



# **2014**

# **TOWN OF PEMBROKE**

# **ANNUAL REPORT**

**JANUARY 1, 2014 THROUGH DECEMBER 31, 2014**





**2014**  
**PEMBROKE BOARD OF SELECTMEN**

(From Left to Right)

**Lewis W. Stone (Clerk), Michelle L. Burt (Selectman), Edwin J. Thorne (Town Administrator), Willard J. Boulter (Chairman), Arthur P. Boyle, Jr. (Vice-Chairman), Daniel W. Trabucco (Selectman)**

# **ANNUAL REPORTS OF THE TOWN OFFICERS**

**JANUARY 1, 2014 - DECEMBER 31, 2014**

**COVER PICTURE:** The Adah F. Hall House was built in 1685 by Robert Barker, Jr. from an original grant of land from Myles Standish to Robert Barker, Sr. In May of 1950, Miss Adah F. Hall purchased the property from the Stackpole family bringing it back to its original beauty. After Miss Hall's death, the property was gifted to the Pembroke Historical Society in 1968 in memory of Adah F. Hall.

The Adah F. Hall House and the surrounding property are maintained by volunteers from the Pembroke Historical Society. The property has benefited from the generosity of Pembroke's Community Preservation funds. These funds have helped to restore and maintain the house and grounds for the benefit of generations of Pembroke residents. The property is cared for on a daily basis by a resident caretaker and the Trustees of the Adah F. Hall House. It can be visited by appointment. Each spring, Pembroke 3rd graders visit the property, in addition to other historic sites, during the Colonial Days School program.

*Photo Courtesy of Jeffrey Weinstein.*

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## ***IN MEMORIUM***



***Sharon F. Sylvester - January 16, 2014***  
***Pembroke Housing Authority, Director***  
***2010-2014***



***Richard T. (Dick) Wills - January 30, 2014***  
***Pembroke Police Department, Acting Chief***  
***Sergeant 1968 - 1976***  
***Lieutenant 1976 - 1993***





## ***IN MEMORIUM***



***Matilda F. Gilmore - February 19, 2014***  
***Election/Poll Worker***  
***2009 - 2014***



***John F. Ahearn - March 20, 2014***  
***Board of Selectmen 1979 - 1981***  
***Board of Assessors 1983 - 1987***



***Louie - March, 2014***  
***Pembroke Police Department,***  
***K-9***  
***1998 - 2014***



TOWN OF PEMBROKE  
INCORPORATED MARCH 21, 1712

**Tenth Congressional District**

William Keating (D). Representative

Quincy

**First Councilor District**

Joseph C Ferreira Councilor

Fall River

**Plymouth & Barnstable Senatorial District**

Vinny deMacedo (R) Senator

Plymouth

**Sixth Plymouth Representative District**

Josh Cutler (D) Representative

Duxbury

**Plymouth County Commissioners**

Sandra Wright (R)  
Gregory A Hanley (D)  
Daniel A Pallotta (R)

Bridgewater  
Pembroke  
Hanover

**ANNUAL TOWN MEETING**

Fourth Tuesday in April

**SELECTMEN'S MEETING**

Monday 7:00 to 9:00 PM

**Population 2014 Town Census**

19563



**REPORT OF THE TOWN CLERK POPULATION STATISTICS**

<b>YEAR</b>	<b>TYPE</b>	<b>NUMBER</b>	<b>YEAR</b>	<b>TYPE</b>	<b>NUMBER</b>
2014	Town Census	19,563	1978	Town Census	12,856
2013	Town Census	19,417	1977	Town Census	12,775
2012	Town Census	19,265	1975	State Census	12,374
2011	Town Census	19,071	1970	Federal Cen	11,193
2010	Town Census	12,374	1965	State Census	7,708
2009	Town Census	19,092	1960	Federal Cen	4,919
2008	Town Census	18,834	1955	State Census	3,833
2007	Town Census	18,549	1950	Federal Cen	2,579
2006	Town Census	18,520	1945	State Census	1,821
2005	Town Census	18,556	1940	Federal Cen	1,718
2004	Town Census	18,270	1935	State Census	1,621
2003	Town Census	18,270	1930	Federal Cen	1,492
2002	Town Census	18,016	1925	State Census	1,480
2001	Town Census	17,701	1920	Federal Cen	1,358
2000	Town Census	17,425	1910	Federal Cen	1,336
1999	Town Census	16,974	1905	Federal Cen	1,358
1998	Town Census	16,415	1900	Federal Cen	1,240
1997	Town Census	16,167	1895	State Census	1,223
1996	Town Census	15,726	1890	Federal Cen	1,320
1995	Town Census	15,840	1885	State Census	1,313
1994	Town Census	15,479	1880	Federal Cen	1,405
1993	Town Census	15,208	1875	State Census	1,399
1992	Town Census	15,110	1870	Federal Cen	1,447
1991	Town Census	14,840	1865	State Census	1,489
1990	Town Census	14,704	1860	Federal Cen	1,524
1989	Town Census	14,759	1855	State Census	1,500
1988	Town Census	14,612	1850	Federal Cen	1,388
1987	Town Census	14,310	1840	Federal Cen	1,258
1986	Town Census	13,864	1830	Federal Cen	1,325
1985	State Census	13,847	1820	Federal Cen	1,297
1984	Town Census	13,576	1810	Federal Cen	2,051
1983	Town Census	13,510	1800	Federal Cen	1,943
1982	Town Census	13,507	1790	Federal Cen	1,954
1981	Town Census	13,507	1776	Provincial Cen	1,768
1980	Federal Census	13,453	1765	Provincial Cen	1,409
1979	Town Census	13,076			

Respected submitted,

Mary Ann Smith  
Town Clerk

## TOWN OFFICERS AND COMMITTEES

<b><u>ELECTED OFFICIALS</u></b>		
<b><u>Moderator</u></b>		
Stephen C. Dodge		Term Expires 2015
<b><u>Selectmen</u></b>		
Lewis W. Stone		Term Expires 2015
Daniel W. Trabucco		Term Expires 2015
Michelle L. Burt		Term Expires 2016
Willard J. Boulter, Jr.		Term Expires 2017
Arthur P. Boyle, Jr.		Term Expires 2017
<b><u>Assessor</u></b>		
Mary E. Quill		Term Expires 2015
Scott DeSantis		Term Expires 2016
Elizabeth Bates		Term Expires 2017
<b><u>Town Clerk</u></b>		
Mary Ann Smith		Term Expires 2017
<b><u>Board of Health</u></b>		
Donna Bagni		Term Expires 2015
Thomas Driscoll		Term Expires 2016
Gary Fine		Term Expires 2017
<b><u>Housing Authority</u></b>		
Valerie A. Kroon		Term Expires 2015
Carolyn Crossley		Term Expires 2017
Henry Daggett		Term Expires 2017
William Boyle		Term Expires 2018
James Muscato		
<b><u>Library Trustees</u></b>		
Larissa Curley		Term Expires 2015
Elaine Spaulding		Term Expires 2015
Mary Beth Courtwright		Term Expires 2016
Karen Wry		Term Expires 2016
Marilyn Dionne		Term Expires 2017
Jillian Taylor		Term Expires 2017
<b><u>Planning Board</u></b>		
Brian VanRiper		Term Expires 2015
James Noone		Term Expires 2016
Daniel Taylor		Term Expires 2016
Andrew C. Wandell		Term Expires 2017
Paul R. Whitman		Term Expires 2018
Rebecca Coletta		Term Expires 2019

## TOWN OFFICERS AND COMMITTEES

<b><u>Constable</u></b>		
Arthur Boyle, Jr.		Term Expires 2015
Mark C. Hickey		Term Expires 2016
Robert Digger Dorsey		Term Expires 2017
<b><u>Pembroke School Committee</u></b>		
Michael A. Tropeano		Term Expires 2015
Virginia J. Wandell		Term Expires 2015
Patrick Chilcott		Term Expires 2016
Paul K. Bosworth		Term Expires 2017
Suzanne Scroggins		Term Expires 2017
<b><u>D.P.W. Commissioners</u></b>		
Benjamin Bastianelli		Term Expires 2015
Paul Whitman		Term Expires 2016
Jason Federico		Term Expires 2017

## TOWN OFFICERS AND COMMITTEES

<b><u>APPOINTED OFFICIALS</u></b>		
<b><u>Advisory Committee</u></b>	Estab. ATM, 1934	<b>Joint Appt: 3 Years</b>
James McCollum		Term Expires 2015
Patricia Elsner		Term Expires 2015
Anthony O'Brien, Sr.		Term Expires 2015
Stephen Curley		Term Expires 2016
Rachel Michael		Term Expires 2016
Linda A. Peterson		Term Expires 2016
Timothy Brennan		Term Expires 2017
Stephen M. Walsh		Term Expires 2017
Vacant		Term Expires 2017
<b><u>Affordable Housing Committee</u></b>	Estab. BOS, 1987	<b>No Term Limit</b>
Carolyn Crossley	Vacant	Vacant
James McCollum	Vacant	
Brian Van Riper	Vacant	
<b><u>Animal Control Officer</u></b>		<b>One Year Term</b>
William Hart		Term Expires 2015
<b><u>Board of Assessors</u></b>		
Catherine Salmon, Chief Assessor		
<b><u>Board of Health</u></b>		
Lisa Cullity, Health Agent	Animal Inspector	
<b><u>Casino Task Force</u></b>		<b>Three Year Term</b>
Daniel W. Trabucco, Sel. Rep.		Term Expires 2015
<b><u>Cemetery Trustees</u></b>	Estab. ATM, 1975	<b>No Term Limits</b>
Stephen C. Dodge	Rosemarie Egerton	Carol Ferguson
<b><u>Central Plymouth County Water District Advisory Board</u></b>		<b>Three Year Term</b>
Willard J. Boulter, Jr.		Term Expires 2016
<b><u>Commission on Disabilities</u></b>	Estab. ATM, 1990	<b>Three Year Term</b>
Thomas Weinreich		Term Expires 2015
Vacant		Term Expires 2015
Vacant		Term Expires 2015
Anthony Nunes		Term Expires 2016
Jill Brazao		Term Expires 2016
Hsiu-Ann Tom		Term Expires 2017
Paul J. Lowe		Term Expires 2017
Edwin J. Thorne, ADA Coordinator		

## TOWN OFFICERS AND COMMITTEES

<b><u>Community Center Task Force</u></b>	Estab. BOS, 2012	<b>No Term Limits</b>
Elizabeth Bates	Michael Guimares	Ralph Perotto
Ralph Cappola	Paul Gransauil	Alan Peterson
Robert DeMarzo	Gregory Hanley	
Hank Galligan	Anthony Marino	
<b><u>Community Preservation Committee</u></b>	Estab. ATM, 2006	<b>Three Year Term</b>
Carolyn Crossley	Housing Authority	Term Expires 2015
Paul Whitman	DPW Commission	Term Expires 2015
William Boyle	Recreation Commission	Term Expires 2015
Carey Day	Conservation Commission	Term Expires 2016
Stephen Hermann	Historical Commission	Term Expires 2016
Brian VanRiper	Planning Board	Term Expires 2016
Vacant	Open Space Committee	Term Expires 2016
Mark Ames	Selectmen's Appointee	Term Expires 2017
Diane Beauchesne	Selectmen's Appointee	Term Expires 2017
<b><u>Conservation Commission</u></b>	Estab. ATM, 1961	<b>Three Year Term</b>
Carey Day		Term Expires 2015
Daniel Smith		Term Expires 2015
Robert Clarke		Term Expires 2016
Scott Glauben		Term Expires 2016
Alan Gigliotti		Term Expires 2016
Michael Kirby		Term Expires 2017
Mark Ames		Term Expires 2017
Robert Clarke, Agent		
Mary Guiney, Recording Sectry		
<b><u>Council on Aging</u></b>	Estab. ATM, 1975	<b>Three Year Term</b>
James C. Baillie		Term Expires 2015
Kenneth Girten		Term Expires 2015
James Kinkade		Term Expires 2015
Kathleen Toole		Term Expires 2016
Janet LaBerge		Term Expires 2016
Linda Osborne		Term Expires 2017
John Melchin		Term Expires 2017
<b>COA Associate Members:</b>		
John D. Walsh, Jr		
Ruth Ingalls		
Linda Robbins Porazzo		
John Sullivan		
Mary Willis, COA Director		

## TOWN OFFICERS AND COMMITTEES

<b><u>Representatives to Old Colony Elderly Services</u></b>		<b>One Year Term</b>
James C. Baillie, Delegate		
<b><u>Cultural Council</u></b>	<b>May Serve 2 Terms</b>	<b>Three Year Term</b>
Eugenie King	First Term	Term Expires 2015
Linda McCollum	Second Term	Term Expires 2015
Vivian Perry	Second Term	Term Expires 2015
Carol Watches	First Term	Term Expires 2016
Laura DaSilva	Second Term	Term Expires 2017
Lydia Hale	First Term	Term Expires 2017
Diane Tobin	Second Term	Term Expires 2017
<b><u>Drainage Commission</u></b>	Estab. ATM, 1976	<b>Joint Appt: 3 yrs</b>
Vacant		Term Expires 2015
Thomas Irving		Term Expires 2016
Ben Bastianelli		Term Expires 2016
Paul Whitman		Term Expires 2017
Vacant		Term Expires 2017
<b><u>Emergency Management Co-Directors</u></b>		<b>One Year Term</b>
Richard Wall		Term Expires 2015
Michael Hill		Term Expires 2015
<b><u>Energy Committee</u></b>	Estab. BOS, 2007	<b>No Term Limits</b>
Nick Zechello, Jr.	Dick White	Sarah Fredrickson
Deborah Wall	Donal Anderson	Matthew Dovell
Bill Harmon	Richard Jones	
Ann Marie Stanton	Lisa Karol	
<b><u>Fire Chief &amp; Forest Warden</u></b>		
James Neenan, Chief		
Michael Hill, Deputy Chief		
<b><u>Fiscal Planning and Management Committee (Cash Management Committee)</u></b>	Estab. BOS, 1993	
School Superintendent	Frank Hackett	
Asst. School Superintendent	Erin Sullivan Obey	
School Committee Member	Suzanne Scroggins	
School Committee Member	Michael Tropeano	
Town Treasurer/Collector	Kathleen McCarthy	
Town Accountant	Michael Buckley	
Chief Assessor	Catherine Salmon	
Assessor	Elizabeth Bates	



## TOWN OFFICERS AND COMMITTEES

Selectman	Willard J. Boulter, Jr.	
Selectman	Arthur P. Boyle, Jr.	
Selectman	Michelle L. Burt	
Selectman	Lewis W. Stone	
Selectman	Daniel W. Trabucco	
Advisory Comm. Chairman	Linda A. Peterson	
Advisory Comm. Member	Stephen Curley	
<b><u>Gas Inspector</u></b>		<b>Three Year Term</b>
Gary Young		Term Expires 2017
Bill Stewart, Alternate		Term Expires 2017
<b><u>GATRA</u></b>		<b>No Term Limits</b>
Hilary Wilson	John Leydon, Alternate	
<b><u>Herring Fisheries Commission</u></b>	Estab. ATM, 1858	<b>Three Year Term</b>
Mark Amorello, Superintendent		Term Expires 2015
Walter Hawkes		Term Expires 2015
Janet Fahey		Term Expires 2016
Rick Madden		Term Expires 2016
Douglas Sprague		Term Expires 2016
Arthur Egerton		Term Expires 2017
Kyle Harney		Term Expires 2017
Willard J. Boulter Jr., alternate		Term Expires 2015
Rob Adams, alternate		Term Expires 2017
<b><u>Historic District Commission</u></b>	Estab. ATM, 1974	<b>Three Year Term</b>
Elizabeth Bates		Term Expires 2015
Tim Bernstiel		Term Expires 2015
John Esposito		Term Expires 2015
Linda Osborne		Term Expires 2015
David Mallen		Term Expires 2016
Stephen Hermann		Term Expires 2016
James Bennette		Term Expires 2017
<b><u>Insect Pest Control Superintendent</u></b>		<b>Three Year Term</b>
Vacant		Term Expires 2016
<b><u>Inspector of Buildings/Zoning Enforcement Officer</u></b>		<b>Three Year Term</b>
George H. Verry		Term Expires 2017
<b><u>Inspector of Buildings, Alternates</u></b>		<b>Three Year Term</b>
Anthony Marino		Term Expires 2017
Joseph S. Stack		Term Expires 2017

## TOWN OFFICERS AND COMMITTEES

<b><u>MAPC Representative</u></b>		<b>Three Year Term</b>
Matthew Dovell		Term Expires 2016
Vacant, Alternate		Term Expires 2016
<b><u>MBTA Advisory Board</u></b>		<b>One Year Term</b>
Vacant		Term Expires 2015
<b><u>North River Commission</u></b>		<b>Three Year Term</b>
James Hannon, Representative	3 year term	Term Expires 2015
Willard J. Boulter, III, Alternate	3 year term	Term Expires 2015
<b><u>Old Colony Planning Council</u></b>	Joined ATM, 1969	<b>Three Year Term</b>
Gerard Dempsey, Representative		Term Expires 2017
Daniel Trabucco, Alternate		Term Expires 2017
<b><u>Old Colony Planning Council Joint Transportation Committee</u></b>		<b>Three Year Term</b>
Eugene Fulmine, Jr., Representative		Term Expires 2017
<b><u>Open Space Committee</u></b>	Estab. ATM, 1996	<b>No Term Limits</b>
Arthur Egerton	Michael McDonough	Denise Moraski
Greg Howell	vacant	vacant
Robert Clarke, Conservation Liaison		
<b><u>Plumbing Inspector</u></b>		<b>Three Year Term</b>
Gary Young		Term Expires 2017
Bill Stewart, Alternate		Term Expires 2017
<b><u>Plymouth County Advisory Board</u></b>		<b>One Year Term</b>
Vacant		Term Expires 2015
<b><u>Police Department</u></b>		
Richard Wall, Police Chief		
<b><u>Recreation Commission</u></b>	Estab. ATM, 1961	<b>Three Year Term</b>
Mary Ann Freeman		Term Expires 2015
Thomas Finnegan		Term Expires 2015
Robert Raleigh		Term Expires 2015
Linda Foye Federico		Term Expires 2016
Thomas Driscoll		Term Expires 2016
Matthew Newman		Term Expires 2016
William Boyle		Term Expires 2017
Ginger Comeau		Term Expires 2017
Matthew Norton		Term Expires 2017
Susan Roche, Director		

## TOWN OFFICERS AND COMMITTEES

<b><u>Recycling Committee</u></b>	Estab. ATM, 2010	<b>Three Year Term</b>
Ben Bastianelli III		Term Expires 2015
Vacant		Term Expires 2015
Thomas Irving		Term Expires 2016
Vacant		Term Expires 2016
Lisa Cullity		Term Expires 2017
Michael Virta		Term Expires 2017
Vacant		Term Expires 2017
Chester Drown, Alternate		
<b><u>Registrars, Board of</u></b>		<b>Three Year Term</b>
Marilyn Zechello		Term Expires 2015
Mary Salters		Term Expires 2016
Sandra H. Damon		Term Expires 2017
<b><u>Sealer of Weights &amp; Measures</u></b>		<b>One Year Term</b>
Joseph Suppa		Term Expires 2015
<b><u>Sign Bylaw Review Committee</u></b>	Estab. BOS, 2013	<b>No Term Limits</b>
Arthur P. Boyle, Jr.	Selectmen's Rep	
Frank Baldassini	Zoning Board Rep	
Elizabeth Bates	Historic District ComRep	
Dan Taylor	Planning Board Rep	
George Verry	Bldg Inspec/Zoning Enf	
Richard Wall	Resident's Rep	
<b><u>S.S. Community Action Council</u></b>		<b>One Year Term</b>
Linda Osborne, Selectmen's Rep		Term Expires 2015
<b><u>Town Accountant</u></b>		
J. Michael Buckley, Jr.		Contract until 2016
<b><u>Town Administrator</u></b>		
Edwin J. Thorne		Contract until 2016
<b><u>Town Clock Winder</u></b>		<b>One Year Term</b>
Robert Hynes		Term Expires 2015
<b><u>Town Collector/Treasurer</u></b>		
Kathleen McCarthy		
<b><u>Town Counsel</u></b>		<b>One Year Term</b>
Kopelman & Paige, P.C.		Term Expires 2015
<b><u>Town Government Study Committee</u></b>	Estab. BOS, 2014	<b>No Term Limits</b>
Elizabeth Bates	Frank Hackett	Scott Wilson

## TOWN OFFICERS AND COMMITTEES

Matthew Dovell	Daniel Taylor	Holly Walsh
Arthur Egerton	Daniel Trabucco	Vacant
<b><u>Town Landing Committee</u></b>	Estab. ATM, 1949	<b>Three Year Term</b>
Jean Holland, Administrator	Admin: One Year Term	Term Expires 2015
Catherine Thurbide		Term Expires 2015
Emily Norman		Term Expires 2015
David R. Boyle		Term Expires 2016
Patricia Merritt		Term Expires 2016
Faith Byrne		Term Expires 2017
Maureen Dixon		Term Expires 2017
Amy Hill, Director of Beaches		
<b><u>Town Memorial Committee</u></b>	Estab. ATM, 1987	<b>No Term Limits</b>
Linda Osborne, Chairman	George Bent	Josephine Hatch
Don Kernan, American Legion	Frank E. Costa, Sr, VFW	Julie Caruso
Mark Moneypenny	Kathleen A. Keegan	Andy Pongrantz
Michael Hurney	Honorary Members:	
Anna Nicklas, American Legion Aux	David McPhillips, Veterans Agent	
<b><u>Veterans' Agent</u></b>		<b>One Year Term</b>
David McPhillips		Term Expires 2015
<b><u>Veterans' Neglected Graves Officers</u></b>		<b>One Year Term</b>
Edward R. Bursaw		Term Expires 2015
Andrew Pongratz		Term Expires 2015
<b><u>Wage &amp; Personnel Board</u></b>		<b>Three Year Term</b>
James Muscato		Term Expires 2015
Vacant		Term Expires 2016
Vacant		Term Expires 2017
<b><u>Wiring Inspector</u></b>		<b>Three Year Term</b>
Nicholas Zechello		Term Expires 2017
Leslie Damon, Asst. Alternate		Term Expires 2017
<b><u>Zoning Board of Bldg Law Appeals</u></b>		<b>Three Year Term</b>
William Cullity, Jr.		Term Expires 2015
Frank Baldassini		Term Expires 2016
Sharon McNamara		Term Expires 2017
John O'Connor, Alternate		Term Expires 2015
Vacant, Alternate		Term Expires 2016
Linda MacDonald, Alternate		Term Expires 2017
Michele Dowling, Recording Sec'y		

# **ANNUAL REPORT OF THE BOARD OF SELECTMEN**

To the Citizens of the Town of Pembroke:

The Board of Selectmen is pleased to submit this 160<sup>th</sup> Annual Report of the Town of Pembroke Officers and Elected Officials. This book contains the reports of all departments, commissions, boards and committees on their activities for the calendar year 2014. These reports are designed to inform citizens of how town government works and where and how your tax dollars are being spent.

The current elected officials of this five-member Board of Selectmen are Chairman Daniel W. Trabucco, Vice-chairman Arthur P. Boyle, Jr., Clerk Lewis W. Stone, Selectman Willard J. Boulter, Jr. and Selectman Michelle L. Burt. As the Chief Elected and Executive Officers of the Town, the Selectmen are vested with all the municipal authority not specifically retained by the Town Meeting or other elected boards. The Selectmen appoint a Town Administrator who is responsible for the daily management of the Town. Edwin J. Thorne was appointed as Pembroke's Town Administrator in 1998 and has proven to be most competent and professional in his service and advice in the matters before the Board.

