billing modules.

Explanation: The Town purchased these two modules in FY15 when transitioning to the MUNIS software. However, these two areas were not implemented and the Town has not been utilizing the functionality. These funds will allow for the setup of data, importing of historic data and staff training to occur so that departments may automate certain billing functions within their offices to gain efficiency. The current balance of General Fund Free Cash is \$495,240.90.

Council Order: 2020-019

Appointment of George Berdos as Land Use and Economic Development Liaison

Position: Land use, Economic Development Liaison to the Randolph Town Council

Purpose: To provide the 9 member Town Council information to assist them to be better informed on issues coming before the Towns land use boards. To keep us abreast of legislation before State and Federal agencies that could affect Randolph.

Council Order: 2020-020

Appropriation to Repurpose Surplus Bond Proceeds

Ordered: That the Town appropriates \$385,000 to pay the costs of (i) pump replacement at the Michelle Lane pump station, including the payment of all costs incidental and related thereto, the estimated cost of which is \$67,500, (ii) reconstructing the Sherman Drive sewer main, including the payment of all costs incidental and related thereto, the estimated cost of which is \$142,500, (iii) pump replacement at the

Turner Street pump station, including the payment of all costs incidental and related thereto, the estimated cost of which is \$120,000, and (iv) reconstructing the Gloria Street sewer main, including the payment of all costs incidental and related thereto, the estimated cost of which is \$55,000, and that to meet this appropriation, this amount shall be transferred from the unexpended balance of the amount borrowed to pay costs of a previous capital project, which amount is no longer needed to complete the project for which it was initially borrowed, as more fully described below:

<u>Date of</u> <u>Borrowing</u>	<u>Original Project</u>	<u>Amount Originally</u> <u>Borrowed</u>	<u>Unexpended</u> <u>Balance</u>	<u>Amount</u> <u>Transferred</u>
09/27/18	Pump Station Upgrades	\$400,000	\$385,000	\$385,000

Council Order: 2020-021
Appropriate for IT Hardware/Software

ORDERED: That the Town of Randolph appropriates Fifty Eight Thousand Five Hundred Dollars (\$58,500) for the purchase, implementation, training of new permitting software and all related hardware. 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(9) or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor. 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: 2020-022
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.

Explanation: This is needed to process current claims and potential settlements through the remainder of this fiscal year. The balance of Free cash if this is voted will be \$327,350.

Council Order: 2020-023
Transfer of General Fund Free Cash to Stetson Hall Revolving Fund

Be it ordered that the Randolph Town Council hereby transfers \$5,000 from the certified General Fund free cash to the Stetson Hall Revolving Fund.

Explanation: With the closure of the Great Hall due to the COVID-19 outbreak, the revenue stream for this facility has been significantly reduced. This transfer will help support the operational costs of the building, minimal staffing requirements and refunds that need to be processed for cancelled events. The balance in free cash if this order is passed would be \$462,350.

Council Order: 2020-024
Transfer of General Fund Free Cash to Recreation and RICC Revolving Funds

Be it ordered that the Randolph Town Council hereby transfers \$23,194.98 from the certified General Fund free cash to the Recreation Revolving Fund and \$4,695.14 to the RICC Revolving Fund.

Explanation: These two revolving funds were not re-authorized for FY20. The revenues and expenses are now reflected in the General Fund operating budget. The proposed transfer amounts above represent obligations for goods and services ordered in FY19, but not invoiced until FY20. Yearend encumbrances were established for the expenses which in turn created the deficits. These obligations could not be charged to the operating budget as they were related to the prior year. This action will close out the deficit and remove the revolving funds from the accounting ledgers. The balance in Free cash after this vote would be \$467,350.78.

Council Order: 2020-025
Transfer within Community Programs

Be it hereby ordered that the Town Council vote to approve the following transfer:

Explanation: The Community Programs budget includes the RICC, rink and pool operations. Since the closure of these facilities and changes in staffing, there is sufficient available budget to assist in existing expenses for the remainder of the fiscal year. This is a transfer from salary to expense. The balance before the transfer is \$184,958.

Council Order: 2020-026
FY20 Transfer

To see if the Town Council will vote to approve the following transfer:

Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Town Clerk	\$75,000		Highway		\$90,000
Conservation	\$21,500		Town Council	\$6,500	

Explanation: These proposed transfers are needed in order to support known and projected expenses through the end of the fiscal year. The Town Clerk salary budget was originally voted based on salary levels of past employees that have moved to new positions within the organization and a position that has remained vacant. The Conservation Agent position was vacant for most of the fiscal year which led to budget funds not being used. The Highway expense budget was reduced by \$32,823.52 to fund unpaid bills from last year. Due to the elimination of the license board revolving fund at the close of FY19, the board’s administrative support has been charged to the Town Council salary line. This will be addressed in the FY21 budget so that the hours will be clearly presented between support to the Council and support to the license board.

Council Order: 2020-027
Requested Changes to the Town Council’s Rules and Regulations

To see if the Town Council will vote to amend their procedure manual and by voting any of the following changes affirmatively shall cause without further debate a modification of the table of contents and numbering system.

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

Council Order: 2020-028

Request for the Town Council to Initiate A Temporary Amendment to the Randolph Zoning Ordinance – Chapter 200 of the General Code of the Town of Randolph – Relative to Temporary Zoning Relief To Businesses During COVID-19 Pandemic Pursuant to M.G.L. ch. 40A, sec.5

That the Town Council of the Town of Randolph hereby initiates a temporary 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 to provide for temporary zoning relief to businesses during the COVID-19 Pandemic.

This order was withdrawn by the Petitioner.

Council Order: 2020-029

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

To see if the Town will vote to amend the Traffic Rules and Regulations by installing no parking anytime signs on Pond Street.

From the top of Pond Street at North Main down to South Lillian Street on both sides of the street.

Council Order: 2020-030

Amendment to Town of Randolph General Ordinances

To Provide a License for Special Events That Will Occur On Town Property Or That Will Require the Closure of Public Ways, Including Streets or Sidewalks

That the Town Council of the Town of Randolph hereby amends the General Ordinances of the Town of Randolph to insert a new Chapter 128 into the General Code of the Town of Randolph, as follows:

Chapter 128 – Licenses For Special Events On Town Property or Public Ways

This order was withdrawn by the Petitioner.

Council Order: 2020-031

When numbering council orders, this number was missed in error.

Council Order: 2020-032

Operations of the Water Treatment Plant

To see if the Town Council of the Town of Randolph will vote to request that the Massachusetts Department of Environmental Protection issue a consent decree to the Joint Water Board of the towns of Randolph and Holbrook decreeing that operations of the water treatment plant located on Pond Street in the Town of Randolph, be turned over to an outside contractor until such time that a new Tri-Town Water Treatment plant comes on line.

Council Order: 2020-033

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 – Site Plan and Design Review

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 Site Plan and Design Review.

This Order was withdrawn by the Petitioner.

Council Order: 2020-034

FY20 Transfers

To see if the Randolph Town Council will vote to approve the following transfer:

Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Blue Hills/Norfolk Agr.		\$ 52,000	Ambulance Billing		\$ 6,000
Treasurer/Collector	\$ 49,000		Law		\$ 40,000
Veterans' Benefits	\$ 22,000	\$ 10,000	Health Insurance		\$ 90,000
Employee Shareholder		\$ 239,000	FICA Payroll		\$ 116,000
			Snow & Ice		\$ 120,000
Totals	\$ 71,000	\$ 301,000	Totals		\$ 372,000
Total Transfer From		\$ 372,000	Total Transfer To		\$ 372,000

Explanation: These proposed transfers are needed in order to support known and projected expenses through the end of the fiscal year. The actual Blue Hills’ assessment and Norfolk County tuition was less than originally budgeted. The amount available within the Treasurer/Collector’s salary budget is due to an unfilled position within the clerical staff and several weeks of the Assistant Treasurer/Collector position not being filled. The salary within the Veterans’ Benefits budget is available based on the Town of Milton’s share of this position. The Employee Shareholder budget was not used during the fiscal year to make departments whole when salary increases were paid, but rather the departments were expected to manage in a way to absorb the additional costs.

Council Order: 2020-035

FY21 Randolph Community Preservation Budget and Reserves

To see if the Town Council will vote to appropriate from the Community Preservation Fund FY21 estimated revenues the sum of \$51,187 to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for Fiscal Year 2021; and further to reserve for future appropriation from the Community Preservation Fund FY21 estimated revenues the sum of \$102,374 for the acquisition, creation and preservation of open space; \$102,374 for the acquisition, preservation, restoration and rehabilitation of historic resources; \$102,374 for the acquisition, creation, preservation and support of community housing; \$205,112 for the creation of a budgeted reserve and \$460,316 to provide for the FY21 Community Preservation Fund FY21 debt obligations.

Explanation: By statute, the Town is required to set aside at least 10% of its estimated revenues in the categories listed above as well as 5% to establish an administrative budget. If the administrative budget is not expended, the funds remain part of the Community Preservation Fund balance. The amount for debt is directly related to past Community Preservation projects in which the Town borrowed long term to finance the project.

Council Order: 2020-036

Transfer of Water/Sewer Retained Earnings

To see if the Randolph Town Council will vote to transfer \$42,000 from the Retained Earnings of the Town’s Water/Sewer Enterprise Fund to fund \$18,000 in the FY20 Water salary budget and \$24,000 in the FY20 Sewer salary budget.

Council Order: 2020-037

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 Table of Allowable Activity

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 table of allowable activity as attached.

Council Order: 2020-038

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 Table of Dimensional Requirements for 200-27 through 200-37

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 table of dimensional requirements as attached.

This Order was withdrawn by Petitioner.

Council Order: 2020-039

FY 2021 Municipal Operating Budget

To see if the Town will vote to appropriate the following sums for the operation of municipal and school departmental and incidental expenses of the Town for Fiscal Year 2021 (July 1, 2020 to June 30, 2021) with a total sum of \$98,363,277; \$92,804,847 to be raised from taxation, \$1,650,000 to be transferred from Ambulance Reserve Account, \$1,218,726 to be transferred from the Water/Sewer Enterprise Fund, \$114,704 to be transferred from surplus bond proceeds, \$75,000 to be transferred from the 391 South Street Revolving Fund, \$2,250,000 to be transferred from the Stabilization Fund and \$250,000 to be transferred from Free Cash.

Department	Salary	Expense	Total
Town Council	\$ 39,306	\$ 26,150	\$ 65,456
Town Manager	\$ 413,629	\$ 25,900	\$439,529
Operations	\$	\$612,020	\$612,020
Ambulance Billing	\$	\$ 84,000	\$84,000
Car Use	\$	\$7,000	\$,000
Accountant	\$ 205,092	\$5,480	\$210,572
Assessor's Office	\$189,314	\$ 32,990	\$222,304
Treasurer/Collector	\$314,183	\$114,940	\$ 429,123
Law Office	\$155,000	\$127,330	\$282,330
Police/Fire Injured on Duty	\$	\$93,251	\$ 93,251
System Administration	\$72,032	\$ 142,622	\$ 214,654
Town Clerk	\$205,821	\$ 65,825	\$271,646
License Board	\$ 4,050	\$ 500	\$4,550
Conservation	\$41,400	\$ 1,150	\$ 42,550

Planning Department	\$ 88,239	\$30,000	\$ 118,239
Police Department	\$ 7,081,922	\$355,976	\$7,437,898
Civilian Dispatch	\$275,950	\$ 1,000	\$ 276,950
Fire Department	\$7,055,334	\$263,000	\$7,318,334
Inspectional Services	\$265,901	\$5,800	\$ 271,701
Sealer/Weights & Measures	\$15,000	\$ 3,000	\$18,000
Animal Control	\$74,925	\$19,500	\$ 94,425
Animal Inspector	\$9,000	\$7,500	\$ 16,500
Randolph School Department	\$	\$	\$43,703,125
Blue Hills Regional	\$	\$	\$ 4,597,200
Norfolk Agricultural School	\$	\$	\$ 26,000
DPW/Highway	\$ 1,012,076	\$179,900	\$ 1,191,976
Snow & Ice	\$ 100,000	\$150,000	\$ 250,000
Street Lights	\$	\$ 200,000	\$200,000
Trash Collection	\$	\$ 3,100,000	\$ 3,100,000
Health Department	\$287,224	\$14,475	\$ 301,699
Elder Services	\$115,643	\$7,300	\$122,943
Veterans' Benefits	\$87,563	\$280,000	\$367,563
Disabilities Commission	\$	\$400	\$400
Library	\$869,747	\$191,883	\$1,061,630
Community Programs	\$618,749	\$157,251	\$776,000
Stetson Hall	\$20,000	\$54,750	\$74,750
Historic Commission	\$	\$450	\$450
Debt & Interest	\$	\$4,189,780	\$ 4,189,780
Collective Bargaining/ESO	\$	\$ 245,000	\$245,000
Utilities	\$	\$315,500	\$ 315,500
Vehicle Fuel	\$	\$185,850	\$185,850
FICA & Retirement	\$	\$7,555,046	\$7,555,046
Other Benefits	\$	\$559,000	\$559,000
Health Insurance	\$	\$11,008,333	\$11,008,333
TOTAL			\$98,363,277

Council Order: 2020-040

FY2021 Water & Sewer Enterprise Budget

To see if the Town Council will vote to appropriate \$13,389,792 for the direct costs related to the operation of the Water and Sewer Enterprise Fund and that the sum of \$1,218,726 as appropriated in the General Fund be used for the indirect costs for the fiscal year commencing July 1, 2020, pursuant to M.G.L. Ch. 44, Section 53F1/2 and all other applicable law, and to meet the appropriation, \$13,389,792 will be raised through Water and Sewer Rates for the following sums:

Water & Sewer Personal Services:	\$1,340,928
Water & Sewer Expenditures:	\$9,567,193
Water & Sewer Debt:	<u>\$2,481,671</u>
Total Appropriation for Direct Costs:	\$13,389,792
Indirect Costs – Reimburse General Fund	\$1,218,726

Total Cost Water & Sewer Fund \$14,608,518

Council Order: 2020-041

Transfer From Retained Earnings For Town Flushing Plan

To see if the Town Council of the Town of Randolph will vote to transfer \$200,000.00 from Water and Sewer Retained Earnings to the DPW expense budget for the purpose of creating/updating and implementing an emergency one year flushing plan in the Town water system.

Council Order: 2020-042

FY2021 Revolving Fund Spending Authorizations

To see if the Town Council will approve pursuant to G.L. c.44 s.53E1/2 to establish the fiscal year 2021 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	FY2021 Spending Authorization
Senior Transportation	\$ 10,000
Recycling	\$ 50,000
Immunization	\$ 15,000
Zoning Appeals	\$ 10,000
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: 2020-043

FY20 Budget Transfers

To see if the Randolph Town Council will vote to approve the following transfer:

Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Civilian Dispatch	\$145,000		Police	\$155,000	
Community Programs	\$ 52,000		Community Programs		\$37,000
Fire	\$50,000		Fire		\$ 55,000
Totals	\$247,000	\$	Totals	\$ 155,000	\$92,000
Total Transfer From		\$ 247,000	Total Transfer To		\$247,000

Explanation: These proposed transfers are needed in order to support known and projected expenses through the end of the fiscal year. The Fire Department has available funds left in overtime and general salaries for generator repair/maintenance, fuel, truck and ambulance repairs, and Nation Grid services. There was a transition in billing administrators at the RICC in the Fall and several bills fell through the crack during this time. They resurfaced at year end and were not accounted for in the previous transfer requested for Community Program expenses.

**Council Order: 2020-044
FY20 Budget Transfer**

To see if the Randolph Town Council will vote to approve the following transfer:

Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Injured On Duty		\$ 6,406	Assessor	\$ 2,578	
			Building	\$ 2,885	
			Fire	\$ 487	
			Animal Control	\$456	
Totals	-	\$ 6,406	Totals	\$6,406	-
Total Transfer From		\$ 6,406	Total Transfer To		\$ 6,406

Transfer From			Transfer To		
Department	Salary	Expense	Department	Salary	Expense
Water		\$ 1,285	Water	\$ 1,285	
Sewer		\$ 5,151	Sewer	\$ 5,151	
Totals	-	\$ 6,436	Totals	\$ 6,436	-
Total Transfer From		\$ 6,436	Total Transfer To		\$ 6,436

Explanation: These proposed transfers are needed in order to support known expenses and salary obligations through the end of the fiscal year.

**Council Order: 2020-045
Adoption By The Randolph Town Council To Amend the Traffic Rules and Regulations Of the Town of Randolph**

To see if the Randolph Town Council will vote to amend the traffic rules and regulations of the Town of Randolph to exclude truck traffic from whole or portions of West Street, Mill Street, Center Street and Highland Avenue and to take any other action that maybe required.

This Order was not acted upon in 2020.

Council Order: 2020-046

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 Article IX – Signs and Advertising Devices Pursuant to M.G.L. ch. 40A, Section 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 Article IX – Signs and Advertising Devices, pursuant to M.G.L. ch. 40A, Section 5.

This Order was withdrawn from Petitioner.

Council Order: 2020-047

To Amend Section 13 of the Procedures Manual Of the Town of Randolph

To see if the Randolph Town Council will vote to amend Section 13 of the procedure manual by adding a new Section A titled – Open Council Comments and to reorganize the schedule.

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

Council Order: 2020-048

FY20 Unpaid Bills

To see if the Randolph Town Council will vote to transfer \$15,696.46 to pay certain FY20 unpaid bills related to the General Fund, as identified in the chart below:

SOURCE		USE	
Description	Amount	Description	Amount
FY21 Police Expenses	\$ 5,972.48	WGBH	\$ 897.76
		EZ Pass	\$ 36.75
		CMG Colonial	\$ 4,810.00
		Verc	\$ 216.00
		Napoli	\$ 11.97
FY21 IOD Expenses	\$ 86.48	Cabot Risk	\$ 86.48
FY21 Community Program Expenses	\$ 984.00	Houghton Mechanical	\$ 984.00
FY21 Veterans Benefits Expenses	\$ 2,021.76	Online Stores	\$ 2,021.76
FY21 Other Benefits Expenses	\$ 3,398.25	Comm of MA - Div Unemployment	\$ 3,398.25
FY21 Law Expenses	\$ 203.50	MCLE	\$ 203.50
FY21 Operations Expenses	\$ 3,029.99	National Grid	\$ 29.99
		L&W Auto Body	\$ 1,000.00
		L&W Auto Body	\$ 1,000.00
		L&W Auto Body	\$ 1,000.00
Totals	\$ 15,696.46	Totals	\$ 15,696.46

Council Order: 2020-049

Ambulance Purchase

To see if the Randolph Town Council will appropriate Three Hundred Seventy-Five Thousand Dollars (\$375,000) to pay costs of purchasing and equipping a new ambulance, and for the payment of all costs incidental and related thereto; that 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) or pursuant

to any other enabling authority, and to issue bonds or notes of the Town therefor. 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: 2020-050

FY21 Randolph Community Preservation Projects

To see if the Town Council will vote to appropriate from the Community Preservation Fund for the projects shown below from funding sources as indicated next to each project:

Program	Amount	Funding Source
Stetson Hall Entrance	\$41,000	Historic Reserve
Simon Fireman Expansion	\$ 125,000	Housing Reserve
Randolph Resiliency Fund*	\$ 125,000	Housing Reserve
DJ Simmonds Playground	\$ 20,000	Open Space/Recreation Reserve
Young School Tennis Court Replacement	\$140,000	Open Space/Recreation Reserve
Town Hall Rehabilitation	\$187,000	Historic Reserve
<i>*to provide rental assistance only</i>		

Council Order: 2020-051

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

To see if the Randolph Town Council will vote to appropriate the special revenue funds received from the Commonwealth Transportation Infrastructure Enhancement Trust Fund in the amount of \$26,829.20, for street side lighting, Crawford Square street lighting and pedestrian crosswalk signal.

Council Order: 2020-052

Consideration of the Future of Marijuana Recreational Sales In the Town of Randolph

To see if the Town Council of the Town of Randolph will permit the voters of the Town of Randolph to consider the future of recreational marijuana sales in the Town of Randolph.

This Order was not acted upon in 2020.

Council Order: 2020-053

FY20 Unpaid Bills

To see if the Randolph Town Council will vote to transfer \$204.63 to pay certain FY20 unpaid bills related to the Water/Sewer Enterprise Fund, as identified in the chart below:

SOURCE		USE	
Description	Amount	Description	Amount
FY21 Water Expenses	\$ 204.63	Tri-Town Legal Ad	\$ 204.63
TOTAL \$	204.63	TOTAL \$	204.63

Council Order: 2020-054

Proposed Adoption of Local Option Statute M.G. L. Ch. 59, Section 5, Clause 22(H) Relieving Parents or Guardians of Certain Veterans from Local Real Estate Taxes

To see if the Randolph Town Council will vote to adopt a local option statute, M.G.L. ch. 59, section 5, clause 22(H).

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

Council Order: 2020-055

Request To Initiate an Amendment To the Randolph Zoning Ordinance, Chapter 200 of the General Code of the Town of Randolph, To Add a new Section 200-46(B)(15) Concerning Special Permits for Large Scale Commercial and Residential Developments Pursuant to M.G.L. ch. 40A, section 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 add a new Section 200-46(B)(15) concerning special permits for large scale commercial and residential developments.

Order was withdrawn by the Petitioner.

Council Order: 2020-056

Town IT Hardware/Software (FY20 Capital Plan)

To see if the Randolph Town Council will appropriate Thirty-seven thousand three hundred and fifty dollars (\$37,350) to pay costs related to Town technology hardware and software, and for the payment of all costs incidental and related thereto; that 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) or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor. 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: 2020-057

Local Option Statute M.G.L. Ch. 59, Section 5, Clause 22(H) Relieving Parents or Guardians of Certain Veterans from Local Real Estate Taxes Request to Include Spouses

To request that the Town Manager ask the great and general court to amend M.G.L. Ch. 59, Section 5, Clause 22(H) to include spouses.

Council Order: 2020-058

Appropriation to Stabilization Fund

To see if the Randolph Town Council will approve to raise and appropriate \$1,475,000 to the Stabilization Fund.

Council Order: 2020-059

Establishment and Funding Of Reserve Fund

To see if the Randolph Town Council will establish a Reserve Fund for FY 2021 to provide for extraordinary or unforeseen expenditures pursuant to the provisions of M.G.L. ch. 40, Section 5A and any other applicable law and to see if the Randolph Town Council will fund the Reserve Fund by raising and appropriating Seven Hundred Seventy Five Thousand Dollars (\$775,000.00) to be placed in said Reserve Fund.

Council Order: 2020-060

Acceptance of Gift from Prestige Capital Group 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 car wash passes for a period not to exceed thirty days, from Prestige Capital Group for the purpose of supporting city vehicles – such as fire, police, DPW, building inspector, pursuant to M.G.L. ch.44, section 53A ½ and any other applicable law.

Council Order: 2020-061

**Approval of Designation as Surplus and Sale of
Town Property Known As Fencourt Avenue and Restarick Avenue Parcels**

The Randolph Town Council hereby approves the designation of the property described below (the “Property”) as surplus property of the Town available for disposition, hereby authorizes the sale of that Property pursuant to M.G.L. ch. 30B or by auction or as otherwise in accordance with applicable law, and hereby further authorizes the Town Manager to execute a purchase and sale agreement, as well as any deed, easement, or other related agreements or documents as necessary to sell said Property or to cancel said sale if in the best interests of the Town, and to take any other action necessary to carry out this sale. Any sale of the Property must include a requirement that the Property be subjected to a deed restriction requiring a Payment In Lieu of Taxes (PILOT) Agreement between the Town and the property owner. That PILOT Agreement shall include the requirement that, in any year that the Property is owned by a non-government entity that is exempt from municipal real estate taxes, the property owner must make an annual PILOT payment to the Town in an amount equal to the full municipal real estate tax payment that would have been due on the Property had the property not been exempt from municipal taxes in that year. Calculation of the PILOT Payment will be based on the full and fair cash value of the property using an appropriate classified tax rate and 100% of the assessed value for the Property during the relevant tax year.

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

Council Order: 2020-062

**Request To Amend Randolph Zoning Ordinance,
Chapter 200 of the General Code of the Town of Randolph, To Add a new Section 200-14.4 Titled
CBTH.**

To see if the Town Council of the Town of Randolph will amend Randolph Zoning Ordinance, Chapter 200 of the General Code of the Town of Randolph, to add a new Section 200-14.4 Titled CBTH.
This Order was not acted upon in 2020.

Council Order: 2020-063

**Authorization By The Randolph Town Council
To Petition The General Court To Enact Special Legislation Regarding
Validation of the Actions Taken at the
2020 Biennial State Election Held In The Town of Randolph**

The Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation validating the actions taken at the 2020 Biennial State Election Held in the Town of Randolph, said

special legislation to be in a form that is substantially as presented below, and authorizes the Town Manager to take any action necessary in connection with the submission of said petition, and further authorizes the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT VALIDATING THE ACTIONS TAKEN AT THE 2020 BIENNIAL STATE ELECTION HELD IN THE CITY KNOWN AS THE TOWN OF RANDOLPH.

Council Order: 2020-064
Request for the Town Council to Amend § 158-5 of the
Town General Ordinances to Extend the Commencement Date for the
Regulation of Thin-Film Single-Use Plastic Bags

That the Town Council of the Town of Randolph hereby amends the Randolph General Ordinances § 158-5 as follows:

Delete “January 1, 2021” and replace it with “January 1, 2022”.

Council Order: 2020-065

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 – Relative to Article XI Site Plan and
Design Review
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 deleting Article XI concerning Site Plan and Design Review and replacing that article with a new Article XI concerning Site Plan and Design Review.

This Order was not acted upon in 2020.

Council Order: 2020-066
Authorization By The Randolph Town Council To Petition The General Court To Enact Special
Legislation To Amend The Charter Of The Town Of Randolph To Provide for An Appointed
School Committee

The Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation to amend the Charter of the Town of Randolph, said special legislation to be in a form that is substantially as presented below, and authorizes the Town Manager to take any action necessary in connection with the submission of said petition, and further authorizes the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT RELATIVE TO THE CHARTER OF THE CITY KNOWN AS THE TOWN OF RANDOLPH.

This Order was not acted upon in 2020.

Council Order: 2020-067
Authorization By The Randolph Town Council To Petition The General Court To Enact Special
Legislation To Amend The Charter Of The Town Of Randolph To Provide for Voter Approval of
Capital Expenditures Over \$3 Million.

The Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation to amend the Charter of the Town of Randolph, said special legislation to be in a form that is substantially as presented below, and authorizes the Town Manager to take any action necessary in connection with the submission of said petition, and further authorizes the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT RELATIVE TO THE CHARTER OF THE CITY KNOWN AS THE TOWN OF RANDOLPH.

This Order was not acted upon in 2020.

Council Order: 2020-068

Authorization By The Randolph Town Council To Petition The General Court To Enact Special Legislation To Amend The Charter Of The Town Of Randolph To Provide for A Minimum Staffing Level in the Randolph Police Department

In order to promote the reasonable public safety and traffic safety of the public, the Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation to amend the Charter of the Town of Randolph, said special legislation to be in a form that is substantially as presented below, and authorizes the Town Manager to take any action necessary in connection with the submission of said petition, and further authorizes the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT RELATIVE TO THE CHARTER OF THE CITY KNOWN AS THE TOWN OF RANDOLPH.

This Order was not acted upon in 2020.

Council Order: 2020-069

Amendment to Town Council Rules Manual to Remove Resolutions

The Randolph Town Council hereby votes to make amendments to the Rules Manual of the Randolph Town Council

This Order was not acted upon in 2020.

Council Order: 2020-070

Authorization By The Randolph Town Council To Petition The General Court To Enact Special Legislation To Amend The Charter Of The Town Of Randolph To Provide for Town Boards, Committees and Commissions To Be Appointed By The Town Council

The Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation to amend the Charter of the Town of Randolph, said special legislation to be in a form that is substantially as presented below, and authorizes the Town Manager to take any action necessary in connection with the submission of said petition, and further authorizes the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT RELATIVE TO THE CHARTER OF THE CITY KNOWN AS THE TOWN OF RANDOLPH.

This Order was not acted upon in 2020.

Council Order: 2020-071

Authorization By The Randolph Town Council To Petition The General Court To Enact Special Legislation To Amend The Charter Of The Town Of Randolph To Provide for A Change In The Budget Approval Process

In order to reflect the spending priorities of the voters and to allow adjustments to the budget on a department by department basis, the Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation to amend the Charter of the Town of Randolph, said special legislation to be in a form that is substantially as presented below, and authorizes the Town Manager to take any action necessary in connection with the submission of said petition, and further authorizes the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT RELATIVE TO THE CHARTER OF THE CITY KNOWN AS THE TOWN OF RANDOLPH.

This Order was not acted upon in 2020.

Council Order: 2020-072

Authorization By The Randolph Town Council To Petition The General Court To Enact Special Legislation To Amend The Charter Of The Town Of Randolph To Provide for A Paid Town Council

The Randolph Town Council hereby authorizes a petition to the General Court to enact special legislation to amend the Charter of the Town of Randolph, said special legislation to be in a form that is substantially as presented below, and authorizes the Town Manager to take any action necessary in connection with the submission of said petition, and further authorizes the General Court to make clerical or editorial changes of form to the proposed special legislation:

AN ACT RELATIVE TO THE CHARTER OF THE CITY KNOWN AS THE TOWN OF RANDOLPH.