The Selectmen issue the warrants for the Annual and Special Town Meetings, initiate legislative policy by inserting articles in these warrants, and then implement the votes that are subsequently adopted. The Selectmen are also responsible for negotiating contracts with Union Employees of the Town. They appoint members of most official boards, committees and commissions and hold public hearings on important town issues brought up by these committees and other community groups. The Board met under their regular schedule thirty-nine times and held three special meetings in 2014. Some of the matters before the Board this year included the awarding of a new contract for the disposal of solid waste, settling longstanding litigation with the Silver Lake School District, implementing recommendations from the Department of Revenue received during their Financial Management Review of the Town, and adoption of an energy reduction plan and endorsement of a fuel efficient vehicle policy that led to the town receiving a coveted Green Communities designation from the Commonwealth.

The Board was pleased to recognize new Eagle Scout Joshua Lothrop who renovated the East Middleboro 4-H Meeting House; Eagle Scout Dylan Fraser who removed the old water pumping station and built an observation deck at Tubbs Meadow Nature Preserve; Eagle Scout Andrew Gillis who cleared, redesigned and installed the plantings on US Army PFC Theodore White's memorial island; Eagle Scout Timothy Kuketz who refurbished the Stations of the Cross at St. Thecla Catholic Church; and Girl Scout Gold Award recipient Nicole Rice, who has designed and implemented a webpage entitled "Operation: Honor the Veterans" on the American Legion Post 143 website to commemorate the fighting men and women of Pembroke who were killed in action and have given the ultimate sacrifice.

In 2014, the board entertained many proposals and accepted bids for solid waste disposal services. After a lengthy evaluation and a long negotiation period, the town entered into a new solid waste disposal contract with New Bedford Waste Services. The Board ensured that the savings generated through these contract negotiations was returned to all residents, and the Board voted to reduce Municipal User Fees by \$70 annually to \$200 effective July 1, 2014.

Additionally, the Selectmen thoroughly reviewed the report of the DOR issued in December in response to the Board's request for a financial review of the town. The DOR suggested many recommendations to improve and strengthen the operations of day-to-day business in the Town of Pembroke. The Board was pleased to implement the majority of those recommendations in 2014, including clarifying the role of the Town Administrator in the Town By-laws; issuing a request for proposals and ultimately awarding a new contract for auditing services; performing a wholesale review of the roles and mission of towns boards, committees and commissions while reviewing minutes and agendas posted by these bodies; and the reformation of the Town Government Study Committee.

Chairman Trabucco has worked diligently on the Town Government Study Committee as the Board's liaison to conduct an in-depth review of the town's organizational structure and town bylaws with the goals of identifying strengths and weaknesses in Pembroke's current form of government and the areas for improvement. The ultimate goal of the Town Government Study Committee is to gain the support and confidence of the public through the creation of a new charter establishing the framework for an improved organizational structure for the Town of Pembroke. Mr. Trabucco continues to represent the Town in his role with the Old Colony Planning Council and advocates on behalf of the Town's pending roadway restoration and reconstruction projects.

Selectman Boyle worked diligently this year with the Pembroke Watershed Association to secure funding and complete testing of the town's ponds. Additional swim platforms, docks and tables were procured for Little Sandy Pond beach, Stetson Pond Beach, Furnace Pond Beach with the approved use of Community Preservation funds.

Selectman Stone worked closely with the Energy Committee throughout the year as they worked to procure a designation for the town as a "green community" and as they met with the local energy consortium working to facilitate the development of solar facilities locally. Mr. Stone continues to assist residents by bringing their concerns before the Board of Selectmen during the "Ask the Selectmen" portion of their weekly meetings. He continues to monitor the status of the textile recycling project implemented in May of 2013, and saw another receptacle placed behind Town Hall, which joins the other collection bins placed at all five schools.

Selectman Boulter worked diligently this year with the Commission on Disabilities to review town property and buildings for handicapped accessible compliance issues and worked with various departments to see them resolved. He continues to work toward the day that the Thomas Reading Park at the Herring Run affords handicap accessibility to all residents and guests.

Selectman Burt worked with the Pembroke Drug Prevention Coalition, a town committee acting in the capacity of a steering committee for a newly formed "Pembroke Titans Against Drugs". They met monthly and held several events to both raise money and awareness of the need to provide support and assistance to all who struggle with substance abuse and addiction.

The Capital Planning Committee and the Cash Management Committee review and set fiscal guidelines for the annual operating budget and the five-year capital improvement plan. The Insurance Advisory Committee meets to review health insurance costs and seeks to keep costs under control. The Energy Committee, appointed by the Selectmen, worked to evaluate many opportunities and finally recommend a solar developer to install a 3.3 megawatt solar array



system to be installed at the site of the capped landfill; the project has the ability to save the town \$195,000 on utility bills in the first year with the potential for a twenty year utility savings of \$5.7 million.

The GATRA bus service program to assist the elderly and disabled has been running well as has the bus service that transports residents to the commuter rail station.

The Town's website continues to be an invaluable source of information to our residents. Deborah Wall, Library Director deserves a sincere note of gratitude for her dedication and service in keeping this website up to date. The website address is [www.pembroke-ma.gov](http://www.pembroke-ma.gov).

As a certified Passport Acceptance Agency, the Selectmen's Office facilitated 340 U.S. Passport applications in 2014.

The Board of Selectmen are empowered as the Licensing Board responsible for issuing and renewing licenses and permits such as, liquor licenses, automobile dealer licenses, common victualer licenses, live and Sunday entertainment licenses, transient vendor permits, mobile food vendor permits, roadside stand permits and door-to-door solicitation permits. The Board's licensing activities for the year 2014 were as follows:

<u>Number</u>	<u>Class of License or Permit</u>
15	Common Victualer All Alcoholic
3	Common Victualer Wine and Malt
5	Retail Package All Alcoholic
4	Retail Package Wine and Malt
2	Club All Alcoholic Licenses
1	General on Premises All Alcoholic
1	Class I New Motor Vehicle Dealer License
22	Class II Auto Dealer Licenses
1	Taxi Cab Licensee
44	Common Victualer Licenses
11	Live Entertainment Licenses
5	Amusement Device Licenses
4	Precious Metal Dealer Licenses
5	Sunday Entertainment
1	Mobile Food Vendor/Ice Cream Truck Permits
7	Road Use Permits (Races)
1	Farm Stand Permits
2	Roadside Stand Permits
5	One Day Liquor Licenses
3	Fishing Tournaments

**PEMBROKE BOARD OF SELECTMEN**

Daniel W. Trabucco, Chairman  
Arthur P. Boyle, Jr., Vice-Chairman  
Lewis W. Stone, Clerk  
Willard J. Boulter, Jr., Selectman  
Michelle L. Burt, Selectman  
December 2014

## **ANNUAL REPORT OF THE TOWN ADMINISTRATOR**

I am pleased to submit my seventeenth annual report as Town Administrator for the year 2014. The Town continued the highly successful curbside trash and recycling program. The program, which began in July, 2011, has achieved its goal of reducing over 1000 tons of solid waste, and has increased the percentage of recyclables versus trash to over 24%. In addition, the Town's new disposal contract with New Bedford Solid Waste, Inc., has saved almost \$300,000 per year allowing the Selectmen to reduce the annual solid waste fee to residential customers from \$270 a year to \$200. The landfill capping project, completed in December 2011, now will host a solar array in 2015 saving the Town thousands of dollars in energy costs per year.

The Town continues to strive to improve water quality in the major ponds, and increase recreational activities on them. In 2014, the Furnace Colony Beach Association deeded its beachfront property to the Town which will provide recreational amenities to the neighborhood beach in 2015. In addition, the Town plans improvements to the Stetson Beach area as well in 2015.

Highway projects continued to play a major role in 2014, as the Route 14 (Barker/Center Street) Corridor Project neared the 100% design phase. The Route 53/Pleasant Street traffic signal project entered the 25% design phase as the Town and MassDOT reached agreement on the location of sidewalks in the project area. The Town was also pleased to announce in 2014 that MassDOT agreed with the Town's request that heavy trucks be excluded from Mountain Avenue and High Street. The Town would like to thank the Town of Duxbury for its cooperation in securing the truck exclusion for High Street.

On a personal note, it was my pleasure to serve as a community representative on the Bryantville Elementary School Council in 2014. It is very rewarding to serve on the council, as well as to take part in Hobomock Elementary School's celebration of National Education Week in November. The South Shore Administrators/Managers Association continues its popular meetings with over 20 communities represented. In addition, 2014 saw the revival of the immensely popular library fund raiser "Death by Chocolate" play, which saw over 250 people in attendance watching the antics of town personnel and local citizens. Finally, the Town Administrator kicked off a new program on PACTV called "Pembroke Today", which featured town department heads and local citizens.

As always, none of the activities, events, and programs in 2014 would be possible without the cooperation of all elected and appointed town officials, and town employees. My sincere appreciation to the Board of Selectmen, and special thanks to Vicky Gillard, Principal Clerk, and Sabrina Chilcott, Executive Assistant, for their hard work and commitment to the Town of Pembroke.

# TOWN OF PEMBROKE

SPECIAL ELECTION: SCHOOL REPLACEMENT PROJECT, JANUARY 25, 2014

	PREC. 1	PREC. 2	PREC. 3	PREC. 4	PREC.5	TOTAL
QUESTION #1						
BLANKS	0	0	0	0	0	0
YES	238	235	193	300	205	1171
NO	43	40	50	44	37	214
TOTAL	281	275	243	344	242	1385



**COMMONWEALTH OF MASSACHUSETTS  
TOWN OF PEMBROKE  
ANNUAL TOWN MEETING WARRANT  
TUESDAY, APRIL 22, 2014**

PLYMOUTH, ss.

To either of the Constables of the Town of Pembroke in the County aforesaid.

Greeting: In the name of the Commonwealth of Massachusetts, you are hereby required and directed to notify and warn the inhabitants of the Town of Pembroke who are qualified to vote on Town affairs and Elections therein to meet at the

**PEMBROKE HIGH SCHOOL  
LEARNING LANE, PEMBROKE, MASSACHUSETTS  
TUESDAY, THE TWENTY-SECOND DAY OF APRIL 2014  
AT SEVEN THIRTY O'CLOCK IN THE EVENING**

then and there to act on the following articles:      ARTICLES 1 – 32

Moderator Steven C Dodge called the Special Fall Town Meeting to order at 7:45 P.M. at the Pembroke High School. Learning Lane Pembroke MA on April 22, 2014, pursuant to a warrant under the hands of the Selectmen Chair Willard J Boulter, Vice-Chair Arthur P Boyle Jr., Clerk Lewis W. Stone, Selectmen Daniel W Trabucco and Michelle L Burt. Checkers appointed by the Town Clerk were Stacey Curtin, Sandra Damon, Rosemarie Egerton, Mary Quill and Mary Teevens who reported 217 voters in attendance. Tellers Sworn in by the Moderator were Patricia Cullity, Judy Graham, Cheryl Nogler, and Gail Sim.

The moderator asked for a moment of silence in remembrance of Merton "Bud" Grant who served the town as a Call Firefighter from 1948-1975. Bud became a permanent member of the department in 1975 and retired as a Captain In 1987.

William "Bill" Isenberg was a longtime advocate for the ponds in Pembroke and member of the Pembroke Watershed Association.

John Henry Willis, John was a member of the Department of Public Works.

Selectmen Chair Bill Boulter led the body in the Pledge of America. The Moderator then reminded the group of the Annual Fish Fry that will be held May 4<sup>th</sup> at the Herring Run. An announcement was then made informing the body of a bone marrow donor match being held at St Thecla's Parish Hall in honor of Pembroke resident, member and past head of the Pembroke Garden Club.

Acting on a motion made by Selectmen Boyle a vote was passed to give the Moderator authority to determine that a 2/3rds vote has been achieved.

A motion was made to allow the following non-residents and non-registered voters to enter and address the Town Meeting:

Edwin Thorne, Town Administrator  
Michael Buckley, Town Accountant  
Joel Bard, Town Attorney  
Mariam MacInnis, Secretary to the Advisory Board  
Charles Matthewson, WATD  
Mark Burrige, Pembroke Mariner & Express  
Jessica Trufant, Patriot Ledger  
Gaeau Patel, PAC TV  
Chirs Qverza, PAC TV  
Dave Antone, PAC TV  
Michael Hung, PAC TV  
Caroline Marrett, PAC TV  
Peter Conway, Merit Badge requirement  
John Conway, Merit Badge requirement  
Town Hall, Firefighter  
Ken McCormick, Firefighter  
Erin Obey, School Departmt  
James Hill  
Justin Anderson  
Mary McKinnon  
Jennifer Dow  
John Obriant  
Ray Palombo  
Bonnie Pajic  
Allana Bibaud  
Lindsey Engle  
Lin Saulivier

ARTICLE	ACTION	ARTICLE	ACTION
1	30	17	26
2	1	18	25
3	2	19	8
4	13	20	11
5	14	21	10
6	15	22	12
7	16	23	17
8	20	24	9
9	32	25	19
10	3	26	27
11	7	27	23
12	24	28	4
13	22	29	5
14	21	30	18
15	29	31	6
16	28	32	31

**ARTICLE 1: ACTOIN 30:** To hear and act on the Reports of the Town Officers and Committees, or take any action relative thereto.

Moved by Stephen Curley to accept the reports of the Town Officers, Boards Committies and commissions.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 2: ACTION 1:** To see if the Town will vote to amend schedules A, B, C and D of the Classification and Compensation By-laws according to the schedules listed in Appendix D and to raise and appropriate, transfer from available funds, or otherwise provide a sum of money to fund any changes.

**SECONDED AND SO VOTED**

**MAJORITY**

**The Annual Town Meeting was adjourned at 9:00 P.M. to take up the business of the Special within the Annual with 217 voters in attendance.**

COMMONWEALTH OF MASSACHUSETTS  
TOWN OF PEMBROKE

***SPECIAL TOWN MEETING WARRANT***

**WITHIN THE ANNUAL TOWN MEETING**

**TUESDAY, APRIL 22, 2014**

PLYMOUTH, ss.

To either of the Constables of the Town of Pembroke in the county aforesaid.

GREETING: In the name of the Commonwealth of Massachusetts, you are hereby required and directed to notify and warn the inhabitants of the Town of Pembroke who are qualified to vote on Town Affairs and Elections therein to meet at the PEMBROKE HIGH SCHOOL, Learning Lane, on TUESDAY, the TWENTY-SECOND DAY OF APRIL, 2014 at EIGHT O'CLOCK in the evening, then and there to act on the following:

**ARTICLES 1 THROUGH 8**

**ARTICLE      ACTION**

4	1
6	2
2	3
8	4
3	5



5	6
7	7
1	8

**ARTICLE 1: ACTION 8:** To see if the Town will vote to transfer from available funds the sum of \$5,430 to provide for the unpaid bills from FY2013 listed below, or take any other action relative thereto:

<u>Vendor</u>	<u>Department</u>	<u>Amount</u>	<u>Fiscal Year</u>
Aquatic Control Technology	Board of Selectmen	\$5,430.00	FY2013

**SECONDED AND SO VOTED**

**9/10 MAJORITY**

**ARTICLE 2: ACTION 3:** To see if the Town will vote to authorize the below listed transfers to supplement Fiscal Year 2014 appropriations, and to authorize the below listed reductions in Fiscal Year 2014 appropriations, or take any other action relative thereto:

<u>Transfer To</u>	<u>Amount</u>	<u>Transfer From</u>
Selectmen – Wages & Salaries	7,806	
Town Administrator – Expenses	1,000	Assessors – Wages & Salaries
	1,708	
Town Hall – Wages & Salaries	3,000	
Town Hall – Telephone	6,000	
DPW – Expenses	31,600	
Street Lighting	8,000	
Health – Expenses	1,680	
Veterans – Benefits	40,000	
Unemployment Assessment	101,000	
Medicare Tax	10,000	

or take any other action relative thereto.

MOVE: That the sum of \$211,794 be appropriated to supplement Fiscal Year 2014 appropriations, and to fund these supplements that:

\$7,806	be transferred from free cash
\$1,000	be transferred from free cash
\$1,708	be transferred from overlay surplus
\$3,000	be transferred from free cash
\$6,000	be transferred from free cash
\$31,600	be transferred from DPW salaries And wages
\$8,000	be transferred from free cash to the account for Street Lighting;
\$1,680	be transferred from free cash
\$40,000	be transferred from free cash
\$101,000	be transferred from free cash
\$10,000	be transferred from free cash

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 3: ACTION 5:** To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money for the purpose of funding any new collective bargaining agreements between the Town and the Pembroke Patrolmen's Association, Pembroke Permanent Firefighters Association, Council 93, Local 1700 (Town Hall), and Council 93, Local 1700 (Public Works), or take any other action relative thereto.

MOVE:: To appropriate and transfer from free cash the sum of \$32,076 to be expended to fund a contract between the Town and AFSCME Council 93, Local 1700 Clerical Unit for FY13 & 14;

and further to appropriate and transfer from free cash the sum of \$270,000 to be expended to fund a contract between the Town and the Pembroke Permanent Firefighters Association for FY11, FY12, FY13 & FY14;

and further to appropriate and transfer from free cash the sum of \$133,582 to be expended to fund a contract between the Town and the Pembroke Patrolmen's Association for FY13 & 14.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 4: ACTION 1:** To see if the Town will vote to raise and appropriate, transfer from available funds, and/or borrow a sum of money for the purpose of two bagging mowers for the Cemetery Division for the Department of Public Works.

**MOVE:** That the sum of \$30,000 be appropriated and expended to purchase two bagging mowers for the Cemetery Division of the Department of Public Works and, to meet this appropriation, that the Treasurer with the approval of the Board of Selectmen be authorized to borrow said amount and issue bonds and notes therefor in accordance with Massachusetts General Laws Chapter 44, Section 7, Clause 9, or any other applicable or enabling statute, and that such bonds or notes shall be general obligations of the Town.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**ARTICLE 5: ACTION 6:** To see if the Town will vote to raise and appropriate, transfer from available funds and/or authorize the Treasurer to borrow, a sum or sums of money, for the purpose of replacing 2 roofs at Pump Station # 3 & # 4, or take any other action relative thereto.

MOVE: That the sum of \$45,000 be appropriated and transferred from water surplus and expended to replace the roof on Pump Station No. 3 and on Pump Station No. 4.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 6: ACTION 2:** To see if the Town will vote to raise and appropriate, transfer from available funds, and/or borrow a sum of money for the purpose of developing a new Water System Master Plan, or take any other action relative thereto.

MOVE: That the sum of \$45,000 be appropriated and transferred from water surplus and expended to develop a new Water System Master Plan.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 7: ACTION 7:** To see if the Town will vote to raise and appropriate, transfer from available funds and/or authorize the Treasurer to borrow, a sum or sums of money for the purpose of purchasing a new Half Ton Extended Cab 4X4 Pick Up Truck, or take any action relative thereto.

MOVE: That the sum of \$25,000 be appropriated for the purchase of a new half-ton, extended cab 4X4 pick-up truck for the Water Division of the Department of Public Works, and that the Treasurer with the approval of the Board of Selectmen be authorized to borrow said amount and issue bonds and notes therefor in accordance with Massachusetts General Laws Chapter 44, Section 7, Clause 9, or any other applicable or enabling statute and, although repayment shall be made from water revenue, the bonds or notes shall be general obligations of the Town.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**ARTICLE 8: ACTION 4:** To see if the Town will vote to raise and appropriate, transfer from available funds and/or authorize the Treasurer to borrow, a sum or sums of money for the purpose of purchasing a new 4x4 Backhoe and Attachments, or take any action relative thereto.

MOVE: That the sum of \$125,000 be appropriated for the purchase of a new 4x4 Backhoe with attachments for the Water Division of the Department of Public Works, and that the Treasurer with the approval of the Board of Selectmen be authorized to borrow said amount and issue bonds and notes therefor in accordance with Massachusetts General Laws Chapter 44, Section 7, Clause 9, or any other applicable or enabling statute and, although repayment shall be made from water revenue, the bonds or notes shall be general obligations of the Town.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**The Special with in the Annual was completed and adjourned at 9:15, at which time the business of the Annual meeting was resumed.**

**ARTICLE 3: ACTION 2:** To see what sums the Town will raise by taxation or otherwise to pay Town Debts and charges for the ensuing fiscal year and to fix the salary and compensation of all elective officers and employees of the Town, as provided by Section 108 and 108A of Chapter 41, Mass. General Laws, and applicable amendments thereto, and appropriate the same, or take any action relative thereto.

Move that the Town vote to appropriate the sum of \$52,777,626. To fund the operating expenses of the Town for the Fiscal Year 2015 as listed under Appendix A of this Warrant, and to fund this appropriation raise and appropriate from taxation the sum of \$51,829,484 and transfer the following sums:

**\$ 51,829,484 be raised and appropriated;**  
**\$ 270,175 be transferred from the Silver Lake Escrow Fund;**  
**\$ 275,807 be transferred from the Ambulance Fund;**  
**\$ 87,147 be transferred from the Septic Betterment Program;**  
**\$ 81,300 be transferred from overlay surplus;**  
**\$ 15,450 be transferred from the Tubbs Meadow Fund;**  
**\$ 29,000 be transferred from Cemetery Funds;**  
**\$ 18,778 be transferred from the Recreation Revolving Fund;**  
**\$ 80,000 be transferred from the COA Revolving Fund;**  
**\$ 73,660 be transferred from the School Construction Surplus;**  
**\$ 16,825 be transferred from School Athletic Funds.**

And also to set the annual salaries of elected officials, beginning July 1, 2014, as follows:

Moderator:	\$ 100.
Board of Selectmen, each:	\$ 1800.
Board of Assessors, each:	\$ 1800.
Town Clerk:	\$75,177.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 4: ACTION 13:** To see if the Town will vote to accept the provisions of G.L. c.44, §53F ½ to establish the water system as an enterprise fund, under the care, custody and control of the Department of Public Works, effective Fiscal Year 2015, beginning July 1, 2014, or take any other action relative thereto.

Moved by Mr Mcneilly to accept the provisions of G.L. c.44.ss53F ½ to establish a separate account classified as an Enterprise Fund for the Town's water system and its operation, to be under the care, custody and control of the Department of Public Works, to be effective in FY 2015 beginning July 1, 2014.

**SECONDED AND SO VOTED**

**4/5 MAJORITY**

**ARTICLE 5: ACTION 14:** To see if the Town will vote to accept the provisions of G.L. c.44, §53F ½ to establish the solid waste system as an enterprise fund, under the care, custody and control of the Board of Selectmen, effective Fiscal Year 2015, beginning July 1, 2014, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 6: ACTION 15:** To see if the town will raise and appropriate or appropriate and transfer from available funds \$1,838,231 to defray Water direct costs and transfer \$275,000 of Water indirect costs to the General Fund, by raising \$2,113,231 of Water Receipts, and using \$0 of Water Retained Earnings to fund to the total costs of the Water Enterprise Fund as shown in Appendix B, or take any other action relative thereto:

Moved that the Town appropriate the sum of \$2,113,231 to fund the FY15 Water Enterprise Fund as shown in Appendix B and, to meet this appropriation, that the Town raise the sum of \$2,113,231 of water receipts to defray Water Direct and indirect costs and transfer \$275,000 of Water indirect costs to the General Fund.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 7: ACTION 16** To see if the town will raise and appropriate or appropriate and transfer from available funds \$1,612,873 to defray Solid Waste direct costs and transfer \$32,400 of Solid Waste indirect costs to the General Fund, by raising \$1,389,373 of Solid Waste Receipts, and using \$223,500 of Solid Waste Retained Earnings to fund the total costs of the Solid Waste Enterprise Fund as shown in Appendix C or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 8: ACTION 20:** To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a \$604,348. for the purpose of funding any new collective bargaining agreements between the Town and the Pembroke Patrolmen's Association, Pembroke Permanent Firefighters Association, Council 93, Local 1700 (Town Hall), and Council 93, Local 1700 (Public Works), or take any other action relative thereto.

Police: \$195,765.  
Fire: \$358,641.  
Clerical \$ 49,942.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 9: ACTION 32:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to be added to the Stabilization Fund, or take any action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 10: ACTION3:** To see if the Town will vote to authorize the Board of Selectmen to make application for and to accept federal or state grants for assistance pertaining to community development projects or programs, or take any action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 11: ACTION 7:** To see if the Town will vote to reclassify the Town Landing Director/Water Safety Instructor from SC-17 to SC-23 and to raise and appropriate and/or transfer a sum of money to fund this change, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 12: ACTION 24:** To see if the Town will vote to authorize the following revolving accounts pursuant to M.G.L. c. 44, s.53E½ :

<b>NO.</b>	<b>DEPARTMENT</b>	<b>RECEIPTS</b>	<b>EXPENDITURES</b>
1	Library Fines	Library fines and lost or damaged books	Books and non-print materials, total expenditures not to exceed \$25,000
2	Town Landing Activities	Activity fees and contributions	Upkeep and maintenance of Town Beaches, total expenditures not to exceed \$20,000
3	Conservation Commission	Filing Fees	For use only for wetlands protection activities, not to exceed \$15,000
4	Conservation Commission	Local Filing Fees Donations Fines	Salaries, Workshops, Conferences, Dues, Advertising, Property Maintenance - Not to exceed \$30,000 per year
5	Treasurer/Collector	Tax Title Redemption Proceeds	Tax Title legal costs \$30,000
6	DPW – Cemetery	Fees charged	To pay overtime from weekend burials and to pay for foundation. Total expenditures not to exceed \$10,000
7	DPW - Tree	Sale of Firewood Fees charged	To replace equipment and beautification to supply trees,



		shrubs, flowers, mulch, etc. for all public areas in town, total expenditures not to exceed \$20,000
8	Conservation Commission/ Town Forest Committee	Fees from logging in Town Forests Expenses related to the care and maintenance of town forests. Not to exceed \$20,000
9	Council on Aging	GATRA Reimbursements Expenses related to providing transportation to Pembroke residents Not to exceed \$50,000
10	Board of Health	Nursing Services Reimbursements Expenses related to medical related supplies or health services. Not to exceed \$5,000
11	Historical District Commission	Fees from Bethel Chapel Expenses related to the upkeep of Bethel Chapel. Not to exceed \$3,000 or take any action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 13: ACTION 22:** To see if the Town will vote to authorize the Board of Selectmen to enter into contracts with Massachusetts Department of Transportation for the construction and maintenance of public highways for the ensuing year, or take any action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 14: ACTION 21:** To see if the Town will vote to raise and appropriate, and/or transfer from available funds, a sum of money for State Aid construction of public highways and other accepted local roads of Pembroke in accordance with the provision of Section 34, M.G.L. Ch. 90 and any other applicable statute, said sum to be expended in FY'2015-2016 in conjunction with the available State Funds, and further to authorize the Town Treasurer to meet said appropriation whether by taxation, transfer, borrowing or otherwise, or take any action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 15:** To see if the Town will vote to raise and appropriate and/or transfer from excise tax funds, the sum of \$500,000, to be expended by the Department of Public Works, for Pavement Management, Reconstruction of Roads and Sidewalks; or take any other action relative thereto.

A motion was made to take no action on article 15.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE: 16 ACTION 29:** To see if the Town will vote to raise and appropriate, transfer from available funds and/or borrow the sum of \$40,000 or any other sum, to be expended under the direction of the Board of Selectmen and managed by the Board of Health, for the purposes of continuing the blue green algae control program in Oldham Pond, or take any other action relative thereto.

Move that the Town vote to borrow the sum of \$40,000, to be expended under the direction of the Board of Selectmen and managed by the Board of Health, for the purpose of continuing the blue green algae control program in Oldham Pond, and to fund this appropriation, the Treasurer, with the approval of the Selectmen, be authorized to borrow \$40,000 and to issue bonds and/or notes therefore in accordance with Massachusetts General Law Chapter 44, Section 7, Clause 9, or any other enabling Statute.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**ARTICLE 17: ACTION 26:** To see if the Town will vote to raise and appropriate and/or transfer from available funds, the sum of \$13,535 or any other sum, to be expended under the direction of the Board of Selectmen and managed by the Pembroke Watershed Association, for the purposes of continuing the hydrilla control program in Hobomock Pond, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 18: ACTION 25** To see if the Town will vote to raise and appropriate and/or transfer from available funds, the sum of \$10,000 to be added to the Open Space Fund at the rate of \$10,000 per year, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 19: ACTION 8:** To see if the Town will vote to amend the Town of Pembroke Bylaws, Section 14 of Article XX from the Town Bylaws that reads as follows:

SECTION 14.

No person shall drink any alcoholic beverages as defined in Massachusetts General Laws Chapter 138, Section 1, while in or upon any public way or any way to which the public has a right of access, or any place to which members of the public have access as invitees or licensees, any park or playground, or while in or upon private land, building, structure or place without the consent of the owner or person in

control thereof. Any person violating this by-law shall upon conviction be fined not more than fifty dollars (\$50.00) for each offense.

by adding the following:

**SECTION 14A.**

No person shall smoke or otherwise consume any marijuana, as defined in 105 Massachusetts CMR 725.00, while in or upon any public way or any way to which the public has a right of access, or any place to which members of the public have access as invitees or licensees, and park or playground, or while in or upon private land building, structure or place without the consent of the owner or person in control thereof. Any person violating this by-law shall upon conviction be fined not more than three hundred dollars (\$300). For the purposes of this by-law regarding Pembroke Public Housing properties, public access areas refer to any common areas, driveway, walkways and lawns.

**SECTION 14B.**

No person, other than those covered under 105 Massachusetts CMR 725.00 and duly prescribed, shall possess or consume any quantity of Marijuana or Marijuana products as defined in Massachusetts General Law 94C Section 32L. Any person violating this by-law shall be fined not more than three hundred dollars (\$300), or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 20: ACTION 11:** To see if the Town will vote to authorize the Board of Selectmen to (i) lease all or any portion of the Town's property known as the Pembroke municipal landfill, as shown on Assessor's Map D6, Parcels 2, 7 and 12, for the installation, operation and maintenance of a privately-owned, ground mounted solar photovoltaic facility for a term of up to thirty (30) years, and on such terms and conditions as the Board of Selectmen deems to be in the best interest of the Town; (ii) grant any necessary interests, including easements, for all purposes relating to the construction, maintenance, operation, and removal of the facility, and on such terms, and conditions as the Board deems to be in the best interests of the Town; (iii) execute any and all agreements and instruments necessary to effect such transactions; and (iv) take all actions necessary to implement and administer all such agreements and instruments; or take any other action relative thereto.

Moved by the Board of Selectmen to vote the article as printed in the warrant.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**ARTICLE 21: ACTION 10:** To see if the Town will vote to authorize the Board of Selectmen to (i) enter into a renewable energy power purchase and/or net metering credit purchase agreement, including an agreement for power and net metering credits generated by a solar photovoltaic facility, for a term of up to thirty (30) years, and on such terms and conditions as the Board of Selectmen deems to be in the best interests of the Town; and (ii) take all actions necessary to implement and administer such agreement; or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 22: ACTION 12:** To see if the Town will vote to authorize the Board of Selectmen to (i) negotiate and enter into an agreement for payments-in-lieu-of-taxes (“PILOT”) pursuant to M.G.L. Chapter 59, Section 38H(b), and Chapter 164, Section 1, or any other enabling authority, for both real and personal property associated with a privately owned and operated solar photovoltaic facility to be located on the Town’s property known as the Pembroke municipal landfill (Assessor’s Map D6, Parcels 2, 7 and 12), for a term of up to thirty (30) years on such terms and conditions as the Board of Selectmen deems to be in the best interests of the Town; and (ii) take all actions necessary to implement and administer such agreement; or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 23: ACTION 17:** To see if the Town will vote to amend the By-laws of the Town of Pembroke, Article VII, Town Administrator, to incorporate changes recommended in the “Financial Management Review” report published in December 2013 for the Town by the Massachusetts Department of Revenue as shown in Appendix E, or take any other action relative thereto.

Ms. Bates moved to drop a “prepares applications for grants, and administers grants received” from section 4 as it is repetitive. The article was moved as written in Appendix E

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**ARTICLE 24: ACTION 9:** To see if the Town will vote to amend the Town of Pembroke Zoning Bylaws to insert a new section under Section V. Special Provisions, Standards and Procedures, Sub-section 11, as set forth below and to amend the Table of Contents to insert “11. Assisted Living Facilities” under “Section V. Special Provisions, Standard and Procedures”.

#### **11. ASSISTED LIVING FACILITIES**

The purpose of this by-law is to provide for the availability of housing for elderly persons who require personalized health care support services and care designed to respond to the individual needs of those requiring help in activities of daily living, and/or require the skilled medical care provided in a nursing facility.

##### **DEFINITIONS:**

For the purpose of this by-law the following words or phrases shall have the following meanings.

Assisted Living Residence: any entity, which meets all of the following criteria: (1) provides room and board; (2) provides, directly by employees of the entity or through arrangements with another organization which the entity may or may not control or own, assistance with activities of daily living for three or more adult residents who are not related by consanguinity or affinity to their care provider; and (3) collects payments or third party reimbursements from or on behalf of residents to pay for the provision of assistance with the activities of daily living or arranges for the same.

Hospice program: palliative and supportive care and other services provided by an interdisciplinary team under the direction of an identifiable hospice administration to terminally ill patients with a limited life expectancy and their families, including physician's services, nursing care provided by or under the supervision of a registered nurse, social services, volunteer services and counseling services provided by professional or volunteer staff under professional supervision.

Long-Term Care Facility: any institution or distinct part of an institution, whether conducted for charity or profit, operated for the purpose of providing three or more individuals admitted thereto with long-term resident, nursing or convalescent care, supervision and care incident to old age for ambulatory persons, or retirement home care for elderly persons, including residential care facilities, convalescent or rest homes, infirmaries maintained in towns, and charitable homes for the aged.

Ancillary Services: Services and facilities may include the following: meeting room, laundry rooms, gardening, exercise rooms and recreational areas; libraries, common or private dining facilities; offices, health practitioner services for diagnoses and outpatient services for residents only; social services; barber/beauty services; transportation for medical and recreational purposes; assistance with activities of daily living, concierge service, housekeeping services, sundry store, swimming/therapeutic pools, whirlpools, lecture/theater hall, chapel, pub (for residents only), ice cream parlor, banking office (for residents only). Such services shall be ancillary to residential use and shall be intended primarily for the residents and employees of the elderly living residence.

Personal Care Services: Personal Care Services shall mean staffing, facilities and programs which are provided to residents of elderly living residences in the areas of health counseling, instruction, examination, diagnosis, hygiene, nutrition, and physical fitness.

Resident: Resident shall mean an individual who resides in an elderly living residence and who requires and receives the housing and personal services of an Assisted Living Facility.

Dwelling Unit: A portion of an elderly living residence designed for and occupied by one or two individuals as the private living quarters of such individuals. Shared units occupied by two people are allowed.

## **ADMINISTRATION**

For the purpose of this by-law the Planning Board shall be the Special Permit granting authority. In addition, a site plan shall be required for Planning Board approval per Section V, 7. Site Plan Approval of these by-laws. A use variance may not be approved to allow this use in a district not specifically designated below.

## **ALLOWED DISTRICTS:**

Assisted Living Residence, Hospice Care and Long-Term Care Facilities shall be an allowed use in the below described districts.

1. Residential-Commercial District – South of Congress Street beginning at the southerly intersection of Congress Street and Washington Street to the Duxbury town line, including frontage on Taylor Street.  
Except no building or structure, excluding driveway(s), shall be erected in the Historic District.

1. Industrial A
2. Industrial B

## **DIMENSIONAL REGULATONS**

2. Residential-Commercial District – South of Congress Street beginning at the southerly intersection of Congress Street and Washington Street to the Duxbury town line, including frontage on Taylor Street.
  - a. Lot Sizes: All lots require a minimum of five (5) acres in size.
  - b. Frontage: All lots require a minimum of two hundred (200) feet of frontage on a public way.
  - c. Side and Rear Set Back: No building shall be erected within fifty (50) feet of the side and rear lot line.
  - d. Height: No buildings or structures shall be erected or altered to exceed two and one-half (2 1/2) stories.
  - e. Front Yard: No building or structure shall be erected within one hundred (100) feet of the way line.
  - f. Lot Coverage: All building lots must have at least 70 % of contiguous upland area.
3. Industrial A
  - a. Lot Sizes: All lots require a minimum of five (5) acres in size.
  - b. Frontage: All lots require a minimum of two hundred (200) feet of frontage on a public way.
  - c. Side and Rear Set Back: No building shall be erected within thirty (30) feet of the side and rear lot line.
  - d. Height: No buildings or structures shall be erected or altered to exceed four (4) stories.
  - e. Front Yard: No building or structure shall be erected within one hundred (100) feet of the way line.
  - f. Lot Coverage: All building lots must have at least 80% of contiguous upland area.
4. Industrial B
  - a. Lot Sizes: All lots require a minimum of five (5) acres in size.
  - b. Frontage: All lots require a minimum of two hundred (200) feet of frontage on a public way.
  - c. Side and Rear Set Back: No building shall be erected within thirty (30) feet of the side and rear lot line.
  - d. Height: No buildings or structures shall be erected or altered to exceed four (4) stories.
  - e. Front Yard: No building or structure shall be erected within one hundred (100) feet of the way line.
  - f. Lot Coverage: All building lots must have at least 80% of contiguous upland area.

## **ADDITIONAL DIMENSIONAL REQUIREMENTS**

- A. Parking:
  1. Assisted Living: 1.0 spaces per residential unit plus 1.0 per employee per maximum shift. In addition the board will require parking for visitors and delivery services.

2. Long Term Care: 0.5 spaces per residential units plus 1.0 per employee per maximum shift. In addition the board will require parking for visitors and delivery services.
  3. Hospice Care: 0.25 spaces per residential unit plus 1.0 per employee per maximum shift. In addition the board will require parking for visitors and deliver services.
- B. Combined rental and ownership residential uses may be allowed on the same lot. In the event of conversion from one use to the other a new application to the Planning Board shall be required.

Or take any other action relative thereto.

**SECONDED AND SO VOTED**

**DEFEATED**

**ARTICLE 25: ACTION 19:** To see if the Town will vote to amend the Town of Pembroke Zoning Bylaws Section V. Special Provision, Standards and Procedures, Sub-section 12. Solar Photovoltaic Installations Section B. Applicability by deleting the last sentence:

Solar facilities shall be allowed on parcels of land in any zoning district except; the center protection district.

And replace it with the following sentence to read:

Solar facilities shall be allowed on parcels of land in any zoning district, except in the center protection district, wherein all Solar Photovoltaic Installations are subject to site plan review and approval in compliance with Sub-Section D.7.

And, add the following sentence to read:

Large scale ground mounted solar facilities are not an allowed use in the center protection district.

Or take any other action relative thereto.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**ARTICLE 26: ACTION 27:** To see if the Town will vote to raise and appropriate, transfer from available funds and/or borrow a sum of \$30,000. to replace security cameras and related equipment at the Pembroke High School; or take any other action relative thereto.

Move that the Town vote to borrow the sum of \$30,000, to be expended under the direction of the School Committee, to replace security cameras and related equipment at the Pembroke High School, and to fund this appropriation, the Treasurer, with the approval of the Selectmen, be authorized to borrow \$30,000 and to issue bonds and/or notes therefore in accordance with Massachusetts General Law Chapter 44, Section 7, Clause 9, or any other enabling Statute.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**ARTICLE 27: ACTION 23:** To see if the Town will vote to appropriate and/or reserve from the Community Preservation annual revenues in the amounts recommended by the Community

Preservation Committee for committee administrative expenses, community preservation projects and other expenses in fiscal year 2015, with each item to be considered a separate appropriation:

**Appropriations:**

From FY 2015 estimated revenues: Committee Administrative Expenses                 \$ 18,000

**Reserves:**

From FY 2015 estimated revenues for Historic Resources Reserve                 \$ 45,000

From FY 2015 estimated revenues for Community Housing Reserve                 \$ 45,000

From FY 2015 estimated revenues for Open Space Reserves                 \$ 45,000

Balance FY 2015 estimated revenues for Budgeted Reserve                 \$ 207,000

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 28: ACTION 4:** To appropriate any remaining balance of funds from Community Preservation Fund FY15 Annual Revenues to the Annual Budgeted Reserve, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 29: ACTION 5:** To see if the Town will vote to adopt and approve the following recommendations of the Community Preservation Committee for Fiscal Year 2015, and to see if the Town will vote to implement such recommendations by appropriating a sum or sums of money from the Community Preservation Fund; Each recommendation to be voted on individually.

**Recommendation 29A:** To appropriate the sum of \$20,000.00 from FY15 Community Preservation Annual Revenues and that said funds be granted to the Pembroke DPW to repair/restore stone walls around lots at the Pine Grove Cemetery, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**Recommendation 29B:** To appropriate the sum of \$85,000.00 from FY15 Community Preservation Annual Revenues and that said funds be granted to the Cobb Library Trustees to perform Phase 1 of a full exterior restoration including windows, insulation and to replace an oil burner with a gas fired furnace at the Cobb Library located on Union Street in Bryantville, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**Recommendation 29C:** To appropriate the sum of \$15,700.00 from Community Preservation Historic Resources Reserve and that said funds be granted to the Adah Hall House Board of Trustees to preserve and restore an existing barn structure including windows at the Adah Hall House Barn located on Water Street, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**



**Recommendation 29D:** To appropriate the sum of \$9,500.00 from Community Preservation Open Space/Recreation Reserve and that said funds be granted to Pembroke Youth Baseball to replace the blue board on backstops on the baseball fields at the Mattakeesett Street Ball fields located on Mattakeesett Street, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**Recommendation E:** To appropriate the sum of \$100,000.00 from the Community Preservation Open Space/Recreation Reserve and that said funds be transferred to the Conservation Commission Open Space Fund for the purposes of purchasing land for open space, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 30: ACTION 18:** To see if the Town will vote to accept the following amendments to the By-Laws of the Town of Pembroke, Massachusetts:

Article XXXI – A      Demolition Delay Bylaw

Definitions:

PREFERABLY PRESERVED – delete the words “three months” and insert the words “twelve months”

Procedure:

Paragraph nine – Delete the words “three months” and insert the words “twelve months”.

Paragraph eleven - Delete the words “three months” and insert the words “twelve months”.

Paragraph twelve - Delete the words “three months” and insert the words “twelve months”.

Or take any other action relative thereto.

**SECONDED AND SO VOTED**

**DEFEATED**

**ARTICLE 31: ACTION 6:** To see if the town will raise and appropriate or transfer from available funds, the sum of \$3,000 or any other sum, to be expended under the direction of the Board of Selectmen and managed by the Pembroke Watershed Association for the purpose of Water Quality testing of Furnace Pond, Oldham Pond, Stetson Pond, Little Sandy Bottom Pond, and Hobomock Pond as part of the Association’s Water Quality Initiative, or take any other action relative thereto.

**SECONDED AND SO VOTED**

**DEFEATED**

**ARTICLE 32: ACTION 31:** To bring to the Election Officers their vote, all on one ballot, for the following named Officers and Committees, to Wit:

One Moderator for one year; two Selectmen for three years; one Assessor for three years; one Town Clerk for three years; one Board of Health Member for three years; one Housing Authority member for five years; two Library Trustees for three years; one Planning Board Member for five years; one Constable for three years; two School Committee Members for three years; one DPW Commissioner for three years; or take any other action relative thereto.