This Order was not acted upon in 2020.

REPORT FOR THE RANDOLPH PUBLIC SCHOOLS 2020-2021

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.

School Re-Opening During COVID-19

The Randolph Public School system reopened last fall with three learning models: in-person, hybrid, and remote, exceeding state guidelines for physical distancing. All grade levels provided at least six feet of physical distancing, combined with a coordinated set of practices (hand hygiene, respiratory etiquette, cleaning and disinfecting, masks/face coverings, and cohort grouping) in order to prioritize the health and safety of students, faculty, staff, and families.

Learning Models

We prioritized in-person learning for our youngest learners in Pre-K and students with disabilities that qualify for sub-separate programming, so that they could attend school up to five days per week. In order to maximize health and safety protocols, grades K-12 attended in-person learning through a hybrid model described below.

Cohort A

Students assigned to Cohort A attended in-person learning on Monday and Thursday, and engaged in remote learning on Tuesday, Wednesday, and Friday.

Cohort B

Students assigned to Cohort B attended in-person learning on Tuesday and Friday, and engaged in remote learning on Monday, Wednesday, and Thursday.

Cohort C

Students with disabilities that qualified for sub-separate programming within Randolph Public Schools attended 4.5 days in person. We identified these students as high needs and in critical need of 4.5 days of in-person specialized instruction.

Cohort D

Students in Cohort D received all instruction and services remotely. The remote learning program was made available for individual students who required or chose a remote learning option, and for all students in the event of future classroom or school closures due to COVID- 19. DESE guidance states, *“Parents/caregivers have the option to choose a district’s remote learning program for their child’s instruction if they prefer – with the understanding that the remote learning program may not provide as robust offerings as, or replace the full benefits of, learning in person.”*

HYBRID LEARNING MODEL



In Person



Remote Learning

	Monday	Tuesday	Wednesday	Thursday	Friday
COHORT A	In Person	Remote Learning	Remote Learning	In Person	Remote Learning
COHORT B	Remote Learning	In Person	Remote Learning	Remote Learning	In Person
COHORT C	In Person				
COHORT D	Remote Learning				
Teachers & Support Staff	In Person				

In addition, Wednesday mornings were reserved for an acceleration period in which identified students participated in small group sessions, related service provider sessions or other support services in person/on campus and/or remotely. The district utilized DESE’s guidance to establish expectations for prioritizing student groups when selecting participants for the Wednesday acceleration period. The Wednesday Acceleration Period was comprised of student groups including (1) Students with disabilities and English learners, particularly those with more intensive needs; (2) Students whose parents/caregivers report that they do not have access to reliable internet or a suitable learning space at home due to homelessness or housing insecurity and students in foster care or congregate care; (3) Students who are significantly behind academically; (4) Students who were disengaged and/or who struggled significantly during previous remote learning periods. To be clear, not all students with IEPs are designated as High Needs. Students who were selected to participate in the Wednesday Acceleration Period were notified when cohort assignments were shared.

Budget

The Randolph Public Schools manage a budget of well over 40 million dollars a year with a director, a finance office manager, a grants manager, a payroll clerk, an accounts payable clerk and an accounts receivable/benefits clerk.

FY 19 actual budget expended = \$42,215,514

FY 20 Budget = \$43,344,848 Actual expended = \$43,288,277

FY 21 Budget = \$43,703,125 or 0.83% (+\$358,277) increase in appropriation from the FY20 budget appropriation.

The budget is supplemented by a collection of federal, state and private grants (over 20 currently open grants). Revenue from Federal grants = \$4,104,431 (including Special Education, Title I, II, III, IV grants), State grants = \$47,369. Revolving accounts and other

grants = \$2,020,993 (the majority of this revenue coming from the food service revolving account = \$1,822,337) with one office staff assigned to help manage these funds. The office also services the payroll and benefits enrollment for over 500 staff with the majority of these being teachers and paraprofessionals working directly with children = 394.2 (Teachers = 308.4FTE, Paras = 85.8).

For FY21 we have adjusted our operations to deal with the COVID-19 pandemic by reducing staff and have received additional assistance via additional grants directly related to additional expenses generated from our operational changes due to the pandemic.

- Cares Act grant = \$881,737
- COVID Relief Fund: School Reopening grant = \$644,387
- Remote Learning Essential Technology grant = \$43,221
- Secondary Virtual School Course Access = \$43,221
- Nellie Mae Foundation technology grant = \$250,000

Teaching & Learning

20/21 Learning Models: In Person, Hybrid & Remote

Due to the COVID-19 pandemic, the 2019-2020 school year was interrupted in the work of advancing our curriculum, instruction, and assessment. In early March we were forced to pivot our focus and energy to creating a learning model to sustain PreK-12 learners in an entirely remote model. Challenged by concerns of health and safety, lack of devices, a void of necessary tools and knowledge, our team adjusted in a matter of days to offer the best possible learning experiences to our students from March - June 2020.

In September 2020 we opened our schools with the same energy and commitment offering our students safe, challenging, and joyful learning experiences in a hybrid model:

- 5% in person (substantially separate program/PreK)
- 37% Fully remote
- 58% hybrid

In order to accomplish this task our building leaders, academic coaches and coordinators worked collaboratively with our Technology Department to ensure all teachers and students had access to the technology devices, equipment and platforms necessary to support student learning in our hybrid model. The following are the learning platforms endorsed by RPS:

Learning Platforms				
 <p>Seesaw Learning Management System, PK-5</p>	 <p>Google Learning Management System, 6-12</p>	 <p>Zoom Videoconferencing</p>	 <p>Screencastify Video Recording</p>	 <p>SCREENCAST MATIC Video Recording</p>
 <p>Clever Single Sign-on, PK-8</p>	 <p>Edulastic Online Assessments, 3-12</p>	 <p>i-Ready Assessment and Instruction, 1-12</p>	 <p>nearpod Instruction and Assessment, K-12</p>	 <p>Apex Learning Digital Curriculum, 6-12</p>
 <p>Reflex Math, 2-5</p>	 <p>Mystery Science Science Curriculum, K-5</p>	 <p>GENERATION GENIUS Science Curriculum, K-8</p>	 <p>newsela Leveled Reading, K-12</p>	 <p>read&write Support Tools for Reading & Writing</p>
 <p>LEXIA CORE5 READING Reading, K-2</p>	 <p>Empowering Writers Writing Curriculum, K-8</p>	 <p>Raz-Plus Reading, PK-5</p>	 <p>FLIPGRID Video-based Discussion Boards</p>	 <p>Kahoot! Game-based Learning Platform, PK-12</p>

When the 20/21 school year was in development we committed to our faculty and staff educating all of our students rather than utilizing a third-party online service. As a result, the RPS faculty and staff are educating approximately 2700 students in three learning models: in person, fully remote, and hybrid. We are extraordinarily proud of our faculty and staff, students, and families that have illustrated tremendous resiliency in “doing school” in a new, challenging, and innovative way.

The RPS Teaching and Learning Team

The RPS Teaching and Learning Team was established in the summer of 2020 to lead, innovate, and inspire teaching & learning in RPS. The Teaching and Learning Team is composed of the following members:

- Math Coordinator
- Tech Integration Coordinator
- Elementary Instructional Coaches (2)
- Middle School Instructional Coach
- SEI Instructional Coach
- Data Specialist
- Assistant Superintendent

The Teaching and Learning team works in collaboration with and support of building leaders and the departments of technology, language acquisition, special education, and student services.

Curriculum

As a solution to this 20/21 school year, we have worked to streamline the MA Learning Standards that were designed to be accomplished in 180 full days of learning. Educator teams have worked to identify the most critical standards for students to master this year, our 20/21 Streamlined Standards. These Streamlined Standards allow teachers to go deep for mastery with the most critical content.

We are working towards a comprehensive curriculum cycle which targets all curriculum areas in a cycle of review, development, implementation, monitoring, evaluation, and assessment. K-12 educators are committed to developing aligned K-12 curricula that is culturally relevant and engaging to meet the needs of all students, 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.

Literacy: Right to Read

Literacy development sets the stage for academic success. Our data analysis has pointed to early literacy skills as an area in need of development. RPS is placing a major emphasis on three strategies to improve reading outcomes for all RPS students:

- Educator Practices and Knowledge: Science of Reading Professional Development (beginning January 2021)
- Assessment: Consistent use of DIBELS 8, K-8, 3 times yearly (beginning October 2021)
- Instruction: Small group, targeted, skills-based reading instruction and intervention utilizing research-based practices and resources (20/21 SY)
- Family Support: Partnering with families to support joy in literacy at school and home (Spring 2021)

RPS JUNE 2021 GOALS

- A 10% increase in the number of students, k-8, scoring in the “at” or “above” benchmark category in each DIBELS subtest.
- All Students, 1-12, will make typical growth in ELA and Math as measured by i-Ready.
- Grade 1-12 students scoring 2 or more levels below, as measured by i-Ready, will achieve their stretch growth goal.

Assessment

Assessment is the first step to planning informed and strategic instruction. We start with the end in mind, designing the assessment that includes what students will know and be able to do after instruction. RPS is at the beginning stages of adjusting our assessment and data practices.

- Data Informed District
 - Data-wise - RCMS is leading the district in collaborative data inquiry to drive continuous improvement of teaching and learning for all students
- DIBELS 8 K-8
 - Early literacy skills
 - Over 1800 students assessed 3 times yearly
 - Executing data meetings and moving towards progress monitoring
- i-Ready
 - Online Assessment, 3 times yearly
 - ELA Gr. 2-13
 - Math Gr. 1-12
- Common Assessments
 - RPS has begun using Edulastic in grades 3-12. Edulastic is an online assessment tool with technology-enhanced items and provides a complete, instant view of student learning and growth.

Professional Development

Professional Development over the 2019/2020 school year centered around Empowering Writers (writing program 2-8), Letterland (phonics program K-1), Research for Better Teaching: The Skillful Teacher, and curriculum mapping at RCMS and RHS.

In March, we made a quick shift to utilizing all possible professional development time to support educators in building remote learning capacity. In September, the opening of school was delayed for ten days to provide all staff time to prepare to deliver rigorous hybrid learning experiences and to seamlessly pivot to remote instruction while maintaining relationships, routine, and rigor.

Throughout the Fall of 2020, professional development has centered on the need of faculty and staff to have the capacity and knowledge necessary to navigate the hybrid learning tools and platforms. Professional Development topics offered include: Seesaw, G-Suite, Google Classroom, Lexia, Raz Kids Plus, WIDA, Google Read & Write, Nearpod, APEX, Edulastic and Introduction to the Science of Reading.

Massachusetts Department of Elementary and Secondary Education Multi-Tiered Systems of Support (MTSS) Academies

RPS has been selected to participate in six intensive professional development academies offered by the Department of Elementary and Secondary Education (DESE). These academies are designed to aid school and district teams with the implementation of tiered systems of instruction and support.

- [Culturally Responsive Practice Leadership Academy](#) — District Team
- [Culturally Responsive Teaching Academy](#) — Donovan, RCMS, RHS
- [Inclusive Tier 1 Instruction](#) — Donovan (completed), Young, RCMS, RHS, Lyons
- [Tiered Literacy](#) — JFK
- [Positive Behavioral Interventions and Supports \(PBIS\)](#) --- JFK, RHS, RCMS, Donovan, Lyons
- [Social Emotional Learning \(SEL\) / Mental Health](#) — District Team

Randolph Public Schools Strategic Goals

The district’s goals remain the same. We continue to advance our instructional strategies of Universal Design for Learning (UDL), Positive Behavior Intervention Supports (PBIS), and Social-Emotional Learning (SEL). The district strives to bring innovative ideas into the schools to increase student achievement and engagement thorough continuous reflection and improvement. By adding more technology than ever before, students are interacting with learning platforms that adapt to their academic needs. Teachers, administrators and families receive real-time data to inform their instruction.

<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

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 (RHS) met the requirements of accreditation and was granted “Continued Accreditation” by NEASC. Since last year, RHS has continued 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 has developed a Portrait of a Randolph High School Graduate that complements our vision statement and core values and beliefs we created last year. All three components are essential to our continued growth and improvement and drive our daily work as a school and community. 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. Examples of these curricula were submitted to NEASC earlier this year as part of our Two-Year Progress Report. Progress Reports are submitted by all schools two years after the NEASC visit and give schools an opportunity to share all the progress that has been completed and is still in progress. The collective School Improvement efforts, in addition to the work of our School Council, represents 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 continue to be inspired and dedicated to creating 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

About **63 percent of K–12 teachers use technology in the classroom daily**...that was written back in 2017. This number has progressively increased to be over 95 percent of all classroom teachers across the country use technology in the classroom. The massive shift to remote learning was another testament of the hard work our teachers and administrators have done to meet the demands of teaching our students during these uncertain times. Randolph Public Schools is committed to keeping our students and school buildings connected to the resources and educational platforms they need. The school district’s three tenets are Equity, Excellence, & Innovation. Our technology team strives to keep the tenets in our school buildings and classrooms.

The district has made a significant investment with INNOVATION in our building infrastructure. To get high speed internet to our classrooms, key network components needed to be changed. Our buildings had aging network switches more than 7 years old. Since one of the tenets is INNOVATION, we have replaced these aging switches with new appliances that have far more capability to carry data from classroom to the internet. Our firewalls play an important part in protecting our data and students from potential cybersecurity risks. We have upgraded our firewalls to give more protection as we increase our internet bandwidth. Our internet bandwidth has been doubled in every building in order to meet the demands teachers and students to stay connected in the digital age.

The technology team’s goal is to help our teachers and students use the technology EXCELLENTLY. We have developed family technology walk-in hours at our district administration building. We believe educating families on hardware and software tools can assist them in helping their students achieve their dreams of success. The technology and instructional technology team have weekly virtual office hours for our teachers and staff who need some extra instruction or guidance on the district approved platforms. As new platforms are adopted by the district, it is our mission to train our staff, teachers, and families to be most efficient. The training of applications ranges from APEX, everything Google to Zoom...literally A-Z.

Our superintendent has tasked the technology team to put forth a plan to become a one-to-one district. We have been planning and executing the necessary steps to bring EQUITY to our students. We have incorporated best educational practices and pedagogy to determine that not all devices are best for all students. Our plan has incorporated providing our students with devices that will give them the best opportunity to connect to resources without overwhelming them. Our superintendent has given forth the goal; we are meeting that goal...no Randolph Public School student should be without a device. The technology team has accomplished 85% of this goal within a short 6 months. This plan will be finalized when the final shipment of district devices arrives.

Special Education and Student Services

Community Partnerships – This school year, Randolph Public Schools (RPS) started new partnerships with the following agencies/institutions to strengthen our wrap around services and special education programs.

- Stonehill College - for educational equity, special education resources and potential student interns
- National Urban Collaborative - for inclusion, educational equity and special education leadership supports
- ASPIRE Mental Health - for community based mental health supports
- Purposity - an app that allows individuals to fill the needs of students and families in Randolph with just a few clicks
- William James College INTERFACE Referral Services - Randolph residents can call and work with a Resource and Referral Counselor who will help them navigate the challenges of finding mental health services.
Callers will be matched to community services and will be provided information and resources about mental health and wellness. This service is free to our residents and is brought to them through a grant received by Randolph's Board of Health.

Press Releases - Since the beginning of this school year, the Special Education and Student Services Department has shared the following news to local and national media that highlights the commitment of RPS to providing the following.

- [PRE-K Program in Massachusetts Continues to be Inclusive during COVID19](#)
- [Randolph Public Schools Proudly Announces Community Support & Giving This Holiday Season](#)
- [Randolph High School Launches Remarkable Transition Program For Post Graduate Students During Covid19 Pandemic](#)
- [RPS Announces Partnership with Purposity](#)

Special Education at RPS in Times of COVID-19

Randolph Public Schools (RPS) recognizes that students with disabilities and their families have been impacted by the COVID-19 Pandemic. Since the Spring of 2020, RPS has provided all students on IEPs (Individualized Education Program) with Student Remote Learning Plans (SRLP) to ensure that Special Education services are provided per their IEPs, however in a different manner. Since the start of this school year, RPS students have received as much in-person instruction and special education services as is feasible within the health and safety parameters.

Students on IEPs were provided the three learning models that DESE MA initiated to access learning; **In-person Instruction**, **Remote Learning** and **Hybrid Learning** (a combination of in-person and remote learning). Within these three learning models, RPS Special Education and Student Services Department has provided the following:

- **In-person Instruction** is provided for students in substantially separate classrooms. Students on IEPs who choose In-person Instruction attend school full-time for 4.5 days per week.

Students in substantially separate classrooms for over 75% of their day include: GROW (Getting Ready for the Outside World) at Young Elementary School, RISE at JFK Elementary School, LBLC (Language Based Learning Class) at JFK Elementary School, TLC (Therapeutic Learning Center) at Lyons Elementary School, ILC (Independent Learning Center) at Randolph Community Middle School, ILC (Independent Learning Center) at Randolph High School and PG (Post Grad) Transition Program at Randolph High School.

Students in the TLC program at the Randolph Community Middle School and at the AIM Academy located at the Randolph High School attend in-person learning 3 days of the week and 2 days remote learning.

Students in the Pre-Kindergarten (Pre-K) program at JFK Elementary School have in school learning.

- **Remote Learning** is provided as an option to all students on IEPs, either in the Substantially Separate Programs or Inclusion setting. Students on IEPs who choose the Remote Learning model only attend school remotely. Students are provided a device to access both instruction and services as written on their IEPs virtually. All students on IEPs receive support and resources along with instruction and services. Components may include:
 - Telephonic / video instruction and therapies (small group or individual lessons, phone calls for related services, morning meeting with class via conference call)
 - Telephonic or internet-based parent consultation (A grid consultation services, ongoing support during remote learning)
 - Interactive internet-based lessons (online virtual instruction with teacher and class)
 - Recorded lessons (teachers record and post lessons, step-by-step related service videos to assist caregivers in replicating at home)

- **Hybrid Learning** is provided to students in the general education classrooms, co-taught classrooms or those who receive specially designed instruction in an inclusion setting, attend school as their typical classmates do. Students on IEPs, who choose the Hybrid Learning model, participate in the general education classroom with their peers. These students continue to receive the specialized instruction, modifications, accommodations and support that is documented on their IEPs or 504 plans in combination of both in-person or virtual services, according to their IEP service delivery.

As part of the safety and health concerns of our staff and students, RPS staff and teachers are provided with Personal Protective Equipment (PPE) and plexiglass throughout the substantially separate classrooms across the district.

With regards to family engagement and communication, RPS believes this is vital in supporting students with disabilities. RPS continues to provide a two-way communication process with families. Randolph Public Schools Staff, specifically SPED Liaisons, continue to provide regular communication with families/guardians to support students in any of these learning models.

To support the transition from a traditional learning environment to these three different learning models, we have purchased and are currently using the following curriculum and programs for our students on IEPs.

- **Curriculum Purchase**
 - Brigance - for the Randolph High School ILC
 - TouchMath - for the Young Elementary School GROW program and for the Randolph Community Middle School ILC program
 - Unique Learning Systems - for the Young Elementary School GROW program
 - Boardmaker Curriculum - for the JFK Elementary School RISE program
 - Edmark (for Reading) - for the Young Elementary School GROW program
 - Toolbox Curriculum - for all students across the district
 - Read Naturally - for the Randolph Community Middle School Reading program
 - Boomcards - for the JFK Elementary School RISE program and for the Young Elementary School GROW program

- **Digital Tools and Resources**

- Google, Read and Write - for all students across the district
- Pearson Q-Global for Online Evaluation for students on IEP or IEP Referrals
- Screencastify - for the Randolph Community Middle School reading program and for the Young Elementary School GROW program
- RAZ - for the Young Elementary School GROW program

Special Education Programs

This school year, RPS launched the Randolph High School Transition Program for students in the ILC Program until they are 22 years old. After 12th grade, students can continue working on activities of daily living (ADLs) with ongoing instruction in self-help skills, community access, transition skills, and functional communication skills in our Transitions Program. The program also supports families with the transition from Randolph Public Schools to adult service agencies, primarily Department of Developmental Services.

The goal of the **Transition Program** is to help students become as independent as possible, including securing competitive integrated employment.

Students learn a variety of life skills such as being able to access public transportation, budget earnings, make purchases, behave appropriately in community and work-based settings, follow directions. As they make progress, students fine-tune their work abilities, determine job preferences, and learn to work with growing independence.

Program activities take place in a variety of community settings, including work sites, the bank, public transportation, and within other local businesses.

Out of District Special Education

Randolph Public Schools is fully and solely programmatically and fiscally responsible for 47 Out of District Students ages 3 - 21.

RPS additionally shares programmatic and fiscal responsibility for 2 students, shares fiscal responsibility for 2 students, and is solely responsible fiscally for an additional 2 students- for a total of 53 out of district students.

The approximate cost for all 53 of these students is \$4, 210,245.43 for the 2020-2021 Fiscal School Year.

Since the start of this school year:

- RPS has successfully returned 2 out of district students back to the district.
 - One returned to Randolph High School and the other to Randolph Community Middle School.
- 3 previously out of district students have decided to withdraw from RPS and attend local Charter Schools.
- 2 out of district students have moved out of district
- 3 out of district students have “aged out” of receiving special education services
- RPS filed LEA for one particular student and because that student moved out of Randolph, we were no longer programmatically or fiscally responsible for this student.
- 3 students new to our district have been placed out of district

RPS has filed several requests “for Clarification of Assignment of School District Responsibility Under 603 CMR 28.10” and are waiting for the results of the LEA Assignment of School District Responsibility from DESE for these requests.

RPS Out of District Students attend:

Assabet Valley Collaborative	High Roads
Bi-County Collaborative- Adult Transition Program	Horace Mann School
Boston Higashi	Learning Center for the Deaf
Brandon School	Manville School
Cardinal Cushing	May Center
Compass Boston	North River Collaborative
Crystal Springs	Perkins School for the Blind
Evergreen	READS Collaborative
Farr Academy	South Coast Educational Collaborative
Granite Academy	South Shore Educational Collaborative
	Walker School

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 consistent, multidisciplinary, dedicated PBIS teams and PBIS coaches in each building. This school year (2020/2021), other RPS schools including the Randolph Community Middle School (RCMS), Lyons (Lyons ES) and the Donovan (Donovan ES) have joined the DESE PBIS Academy and are part of a year-long training to improve and continue the work they've already started around PBIS (Positive Behavioral Interventions and Supports). As part of the response to the pandemic, our teams have established PBIS remote learning expectations and have shared those across the district.

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. It is the vision of the 2020-2021 RPS Leadership Team, to support the work around PBIS and see an improved culture and climate in all our schools, by supporting the District's goal on the multi-tiered system of supports.

SEL (Social Emotional Learning) – During the 2019/2020 school year, Randolph Public Schools (RPS) participated 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 had the opportunity to 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, through the leadership of Ms. Kimberly Duane, instituted a SEL Task Force that met throughout the year.

Members of the task force have interpreted the SEL survey results, investigated various SEL programs and practices, and ultimately recommended the Toolbox Project SEL curriculum for grades PreK-6. At the end of the summer, RPS administrators and thirteen educators from five schools became Toolbox RPS district trainers after completing a virtual program with Toolbox Project founder Marc Collins and trainer Becky Carson-Eisenman. Our RPS Toolbox leaders, in turn, trained the faculty and staff of all four elementary schools and the RCMS in Toolbox, rolling out the curriculum in the fall. In addition, both RCMS and RHS faculties were trained in various SEL strategies to incorporate throughout the school day, and morning meetings were instituted for all grade levels in the district.

This school year (2020/2021), RPS shifted from participation in the ExSEL network to the DESE SEL Academy. We are participating in the academy as a district-wide team, for the benefit of all six schools. Fortunately, our work as a district will seamlessly grow in relation to ExSEL, as our academy consultant is the same individual as it was before. Thus far, we have participated and learned from offered webinars and will participate in three consultation sessions in the spring.

RPS is proud to share that we were one of six districts in Massachusetts selected to participate in the Massachusetts Comprehensive School Mental Health Systems Collaborative Improvement and Innovation Network. The group of six districts represents Massachusetts in nationwide monthly meetings with the National Center for School Mental Health. Through this work, we have completed an assessment of RPS services in the School Health Assessment and Performance Evaluation System and are working to improve our work utilizing monthly Plan-Do-Study acts and data tracking.

As always, our work is supported through in-district training and ongoing collaboration between the schools throughout the year.

Both middle school and high school faculties will be trained in recognizing signs and symptoms of depression and suicide and in what to do if they are concerned about a student. In the spring, students in the seventh grade will be trained in the Signs of Suicide curriculum and ninth grade students will be trained in the Break free from Depression curriculum.

Faculties in all buildings will have the option to attend selfcare PD as well, given that we know that maintaining our own emotional wellbeing is the first step in our ability to serve our students and their families. In addition, a Randolph-specific SEL online resource will be available to educators in February. Through this resource, educators can quickly and easily find strategies to use to engage students and support their growth in all SEL competencies.

RPS has established a relationship with Aspire Health Alliance for mental health services for our students and their families. Through this partnership, we can directly refer students and families for individual, family, and/or in-home therapy that can commence in just a few weeks. We continue to collaborate with multiple community-based agencies, such as Bay State Community Services, South Bay, and the Quincy Family Resource Center to ensure that our students and families have the support they need. In collaboration with the Randolph Department of Public Health, the Town of Randolph has partnered with William James College's Interface Referral Service. Through this service, any resident of the town can call to be linked to a behavioral health

professional, regardless of insurance or area of need. This service provides residents with easy access to the help they need, without having to make numerous calls themselves.

McKinney Vento- RPS continues to work with our homeless and struggling families, providing referrals to appropriate community agencies, as well as gift cards for groceries, food, and other essential items. We have partnered with an app called Purposity, aimed at simplifying meeting the needs of our students and families. RPS continues to have Families in Transition point personnel, who communicate with families and reach out to those in need. In addition, we work closely with DCF and families to ensure that our students placed in foster care have the least amount of educational disruption as possible.

English Language Learning and Family Resource Center

The March 2020 COVID shut down necessitated the rapid acceleration of the plan to bring the Randolph Public Schools registration online. The FamilyID system was purchased, customized, and deployed in the spring and was used for all new RPS registrations and address changes for school year 2020-2021. To assist families in using the new system, Registration Counselors regularly communicated with families via email, through the new FamilyID online system.

They also continued to reach out to families via phone calls to see if they could assist them in completing their incomplete registration. As always, the Family Resource Center staff continue to take appointments to assist families who are experiencing technical difficulties associated with registrations, work permits, and address changes.

In order to provide language specific assistance through the 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. As well, given the dramatically increased volume of family communications in this past year, the Family Liaisons have expanded their communications formats to include texts and voicemail blasts, in addition to the usual email and phone communications.

The Family Resource Center's tab on the Randolph Public Schools website now provides updated links for community resources as well as academic resources that families can use to help their students at home.

Community and curricular resources are also displayed in the Family Resource Center and Family Liaisons are available to answer questions.

For the second year, the English Learner Parent Advisory Committee (ELPAC) took place in December and will reconvene again in March. Building upon the attendance of last year's, and this year's meetings, the Parent Advisory Committee will focus on specific English Learner needs-based score results, and on creating community among the EL families.

Parent Advisory Board

The Parent Advisory Board (PAB), consisting of at least two parents per school, was established in 2018 for the purposes below. The PAB meets once a month.

Purpose Statement:

1. The PAB will work with the Superintendent to examine performance on district goals;
2. The PAB will support programming in relation to the RPS Mission and Vision Statements;

3. The PAB will assist their respective school principal in developing and/or supporting the principal's own School Site Council; and
4. The PAB will participate on their respective school's Site Council and work closely with the principal or designee.

Office of Human Resources

The challenges of managing a global pandemic while returning to school in hybrid and remote learning models certainly shifted the focus at the outset of the school year for all departments. However, the Office of HR was able to continue to implement programs that support our district goals of recruiting and maintaining a workforce that is diverse, highly skilled, and professional. To meet that goal, the Office of HR has engaged in the following activities and partnerships in the 2020-2021 school year.

FY21 Teacher Diversification Grant

We are very pleased to report 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 a second year for FY21.

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 \$122,494 for FY21 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 (MTELEs) and MTEL support classes.

Special Education Cohort with Bridgewater State University

Our partnership with Bridgewater State University (BSU), that started in the Spring of 2020, but paused due to COVID-19, has started again this year. BSU has been offering a Special Education Licensure/Master's program cohort online for staff members of the Randolph Public Schools. This initiative has worked in concert with our Teacher Diversification Grant program. Funding from the grant pays for the programs tuition and is attended by 8 recipients of the Diversification grant. Participants are scheduled to graduate and earn their moderate disabilities license for the Fall of 2022.