**SECONDED AND SO VOTED**

**MAJORITY**

**With all business completed the Annual Town Meeting adjourned at 11:30 P.M.**

## **APPENDIX A**

### **Article 3**

#### **Town Administrator's Budget**

	<b>2014 Budget</b>	<b>2015 Request</b>	<b>2015 Town Admin.</b>	<b>2015 Advisory</b>
<b>Moderator</b>				
Wages & Salaries-Elected	100	100	100	100
	-----	-----	-----	-----
Totals	100	100	100	100
 <b>Board of Selectmen</b>				
Wages & Salaries-Elected	9,000	9,000	9,000	
Wages & Salaries	96,603	113,311	113,311	
General Expenses	7,849	8,497	8,497	
Purchase of Services-Audit	49,040	42,190	42,190	
	-----	-----	-----	-----
Totals	162,492	172,998	172,998	
 <b>Town Administrator</b>				
Wages & Salaries	106,756	125,450	106,831	
General Expenses	5,267	7,167	7,167	
	-----	-----	-----	-----
Totals	112,023	132,617	113,998	

**Legal**

Purchase of Services	115,000	125,000	125,000	
	-----	-----	-----	-----
Totals	115,000	125,000	125,000	
<b>Advisory Committee</b>				
Wages & Salaries	5,400	5,400	5,400	
General Expenses	566	572	572	
Reserve Fund	70,000	100,000	100,000	
	-----	-----	-----	-----
Totals	75,966	105,972	105,972	
<b>Town Accountant</b>				
Wages & Salaries	78,790	79,543	79,543	
General Expenses	4,050	4,300	4,300	
	-----	-----	-----	-----
Totals	82,840	83,843	83,843	
<b>Board of Assessors</b>				
Wages & Salaries-Elected	5,400	5,400	5,400	
Wages & Salaries	211,737	216,647	216,647	
General Expenses	26,050	38,900	38,900	
	-----	-----	-----	-----
Totals	243,187	260,947	260,947	
<b>Treasurer/Collector</b>				
Wages & Salaries	299,111	300,319	300,319	
General Expenses	77,785	81,885	81,885	
	-----	-----	-----	-----
Totals	376,896	382,204	382,204	
<b>Data Processing</b>				
General Expenses	31,072	40,572	40,572	
	-----	-----	-----	-----
Totals	31,072	40,572	40,572	
<b>Town Clerk</b>				
Wages & Salaries-Elected	72,987	72,987	72,987	
Wages & Salaries	49,636	50,636	50,636	
General Expenses	3,670	3,820	3,820	
	-----	-----	-----	-----
Totals	126,293	127,443	127,443	
<b>Elections</b>				
Wages & Salaries	26,405	35,000	33,000	

General Expenses	12,300	17,800	17,800	
	-----	-----	-----	-----
Totals	38,705	52,800	50,800	
<b>Registrations</b>				
Wages & Salaries	5,550	5,600	5,600	
General Expenses	6,800	6,900	6,900	
	-----	-----	-----	-----
Totals	12,350	12,500	12,500	
<b>Conservation Commission</b>				
Wages & Salaries	53,434	53,434	52,436	
General Expenses	735	935	935	
	-----	-----	-----	-----
Totals	54,169	54,369	53,371	
<b>Planning Board</b>				
Wages & Salaries	48,261	48,311	48,311	
General Expenses	2,090	2,240	2,240	
	-----	-----	-----	-----
Totals	50,351	50,551	50,551	
<b>Zoning Board of Appeals</b>				
Wages & Salaries	23,573	23,630	23,630	
General Expenses	2,100	2,600	2,600	
	-----	-----	-----	-----
Totals	25,673	26,230	26,230	
<b>Town Hall Maintenance</b>				
Wages & Salaries	60,389	61,815	61,815	
General Expenses	102,690	139,890	139,890	
	-----	-----	-----	-----
Totals	163,079	201,705	201,705	
<b>Police Department</b>				
Wages & Salaries	2,580,251	3,056,661	2,608,346	
General Expenses	299,005	361,998	349,305	
	-----	-----	-----	-----
Totals	2,879,256	3,418,659	2,957,651	
<b>Fire Department</b>				
Wages & Salaries	2,458,622	2,542,721	2,472,721	
General Expenses	175,725	340,225	190,225	

	Totals	2,634,347	2,882,946	2,662,946	
<b>Inspectional Services</b>					
	Wages & Salaries	174,310	179,195	179,205	
	General Expenses	7,350	8,140	6,300	
	Totals	181,660	187,335	185,505	
<b>Emergency Management</b>					
	Wages & Salaries	2,481	2,481	2,481	
	General Expenses	8,761	9,511	9,511	
	Totals	11,242	11,992	11,992	
<b>Dog Officer</b>					
	Wages & Salaries	41,899	52,864	41,899	
	General Expenses	10,400	10,400	10,400	
	Totals	52,299	63,264	52,299	
<b>Pembroke Public Schools</b>					
	Pembroke Public Schools	28,289,729	29,725,000	28,889,729	
	Totals	28,289,729	29,725,000	28,889,729	
<b>Department of Public Works</b>					
	Wages & Salaries	784,081	794,362	794,362	
	General Expenses	216,888	243,097	239,097	
	Snow & Ice	100,000	100,000	100,000	
	Totals	1,100,969	1,137,459	1,133,459	
<b>Street Lighting</b>					
	General Expenses	82,300	95,000	95,000	
	Totals	82,300	95,000	95,000	
<b>Board of Health</b>					
	Wages & Salaries	108,334	111,388	108,334	
	General Expenses	5,630	8,260	6,810	
	Purchase of Services-Nursing	17,500	20,000	20,000	

	Totals	131,464	139,648	135,144	
<b>Council on Aging</b>					
	Wages & Salaries	155,082	181,471	155,082	
	General Expenses	45,841	46,641	46,641	
	Senior Tax Program	3,100	5,000	5,000	
	Totals	204,023	233,112	206,723	
<b>Veterans' Services</b>					
	Wages & Salaries	59,248	61,440	61,264	
	General Expenses	2,650	2,300	2,300	
	Benefits & Medical	142,000	175,000	175,000	
	Totals	203,898	238,740	238,564	
<b>Commission on Disabilities</b>					
	General Expenses	970	970	970	
	Totals	970	970	970	
<b>Library</b>					
	Wages & Salaries	436,067	446,346	446,346	
	General Expenses	76,200	82,600	82,600	
	Books	75,090	80,100	80,100	
	Totals	587,357	609,046	609,046	
<b>Lydia Drake Library</b>					
	General Expenses	2,285	2,285	2,285	
	Totals	2,285	2,285	2,285	
<b>Recreation Commission</b>					
	Wages & Salaries	79,255	81,948	81,948	
	General Expenses	6,000	6,000	6,000	
	Park Maintenance	6,300	6,300	6,300	
	Totals	91,555	94,248	94,248	
<b>Community Center</b>					
	Wages & Salaries	25,259	25,557	25,557	
	General Expenses	32,396	34,346	33,521	

	Totals	57,655	59,903	59,078	
<b>Herring Fisheries</b>					
	General Expenses	1,800	1,800	1,800	
	Totals	1,800	1,800	1,800	
<b>Town Landing</b>					
	Wages & Salaries	41,251	41,251	41,251	
	General Expenses	1,200	1,200	1,250	
	Totals	42,451	42,451	42,501	
<b>Town Clock Winder</b>					
	Wages & Salaries	1,457	1,457	1,457	
	Totals	1,457	1,457	1,457	
<b>Town Memorial Committee</b>					
	General Expenses	5,610	5,910	5,910	
	Totals	5,610	5,910	5,910	
<b>South Shore Women's Center</b>					
	General Expenses	3,500	3,500	3,500	
	Totals	3,500	3,500	3,500	
<b>Plymouth County Cooperative</b>					
	General Expenses	107	107	107	
	Totals	107	107	107	
<b>Historical Commission</b>					
	General Expenses	1,900	2,000	2,000	
	Totals	1,900	2,000	2,000	
<b>Maturing Debt Principal</b>					
	General Expenses	1,971,049	1,966,549	1,966,549	
	Totals	1,971,049	1,966,549	1,966,549	

**Maturing Debt Interest**

General Expenses	891,674	827,083	827,083	
	-----	-----	-----	-----
Totals	891,674	827,083	827,083	

**Short Term Interest**

General Expenses	67,000	307,000	307,000	
	-----	-----	-----	-----
Totals	67,000	307,000	307,000	

**Plymouth County Retirement**

General Expenses	2,533,935	2,688,871	2,688,871	
	-----	-----	-----	-----
Totals	2,533,935	2,688,871	2,688,871	

**Unemployment Compensation**

General Expenses	20,000	60,000	60,000	
	-----	-----	-----	-----
Totals	20,000	60,000	60,000	

**Group Health Insurance**

General Expenses	6,629,423	6,819,923	6,729,423	
	-----	-----	-----	-----
Totals	6,629,423	6,819,923	6,729,423	

**Group Life Insurance**

General Expenses	20,000	20,000	20,000	
	-----	-----	-----	-----
Totals	20,000	20,000	20,000	

**Medicare Tax**

General Expenses	420,000	460,000	460,000	
	-----	-----	-----	-----
Totals	420,000	460,000	460,000	

**Property & Liability Insurance**

General Expenses	600,000	630,000	600,000	
	-----	-----	-----	-----
Totals	600,000	630,000	600,000	

<b>Grand Total</b>	51,391,111	54,566,109	52,859,074	
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## **APPENDIX B**

### Article 6

#### Water Budget

<b>WATER</b>	<b>FISCAL 2014 BUDGET</b>	<b>FISCAL 2015 BUDGET</b>
SALARIES	505,535	509,419
EXPENSES	76,763	80,410
COST OF PUMPING	446,486	458,486
DEBT SERVICE	744,844	667,916
 CAPITAL OUTLAY	 210,000	 122,000
 INDIRECT COSTS	 260,000	 275,000
 <b>TOTAL COST WATER</b>	 2,243,628	 2,113,231

## **APPENDIX C**

### Article 7

#### Solid Waste Budget

<b>SOLID WASTE</b>	<b>FISCAL 2014 BUDGET</b>	<b>FISCAL 2015 BUDGET</b>
SALARIES	56,412	58,308
EXPENSES	1,551,331	1,262,943
DEBT SERVICE	276,772	259,222
CAPITAL OUTLAY	0	0
INDIRECT COSTS	32,400	32,400
 <b>TOTAL COST SOLID WASTE</b>	 1,916,915	 <b>1,612,873</b>

## APPENDIX D

### Article 2

#### ANNUAL SALARY SCHEDULE A FULL TIME OFFICERS AND EMPLOYEES EFFECTIVE JULY 1, 2014 THROUGH JUNE 30, 2015

<u>Title</u>	<u>SA</u>	<u>Current Minimum</u>	<u>Proposed Minimum</u>	<u>Current 2nd Year</u>	<u>Proposed 2nd Year</u>	<u>Current Maximum</u>	<u>Proposed Maximum</u>
Police Chief	SA-2	89,385	92,067	94,701	97,542	100,332	103,342
Fire Chief & Forest Warden	SA-3	89,385	92,067	94,701	97,542	100,332	103,342
Lieutenant(Fire) Captain(Fire)	SA-5	n.a.	n.a.	n.a.	n.a.	481	495
Call Firefighters	SA-6	n.a.	n.a.	n.a.	n.a.	365	376
DPW Director	SA-7	89,637	92,326	92,106	94,869	96,711	99,612
Treasurer/Collector	SA-8	73,437	75,640	77,110	79,423	81,027	83,458
Youth Services Librarian	SA-11	42,527	43,803	46,644	48,043	50,812	52,336
Assistant Librarian	SA-12	13,410	13,812	13,750	14,163	15,896	16,373
Associate Librarian II	SA-13	36,888	37,995	38,727	39,889	40,554	41,771
Associate Librarian I	SA-14	32,469	33,443	34,512	35,547	35,812	36,886
Coordinator/Dir of Recreation	SA-15	46,817	48,222	49,462	50,946	51,933	53,491
Building Inspector/Zoning Agent	SA-16	59,801	61,595	62,358	64,229	63,916	65,833
Animal Control Officer	SA-18	33,830	34,845	37,732	38,864	41,524	42,770
Executive Assistant	SA-19	46,925	48,333	48,880	50,346	51,536	53,082
Lieutenant/Asst. to Police Chief	SA-20	74,700	76,941	79,093	81,466	84,219	86,746
Chief Assessors/Appraiser	SA-21	73,437	75,640	77,110	79,423	81,027	83,458
Dir of Planning & Comm Dev	SA-22	56,373	58,064	60,658	62,478	64,853	66,799
Planning Board Assistant	SA-23	43,519	44,825	45,686	47,057	47,886	49,323
Asst. DPW Director	SA-24	60,579	62,396	64,804	66,748	68,325	70,375
Library Director	SA-27	59,285	61,064	66,425	68,418	76,035	78,316
Health Agent	SA-28	52,131	53,695	53,739	55,351	56,573	58,270
Council on Aging Director	SA-29	48,342	49,792	50,760	52,283	53,299	54,898

#### ANNUAL SALARY SCHEDULE B APPOINTED PART TIME OFFICERS AND EMPLOYEES EFFECTIVE JULY 1, 2014 THROUGH JUNE 30, 2015

<u>Title</u>	<u>Current Annual Salary</u>	<u>Proposed Annual Salary</u>
Town Accountant	42,797	44,081
Assistant Town Accountant	35,613	36,681
Conservation Agent Field Agent	30,843	31,768
Wiring Inspector	25,253	26,011
Veterans Agent	15,076	15,528
Plumbing Inspector	12,413	12,785
Gas Inspector	12,413	12,785
Animal Inspector	6,416	6,608
Summer Playground Director	6,277	6,465
Inspector of Weights & Measures	5,841	6,016
Assistant Wiring Inspector	4,760	4,903
Assistant Summer Playground Director	4,260	4,388
Herring Fisheries Superintendent	2,481	2,555
Civil Defense Director	2,481	2,555
Town Landing Administrator	1,984	2,044

## APPENDIX D

continued

### HOURLY WAGE SCHEDULE C FULL TIME/PART TIME EMPLOYEES EFFECTIVE JULY 1, 2014 THROUGH JUNE 30, 2015

<u>Department</u>	<u>SC</u>	<u>Current Minimum</u>	<u>Proposed Minimum</u>	<u>Current 2nd Year</u>	<u>Proposed 2nd Year</u>	<u>Current Maximum</u>	<u>Proposed Maximum</u>
Matron	SC-1	22.13	22.80	24.43	25.17	27.66	28.49
Patrolman-Permanent Intermittent	SC-1	22.13	22.80	24.43	25.17	27.66	28.49
Patrolman-Special	SC-2	22.13	22.80	24.43	25.17	27.66	28.49
Summer Playground Counselor (Rec)	SC-3	9.15	9.43	9.60	9.89	10.07	10.38
After School Counselor (Rec)	SC-3	9.15	9.43	9.60	9.89	10.07	10.38
Basic Recycling Attendant	SC-3	9.15	9.43	9.60	9.89	10.07	10.38
Part Time Laborer	SC-4	16.83	17.34	17.92	18.46	19.05	19.63
Call Firefighter	SC-5	19.02	19.60	19.02	19.60	19.02	19.60
Diver	SC-6	n.a.	n.a.	n.a.	n.a.	25.75	26.53
Landfill Manager	SC-7	n.a.	n.a.	n.a.	n.a.	38.32	39.47
Building Committee Assistant (PT)	SC-8	n.a.	n.a.	n.a.	n.a.	19.61	20.20
Custodians	SC-9	16.80	17.31	18.68	19.25	20.24	20.85
Election& Census Workers, Registrars	SC-10	n.a.	n.a.	n.a.	n.a.	12.37	12.75
Senior Clerk	SC-11	16.00	16.48	17.04	17.56	18.10	18.65
Junior Clerk	SC-12	12.74	13.13	13.84	14.26	14.91	15.36
Typist-Part Time	SC-13	12.24	12.61	12.80	13.19	13.37	13.78
Council on Aging Van Drivers	SC-13	12.24	12.61	12.80	13.19	13.37	13.78
Maintenance Person (PT)	SC-13	12.24	12.61	12.80	13.19	13.37	13.78
Library Aide	SC-14	12.74	13.13	13.76	14.18	14.92	15.37
Lifeguard	SC-15	n.a.	n.a.	n.a.	n.a.	11.66	12.01
Water Safety/Lifeguard Train. Inst.	SC-16	n.a.	n.a.	n.a.	n.a.	13.06	13.46
Director/Water Safety Instructor	SC-17	n.a.	n.a.	n.a.	n.a.	14.45	14.89
Head Lifeguard/Water Safety Inst.	SC-18	n.a.	n.a.	n.a.	n.a.	13.62	14.03
Extra Help-Assessors-Measurer	SC-19	n.a.	n.a.	n.a.	n.a.	10.93	11.26
Summer Head Counselor (Rec)	SC-19	n.a.	n.a.	n.a.	n.a.	10.93	11.26
After School Head Counselor (Rec)	SC-19	n.a.	n.a.	n.a.	n.a.	10.93	11.26
Extra Help-Assessors-Listers	SC-20	n.a.	n.a.	n.a.	n.a.	14.56	15.00
Water Safety Instructor Aide	SC-21	n.a.	n.a.	n.a.	n.a.	11.45	11.80
Alternate Building Inspector	SC-22	n.a.	n.a.	n.a.	n.a.	23.43	24.14
Program Instructor	SC-23	n.a.	n.a.	n.a.	n.a.	17.04	17.56
Library Page	SC-24	9.77	10.07	10.26	10.57	10.79	11.12
Recycling Attendant	SC-25	10.30	10.61	10.80	11.13	11.35	11.70
Zoning Board Assistant	SC-27	19.85	20.45	20.90	21.53	21.87	22.53
Recycling Supervisor	SC-28	13.27	13.67	13.92	14.34	14.60	15.04
Principal Clerk	SC-29	16.11	16.60	17.05	17.57	18.04	18.59
Senior Aide - Council on Aging Conservation Commission	SC-29	16.11	16.60	17.05	17.57	18.04	18.59
Administrative Agent	SC-30	19.48	20.07	20.49	21.11	21.45	22.10
Generalist Reference Librarian	SC-31	21.48	22.13	23.56	24.27	25.67	26.45

## **APPENDIX D**

continued

### **ANNUAL SALARY SCHEDULE D ELECTED FULL TIME/PART TIME OFFICIALS EFFECTIVE JULY 1, 2014 THROUGH JUNE 30, 2015**

<u>Department</u>	<u>Current Annual Salary</u>	<u>Proposed Annual Salary</u>
Moderator	100.00	100.00
Selectman	1,800.00	1,800.00
Assessor	1,800.00	1,800.00
Town Clerk	72,987.00	75,177.00

## **APPENDIX E**

### Article 23

#### Town By-Law "Article VII: Town Administrator"

##### ARTICLE VII - Town Administrator

###### SECTION 1.

The Board of Selectmen, by a majority vote of its full membership, shall appoint a Town Administrator who shall be a professionally qualified person possessing the education, training, and previous experience to perform the duties of the office.

The position requires a working knowledge of municipal finance, budgets, personnel policies and practices, and an ability to analyze a variety of administrative problems to make sound recommendations as to their solution.

The educational qualifications shall consist of at least a Bachelor's Degree in public administration or related field, with a Master's Degree in Public Administration or Business being highly desirable.

The professional experience shall include at least five (5) years in local government, public management, or a similar field. A high level of professionalism is required, characterized by sound judgment, ability to maintain strict confidentiality and an attitude of accessibility and responsiveness to other town personnel and the public.

The Town Administrator must possess the ability to handle expected and unexpected emergencies and have a strong realization that small town government requires flexibility in what is entailed in the position.

The Town Administrator must demonstrate excellent verbal skills and feel comfortable in public speaking situations and must possess excellent writing and interpersonal skills to deal with all levels of management and government.

The Town Administrator must possess a valid Massachusetts driver's license.

The Town Administrator must be a self-motivated organized individual that accepts the role of being the town's chief executive on day-to-day matters and willing to discharge necessary resolution to situations and matters affecting the Town of Pembroke.

## SECTION 2.

The Board of Selectmen shall appoint the Town Administrator to serve a three (3) year contractual term, the first year of the initial appointment of which shall be a probationary period, in accordance with the terms of this by-law, and which may be renewed by the Board of Selectmen for successive three (3) year terms.

The Town Administrator shall devote full time to the office and shall not hold any other public office, elective or appointive, nor engage in any other business or occupation during such service, unless in advance approved by the Board of Selectmen.

## SECTION 3.

Under the general supervision of the Board of Selectmen, the Town Administrator functions as the town's chief administrative and financial officer of the Town, and in cooperation with the Board of Selectmen is directly responsible for the management of staff and administration of all Town affairs not specifically reserved to another elected body, as well as for the efficient research, administration, coordination and resolution of all matters that come under the jurisdiction of the Board of Selectmen and shall be the Board of Selectmen's liaison to all facets of the town's government and to the general public. The Town Administrator shall function independently, referring specific issues or problems to the Board of Selectmen as necessary when clarification or interpretation of Town policy or procedures is required. The duties and responsibilities of the Town Administrator shall include, but are not intended to be limited to, the following:

### Administration

- Administers, either directly or through a person or persons reporting to him, all provisions of general and special laws applicable to the town and all bylaws and votes of the town.
- Supervises and is responsible for the efficient administration of all departments, commissions, boards and officers, under the jurisdiction of the Board of Selectmen.
- Maintains full and complete records of his office, and provides periodic reports as requested by the Board of Selectmen.
- Advises, recommends, initiates and enforces policies and procedures established by the Board of Selectmen.
- Communicates the Board of Selectmen's policies and procedures to all departments.
- Responsible for receiving and disposition of all correspondence and communications.
- Acts as the town's public relations/consumer relations spokesperson for press releases, public statements and official correspondence; initiates appropriate responses to citizen inquiries and correspondence, hears and investigates citizen and other complaints or refers them to the proper department for attention, and makes necessary reports to the Board of Selectmen and other boards as appropriate.
- Attends all regular meetings and hearings of the Board of Selectmen.
- Attends all Executive Sessions of the Board of Selectmen.
- Attends all sessions of Town Meetings and shall be permitted to speak when recognized by the moderator.
- Makes necessary procedural preparation for weekly Board of Selectmen's meetings by establishing an agenda, scheduling a realistic time table for appointments, posting of notices of

meetings, anticipating and disseminating background information relative to meeting agenda, and prepares recommendations for their decisions.

- Oversees the preparation of detailed minutes of all Board of Selectmen meetings.
- Oversees the preparation of detailed minutes of all Executive Sessions within Board of Selectmen meetings.
- Ascertains that all decisions of the Board of Selectmen are carried out.
- Prepares or writes town meeting warrant articles for presentation to the Board of Selectmen.
- Prepares motions and submits the warrants to town counsel for review.
- Works with town boards and committees in the dissemination of appropriate material for Town Meetings.
- Responsible for and works with town boards and committees in the preparation of the Town Annual Report.
- May be appointed by the Board to serve on other town, county, state or federal boards or committees
- Acts as the overseer and coordinates the management of a centralized town hall computer network system.
- Attends professional meeting and keeps abreast of current and pending developments in municipal government and works with any and all outside agencies in furthering the best interests of the town.
- Administers the preparation, publication, analyzing and acceptance of all contracted services and bids.
- Administers procedures for licenses and permits issued by the Board of Selectmen.
- Attends meetings of town boards and committees when needed.
- Keeps the Board of Selectmen apprised of actions by town boards and committees.
- Keeps the Board of Selectmen fully advised as to the needs of the town.
- Recommends to the Board of Selectmen for adoption such measures requiring action by them or by the town meeting as he may deem necessary or expedient.
- Accessible and available for consultation to boards, committees and commissions of the town, whether appointed or elected, and responsive to their request for assistance.

## Personnel

- Where applicable by town by-laws, provides general supervision to other department heads.
- In conjunction with Town Hall Department Heads, screens all candidates for employment of Town Hall and makes hiring recommendations to the Board of Selectmen.
- Insures all hiring practices are in compliance with all statutory regulations.
- Coordinates and participates in the evaluations of employee performance and goal setting.
- Interviews and makes hiring recommendations for employment applicants within the Office of Board of Selectmen as well as other town hall departments.
- Functions as town's Human Resource manager and maintains up-to-date data and personnel files of all town employees.
- Oversees appointments to offices, boards/committees and employment with the town over which the Board of Selectmen has final approval or appointing authority.
- Recommends removal of the same, for cause, in writing and otherwise in accordance with town by-laws, collective bargaining agreements and chapter thirty-one of the General Laws.
- Implements and updates, as warranted, the town's classification and compensation plans.
- Provides for the maintenance and security of personnel files.
- Acts as the agent of the Board of Selectmen in all collective bargaining negotiations.

- Assists the Board of Selectmen, department heads, Town Accountant, and the town's labor negotiators to monitor and arrive at fair and equitable collective bargaining agreements.
- Should have knowledge of Civil Service hiring procedures, regulations and collective bargaining process.
- Monitors the work of contractors and consultants hired/retained under the Board of Selectmen's jurisdiction.
- Identifies, recommends and implements training programs for the betterment of employee performance.
- Responsible for ensuring that departments are aware of and comply with the provisions of M.G.L. Chapter 30B.

#### Policies

- Develops and periodically updates a Town Procedural Manual.
- Develops and maintains in-depth job descriptions for all town hall positions.
- Holds monthly meetings with department heads to keep them apprised of new policies, programs and events.

#### Financial

- Acts as the chief budget officer of the town.
- Monitors town spending through the fiscal year and makes financial reports to the selectmen as requested.
- Coordinates the development of strategic financial goals for the Town .
- Makes recommendations concerning financial policies and practices as directed by the selectmen.
- Using information from salary plans and union contracts, debt schedules, past expenditure patterns, revenues and policy direction from the Board of Selectmen, coordinates the timely preparation of all departmental budgets with the Town Accountant, prepares a capital improvement budget, as well as a budget to be submitted to the Board of Selectmen for inclusion in the annual Town Meeting warrant.
- Prepares applications for grants, administers grants received, works with appropriate federal, state, county and private officials and reports necessary information to the Board of Selectmen.

#### Legal

- Works closely with Town Counsel in the preparation of legal matters.
- Acts as liaison between Town Counsel and town departments, boards and committees and provides the Board of Selectmen with timely summaries.
- Informs the Board of Selectmen and other boards and committees of all relevant statutory and regulatory changes.

#### *Miscellaneous*

Acts as the town Parking Clerk

#### SECTION 4.

The Board of Selectmen shall appoint the Town Administrator to serve a three (3) year contractual term, the first year of the initial appointment of which shall be a probationary period, in accordance with the terms of this by-law, and which may be renewed by the Board of Selectmen for successive three (3) year terms.

- Acts as the towns authorized procurement officer (except for educational related procurements) for all supplies materials and equipment.

- Acts as administrator of all town tax-title real estate holdings.
- Records and maintains an updated inventory of all town owned property and equipment.
- Acts as the town's Americans with Disabilities Act (ADA) Coordinator.
- Administers town's casualty and property insurance programs including coordination of claims.
- Acting for the selectmen, oversees the rental and use of all town property.
- Administers the permit and license procedures for the Board of Selectmen.
- Approves the award of all contracts for all departments of the town and otherwise have the authority to execute contracts on behalf of the town.
- Purchases all supplies, materials and equipment, except those intended for the school department.
- Works with appropriate state, federal, and private officials on various town projects as required.

#### SECTION 5.

The compensation and other terms and conditions of employment of the Town Administrator shall be established by a contract of employment entered into between the Town Administrator and the Board of Selectmen, provided that the terms of such contract shall be consistent with this by-law and amounts appropriated therefor by the Town. The position is an exempt position as regarding federal and state minimum wage and overtime requirements and therefore is not eligible to be paid overtime for work performed beyond forty hours in a workweek. The Town Administrator need not be a resident of the Town during her or his tenure. (4/28/98 ATM)



**PEMBROKE TOWN ELECTION APRIL 26, 2014**

	PREC. 1	PREC. 2	PREC. 3	PREC. 4	PREC. 5	TOTALS
<b>MODERATOR 1 SEAT 1 YEAR TERM</b>						
BLANKS	61	42	46	46	49	244
STEPHEN DODGE	272	296	293	297	204	1362
WRITE INS	0	2	1	3	0	6
<b>TOTAL</b>	<b>333</b>	<b>340</b>	<b>340</b>	<b>346</b>	<b>253</b>	<b>1612</b>
<b>SELECTMEN 2 SEATS 3 YEAR TERM</b>						
BLANKS	67	71	68	70	42	318
WILLARD J. BOULTER, JR.	154	166	167	147	112	746
ARTHUR P. BOYLE, JR	212	212	257	235	160	1076
BENJAMIN BASTIANELLI III	87	97	89	126	82	481
ROBERT F. DEMARZO	145	133	99	110	110	597
WRITE INS	1	1	0	4	0	6
<b>TOTAL</b>	<b>666</b>	<b>680</b>	<b>680</b>	<b>692</b>	<b>506</b>	<b>3224</b>
<b>ASSESSORS 1 SEAT 3 YEAR TERM</b>						
BLANKS	91	95	78	87	83	434
ELIZABETH A. BATES	241	243	262	258	170	1174
WRITE INS	1	2	0	1	0	4
<b>TOTAL</b>	<b>333</b>	<b>340</b>	<b>340</b>	<b>346</b>	<b>253</b>	<b>1612</b>
<b>TOWN CLERK 1 SEAT 3 YEAR TERM</b>						
BLANKS	72	54	53	60	48	287
MARY ANN SMITH	261	285	287	286	203	1322
WRITE INS	0	1	0	0	2	3
<b>TOTAL</b>	<b>333</b>	<b>340</b>	<b>340</b>	<b>346</b>	<b>253</b>	<b>1612</b>
<b>BOARD OF HEALTH 1 SEAT 3 YEAR TERM</b>						
BLANKS	32	24	36	22	14	128
GARY D. FINE	179	188	182	217	148	914
GAIL A. MCSWENEY	122	128	122	106	91	569
WRITE INS	0	0	0	1	0	1
<b>TOTAL</b>	<b>333</b>	<b>340</b>	<b>340</b>	<b>346</b>	<b>253</b>	<b>1612</b>
<b>HOUSING AUTHORITY 1 SEAT 5 YEAR TERM</b>						
BLANKS	119	96	95	95	87	492
CAROLYN M. CROSSLEY	214	244	245	250	166	1119
WRITE INS	0	0	0	1	0	1
<b>TOTAL</b>	<b>333</b>	<b>340</b>	<b>340</b>	<b>346</b>	<b>253</b>	<b>1612</b>
<b>LIBRARY TRUSTEE 2 SEATS 3 YEAR TERM</b>						
BLANKS	240	200	198	202	178	1018
MARILYN DIONNE	215	244	243	248	166	1116
JILLIAN TAYLOR	211	235	239	240	161	1086
WRITE INS	0	1	0	2	1	4
<b>TOTAL</b>	<b>666</b>	<b>680</b>	<b>680</b>	<b>692</b>	<b>506</b>	<b>3224</b>
<b>PLANNING BOARD 1 SEAT 5 YEAR TERM</b>						
BLANKS	302	286	303	297	218	1406
BECKY COLETTA	12	19	14	6	15	66
WRITE INS	19	35	23	43	20	140
<b>TOTAL</b>	<b>333</b>	<b>340</b>	<b>340</b>	<b>346</b>	<b>253</b>	<b>1612</b>
<b>CONSTABLE 1 SEAT 3 YEAR TERM</b>						
BLANKS	117	91	89	86	81	464
ROBERT DIGGER DORSEY	216	249	251	258	172	1146
WRITE INS	0	0	0	2	0	2
<b>TOTAL</b>	<b>333</b>	<b>340</b>	<b>340</b>	<b>346</b>	<b>253</b>	<b>1612</b>

**PEMBROKE TOWN ELECTION APRIL 26, 2014**

<b>SCHOOL COMMITTEE</b>		<b>2 SEATS 3 YEAR TERM</b>				
BLANKS	239	214	222	206	177	1058
PAUL BOSWORTH	207	227	226	237	162	1059
SUZANNE J. SCROGGINS	220	238	231	248	164	1101
WRITE INS	0	1	1	1	3	6
<b>TOTAL</b>	666	680	680	692	506	3224
<b>DPW COMISSIONERS</b>		<b>1 SEAT 3 YEAR TERM</b>				
BLANKS	37	31	30	30	23	151
THOMAS W. IRVING	74	109	114	133	98	528
JASON FEDERICO	222	199	196	180	132	929
WRITE INS	0	1	0	3	0	4
<b>TOTAL</b>	333	340	340	346	253	1612

**State Primary Election September 9, 2014  
Democratic Party**

	PREC. 1	PREC. 2	PREC. 3	PREC. 4	PREC. 5	TOTALS
<b>SENATOR IN CONGRESS</b>						
<b>VOTE FOR ONE</b>						
BLANKS	92	67	59	75	68	361
EDWARD J. MARKEY	166	147	148	143	151	755
WRITE INS	4	2	7	2	2	17
<b>TOTAL</b>	<b>262</b>	<b>216</b>	<b>214</b>	<b>220</b>	<b>221</b>	<b>1133</b>
<b>GOVERNOR</b>						
<b>VOTE FOR ONE</b>						
BLANKS	4	1	1	2	3	11
DONALD M. BERWICK	54	26	24	41	38	183
MARTHA COAKLEY	103	99	95	95	88	480
STEVEN GROSSMAN	101	90	93	82	92	458
WRITE INS	0	0	1	0	0	1
<b>TOTAL</b>	<b>262</b>	<b>216</b>	<b>214</b>	<b>220</b>	<b>221</b>	<b>1133</b>
<b>LIEUTENANT GOVERNOR</b>						
<b>VOTE FOR ONE</b>						
BLANKS	50	37	25	42	36	190
LELAND CHEUNG	46	25	31	36	37	175
STEPHEN J. KERRIGAN	112	107	111	97	111	538
MICHAEL E. LAKE	54	47	47	45	37	230
WRITE INS	0	0	0	0	0	0
<b>TOTAL</b>	<b>262</b>	<b>216</b>	<b>214</b>	<b>220</b>	<b>221</b>	<b>1133</b>
<b>ATTORNEY GENERAL</b>						
<b>VOTE FOR ONE</b>						
BLANKS	11	6	7	15	4	43
MAURA HEALEY	146	128	121	116	104	615
WARREN E. TOLMAN	105	82	86	89	113	475
WRITE INS	0	0	0	0	0	0
<b>TOTAL</b>	<b>262</b>	<b>216</b>	<b>214</b>	<b>220</b>	<b>221</b>	<b>1133</b>
<b>SECRETARY OF STATE</b>						
<b>VOTE FOR ONE</b>						
BLANKS	64	47	38	59	47	255
WILLIAM FRANCIS GALVIN	198	168	176	160	174	876
WRITE INS	0	1	0	1	0	2
<b>TOTAL</b>	<b>262</b>	<b>216</b>	<b>214</b>	<b>220</b>	<b>221</b>	<b>1133</b>
<b>TREASURER</b>						
<b>VOTE FOR ONE</b>						
BLANKS	24	24	13	24	20	105
THOMAS P CONROY	52	46	44	44	62	248
BARRY R FINEGOLD	78	65	65	60	60	328
DEBORAH B GOLDBERG	108	81	91	92	79	451
WRITE INS	0	0	1	0	0	1
<b>TOTAL</b>	<b>262</b>	<b>216</b>	<b>214</b>	<b>220</b>	<b>221</b>	<b>1133</b>
<b>AUDITOR</b>						
<b>VOTE FOR ONE</b>						
BLANKS	92	69	49	72	67	349
SUZANNE M. BUMP	170	146	163	148	153	780
WRITE INS	0	1	2	0	1	4
<b>TOTAL</b>	<b>262</b>	<b>216</b>	<b>214</b>	<b>220</b>	<b>221</b>	<b>1133</b>
<b>REPRESENTATIVE IN CONGRESS</b>						
<b>VOTE FOR ONE</b>						
BLANKS	76	61	49	67	56	309
WILLIAM R KEATING	186	153	161	151	163	814
WRITE INS	0	2	4	2	2	10
<b>TOTAL</b>	<b>262</b>	<b>216</b>	<b>214</b>	<b>220</b>	<b>221</b>	<b>1133</b>

**State Primary Election September 9, 2014  
Democratic Party**

	PREC. 1	PREC. 2	PREC. 3	PREC. 4	PREC. 5	
<b>COUNCILLOR</b>	<b>VOTE FOR ONE</b>					
BLANKS	81	53	36	62	60	292
OLIVER P CIPOLLINI, JR	80	72	82	68	71	373
JOSEPH C FERREIRA	84	66	72	58	62	342
ALEXANDER KALIFE	4	6	15	11	7	43
WALTER D MONIZ	13	18	8	21	21	81
WRITE INS	0	1	1	0	0	2
<b>TOTAL</b>	<b>262</b>	<b>216</b>	<b>214</b>	<b>220</b>	<b>221</b>	<b>1133</b>
<b>SENATOR IN GENERAL COURT</b>	<b>VOTE FOR ONE</b>					
BLANKS	99	72	53	79	77	380
MATTHEW C PATRICK	163	143	160	140	144	750
WRITE INS	0	1	1	1	0	3
<b>TOTAL</b>	<b>262</b>	<b>216</b>	<b>214</b>	<b>220</b>	<b>221</b>	<b>1133</b>
<b>REPRESENTATIVE IN GENERAL COURT</b>	<b>VOTE FOR ONE</b>					
BLANKS	64	42	34	42	44	226
JOSH S CUTLER	198	173	178	178	177	904
WRITE INS	0	1	2	0	0	3
<b>TOTAL</b>	<b>262</b>	<b>216</b>	<b>214</b>	<b>220</b>	<b>221</b>	<b>1133</b>
<b>DISTRICT ATTORNEY</b>	<b>VOTE FOR ONE</b>					
BLANKS	249	202	198	202	200	1051
WRITE INS	13	14	16	18	21	82
WRITE INS	0	0	0	0	0	0
WRITE INS	0	0	0	0	0	0
<b>TOTAL</b>	<b>262</b>	<b>216</b>	<b>214</b>	<b>220</b>	<b>221</b>	<b>1133</b>
<b>REGISTER OF PROBATE</b>	<b>VOTE FOR ONE</b>					
BLANKS	63	36	34	50	38	221
MARK E LINDE	31	30	23	33	28	145
MATTHEW J MCDONOUGH	168	150	157	137	155	767
WRITE INS	0	0	0	0	0	0
<b>TOTAL</b>	<b>262</b>	<b>216</b>	<b>214</b>	<b>220</b>	<b>221</b>	<b>1133</b>
<b>COUNTY TREASURER</b>	<b>VOTE FOR ONE</b>					
BLANKS	96	72	51	76	66	361
THOMAS J O'BRIEN	166	144	162	144	155	771
WRITE INS	0	0	1	0	0	1
<b>TOTAL</b>	<b>262</b>	<b>216</b>	<b>214</b>	<b>220</b>	<b>221</b>	<b>1133</b>
<b>COUNTY COMMISSIONER</b>	<b>VOTE FOR ONE</b>					
BLANKS	105	74	56	83	71	389
SCOTT M. VECCHI	157	141	158	137	150	743
WRITE INS	0	1	0	0	0	1
<b>TOTAL</b>	<b>262</b>	<b>216</b>	<b>214</b>	<b>220</b>	<b>221</b>	<b>1133</b>

**State Primary Election September 9, 2014  
Republican Party**

	PREC. 1	PREC. 2	PREC. 3	PREC. 4	PREC. 5	TOTALS
<b>SENATOR IN CONGRESS</b>						
<b>VOTE FOR ONE</b>						
BLANKS	43	49	38	36	52	218
BRIAN J HERR	109	120	111	119	116	575
WRITE INS	0	1	0	0	0	1
<b>TOTAL</b>	<b>152</b>	<b>170</b>	<b>149</b>	<b>155</b>	<b>168</b>	<b>794</b>
<b>GOVERNOR</b>						
<b>VOTE FOR ONE</b>						
BLANKS	7	1	2	4	1	15
CHARLES D. BAKER	105	136	115	114	119	589
MARK R. FISHER	40	33	31	37	47	188
WRITE INS	0	0	1	0	1	2
<b>TOTAL</b>	<b>152</b>	<b>170</b>	<b>149</b>	<b>155</b>	<b>168</b>	<b>794</b>
<b>LIEUTENANT GOVERNOR</b>						
<b>VOTE FOR ONE</b>						
BLANKS	31	33	27	28	36	155
KARYN E. POLITO	120	137	122	127	131	637
WRITE INS	1	0	0	0	1	2
<b>TOTAL</b>	<b>152</b>	<b>170</b>	<b>149</b>	<b>155</b>	<b>168</b>	<b>794</b>
<b>ATTORNEY GENERAL</b>						
<b>VOTE FOR ONE</b>						
BLANKS	36	49	36	32	47	200
JOHN B. MILLER	116	120	113	123	121	593
WRITE INS	0	1	0	0	0	1
<b>TOTAL</b>	<b>152</b>	<b>170</b>	<b>149</b>	<b>155</b>	<b>168</b>	<b>794</b>
<b>SECRETARY OF STATE</b>						
<b>VOTE FOR ONE</b>						
BLANKS	38	53	36	37	47	211
DAVID D'ARCHANGELO	114	117	113	118	121	583
WRITE INS	0	0	0	0	0	0
<b>TOTAL</b>	<b>152</b>	<b>170</b>	<b>149</b>	<b>155</b>	<b>168</b>	<b>794</b>
<b>TREASURER</b>						
<b>VOTE FOR ONE</b>						
BLANKS	39	52	42	36	46	215
MICHAEL JAMES HEFFERNAN	113	118	107	119	122	579
WRITE INS	0	0	0	0	0	0
<b>TOTAL</b>	<b>152</b>	<b>170</b>	<b>149</b>	<b>155</b>	<b>168</b>	<b>794</b>
<b>AUDITOR</b>						
<b>VOTE FOR ONE</b>						
BLANKS	47	54	41	42	49	233
PATRICIA S. SAINT AUBIN	105	116	108	112	119	560
WRITE INS	0	0	0	1	0	1
<b>TOTAL</b>	<b>152</b>	<b>170</b>	<b>149</b>	<b>155</b>	<b>168</b>	<b>794</b>
<b>REPRESENTATIVE IN CONGRESS</b>						
<b>VOTE FOR ONE</b>						
BLANKS	4	7	9	3	5	28
MARK C. ALLIEGRO	18	12	21	18	11	80
JOHN C. CHAPMAN	30	19	19	27	27	122
VINCENT A. COGLIANO, JR.	66	83	77	85	85	396
DANIEL L. SHORES	34	49	23	22	40	168
WRITE INS	0	0	0	0	0	0
<b>TOTAL</b>	<b>152</b>	<b>170</b>	<b>149</b>	<b>155</b>	<b>168</b>	<b>794</b>

**State Primary Election September 9, 2014  
Republican Party**

PREC. 1   PREC. 2   PREC. 3   PREC. 4   PREC. 5

COUNCILLOR		VOTE FOR ONE				
BLANKS	120	141	129	127	142	659
WRITE INS	32	29	20	28	26	135
WRITE INS	0	0	0	0	0	0
<b>TOTAL</b>	<b>152</b>	<b>170</b>	<b>149</b>	<b>155</b>	<b>168</b>	<b>794</b>
SENATOR IN GENERAL COURT		VOTE FOR ONE				
BLANKS	27	35	26	29	40	157
VINNY deMACEDO	123	135	123	126	128	635
WRITE INS	2	0	0	0	0	2
<b>TOTAL</b>	<b>152</b>	<b>170</b>	<b>149</b>	<b>155</b>	<b>168</b>	<b>794</b>
REPRESENTATIVE IN GENERAL COURT		VOTE FOR ONE				
BLANKS	32	41	28	29	33	163
JOSEPH SHEEHAN	120	129	121	126	135	631
WRITE INS	0	0	0	0	0	0
<b>TOTAL</b>	<b>152</b>	<b>170</b>	<b>149</b>	<b>155</b>	<b>168</b>	<b>794</b>
DISTRICT ATTORNEY		VOTE FOR ONE				
BLANKS	28	33	20	22	29	132
TIMOTHY J CRUZ	124	137	129	133	139	662
WRITE INS	0	0	0	0	0	0
<b>TOTAL</b>	<b>152</b>	<b>170</b>	<b>149</b>	<b>155</b>	<b>168</b>	<b>794</b>
REGISTER OF PROBATE		VOTE FOR ONE				
BLANKS	17	21	18	17	19	92
R. ANDREW BURBINE	14	29	21	24	26	114
ANTHONY THOMAS O'BRIEN, SR	110	106	90	102	112	520
JOSEPH M. TRUSCHELLI	11	14	20	12	10	67
WRITE INS	0	0	0	0	1	1
<b>TOTAL</b>	<b>152</b>	<b>170</b>	<b>149</b>	<b>155</b>	<b>168</b>	<b>794</b>
COUNTY TREASURER		VOTE FOR ONE				
BLANKS	123	137	122	131	151	664
WRITE INS	29	33	27	24	17	130
WRITE INS	0	0	0	0	0	0
<b>TOTAL</b>	<b>152</b>	<b>170</b>	<b>149</b>	<b>155</b>	<b>168</b>	<b>794</b>
COUNTY COMMISSIONER		VOTE FOR ONE				
BLANKS	44	54	41	41	54	234
SANDRA M. WRIGHT	108	116	108	114	114	560
WRITE INS	0	0	0	0	0	0
<b>TOTAL</b>	<b>152</b>	<b>170</b>	<b>149</b>	<b>155</b>	<b>168</b>	<b>794</b>

**COMMONWEALTH OF MASSACHUSETTS**



**TOWN OF PEMBROKE**  
***SPECIAL FALL TOWN MEETING WARRANT***  
***TUESDAY, OCTOBER 28, 2014***

PLYMOUTH, ss.

To either of the Constables of the Town of Pembroke in the county aforesaid.

**GREETING:** In the name of the Commonwealth of Massachusetts, you are hereby required and directed to notify and warn the inhabitants of the Town of Pembroke who are qualified to vote on Town Affairs and Elections therein to meet at the PEMBROKE HIGH SCHOOL, Learning Lane, on TUESDAY, the TWENTY-EIGHTH DAY OF OCTOBER, 2014 at SEVEN THIRTY O'CLOCK in the evening, then and there to act on the following:

**ARTICLES 1 – 16**

Moderator Steven C. Dodge called the Special Fall Town Meeting to order at 7:50 at the Pembroke High School, Learning Lane Pembroke MA on October 28, 2014, pursuant to a warrant under the hands of Selectmen Chair Daniel W Trabucco, Vice Chair Arthur P Boyle Jr, Clerk Lewis W Stone and Selectmen Willard J Boulter and Michelle Burt. Checkers appointed by the Town Clerk were Stacey Curtin, Sandra Damon, Rosemarie Egerton, Mary Quill and Mary Teevens who reported 163 voters in attendance. Tellers sworn in by the Moderator were Patricia Cullity, Judy Graham, Cheryl Nogler and Gail Sim.

The body of the meeting was led in the Pledge of Allegiance by Pembroke Senior Class President M.J. Baird. A presentation was made by Select Chairman Daniel W Trabucco and Advisory Chair Linda Peterson to retiring Advisory Secretary Mariam MacInnis. Mimi has served the board for many years and her tireless dedication will be missed.

Acting on a motion made by Selectmen Boyle a vote was passed to give the Moderator authority to determine that a 2/3rds vote has been achieved.

A motion was made to allow the following non-residents and non-registered voters to enter and address the Town Meeting:

Edwin Thorne, Town Administrator  
Michael Buckley, Town Accountant  
Joel Bard, Town Attorney  
Josh Cutler, State Representative  
Rick Bianca, Cutler Aid  
Mariam MacInnis, Secretary to the Advisory Board

John McKeown, Executive Director Housing Authority  
 Michael Rach, DPW Shop Steward  
 M.J. Baird, Senior Class President  
 Charles Matthewson, WATD  
 Mark Burrridge, Pembroke Mariner & Express  
 Jessica Trufant, Patriot Ledger  
 Chirs Qverza, PAC TV  
 Dave Antone, PAC TV  
 David Maybruck, PAC TV  
 Geoff McGrattan, Crew  
 Connor Gieser, Merit Badge requirement  
 Erin Obey, School Departmt  
 Natalie Brennan  
 Joseph McLaughlin  
 Richard Nash  
 Bill Lenaher  
 Denise Muraski

ARTICLE	ACTION	ARTICLE	ACTION
<b>1</b>	<b>12</b>	<b>9</b>	<b>4</b>
<b>2</b>	<b>5</b>	<b>10</b>	<b>16</b>
<b>3</b>	<b>6</b>	<b>11</b>	<b>1</b>
<b>4</b>	<b>15</b>	<b>12</b>	<b>14</b>
<b>5</b>	<b>7</b>	<b>13</b>	<b>3</b>
<b>6</b>	<b>13</b>	<b>14</b>	<b>9</b>
<b>7</b>	<b>8</b>	<b>15</b>	<b>11</b>
<b>8</b>	<b>2</b>	<b>16</b>	<b>10</b>

**ARTICLE 1: ACTION 12:** To see if the Town will vote to raise and appropriate, transfer from available funds and/or authorize the Treasurer to borrow, a sum or sums of money, to be expended for capital projects and/or equipment in accordance with the following capital budget schedule which is incorporated by reference in Appendix A, or take any other action relative thereto.