Year 2 of the MA Department of Elementary and Secondary Education's Diversity Network

For the second year in a row the Randolph Public Schools has been a contributing member of the DESE Diversity Network. As one of the more than thirty-five Massachusetts districts and partners, RPS continues to showcase our shared belief and investment in creating more equitable learning experiences for students through engaging a more diverse teacher workforce.

Led in a collaborative effort between DESE staff and The New Teacher Project (TNTP), through year one, districts prioritized recruitment and selection practices. Through this second year we

are focused on a range of components that are critical to a strategic approach to retain our staff of color.

Embedded in TNTP’s theory of action (Cultural Proficiency and Talent Strategy) are several guiding principles that will ground the design of our work together over the coming year. In action, RPS will participate in shared learning, collaboration across districts, and planning with their own teams. Sessions will elevate best practices and diverse perspectives wherever possible.

Enrollment Numbers

The tables below show a comparison of enrollment numbers at the start of the 2020-2021 school year and the 2019-2020 school year.

Randolph Public Schools
Monthly Enrollments

DECEMBER 1 2020																	
	PK	KF	1	2	3	4	5	6	7	8	9	10	11	12	SP	Grand Total	
Donovan		54	84	74	81	66	67										426
Lyons		35	48	51	66	53	48										301
JFK		42	55	58	64	55	43										317
Young		40	46	38	46	38	47										255
Pre-School	71																71
RCMS								220	241	215							676
RHS											136	164	171	165	16		652
DISTRICT	71	171	233	221	257	212	205	220	241	215	136	164	171	165	16		2698

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

Due to the pandemic, RPS is experiencing unusually low enrollment at the lower elementary level. Families have chosen to keep their young children home, which is a noticeable trend across the nation.

Facilities Department

The Facilities Department provides the School District with quality custodial, repair and maintenance services as well as long term preventative maintenance scheduling for all school buildings in order to support the life cycle of the assets and increase the operating efficiencies of the buildings. In addition, the department oversees the planning, design and implementation for building upgrades and capital improvement projects. The department is responsible for 8 buildings – High School, Middle School, 4 elementary schools, the School District Administration Building, and the Tower Hill Property.

Organizational

The Department has a staff of 18 custodial/maintenance personnel, 2 property and grounds personnel, and 2 tradesmen (carpenter and plumber) along with a Director and Assistant Director of Facilities. Currently, the Department is looking to hire 2 open positions – one custodial/maintenance position and one tradesmen (electrician).

Major Projects

- Completed the exterior upgrades of windows and doors at Margaret Donovan Elementary School and Martin Young Elementary School
- Completed the boiler replacement at Margaret Donovan Elementary School
- Initiated the MSBA feasibility study for a new Lyons Elementary School

Capital Projects and Building Upgrades

- Completed the installation of a new security system at Randolph Community Middle School including new card access system, surveillance cameras and related system controls
- Completed upgrades to the fire sprinkler system at Randolph Community Middle School
- Completed ventilation repairs and upgrades at various school locations
- Modified nurse's office and related areas at each school to meet COVID guidelines

Preventative Maintenance

- Completed annual life safety inspections and water testing at all buildings
- Received compliance certificates for elevators, boilers, generators, and fire suppression systems
- Initiated scheduled HVAC maintenance and repair program as well as installed HEPA air filters in all classrooms and offices
- Executed and managed multiple preventative maintenance service contracts including elevators, fire alarms, fire suppression, water testing and treatment, security systems, emergency generators, pest control, HVAC and boiler systems
- Managed snow removal with Department of Public Works and outside contractors
- Implemented cleaning and disinfecting protocols throughout the school district to meet or exceed the COVID guidelines

Recognition

We would like to offer our appreciation to the custodial and maintenance teams for their continued service and dedication to providing the school district with safe, clean and well-maintained facilities.

During the COVID pandemic, several changes in assignments, operating hours, and cleaning protocols were necessary to meet the re-entry plan and COVID guidelines. The work and feedback from the custodial and maintenance team were an instrumental part of the district's successful school re-opening plan for the buildings.

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 steadfast commitment to providing the highest caliber academic and technical instruction to students in grades nine through twelve, and to adults receiving postgraduate training. The nine towns comprising the District include Avon, Braintree, Canton, Dedham, Holbrook, Milton, Norwood, Randolph, and Westwood.

Ms. Jill Rossetti serves as Superintendent, Mr. Geoff Zini serves as Principal, and Ms. Rachelle Jeanty, elected 11/03/2020, is the Randolph representative to the District School Committee. The District School Committee meets on the first and third Tuesday of each month at 7:00 PM. These meetings typically take place in the William T. Buckley District Board Room (Room W218) at the school. Since last March, these meetings are held remotely, via ZOOM. The public is always welcome and their participation has easily tripled in the ZOOM format. The public are invited to sign up to speak during the Public Comment portion of each meeting via a link provided on every posted agenda.

In years past, this is when vocational, academic and extracurricular programs will have been reviewed. Important end of year celebrations and dates will have been disclosed. Rather, this is when we report that in early March 2020, Blue Hills closed its doors for two weeks to do a deep clean and for the staff and students to go home and quarantine to quell the spread of COVID-19. It soon became clear that the schools were not going to reopen as planned and the administration had to get together and come up with a plan B to educate enrolled students, and train teachers in remote learning and technology. It was fortunate that all Blue Hills students had Chromebooks and were able to work remotely from home. Wi-Fi hotspots were made available to those students in need of the service at home. Expectations were communicated regarding student learning to faculty, staff, students, and families. Support services were provided to students and families to aid in the transition.

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, the regular and volunteer coaches, the Boosters, and our families for being behind Blue Hills Regional athletics all the way. As of March 13, 2020, sports programs were canceled because there was no way to play the individual sports with ever changing state regulations and the safety protocols put in place by the state. They remain canceled to this date. The Athletic Director has been working with state leaders and other Directors in the state to monitor what is going on and being prepared to restart when appropriate.

Many celebrations and award programs were canceled in terms of the physical gathering plan, i.e. Rotary Club breakfast, Adams Award Ceremony, Scholarship and Award Night, sports banquet, etc. Instead, these events were put together and then presented virtually. This involved filming speeches for award ceremonies, pinning ceremonies and graduations. It included making short videos in the different vocational and academic programs so they could be used in virtual portions of open house and then put on the school's website to be played on YouTube.

At the virtual Senior Scholarship and Awards Night on May 29, 2020, dozens of students were honored for their achievements. A total of 53 single and multi-recipient awards/scholarships were 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. Randolph recipients include Ariayne Howard, Desiree Rodriguez, Brianna Ramey, Brianna Rosa, Angela Vargas Lopez, Aden Johnson, Honestie Headley, Khristian Torres, Jessica Jeanty, Isabelle Bare, Margaret Debordes-Jackson, Abilgale Perez, Adriana Fiorino, David Nmeje, Ryan Albergo, Malik Dunn, Leah

Becker, Lawrence James, Alexa Smoot, McKayla Dunn, Sarah Saddler, Maelle Douzable, Shakhya Flambo, Ashley Fegan, Nicholas Philemon, Natalia Ruffin, Layenssa Jean-Pierre, Donta Raby, Sephora Pierre-Louis, and Ashley Simms.

Blue Hills had 54 John and Abigale Adams Scholars from the Class of 2021. (Avon 5, Braintree 5, Canton 3, Dedham 5, Holbrook 8, Milton 3, Norwood 6, and Randolph 19) Randolph recipients include Samantha Aisiku, Faridah Azeez, Eric Banks, Marrisa Baum, Chip Bruin, Tyler Chan, Roberto Chicco, Isabella Espinosa, Madison Farmer, Anne Fleury Fils, Bryson Freeman, Michelydie Manuel, Ruth Menzinger, Anthony Milwood, Elijah Policard, Stenley Simon, William Toscano, Shanai Watson, and Delvin Young.

Blue Hills Regional is proud to offer various services (Cosmetology, Early Education and Care, Construction Technology, Graphics, Design & Visual Communications, our in-house, student-run restaurant, the Chateau de Bleu, Electrical, Metal Fabrication and Automotive) to district residents – and in some cases, the general public – from a variety of technical programs. This practice allows students to utilize their training in practical, hands-on situations that augment their classroom work. Furthermore, these professional-quality services are available at well below commercial cost. Over the years, residents and civic or municipal groups in the District towns have saved considerable money by having Blue Hills Regional students perform work for them. These programs were shut down in March 2020 with the exception of Construction Technology. The students continued their community construction project to completion. The school pool did close down in March but was able to start its Learn to Swim Program before the closure. The pool has been open this year for teams to practice and hold swim meets with safety measures in place.

Respectfully submitted,

Jill Rossetti, Superintendent Director
Blue Hills Regional Technical School District

REPORT FOR THE POLICE DEPARTMENT

To say that the year 2020 was an eventful year in policing would be the understatement of the century. This year we saw a worldwide pandemic, national civil unrest and challenges the department faced like no other in my thirty years of service. On April 2, 2021, I will be retiring from my position as Chief of Police for the Town of Randolph. It has been the honor of my life to have the opportunity to lead this department in a town that I will forever call my hometown. I have had the pleasure to work with some of the best of the best in policing and I will match the effectiveness, commitment and professionalism of this police department against any other. I sincerely thank all members of the Randolph Police Department for their cooperation and the attentiveness to duty that is so evident in the successes of the past ten years. To whomever assumes this role after me, I wish great success in their future plans in leading the department forward and proactively; and with an emphasis on community policing.

The crime rate in 2020 is down significantly this year. There was a 14.75% decrease in Part A crimes (crimes against the person) in the National Incident Based Reporting system. Part B crimes were down 18% over 2019. Although these numbers are a significant decrease, it must be noted that the coronavirus pandemic forced quarantines, closed businesses and restricted travel which has played a role in the crime numbers being so low this year.

This year we saw the retirement of Patrolman Robert Iskra. Officer Iskra served with distinction, was member of the Randolph Police Honor Guard and raised money for worthy local causes by organizing a motorcycle run for the past nine years. I wish him a long, happy and healthy retirement.

No report of the year 2020 would be complete without acknowledging the cooperation and generosity of the business community in pitching in to help our residents as the pandemic raged on. Individual acts of kindness became common and the town came together when it mattered most. In all of the cancellations of public and private events, the town found a way to stay connected-by modifying events, using the zoom social media platform, and planning things like birthday parades when gatherings were not allowed. People get creative when they need to be and this town met that challenge effectively.

The department added two new police officers in 2020. Officers Alexander Chen and Lindo Rodrigues were sworn in on facebook live as so many other customs and traditions of the department were modified this year. I wish them well as they embark on their new and important roles of safeguarding this community.

I would like to thank my colleague Fire Chief Richard Donovan for his cooperation and friendship as both departments worked together tirelessly in the mission of public safety for this community during difficult and uncertain times.

I would like to thank Town Manager Brian Howard, the Randolph Town Council and all of my colleagues in town government for their assistance and their teamwork as we learned hands-on how to effectively deliver services to the community while facing a national and local crisis.

I would like to thank the command staff of this department for their wise counsel and guidance this year and during all the years I was Randolph's police chief. Their commitment was unwavering and their dedication to duty was most appreciated by me.

The patrol and detective divisions of this department are effective, professional and stand ready to serve on a daily basis. They are a credit to the profession of policing. I cannot thank them enough and I want every member to know just how proud I am of them.

On a personal note, I thank my family for their indulgence, their understanding and their love over the years as I transitioned from a brand new patrol officer shaking doorknobs on the midnight to eight shift to

rising through ranks to become Randolph's 10th police chief. I have always said that behind every police officer is a police family that are the unsung heroes in a police officer's success.

Thank you Randolph, it has been an honor to serve as your police chief.

Respectfully Submitted;
William F. Pace
Chief of Police

REPORT OF THE PARKING CLERK

Parking Tickets issued – 2020	777
Value of Tickets issued in 2019.....	\$26,975
Value of ALL outstanding parking tickets owed to The Town of Randolph:	\$240,945
Release Forms issued for RMV (non-renewal status)	94
TOTAL MONIES/FINES COLLECTED – 2019	<u>\$ 35,776.28</u>

Respectfully submitted,

Diane M. Tracey-McNulty
Parking Clerk

REPORT FOR THE FIRE DEPARTMENT

Please accept the following Annual Report of your Fire Department for the year ending 2020. As in previous years, staffing changes have occurred new equipment and procedures have been put into service and implemented. During 2020 requests for services included 5751 fire runs and 4963 medical emergency responses.

The Department continues to seek out and apply for alternate sources of revenue to enhance the level and delivery of services to the citizens 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 citizenry in fire and life safety through a myriad of projects. Our State funded S.A.F.E. (Student Awareness of Fire Education) administrated by Deputy Chief Michael Rennie and Firefighters Kristopher Kronillis and Cheri Patton continued their commitment during the Covid epidemic to educating the students of the district in fire safety through the development of virtual workshops and videos. Our Senior SAFE outreach program coordinators developed a “Stay Safe at Home” drive thru event in conjunction with the Department of Elder Affairs and its Director Kerry Sullivan. This program distributed up to 150 Covid safety and informational packets during a drive thru program at the Randolph Intergenerational Center. Additionally, Randolph Fire Senior Safe continued its program of providing free purchase and installation of Smoke and Carbon Monoxide Detectors to close to thirty of our senior’s homes.



I would like to thank all 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 citizens of Randolph. This past year definitely tested the departments abilities to adapt and overcome. The Covid 19 pandemic outbreak required us to change how we operate on a daily basis with regard to patient care and safety as well as keeping our firefighters safe as they cared for and transported Covid 19 infected patients. A significant part of our daily mission became searching out ample supplies of PPE for utilization in our EMS delivery. In this regard our EMS Director Captain Thomas Binnall, Firefighter Jack McCarthy, and Operations Chief Ron Cassford developed plans for correct PPE usage, searched for reserves and made recommendations for alternative equipment with more sustainability than the disposable PPE products

being utilized across the country. The department thru these well thought out recommendations and plans diverted a significant amount of resources to purchasing a protective reusable platform of personal protective wear known as Powered Air Purifying Respirators or (PAPR). This commitment will reduce our reliance on equipment which was in very short supply during the pandemic outbreak.

Our office of Fire Prevention remained extremely active over the year with the completion of 600 inspections and 342 permits issued. This office was pivotal in assisting businesses in configuration of Covid safe dining and business practices as we entered phase 2 of the Commonwealth's response plan. Fire Prevention also assisted in advising Randolph Public Schools on Covid response strategies related to foot traffic patterns and the storage and usage of Personal Protective Equipment. Fire Prevention is currently conducting an in-depth survey of fee structures and procedures with other communities across the Commonwealth.

I would like to thank Town Manager, Brian Howard, the Town Council and all other Town Departments for their guidance and support that they have provided our department throughout the year. In particular I would like to thank 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. I would also like to congratulate Chief Pace on his retirement and thank him for the advice and direction he afforded me these past several years.

Respectfully submitted,

Richard F. Donovan
Chief of Donovan

REPORT OF 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 2020, One Hundred Thirty Nine, (139) Food Permits were issued Seventy Eight, (74) 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 2020.

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 2020.

Sun tanning facilities: Business that provides sun tanning services is regulated under 105 CMR 123. Two (2) Sun tanning facilities Licenses were issued in 2020.

Tobacco Control Program: Businesses that sell Tobacco are regulated under the Randolph Board of Health Regulation Article XI, Nicotine and Tobacco Products and Thirty Nine, (39) 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: Public Health Department staff monitored the performance of the *Capitol Waste Services, Inc.* 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 1, 2020 to December 31, 2020, *Capitol Services Inc.* collected, transported and disposed of 10,425.46 tons of solid waste and 2,385.37 tons of recycling. *Solid Waste* collection increased by 4.28% and *Recyclables* increased by 8.43% compared to the prior year. The sharp increase in curbside solid waste and recycle collection is a result of statewide “stay at home orders” to prevent the spread of Covid-19.

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 24, 2020, paint related materials, flammable liquids, pesticides, corrosive material, oxidizers, medical waste, televisions, tires and other related materials were collected from Two Hundred Eighty Three, (283)

Randolph Residents and Twenty Nine, (29) 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. Due to Covid-19 protocols, the event had to take place on a small scale and individual basis. Over sixty, (60) volunteers were provided with a 5 gallon pail, a litter pick up stick, face coverings and gloves. Over the course of a week, hundreds of pounds of trash were collected by the volunteers and disposed of by *Capitol Services Inc.* Thank you to all who sponsored participated and volunteered to make the modified Covid-19 protocol compliant clean-up day a success. In addition, Randolph has continued to partner with “*Keep MA Beautiful*” an 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

The national pandemic of COVID-19 became the priority of the Randolph Public Health Department in 2020. Throughout 2020, there were two thousand three hundred sixty four, (2,364) confirmed positive cases of COVID-19 in Randolph. Public Health staff spent the majority of their time contact tracing, determining isolation and quarantine times for residents, implementing face covering orders, following up with non-compliance of COVID-19 protocols, implementing Massachusetts phased opening approach, working with businesses to contact trace, and collaborating with Avon and Holbrook to provide Covid-19 testing for the residents of Randolph and surrounding communities. Over 30,000 Covid-19 tests took place at the RICC, 128 Pleasant Street in Randolph from August 1st to December 31st, 2020 as part of the Commonwealth’s *Stop the Spread Program*.

Reportable, Communicable and Infectious Disease

Over three, (900) 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, (242) 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 2020.

2020 Disease in Randolph	Number of Cases	Disease Description
1.) <i>Covid-19</i>	2,364 Confirmed	Contagious respiratory illness caused by a virus.
2.) <i>Influenza</i>	242 Confirmed	Contagious respiratory illness caused by a virus.
3.) <i>TB- LTBI</i>	117 Confirmed	Noninfectious Tuberculosis disease. People with latent TB do not spread the disease.
4.) <i>Hepatitis C</i>	10 Confirmed	A viral infection of the liver that is spread through bodily fluids and blood.

5.) <i>Group B Streptococcus</i>	8 Confirmed	A common bacteria that may cause infections in people with weakened immune systems.
6.) <i>Norovirus</i>	7 Confirmed	A viral infection that causes diarrhea, vomiting, stomach pain and headache. Transmitted from contaminated surfaces and food.
7.) <i>TB-Active</i>	4 Confirmed	Infectious Tuberculosis disease that is spread through airborne bacteria when an infectious person coughs or sneezes. Treatment requires the use of multiple antibiotics over a long period of time. Symptoms include weight loss, chronic cough, fever and bloody mucus,
8.) <i>Group A Streptococcus</i>	3 Confirmed	A bacteria that colonizes the throat of humans and is spread by inhalation of respiratory droplets and transmission of hand to mouth by unwashed hands. Responsible for “ <i>strep throat</i> ” and common symptoms include sore throat, enlarged lymph nodes, headache, nausea and a sandpaper like rash.
9.) <i>Salmonellosis</i>	3 Confirmed	Bacteria that can be spread through food. Most commonly transmitted through cross contamination between raw chicken and ready to eat foods.
10.) <i>Human Granulocytic Anaplasmosis</i>	2 Confirmed	A bacterial infection caused by a tick bite. Also known as <i>Babesiosis</i> . Causes a wide variety of symptoms including but not limited to fever, headache, muscle aches, chills, nausea, vomiting, loss of appetite, abdominal pain, cough, diarrhea, aching joints, weakness, fatigue and temporary loss of motor skills.
11.) <i>Campylobacteriosis</i>	1 Confirmed	Bacteria that can be spread through food that is undercooked or prepared with inadequate hand washing.
12.) <i>Cryptosporidiosis</i>	1 Confirmed	Parasite that is spread through contaminated recreational waters or contaminated food.
13.) <i>Giardiasis</i>	1 Confirmed	A disease caused by a parasite. It is found in feces contaminated food & water which is consumed orally. Common sources of infection are from poor hand hygiene after changing diapers or picking up after dogs. Prevention is best achieved by proper hand washing.
14.) <i>Haemophilus Influenzae</i>	1 Confirmed	An infection caused by bacteria. It can be prevented by Hib vaccination. May cause eye infections, blood stream infection and

		meningitis, (<i>swelling of the protective membrane around the brain and spinal cord</i>).
15.) <i>Hepatitis B</i>	1 Confirmed	A viral infection of the liver that is spread through bodily fluids and blood.
16.) <i>Legionellosis</i>	1 Confirmed	An infection caused by a bacteria. The bacteria can grow in old air conditioners, untreated swimming pools and other devices containing moisture or water that is not treated or changed frequently or becomes stagnant. There is no vaccine available to prevent this disease. If left untreated, this disease may cause respiratory failure, drop in blood pressure, and kidney failure/
17.) <i>Malaria</i>	1 Confirmed	A disease caused by a parasite that is found in infected mosquitoes. The parasite is transferred from the bite of an infected mosquito. The disease is found in tropical and subtropical parts of the world.
18.) <i>Pertusis</i>	1 Confirmed	An infection caused by a bacteria. It is also known as “Whooping Cough”. The cough may last for 10 days or more. The disease is spread easily from the respiratory droplets spread from the coughing or sneezing of an infected person. The disease may be prevented by vaccination.
19.) <i>Streptococcus pneumonia</i>	1 Confirmed	It is a naturally occurring bacteria found in the respiratory tract. Those with weakened immune systems may become infected under certain conditions. Commonly known as pneumonia and it may cause breathing problems. Symptoms includes fever, chills, cough, difficulty breathing and confusion.
20.) <i>Viral Meningitis, (aseptic)</i>	1 Confirmed	An infection caused by a virus. In most cases, there is no treatment. Sources of infection may be from common stomach viruses or from West Nile virus with a bite from an infected mosquito. Symptoms include but are not limited headache, neck stiffness and high fever.

Shared Public Health Nurse

Randolph Public Health and Avon Public Health collaborated in an effort to share a Public Health Nurse between the two communities. A grant from the *Norfolk County Commissioners* provided an opportunity for Randolph and Avon 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. Various virtual meetings took place in 2020 to discuss next steps in implementing the CWP.

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 Sites*, (EDS). 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 a 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.

Region 5C provided Public Health Emergency Planners to assist the Town of Randolph in the setting up of the Covid-19 drive through testing site located at 128 Pleasant Street. From August 1st, 2020 to December 31st, 2020, over thirty thousand, (30,000) Covid-19 PCR tests were conducted. PCR tests detect viral pieces of the rNA and at the time, was considered to be the most accurate test available.

REPORT OF 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:	20 samples submitted, no isolations in 2020
Requests for service:	145

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	15 culverts
Drainage ditches checked/hand cleaned	11,225 feet
Intensive hand clean/brushing*	200 feet
Mechanical water management	0 feet
Tires collected	5

* *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 culprits locations.

Spring aerial larvicide applications (April)	168.7 acres
Summer aerial larvicide applications (May – August)	0 acres
Larval control - briquette & granular applications by hand	11.9 acres
Rain basin treatments – briquettes by hand (West Nile virus control)	2,213 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	5,090 acres
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Respectfully submitted,

David A. Lawson, Director

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 and compliance with the MS4 stormwater requirements.

Highway Division

The division is currently staffed with 13 full time employees of which 2 are full time mechanics that maintains over 60 vehicles and equipment. The highway staff maintains over 120 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 10 pumping stations and approximately 120 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 department made some major improvements over the past year by replacing pumps at the Thomas Patten and Michelle Lane pumping stations, which reduced backups, alarms and station failures considerably. Additionally, the Martindale pump station is slated for a complete rehabilitation with construction to begin in early 2021.

The sewer I/I control plan will continue in 2020/21 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. This project has been delayed because of the covid epidemic, but will commence in the spring of 2021.

Water Division

The division is staffed with 4 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 120 miles of water mains, 1100 fire hydrants, over 10,000 water services, weekly water sampling and DEP reporting, 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 new treatment plant has made progress with all three communities moving the agreements forward and a design engineering firm is at 30% design and an OPM engineering firm has been selected for construction oversight.

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 and safety awareness to provide the workmanship that all deserve.

Respectfully submitted:

Keith Nastasia
DPW Superintendent

REPORT OF THE TURNER FREE LIBRARY

The Turner Free Library (TFL) had a very successful year of innovation and adaptation as we strove to meet the needs of all our patrons safely during the COVID-19 pandemic. The library is operating under an interim strategic plan this fiscal year, the goal of which is to work with the Town of Randolph to ensure safe & equitable access to services, vital information, and technology during the COVID-19 pandemic. Whether it was providing information and health resources remotely during lockdown, offering masks and library books via contactless curbside pickup, or providing computer assistance remotely in the library, the TFL has continued to uphold its mission throughout a challenging year. The library budget is approximately 1% of the total appropriations for the Town of Randolph and we are proud to be the only department in town that serves everyone in Randolph free of cost.

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, cutting-edge 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.

Our Vision

It is the vision of the Turner Free Library in Randolph to provide a safe, accessible, inclusive, and equitable space both within the walls of the library and digitally to Randolph's many diverse residents.

Updates and Upgrades

In January 2020 the TFL, with the support of the Friends of the Turner Free Library, created the Library-by-Mail program. Through Library-by-Mail, eligible residents of Randolph can request library materials through the mail free of charge. As part of the TFL's commitment to providing equitable access to library resources for everyone, the Library-by-Mail service helps qualifying Randolphians who are homebound or otherwise prevented from using library services to borrow books, movies, and more.

Beginning in March 2020, the TFL building closed to the public for a short time due to the COVID-19 pandemic; however library staff continued to serve Randolph residents by creating virtual programs, making resource guides listing community organizations that offer assistance, answering questions by phone, increasing access to digital resources such as Hoopla and Kanopy, and offering library materials and crafts for contactless curbside pickup. Recognizing the importance of equity in access and the financial impact the COVID-19 pandemic has had on many Randolph residents, the TFL Board of Trustees unanimously voted to remove late fees on all traditional library items (i.e. books, DVDs, audiobooks, video games, etc).

Limited in-library services, including computer access, resumed in July 2020 with numerous safety precautions. Library computers, internet access, and technology assistance remain essential services that we provide to the Randolph community, especially during a census year when residents were encouraged to complete their census forms online. As further indication of the importance of these services, approximately **20%** of all library users came to the TFL for computer access between July and December 2020, based on usage statistics.

Library Program and Attendance Trends

In 2020, 54,673 people visited the Turner Free Library. While at the library, **6,730** people attended **563** in-person programs for kids, teens, adults, and seniors. In addition to story times, book club meetings,

craft programs and more, these events included the “Hogwarts Comes to Randolph” event the library offered in collaboration with Randolph Public Schools, which was attended by more than 120 families. Continuing its commitment to digital literacy, the library also partnered with Mattapan/Greater Boston Technology Learning Center to offer digital literacy classes in English and Haitian Creole.

This year, library staff found innovative and creative ways to adapt services and programs to meet the changing needs of our community during the COVID-19 pandemic. These changes extended beyond offering curbside pickups and remote technology assistance, to include a broader public health mission. Since March of 2020, the Turner Free Library has taken a lead role in public health initiatives by helping to distribute more than 300 masks to residents. Library staff have also assisted more than 400 applicants (and counting!) to request assistance from the United Way Resilient Randolph Fund for groceries, rent, and mortgage expenses. The library also worked to ensure that Randolph residents could find and access authoritative health information by creating the *Community & Crisis Resource Guide*, a guide to dozens of local organizations offering free classes, financial assistance, and more, and the *Health Literacy and Equity Resource List*, which includes information about finding trustworthy health information online, where to find health information in multiple languages, and books and films on health topics that are available at the Turner Free Library.

In order to continue to offer entertaining and educational programs for all ages while ensuring safe physical distancing, the Turner Free Library also offered a wide range of virtual events. This year, the library provided **499** virtual programs attended by **24,571** people via Zoom, Facebook, YouTube, Instagram, Discord, and Twitch. These programs include collaborative events with Randolph Community Programs, regular story times, puppet shows, craft tutorials, computer workshops, documentary screenings, teen film club, and many others.

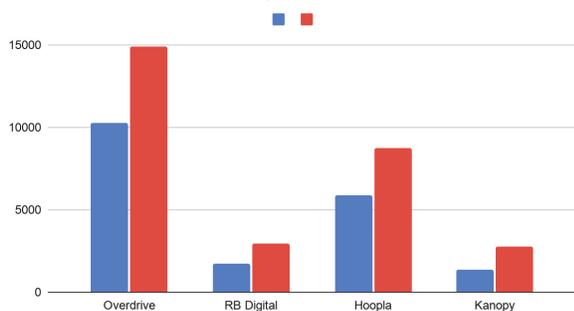


Print and Digital Circulation Trends

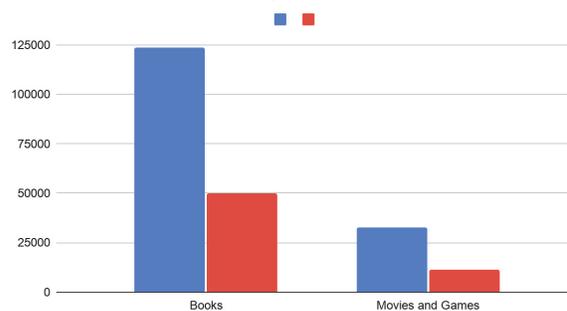
In 2020, **98,694** print and digital items were checked out from the library via contactless curbside pickup or online. This year, Randolph’s favorite reads were: **Kids** - *Dog Man* by Dave Pilkey; **Teens** - *Hello Universe* by Erin Entrada Kelly; and **Adults & Seniors** - *Where the Crawdads Sing* by Delia Owens. Overall, the library saw a 44% decrease in circulation over last year, due in large part to the period in which the library building was closed to the public and our print materials were unavailable.