THE FOLLOWING MOTIONS WERE MADE BY SELECTMEN ARTHUR BOYLE:

**Part 1** That the sum of \$481,000 be appropriated and transferred from free cash to be expended on the following items as printed in Appendix A;  
 \$ 12,000 for phase one of a project to replace the floor cover in the Town Hall;  
 \$ 9,500 for engineering services pertaining to the installation of a new traffic signal at the intersection of Route 53 and Pleasant Street;  
 \$ 68,800 for technology upgrades for the town hall including replacement of the servers, data storage, and associated costs;  
 \$ 97,000 for the purchase of two new police cruisers;  
 \$ 3,000 for the purchase of three Taser x26 devices;



\$ 22,200 for improvements to the police station including to the station's heating and ventilation system, membership in the Boston Area Police Emergency Radio Network, landscaping and replacement of equipment lockers;

\$ 85,000 for technology upgrades for the Pembroke School Department including servers, switches, LCD and associated costs;

\$ 35,000 for the purchase of a new three-quarter ton truck for use by the Department of Public Works;

\$ 35,000 for the purchase of a new boom mower assembly and accessories for two mowers for the Tree Division of the Department of Public Works;

\$ 10,000 for tree removal and maintenance at town cemeteries by the Tree Division of the Department of Public Works;

\$ 75,000 for the complete boiler and valve replacement at the Community Center and to pay for the costs associated with the project;

\$17,500 for the first phase of painting the exterior of the Pembroke Public Library and the building maintenance associated with the painting project; and

\$ 11,000 for replacing the carpet in the Pembroke Public Library and the building maintenance associated with the replacement project.

**SECONDED AND SO VOTED  
MAJORITY**

**Part 2** That the sum of \$85,000 be appropriated and transferred from water surplus to be expended for the removal of sludge from the lagoons at Pump Station No. 4.

**SECONDED AND SO VOTED**

**MAJORITY**

**Part 3** That the sum of \$55,000 be appropriated to be expended to pay for engineering services required for a drainage study and recommendations for correction of erosion and washouts currently occurring at the Pembroke High School on Learning Lane; and to meet this appropriation, the Treasurer with the approval of the Board of Selectmen, be authorized to borrow said amount and issue bonds and notes therefor in accordance with Massachusetts General Laws Chapter 44, Section 7, Clause 22, or any other applicable or enabling statute.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**Part 3** That the sum of \$205,000 be appropriated to be expended to pay for the purchase of a new 10-wheel dump truck with sander and plow for use by the Department of Public Works and, to meet this appropriation, the Treasurer with the approval of the Board of Selectmen, be authorized to borrow said amount and issue bonds and notes therefor in accordance with Massachusetts General Laws Chapter 44, Section 7, Clause 9 or any other applicable or enabling statute.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**Part 3** That the sum of \$65,000 be appropriated to be expended for the purchase of a new 35,000 pound lift for use at the Department of Public Works garage and, to meet this appropriation, the Treasurer with the approval of the Board of Selectmen, be authorized to borrow said amount and issue bonds and notes therefor in accordance with Massachusetts General Laws Chapter 44, Section 7, Clause 9, or any other applicable or enabling statute.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**Part 3** That the sum of \$30,000 be appropriated to be expended to correct drainage problems at 199 Plymouth Street in Pembroke, MA in accordance with a survey plan prepared by Environment Partners Group and which work will include purchase of materials, rental of an excavator, and police details to be used by the Department of Public Works and to accept any necessary easements therefor, and to meet this appropriation, the Treasurer with the approval of the Board of Selectmen, be authorized to borrow said amount and issue bonds and notes therefor in accordance with Massachusetts General Laws Chapter 44, Section 7, Clause 1, or any other applicable or enabling statute.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**Part 3** That the sum of \$290,000 be appropriated to be expended to replace water mains on Little Brook Road with 8-inch Ductile iron water mains, and, to meet this appropriation, that the Treasurer with the approval of the Board of Selectmen, be authorized to borrow said amount and issue bonds and notes therefor in accordance with Massachusetts General Laws Chapter 44, Section 7, Clause 5, or any other applicable or enabling statute.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**ARTICLE 2: ACTION 15:** To see if the Town will vote to raise and appropriate from taxation, and/ or transfer from available funds a sum of money to fund the below listed supplements to the amounts voted under Article 3 of the April 2014 Annual Town Meeting, or take any other action relative thereto:

MOVE by Tony Brennan To take no action on Article 2.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 3: ACTION 6:** To see if the Town will vote to raise and appropriate and/or transfer from available funds or otherwise provide a sum of money for the purpose of funding any new salary agreements, or take any other action relative thereto.

Moved by Steve Kirby That the sum of \$12,870 be appropriated and transferred from free cash to fund a contract between the Town of Pembroke and the Town Administrator to be in effect from July 1, 2014 to June 30, 2017 and further. That the sum of \$11,870 be appropriated and transferred from free cash to fund a contract between the Town of Pembroke and the Chief of Police to be in effect from July 1, 2014 to June 30, 2017.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 4: ACTION 15:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to be added to the amount voted in Article 16 of the November 4, 2003 Special Town Meeting to fund Separation Pay Benefits, or to take any action relative thereto.

Moved by James McCollum That the sum of \$100,000 be appropriated and transferred from free cash to be added to the amount voted in Article 16 of the November 4, 2003 Special Town Meeting to fund Separation Pay Benefits.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 5: ACTION 7:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to be added to the Stabilization Fund, or take any action relative thereto.

Moved by Patricia Elsner That the sum of \$25,000 be appropriated and transferred from free cash to be added to the Stabilization Fund.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**ARTICLE 6: ACTION 13:** To see if the Town will vote to establish a Special Purpose Stabilization fund for the purpose of reserving funds owed to the Silver Lake Regional School District for Pembroke's share of post-employment benefits for retired Silver Lake employees; and further, to vote to transfer from the Silver Lake Escrow Fund any remaining balance plus any accumulated interest, to the Special Purpose Stabilization Fund, or take any other action relative thereto.

Moved by Rachel Michael That the Town create a new Special Purpose Stabilization Fund for the purpose of reserving funds owed to the Silver Lake Regional School District for Pembroke's share of post-employment benefits for retired Silver Lake Regional School District employees, and further To appropriate and transfer the sum of \$673,370 from the Silver Lake Escrow account to said Special Purpose Stabilization Fund.

**SECONDED AND SO VOTED**

**2/3 MAJORITY**

**ARTICLE 7: ACTION 8:** To see if the Town will vote to appropriate a sum of money to be added to the Other Post-Employment Benefits Liability Fund established by the vote of Article 11 of the April 24, 2012 Annual Town Meeting, or take any other action relative thereto.

Moved by Stephen Walsh That the Town appropriate and transfer from free cash the sum of \$40,000 to be added to the Other Post-Employment Benefits Liability Fund established by the vote of Article 11 of the April 24, 2012 Annual Town Meeting.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 8: ACTION 2:** To see if the Town will vote to transfer from surplus revenue and/or other available funds a sum of money to balance the budget and to reduce the tax rate for the Fiscal Year 2015, or take any other action relative thereto.

Moved by Anthony O'Brien That the Town appropriate and transfer from free cash the sum of \$585,068 for the purpose of balancing the budget and reducing the tax rate for the Fiscal Year 2015.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 9: ACTION 4:** To see if the Town will vote to raise and appropriate and/or transfer from available funds or otherwise provide a sum of money for the purpose of funding any new collective bargaining agreements, or take any other action relative thereto.

Moved by Michelle Burt That the sum of \$86,258 be appropriated and transferred from free cash to fund a collective bargaining agreement between the Town and the DPW for the period from July 1, 2012 to June 30, 2015 and further, That the sum of \$45,622 be appropriated and transferred from Water Revenue to fund a collective bargaining agreement between the Town and the DPW-Water Division for the period from July 1, 2012 to June 30, 2015.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 10: ACTION 16:** To see if the Town will vote to amend Section 38 of the Town of Pembroke Wage Classification and Compensation By-Laws by replacing the existing language as shown in Appendix B with the following:

“Longevity increments shall be unconditionally granted to each regular full-time and part-time employee according to the following schedule:

<u>Years of Service</u> <u>Completed Full-Time</u>	<u>Longevity</u> <u>Payment Full-Time</u>
5	\$ 400.00
10	500.00
15	550.00
20	850.00
25	900.00
30	950.00
35	1000.00
40	1050.00

Payments will be made within twenty-one (21) days following the employee's anniversary date.”  
or take any other action relative thereto.

Moved by Stephen Walsh To amend the Town of Pembroke Wage Classification and Compensation By-Laws by deleting the language of “Section 38. entitled Longevity” as shown in Appendix B and replacing it with the language printed in Article 10 of the special town meeting warrant and with the following addition: “A regular part-time employee with a work week greater than or equal to 20 hours shall be eligible for longevity on a pro-rated basis.” and further, to provide that said by-law amendment shall become effective on July 1, 2015.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 11: ACTION 1:** To see if the Town will vote to amend Section 39 of the Town of Pembroke Wage Classification and Compensation By-Laws by replacing the existing language as shown in Appendix C with the following:

“All employees who work at least an average of twenty hours per week shall be entitled to four (4) days leave per year with full pay to attend to personal matters. Employees with ten or more years of eligible service shall be entitled to five (5) personal leave days.”  
or take any other action relative thereto.

Moved by Daniel Trabucco To amend the Town of Pembroke Wage Classification and Compensation By-Laws by deleting the language of “Section 39. Personal Days” as printed in Appendix C. and to replace it with the following: “All employees who work at least an average of twenty hours per week shall be entitled to four (4) days leave per year with full pay to attend to personal matters. Employees with ten or more

years of eligible service shall be entitled to five (5) personal leave days' and further, to provide that said by-law amendment shall become effective on July 1, 2015.

## **SECONDED AND SO VOTED**

## **MAJORITY**

**ARTICLE 12: ACTION 14:** To see if the Town will vote to amend Section 14 of the Town of Pembroke Wage Classification and Compensation By-Laws by replacing the existing language as shown in Appendix C with the following:

### **Section 1:**

Employees shall be granted annual vacations without loss of pay as follows: if the employee has occupied a full time position, including any employee that changes from part-time to full-time, and has been in continuous service for the Town for not less than twelve (12) months-

After 1 year but less than 5 years -	10 working days
After 5 years but less than 10 years -	15 working days
After 10 years but less than 15 years -	20 working days
After 15 years but less than 16 years -	21 working days
After 16 years but less than 17 years -	22 working days
After 17 years but less than 18 years -	23 working days
After 18 years but less than 19 years -	24 working days
After 19 years or more -	25 working days

At the beginning of the 25<sup>th</sup> year of employment, employees shall be granted ten (10) bonus days of vacation to be used within their 25<sup>th</sup> year of service. This is a one-time only benefit for each employee.

### **Section 2:**

Vacations must be taken in the year in which they are due. Up to two (2) weeks, at most, may be carried over from year to year. Vacation period is to be taken between July 1st and June 30th.

### **Section 3:**

Vacations with pay shall not be granted to temporary employees. An additional day of vacation shall be allowed to any employee if one of the holidays described in Article XI occurs during his vacation period. A vacation week consists of the number of days of the week normally worked. Vacations will be computed at one (1) day per month up to a maximum of ten (10) days in the first year.

### **Section 4:**

Upon termination of employment caused by death, such payment for vacation and comp time owed shall be made to the employee's beneficiary or estate. Any employee who separates for any other reason will receive her unused vacation and comp time upon the pay period following separation.

### **Section 5:**

Vacation "sell -back" option:

Employees of the Clerical Unit may sell back to the town their excess vacation as follows:

10 days earned per year - sell back 0 days
15 days earned per year - sell back 5 days
20 days earned per year - sell back 10 days
25 days earned per year - sell back 20 days

Vacation days sold back to the town will be at the employee's straight time rate: subject to the approval of the department head with payment being made within thirty (30) days of the approval." or take any other action relative thereto.

Moved by Dan Trabucco To amend the Town of Pembroke Wage Classification and Compensation By-Laws by deleting the language of “Section 14. Vacation Leave” and replacing it with the language as printed in Article 12 of the special town meeting warrant; and further, to provide that said by-law amendment shall become effective on July 1, 2015.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 13: ACTION 3:** To see if the town will accept as a Town Way, Seltsam Way and Stone Ridge Lane as shown on the street layout plan entitled Crescent Hill Farm dated September 2, 2014, prepared by Keefe Associates and to see if the Town will further vote to authorize the Board of Selectmen to acquire by purchase, gift, and/or eminent domain, any and all property interests and appurtenances to use said street for all purposes for which public ways are used in the Town; or take any other action relative thereto.

Moved by Linda Peterson That the Town accept as a town way Seltsam Way and Stone Ridge Lane as shown on a street layout plan entitled “Crescent Hill Farm dated September 2, 2014, prepared by Keefe Associates” and further, To authorize the Board of Selectmen to acquire by purchase, gift, and/or by eminent domain, any and all property interests and appurtenances for using said street for all purposes for which public ways are used in the Town.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 14: ACTION 9:** To see if the town will accept as a Town Way, Canoe Club Lane as shown on the street layout plan entitled Canoe Club Lane dated June 14, 2014, prepared by Land Planning, Inc. and to see if the Town will further vote to authorize the Board of Selectmen to acquire by purchase, gift, and/or eminent domain, any and all property interests and appurtenances to use said street for all purposes for which public ways are used in the Town; or take any other action relative thereto.

Moved by James McCollum That the Town accept as a town way Canoe Club Lane as shown on a street layout plan entitled “Canoe Club Lane dated June 14, 2014, prepared by Land Planning, Inc.”; and further, To authorize the Board of Selectmen to acquire by purchase, gift, and/or by eminent domain, any and all property interests and appurtenances for using said street for all purposes for which public ways are used in the Town.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 15: ACTION 11:** To see if the town will accept as a Town Way, Sparrow Lane, Bluejay Way, Cardinal Circle, Blackbird Drive, Robin Terrace, as shown on the layout plan entitled The Crossroads in Pembroke dated September 4, 2014, prepared by Grady Consulting and to see if the Town will further vote to authorize the Board of Selectmen to acquire by purchase, gift, and/or by eminent domain, any and all property interests and appurtenances to use said street for all purposes for which public ways are used in the Town; or take any other action relative thereto.

Moved by Rachel Michael That the Town accept as a town way Sparrow Lane, Bluejay Way, Cardinal Circle, Blackbird Drive, and Robin Terrace, as shown on a layout plan entitled "The Crossroads in Pembroke dated September 4, 2014, prepared by Grady Consulting"; and further,  
To authorize the Board of Selectmen to acquire by purchase, gift, and/or by eminent domain, any and all property interests and appurtenances for using said street for all purposes for which public ways are used in the Town.

**SECONDED AND SO VOTED**

**MAJORITY**

**ARTICLE 16: ACTION 10:** To see if the town will vote to adopt and approve the following recommendations of the Community Preservation Committee for fiscal year 2015, and to see if the town will vote to implement such recommendations by appropriating a sum or sums of money from the community preservation fund. Each recommendation is to be voted on individually.

Recommendation A: To appropriate the sum of \$69,000.00 from open space/recreation reserve and that said funds be used by the Town of Pembroke for treatment of Oldham Pond for the suppression of blue-green algae; treatment of Hobomock Pond for hydrilla control; and treatment of Furnace Pond for microscopic algae, or take any other action relative thereto.

THE FOLLOWING MOTIONS WERE MADE BY CPA CHAIRMAN BRIAN VANRIPER

That the sum of \$69,000 be appropriated from open space/recreation fund reserve and that said funds be used by the Town of Pembroke for treatment of Oldham Pond for the suppression of blue-green algae; treatment of Hobomock Pond for hydrilla control; and treatment of Furnace Pond for microscopic algae.

**SECONDED AND SO VOTED**

**MAJORITY**

Recommendation B: To appropriate the sum of \$500,000.00 (\$480,000.00) for the acquisition of property and \$20,000.00 for legal fees/closing and survey costs/deed restriction, as required) from FY 2015 Community Preservation Fund reserve and that said funds be used by the town of Pembroke to acquire by purchase, gift, and/or eminent domain, the 29-acre parcel of land located at 190 Barker Street, Pembroke, and shown on Map D-10 as Parcel 14, for the preservation and protection of Little Pudding Brook, which property shall be under the care, custody, and control of the Conservation Commission under the provisions of G.L. c.40 §8C, and, further, to authorize the Board of Selectmen and/or the Conservation Commission, as appropriate, to convey the conservation restrictions on the foregoing parcels of land in accordance with G.L. c. 184, as required by G.L. c.44B, §12(a), or take any other action relative thereto.

To appropriate the sum of \$500,000.00 (\$480,000.00 for the acquisition of property and \$20,000.00 for legal fees/closing and survey costs/deed restriction, as required) from Community Preservation Fund reserve and that said funds be used by the Town of Pembroke to acquire the 29-acre parcel of land located at 190 Barker Street, Pembroke, and shown on Assessors' Map D-10 as Parcel 14, to be known as the LAGE PRESERVE, and to authorize the Board of Selectmen to acquire all or a portion of said parcel, by purchase, gift, and/or eminent domain for the preservation and protection of Little Pudding Brook, which property shall be under the care, custody, and control of the Conservation Commission under the provisions of G.L. c.40 §8C, and, further, to authorize the Board of Selectmen and/or the Conservation Commission, as appropriate, to convey the conservation restrictions on the foregoing parcels of land in accordance with G.L. c. 184, as required by G.L. c.44B, §12(a).

**SECONDED AND SO VOTED**

**MAJORITY**

Recommendation C: To appropriate the sum of \$5,000.00 from open space/recreation reserve and that said funds be used by the Town of Pembroke to purchase and install a new swim platform at Little Sandy Pond beach, or take any other action relative thereto.

That the sum of \$5,000 be appropriated from open space/recreation reserve and that said funds be used by the Town of Pembroke to purchase and install a new swim platform at Little Sandy Pond beach.

**SECONDED AND SO VOTED**

**MAJORITY**

Recommendation D: To appropriate the sum of \$21,500.00 from open space/recreation reserve and that said funds be used by the Town of Pembroke to purchase and install two new picnic tables, a new dock and a swim platform at Stetson Pond beach, or take any other action relative thereto.

That the sum of \$21,500 be appropriated from open space/recreation fund reserve and that said funds be used by the Town of Pembroke to purchase and install two new picnic tables, a new dock and a swim platform at Stetson Pond beach.

**SECONDED AND SO VOTED**

**MAJORITY**

Recommendation E: To appropriate the sum of \$21,500.00 from FY 2015 estimated annual revenue and that said funds be used by the Town of Pembroke to purchase and install two new picnic tables, a new dock and a swim platform at Furnace Pond beach, or take any other action relative thereto.

That the sum of \$21,500 be appropriated from FY 2015 estimated annual revenue and that said funds be used by the Town of Pembroke to purchase and install two new picnic tables, a new dock, and a swim platform at Furnace Pond beach.

**SECONDED AND SO VOTED**

**MAJORITY**

Recommendation F: To appropriate the sum of \$35,000.00 from community housing fund reserve and \$25,000.00 from FY 2015 estimated annual revenue and that said funds be granted to the Town of Pembroke Housing Authority for the purpose of designing and permitting forty-eight (48) new elderly and disabled residential units to be constructed at Mayflower Court, Lydia Ford Way, MacDonald Way and Kilcommons Way, or take any other action relative thereto.

That the sum of \$35,000.00 be appropriated from community housing fund reserve and \$25,000.00 from FY2015 estimated annual revenue and that said funds be granted to the Town of Pembroke Housing Authority for the purpose of designing and permitting forty-eight (48) new residential units to be constructed at Mayflower Court, Lydia Ford Way, MacDonald Way, and Kilcommons Way for elderly and disabled persons.

**SECONDED AND SO VOTED**

**MAJORITY**

**WITH ALL BUSINESS COMPLETED THE MEETING ADJOURNED AT 9:00 P.M.**



# State Election November 4, 2014

	PREC. 1	PREC. 2	PREC. 3	PREC. 4	PREC. 5	TOTALS
<b>SENATOR IN CONGRESS</b>						
<b>VOTE FOR ONE</b>						
BLANKS	55	44	53	62	47	261
EDWARD J. MARKEY	762	648	686	729	658	3483
BRIAN J HERR	746	671	664	735	694	3510
WRITE INS	1	3	5	0	1	10
<b>TOTAL</b>	<b>1564</b>	<b>1366</b>	<b>1408</b>	<b>1526</b>	<b>1400</b>	<b>7264</b>
<b>GOVERNOR - LIEUTENANT GOVERNOR</b>						
<b>VOTE FOR ONE</b>						
BLANKS	15	16	10	14	13	68
BAKER and POLITO	977	799	820	920	915	4431
COAKLEY and KERRIGAN	515	490	484	517	415	2421
FALCHUK and JENNINGS	41	40	51	43	35	210
LIVELY and SAUNDERS	8	6	22	14	9	59
MCCORMICK and POST	7	15	21	18	13	74
WRITE INS	1	0	0	0	0	1
<b>TOTAL</b>	<b>1564</b>	<b>1366</b>	<b>1408</b>	<b>1526</b>	<b>1400</b>	<b>7264</b>
<b>ATTORNEY GENERAL</b>						
<b>VOTE FOR ONE</b>						
BLANKS	64	51	61	57	65	298
MAURA HEALEY	762	683	717	765	625	3552
JOHN B MILLER	737	632	625	704	710	3408
WRITE INS	1	0	5	0	0	6
<b>TOTAL</b>	<b>1564</b>	<b>1366</b>	<b>1408</b>	<b>1526</b>	<b>1400</b>	<b>7264</b>
<b>SECRETARY OF STATE</b>						
<b>VOTE FOR ONE</b>						
BLANKS	53	49	56	56	57	271
WILLIAM FRANCIS GALVIN	958	803	827	929	796	4313
DAVID D'ARCANGELO	525	473	471	510	515	2494
DANIEL L FACTOR	27	41	53	30	32	183
WRITE INS	1	0	1	1	0	3
<b>TOTAL</b>	<b>1564</b>	<b>1366</b>	<b>1408</b>	<b>1526</b>	<b>1400</b>	<b>7264</b>
<b>TREASURER</b>						
<b>VOTE FOR ONE</b>						
BLANKS	85	80	69	98	90	422
DEBORAH B GOLDBERG	659	587	605	626	544	3021
MICHAEL JAMES HEFFERNAN	784	654	676	763	733	3610
IAN T JACKSON	35	44	56	37	31	203
WRITE INS	1	1	2	2	2	8
<b>TOTAL</b>	<b>1564</b>	<b>1366</b>	<b>1408</b>	<b>1526</b>	<b>1400</b>	<b>7264</b>
<b>AUDITOR</b>						
<b>VOTE FOR ONE</b>						
BLANKS	109	85	92	120	100	506
SUZANNE M. BUMP	716	633	669	702	613	3333
PATRICIA S. SAINT AUBIN	695	605	592	662	657	3211
MK MERELICE	43	43	54	41	29	210
WRITE INS	1	0	1	1	1	4
<b>TOTAL</b>	<b>1564</b>	<b>1366</b>	<b>1408</b>	<b>1526</b>	<b>1400</b>	<b>7264</b>
<b>REPRESENTATIVE IN CONGRESS</b>						
<b>VOTE FOR ONE</b>						
BLANKS	56	44	45	55	53	253
WILLIAM R KEATING	774	676	723	763	671	3607
JOHN C CHAPMAN	734	645	636	708	676	3399
WRITE INS	0	1	4	0	0	5
<b>TOTAL</b>	<b>1564</b>	<b>1366</b>	<b>1408</b>	<b>1526</b>	<b>1400</b>	<b>7264</b>