Due to the unusual circumstances of 2020, we also experienced a significant increase in the usage of the library’s digital resources. Libby/Overdrive and Hoopla, the library’s ebook and audiobook services, saw a **45%** and **48%** increase respectively in 2020. RBDigital, which is the TFL’s digital magazine platform, saw a **68%** increase in circulation. Additionally, the library’s streaming video service Kanopy experienced a **104%** increase over 2019!

2019 & 2020 Circulations: Digital Materials

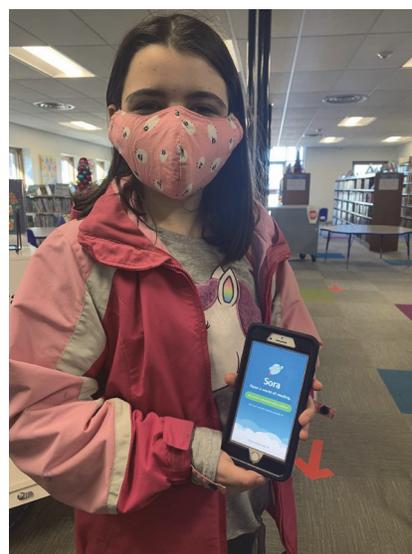


2019 & 2020 Circulations: Physical Materials



Technology Trends

Throughout 2020, the Turner Free Library remained determined to meet the digital needs of all members of the diverse Randolph community and provide education and access to technologies. Library computers were accessed **8,500** times this year for a total of more than 5,512 hours! In support of the library’s mission to encourage the use of technology for life-long learning, the library also added several new and innovative remote services. These include free access to *HelpNow*, an e-learning platform that provides homework help for all ages, and *Mango Languages*, an online language-learning program offering instruction in over 70 world languages. The library also partnered with Randolph Public Schools to give Randolph High School students access to free e-content using only their student ID numbers.



On behalf of myself, the staff, and the Board of Trustees at the Turner Free Library, we look forward to continuing to serve the diverse community of Randolph for all your informational, educational, cultural, and recreational needs. We are grateful to the Town of Randolph, Town Council, and the Randolph community as a whole for their support of—and reliance—on the library throughout a challenging year.

Respectfully Submitted,

Sharon Parrington Wright
Library Director

Elizabeth LaRosee
Director of Library, Recreation, and Community Programs

REPORT FOR THE TRUSTEES OF STETSON SCHOOL FUND

As with many other town boards and commissions, the Trustees of the Stetson School Fund (a/k/a Stetson Hall), had to adapt to the unprecedented challenges of 2020 but nevertheless, forged ahead. In 1842, Amasa Stetson gave this majestic building to the people of Randolph. As we celebrated Stetson's Hall's 178th birthday in December, 2020, we recognized the work of the generations of Trustees who came before us to serve the town, and the current Trustees look forward to the work ahead.

The year started auspiciously with inaugural ceremonies taking place on January 2nd in Stetson Hall for those individuals who were successful in their campaigns for office in the November 2019 town election. Stetson Trustee Sheila A. Swanwick, a veteran of many years of service to the town, retired from the Trust and, on behalf of the people of Randolph, we wish to extend our thanks and appreciation for her dedication and service. Trustee Henry M. Cooke IV and Trustee Judith S. Gangel were re-elected, and Lynn R. Feingold was elected as a new Trustee. Henry M. Cooke IV served as President of the Stetson School Fund, Judith S. Gangel as Vice President, and Lynn R. Feingold as Clerk. All three of these individuals are veterans of many years of service to Randolph in a variety of capacities.

The Stetson School Fund Board of Trustees met 11 times in 2020, reverting to meeting online through Zoom in April, 2020 when the Covid-19 pandemic made it unsafe to meet in person. The global pandemic did not keep the Trustees from their continuing mission to administer and care for all aspects and functions of Randolph's landmark public hall.

One of the first orders of business of the Trustees in 2020 was to prioritize the project list at Stetson Hall. Due to safety concerns, the replacement of existing stairs, ramp, and porch surfaces at the rear of Stetson Hall with a more durable composite material rose to the top of the list. The Trustees are pleased to report that in spite of delays due to the pandemic, funding was secured from the Community Preservation Committee for the long-anticipated East Entrance project, and construction is expected to begin in early 2021.

With Federal CARES Act funding, the Town upgraded security at Stetson Hall with the installation of a recording security camera system which will monitor activity both inside and outside the building. A new keypad entry system is in the process of being installed. The Trustees express deep thanks to Randolph Town Planner, Michelle Tyler, who applied for and administered this Federal funding for the Town.

The Trustees conscientiously continued to perform the due diligence needed to support and administer the areas still available and remaining under our auspices and control for rental events and tenants, as well as also continuing to personally perform or oversee contractually provided work for the maintenance and repairs of all operational equipment and janitorial services required at our iconic 6 South Main Street building. Such day-to-day behind the scenes activities keep building systems operating effectively and efficiently to help insure the comfort and safety of our building tenants and guests. In the second half of the year, with Federal CARES Act funding, the Town revamped building services and hired a new cleaning company to provide custodial services to both Town Hall and Stetson Hall, sharing personnel who come in multiple times during the day to wipe down touch surfaces and make sure hand sanitizer stations are maintained, along with the usual custodial duties.

In the first few months of 2020, until the State ordered the closure of public buildings, it was "business as usual" at Stetson Hall. The Trustees give special acknowledgement to Katie Goldrick, who continued to serve as Stetson Hall Building Manager, in addition to her duties on the Holbrook Board of Health. When Stetson Hall was shut down due to the pandemic, she worked remotely and contacted rental clients whose events had to be cancelled, arranging for refunds to some and rescheduling events for others to 2022. The Trustees appreciate her professionalism and her coordination with the Trustees to make sure that all

maintenance services to the building continued uninterrupted, and keeping the Trustees informed when situations developed that needed our attention.

A few large events were held in the 5,000 square foot hall upstairs in the first two months of the year. The great hall has, in the past, been rented or used for a wide ranging list of cultural, community, private, musical/theatrical, governmental, commercial, and assorted other events. In 2020, the somewhat limited hall rental income, combined with the first floor office and artisan studio space, generated revenue to partially cover the building's operating costs.

Ten events scheduled in January and February took place, but the remaining 28 bookings for 2020, which would have generated \$36,000, were cancelled due to the pandemic. As a result, \$7,000 in deposits was refunded for the cancelled events. With the exception of three town events, one bar mitzvah, and one family reunion, the remaining 22 cancelled events were weddings.

AMOUNT	SOURCE
\$18,000.00	RENTAL OF CELL SITE IN THE CUPOLA
21,198.00	OFFICE LEASE/USE
<u>12,000.00</u>	FUNCTIONS/OTHER RENTAL ACTIVITIES
\$51,198.00	TOTAL 2020 INCOME

The Hub is a Town-sponsored small business incubator program designed to bring small startup businesses from the "back street" to the "Main Street" by providing professional office space and services to small or growing businesses. The pandemic shutdown from March through July, and the need to focus on providing services to cancelled rental clients, served as a double whammy to stymie further development of this program. One member of the Hub continued to work through the pandemic period, while one or two others cut back their time in the office. The Randolph Chamber of Commerce, which also supports the program, had one or two programs, continued to maintain their office, and moved most of their programs and services online.

Throughout the year, many Town officials and departments provide service in ways often taken for granted by those they serve, so as this Annual Report is a perfect opportunity to acknowledge as many of them as can be recalled, with an apology and equally sincere thank you to any inadvertently omitted. The appreciation sent on behalf of the Trustees of the Stetson School Fund and, ultimately, the people of Randolph, to (in no particular order) the following: The Randolph Fire Department and Randolph Police Department for their ever-present protective services available to us all. Particular thanks to the Police Dept. for providing details for town events and private rentals, and a special shout out to the Fire Dept. for assistance when remains of a hurricane came through in early June, threatening to tear off a set of the building's storm shutters and smash one of the windows - they worked off of ladders to carefully remove the shutters just as the storm struck, with wind and drenching rain, but were able to remove and store the shutters safely with no injury to themselves. Thanks to the DPW for maintaining the care of Stetson Hall's lawns and surrounding parking lot areas, whether a general sweep up or snow removal; the Public Health Director for guidance in Food Safety implementation at events where food is served in Stetson Hall and our kitchen is used for holding and serving; the Town Accountant and Town Treasurer for their support and the processing of our invoices and turnovers; the Town Manager and staff for serving as a liaison with all departments in Town Hall; the Town Attorney, for guidance on legal matters of rental and other contracts when requested; and of course the Town Planner for her help in the upgrades for security and cleaning services at Stetson Hall.

Special thanks and recognition to Trustee Judy Gangel, who created attractive note cards that feature Randolph's most iconic historic building on the front and a short history of the building on the back. Proceeds from the sale of these cards will go to help with repair and restoration of the building.

The Trustees know that there is still much more work to do, but look forward to the day when the doors of Stetson Hall open once again to the public, and events resume in the great hall. In the meantime, the Trustees are excited at the prospect of 2021 being the year that we complete the long-awaited East Entrance Project, and are ready to focus their attention on further improvements, such as the installation of a generator, and other projects to ensure that the “people’s building” can continue to serve the community for many more years into the future.

Respectfully submitted,

Henry M. Cooke, IV, Chairman

Judith S. Gangel, Vice-Chair

Lynn R. Feingold, Clerk

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), Elder Affairs, 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, Night Before the 4th Parade, and other community-wide events.

Updates & Improvements

While 2020 was a very challenging year not only for our department but for our community, with it came the opportunity to explore creative and unique programming for our town. The beginning of the year saw many improvements at the RICC including a brand new seniors-only space and a grant funded play arena for toddlers. The use of the RICC building and staff to support the community's public health mission was a large part of the Randolph Community Programs department work this year from food drives, (over 30) food distributions, outreach services, and of course our collaboration with the public health department for 60 drive-thru Covid-19 test clinics and 17 flu vaccine clinics. The RICC building played host to a presidential election, a blood drive, and an after school program run by the YMCA. Randolph Community Program staff have been working hard all year to ensure our residents are safe, healthy, and included.

Throughout the course of the year our buildings have been forced to close to the public for the safety of both the community and our staff. This has given us the unique opportunity to make some cost effective upgrades. The Zapustas Ice Arena received a facelift including newly painted walls and a new bench (players box) to encourage social distancing. The Randolph Community Pool also received a paint upgrade along with some beautiful and inspirational murals to encourage our swimmers!

Community-Wide Events

Although many events, such as the popular Night Before the 4th Parade and annual carnival were cancelled this year due to the pandemic, we were able to adapt some and create many new events that were both safe and fun, to bring our community together. Over 1,600 residents attended more than 15 community-wide events including Lunar New Year, Easter Bunny Visits, Town Clean Up, Artisans Fair, Halloween at Belcher Park, Boo Baskets, Photos with Santa, and more! The Artisan's Fair was our first ever community maker event which helped us to support local business while offering timed entry and maintaining social distance. There were 18 Powers Farm rentals this summer for safe outdoor birthdays, bridal showers, retirements, and more! Our most successful programs were our Halloween at Belcher Park with over 600 people in attendance and Kayaking at Powers Farm with 30-50 participants weekly - many of whom were first time kayakers.



Outdoor events were very well attended this year but our most creative and raved about events were ones that brought community programming directly to you! We hosted drive through pick up events for crafts and dropped off supplies for our town-wide asynchronous clean up event. Our Easter bunny visited over 200 homes to deliver eggs (and joy) to over 250 children in one day. We delivered over 150 "boo" buckets to kids in the community and hosted a drive thru Halloween event to bring some semblance of normalcy to our Randolph kids this year. We hosted Santa

for socially distanced photos in December and even created a community-wide light contest with a map for everyone to visit houses and keep the holiday spirit alive in a difficult year.

RANDOLPH INTERGENERATIONAL COMMUNITY CENTER (RICC)



The year started out strong with over 3,527 people attending 965 in-person programs including pickleball, tai chi, yoga, basketball, crafts, and a wide variety of exercise programs. Our annual Lunar New Year celebration brought over 100 people together to celebrate the year of the rat! Beginning in March the RICC brought its programming entirely onto an online platform for the first time since opening. Throughout the rest of the year 14,092 people engaged with 947 virtual programs through Facebook. The RICC saw a remarkable 27% increase in social media following during this time.

In 2020 we had the opportunity to host our very first virtual summer camp and winter vacation camp along with many other online events that encouraged community collaboration and participation from home. Our virtual art show had over 50 pieces of art displayed and our virtual 5k had the community outside and running #alonetogether. Our community was able to come together throughout the year online and safely outdoors to remain united and to support one another.



JOSEPH J. ZAPUSTAS ICE ARENA

The atmosphere at the “Zap” was quite different this year with players and coaches wearing masks on the ice, high school games being played without a spectator in the building, kids skating out of their cars and into the rink fully dressed with roller guards on their ice skates, and others dressing in the parking lot in frigid temperatures - all of these occurrences became the “new normal.” In order to achieve this “normal”, strict protocols were put in place. These strict protocols along with a state shut down and eventually a curfew made the season a tough one for our hockey players. To compensate for this we installed Live Barn, a remote viewing system for spectators to be able to watch games from home. We also updated the rink’s webpage to include a full, live calendar and access to current protocols in place. Despite all of these obstacles, the rink has operated at near full capacity, even adding specialty hours around new schooling schedules. Over the course of the year the “Zap” hosted 495 games, 354 practices, and over 50 open skate or private lessons in 2020!

RANDOLPH COMMUNITY POOL

In 2020 the Randolph Community Pool hosted 3 sessions of swim lessons with 60+ students at each and the pool hosted weekly swim meets and practices for several teams with an average of 35

students at each. We hosted a number of swim teams from surrounding towns as well as our very own Championship winning Randolph Rapids. In addition to swim lessons, practices, and meets, our pool hosted weekly water aerobics classes - a popular, low-impact exercise class for adults. Due to capacity restrictions, shutdowns, and distancing our participation in swim lessons was less than previous years, however our strict and clear protocols made us a popular destination for area teams including Notre Dame Academy. The Randolph Community Pool, with its protocols and calendar now online saw a tremendous year of change and flexibility, transforming its many important water based programs.

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.

The Elder Affairs Department by necessity, spent the vast majority of this past year focused specifically on senior services. We found workarounds to ensure that we could continue to provide services to Randolph seniors who count on our department to be there for them. In the grips of a pandemic, we were able to ensure that seniors still got to essential medical appointments, and to the market, and pharmacy. We worked to assuage the anxiety and fear that seniors have felt and are still encountering. We worked with community partners to deliver food, meals, masks, medical and cleaning supplies. Over 41,000 meals were provided to seniors out of our kitchen, through the South Shore Elder Services Meals on Wheels program. This past year, we were still able to provide 1,259 round trip van rides for our seniors. Our Outreach services team has spent 2,000+ hours working with seniors. We provided fun and a sense of community for our seniors through our “Drive Thru” events such as “Stay Safe at Home” partnering with the Randolph Fire Department and our New Years Eve in a bag. Our pickleball crew spent over 100 hours, safely masked on the courts. During the fall months we were able to offer distanced outdoor socialization at Powers Farm as well. We had over 460 Seniors attend our drive thru events, and close to 100 more attending weekly events at Powers Farm. It was more important than ever this year to provide support and a sense of community for our seniors here in Randolph.



The Department of Community Programs would like to thank all of our dedicated and community-minded staff that work tirelessly to provide creative and original 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
Director of Library, Recreation, and Community Programs

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 2020, 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.

The COVID pandemic made it difficult but we were able to continue assisting our Veterans and their families. We will do so going forward even under the most difficult situations. In conjunction with AMVETS, the VFW and our Veterans Council, our office promotes and assists with ceremonies for Memorial Day and Veterans Day. These ceremonies are an important annual recognition of the effort made by our Veterans in service to our nation.

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.

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 43 business locations using weighing and measuring devices, and this generated \$6558 in sealing and inspection fees delivered to the town’s general fund.

There were 75 scales, 9 weights, 6 reverse redemption machines, 198 gasoline and diesel meters, 4 spring-water meters and 2 vehicle tank meters inspected, tested, and sealed for the year 2020.

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 \$24,088.12 over the year 2020.

Respectfully submitted,

Donald W. Smith
Sealer of Weights and Measures

REPORT OF THE HISTORICAL COMMISSION

The past year was a challenging 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, all while dealing with the Covid-19 pandemic that forced us to change the way in which we conducted our business.

The Commission said goodbye to longtime member and Randolph resident, Alan Banks, who retired from the National Park Service and has moved out of state. His knowledge of historic preservation and historical interpretation were invaluable assets to the Commission's work. Perhaps Alan's most lasting legacy will be the historic wayside signs at the entrance to Powers Farm Park, and the design of the signs marking the boundaries of the Elms Historic District. We thank him for his service to the Town, and wish him all the best in his retirement. The Commission now consists of five members, two less than our statutory capacity. Two residents who we had hoped to join us were unable to do so because of circumstances resulting from the pandemic. We hope that we can recruit additional members in the coming year.

The Historical Commission was active in the following areas:

Demolition Reviews

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 to the Historical Commission. In 2020, the Historical Commission carried out three demolition reviews. This year's reviews demonstrate the variety and challenges that the Commission faces in making its determinations.

206 Center Street – This review of a 1920s era bungalow style house was a straightforward one, with no characteristics that would trigger a more detailed review. It was determined not to be historically significant, and a demolition permit was allowed.

584 North Main Street – The owner of this 1870s vintage house in the middle next to Powers Farm Park in the middle of the Elms Historic District wanted to remove the existing chimney at the rear of the main house to allow for the installation of a metal flue pipe for the heating system. Because the chimney was one of the architectural features that help define this style of house, and because it is in the Elms Historic District, it was necessary to conduct a review before any work could be done. Normally the Commission would recommend simply rebuilding the chimney with a flue liner. In this case, part of the chimney had been removed many years earlier, and the mass of the chimney was supported on floor boards, creating potentially hazardous condition for any rebuilding effort. The Historical Commission worked with the homeowners to come up with a determination that would allow the old chimney to be taken down, the metal flue installed, and a faux chimney built around it on the roof to mask the modern flue. Unfortunately, the property owner installed the flue without the agreed upon faux chimney. The Commission will follow up on this to insure compliance.

55 Old Street – The review of the former Charles Gabriel Devine Elementary School presented the Historical Commission with a number of challenges. The School Department was conducting a multi-year program to analyze the current and future educational needs of the town, including the need to upgrade or replace existing buildings. Part of that process included the potential re-use of the Devine School site for the building of a much larger school. In order for potential design work to move ahead under the state grants funding the project, it had to be determined if the Devine School could be taken down to facilitate future new construction. The original 1930 building, designed by Randolph architect James Edmund Kelley, is architecturally unique and was one of the few remaining Kelley designed municipal buildings. The building is listed on the Massachusetts Historical Commission's Massachusetts Cultural Resource database, and as such, is subject to review and possible public hearing under the Town's Demolition

ordinance. Commission members researched the building and made two site visits. Any review of the building had to take into account the fact that the building had not been used as a school for more than a decade and had suffered significant structural and systems deterioration due to the elements and vandalism. As a result of this, the building would be extremely expensive to restore, and might still not be able to meet the future programmatic needs of the school system. While the historical and architectural features of the building would normally require a public hearing to determine whether or not the building should be considered as “preferably preserved” and subject to a six month demolition moratorium, such a move had the potential to derail continued funding. With little to no prospect of being able to effectively rehabilitate the building, the Historical Commission determined that while a number of features of the building were historically significant, the extreme deterioration of the building dramatically diminished the possibility of it being preserved, and that a demolition permit could be issued subject the removal and preservation of a number of the character defining features of the building and the possible incorporation of these elements in any future construction on the building site.

Historic District

The 2019 Historic District Ordinance enacted by the Town Council that created the Elms Historic District required the appointment of a seven member Historic District Commission to oversee the Historic District and guide its development. As 2020 drew to a close, the District Commission has yet to be appointed, and the Historical Commission notes with considerable concern the intrusion of signage and other features such as the stovepipe at 584 North Main St. that would generally be considered as inappropriate to such a district under the administration of a Historic District Commission. While the economic and other challenges brought on by the Covid pandemic took precedence over the appointment of the District Commission, the Town Manager's efforts were hindered by the inability to find residents of the Historic District willing to serve. The Historical Commission hopes that with improving conditions in 2021, that residents will step forward. 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.

Preservation of Town's Historical Collections

The Historical Commission continued the process of cataloging and rehousing the thousands of items in its care.

In 2019 the Commission applied for and received funding from the Community Preservation Committee to acquire materials for rehousing most of the town's documents and photographs stored at the Historical Commission's office at Stetson Hall, and to hire an archivist to organize, catalog and properly rehouse the town's extensive collection of documents, photographs, printed works, and physical objects. Ms. Katherine Tardiff was hired to begin the work over the summer in the midst of her graduate studies in archives at Simmons College, which she completed in the spring of 2020. The Commission was again able to engage her services this year to complete the work she had started.

Ms. Tardiff worked on the collection daily from June through the end of December. In that time, she properly rehoused and cataloged some 7,000 items, including paper documents, photographs, maps, newspapers, trade and postcards, printed town records, and a variety of objects ranging from Civil War swords to mid-twentieth century basketball sneakers and other items associated with Randolph Manufacturing Company, better known as Randy's. At the end of the year, and her contract completed, Ms Tardiff has continued to work on revising and reorganizing the catalog to make it easier to use, and easier to retrieve items from storage for study, exhibit and, in some cases, digitization.

Ms. Tardiff also worked with the Historical Commission in the development of a collections mission statement and collections management guidelines that will help guide the Commission as they maintain and utilize the collection and add to it in future. She created documents that will enable the Historical

Commission to receive and track donated items, a dramatic step forward in the professional administration of the Town's historical collection.

In 2021, the Historical Commission will review the Historical Collection to determine which photographs, documents and ephemera should be recorded digitally so that they can be shared online as part of the Commission's educational purpose. Ms Tardiff has agreed to volunteer her services to assist the Commission with this final part of the project.

Friends of Randolph History

The Friends of Randolph History page on Facebook continues to serve 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 that the number of followers continues to increase. 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

The Planning Department consists of a five-member appointed board and a Planning Director. Its goal is to balance social, environmental and economic interests to ensure an orderly and sustainable future for the Town. It is guided by the town's Comprehensive Master Plan, Massachusetts General Law and the local zoning ordinances.

The Planning Board is responsible for:

- **Reviewing development plans-** Submitted to the Board by applicants who want to develop their land for residential, commercial, or other purposes. The procedures for reviewing and approving or disapproving such plans are spelled out in State laws (statutes) and local ordinances.
- **Guiding the process of making Zoning Amendments-** Over time, local ordinances may no longer serve the vision of how Randolph wants to grow. Amending zoning ordinances is a detailed process conducted to make sure the public has sufficient opportunity to provide input. Final approval is voted on by the Town Council.
- **Establishing a Master Plan** - Boards are responsible for the creation and updating of the town Master or Comprehensive plan. Having a Master Plan is helpful towards designing zoning amendments, identifying open space priorities, economic development goals, addressing housing and transportation issues and bringing all aspects of town government together under one coordinated plan.
- **Regulating the subdivision of land** - The Board manages all requests to divide tracts of land into two or more lots ensuring compliance with the Subdivision Control Law (Mass. General Law) and the Subdivision Rules and Regulations of the Randolph.

In 2020, the Board reviewed, approved or otherwise monitored the subdivision of land to protect the safety, convenience and welfare of the inhabitants of Randolph by regulating the laying out new lots and construction of ways 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
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 maintained a consistent meeting schedule despite the challenges presented by the COVID-19 pandemic. With Governor Baker’s emergency orders permitting remote participation for regulatory boards, the Planning Board began holding meetings via video conference in April 2020 and maintained its schedule of meeting twice per month.

COVID-19 pandemic aside, development plans and construction did not significantly slow down. The Planning Board schedule remained active with development reviews for a mixed-use project at 19 Highland Avenue (the former Chase & Son’s property), the reconfiguration of the building at 100 Mazzeo Drive for an Amazon distribution center, special permits for three in-law apartments and other small-scale site plan and design review requests. Administrative review for minor site plan changes and sign permits was provided by the Town Planner on behalf of the Planning Board.

A series of proposed amendments to the town’s zoning ordinances were presented to the Planning Board for review and recommendation. The Board spent considerable time and effort to evaluate the affect of such proposals and provide alternate recommendations that better align with the goals of the town’s Comprehensive Master Plan and balance the rights and needs of individual property owners with the overall needs of the community. The goal of the Planning Board is to assist in the creation of methods that facilitate commercial development and enhance the local economy while respecting residential neighborhoods.

The Planning Department is engaged in long range planning efforts and the goals of the Commonwealth through involvement with Metropolitan Area Planning Council (MAPC) and the Three Rivers Interlocal Council (TRIC) sub region of which we are a part. Randolph actively participates in the Citizen’s Academy working group with a goal to develop methods to increase resident awareness of involvement in civic activities, specifically regulatory boards and commissions. Also, the Statehouse Advocacy working group to advance engagement with regional and state representatives to advocate for planning related topics and issues.

The Planning Board members understand the significant responsibility they have in helping to attract commercial development and investment in the community. They appreciate the opportunity to serve fellow residents in ensuring that the opportunities Randolph offers for commercial development do not outweigh the desire to remain a diverse suburban middle-class community with a great quality of life and abundant recreational opportunities.

Respectfully submitted,

Michelle Tyler, Director

REPORT OF THE TOWN CLERK AND REGISTRAR

The year 2020 is one that none of us will soon forget. It was a challenging year in the Town Clerk's Office as we faced the Covid-19 pandemic. This affected every aspect of our office and how we served the public throughout the year. The Presidential Primary occurred in March just as the pandemic hit, and we were forced to implement whatever changes were necessary to be able to safely and efficiently conduct elections and regular business.

By July, the Covid-19 pandemic was in full swing, and no excuse mail-in ballots were offered for the State Primary in September and the Presidential Election in November, as well as early in-person voting prior to each election. This created an astronomical amount of work for our office of 2.5 employees, but with the help of volunteers, some amazing co-workers and the Board of Registrars (Jim Curtis, Jim Buiel and Herb Baron) and our fantastic poll workers, we not only successfully carried out an election cycle during a pandemic, but we also had the highest turnout that we have ever had for a Presidential Election. I would like to thank all of the selfless election workers (most of whom were part of the most vulnerable age group) for stepping up to the plate and providing Randolph's Voters with every opportunity to cast their votes during the pandemic.

Although the Town Hall was closed for much of 2020, our office did not miss a beat. We assisted residents in getting copies of their vital records, proof of residency letters, business certificates and dog licenses. As the switchboard for the Town of Randolph, we answered thousands of phone calls with regard to Covid-19 Testing, and then Covid-19 Vaccinations, in addition to all of the regular calls we handle every day.

Thank you to Kristin McDonald, Betty Bertrand and Soren Tyler, who work daily in the Clerk's Office. On November 3, after working her final election for the Town of Randolph, Betty Bertrand retired (again). We wish her well on her retirement and miss her presence in the office every day.

Special thanks to Michelle Tyler (Town Planner), Michelle Hamelburg (Financial Clerk – Randolph Police Department) and Debra Ward (Town Council Clerk), who graciously offered their assistance with all three elections in addition to their own daily work. I am also extremely grateful for the help of both Gerry Cody (Director of Public Health) and Liz Larossee (Director of Community Programming), who assisted me with social distancing guidelines and signage, ensuring that every voter was safe if they chose to vote at the polls on Election Day. I would also like to thank Town Manager Brian Howard, who supported the office during a time when we were navigating uncharted waters. It was truly a team effort, and it is a team that I am proud to be a part of.