COUNCILLOR		VOTE FOR ONE				
BLANKS	587	471	434	541	527	2560
JOSEPH C FERREIRA	965	873	945	962	852	4597
WRITE INS	12	22	29	23	21	107
TOTAL	1564	1366	1408	1526	1400	7264
SENATOR IN GENERAL COURT		VOTE FOR ONE				
BLANKS	93	66	72	85	92	408
VINNY M deMACEDO	896	789	788	922	819	4214
MATTHEW C PATRICK	517	451	448	455	411	2282
HEATHER M MULLINS	57	60	99	64	77	357
WRITE INS	1	0	1	0	1	3
TOTAL	1564	1366	1408	1526	1400	7264

State Election November 4, 2014						
	PREC. 1	PREC. 2	PREC. 3	PREC. 4	PREC. 5	TOTALS
REPRESENTATIVE IN GENERAL COURT		VOTE FOR ONE				
BLANKS	38	31	25	28	30	152
JOSH S CUTTLER	772	730	755	779	655	3691
JOSEPH SHEEHAN	754	605	626	719	715	3419
WRITE INS	0	0	2	0	0	2
TOTAL	1564	1366	1408	1526	1400	7264
DISTRICT ATTORNEY		VOTE FOR ONE				
BLANKS	328	335	278	335	313	1589
TIMOTHY J CRUZ	1225	1014	1116	1182	1078	5615
WRITE INS	11	17	14	9	9	60
TOTAL	1564	1366	1408	1526	1400	7264
REGISTER OF PROBATE		VOTE FOR ONE				
BLANKS	118	98	105	116	109	546
MATTHEW J McDONOUGH	628	537	559	599	517	2840
ANTHONY THOMAS O'BRIEN, SR	818	731	739	810	773	3871
WRITE INS	0	0	5	1	1	7
TOTAL	1564	1366	1408	1526	1400	7264
COUNTY TREASURER		VOTE FOR ONE				
BLANKS	539	435	393	503	498	2368
THOMAS J O'BRIEN	1015	912	986	1007	890	4810
WRITE INS	10	19	29	16	12	86
TOTAL	1564	1366	1408	1526	1400	7264
COUNTY COMMISSIONER		VOTE FOR ONE				
BLANKS	172	114	135	160	140	721
SANDRA M WRIGHT	841	735	715	810	792	3893
SCOTT M VECCHI	549	517	553	553	467	2639
WRITE INS	2	0	5	3	1	11
TOTAL	1564	1366	1408	1526	1400	7264

## State Election November 4, 2014

QUESTION 1 GAS TAX		VOTE FOR ONE				
BLANKS	42	36	51	29	23	181
YES	961	893	892	1024	938	4708
NO	561	437	465	473	439	2375
TOTAL	1564	1366	1408	1526	1400	7264
QUESTION 2 BOTTLE BILL						
BLANKS	14	14	13	15	11	67
YES	242	197	222	193	194	1048
NO	1308	1155	1173	1318	1195	6149
TOTAL	1564	1366	1408	1526	1400	7264
QUESTION 3 GAMING						
BLANKS	22	17	17	21	14	91
YES	565	424	396	483	489	2357
NO	977	925	995	1022	897	4816
TOTAL	1564	1366	1408	1526	1400	7264
QUESTION 4 PAID SICK LEAVE						
BLANKS	30	19	25	23	21	118
YES	796	696	768	787	682	3729
NO	738	651	615	716	697	3417
TOTAL	1564	1366	1408	1526	1400	7264

## Marriages 2014

### PARTY A

1/4/2014	Costanzo, Tara Elizabeth
1/11/2014	Nicholas, John Russo
3/8/2014	Orlando, John Louis
3/10/2014	O'Neil, Joseph
3/15/2014	Robinson, Peter Mayo
3/25/2014	Duchini, Michael Arthur
3/31/2014	Collins, Matthew David
4/26/2014	Quinones-Ramos, Julio Emilio
4/26/2014	Scott, Michael Robert
5/9/2014	Marshall, Anna Mariea
5/10/2014	Moeller, Andrew Joshua
5/10/2014	Lein, Dale Frederick
6/7/2014	Hayes, Jesse Stetson
6/7/2014	Driscoll, John David
6/7/2014	Roberts, Richard Elmo
6/21/2014	Jerome, Raun Gregory
6/27/2014	Lally, David Francis
6/28/2014	Nette, Keith Ward
7/5/2014	Berg, Nathan Alan
7/5/2014	DeMille, John Tobin
7/12/2014	Hatch, Daniel Russell
7/12/2014	O'Kane, Ryan John
7/22/2014	Horner, William Thomas
7/26/2014	Bates, Daniel Francis
7/26/2014	McGinness, John William III
7/27/2014	Loyd, Patrick Ryan
8/6/2014	Mutter, Karen Lisa
8/9/2014	Maggiore-Anthony
8/9/2014	Brown, Eric David
8/12/2014	Stilger, Joan Kathleen
8/15/2014	Fitzgerald, Scott Andrew
8/16/2014	Roundtree, Stephen Kendall
8/17/2014	Ceriani, Steven Robert
8/22/2014	Logan, Michael James
8/23/2014	Candido, Silvato Bretto
8/23/2014	Mitchell, John Joseph
8/30/2014	Hernandez, Jordans
8/31/2014	Anderson, Jarrod Michael
9/4/2014	Kilmurray, Christine Ruth
9/6/2014	Teller, Joshua Peter
9/6/2014	Denayer, David
9/6/2014	Letourneau, Douglas Joseph
9/6/2014	Lussier, Kevin Joseph
9/7/2014	Lindsey, Robert Philip

### PARTY B

Penney, Deanna Carol
Brown, Briana Lynn
Deagle, Donna Marie
DeMayo, Michael
Prall, Michelle Renee
Doyle, Kellie Patricia
Campbell, Miranda Lynn
Egan, Pamela Ann
Klasson/Alabiso, Karissa
Groh, Jeanette Marie
Crouse, Lindsay Ellen
Conway, Julie Ann
Cooper, Meaghan Patricia
Tobin, Casey Marie
Robinson, Rachel Marie
Lindquist, Alexis Linnea
Lewis, Stephanie Jordan
Hirtle, Alexis Elayne
Buckus, Anne Louise
Adams, Heather Kathryn
Lambert, Shanna Lea
Shogren, Amy Michelle
Long, Pauline Ann
Martin, Jennifer April
Bulman, Sarah Grace
Della Porta, Cheryl Ann
Walder, Lynne
Duncan, Pamela Lee
Northrup, Natalie
Antonuccio, Rosa Mary
Abouzeid, Grace Mary
Winders, Kimberly Ann
Martin, Carol Ann
Sullivan, Amanda Irene
Topham, Laurie Ann
Roberts, Lisa Helen
Small, Kayla Maeghan
Gallo, Renee Elizabeth
Bates, Nancy Louise
Dacey, Kerry Ann
Lester, Cassandra Noel
Cheverie, Joanna Lyn
Kelley, Sarah Jane
DeCosta, Laila Marie

## Marriages 2014

9/12/2014	Sawler, James Christopher	Churchill, Faye Elizabeth
9/13/2014	Keller, Jonathan Brewster	Lennon, Kimberly Anne
9/14/2014	Page, Richard Edward	Cahill, Jennifer Lyn
9/17/2014	Rezende, Ivan Jason	Lagares, Whatna Vargas
9/20/2014	Shaw, Brian Daniel	Cook, Meghan
9/20/2014	Martino, Timothy Gregory	Fiore, Jaime Lee
9/27/2014	Parker, Tedd Steven	Donovan, Amy
10/3/2014	Morris, Nicholas Joseph	Longoria, Laura Maureen
10/4/2014	McGowan, Stephen Edward	Anderson, Jamie Lee
10/4/2014	Gutierrez, Austin Noe	Cook, Alyssa Rose
10/4/2014	Dirksmeier, Michael Matthew	Mitchell, Karen Marie
10/11/2014	Melanson, Christopher Michael	Castagnozzi, Angela
10/11/2014	DeCoste, Gerard Louis Jr.	John, Lori Rachel
10/14/2014	King, Jennifer Lynn	Polley, Kelly Marie
10/16/2014	Trinque, Paula Ann	Williamson, Nancy Beth
10/24/2014	Garcia, Jorge Mario	Murray, Cynthia Frances
10/25/2014	Delaney, Donald Edward	Dilorio, Liana Elizabeth
11/2/2014	Cattaneo, Michael Christopher	Sacco, Nicole Marie
11/7/2014	Calabro, Kevin John	Gummerus, Julie Parker
11/9/2014	Bullock, Russell Shaw Jr.	Marques, Janemarie
11/14/2014	Carbone, Douglas Salvatore	Furfari, Kara Anne
11/25/2014	Orazem, Timothy Durkin	Papastoitsi, Pella
12/13/2014	Ryan, John Frederick	Caleigh - Fitzpatrick
12/23/2014	McLelland, Randall Frederick	Mangini, Michelle Marie
12/27/2014	Costa, Rebecca Leigh	MacNeill, Amy Marie
12/27/2014	Murphy, Ryan William	Bourque, Meaghan Therese

## ANNUAL REPORT OF THE BOARD OF REGISTRARS

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

The Board has met to register new voters before each Town Meeting and Election at date and time determined by State Law.

We would like to remind all residents that by State Law we must conduct a census each year beginning January 1<sup>st</sup>. Again this year we will be mailing census forms to each residence in town with a personal follow-up telephone or by visit to those who do not respond. Failure to respond may result in removal from the voting list.

Anyone wishing to register to vote may do so at the Town Clerk's Office during regular business hours and at special evening registration sessions that will be posted in each precinct's Post Office ahead of all Town Meetings and Elections.

Residents may register to vote by mail or at the Registry of Motor Vehicles and at certain agencies.

Precinct 1- Pembroke Town Hall  
Precinct 2 & 4 Pembroke Middle School  
Precinct 3 Bryantville Elementary School  
Precinct 5 North Pembroke Elementary School

### Town of Pembroke voter total sheet as of 12/30/2014

Pre.	Democrat	Republican	Unenrolled	Grand Total
<b>1</b>	588	388	1592	2576
<b>2</b>	612	354	1503	2478
<b>3</b>	559	329	1534	2436
<b>4</b>	544	353	1577	2481
<b>5</b>	555	357	1488	2367
<b>TOTAL</b>	<b>2858</b>	<b>1781</b>	<b>7694</b>	<b>12338</b>

Respectfully Submitted,  
Mary Salters, Chairman  
Sandra Damon  
Marilyn Zechello  
Mary Ann Smith, Town Clerk

## ANNUAL REPORT OF THE ADVISORY COMMITTEE

To the Honorable Board of Selectmen and Citizens of the Town of Pembroke

The major role of the Advisory Committee is to submit a balanced budget at the Annual Town Meeting in the spring for the following fiscal year. The Committee is required to make recommendations on all articles at the town meeting whether for or against each article. This year's fiscal budget total was \$52,777.626. The committee made recommendations at the Annual Town Meeting including the Special Town Meeting in the spring and again at the fall Town Meeting. We would like to thank Ed Thorne and Michael Buckley for their assistance in providing financial information for the budget. Below is the listing of supplemental transfers made by the committee from the Reserve Fund during the year.

### **Fiscal Year 2014 Pembroke Reserve Fund Appropriation - \* \$70,000**

<u>Date</u>	<u>Amount</u>	<u>Department</u>	<u>Purpose</u>
07/22/13	1,597.08	Animal Control	Vacation Buyback
09/30/13	3,000.00	D.P.W.	Tree Removal
11/12/13	809.60	Town Hall	Vacation Buyback
11/25/13	2,500.00	Town Hall	Telephone
12/07/13	8,640.00	Library	Contracted Services
02/24/14	1,738.50	Town Clerk	Clerical Salaries
03/31/14	6,900.00	Town Hall	Building Maintenance
05/31/14	1,465.00	Animal Control	Dead Animal
05/31/14	1,590.96	Animal Control	Vacation Buyback
05/31/14	2,000.00	Library	Building Repairs
07/14/14	360.00	Zoning Board of Appeals	Advertising
07/14/14	248.00	Town Hall	Custodians
07/14/14	1,613.00	Town Hall	Electricity
07/14/14	1,938.00	Town Hall	Postage
07/14/14	6,241.00	Police	Gasoline
07/14/14	623.00	Inspectional Services	Mileage
07/14/14	102.00	Community Center	Custodians
07/14/14	3,891.00	Medicare Tax	Town's Share

Transfers      \$45,257.14      \*Provided by Town Accountant

Original Approp. \$70,000.00

Balance      \$24,742.86

Chairperson: Linda Peterson, Clerk: Stephen Curley, Members: James McCollum, Rachel Michael, Anthony O'Brien Sr., Stephen Walsh, Timothy Brennan and Patricia Elsner

## ANNUAL REPORT OF THE BOARD OF ASSESSORS

To the Honorable Board of Selectmen and Citizens of the Town of Pembroke:

The members of the Board of Assessors are;

Mary E Quill, MAA, Chairman,  
Elizabeth A. Bates, MAA, Member,  
Scott J. DeSantis, MAA, Member.

Catherine M. Salmon, MAA, holds the position of Chief Assessor/Appraiser. The office staff consists of Jeanne M. Gigliotti, Assistant Assessor, Meghan M. Ricardo, Full-time Data Lister, Anne Bradford, Principal Clerk and, Christine M. Riley, Part-time Data Lister.

The Assessors' office successfully completed the Fiscal Year 2015 Revaluation. The staff of the Assessors' office continues the on-going cyclical inspections. This year mailings were sent to property owners in the eastern portion of town requesting an interior inspection. This cyclical program is part of the in-house certification program and the cooperation of property owners is of great assistance to the Assessors in fulfilling the requirements of the Department of Revenue. Data Collection of Commercial, Industrial, and Exempt Properties continues throughout the town as well.

The Assessors continue to offer the on-line database that has been updated to provide fiscal year 2015 assessments on all real estate properties. The database can be accessed for viewing through the town's website. Go to [www.townofpembrokmass.org](http://www.townofpembrokmass.org), click on "Town Departments" and then click on "Assessors Office". Click the Property Assessment Data. In addition, the Assessor's Maps are now available on line. Go to [www.townofpembrokmass.org](http://www.townofpembrokmass.org), click on "Town Departments" and then click on "Assessors Office". Click the Assessors Map Link.

### TAX RATE RECAPITULATION

Total amount to be raised

Town meeting appropriation, state & county costs.....\$61,489,427.53

Less total receipts

From state, local receipts  
(permits, auto excise tax,

free cash, etc.).....\$26,519,230.31

Levy – amount to be raised by taxation.....\$34,970,197.22

Divided by: Total valuation of Town.....\$2,372,469,282.00

Equals – tax rate.....\$14.74

\*Levy includes \$2,160,236.00 debt exclusion for school construction projects.

Respectfully submitted:  
BOARD OF ASSESSORS

Mary E. Quill, Chairman  
Elizabeth A. Bates, Member  
Scott J. DeSantis, Member



## **REPORT OF THE TOWN ACCOUNTANT**

To the Honorable Board of Selectmen and the Residents of Pembroke:

I hereby submit my Annual Report, which consists of a Balance Sheet, Statement of Revenues and Statement of Expenditures for the Fiscal Year 2014.

I would like to take this opportunity to thank the Board of Selectmen for giving me the opportunity to serve the residents of Pembroke and also thank the many people, most importantly Kristine Fraser, who have assisted my office over the past year.

Respectfully Submitted,

Michael Buckley  
Town Accountant

**TOWN OF PEMBROKE**  
**COMBINED BALANCE SHEET AS OF JUNE 30, 2014**

	GENERAL	SPECIAL	CAPITAL	TRUSTS AND	LONG-TERM	TOTALS
	FUND	REVENUE	PROJECTS	AGENCY	ACCOUNT GROUP	ALL FUNDS
<b>ASSETS</b>						
CASH AND SHORT TERM INVESTMENTS	5,468,236	7,180,588	8,119,663	3,902,924		24,671,411
INTERFUND RECEIVABLES	4,197			26,204		30,401
DUE FROM COMMONWEALTH OF MASSACHUSETTS	31,338	163,045		36,665		231,048
PERSONAL PROPERTY TAX RECEIVABLE	23,420					23,420
REAL ESTATE TAX RECEIVABLE	406,108					406,108
TAX LIENS	282,050					282,050
DEFERRED TAXES RECEIVABLE	250,654					250,654
TAX POSSESSIONS	413,655					413,655
EXCISE TAX RECEIVABLE	298,085					298,085
USER CHARGES RECEIVABLE		1,426,446				1,426,446
AMOUNT PROVIDED FOR BONDS					27,278,712	27,278,712
AMOUNT PROVIDED FOR NOTES		1,012,734	7,828,393			8,841,127
AMOUNT PROVIDED FOR AUTHORIZED DEBT					5,290,000	5,290,000
<b>TOTAL ASSETS</b>	<b>7,177,743</b>	<b>9,782,813</b>	<b>15,948,056</b>	<b>3,965,793</b>	<b>32,568,712</b>	<b>69,443,117</b>
<b>LIABILITIES</b>						
ACCRUED PAYROLL	1,030,076					1,030,076
INTERFUND PAYABLES	26,204			4,197		30,401
BONDS PAYABLE					27,278,712	27,278,712
DEFERRED REVENUES	1,361,475	1,406,428				2,767,903
NOTES PAYABLE		1,012,734	7,828,393			8,841,127
AUTHORIZED AND UNISSUED DEBT					5,290,000	5,290,000
OTHER LIABILITIES				60,784		60,784
PROVISIONS FOR ABATEMENTS AND EXEMPTIONS	312,497					312,497
WITHHOLDINGS PAYABLE						0
<b>TOTAL LIABILITIES</b>	<b>2,730,252</b>	<b>2,419,162</b>	<b>7,828,393</b>	<b>64,981</b>	<b>32,568,712</b>	<b>45,611,500</b>
<b>FUND EQUITY</b>						
RESERVE FOR ENCUMBRANCES-CURRENT YR	2,712,386	1,142,114				3,854,500
RESERVE FOR EXPENDITURES	81,300					81,300
DESIGNATED FUND BALANCE		6,221,537	8,119,663	3,900,812		18,242,012
UNRESERVED FUND BALANCE-APPROPRIATION DEFICIT	(585,068)					(585,068)
UNDESIGNATED FUND BALANCE	2,238,873					2,238,873
<b>TOTAL FUND EQUITY</b>	<b>4,447,491</b>	<b>7,363,651</b>	<b>8,119,663</b>	<b>3,900,812</b>	<b>0</b>	<b>23,831,617</b>
<b>TOTAL LIABILITIES AND FUND EQUITY</b>	<b>7,177,743</b>	<b>9,782,813</b>	<b>15,948,056</b>	<b>3,965,793</b>	<b>32,568,712</b>	<b>69,443,117</b>

BALANCE SHEET DETAIL  
JUNE 30, 2014

			INTER-	AMOUNTS			INTER-							
		TOTAL	FUND	TO BE PROVIDED	TOTAL	NOTES	FUND	DEFERRED	OTHER	RESERVE FOR	DESIGNATED	TOTAL	TOTAL	
FUND NAME	CASH	RECEIVABLES	RECEIV.	FOR DEBT	ASSETS	PAYABLE	PAYABLES	REVENUE	LIABILITIES	ENCUMBRANCES	FUND BALANCE	FUND EQUITY	LIABILITIES	AND EQUITY
CHAPTER 90 HIGHWAY	202,673			322,734	525,407	322,734					202,673	202,673	525,407	
WETLANDS FUND	13,513				13,513						13,513	13,513	13,513	
PUBLIC SAFETY GIFTS	200				200						200	200	200	
SELECTMEN GIFTS	1,094				1,094						1,094	1,094	1,094	
TAX TITLE REVOLVING	30,000				30,000						30,000	30,000	30,000	
CAMP PEMBROKE FUND	11,866				11,866						11,866	11,866	11,866	
DPW DEPOSITS	35,083				35,083						35,083	35,083	35,083	
PERFORMANCE DEPOSITS	343,247				343,247						343,247	343,247	343,247	
PLANNING DEPOSITS	52,510				52,510						52,510	52,510	52,510	
ZONING BOARD DEPOSITS	9,680				9,680						9,680	9,680	9,680	
CONSERVATION DEPOSITS	2,424				2,424						2,424	2,424	2,424	
TOWN FOREST FUND	6,501				6,501						6,501	6,501	6,501	
ELDER AFFAIRS GIFTS	2,623				2,623						2,623	2,623	2,623	
VETERANS GIFTS	178				178						178	178	178	
INSURANCE PROCEEDS	59,376				59,376						59,376	59,376	59,376	
ATHLETIC GIFT FUND	2,120				2,120						2,120	2,120	2,120	
ANNIVERSARY FUND	41,393				41,393						41,393	41,393	41,393	
AMBULANCE FUND	662,036				662,036						662,036	662,036	662,036	
FIRE GIFT FUNDS	15,870				15,870						15,870	15,870	15,870	
DPW TREE FUND	19,757				19,757						19,757	19,757	19,757	
PARKING FINES REVOLVING	10				10						10	10	10	
LIBRARY GIFT FUNDS	7,349				7,349						7,349	7,349	7,349	
RECREATION REVOLVING	297,341				297,341						297,341	297,341	297,341	
SEPTIC REVIEW REVOLVING	4,133				4,133						4,133	4,133	4,133	
TOWN LANDING FUND	21,053				21,053						21,053	21,053	21,053	
AFFORDABLE HOUSING GIFTS	50,585				50,585						50,585	50,585	50,585	
HISTORICAL COMM. GIFT FUND	1,150				1,150						1,150	1,150	1,150	
SIDEWALK GIFT FUNDS	43,521				43,521						43,521	43,521	43,521	
ELDER AFFAIRS GRANTS	70,417				70,417						70,417	70,417	70,417	
EXTENDED POLLING HOURS GRANT	9,970				9,970						9,970	9,970	9,970	
POLICE GRANTS	48,382				48,382						48,382	48,382	48,382	
FIRE DEPARTMENT GRANTS	6,018				6,018						6,018	6,018	6,018	
HEALTH GRANTS	6,436				6,436						6,436	6,436	6,436	
LIBRARY GRANTS	24,989				24,989						24,989	24,989	24,989	
SOLID WASTE FUND	386,484	234,284			620,768			234,284		33,168	353,316	386,484	620,768	
COMMUNITY PRESERVATION FUND	1,224,740	4,493			1,229,233			4,493		771,735	453,005	1,224,740	1,229,233	
SEPTIC BETTERMENT FUND	591,866	750,256		200,000	1,542,122	200,000		750,256			591,866	591,866	1,542,122	
WATER FUND	1,093,884	437,412		490,000	2,021,296	490,000		417,395		337,211	776,690	1,113,901	2,021,296	
TOTAL TOWN SPECIAL REVENUE	5,400,472	1,426,445	0	1,012,734	7,839,651	1,012,734	0	1,406,428	0	1,142,114	4,278,375	5,420,489	7,839,651	
SCHOOL LUNCH	189,365				189,365						189,365	189,365	189,365	
TRANSPORTATION FUND	278,124				278,124						278,124	278,124	278,124	
ATHLETIC FUND	139,632				139,632						139,632	139,632	139,632	
KINDERGARTEN & TUITION FUNDS	576,338				576,338						576,338	576,338	576,338	
BUILDING UTILIZATION FUND	85,123				85,123						85,123	85,123	85,123	
MEDICARE FUND	111,909				111,909						111,909	111,909	111,909	
OTHER REVOLVING FUNDS	124,079				124,079						124,079	124,079	124,079	
TOTAL SCHOOL SPECIAL REVENUE	1,504,570	0	0	0	1,504,570	0	0	0	0	0	1,504,570	1,504,570	1,504,570	
SPECIAL EDUCATION GRANTS	-123,436	143,537			20,101						20,101	20,101	20,101	
CHAPTER ONE GRANTS	-13,131	19,508			6,377						6,377	6,377	6,377	
VOCATIONAL GRANT	50,370				50,370						50,370	50,370	50,370	
KINDERGARTEN GRANT	96				96						96	96	96	
CIRCUIT BREAKER GRANT	361,647				361,647						361,647	361,647	361,647	
TOTAL SCHOOL GRANTS	275,546	163,045	0	0	438,591	0	0	0	0	0	438,591	438,591	438,591	
											0			
TOTAL SPECIAL REVENUE	7,180,588	1,589,490	0	1,012,734	9,782,812	1,012,734	0	1,406,428	0	1,142,114	6,221,536	7,363,650	9,782,812	