Respectfully Submitted,

Cheryl D. Sass, Town Clerk & Registrar

Presidential Primary - March 3, 2020

Democratic Totals

	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	538	461	571	576	490	458	535	615	540	558	584	594	6520
Total Hand Counted Ballots	3	2	5	1	0	2	1	4	3	1	0	2	24
Total Ballots	541	463	576	577	490	460	536	619	543	559	584	596	6544
5													
Presidential Preference- 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
Deval Patrick	2	6	6	6	2	5	2	6	2	2	2	6	47
Amy Klobuchar	2	3	5	4	8	5	3	3	9	5	7	3	57
Elizabeth Warren	73	58	92	83	86	70	80	79	92	83	66	68	930
Michael Bennett	1	0	1	0	0	0	2	0	0	0	0	0	4
Michael R. Bloomberg	59	41	59	55	56	38	41	61	54	42	56	49	611
Tulsi Gabbard	1	1	3	3	4	3	0	5	0	0	4	5	29
Cory Booker	0	0	0	0	0	1	0	0	1	1	0	0	3
Julian Castro	0	0	0	0	0	0	0	0	0	0	0	0	0
Tom Steyer	2	2	2	3	4	4	3	6	5	3	1	9	44
Bernie Sanders	129	117	143	169	120	119	141	138	148	175	172	179	1750
Joseph R. Biden	251	225	250	238	197	196	253	304	216	229	251	254	2864
John K. Delaney	1	0	0	0	1	0	1	1	0	0	1	0	5
Andrew Yang	0	0	0	0	2	0	0	1	0	1	4	0	8
Pete Buttigieg	13	7	9	8	5	15	7	9	11	12	12	10	118
Marianne Williamson	0	0	0	0	1	1	0	0	0	1	2	1	6
No Preference	2	1	2	6	4	2	1	1	2	2	4	3	30
Scattered write ins	3	0	2	1	0	0	0	1	1	0	1	4	13
Blanks	2	2	2	1	0	1	2	4	2	3	1	5	25
Total Votes (Including Blanks)	541	463	576	577	490	460	536	619	543	559	584	596	6544
State Committee MAN - 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
Michael F. Horan	316	291	377	345	290	290	333	364	328	366	356	375	4031
Scattered write ins	5	5	5	3	4	6	3	5	2	2	6	4	50
Blanks	220	167	194	229	196	164	201	246	213	191	222	217	2460
Total Votes (Including Blanks)	541	463	576	577	490	460	536	619	543	559	584	596	6544

State Committee WOMAN - 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
Cathy I. Shore	303	288	376	362	295	311	343	391	343	369	358	384	4123
Scattered write ins	6	3	3	5	2	5	1	6	2	1	6	5	45
Blanks	232	172	197	210	193	144	193	218	198	189	220	207	2373
Total Votes (Including Blanks)	541	463	576	577	490	460	536	619	543	559	584	596	6544
175													
Town Committee - Vote for NO more than THIRTY-FIVE (35)	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
Cathy I. Shore	185	175	213	221	173	189	210	219	184	218	227	241	2455
Sandra Slavet	178	161	188	208	157	169	224	223	179	207	211	223	2328
Sandra K. Cohen	193	185	219	220	170	176	216	225	189	213	222	235	2463
Kit A. Hoffmann	179	143	197	202	172	174	206	190	166	194	217	218	2258
Kevin Coleman Joyce	181	157	223	236	175	169	214	206	185	219	216	231	2412
Cheryle R. Totten	169	147	183	197	151	158	199	176	164	194	202	212	2152
Christopher A. Spears	170	147	186	198	147	159	192	176	165	197	202	221	2160
Judith S. Gangel	183	160	207	213	170	167	205	195	187	203	217	229	2336
George D. Magazine, Jr.	177	147	195	198	151	156	187	168	167	194	193	210	2143
Jesse Gordon	189	170	212	234	176	171	226	209	188	217	235	233	2460
Natacha J. Clerger	241	213	270	273	202	218	237	257	218	255	276	271	2931
Yahaira Lopez	204	182	239	239	187	187	232	215	201	232	233	258	2609
Antonio Rosa Andrade	183	154	209	202	156	167	202	184	174	203	222	227	2283
Ida V. Gordon	198	176	218	220	171	174	206	222	218	224	228	224	2479
Judith A. Conway	174	148	193	211	161	165	201	192	172	205	221	224	2267
Paul J. Meoni	200	174	216	240	173	190	228	208	197	232	242	250	2550
Gordon Sandler Briter	171	142	186	193	147	158	186	181	166	196	204	210	2140
Christina Paul	170	157	194	215	158	175	197	193	173	198	210	218	2258
William Greene	172	145	185	202	149	153	193	180	174	194	199	207	2153
Katrina M. Huff-Larmond	187	166	204	228	183	173	199	206	179	199	214	222	2360
Margaret E. Groden	166	145	179	199	148	147	188	174	173	193	204	226	2142
Allaphia Sackeena Richards-Jean Pierre	180	157	203	204	163	161	205	180	178	207	212	221	2271
Margaret Mazzeo	170	146	190	205	154	160	190	183	169	201	212	219	2199
Scattered write ins	20	2	7	1	7	11	17	6	5	4	5	12	97
ALEXOPOULOS, CHRISTOS	0	0	0	0	0	0	0	0	0	0	1	0	1
BARON, HERB	1	0	0	0	0	0	0	1	1	0	0	0	3
BEN ABRAM, PHYLLIS	0	0	0	0	0	0	0	1	0	0	0	0	1
BURGESS, COLLEEN	0	0	0	0	0	0	0	0	2	0	0	1	3

State Committee MAN - 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
Steven D. Fruzzetti	42	30	38	46	50	44	39	44	27	38	45	45	488
Myles C. Heger	23	10	14	33	23	15	13	18	14	24	26	32	245
Scattered write ins	3	1	0	0	0	0	0	1	0	1	1	1	8
Blanks	6	2	4	15	14	5	9	7	3	14	14	12	105
Total Votes (Including Blanks)	74	43	56	94	87	64	61	70	44	77	86	90	846
State Committee WOMAN - 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
Colleen R. Maloney	47	30	38	63	58	45	39	50	37	52	59	52	570
Scattered write ins	3	0	0	1	0	0	0	1	0	0	1	2	8
Blanks	24	13	18	30	29	19	22	19	7	25	26	36	268
Total Votes (Including Blanks)	74	43	56	94	87	64	61	70	44	77	86	90	846
Town Committee - Vote for NO more than Thirty-Five (35)													
	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
James D. Curtis	30	20	25	42	45	30	35	39	22	33	40	40	401
Susan F. Curtis	32	15	25	40	42	23	33	39	26	28	38	36	377
Jean Riguel Ulysse	23	13	18	32	31	20	29	31	22	26	30	28	303
Ryan Egan	50	25	40	58	58	39	44	48	29	49	60	56	556
Lallie P. Falls	20	12	20	32	34	22	27	29	22	26	30	26	300
Scattered write ins	2	0	7	5	1	3	8	0	0	1	1	0	28
CAMPBELL, RAYLA	0	0	0	0	0	0	0	0	0	0	2	2	4
Blanks	2433	1420	1825	3081	2834	2103	1959	2264	1419	2532	2809	2962	27641
Total Votes (Including Blanks)	2590	1505	1960	3290	3045	2240	2135	2450	1540	2695	3010	3150	29610

Presidential Primary - March 3, 2020

Democratic Totals

	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	538	461	571	576	490	458	535	615	540	558	584	594	6520
Total Hand Counted Ballots	3	2	5	1	0	2	1	4	3	1	0	2	24
Total Ballots	541	463	576	577	490	460	536	619	543	559	584	596	6544
Presidential Preference- Vote for ONE													
Deval Patrick	2	6	6	6	2	5	2	6	2	2	2	6	47
Amy Klobuchar	2	3	5	4	8	5	3	3	9	5	7	3	57
Elizabeth Warren	73	58	92	83	86	70	80	79	92	83	66	68	930
Michael Bennett	1	0	1	0	0	0	2	0	0	0	0	0	4
Michael R. Bloomberg	59	41	59	55	56	38	41	61	54	42	56	49	611
Tulsi Gabbard	1	1	3	3	4	3	0	5	1	0	4	5	29
Cory Booker	0	0	0	0	0	1	0	0	1	1	0	0	3
Julian Castro	0	0	0	0	0	0	0	0	0	0	0	0	0
Tom Steyer	2	2	2	3	4	4	3	6	5	3	1	9	44
Bernie Sanders	129	117	143	169	120	119	141	138	148	175	172	179	1750
Joseph R. Biden	251	225	250	238	197	196	253	304	216	229	251	254	2864
John K. Delaney	1	0	0	0	0	0	0	1	0	0	1	0	5
Andrew Yang	0	0	0	0	2	0	0	1	0	1	4	0	8
Pete Buttigieg	13	7	9	8	5	15	7	9	11	12	12	10	118
Marianne Williamson	0	0	0	0	1	1	0	0	1	1	2	1	6
No Preference	2	1	2	6	4	2	1	1	2	2	4	3	30
Scattered write ins	3	0	2	2	0	0	1	1	1	0	1	4	13
Blanks	2	2	2	1	0	1	2	4	2	3	1	5	25
Total Votes (Including Blanks)	541	463	576	577	490	460	536	619	543	559	584	596	6544
State Committee MAN - Vote for ONE													
Michael F. Horan	316	291	377	345	290	290	333	364	328	366	356	375	4031
Scattered write ins	5	5	5	3	4	6	3	5	2	2	6	4	50
Blanks	220	167	194	229	196	164	201	246	213	191	222	217	2460
Total Votes (Including Blanks)	541	463	576	577	490	460	536	619	543	559	584	596	6544
State Committee WOMAN - Vote for ONE													
Cathy I. Shore	303	288	376	362	295	311	343	391	343	369	358	384	4123
Scattered write ins	6	3	3	5	2	5	1	6	2	1	6	5	45
Blanks	232	172	197	210	193	144	193	218	198	189	220	207	2373
Total Votes (Including Blanks)	541	463	576	577	490	460	536	619	543	559	584	596	6544
Town Committee - Vote for NO more than THIRTY-FIVE (35)													
Cathy I. Shore	185	175	213	221	173	189	210	219	184	218	227	241	2455
Sandra Slavet	178	161	188	208	157	169	224	223	179	207	211	223	2328
Sandra K. Cohen	193	185	219	220	170	176	216	225	189	213	222	235	2463
Kit A. Hoffmann	179	143	197	202	172	174	206	190	166	194	217	218	2258
Kevin Coleman Joyce	181	157	223	256	175	169	214	206	185	219	216	231	2412
Cheryle R. Totten	169	147	183	197	151	158	199	176	164	194	202	212	2152
Christopher A. Spears	170	147	186	198	147	159	192	176	165	197	202	221	2160
Judith S. Gangel	183	160	207	213	170	167	205	195	187	203	217	229	2336
George D. Magazino, Jr.	177	147	195	198	151	156	187	168	167	194	193	210	2143
Jesse Gordon	189	170	212	234	176	171	226	209	188	217	235	233	2460
Natacha J. Clerger	241	213	270	273	202	218	237	257	218	255	276	271	2931
Yahaira Lopez	204	182	239	239	187	187	232	215	201	232	233	258	2609
Antonio Rosa Andrade	183	154	209	202	156	167	202	184	174	203	222	227	2283
Ida V. Gordon	198	176	218	220	171	174	206	222	218	224	228	224	2479
Judith A. Conway	174	148	193	211	161	165	201	192	172	205	221	224	2267

Paul J. Meoni	200	174	216	240	173	190	228	208	197	232	242	250	2550
Gordon Sandler Brier	171	142	186	193	147	158	186	181	166	196	204	210	2140
Christina Paul	170	157	194	215	158	175	197	193	173	198	210	218	2258
William Greene	172	145	185	202	149	153	193	180	174	194	199	207	2153
Katrina M. Huff-Larmond	187	166	204	228	183	173	199	206	179	199	214	222	2360
Margaret E. Groden	166	145	179	199	148	147	188	174	173	193	204	226	2142
Allaphia Sackeena Richards-Jean Pierre	180	157	203	204	163	161	205	180	178	207	212	221	2271
Margaret Mazzeo	170	146	190	205	154	160	190	183	169	201	212	219	2199
Scattered write ins	20	2	7	1	7	11	17	6	5	4	5	12	97
ALEXOPOULOS, CHRISTOS	0	0	0	0	0	0	0	0	0	0	1	0	1
BARON, HERB	1	0	0	0	0	0	0	1	1	0	0	0	3
BEN ABRAM, PHYLLIS	0	0	0	0	0	0	0	1	0	0	0	0	1
BURGESS, COLLEEN	0	0	0	0	0	0	0	0	2	0	0	1	3
BURGESS, JAMES	0	0	0	0	0	0	0	0	3	0	0	1	4
BURTON, MARYLOU	2	0	0	0	0	0	0	0	0	0	0	0	2
CLIFTON, KEN	4	0	2	2	0	0	0	1	0	0	0	0	9
DAVIS, TIM	0	0	0	1	0	0	0	0	0	0	0	0	1
GRANDOT, PIERRE	1	0	0	0	0	0	0	0	0	0	0	0	1
HILL, CASEY	0	0	0	0	0	0	0	0	0	0	0	0	1
MILLWOOD, LISA	2	0	0	0	0	0	0	0	0	0	3	0	5
NELSON, LARRY	0	0	0	0	0	0	0	0	0	1	0	0	1
NIXON, ANDREA	1	0	0	0	0	0	0	0	0	0	0	0	1
PACE, WILLIAM	1	0	0	0	0	0	0	0	0	0	0	0	1
PONTRAND, BRUCE	0	0	0	0	0	0	0	0	1	0	0	0	1
SWARTZ, TOBY LYANNE	1	0	0	0	0	0	0	0	0	0	0	0	2
THEZINE, THUWAIB	1	0	0	0	0	0	0	0	0	0	0	0	1
VANISOURIS, K.	0	0	0	0	0	0	0	1	0	0	0	0	1
Blanks	14681	12506	15442	15233	13349	12173	14000	17093	14827	14765	15412	15614	175095
Total Votes (Including Blanks)	18935	16205	20160	20195	17150	16100	18760	21665	19005	19565	20440	20860	229040

Presidential Primary - March 3, 2020

OFFICIAL

Green - Rainbow Totals

	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	0	0	0	1	0	0	0	1	0	0	0	0	2
Total Hand Counted Ballots	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Ballots	0	0	0	1	0	0	0	1	0	0	0	0	2
Presidential Preference- Vote for ONE													
Dario Hunter	0	0	0	0	0	0	0	0	0	0	0	0	0
Sedinaam Kinamo	0	0	0	0	0	0	0	0	0	0	0	0	0
Christin Moyowasiza-Curry	0	0	0	0	0	0	0	0	0	0	0	0	0
Kent Mesplay	0	0	0	0	0	0	0	0	0	0	0	0	0
Howard Hawkins	0	0	0	0	0	0	0	0	0	0	0	0	0
No Preference	0	0	0	1	0	0	0	1	0	0	0	0	2
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Votes (Including Blanks)	0	0	0	1	0	0	0	1	0	0	0	0	2
State Committee MAN - Vote for ONE													
Scattered write ins	0	0	0	1	0	0	0	0	0	0	0	0	1
Blanks	0	0	0	0	0	0	0	1	0	0	0	0	1
Total Votes (Including Blanks)	0	0	0	1	0	0	0	1	0	0	0	0	2
State Committee WOMAN - Vote for ONE													
Scattered write ins	0	0	0	1	0	0	0	0	0	0	0	0	1
Blanks	0	0	0	0	0	0	0	1	0	0	0	0	1
Total Votes (Including Blanks)	0	0	0	1	0	0	0	1	0	0	0	0	2
Town Committee - Vote for NO more than TEN (10)													
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	0	0	10	0	0	0	10	0	0	0	0	20
Total Votes (Including Blanks)	0	0	0	10	0	0	0	10	0	0	0	0	20

Presidential Primary - March 3, 2020

Libertarian Totals

	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	1	0	1	1	2	1	1	0	1	1	2	0	10
Total Hand Counted Ballots	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Ballots	1	0	1	1	2	1	1	0	1	1	2	0	10
Presidential Preference- Vote for ONE													
Arvin Vohra	0	0	0	0	0	0	1	0	0	0	0	0	1
Vermira Love Supreme	0	0	0	1	0	0	0	0	0	0	0	0	1
Jacob George Hornberger	0	0	0	0	0	0	0	0	1	0	0	0	1
Samuel Joseph Robb	0	0	0	0	0	0	0	0	0	0	0	0	0
Dan Taxation Is Theft Behrman	1	0	0	0	0	0	0	0	0	0	0	0	1
Kimberly Margaret Ruff	0	0	0	0	1	0	0	0	0	0	0	0	1
Kenneth Reed Armstrong	0	0	0	0	0	0	0	0	0	0	0	0	0
Adam Kokesh	0	0	0	0	0	0	0	0	0	0	0	0	0
Jo Jorgensen	0	0	0	0	0	0	0	0	0	0	1	0	1
Max Abramson	0	0	0	0	0	0	0	0	0	0	0	0	0
No Preference	0	0	0	0	1	0	0	0	0	1	1	0	3
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	0	1	0	0	0	0	0	0	0	0	0	1
Total Votes (Including Blanks)	1	0	1	1	2	1	1	0	1	1	2	0	10
State Committee MAN - Vote for ONE													
Scattered write ins	0	0	0	1	0	1	1	0	1	0	0	0	4
Blanks	1	0	1	0	0	1	0	0	0	1	2	0	6
Total Votes (Including Blanks)	1	0	1	1	0	2	1	0	1	1	2	0	9
State Committee WOMAN - Vote for ONE													
Scattered write ins	0	0	0	1	0	1	0	0	1	1	0	0	4
Blanks	1	0	1	0	0	1	1	0	0	0	2	0	6
Total Votes (Including Blanks)	1	0	1	1	0	2	1	0	1	1	2	0	10
Town Committee - Vote for NO more than TEN (10)													
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
SWEENEY, CHARLES	0	0	0	1	0	0	0	0	0	0	0	0	1
SWEENEY, J.P.	0	0	0	1	0	0	0	0	0	0	0	0	1
Blanks	10	0	10	8	0	20	1	0	10	10	20	0	89
Total Votes (Including Blanks)	10	0	10	10	0	20	10	0	10	10	20	0	100

Presidential Primary - March 3, 2020

Republican Totals

	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	74	43	56	93	87	62	61	70	44	77	85	90	842
Total Hand Counted Ballots	0	0	0	1	0	2	0	0	0	0	1	0	4
Total Ballots	74	43	56	94	87	64	61	70	44	77	86	90	846
Presidential Preference - 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
William F. Weld	6	2	4	4	4	3	6	5	3	3	2	5	47
Joe Walsh	2	1	0	0	0	0	1	3	1	0	0	1	9
Donald J. Trump	63	39	52	90	81	60	53	59	39	72	81	79	768
Roque "Rocky" De La Fuente	1	0	0	0	0	0	0	0	0	0	0	2	3
No Preference	0	0	0	0	1	0	1	1	0	0	2	2	7
Scattered write ins	1	0	0	0	1	1	0	0	1	1	1	1	6
Blanks	1	1	0	0	0	1	0	2	0	1	0	0	6
Total Votes (Including Blanks)	74	43	56	94	87	64	61	70	44	77	86	90	846
State Committee MAN - 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
Steven D. Fruzzetti	42	30	38	46	50	44	39	44	27	38	45	45	488
Myles C. Heger	23	10	14	33	23	15	13	18	14	24	26	32	245
Scattered write ins	3	1	0	0	0	0	0	1	0	1	1	1	8
Blanks	6	2	4	15	14	5	9	7	3	14	14	12	105
Total Votes (Including Blanks)	74	43	56	94	87	64	61	70	44	77	86	90	846
State Committee WOMAN - 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
Colleen R. Maloney	47	30	38	63	58	45	39	50	37	52	59	52	570
Scattered write ins	3	0	0	1	0	0	0	1	0	0	1	2	8
Blanks	24	13	18	30	29	19	22	19	7	25	26	36	268
Total Votes (Including Blanks)	74	43	56	94	87	64	61	70	44	77	86	90	846
Town Committee - Vote for NO more than Thirty-Five (35)	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
James D. Curtis	30	20	25	42	45	30	35	39	22	33	40	40	401
Susan F. Curtis	32	15	25	40	42	23	33	39	26	28	38	36	377
Jean Rignold Ulysse	23	13	18	32	31	20	29	31	22	26	30	28	303
Ryan Egan	50	25	40	58	58	39	44	48	29	49	60	56	556
Lallie P. Falls	20	12	20	32	34	22	27	29	22	26	30	26	300
Scattered write ins	2	0	7	5	1	3	8	0	0	1	1	0	28
CAMPBELL, RAYLA	0	0	0	0	0	0	0	0	0	0	2	2	4
Blanks	2433	1420	1825	3081	2834	2103	1959	2264	1419	2532	2809	2962	27641
Total Votes (Including Blanks)	2590	1505	1960	3290	3045	2240	2135	2450	1540	2695	3010	3150	29610

STATE PRIMARY SEPTEMBER 1, 2020
ALL PRECINCTS

DEMOCRATIC RECAP TOTALS

	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	665	563	671	670	595	532	608	697	594	638	640	713	7586
Total Hand Counted Ballots	10	11	9	12	6	9	10	5	8	8	0	2	90
Total Ballots	675	574	680	682	601	541	618	702	602	646	640	715	7676
SENATOR IN CONGRESS (VOTE FOR ONE)													
Joseph P. Kennedy, III	410	346	385	414	371	289	367	412	346	356	369	414	4479
Edward R. Markey	259	225	282	259	220	247	244	282	242	286	265	294	3105
Scattered write ins	1	0	4	3	1	2	2	2	2	0	1	1	19
Blanks	5	3	9	6	9	3	5	6	12	4	5	6	73
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676
REPRESENTATIVE IN CONGRESS - SEVENTH DISTRICT (VOTE FOR ONE)													
Ayanna Presley	573	509	594	592	541	479	532	620	539	577	563	606	6725
Scattered write ins	13	7	6	12	8	6	8	6	6	1	12	12	97
Blanks	89	58	80	78	52	56	78	76	57	68	65	97	854
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676
COUNCILLOR - SECOND DISTRICT (VOTE FOR ONE)													
Robert L. Inbrville	485	455	512	508	449	412	461	532	445	499	482	541	5781
Scattered write ins	3	2	3	3	5	4	2	2	4	3	6	4	41
Blanks	187	117	165	171	147	125	155	168	153	144	152	170	1854
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676
SENATOR IN GENERAL COURT - NORFOLK-BRISTOL & PLYMOUTH COUNTY (VOTE FOR ONE)													
Walter E. Timity	449	390	447	436	389	354	387	463	406	404	428	471	5024
Jarred Philip Rose	175	139	175	189	157	138	173	179	141	191	155	181	1993
Scattered write ins	0	0	0	4	1	1	2	3	0	0	2	2	16
Blanks	51	45	58	53	54	48	56	57	55	50	55	61	643
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676
REPRESENTATIVE IN GENERAL COURT - SEVENTH NORFOLK DISTRICT (VOTE FOR ONE)													
William J. Driscoll, Jr.	508	463	537	533	472	426	472	531	459	512	488	535	3482
Mark James, Cusack	xxx	xxx	xxx	369									
Paul C. Hennessey	xxx	xxx	xxx	198	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	198
Bruce J. Avers	xxx	xxx	xxx	xxx	467	426	xxx	xxx	xxx	xxx	506	559	1958
Scattered write ins	4	4	2	3	2	10	5	4	1	1	2	4	42
Blanks	163	107	141	112	132	105	141	167	142	133	132	152	1627
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676
REGISTER OF PROBATE - NORFOLK COUNTY (VOTE FOR ONE)													
Colleen Marie Brierty	156	116	137	121	121	103	129	127	126	124	102	135	1477
Noel T. Diboia	125	118	143	140	118	125	133	141	123	128	142	135	1571
Kathryn E. Hubble	118	95	122	116	91	82	92	127	103	109	95	124	1274
Courtney M. Madden	53	40	49	60	52	42	54	47	49	60	52	67	625
Michael F. Walsh	124	119	119	140	115	107	111	129	98	119	138	140	1464
Scattered write ins	2	0	2	2	0	3	1	3	1	1	0	4	19
Blanks	117	81	108	103	104	79	98	128	102	105	111	110	1246
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676

COUNTY COMMISSIONER - NORFOLK COUNTY (VOTE FOR NOT MORE THAN TWO)													
	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
Joseph P. Shea	325	329	328	351	290	286	314	350	305	330	297	370	3875
Dennis J. Guilfoyle	89	91	105	91	82	83	78	97	85	92	99	91	1083
Charles E. Ryan	203	161	195	208	198	155	163	197	176	177	210	221	2264
Richard R. Stasifi	159	127	162	145	103	125	156	152	138	176	146	159	1748
Scattered write ins	4	0	5	3	1	5	4	6	1	3	2	2	36
Blanks	570	440	565	566	528	428	521	602	499	514	526	587	6346
Total Votes (Including Blanks)	1350	1148	1360	1364	1202	1082	1236	1404	1204	1292	1280	1430	15352
COUNTY TREASURER - NORFOLK COUNTY (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
Michael G. Bellotti	373	361	384	407	348	317	347	406	352	359	372	439	4465
Brad L. Croall	202	154	205	180	164	152	188	192	161	192	174	179	2143
Scattered write ins	1	0	0	2	0	3	2	2	0	1	2	2	15
Blanks	99	59	91	93	89	69	81	102	89	94	92	95	1053
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676
SHERIFF VACANCY - NORFOLK COUNTY (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
James F. Coughlin	159	142	168	147	125	130	152	157	141	189	143	162	1815
Patrick W. McDermost	240	208	223	263	222	200	205	260	211	210	202	247	2691
William J. Phelan	172	154	189	175	162	142	172	168	154	156	205	198	2047
Scattered write ins	2	1	4	3	0	3	2	3	0	1	2	3	24
Blanks	102	69	96	94	92	66	87	114	96	90	88	105	1099
Total Votes (Including Blanks)	675	574	680	682	601	541	618	702	602	646	640	715	7676

Total Ballots

STATE PRIMARY SEPTEMBER 1, 2020
ALL PRECINCTS

REPUBLICAN RECAP TOTALS

	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	65	63	73	76	88	71	60	64	52	81	89	93	875
Total Hand Counted Ballots	0	4	1	0	0	1	0	2	1	1	1	1	12
Total Ballots	65	67	74	76	88	72	60	66	53	82	90	94	887
SENATOR IN CONGRESS (VOTE FOR ONE)													
Shiva Ayyadurai	28	35	30	32	33	31	25	34	21	29	33	47	378
Kevin J. O'Connor	34	26	40	39	48	39	32	28	30	41	48	44	449
Scattered write ins	1	2	2	2	3	2	1	1	1	6	3	2	26
Blanks	2	4	2	3	4	0	2	3	1	6	6	1	34
Total Votes (Including Blanks)	65	67	74	76	88	72	60	66	53	82	90	94	887
REPRESENTATIVE IN CONGRESS - SEVENTH DISTRICT (VOTE FOR ONE)													
Ravla Campbell (Write In)	19	20	16	35	30	20	26	21	11	19	27	20	264
Rachel Michelman (Write In)	0	3	0	0	0	0	0	0	0	0	0	0	3
Scattered write ins	3	4	12	6	11	9	4	3	8	12	21	16	109
Blanks	43	40	46	35	47	43	30	42	34	51	42	58	511
Total Votes (Including Blanks)	65	67	74	76	88	72	60	66	53	82	90	94	887
COUNCILLOR - SECOND DISTRICT (VOTE FOR ONE)													
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	4	6	8	8	10	9	6	4	6	3	11	84	159
Blanks	61	61	66	68	78	63	54	62	47	79	79	10	728
Total Votes (Including Blanks)	65	67	74	76	88	72	60	66	53	82	90	94	887
SENATOR IN GENERAL COURT - NORFOLK, BRISTOL & PLYMOUTH COUNTY (VOTE FOR ONE)													
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	5	9	9	9	10	9	6	7	7	4	16	6	97
Blanks	60	58	65	67	78	63	54	59	46	78	74	88	790
Total Votes (Including Blanks)	65	67	74	76	88	72	60	66	53	82	90	94	887
REPRESENTATIVE IN GENERAL COURT - FIFTH NORFOLK DISTRICT (VOTE FOR ONE)													
Frank Herbert Collins	xxx	xxx	xxx	49	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	49
Scattered write ins	4	9	10	0	11	8	6	5	6	5	10	5	79
Blanks	61	58	64	27	77	64	54	61	47	77	80	89	759
Total Votes (Including Blanks)	65	67	74	76	88	72	60	66	53	82	90	94	887
REGISTER OF PROBATE - NORFOLK COUNTY (VOTE FOR ONE)													
Scattered write ins	3	5	10	10	10	6	7	4	6	5	11	7	84
Blanks	62	62	64	66	78	66	53	62	47	77	79	87	803
Total Votes (Including Blanks)	65	67	74	76	88	72	60	66	53	82	90	94	887
COUNTY COMMISSIONER - NORFOLK COUNTY (VOTE FOR NOT MORE THAN TWO)													
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	3	8	17	8	10	8	3	3	8	3	10	4	88
Blanks	127	126	131	144	166	136	114	129	98	161	170	184	1686
Total Votes (Including Blanks)	130	134	148	152	176	144	120	132	106	164	180	188	1774

COUNTY TREASURER - NORFOLK COUNTY (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
Scattered write ins	0	0	0	0	0	0	0	0	0	0	0	0	0
Blanks	3	9	12	5	9	6	6	4	6	3	7	6	76
Total Votes (Including Blanks)	65	58	62	71	79	66	54	62	47	79	83	88	811
SHERIFF VACANCY - NORFOLK COUNTY (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
Jerry P. McDermott	46	44	49	55	63	44	41	50	39	61	66	63	621
Scattered write ins	0	0	1	0	2	0	1	2	1	0	2	3	12
Blanks	19	23	24	21	23	28	18	14	13	21	22	28	254
Total Votes (Including Blanks)	65	67	74	76	88	72	60	66	53	82	90	94	887

Total Ballots

65

67

74

76

88

72

60

66

53

82

90

94

887

OFFICIAL RESULTS

Presidential/State Election - November 3, 2020

	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	1378	1232	1430	1463	1403	1225	1406	1398	1408	1463	1579	1650	17035
Total Hand Counted Ballots	49	26	38	58	46	37	46	45	27	39	55	64	530
Total Ballots	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Electors of President - Vice President - Vote for ONE													
Biden and Harris	1137	1026	1193	1214	1064	972	1134	1178	1177	1149	1178	1254	13676
Hawkins and Walker	9	11	8	1	4	6	6	6	9	5	8	2	75
Jorgensen and Cohen	7	6	4	8	11	6	9	12	9	13	13	15	113
Trump and Pence	261	198	249	281	352	260	285	230	229	328	427	423	3523
Scattered write ins	8	3	4	7	5	6	6	8	6	1	4	10	68
Blanks	5	14	10	10	13	12	12	9	5	6	4	10	110
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Senator in Congress - Vote for ONE													
Edward J. Markey	1129	1027	1197	1213	1085	973	1134	1177	1194	1164	1210	1253	13786
Kevin J. O'Connor	243	187	227	252	318	237	261	216	199	291	356	373	3160
Scattered write ins	3	3	2	6	3	1	1	4	2	3	14	1	43
(write in) Dr. Shiva Ayyadurai	6	0	0	6	1	8	9	2	5	5	0	20	65
Blanks	46	41	39	44	42	43	47	44	35	39	54	67	541
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Representative in Congress - Vote for ONE													
Ayanna S. Pressley	1091	996	1169	1195	1056	942	1090	1145	1175	1137	1140	1227	13363
Roy A. Owens, Sr.	230	163	203	224	275	218	243	187	177	249	349	315	2833
(write in) Rayla Campbell	14	12	10	21	14	12	15	15	6	18	19	26	182
(write in) Rachel Mischman	0	0	0	0	1	0	0	0	0	0	0	0	1
Scattered write ins	6	3	9	6	20	2	8	3	9	31	27	35	159
Blanks	86	84	77	75	83	88	96	93	68	67	99	111	1027
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Councillor - Vote for ONE													
Robert L. Jubinville	1096	980	1149	1191	1081	956	1085	1112	1138	1173	1192	1245	13398
Scattered write ins	13	15	19	5	13	8	17	8	11	0	15	14	138
Blanks	318	263	300	325	355	298	350	323	286	329	427	455	4029
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Senator in General Court - Vote for ONE													
Walter F. Timilty	1144	1039	1203	1240	1136	994	1142	1161	1191	1217	1271	1316	14084
Scattered write ins	14	11	16	8	14	10	14	13	12	22	9	15	158
Blanks	269	208	249	273	299	258	296	269	232	263	354	383	3353
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Representative in General Court - Vote for ONE													
William J. Driscoll, Jr.	1101	996	1167	1146	1105	975	1106	1121	1139	1184	1146	1146	7814
Mark J. Cusack	0	0	0	242	242	0	0	0	0	0	0	0	242
Frank H. Collins	0	0	0	0	1105	975	0	0	0	0	1232	1287	4599
Bruce J. Ayers	0	0	0	2	13	8	16	11	11	16	16	17	158
Scattered write ins	13	16	19	2	13	8	16	11	11	16	16	17	158
Blanks	313	246	282	131	331	279	330	311	285	302	386	410	3606
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565

Register of Probate- 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
1104	980	1145	1171	1072	970	1100	1111	1148	1156	1195	1246	13998
Colleen Marie Brierley	15	14	6	9	9	14	11	10	16	15	15	144
Scattered write ins	313	309	344	368	283	338	321	277	330	424	453	4023
Blanks	1427	1258	1468	1521	1449	1452	1443	1435	1502	1634	1714	17565
Total Votes (Including Blanks)												
County Commissioner - Vote For No more than TWO												
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
878	785	925	978	846	763	848	885	899	883	939	972	10601
Joseph P. Shea	455	408	473	440	397	451	477	473	515	480	515	5548
Richard R. Statti	186	164	196	217	231	224	209	191	214	277	273	2564
Heather Hamilton	7	4	13	2	6	8	9	8	6	6	9	83
Scattered write ins	1328	1155	1329	1381	1375	1373	1306	1299	1386	1566	1659	16334
Blanks	2854	2516	2936	3042	2898	2904	2886	2870	3004	3268	3428	35130
Total Votes (Including Blanks)												
County Treasurer- 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
1114	1007	1162	1199	1086	973	1106	1135	1136	1157	1213	1256	13544
Michael G. Bellotti	10	16	9	11	6	16	11	9	15	11	11	131
Scattered write ins	303	245	290	313	283	330	297	290	330	410	447	3890
Blanks	1427	1258	1468	1521	1449	1452	1443	1435	1502	1634	1714	17565
Total Votes (Including Blanks)												
Sheriff (To Fill Vacancy) - 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
283	229	268	300	335	266	284	251	230	338	446	413	3643
Jerry P. McDermott	1006	877	1061	1076	841	1018	1025	1059	1019	1015	1088	12039
Patrick W. McDermott	6	4	4	3	7	3	5	6	0	1	5	50
Scattered write ins	132	148	135	142	154	147	162	140	145	172	208	1833
Blanks	1427	1258	1468	1521	1449	1452	1443	1435	1502	1634	1714	17565
Total Votes (Including Blanks)												
Regional School Comm. (Hollbrook) - Vote for NO more than 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
2	0	0	0	0	0	1	0	0	3	0	0	6
(write in) Taryn Mohan	167	151	181	253	174	190	172	188	155	187	147	2134
Scattered write ins	1258	1107	1287	1268	1275	1261	1271	1247	1344	1447	1567	15425
Blanks	1427	1258	1468	1521	1449	1452	1443	1435	1502	1634	1714	17565
Total Votes (Including Blanks)												
Regional School Comm. (Milton) - Vote for NO more than 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
132	105	119	168	115	120	138	130	142	127	135	95	1526
Scattered write ins	1295	1153	1349	1353	1334	1314	1313	1293	1375	1499	1619	16039
Blanks	1427	1258	1468	1521	1449	1452	1443	1435	1502	1634	1714	17565
Total Votes (Including Blanks)												
Regional School Comm. (Norwood) - Vote for NO more than 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
608	523	648	627	618	553	633	627	624	699	688	773	7621
Kevin L. Connolly	9	7	14	35	9	15	16	7	12	11	11	149
Scattered write ins	810	728	806	859	828	804	800	804	791	935	930	9795
Blanks	1427	1258	1468	1521	1449	1452	1443	1435	1502	1634	1714	17565
Total Votes (Including Blanks)												
Regional School Comm. (Randolph) - Vote for NO more than 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
14	3	5	6	6	12	2	3	8	4	13	5	81
(write in) Marybeth Nearen	7	3	6	7	5	17	4	9	7	7	7	84
(write in) Michael Rossini	17	18	12	3	16	9	3	5	7	14	6	119
(write in) Rachelle Jeanly	4	3	0	5	0	5	0	5	4	1	13	46
(write in) Prantz Louizia	243	224	249	325	254	314	295	238	281	320	260	3244
Scattered write ins	1142	1007	1196	1175	1168	1123	1136	1168	1197	1279	1423	13991
Blanks	1427	1258	1468	1521	1449	1452	1443	1435	1502	1634	1714	17565
Total Votes (Including Blanks)												

Regional School Comm. (Westwood) - 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
(write in) Sheila Vazquez	2	2	1	7	0	0	1	4	0	4	0	2	23
(write in) Denise Hebert	1	0	2	2	0	0	0	0	0	2	0	3	10
Scattered write ins	94	65	90	113	78	81	106	88	91	89	102	74	1071
Blanks	1330	1191	1375	1399	1371	1181	1345	1351	1344	1407	1532	1635	16461
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Question 1													
Yes	1014	748	941	1000	967	809	925	938	936	990	1080	1116	11464
No	314	369	400	376	356	320	376	359	402	370	410	452	4504
Blanks	99	141	127	145	126	133	151	146	97	142	144	146	1597
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565
Question 2													
Yes	554	505	618	647	608	491	590	591	621	599	670	701	7195
No	739	579	693	697	691	608	677	664	683	741	778	816	8366
Blanks	134	174	157	177	150	163	185	188	131	162	186	197	2004
Total Votes (Including Blanks)	1427	1258	1468	1521	1449	1262	1452	1443	1435	1502	1634	1714	17565

REPORT OF THE BOARD OF ASSESSORS

Analysis of all qualified sales occurring during calendar year 2019 is the basis for fiscal 2021 property assessments. The average single-family property in Randolph is assessed at \$360,039 in fiscal 2021; versus \$349,308 in fiscal 2020. The total assessed valuation of the Town increased to \$4,076,470,400.

Most of the new construction within town was in the residential class, and this trend will likely continue in calendar year 2021. As of January 1, 2020 the Town had 10,347 parcels, including: 7,226 single family, 1,553 condominium, 490 two family, 20 three family, 54 apartment building parcels, 226 commercial, and 96 industrial parcels. Remaining parcels in town are either: vacant land, mix use, or parcels with tax exempt status.

Legal files were updated along with 774 recorded deeds. 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, 782 building permits were reviewed, including measuring and listing all new construction, adding or deleting parcels per recorded plans and making other data changes as necessary. The Board of Assessors Office Staff reviewed all of the applications for exemption or abatements. Forms of Lists were mailed for all Personal Property Accounts. Income and Expense Forms were mailed for all commercial/industrial and income producing parcels to be used in the income capitalization valuation process. 3ABC forms for exempt properties were also mailed.

The total number of motor vehicle excise abatements processed was 877. The total number of statutory exemptions processed for fiscal 2020 was 194. Included in the total were: 23 statutory exemptions for seniors aged seventy or older, (within certain income levels); 5 clause 18 (hardship); 143 exemptions for veterans with a disability rating; 16 Clause 37A (blind). The office also processed 86 community preservation applications for abatement.

All real and personal property values in Randolph were certified by the Department of Revenue on September 11, 2020. The tax classification hearing was held on November 23, 2020. The Town Council voted to adopt a shift of 1.74 on November 23, 2020. This resulted in reducing the residential tax rate from \$14.91 in fiscal 2020 to \$14.78 in fiscal 2021, and set the commercial, industrial, and personal property tax rate at \$28.54 per thousand dollars of assessed valuation.

The Board would like to thank the Assessor's Office 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 2020 for remodeling, new construction and residential projects.

The hearings had;

NOI- 5

ORDER OF CONDITIONS-6

CERTIFICATE OF COMPLIANCE- 3

ENFORCEMENTS-

RDA-1

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

Carl Brown

Bobby Young

Mark Mulready

Pamela Illobachie

Finette Catois Dubois

Respectfully,

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.

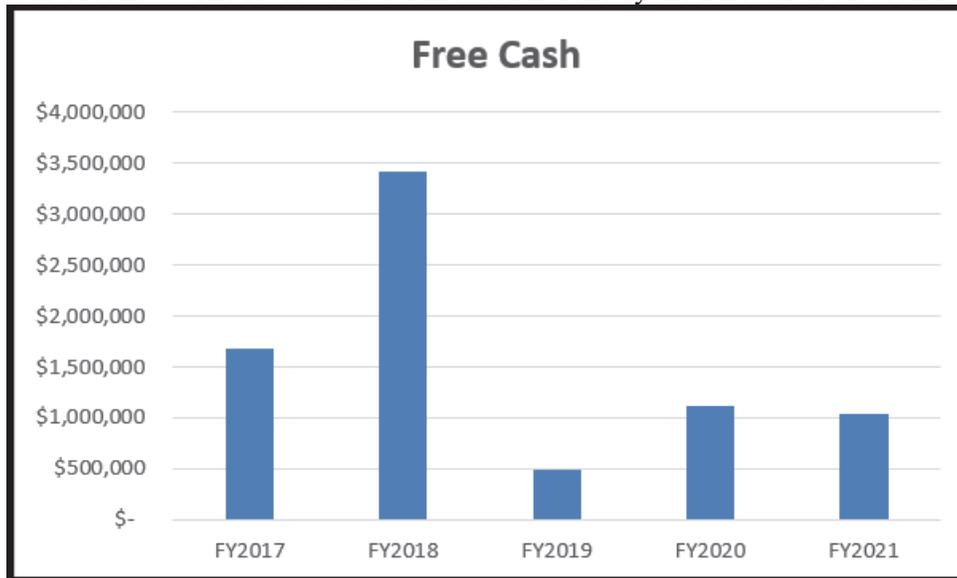
Accounting Department

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 FY19 have been fully audited by Melanson 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 FY20 audit is nearing completion at this time.

Free Cash

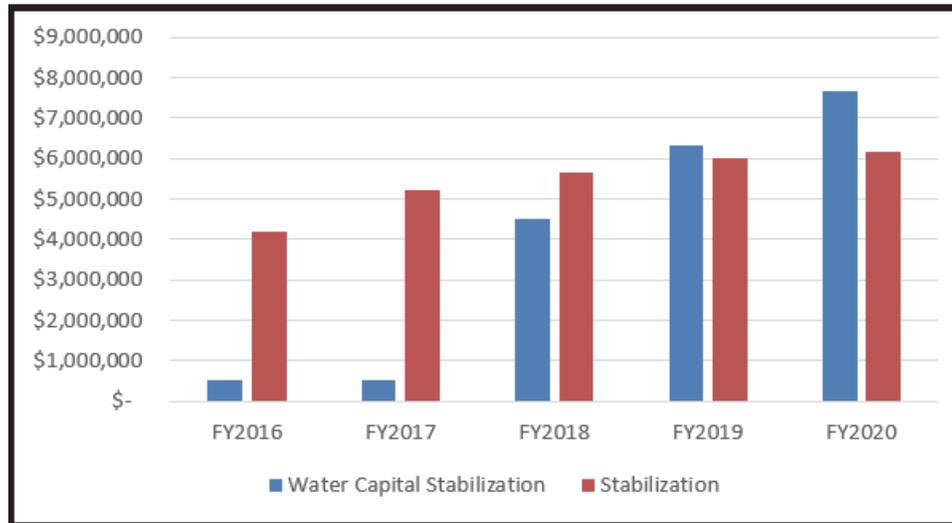
Free cash is the remaining, unrestricted funds from operations of the previous fiscal year including unexpended free cash from the previous year, actual receipts in excess of revenue estimates shown on the tax recapitulation sheet, and unspent amounts in budget line items. Unpaid property taxes and certain deficits reduce the amount that can be certified as free cash. The calculation of free cash is based on the balance sheet as of June 30. The review and certification is done by the Director of Accounts.



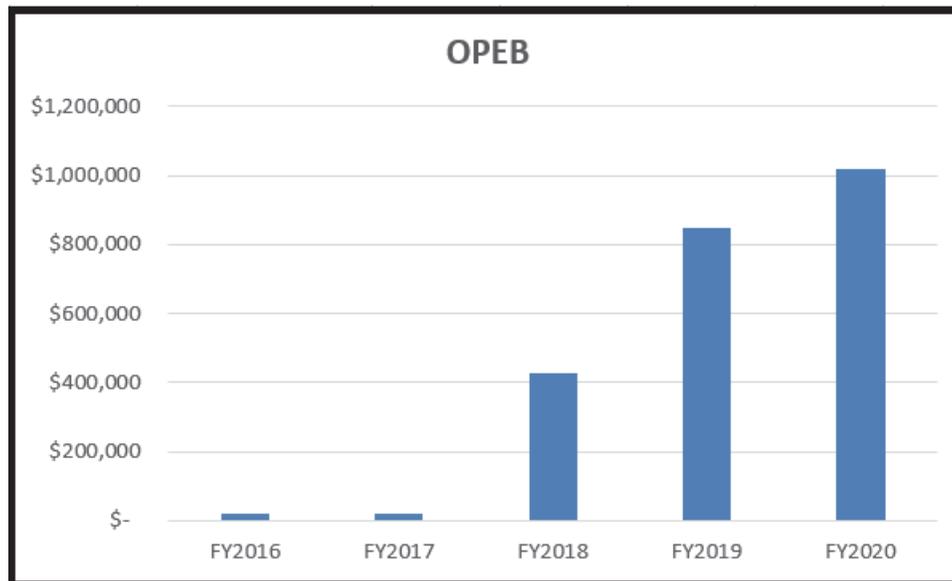
Stabilization Funds & OPEB

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 FY20, significant contributions were made to this fund from the Enterprise Fund retained earnings. In order to balance the FY21 General Fund Operating budget, \$2,250,000 of Stabilization funds were used.



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 \$1,019,634 at the close of FY20.



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, 2020, outstanding general obligation bonds equaled \$52,936,113 and short-term borrowings added \$10,221,822 for a combined total of outstanding debt of \$63,157,935.

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

Respectfully,

Janine Smith, Director of Municipal Finance/Town Accountant

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

IT manages and supports all aspects of the town’s computer hardware and software infrastructure, network, phone system, website, and budget. 2020 presented many challenges to the town’s technology infrastructure. With the global Covid-19 pandemic in full swing there was a focus on the ability of employees to work from home and boards and committees to hold remote meetings.

Infrastructure and Hardware

Provision of high-quality Wi-Fi service to the Town Hall was a priority. 3 new wireless access points were installed in the Town Hall which improved the access in the Washington Room, Health Office and Town Manager’s office. There are now 8 wireless access points installed in the Town Hall and signal strength should be strong throughout the town hall.

Federal Cares Act moneys were used for several improvements enabling the ability to work and hold meetings remotely. The Washington Room, Lincoln Room, and Chapin Hall all had large touch screens installed which will enable remote meetings to be held in any of the conference rooms. Laptops were ordered for department heads and cameras were installed for employees needing to attend remote meetings from their desk.

IT replaced 4 desktops, 10 laptops and 2 printers in 2020.

Software

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

- The town email system was migrated from FirstClass to Google’s GMAIL enabling email archiving and improved search capabilities.
- The town’s online permitting program was migrated from ViewPermit to PermitEyes.

Security

The Town Accountant was set up with a hardware VPN at her home to enable work from home access to the town’s financial software. A dozen employees had a software VPN installed on their work laptops to enable remote access to the town’s network.

Meanwhile we continue to develop our measures for security and resilience in the challenging area of cyber security. Sophos Antivirus has been installed on all town computers. In addition to systems-based solutions, we rolled out an online training program covering Internet security (spam, phishing, passwords management, etc.) for all town staff members.

Respectfully submitted,

William Clark, Information Technology Director

REPORT OF THE TREASURER / COLLECTOR

This year brought unexpected challenges that forced us to find new ways to do our work. While many departments were able to work remotely, the Treasurer/Collector's Office elected to remain fully staffed on site for most of the year. We took this position in order to be able to deliver customer service and process revenue in the most efficient manner.

We are happy to report a significant upsurge in payments made electronically through our online bill payment platform. This has reduced mail volume somewhat, allowing staff to respond to calls from residents and to attend to other important functions more quickly and efficiently. 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.

This year, we said good-bye to Betty Furey, who decided to retire again, in February. Betty has been a familiar face at the counter for more than forty years. Her dedication and loyalty to this town is unsurpassed. She will be missed, but we all wish her good health and a long, happy retirement.

We were joined this year by two new staff members. Michelle Nguyen is the new Assistant Treasurer/Collector. Michelle brings with her a wealth of knowledge about employee benefit administration and reconciliation. As an added bonus, Michelle frequently provides translation for our Vietnamese residents transacting business at the payment window.

Also joining us is Andrew Brown. Andrew is a Town resident with tremendous enthusiasm and meticulous customer service skills after working in a retail environment for many years. Both individuals are assisting existing staff with modernizing their skills and technical abilities.

The entire 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 McNamara
Treasurer/Collector

REPORT OF NORFOLK REGISTRY OF DEEDS

2020 was an extraordinary year in all our lives. The COVID-19 pandemic impacted all of us. Certainly, some were impacted worse than others. Lives were disrupted with some losing loved ones, small businesses scaled back or in worse case scenarios closed for good. While many sectors of our economy were impacted by the pandemic, I am pleased to report the Norfolk County real estate economy was able to remain viable following the COVID-10 state of emergency declared by Governor Baker on March 10, 2020.

Since the beginning of the pandemic, I am proud to report the Norfolk County Registry of Deeds was able to remain open operationally for the recording of land documents. While the Registry of Deeds building was closed to the general public, Registry personnel were able to continue recording land documents. We utilized social distancing, split work shifts, remote access, and used our disaster recovery site to record documents. We also utilized electronic recording for our institutional users such as banks, law firms and title companies. In addition to electronic recording, users had the option to submit documents via regular mail, Federal Express or placing documents in our drop-off box located just outside our main entrance at 649 High Street, Dedham, MA.

The results of these efforts were a viable Norfolk County real estate market benefitting sellers and buyers of real estate, lending institutions, the real estate legal community and all others with a vested interest in the local real estate economy. By keeping the Norfolk County Registry of Deeds open, recording fees collected were forwarded to the state and county helping to pay for important public initiatives including education, health care, and police and fire expenses. We are so thankful to our partners in the real estate community and most importantly the citizens of Norfolk County. Their patience with us has been critical to the Registry of Deeds being able to continue its core mission of recording land documents in a safe and secure environment.

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.

2020 Registry Achievements

- The Registry of Deeds Customer Service and Copy Center continues to provide residents and businesses with quality service. 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, Monday through Friday between the hours of 8:30AM to 4:30PM.
- In calendar year 2020, **the Registry collected approximately \$60 million in revenue.**
- The Registry of Deeds continues to address legislative issues to benefit consumers. In 2021, we will again file 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 2,150. The Registry is approaching 75% of its recorded land recordings being done electronically.
- Norfolk Registry of Deeds was the first registry in Massachusetts to record electronically registered land documents. This started in the Land Court section of the Registry of Deeds in 2017 and was crucial in remaining operational during the coronavirus pandemic. At the onset of the pandemic, 25% of the registered land documents recorded were done via electronic recording which has grown now to 60%.
- In 2020 we hit a record high of recording our 38,221 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 2020, the Registry processed 10,970 Homestead applications. The law Chapter 188 (M.G.L.) provides limited protection of one's primary residence against unsecured creditor claims.
- 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.
- Our website includes 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, 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 1,380 Norfolk County residents are signed up for this program.
- Due to the ongoing COVID-19 pandemic, the Registry was forced to suspend its community outreach programs. We are hopeful that in 2021 we will be able to visit each of the Norfolk County communities for office hours and renew our partnerships 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, and New Life Furniture Bank of MA in Walpole to assist those who are in need of household items. We also look forward to renewing our Annual Holiday Food Drive and Toys for Tots campaigns in 2021.

**Randolph Real Estate Activity Report
January 1, 2020 – December 31, 2020**

During 2020, **Randolph** real estate activity saw increases in both total sales volume and average sales price.

There was a 6% increase in documents recorded at the Norfolk County Registry of Deeds for **Randolph** in 2020, resulting in an increase of 337 documents from 5,824 to 6,161.

The total volume of real estate sales in **Randolph** during 2020 was \$402,812,415, a 117% increase from 2019. The average sale price of homes and commercial property was also up 142% in **Randolph**. The average sale was \$947,793. These numbers were impacted by a \$130.5 million commercial property sale that took place on 11/10/2020.

The number of mortgages recorded (1,542) on **Randolph** properties in 2020 was up 34% from the previous year. Also, total mortgage indebtedness increased 83% to \$731,685,323 during the same period.

There were 9 foreclosure deeds filed in **Randolph** during 2020, representing a 50% decrease from the previous year when there were 18 foreclosure deeds filed.

Homestead activity decreased 6% in **Randolph** during 2020 with 461 homesteads filed compared to 488 in 2019.

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,

Handwritten signature of Bill O'Donnell in blue ink.

William P. O'Donnell, Norfolk County Register of Deeds

REPORT OF THE ZONING BOARD OF APPEALS

The Zoning Board of Appeals (ZBA) is a permit granting authority appointed by the Town Manager that has powers and duties prescribed under Chapter 40A of the Massachusetts General Laws, as amended and as allocated under The Town of Randolph Zoning Ordinances. ZBA may:

- hear and decide applications for variances with respect to land or structures
- hear and decide applications for Special Permits
- hear and decide appeals from decisions of administrative officials or boards of the town made under the Zoning Ordinances

In granting any of the above, the Zoning Board of Appeals must act within the time constraints and specifications of the General Laws and the Zoning Ordinances. The Board may impose conditions, safeguards, and/or limitations as part of its approval of any application.

The Randolph Zoning Board of Appeals had 6 hearings in 2020

1 ZBA # 06-2019 Spring of Water Assembly 374 N Main St

2 ZBA # 06-2019 Spring of Water Assembly 374 N Main St

3 ZBA # 01-2020 Nancy Morse 3 Lind Terrace

4 ZBA # 02-2020 HRCA, Property Owner, on property located at 640 N Main Street

5 ZBA # 02-2020 HRCA, Property Owner, on property located at 640 N Main Street

6 ZBA # 05-2019 (C) Karen Chase 14 Grove Lane

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

The Randolph Zoning Board of Appeals Members:

Acting Chair Al Costa

Sean Fontes

Barry Reckley

Kevin O'Connell

Christopher Spears

Alternate-Charles Gordon

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

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

Respectfully Submitted,

Joe Dunn, Clerk

SCHOOL SALARIES

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Abercrombie	Anthony	\$57,824.61	\$50,330.55	\$1,520.77	\$5,973.29
Acloque	Alexandrah	\$32,636.72	\$22,500.72	\$0.00	\$10,136.00
Alaoui	Allison E	\$96,242.00	\$94,122.00	\$0.00	\$2,120.00
Allar	Jeanmarie	\$74,750.58	\$74,660.58	\$0.00	\$90.00
Allen	Jeanette	\$62,748.00	\$62,748.00	\$0.00	\$0.00
Allen	Michael	\$34,574.66	\$33,052.14	\$0.00	\$1,522.52
Allen	Rebecca	\$97,894.43	\$97,094.43	\$0.00	\$800.00
Alves	Lisa	\$53,040.26	\$51,842.73	\$0.00	\$1,197.53
Amancio	Charlene	\$61,154.05	\$61,154.05	\$0.00	\$0.00
Amorim	Marcia M	\$92,960.95	\$92,470.95	\$0.00	\$490.00
Amrhein	Carly	\$76,532.51	\$76,152.51	\$0.00	\$380.00
Anderson	Spencer L	\$97,894.43	\$97,094.43	\$0.00	\$800.00
Anderson	Tara	\$46,966.84	\$45,852.84	\$0.00	\$1,114.00
Andre	Jean	\$37,063.96	\$31,026.91	\$236.45	\$5,800.60
Babbitt	Stephen	\$65,679.62	\$64,729.62	\$0.00	\$950.00
Bailey McCormick	Jane	\$90,478.95	\$89,878.95	\$0.00	\$600.00
Barbour	Lois S.	\$100,653.45	\$98,343.45	\$0.00	\$2,310.00
Baril	Eric	\$55,413.72	\$55,413.72	\$0.00	\$0.00
Barry	Shelley A	\$96,802.74	\$95,812.74	\$0.00	\$990.00
Bartecchi	Jennifer	\$100,640.21	\$97,530.21	\$0.00	\$3,110.00
Baryski	Tasha J.	\$97,212.00	\$94,122.00	\$0.00	\$3,090.00
Bellistri	Daniel J	\$104,864.16	\$104,114.16	\$0.00	\$750.00
Benjamin	James	\$33,105.45	\$27,502.80	\$18.45	\$5,584.20
Bennette	James	\$48,109.42	\$45,269.42	\$0.00	\$2,840.00
Benson	Tammy	\$49,010.32	\$46,570.32	\$0.00	\$2,440.00
Bernardino	Clara	\$30,960.12	\$30,707.04	\$253.08	\$0.00
Besong	Samuel	\$51,439.86	\$49,999.86	\$0.00	\$1,440.00
Binjour	Julien	\$36,045.69	\$30,308.14	\$226.98	\$5,510.57
Bishop	Robert E	\$59,414.68	\$50,086.38	\$3,873.07	\$5,455.23
Bizarro	Megan	\$53,649.58	\$53,249.58	\$0.00	\$400.00
Blair	Amanda	\$72,703.77	\$72,553.77	\$0.00	\$150.00
Bohan	Patrick	\$69,689.76	\$69,629.76	\$0.00	\$60.00
Booker	Shaquan	\$58,050.27	\$58,050.27	\$0.00	\$0.00
Boothby	Candace	\$104,769.59	\$98,343.45	\$0.00	\$6,426.14
Bosco	Anthony	\$99,228.10	\$98,828.10	\$0.00	\$400.00
Boudreau	Melanie	\$36,240.66	\$35,951.22	\$0.00	\$289.44
Bouffard	Gregory	\$85,022.51	\$76,152.51	\$0.00	\$8,870.00
Bower	Mary E	\$96,727.00	\$94,122.00	\$0.00	\$2,605.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Bradbury	Virginia L	\$94,699.62	\$87,797.06	\$0.00	\$6,902.56
Brake	Amber	\$99,035.85	\$94,998.94	\$0.00	\$4,036.91
Breen	Kelley	\$98,257.05	\$98,257.05	\$0.00	\$0.00
Brennock	Heather	\$61,827.30	\$61,647.30	\$0.00	\$180.00
Brewer	Janice M	\$57,527.64	\$56,332.64	\$0.00	\$1,195.00
Brillant	Archilles	\$36,813.90	\$30,319.50	\$664.20	\$5,830.20
Brink	Christin	\$69,683.84	\$67,263.84	\$0.00	\$2,420.00
Bristow	Kathleen A	\$80,356.26	\$79,606.26	\$0.00	\$750.00
Brophy	John	\$73,083.77	\$72,553.77	\$0.00	\$530.00
Brown-Jones	Mary	\$97,624.29	\$92,470.95	\$0.00	\$5,153.34
Bui	Giang	\$36,982.66	\$36,982.66	\$0.00	\$0.00
Burke	Jeffrey W	\$93,580.45	\$92,470.95	\$0.00	\$1,109.50
Burke	Julie	\$95,239.03	\$85,765.23	\$0.00	\$9,473.80
Burke	Liana	\$92,470.95	\$92,470.95	\$0.00	\$0.00
Byrne	Aimee	\$60,538.86	\$60,538.86	\$0.00	\$0.00
Cabral	Kimberly A	\$81,960.26	\$79,606.26	\$0.00	\$2,354.00
Cadime	Cassandra	\$63,247.68	\$60,937.68	\$0.00	\$2,310.00
Cahill	Susan L	\$95,172.00	\$94,122.00	\$0.00	\$1,050.00
Caliri	Michael	\$41,258.74	\$39,912.57	\$0.00	\$1,346.17
Calo	Kristin	\$57,413.74	\$27,444.66	\$0.00	\$29,969.08
Cameron	John E	\$62,814.12	\$56,307.16	\$3,043.14	\$3,463.82
Cameron	Michael	\$54,889.21	\$45,871.52	\$5,697.14	\$3,320.55
Campbell	LaRonda	\$36,403.56	\$36,212.25	\$0.00	\$191.31
Cantillo	Vicki	\$108,604.16	\$104,114.16	\$0.00	\$4,490.00
Cantor	Paula	\$97,492.74	\$95,812.74	\$0.00	\$1,680.00
Cardillo	Chakara	\$61,445.53	\$61,325.53	\$0.00	\$120.00
Carlson	Lee	\$76,716.51	\$76,152.51	\$0.00	\$564.00
Cartwright	Brian	\$97,146.10	\$93,021.30	\$0.00	\$4,124.80
Cartwright	Karen	\$91,478.58	\$90,059.58	\$0.00	\$1,419.00
Carven	Jessica	\$55,488.72	\$55,413.72	\$0.00	\$75.00
Carvey	Jacqueline	\$55,571.39	\$53,982.69	\$0.00	\$1,588.70
Casey	Nancy	\$66,419.30	\$59,919.30	\$0.00	\$6,500.00
Cenolli	Rosalorena	\$53,206.76	\$23,776.92	\$0.00	\$29,429.84
Chamanlal	Arnold	\$49,107.73	\$51,692.34	\$0.00	-\$2,584.61
Chan	Anson K.	\$98,804.16	\$98,804.16	\$0.00	\$0.00
Chandramouli	Bhuvanewari	\$91,025.33	\$90,059.58	\$0.00	\$965.75
Chicco	Guy	\$48,558.73	\$38,879.58	\$3,927.38	\$5,751.77
Chin	Amy	\$89,509.81	\$88,479.81	\$0.00	\$1,030.00
Civil	Francky	\$38,522.57	\$32,435.11	\$893.83	\$5,193.63
Cohen	Lainie	\$40,005.99	\$40,005.99	\$0.00	\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Colburn	Bethany L	\$99,198.58	\$92,470.95	\$0.00	\$6,727.63
Colella	Brianne	\$96,310.95	\$92,470.95	\$0.00	\$3,840.00
Colley	Carlos	\$134,731.55	\$132,031.55	\$0.00	\$2,700.00
Collins	Kristen	\$94,122.00	\$94,122.00	\$0.00	\$0.00
Conard	William	\$149,843.37	\$137,843.37	\$0.00	\$12,000.00
Connolly	Donna M	\$93,710.95	\$92,470.95	\$0.00	\$1,240.00
Connolly	George F.	\$65,448.86	\$50,334.88	\$7,190.54	\$7,923.44
Corbett	Laura	\$81,202.16	\$80,012.16	\$0.00	\$1,190.00
Correia	Danielle	\$70,413.63	\$70,173.63	\$0.00	\$240.00
Costa	Tiffany	\$64,383.66	\$64,383.66	\$0.00	\$0.00
Coury	Janice	\$30,425.54	\$27,801.76	\$38.78	\$2,585.00
Crawford	Christopher D	\$55,009.53	\$50,334.88	\$2,944.65	\$1,730.00
Cribby	Jennifer A	\$80,356.26	\$79,606.26	\$0.00	\$750.00
Cully	Diane	\$96,452.74	\$95,812.74	\$0.00	\$640.00
Daly	Faith	\$95,413.26	\$91,963.26	\$0.00	\$3,450.00
Damon	Carey	\$79,181.58	\$77,531.58	\$0.00	\$1,650.00
Davis	Jessica	\$94,152.00	\$94,122.00	\$0.00	\$30.00
Davis	Kathryn	\$74,592.50	\$70,492.50	\$0.00	\$4,100.00
Davis	Patricia	\$35,366.00	\$33,449.25	\$0.00	\$1,916.75
Dearborn	Alden	\$85,416.65	\$74,928.85	\$0.00	\$10,487.80
Delisi	Giuseppe	\$84,511.80	\$84,241.80	\$0.00	\$270.00
DeLosa	Jessica	\$78,252.51	\$76,152.51	\$0.00	\$2,100.00
Delosh	Samantha	\$39,414.42	\$39,324.42	\$0.00	\$90.00
Dempsey	Jennifer	\$74,733.77	\$72,553.77	\$0.00	\$2,180.00
Denmark	Lauren	\$63,110.24	\$61,280.28	\$0.00	\$1,829.96
Diaz	Maribel	\$69,363.84	\$67,263.84	\$0.00	\$2,100.00
DiGioia	Marie-Juanita	\$50,359.40	\$47,500.05	\$0.00	\$2,859.35
DiRusso	Jasmin	\$73,233.77	\$72,553.77	\$0.00	\$680.00
Disharoom	Angela	\$94,818.95	\$89,878.95	\$0.00	\$4,940.00
Doherty	Ashley	\$33,084.21	\$32,114.21	\$0.00	\$970.00
Dole	Eileen J	\$58,069.30	\$57,399.30	\$0.00	\$670.00
Domenikos	Sandra K.	\$63,635.73	\$60,782.58	\$0.00	\$2,853.15
Donahue	Briana	\$64,181.52	\$63,861.52	\$0.00	\$320.00
Donahue	Marie	\$30,333.77	\$30,303.77	\$0.00	\$30.00
Donovan	Kathleen	\$80,871.98	\$80,011.98	\$0.00	\$860.00
Dooley	Sarah	\$53,072.16	\$50,996.16	\$0.00	\$2,076.00
Downes-Gilkes	Renee	\$94,810.95	\$92,470.95	\$0.00	\$2,340.00
Dreyfuss-Kaufman	Peri E.	\$103,260.42	\$103,260.42	\$0.00	\$0.00
Drummey	Amy E	\$59,023.13	\$58,523.13	\$0.00	\$500.00
Duane	Kimberly	\$104,365.26	\$104,365.26	\$0.00	\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Dudley	Jessica	\$95,735.79	\$95,812.74	\$0.00	-\$76.95
Duffany	Ashley	\$45,882.42	\$44,337.42	\$0.00	\$1,545.00
Dwyer	Meaghan	\$105,920.87	\$100,920.87	\$0.00	\$5,000.00
Ebert-Pina	Jenna	\$96,302.74	\$95,812.74	\$0.00	\$490.00
Eliot	Susan	\$101,260.21	\$97,530.21	\$0.00	\$3,730.00
Ellertson	Theresa	\$94,320.95	\$92,470.95	\$0.00	\$1,850.00
Enoissy	Jean Luc	\$35,550.75	\$30,264.00	\$66.21	\$5,220.54
Eugene	Alix	\$37,816.36	\$31,709.40	\$350.56	\$5,756.40
Eustache	Laine	\$35,308.00	\$30,087.46	\$0.00	\$5,220.54
Faherty	Jill N	\$98,312.00	\$94,122.00	\$0.00	\$4,190.00
Fanaras-Chan	Emily	\$52,614.06	\$78,345.30	\$0.00	-\$25,731.24
Fancher Kelley	Kimberly D	\$93,583.20	\$89,046.10	\$0.00	\$4,537.10
Farmer	Caitlin	\$76,152.51	\$76,152.51	\$0.00	\$0.00
Federle	Regina	\$39,547.01	\$39,047.01	\$0.00	\$500.00
Feinstein	Judith	\$94,583.87	\$91,173.87	\$0.00	\$3,410.00
Ferguson	Diallo	\$91,039.58	\$90,059.58	\$0.00	\$980.00
Fernandes	Joe	\$39,792.48	\$39,792.48	\$0.00	\$0.00
Ferreira	Eric	\$72,643.77	\$72,553.77	\$0.00	\$90.00
Finn	Erin	\$47,021.52	\$45,600.00	\$0.00	\$1,421.52
Fisher	Kate	\$90,059.58	\$90,059.58	\$0.00	\$0.00
Fitzgerald	Elizabeth	\$106,266.31	\$96,656.31	\$0.00	\$9,610.00
Fitzroy	Stacy L	\$100,632.00	\$94,122.00	\$0.00	\$6,510.00
Flaherty	Judith	\$101,960.95	\$92,470.95	\$0.00	\$9,490.00
Flaherty	Maeve	\$57,758.29	\$55,528.29	\$0.00	\$2,230.00
Fleming	Timothy	\$63,458.00	\$62,748.00	\$0.00	\$710.00
Flynn	Casey	\$58,903.08	\$58,843.08	\$0.00	\$60.00
Flythe-Sands	Kelly L	\$98,230.26	\$96,670.26	\$0.00	\$1,560.00
Fong	Elizabeth	\$38,895.03	\$38,895.03	\$0.00	\$0.00
Fontaine	Pierre	\$91,573.87	\$91,173.87	\$0.00	\$400.00
Forbes	Melinda	\$105,639.63	\$94,122.00	\$0.00	\$11,517.63
Fowler	Nadine	\$88,905.42	\$88,905.42	\$0.00	\$0.00
Fox	Jeffrey	\$72,954.47	\$70,100.37	\$0.00	\$2,854.10
Frattasio	Jennifer	\$96,332.74	\$95,812.74	\$0.00	\$520.00
Gadowski	Marisha	\$78,959.07	\$77,339.07	\$0.00	\$1,620.00
Galgana	Vienna May	\$72,980.88	\$72,017.58	\$0.00	\$963.30
Gallup	Erin	\$62,748.00	\$62,748.00	\$0.00	\$0.00
Galvin	Danielle	\$100,946.02	\$97,615.26	\$0.00	\$3,330.76
Gannon	Beth A.	\$126,895.74	\$126,295.74	\$0.00	\$600.00
Garcia-Baraka	Maria D.	\$38,093.73	\$33,426.30	\$293.02	\$4,374.41
Genova Long	Marianne	\$62,793.00	\$62,748.00	\$0.00	\$45.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Gervino	Diana N	\$61,767.30	\$61,647.30	\$0.00	\$120.00
Gillis	Tracy	\$98,545.87	\$91,173.87	\$0.00	\$7,372.00
Giordano	Elizabeth	\$42,175.56	\$42,145.56	\$0.00	\$30.00
Godbout	David	\$92,870.95	\$92,470.95	\$0.00	\$400.00
Goddu	Sara	\$82,787.16	\$80,012.16	\$0.00	\$2,775.00
Gonzalez	Isabel	\$47,060.60	\$44,960.60	\$0.00	\$2,100.00
Gonzalez	Osiris	\$48,920.18	\$45,680.76	\$0.00	\$3,239.42
Gorski	Kathleen	\$79,424.22	\$77,324.22	\$0.00	\$2,100.00
Gott	Jillian	\$66,228.73	\$65,258.73	\$0.00	\$970.00
Gould	Stephen	\$71,345.95	\$71,345.95	\$0.00	\$0.00
Graham	Sara	\$88,539.81	\$88,479.81	\$0.00	\$60.00
Graves	Steadman	\$81,000.00	\$81,000.00	\$0.00	\$0.00
Greenberg	Meghan	\$93,770.95	\$92,470.95	\$0.00	\$1,300.00
Greene	Alyne	\$57,492.64	\$56,332.64	\$0.00	\$1,160.00
Guerra	Johanna M.	\$91,173.87	\$91,173.87	\$0.00	\$0.00
Guerrier	Agapy	\$31,506.45	\$25,977.60	\$313.65	\$5,215.20
Gureckis	Jennifer	\$95,054.94	\$95,812.74	\$0.00	-\$757.80
Hardy	Amy	\$97,834.43	\$97,094.43	\$0.00	\$740.00
Harjula	Gregory	\$89,548.40	\$87,578.40	\$0.00	\$1,970.00
Harrington	Ann S	\$93,970.95	\$92,470.95	\$0.00	\$1,500.00
Harrison	Courtney	\$69,734.76	\$69,629.76	\$0.00	\$105.00
Hartley-Matteson	Amy	\$141,634.74	\$138,634.74	\$0.00	\$3,000.00
Haskell	Megan	\$97,530.21	\$97,530.21	\$0.00	\$0.00
Haswell	Amber	\$60,884.16	\$60,884.16	\$0.00	\$0.00
Haughton	Annya	\$104,313.42	\$104,313.42	\$0.00	\$0.00
Healy	Allyson	\$61,981.50	\$59,881.50	\$0.00	\$2,100.00
Henderson	Mary P.	\$91,173.87	\$91,173.87	\$0.00	\$0.00
Hennessey	Michael T.	\$61,602.22	\$50,086.38	\$6,765.08	\$4,750.76
Hennessey	Patrick Tierney	\$58,863.14	\$50,086.38	\$4,361.53	\$4,415.23
Higgins	Geoffrey	\$52,425.30	\$52,305.30	\$0.00	\$120.00
Hill	David E	\$89,636.50	\$77,942.86	\$4,853.64	\$6,840.00
Hindman	David	\$39,865.14	\$39,865.14	\$0.00	\$0.00
Hinz	Gregory	\$57,656.16	\$57,656.16	\$0.00	\$0.00
Hoffman	Liat	\$93,665.79	\$93,665.79	\$0.00	\$0.00
Hoffmann	Kit	\$93,202.95	\$92,470.95	\$0.00	\$732.00
Hok	Tivichheka	\$99,293.40	\$94,877.28	\$0.00	\$4,416.12
Holland	Tanya	\$86,035.68	\$84,935.68	\$0.00	\$1,100.00
Honore	Jean	\$30,060.00	\$25,272.00	\$576.00	\$4,212.00
Horne	Atiera	\$44,701.42	\$44,337.42	\$0.00	\$364.00
Horowitz	Stuart	\$103,660.42	\$103,260.42	\$0.00	\$400.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Horst	James	\$84,762.16	\$80,012.16	\$0.00	\$4,750.00
Horstman	John	\$52,425.30	\$52,305.30	\$0.00	\$120.00
Hosmer	Sara	\$126,586.05	\$125,986.05	\$0.00	\$600.00
Houghton	Nicole	\$81,592.16	\$80,012.16	\$0.00	\$1,580.00
Howard	Marissa L.	\$88,569.81	\$88,479.81	\$0.00	\$90.00
Hudson	Arlene	\$51,035.36	\$34,049.73	\$0.00	\$16,985.63
Hume	Gail	\$81,460.80	\$81,460.80	\$0.00	\$0.00
Hutton	Meghan	\$74,823.29	\$74,823.29	\$0.00	\$0.00
Huynh-Thai	Taylor	\$88,909.81	\$88,479.81	\$0.00	\$430.00
Infante	Esmely	\$31,595.87	\$31,429.20	\$0.00	\$166.67
Jain	Surekha	\$73,270.36	\$72,846.36	\$0.00	\$424.00
Jones	David	\$72,553.77	\$72,553.77	\$0.00	\$0.00
Joniec	Ari	\$92,900.95	\$92,470.95	\$0.00	\$430.00
Joseph	Jean	\$34,554.00	\$28,356.00	\$342.00	\$5,856.00
Joyce	Courtney D.	\$78,450.98	\$72,910.98	\$0.00	\$5,540.00
Kabilian	Julie	\$41,364.84	\$40,672.68	\$0.00	\$692.16
Kaplan	Stacey M	\$96,972.00	\$94,122.00	\$0.00	\$2,850.00
Keefe	Irene	\$55,634.58	\$50,996.16	\$0.00	\$4,638.42
Keith	Amy	\$55,528.29	\$55,528.29	\$0.00	\$0.00
Kelly	Lawrence	\$70,909.82	\$67,174.92	\$2,746.39	\$988.51
Kennedy	Alissa	\$106,825.21	\$97,530.21	\$0.00	\$9,295.00
Khoury	Dorice	\$67,415.27	\$64,314.27	\$0.00	\$3,101.00
Kingsland	Sandra	\$96,467.74	\$95,812.74	\$0.00	\$655.00
Kotlyar	Nataniel	\$89,447.44	\$82,747.44	\$0.00	\$6,700.00
Ladd	Margaret R.	\$92,590.95	\$92,470.95	\$0.00	\$120.00
Lalond	Christine	\$54,028.83	\$45,586.80	\$0.00	\$8,442.03
Lamarre	Margareth	\$37,284.62	\$30,894.50	\$160.78	\$6,229.34
Lane	Susan	\$87,321.78	\$87,321.78	\$0.00	\$0.00
Latour	Stacey	\$31,678.65	\$25,688.55	\$36.90	\$5,953.20
Lee	Robin	\$94,122.00	\$94,122.00	\$0.00	\$0.00
Letourneau	Christine	\$92,308.95	\$89,878.95	\$0.00	\$2,430.00
Levitz	Bree	\$45,972.84	\$45,852.84	\$0.00	\$120.00
Licorish	John	\$119,215.26	\$119,215.26	\$0.00	\$0.00
Littlejohn	Judy	\$69,943.61	\$69,343.61	\$0.00	\$600.00
Livingston	Shalem	\$87,605.41	\$78,674.76	\$0.00	\$8,930.65
Lopes	Mark	\$55,759.33	\$50,060.91	\$1,364.72	\$4,333.70
Louis	Bernadin	\$36,565.87	\$30,188.35	\$652.58	\$5,724.94
Louis	Jean	\$37,986.00	\$30,510.00	\$1,548.00	\$5,928.00
Luker	Jessica	\$44,337.42	\$44,337.42	\$0.00	\$0.00
Lyncee	Myrria-Tahisha	\$42,403.20	\$19,932.57	\$0.00	\$22,470.63

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
MacDonald	Kristin	\$56,397.86	\$55,957.86	\$0.00	\$440.00
MacDonald	Lisa J	\$53,070.84	\$53,070.84	\$0.00	\$0.00
Macomber	Sherri	\$99,750.21	\$97,530.21	\$0.00	\$2,220.00
Malliaros	Donna	\$30,935.52	\$30,935.52	\$0.00	\$0.00
Maloney	James J	\$57,546.22	\$50,334.88	\$1,741.20	\$5,470.14
Manos	Erika	\$106,180.21	\$97,530.21	\$0.00	\$8,650.00
Mantovani	Rebecca	\$79,582.51	\$76,152.51	\$0.00	\$3,430.00
Markarian	Scott	\$92,470.95	\$92,470.95	\$0.00	\$0.00
Marshall	Jonathan	\$86,990.03	\$85,765.23	\$0.00	\$1,224.80
Marsigliano	Hui Ning	\$95,102.00	\$94,122.00	\$0.00	\$980.00
Martens	Dawn M.	\$69,809.44	\$69,409.44	\$0.00	\$400.00
Martinez	Melissa	\$64,764.27	\$64,314.27	\$0.00	\$450.00
Martin-Lecky	Stephanie	\$30,591.79	\$27,706.86	\$0.00	\$2,884.93
Massey	Jacqueline	\$54,713.80	\$52,843.80	\$0.00	\$1,870.00
Matta	Andrea S	\$100,450.26	\$96,670.26	\$0.00	\$3,780.00
McCabe	Christina	\$70,190.37	\$70,100.37	\$0.00	\$90.00
McCabe	Kathleen	\$61,647.30	\$61,647.30	\$0.00	\$0.00
McCarthy	John	\$76,163.43	\$74,603.43	\$0.00	\$1,560.00
McCarthy	Kristin	\$73,000.98	\$72,910.98	\$0.00	\$90.00
McDonald	Kenya	\$92,470.95	\$92,470.95	\$0.00	\$0.00
McDonough	Barbara	\$69,343.61	\$69,343.61	\$0.00	\$0.00
McEachern	Nicole	\$74,523.77	\$72,553.77	\$0.00	\$1,970.00
McGrath	Melissa A	\$62,798.57	\$61,198.57	\$0.00	\$1,600.00
McKenna	Carly	\$67,293.84	\$67,263.84	\$0.00	\$30.00
McNulty	Christine	\$66,050.68	\$66,050.68	\$0.00	\$0.00
Meade	Veronica	\$58,903.08	\$58,843.08	\$0.00	\$60.00
Menayrji	Nina	\$61,647.30	\$61,647.30	\$0.00	\$0.00
Mendes	Viana	\$64,165.68	\$63,875.16	\$0.00	\$290.52
Milfort	Jesse	\$65,705.57	\$66,397.23	\$0.00	-\$691.66
Mitchell	Randolph	\$2,250.00	\$2,250.00	\$0.00	\$0.00
Molina	Marie	\$92,580.95	\$92,470.95	\$0.00	\$110.00
Monaghan	John P.	\$75,748.28	\$61,154.05	\$10,494.23	\$4,100.00
Montgomery	Sharon L	\$68,647.30	\$61,647.30	\$0.00	\$7,000.00
Moore	Thomas W	\$100,090.95	\$92,470.95	\$0.00	\$7,620.00
Morales	Evelyn	\$46,054.44	\$45,752.40	\$80.55	\$221.49
Morales III	Agustin	\$92,470.95	\$92,470.95	\$0.00	\$0.00
Moran	Carol A.	\$94,642.00	\$94,122.00	\$0.00	\$520.00
Morisseau	Jon	\$63,112.00	\$62,748.00	\$0.00	\$364.00
Morong	Robert	\$61,647.12	\$61,647.12	\$0.00	\$0.00
Morreale	Francis	\$80,382.42	\$80,382.42	\$0.00	\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Moynihan-Bennett	Dorothy A	\$94,992.00	\$94,122.00	\$0.00	\$870.00
Mullin	Margaret	\$80,526.26	\$79,606.26	\$0.00	\$920.00
Murphy	Daniel M	\$62,392.31	\$50,235.48	\$6,529.42	\$5,627.41
Murphy	Jonathan	\$82,300.80	\$81,460.80	\$0.00	\$840.00
Myers	Charles J	\$47,158.82	\$38,585.70	\$0.00	\$8,573.12
Nadolny Duguay	Tracy E.	\$98,150.79	\$90,623.16	\$0.00	\$7,527.63
Navoni	Michelle	\$76,023.77	\$72,553.77	\$0.00	\$3,470.00
Nawrocki	Laure	\$75,727.44	\$75,727.44	\$0.00	\$0.00
Neptune	Wayne	\$34,114.06	\$27,908.70	\$129.16	\$6,076.20
Nesterak	Stephen	\$109,462.50	\$108,654.84	\$0.00	\$807.66
Newman	Jacqueline	\$35,948.06	\$35,756.75	\$0.00	\$191.31
Newman	Patricia	\$92,470.95	\$92,470.95	\$0.00	\$0.00
Nguyen	Quynh	\$39,383.70	\$38,117.70	\$0.00	\$1,266.00
Nicholson	Ann-Marie	\$98,520.21	\$97,530.21	\$0.00	\$990.00
Nunes	Donna L.	\$98,662.74	\$95,812.74	\$0.00	\$2,850.00
Nunes	Gemeniano	\$54,915.84	\$54,915.84	\$0.00	\$0.00
Oborsky	Tamara	\$93,050.95	\$92,470.95	\$0.00	\$580.00
O'Brien	Susan L	\$40,852.48	\$39,792.48	\$0.00	\$1,060.00
Odom	Esther	\$56,789.80	\$52,889.37	\$0.00	\$3,900.43
O'Donnell	Daniel	\$55,539.45	\$50,334.88	\$5,547.25	-\$342.68
O'Donnell	Doreen	\$96,090.95	\$92,470.95	\$0.00	\$3,620.00
O'Hara	Heather	\$100,446.42	\$99,156.42	\$0.00	\$1,290.00
O'Kelly	Hillary	\$70,029.76	\$69,629.76	\$0.00	\$400.00
O'Meara	Patricia M	\$48,660.32	\$46,570.32	\$0.00	\$2,090.00
Onifade	Mawakana	\$97,910.95	\$92,470.95	\$0.00	\$5,440.00
Ottaviani	Laura A.	\$101,120.13	\$101,120.13	\$0.00	\$0.00
Ottaviani III	Louis	\$81,617.16	\$80,012.16	\$0.00	\$1,605.00
Ouellette	Liane	\$80,833.14	\$80,833.14	\$0.00	\$0.00
Papadopoulos	Tresa	\$107,860.44	\$107,830.44	\$0.00	\$30.00
Papalambros	George	\$39,065.96	\$37,315.96	\$0.00	\$1,750.00
Pasquantonio	Wm. L.	\$71,090.70	\$59,397.76	\$2,699.64	\$8,993.30
Pearl-Ohimor	Carma	\$93,620.95	\$92,470.95	\$0.00	\$1,150.00
Pendergast	Kathryn	\$50,673.07	\$49,733.07	\$0.00	\$940.00
Persico	Sean	\$48,461.56	\$48,461.56	\$0.00	\$0.00
Persson	Rachel	\$55,588.29	\$55,528.29	\$0.00	\$60.00
Peter	Samantha	\$66,910.92	\$64,690.92	\$0.00	\$2,220.00
Philibert	Georges	\$32,332.04	\$27,111.50	\$0.00	\$5,220.54
Phinney	Kimberly A	\$96,062.00	\$94,122.00	\$0.00	\$1,940.00
Pierce	David	\$109,038.42	\$109,038.42	\$0.00	\$0.00
Pierre-Jerome	Lunine	\$104,455.58	\$102,695.58	\$0.00	\$1,760.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Pierre-Louis	Joey	\$60,103.84	\$59,739.84	\$0.00	\$364.00
Pierre-Paul	Erick	\$36,931.55	\$30,465.77	\$236.44	\$6,229.34
Poor	David	\$77,337.79	\$70,321.98	\$3,475.81	\$3,540.00
Powell	Lisa R	\$53,374.68	\$52,499.88	\$0.00	\$874.80
Price	Anthony	\$104,412.42	\$100,776.42	\$0.00	\$3,636.00
Purdie	Jessie J	\$105,972.00	\$94,122.00	\$0.00	\$11,850.00
Purtell	Bertha	\$82,802.16	\$80,012.16	\$0.00	\$2,790.00
Ramos	Laura	\$57,166.62	\$57,166.62	\$0.00	\$0.00
Rege	Lisa	\$88,519.81	\$88,479.81	\$0.00	\$40.00
Rego	Hope	\$94,929.58	\$90,059.58	\$0.00	\$4,870.00
Reid	Lindsey	\$42,200.16	\$41,690.16	\$0.00	\$510.00
Renrick	Dejahn	\$30,550.00	\$28,000.00	\$0.00	\$2,550.00
Reynolds	Kathleen A	\$82,924.13	\$71,921.85	\$0.00	\$11,002.28
Riccio	Brienne	\$72,623.63	\$70,173.63	\$0.00	\$2,450.00
Richard	Michelle L	\$96,813.30	\$94,122.00	\$0.00	\$2,691.30
Richardson	John	\$60,607.26	\$50,086.38	\$5,450.12	\$5,070.76
Riddick	Cynthia S	\$93,220.95	\$92,470.95	\$0.00	\$750.00
Ridolfi	Jonathan	\$103,539.03	\$95,418.09	\$0.00	\$8,120.94
Rigali	Alexandra M.	\$96,889.37	\$92,470.95	\$0.00	\$4,418.42
Roberts	George	\$58,923.37	\$49,937.28	\$6,351.54	\$2,634.55
Robinson	Lauren	\$84,701.80	\$84,241.80	\$0.00	\$460.00
Rogers	Benjamin	\$104,639.58	\$104,639.58	\$0.00	\$0.00
Rogerson	Rebecca L	\$100,130.26	\$96,670.26	\$0.00	\$3,460.00
Rommelmeyer	Shauna	\$85,975.78	\$85,825.78	\$0.00	\$150.00
Roos	Leslie G	\$101,552.74	\$95,812.74	\$0.00	\$5,740.00
Ross	Molly	\$96,317.76	\$88,479.81	\$0.00	\$7,837.95
Ross Lewis	Elecia	\$56,284.20	\$56,284.20	\$0.00	\$0.00
Rudden-Horgan	Susan	\$93,545.95	\$92,470.95	\$0.00	\$1,075.00
Ruiz	Andrew	\$68,314.27	\$64,314.27	\$0.00	\$4,000.00
Russo	Mary Ann	\$33,744.47	\$31,667.30	\$0.00	\$2,077.17
Saccoccio	Amy	\$89,171.38	\$87,985.35	\$0.00	\$1,186.03
Saia	Joseph A.	\$51,573.55	\$51,862.07	\$0.00	-\$288.52
Saint Julis	Lesly	\$31,074.00	\$25,824.00	\$594.00	\$4,656.00
Salama	Sarah	\$81,780.80	\$81,460.80	\$0.00	\$320.00
Sampson	Lisa M.	\$90,104.58	\$90,059.58	\$0.00	\$45.00
Sanford	Alpha M.	\$129,807.63	\$129,807.63	\$0.00	\$0.00
Saunders	Dana	\$82,362.04	\$80,012.16	\$0.00	\$2,349.88
Saunders	Sharon	\$97,638.14	\$94,122.00	\$0.00	\$3,516.14
Seibert	Brian	\$62,563.95	\$62,563.95	\$0.00	\$0.00
Semenard	Hanso	\$76,516.51	\$76,152.51	\$0.00	\$364.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Serafimov	Vasil	\$55,593.72	\$55,413.72	\$0.00	\$180.00
Sermon	Cassandre	\$57,207.02	\$54,813.02	\$0.00	\$2,394.00
Seseske	Megan E.	\$99,900.21	\$97,530.21	\$0.00	\$2,370.00
Shea-Pohl	Jill	\$100,346.42	\$99,156.42	\$0.00	\$1,190.00
Shekleton	Adam	\$90,691.80	\$84,241.80	\$0.00	\$6,450.00
Shetty	Manisha	\$76,930.03	\$76,650.03	\$0.00	\$280.00
Sicinski	Kaitlyn	\$47,593.84	\$47,553.84	\$0.00	\$40.00
Simmons	Lonnie	\$69,590.14	\$65,020.14	\$0.00	\$4,570.00
Simmons	Susan	\$101,220.21	\$97,530.21	\$0.00	\$3,690.00
Skolski	Jessica	\$96,212.74	\$95,812.74	\$0.00	\$400.00
Slean	Sarah	\$79,063.16	\$76,150.18	\$0.00	\$2,912.98
Sleczkowski	Katy	\$57,076.88	\$53,576.88	\$0.00	\$3,500.00
Smith	Adam	\$94,761.58	\$93,461.58	\$0.00	\$1,300.00
Smith	Maureen	\$102,356.42	\$99,156.42	\$0.00	\$3,200.00
Smith	Susan B	\$99,951.42	\$99,156.42	\$0.00	\$795.00
Smyth	Rebecca	\$78,197.51	\$76,152.51	\$0.00	\$2,045.00
Spada	Kori	\$74,098.72	\$73,998.72	\$0.00	\$100.00
Sparks	Michael T	\$61,613.60	\$50,334.88	\$5,675.42	\$5,603.30
Speakman	Paul	\$92,560.95	\$92,470.95	\$0.00	\$90.00
Spicer	Sherry	\$95,245.36	\$89,239.18	\$0.00	\$6,006.18
Springer	Robin	\$69,780.94	\$68,540.94	\$0.00	\$1,240.00
St Cyr	Marc	\$55,359.06	\$46,007.96	\$6,090.59	\$3,260.51
St. Charles	Jean	\$33,141.53	\$25,938.00	\$0.00	\$7,203.53
St. Cyr	Suzanne	\$71,945.95	\$71,345.95	\$0.00	\$600.00
Stark	Jennifer	\$97,942.74	\$95,812.74	\$0.00	\$2,130.00
Stazinski	John W.	\$49,266.75	\$43,123.42	\$2,545.87	\$3,597.46
Steinberg	Jamie	\$91,942.95	\$89,593.74	\$0.00	\$2,349.21
Stevens	Tamara	\$63,477.45	\$63,477.45	\$0.00	\$0.00
Stovell	Thea	\$197,872.94	\$191,596.05	\$0.00	\$6,276.89
Sullivan	Christopher T.	\$57,613.41	\$50,086.38	\$2,450.82	\$5,076.21
Sullivan	Kellie	\$73,520.37	\$70,100.37	\$0.00	\$3,420.00
Sullivan	Laura	\$117,855.35	\$111,900.30	\$0.00	\$5,955.05
Sullivan	Robert G	\$74,489.71	\$67,827.81	\$311.90	\$6,350.00
Sullivan	Vicki	\$99,912.99	\$95,812.74	\$0.00	\$4,100.25
Sweeney	John	\$100,474.14	\$96,374.14	\$0.00	\$4,100.00
Sypher-Lopez	Cynthia L	\$126,895.74	\$126,295.74	\$0.00	\$600.00
Tangishaka	Christine	\$49,873.89	\$43,938.44	\$0.00	\$5,935.45
Tavares	Julia	\$97,664.58	\$93,320.91	\$0.00	\$4,343.67
Tavares	Matthew	\$98,270.46	\$95,812.74	\$0.00	\$2,457.72
Thimas-Dossantos	Amie	\$88,819.81	\$88,479.81	\$0.00	\$340.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Thomas	Matthew	\$40,695.14	\$39,865.14	\$0.00	\$830.00
Thomas	Stacy	\$94,210.95	\$92,470.95	\$0.00	\$1,740.00
Thompson	Steven W	\$93,310.95	\$92,470.95	\$0.00	\$840.00
Tilden	Maria A	\$44,423.80	\$41,918.80	\$0.00	\$2,505.00
Torilli	Nancy	\$52,305.30	\$52,305.30	\$0.00	\$0.00
Troiano	Cassandra	\$90,919.81	\$88,479.81	\$0.00	\$2,440.00
Truong	Yen	\$58,944.08	\$56,513.88	\$0.00	\$2,430.20
Tyler	Elisabeth	\$93,793.17	\$92,470.95	\$0.00	\$1,322.22
Venisky	Andrea	\$90,968.95	\$89,878.95	\$0.00	\$1,090.00
Vicente-Bonilla	Jacqueline	\$65,694.27	\$64,314.27	\$0.00	\$1,380.00
Vickrey	Sean	\$102,210.95	\$92,470.95	\$0.00	\$9,740.00
Victor	Susan	\$99,300.21	\$97,530.21	\$0.00	\$1,770.00
Vierra	Denise M	\$100,130.26	\$96,670.26	\$0.00	\$3,460.00
Vlieger	Eileen	\$100,452.90	\$98,828.10	\$0.00	\$1,624.80
Vogel	Suzanne M.	\$65,455.16	\$60,275.16	\$0.00	\$5,180.00
Walker	Emily	\$103,462.74	\$95,812.74	\$0.00	\$7,650.00
Walsh	Hana	\$116,833.02	\$114,727.98	\$0.00	\$2,105.04
Walsh	Jennifer	\$71,461.23	\$71,221.23	\$0.00	\$240.00
Walsh	Sean	\$118,649.37	\$115,649.37	\$0.00	\$3,000.00
Walsh	Susan	\$60,393.16	\$58,600.74	\$0.00	\$1,792.42
Wasef	Haidy	\$53,563.34	\$53,070.84	\$0.00	\$492.50
Webb	Lauren	\$78,481.38	\$80,030.34	\$0.00	-\$1,548.96
Weekes	Rudolph	\$106,763.95	\$105,403.95	\$0.00	\$1,360.00
Weidmann	Enrique	\$84,241.80	\$84,241.80	\$0.00	\$0.00
Whalen	Grace	\$53,650.81	\$53,620.81	\$0.00	\$30.00
Whidden	Bruce	\$42,145.56	\$42,145.56	\$0.00	\$0.00
White	Wayne	\$50,335.00	\$39,077.50	\$0.00	\$11,257.50
Whitney	Elizabeth	\$60,150.27	\$58,050.27	\$0.00	\$2,100.00
Wiederer	Edward	\$91,869.58	\$90,059.58	\$0.00	\$1,810.00
Wilbur	Christine	\$82,112.16	\$80,012.16	\$0.00	\$2,100.00
Willey	Courtney	\$35,065.53	\$28,318.68	\$0.00	\$6,746.85
Wilson	Judith A	\$30,189.24	\$26,441.64	\$0.00	\$3,747.60
Wilson	Naia	\$129,807.63	\$129,807.63	\$0.00	\$0.00
Winans	Shea	\$74,503.77	\$72,553.77	\$0.00	\$1,950.00
Woods	Charles	\$71,149.76	\$69,629.76	\$0.00	\$1,520.00
Woods	Katherine	\$72,883.77	\$72,553.77	\$0.00	\$330.00
Woods	Melissa	\$46,626.30	\$46,626.30	\$0.00	\$0.00
Woodson	Sherril A	\$60,020.84	\$53,070.84	\$0.00	\$6,950.00
Worth	Julia	\$95,790.86	\$92,470.86	\$0.00	\$3,320.00
Young	Michael P.	\$58,008.90	\$50,086.38	\$6,103.48	\$1,819.04

Last Name

Zanzerkia

Zdenek

First Name

Kaitlyn

Stephanie

<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
\$87,618.51	\$85,998.51	\$0.00	\$1,620.00
\$98,352.74	\$95,812.74	\$0.00	\$2,540.00

TOWN SALARIES

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Abramson	Marc	\$161,628.51	\$101,094.18	\$23,142.03	\$37,392.30
Ahern	Ryan	\$107,841.82	\$83,848.00	\$11,285.42	\$12,708.40
Aldred	Kevin	\$89,367.43	\$69,668.93	\$5,677.68	\$14,020.82
Alvarenga	Carlos	\$38,160.00	\$38,160.00	\$0.00	\$0.00
Ander	Gregory	\$70,983.42		\$7,235.32	\$63,748.10
Andrews	Marcus	\$126,124.20	\$96,480.08	\$11,279.16	\$18,364.96
Aufiero	Susan	\$38,372.20	\$37,131.20	\$0.00	\$1,241.00
Auguste	Jems	\$75,915.47	\$66,631.60	\$7,008.87	\$2,275.00
Austrino	Michael	\$175,273.06	\$123,739.07	\$18,941.52	\$32,592.47
Ayers	Mathew	\$113,866.58	\$90,269.60	\$21,321.98	\$2,275.00
Ayers	Stephen	\$148,759.58	\$81,177.90	\$2,357.85	\$65,223.83
Barkhouse	Anne	\$78,697.85	\$78,097.85	\$0.00	\$600.00
Beal	Michael	\$207,172.43	\$95,081.90	\$39,050.01	\$73,040.52
Bennett	Melissa	\$53,856.39	\$53,856.39	\$0.00	\$0.00
Bevis	Cilenia	\$78,097.85	\$78,097.85	\$0.00	\$0.00
Binnall	Thomas	\$164,536.65	\$108,627.25	\$25,561.19	\$30,348.21
Bouche	Elizabeth	\$68,718.48	\$67,768.48	\$0.00	\$950.00
Boudreau	Charles	\$133,099.80	\$97,842.53	\$3,257.92	\$31,999.35
Brewer	Brendan	\$103,152.72	\$83,912.97	\$4,571.05	\$14,668.70
Brewer	Richard	\$144,959.26	\$90,685.83	\$9,585.83	\$44,687.60
Bringardner III	John	\$190,717.48	\$99,485.64	\$16,254.16	\$74,977.68
Brown	Trazana	\$34,443.04		\$326.08	\$34,116.96
Buonpane	Kevin	\$145,790.09	\$83,912.97	\$47,470.72	\$14,406.40
Burton	Vincent	\$93,730.34	\$69,286.83	\$2,220.00	\$22,223.51
Cameron	David M	\$64,900.39	\$63,613.17	\$712.22	\$575.00
Cassford	Ronald	\$163,911.62	\$140,735.60	\$0.00	\$23,176.02
Chaplin	Jeffrey	\$231,937.19	\$129,665.28	\$75,092.54	\$27,179.37
Chen	Alexander	\$77,030.29	\$64,345.92	\$5,486.43	\$7,197.94
Cirino	Penny	\$137,888.18	\$121,261.18	\$2,063.10	\$14,563.90
Clark	Trevor	\$106,389.34	\$77,933.99	\$10,682.69	\$17,772.66
Clark	William	\$71,543.41	\$71,543.41	\$0.00	\$0.00
Cody	Gerard	\$109,226.63	\$109,226.63	\$0.00	\$0.00
Cole Jr	Robert	\$89,117.27	\$79,053.19	\$0.00	\$10,064.08
Connor	James	\$173,284.96	\$128,491.50	\$27,822.20	\$16,971.26

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Connors	Patrick	\$94,749.24	\$76,633.36	\$101.86	\$18,014.02
Connors	Stephen	\$100,280.59	\$83,912.97	\$3,850.22	\$12,517.40
Cook	Kevin	\$64,288.90	\$64,288.90	\$0.00	\$0.00
Costa	Denise	\$40,859.57	\$38,859.57	\$0.00	\$2,000.00
Cox	Jason	\$144,613.85	\$113,812.84	\$7,835.00	\$22,966.01
Crockett	Alfred	\$108,116.37	\$90,269.60	\$14,221.77	\$3,625.00
Cronin	Carol	\$66,669.36	\$64,910.56	\$208.80	\$1,550.00
Crowley	Neil	\$143,583.08	\$104,473.60	\$35,284.48	\$3,825.00
Cruz	Miguel	\$149,002.56	\$72,337.49	\$1,066.67	\$75,598.40
Darche	Cheryl	\$66,910.56	\$64,910.56	\$0.00	\$2,000.00
Davis	Paula	\$56,674.82	\$56,099.82	\$0.00	\$575.00
DePina Jr	Alfredo	\$98,108.30	\$83,912.97	\$3,134.93	\$11,060.40
Disharoom	Capree	\$72,875.95	\$72,215.95	\$0.00	\$660.00
Donnelly	Kevin	\$122,921.23	\$69,643.14	\$7,959.11	\$45,318.98
Donovan	Daniel	\$131,151.73	\$83,912.97	\$30,312.06	\$16,926.70
Donovan	Kevin	\$102,205.54	\$83,912.97	\$2,805.17	\$15,487.40
Donovan	Richard	\$181,422.38	\$162,754.34	\$0.00	\$18,668.04
Dunn	Joseph	\$60,450.30	\$60,450.30	\$0.00	\$0.00
Duperval	Vardy	\$145,194.12	\$76,529.91	\$21,234.29	\$47,429.92
Eaton	Brent	\$116,392.37	\$83,848.00	\$17,817.97	\$14,726.40
Elman	Steven	\$127,423.87	\$93,456.51	\$11,949.89	\$22,017.47
Emerson	Robert	\$187,070.81	\$127,923.00	\$30,826.85	\$28,320.96
Evans	Thomas	\$99,024.77	\$86,978.54	\$2,661.38	\$9,384.85
Fedrick	Robert	\$109,534.91	\$86,747.26	\$6,575.02	\$16,212.63
Fisher	Jason	\$145,044.74	\$106,239.65	\$16,457.10	\$22,347.99
Fitzgerald	Matthew	\$58,596.68		\$2,734.50	\$55,862.18
Flaherty	Brian	\$137,680.50	\$65,748.15	\$16,789.13	\$55,143.22
Frazier	Glenn	\$176,560.63	\$84,558.94	\$63,788.69	\$28,213.00
Frew	Paul	\$147,464.60	\$108,627.25	\$16,195.37	\$22,641.98
Gagnon	Kristen	\$108,329.26	\$79,085.02	\$3,759.23	\$25,485.01
Geary	Daniel	\$103,504.61	\$83,912.97	\$2,754.24	\$16,837.40
Gibbs	Patrick	\$106,428.24	\$83,912.97	\$12,210.87	\$10,304.40
Gilbert	Kevin	\$133,335.70	\$78,235.50	\$15,322.76	\$39,777.44
Glassman	Steven	\$97,435.68	\$83,912.97	\$3,418.61	\$10,104.10
Gordon	Joseph	\$129,376.67	\$83,912.97	\$27,771.00	\$17,692.70
Gray	Colin	\$81,504.93	\$74,343.96	\$910.06	\$6,250.91
Greener	Melissa	\$140,874.44	\$121,261.18	\$6,742.87	\$12,870.39
Griffin	Christine	\$154,450.35	\$154,450.35	\$0.00	\$0.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Haley	Gillian	\$51,716.29		\$3,624.74	\$48,091.55
Hall	Donna	\$68,791.65	\$68,791.65	\$0.00	\$0.00
Hall	Jeffrey	\$96,163.00	\$83,310.00	\$10,578.00	\$2,275.00
Hamelburg	John	\$200,014.67	\$135,594.97	\$26,006.74	\$38,412.96
Hamelburg	Michelle	\$84,503.53	\$74,984.10	\$2,344.04	\$7,175.39
Hayes	Christopher	\$108,512.17	\$90,269.60	\$15,967.57	\$2,275.00
Hayward	James	\$247,984.01	\$128,502.96	\$52,897.23	\$66,583.82
Hoey	Dennis	\$110,122.84	\$90,269.60	\$14,328.24	\$5,525.00
Howard	Brian	\$193,532.73	\$189,732.73	\$0.00	\$3,800.00
Hughes	Richard	\$136,957.29	\$112,554.03	\$4,098.06	\$20,305.20
Hunt	Joshua	\$99,342.71	\$78,916.46	\$4,846.78	\$15,579.47
Hurley	James	\$142,872.68	\$116,549.70	\$6,351.42	\$19,971.56
Iskra	Anthony	\$131,429.20	\$90,269.60	\$38,034.60	\$3,125.00
Iskra	Robert	\$92,403.46	\$40,467.71	\$203.12	\$55,732.63
Jones	Christopher	\$141,395.61	\$87,287.93	\$11,095.99	\$43,011.69
Jordan	Patric	\$100,063.52	\$76,574.03	\$13,763.02	\$9,726.47
Joyce	Thomas	\$159,692.36	\$104,473.60	\$49,193.76	\$6,025.00
Keeley	Ryan	\$103,031.43	\$83,912.97	\$4,942.06	\$14,176.40
Kenison	Julie	\$136,877.05	\$83,912.97	\$40,593.68	\$12,370.40
Kourafas	Peter	\$99,509.22	\$83,912.97	\$2,970.85	\$12,625.40
Krakowski	John	\$118,103.01	\$90,269.60	\$25,058.41	\$2,775.00
Kronillis	Kristopher	\$106,218.39	\$83,912.97	\$6,363.64	\$15,941.78
Labelle	Thomas	\$123,828.86	\$102,808.54	\$3,690.88	\$17,329.44
Lacerda	Christine	\$64,090.23	\$62,119.84	\$0.00	\$1,970.39
Lafleur	Gregory	\$104,857.73	\$83,912.97	\$3,377.36	\$17,567.40
Lapaglia	Scott	\$118,014.54	\$88,084.57	\$16,062.18	\$13,867.79
LaRosee	Elizabeth	\$133,146.74	\$133,146.74	\$0.00	\$0.00
Lee	Dennis	\$109,816.31	\$74,343.96	\$27,952.44	\$7,519.91
Legrice	Robert	\$148,366.91	\$96,027.08	\$25,625.51	\$26,714.32
L'Italien	Casey	\$73,728.62	\$60,480.97	\$567.77	\$12,679.88
L'Italien	Marc	\$90,834.50	\$74,600.93	\$1,639.46	\$14,594.11
Lucas	Geoffrey	\$156,678.58	\$95,227.74	\$32,786.00	\$28,664.84
Lucey	Richard	\$129,129.97	\$87,659.84	\$3,619.14	\$37,850.99
Lum	Ronald	\$107,884.33	\$107,364.33	\$0.00	\$520.00
Marag	Anthony	\$171,321.08	\$138,475.09	\$5,702.87	\$27,143.12
Marshall	Shawn	\$107,911.69	\$83,912.97	\$10,869.25	\$13,129.47
Mazurek	Kalin	\$82,708.41	\$69,174.93	\$2,735.93	\$10,797.55
McCarthy	John	\$127,830.96	\$87,834.03	\$7,721.32	\$32,275.61

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
McCarthy	Michael	\$147,433.15	\$111,472.96	\$16,998.02	\$18,962.17
McDonald	Kristin	\$96,867.61	\$72,215.94	\$23,701.67	\$950.00
McDonnell	Kevin	\$98,451.19	\$83,912.97	\$3,695.82	\$10,842.40
McHugh	Dina	\$66,655.07	\$65,855.07	\$0.00	\$800.00
McNamara	Jean	\$103,775.02	\$102,375.02	\$0.00	\$1,400.00
McNeil	David	\$52,942.49	\$52,942.49	\$0.00	\$0.00
Messia	Joseph	\$137,458.33	\$105,965.24	\$13,324.26	\$18,168.83
Miles	Isaiah	\$91,704.10	\$76,574.03	\$8,333.60	\$6,796.47
Monahan	Richard	\$32,405.80	\$32,405.80	\$0.00	\$0.00
Monteforte	Michael	\$123,020.39	\$83,912.97	\$22,710.02	\$16,397.40
Montlouis	Peggy	\$63,573.24	\$63,101.12	\$0.00	\$472.12
Morgan	Douglas	\$202,503.69	\$107,460.47	\$46,708.18	\$48,335.04
Morris	Magda	\$53,191.45	\$53,191.45	\$0.00	\$0.00
Morse	Christine	\$204,415.62	\$126,784.02	\$42,260.92	\$35,370.68
Morse	Stephen	\$142,280.87	\$40,330.32	\$32,401.17	\$69,549.38
Nash	Herbert	\$112,182.99	\$71,347.30	\$1,489.21	\$39,346.48
Nastasia	Keith	\$106,243.87	\$106,243.87	\$0.00	\$0.00
Nataupsky	Mina	\$63,505.66	\$60,948.62	\$407.04	\$2,150.00
Nelson	Gregory	\$85,206.50	\$70,105.04	\$5,782.66	\$9,318.80
Nelson	Mary	\$66,190.08	\$63,740.08	\$0.00	\$2,450.00
Nelson	Michael	\$124,190.80	\$99,848.86	\$5,998.84	\$18,343.10
Nguyen	Michelle	\$62,819.28	\$59,967.20	\$0.00	\$2,852.08
O'Leary	Arthur	\$139,837.64	\$104,473.60	\$29,839.04	\$5,525.00
O'Neill	Michael	\$168,891.47	\$112,020.86	\$38,239.15	\$18,631.46
O'Neill	Patrick	\$123,924.01	\$83,912.97	\$27,047.64	\$12,963.40
Pace	William	\$193,816.72	\$191,016.72	\$0.00	\$107,031.63
Palmer	Shawn	\$223,597.89	\$95,258.56	\$49,531.70	\$78,807.63
Pantazelos	Gabriel	\$218,541.19	\$112,020.86	\$32,127.42	\$74,392.91
Parrington Wright	Sharon	\$77,655.51	\$77,655.51	\$0.00	\$0.00
Pasquantonio	Daniel	\$89,325.84	\$74,343.96	\$5,741.90	\$9,239.98
Patten	Cheri	\$117,014.58	\$83,912.97	\$14,262.05	\$18,839.56
Peters	Scott	\$112,184.72	\$63,397.98	\$827.63	\$47,959.11
Peterson	Jason	\$67,542.33	\$57,791.20	\$7,476.13	\$2,275.00
Phinney	Anthony	\$97,140.51	\$83,912.97	\$5,527.14	\$7,700.40
Phinney	Teresa	\$55,693.88	\$55,693.88	\$0.00	\$0.00
Pierre-Louis	Abraham	\$105,508.65	\$75,079.60	\$28,154.05	\$2,275.00
Pierre-Louis	Christina	\$58,099.82	\$56,099.82	\$0.00	\$2,000.00
Pierre-Louis	Jean	\$79,597.68	\$78,757.68	\$0.00	\$840.00

<u>Last Name</u>	<u>First Name</u>	<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
Previti	John	\$111,913.71	\$86,695.69	\$5,884.99	\$19,333.03
Princiotta	Michael	\$96,820.49	\$86,978.54	\$3,079.40	\$6,762.55
Rennie	Michael	\$160,752.73	\$122,096.65	\$15,988.65	\$22,667.43
Rinehart	Robyn	\$56,103.48	\$55,683.48	\$0.00	\$420.00
Rodman	Matthew	\$101,268.93	\$76,529.91	\$7,941.45	\$16,797.57
Rosa	Steven	\$101,689.27	\$65,756.65	\$2,260.14	\$33,672.48
Ryan	Kinnon	\$96,674.06	\$79,313.11	\$2,032.90	\$15,328.05
Saengsombat	Vincent	\$77,695.06	\$67,260.24	\$2,697.49	\$7,737.33
Santos	Joao	\$99,859.56	\$62,700.44	\$3,997.80	\$33,161.32
Saragian	Raymond	\$61,192.93		\$3,267.34	\$57,925.59
Sass	Cheryl	\$90,534.77	\$89,204.81	\$0.00	\$1,329.96
Sass	Justin	\$90,531.30	\$75,938.08	\$12,318.22	\$2,275.00
Seeto	May	\$66,872.97	\$63,613.17	\$159.80	\$3,100.00
Shannon	Patrick	\$105,429.85	\$76,807.60	\$25,397.25	\$3,225.00
Sherman	Scott	\$104,241.32	\$79,414.77	\$1,546.26	\$23,280.29
Shiavone Jr	Robert	\$101,231.57	\$83,912.97	\$4,516.90	\$12,801.70
Singleton	Jonathan	\$101,244.76	\$83,132.24	\$6,037.12	\$12,075.40
Slavinsky	Kevin	\$96,487.63	\$83,912.97	\$6,365.26	\$6,209.40
Slavinsky	Stephen	\$53,949.49	\$51,199.49	\$0.00	\$2,750.00
Smith	Janine	\$132,957.97	\$132,957.97	\$0.00	\$0.00
Smolokoff	Robin	\$39,937.06	\$38,799.06	\$0.00	\$1,138.00
Smyth	Paul	\$154,533.35	\$96,901.92	\$1,926.79	\$55,704.64
Solow	Howard	\$188,401.02	\$95,081.90	\$3,236.83	\$90,082.29
Sproules	Christopher	\$98,881.28	\$76,807.60	\$18,848.68	\$3,225.00
Sproules	Timothy	\$115,560.83	\$97,887.09	\$8,213.17	\$9,460.57
Staffier	Craig	\$111,262.75	\$93,599.76	\$2,468.27	\$15,194.72
Stanton	Matthew	\$109,127.75	\$86,068.65	\$6,878.70	\$16,180.40
Sullivan	Keri	\$60,201.26	\$60,086.26	\$0.00	\$115.00
Sullivan	Patrick	\$100,307.72	\$83,912.97	\$5,657.35	\$10,737.40
Sullivan	Pauline	\$65,538.17	\$63,613.17	\$0.00	\$1,925.00
Sutherland	James	\$97,924.76	\$86,022.03	\$2,901.73	\$9,001.00
Sutherland	William	\$93,167.07	\$76,807.60	\$14,084.47	\$2,275.00
Teal	Janet	\$72,104.63	\$71,544.63	\$0.00	\$560.00
Tracey-McNulty	Diane	\$73,245.95	\$72,145.95	\$0.00	\$1,100.00
Tran	Duong	\$105,565.65	\$70,723.12	\$1,451.49	\$33,391.04
Tuitt	Michael	\$106,295.27	\$82,072.53	\$9,597.97	\$14,624.77
Tyler	Michelle	\$90,414.47	\$89,414.47	\$0.00	\$1,000.00
Walsh	Christopher	\$103,853.07	\$86,978.54	\$2,616.98	\$14,257.55

Last Name**First Name**

Ward

Debra

Watson

Brandon

Whynot

Joseph

Wiggins-Neal

LaWan

Witherspoon

Cheryl

Young

Kerry

Zaiter

Daniel

<u>YTD Gross Pay</u>	<u>YTD Reg</u>	<u>YTD OT</u>	<u>All Other Pay</u>
\$43,848.97	\$41,578.69	\$0.00	\$4,581.14
\$91,237.81	\$76,807.60	\$12,155.21	\$2,275.00
\$100,077.92	\$76,807.60	\$20,995.32	\$2,275.00
\$55,299.31	\$55,083.56	\$0.00	\$215.75
\$63,754.86	\$63,754.86	\$0.00	\$0.00
\$99,262.59	\$86,978.54	\$2,841.50	\$9,442.55
\$138,816.93	\$110,012.33	\$2,266.23	\$26,538.37

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(781)

Animal Control	961-0924
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
Human Resources	961-0916
	961-0909
Inspectional Services/Wire Insp.	961-0921
Plumbing Inspector	961-0920
Police Department	963-1212
Skating Rink	961-0938
Superintendent of Schools	961-6200
Town Accountant	961-0904
Town Clerk/Registrar	961-0900
Town Collector	961-0913
Town Council	961-0918
Town Manager	961-0911
Town Planner	961-0936
Town Treasurer	961-0934
Turner Free Library	961-0932

EMERGENCY

Police

Fire

Municipal Ambulance

DIAL 911