BALANCE SHEET DETAIL  
JUNE 30, 2014

			INTER-	AMOUNTS			INTER-							
		TOTAL	FUND	TO BE PROVIDED	TOTAL	NOTES	FUND	DEFERRED	OTHER	RESERVE FOR	DESIGNATED	TOTAL	TOTAL	
FUND NAME	CASH	RECEIVABLES	RECEIV.	FOR DEBT	ASSETS	PAYABLE	PAYABLES	REVENUE	LIABILITIES	ENCUMBRANCES	FUND BALANCE	FUND EQUITY	LIABILITIES	AND EQUITY
ROUTE 53 DESIGN	68,942			125,000	193,942	125,000					68,942	68,942	193,942	
LANDFILL CAPPING	5,501			98,383	103,884	98,383					5,501	5,501	103,884	
HOBOMOCK SEPTIC SYSTEM	5,700				5,700						5,700	5,700	5,700	
SCHOOL EQUIPMENT	17,486				17,486						17,486	17,486	17,486	
WASTEWATER STUDY	13,676				13,676						13,676	13,676	13,676	
CULVERT REPAIR	261,714			320,000	581,714	320,000					261,714	261,714	581,714	
DEPARTMENTAL EQUIPMENT	418,029			285,000	703,029	285,000					418,029	418,029	703,029	
SCHOOL CONSTRUCTION	7,328,615			7,000,000	14,328,615	7,000,000					7,328,615	7,328,615	14,328,615	
<b>TOTAL CAPITAL PROJECTS</b>	<b>8,119,663</b>	<b>0</b>	<b>0</b>	<b>7,828,383</b>	<b>15,948,046</b>	<b>7,828,383</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8,119,663</b>	<b>8,119,663</b>	<b>15,948,046</b>	
PAYROLL DEDUCTIONS	-3,170	36,665			33,495				33,495		0	0	33,495	
OUTSIDE DETAILS	27,289				27,289				27,289		0	0	27,289	
PERPETUAL CARE INCOME	3,160				3,160						3,160	3,160	3,160	
SALE OF LOTS FUND	14,153		11,558		25,711						25,711	25,711	25,711	
PERPETUAL CARE FUND	457,448		11,558		469,006						469,006	469,006	469,006	
STABILIZATION FUND	1,244,902				1,244,902						1,244,902	1,244,902	1,244,902	
HATCH SCHOOL FUND	23,165				23,165						23,165	23,165	23,165	
RICHARD CHASE FUND	21,537				21,537						21,537	21,537	21,537	
EDNA RAISTRICK FUND	4,105				4,105						4,105	4,105	4,105	
LYDIA DRAKE LIBRARY FUND	570				570						570	570	570	
LIBRARY BUILDING FUND	309				309						309	309	309	
ELSIE DUFFILL FUND	3,373				3,373						3,373	3,373	3,373	
IRENE SMITH FUND	9,562				9,562						9,562	9,562	9,562	
ALLISON DARLING FUND	13,643		150		13,793						13,793	13,793	13,793	
PAUL MAGOUN FUND	4,519				4,519		290				4,229	4,229	4,519	
DELLA CHIESA FUND	8,361				8,361						8,361	8,361	8,361	
ESTES FLOWER FUND	939				939						939	939	939	
LOUIS GRAY FLOWER FUND	305				305						305	305	305	
LEWIS & STURTYEVENT FUND	122				122						122	122	122	
WILLIAM LAVALLEY FUND	486				486						486	486	486	
BLAKEMAN FLOWER FUND	428				428						428	428	428	
LOIS HALL LIBRARY FUND	1,529				1,529						1,529	1,529	1,529	
LYDIA DRAKE LIBRARY FUND	225,400				225,400						225,400	225,400	225,400	
CULTURAL COUNCIL	2,847		1,080		3,927						3,927	3,927	3,927	
BLOCK GRANT	4,124				4,124						4,124	4,124	4,124	
STONE FAMILY FLOWER FUND	494				494						494	494	494	
TUBBS MEADOW FUND	84,059				84,059						84,059	84,059	84,059	
DOG SHELTER FUND	25,247				25,247		1,576				23,671	23,671	25,247	
CENTER LIBRARY FUND	32,113				32,113						32,113	32,113	32,113	
OPEN SPACE FUND	168,945				168,945						168,945	168,945	168,945	
DR RANDALL SCHOLARSHIP	117				117						117	117	117	
SILVER LAKE ESCROW FUND	1,418,726				1,418,726						1,418,726	1,418,726	1,418,726	
OPEB FUND	89,860				89,860						89,860	89,860	89,860	
LYDIA DRAKE LIBRARY FUND	14,257		1,858		16,115		2,331				13,784	13,784	16,115	
<b>TOTAL TRUST AND AGENCY</b>	<b>3,902,924</b>	<b>36,665</b>	<b>26,204</b>	<b>0</b>	<b>3,965,793</b>	<b>0</b>	<b>4,197</b>	<b>0</b>	<b>60,784</b>	<b>0</b>	<b>3,900,812</b>	<b>3,900,812</b>	<b>3,965,793</b>	

REVENUE REPORT  
FISCAL YEAR 2014

	FY14 BUDGET	FY14 ACTUAL	FY14 VARIANCE	%
=====				
TAX LEVY				
-----				
Real Estate	32,922,947	32,799,084	(123,863)	99.62%
Personal Property	446,300	442,795	(3,505)	99.21%
Tax Liens	-	254,049	254,049	-
Tax Foreclosures	-	677,331	677,331	-
Rollback Taxes	-	-	-	-
Deferred Taxes	-	-	-	-
-----				
Total Tax Levy	33,369,247	34,173,259	804,012	102.41%
STATE AID				
-----				
School Chapter 70 Aid	13,013,732	13,013,732	-	100.00%
Veterans Benefits	140,887	126,993	(13,894)	90.14%
Lottery	1,455,424	1,455,424	-	100.00%
Veteran & Elderly Exemptions	71,467	61,153	(10,314)	85.57%
Charter Schools	97,789	145,277	47,488	148.56%
Miscellaneous	-	23,449	23,449	-
-----				
Total State Aid	14,779,299	14,826,028	46,729	100.32%
LOCAL RECEIPTS				
-----				
Motor Vehicle Excise	2,000,000	2,300,016	300,016	115.00%
Meals Tax Revenue	-	75,214	75,214	-
Penalty & Interest on Taxes-				
Property Tax	55,000	77,187	22,187	140.34%
Excise Tax	75,000	77,443	2,443	103.26%
Tax Liens	70,000	77,889	7,889	111.27%
Payments in Lieu of Taxes	20,000	28,512	8,512	142.56%
Other Charges for Services-				
Lien Certificates	35,000	31,753	(3,247)	90.72%
Registry Fees	15,000	18,720	3,720	124.80%
Fees-				
Selectmen	5,000	5,764	764	115.28%
Animal Control	500	674	174	-
Treasurer	2,000	3,283	1,283	164.15%
Town Clerk	2,000	2,820	820	141.00%
Assessors	2,000	1,712	(288)	85.60%
Board of Health	1,000	487	(513)	48.70%
Planning Board	5,000	4,526	(474)	90.52%
ZBA	5,000	9,200	4,200	184.00%
Weights & Measures	3,500	4,420	920	126.29%
Police Detail	14,000	35,294	21,294	252.10%
Rentals	240,000	236,201	(3,799)	98.42%
Schools	-	4,744	4,744	-
Cemetery Fees	20,000	27,680	7,680	138.40%

REVENUE REPORT  
FISCAL YEAR 2014

	FY14 BUDGET	FY14 ACTUAL	FY14 VARIANCE	%
	=====	=====	=====	=====
Department Revenue-				
Building Permits	112,000	146,631	34,631	130.92%
Electrical Permits	30,000	36,146	6,146	120.49%
Plumbing Permits	20,000	16,565	(3,435)	82.83%
Gas Permits	7,000	18,498	11,498	264.26%
Selectmen Licenses	40,000	42,095	2,095	105.24%
Dog Licenses	10,000	4,200	(5,800)	42.00%
Police Permits	15,000	8,500	(6,500)	56.67%
Fire Permits	12,000	17,948	5,948	149.57%
Public Works	2,000	10,157	8,157	507.85%
Town Clerk Licenses	7,000	6,365	(635)	90.93%
Health Permits	45,000	57,387	12,387	127.53%
Unclassified	-	6,101	6,101	-
Fines & Forfeits-				
Parking	-	147	147	-
Registry of M.V.	14,000	19,957	5,957	142.55%
Court	2,000	4,780	2,780	239.00%
Animal Control	-	-	-	-
Tailings	-	351	351	-
Investment Income	46,000	56,581	10,581	123.00%
Total Local Receipts	2,932,000	3,475,948	543,948	118.55%
Total General Fund	51,080,546	52,475,235	1,394,689	102.73%
TRASH REVENUE				
Municipal User Fee	1,440,916	1,479,964	39,048	102.71%
Liens	200,000	202,172	2,172	101.09%
Interest & Penalties	20,000	17,190	(2,810)	85.95%
Recycling Income	40,000	24,269	(15,731)	60.67%
Replacement Totes	-	418	418	-
Total Trash Revenue	1,700,916	1,724,013	23,097	101.36%
WATER REVENUE				
Rates	1,815,000	1,712,000	(103,000)	94.33%
Liens	200,000	318,340	118,340	159.17%
Fees & Services	70,000	74,999	4,999	107.14%
Interest & Penalties	45,000	38,988	(6,012)	86.64%
Installation Charges	70,000	87,504	17,504	125.01%
Total Water Revenue	2,200,000	2,231,831	31,831	101.45%

			EXPENDITURE LEDGER						
			FISCAL YEAR 2014						
	PRIOR YEAR CARRY FWD	A.T.M. APPROP- RIATION	S.T.M. TRANSFER	RESERVE FUND TRANSFER	TOTAL AVAILABLE FUNDS	EXPENDED	ENCUMBERED	RETURN TO SURPLUS	%
<b>GENERAL FUND</b>									
MODERATOR-114									
Personal Services - Elected		100.00			100.00	100.00	0.00	0.00	100%
BOARD OF SELECTMEN-122									
Personal Services - Elected		9,000.00			9,000.00	9,000.00	0.00	0.00	100%
Personal Services		96,603.00	7,806.00		104,409.00	102,837.95	0.00	1,571.05	98%
General Expenses		8,449.00	(600.00)		7,849.00	6,170.71	1,500.00	178.29	79%
Audit Services		49,040.00			49,040.00	46,092.00	0.00	2,948.00	94%
South Shore Women's Center		3,500.00			3,500.00	3,500.00	0.00	0.00	100%
Plymouth County Cooperative		107.00			107.00	107.00	0.00	0.00	100%
Lower Chandler Mill Pond 04/06 ATM	6,113.50	0.00			6,113.50	2,495.00	3,618.50	0.00	41%
Friends Meeting House 04/06 ATM	1,255.32	0.00			1,255.32	0.00	1,255.32	0.00	0%
Route 53 Light 04/12 STM	11,000.00	0.00			11,000.00	11,000.00	0.00	0.00	100%
Anniversary Committee 04/12 STM	855.92	0.00			855.92	0.00	855.92	0.00	0%
Hobomock Pond Treatment 04/12 ATM	470.00	0.00			470.00	470.00	0.00	0.00	100%
Hobomock Pond Treatment 11/12 STM	12,800.00	0.00			12,800.00	12,355.00	445.00	0.00	97%
Hobomock Pond Treatment 11/13 STM		0.00	12,800.00		12,800.00	12,800.00	0.00	0.00	100%
Pembroke Watershed 04/12 ATM	1,812.33	0.00			1,812.33	1,435.00	377.33	0.00	79%
Community Center Septic System 04/13 STM	5,000.00	0.00			5,000.00	4,690.00	310.00	0.00	94%
Holiday Lights 04/13 ATM	0.00	6,925.00			6,925.00	4,347.51	2,577.49	0.00	63%
Unpaid Bills 04/14 STM	0.00	0.00	5,430.00		5,430.00	5,430.00	0.00	0.00	100%
Encumbrances	4,068.00	0.00			4,068.00	4,068.00	0.00	0.00	100%
TOWN ADMINISTRATOR-129									
Personal Services		106,756.00	50.00		106,806.00	106,806.00	0.00	0.00	100%
General Expenses		5,467.00	800.00		6,267.00	6,023.20	0.00	243.80	96%
ADVISORY COMMITTEE-131									
Personal Services		5,400.00			5,400.00	5,400.00	0.00	0.00	100%
General Expenses		566.00			566.00	459.72		106.28	81%
Encumbrances	3,328.55	0.00			3,328.55	3,328.55	0.00	0.00	100%
RESERVE FUND-133									
Transfers		150,000.00	(80,000.00)	(45,257.14)	24,742.86	0.00	0.00	24,742.86	0%
TOWN ACCOUNTANT-135									
Personal Services		78,790.00	45.00		78,835.00	78,824.37	0.00	10.63	100%
General Expenses		800.00			800.00	798.78	0.00	1.22	100%
Computer Services		3,500.00	(250.00)		3,250.00	3,250.00	0.00	0.00	100%
Buyback Fund 11/03 STM	159,222.08	0.00	100,000.00		259,222.08	7,117.19	252,104.89	0.00	3%
Non Union Salary Adjust - 11/12 STM	190.00	0.00	(111.36)		78.64	0.00	0.00	78.64	0%
OPEB Fund - 11/13 STM		0.00	25,000.00		25,000.00	25,000.00	0.00	0.00	100%
Open Space Fund - 11/13 STM		0.00	5,000.00		5,000.00	5,000.00	0.00	0.00	100%
Clerical Union Contract - 04/14 STM		0.00	32,031.00		32,031.00	21,237.00	10,794.00	0.00	66%
Encumbrances	95.00	0.00			95.00	95.00	0.00	0.00	100%
BOARD OF ASSESSORS-141									
Personal Services - Elected		5,400.00			5,400.00	5,400.00	0.00	0.00	100%
Personal Services		211,737.00	1,708.00		213,445.00	212,519.89	0.00	925.11	100%
General Expenses		27,450.00	(1,400.00)		26,050.00	24,280.56	1,500.00	269.44	93%
Municipal Bldg. Decorations 4/05 STM	767.75	0.00			767.75	0.00	767.75	0.00	0%
Capital Plan - (Maps) 11/05 STM	4,916.00	0.00			4,916.00	0.00	4,916.00	0.00	0%
Capital Plan - (Patriot) 11/05 STM	2,092.00	0.00			2,092.00	0.00	2,092.00	0.00	0%
GIS System - 11/07 STM	100.00	0.00			100.00	0.00	100.00	0.00	0%

			EXPENDITURE LEDGER						
			FISCAL YEAR 2014						
	PRIOR YEAR CARRY FWD	A.T.M. APPROP- RIATION	S.T.M. TRANSFER	RESERVE FUND TRANSFER	TOTAL AVAILABLE FUNDS	EXPENDED	ENCUMBERED	RETURN TO SURPLUS	%
TREASURER/COLLECTOR-145									
Personal Services		299,111.00			299,111.00	299,039.56	0.00	71.44	100%
General Expenses		79,885.00	(2,100.00)		77,785.00	69,592.96	5,228.48	2,963.56	89%
Encumbrances	3,828.84	0.00			3,828.84	3,266.23	0.00	562.61	85%
LEGAL-151									
Purchase of Services		125,000.00	(10,000.00)		115,000.00	110,201.66	-	4,798.34	96%
DATA PROCESSING-155									
General Expenses		31,072.00			31,072.00	30,982.39	0.00	89.61	100%
Capital Plan - Web Site 11/07 STM	1,327.74	0.00			1,327.74	0.00	1,327.74	0.00	0%
Town Hall I.T. 11/12 STM	8,127.55	0.00			8,127.55	0.00	8,127.55	0.00	0%
TOWN CLERK-161									
Personal Services - Elected		72,987.00			72,987.00	72,987.00	0.00	0.00	100%
Personal Services		50,636.00	(1,000.00)	1,738.50	51,374.50	50,996.65	0.00	377.85	99%
General Expenses		3,670.00			3,670.00	2,809.81	0.00	860.19	77%
Voting Equipment 10/01 STM	3,454.91	0.00			3,454.91	0.00	3,454.91	0.00	0%
Encumbrances	1,225.00	0.00			1,225.00	1,181.22	0.00	43.78	96%
ELECTIONS-162									
Personal Services		26,405.00			26,405.00	17,787.25	0.00	8,617.75	67%
General Expenses		12,300.00			12,300.00	7,587.49	759.66	3,952.85	62%
REGISTRATIONS-163									
Personal Services		5,550.00			5,550.00	3,361.68	0.00	2,188.32	61%
General Expenses		6,800.00			6,800.00	5,138.43	1,000.00	661.57	76%
CONSERVATION COMMISSION-171									
Personal Services		53,434.00			53,434.00	52,391.89	0.00	1,042.11	98%
General Expenses		935.00	(200.00)		735.00	718.88	0.00	16.12	98%
PLANNING BOARD-175									
Personal Services		48,261.00			48,261.00	48,261.00	0.00	0.00	100%
General Expenses		2,240.00	(150.00)		2,090.00	1,200.73	0.00	889.27	57%
ZONING BOARD OF APPEALS-176									
Personal Services		23,573.00			23,573.00	23,082.28	0.00	490.72	98%
General Expenses		2,100.00		360.00	2,460.00	2,459.75	0.00	0.25	100%
TOWN HALL MAINTENANCE-192									
Personal Services		60,389.00	3,000.00	1,057.60	64,446.60	64,445.98	0.00	0.62	100%
General Expenses		127,690.00	(19,000.00)	12,951.00	121,641.00	118,871.38	2,769.62	(0.00)	98%
Town Hall Third Floor 9/97 STM	3,121.94	0.00			3,121.94	0.00	3,121.94	0.00	0%
Snow Thrower 11/13 STM		0.00	1,500.00		1,500.00	1,500.00	0.00	0.00	100%
Encumbrances	3,747.03	0.00			3,747.03	3,000.00	605.26	141.77	80%



			EXPENDITURE LEDGER						
			FISCAL YEAR 2014						
	PRIOR YEAR CARRY FWD	A.T.M. APPROP- RIATION	S.T.M. TRANSFER	RESERVE FUND TRANSFER	TOTAL AVAILABLE FUNDS	EXPENDED	ENCUMBERED	RETURN TO SURPLUS	%
POLICE DEPARTMENT-210									
Personal Services		2,544,677.00	35,574.00		2,580,251.00	2,580,251.00	0.00	0.00	100%
General Expenses		339,005.00	(40,000.00)	6,241.00	305,246.00	300,921.37	4,324.63	0.00	99%
Dispatch Renovations 04/07 ATM	703.20	0.00			703.20	703.20	0.00	0.00	100%
Equip New Officers 04/10 ATM	2,200.00	0.00			2,200.00	0.00	2,200.00	0.00	0%
Vest - 11/11 STM	2,823.25	0.00			2,823.25	2,823.25	0.00	0.00	100%
Radar Trailer - 11/11 STM	6,379.00	0.00			6,379.00	0.00	6,379.00	0.00	0%
Tasers - 11/13 STM		0.00	2,700.00		2,700.00	2,683.70	0.00	16.30	99%
Station Repairs - 11/13 STM		0.00	6,100.00		6,100.00	6,100.00	0.00	0.00	100%
Patrolmen Contract 04/14 STM		0.00	133,582.00		133,582.00	133,406.08	0.00	175.92	100%
Encumbrances	1,762.73	0.00			1,762.73	807.39	0.00	955.34	46%
FIRE DEPARTMENT-220									
Personal Services		2,478,622.00	(20,000.00)		2,458,622.00	2,429,437.20	0.00	29,184.80	99%
General Expenses		175,725.00			175,725.00	175,618.90	0.00	106.10	100%
Emergency Vehicles - 11/13 STM		0.00	70,000.00		70,000.00	67,826.46	2,173.54	(0.00)	97%
Firefighters Contract - 04/14 STM		0.00	270,000.00		270,000.00	258,098.71	11,901.29	0.00	96%
Encumbrances	59,714.34	0.00			59,714.34	59,714.34	0.00	0.00	100%
INSPECTIONAL SERVICES-241									
Personal Services		174,310.00	59.36		174,369.36	174,369.36	0.00	0.00	100%
General Expenses		7,350.00		623.00	7,973.00	7,972.82	0.00	0.18	100%
EMERGENCY MANAGEMENT-291									
Personal Services		2,481.00	1.00		2,482.00	2,481.12	0.00	0.88	100%
General Expenses		13,761.00	(5,000.00)		8,761.00	8,056.85	0.00	704.15	92%
Radio Equipment - 11/12 STM	9,627.00	0.00			9,627.00	0.00	9,627.00	0.00	0%
Equipment - 04/13 STM	6,200.00	0.00			6,200.00	6,200.00	0.00	0.00	100%
ANIMAL CONTROL-292									
Personal Services		41,899.00		3,188.04	45,087.04	45,087.04	0.00	0.00	100%
General Expenses		10,600.00	(200.00)	1,465.00	11,865.00	11,865.00	0.00	0.00	100%
Encumbrances	1,276.00	0.00			1,276.00	1,238.63	0.00	37.37	97%
PUBLIC WORKS-422									
Personal Services		806,805.00	(54,324.00)		752,481.00	727,200.50	0.00	25,280.50	97%
General Expenses		216,888.00	31,600.00	3,000.00	251,488.00	246,760.03	4,255.78	472.19	98%
Monroe Street Pit 04/11 ATM	293.50	0.00			293.50	0.00	0.00	293.50	0%
Cemetery Repairs 04/07 ATM	12,163.80	0.00			12,163.80	8,327.61	3,836.19	0.00	68%
Columbarium 11/07 STM	281.70	0.00			281.70	0.00	0.00	281.70	0%
Mobile Communications - 11/12 STM	23,100.00	0.00			23,100.00	23,100.00	0.00	0.00	100%
Mower - 11/12 STM	450.89	0.00			450.89	0.00	450.89	0.00	0%
Swanberg Property - 11/12 STM	4,050.00	0.00			4,050.00	0.00	4,050.00	0.00	0%
Encumbered	10,660.38	0.00			10,660.38	10,660.38	0.00	0.00	100%
SNOW & ICE-423									
Snow & Sanding		100,000.00			100,000.00	685,068.31	0.00	(585,068.31)	685%
STREET LIGHTING-424									
General Expenses		82,300.00	8,000.00		90,300.00	85,148.87	24.34	5,126.79	94%
Encumbered	625.66	0.00			625.66	553.50	0.00	72.16	88%

			EXPENDITURE LEDGER						
			FISCAL YEAR 2014						
	PRIOR YEAR	A.T.M. APPROP- RIATION	S.T.M. TRANSFER	RESERVE FUND TRANSFER	TOTAL AVAILABLE FUNDS	EXPENDED	ENCUMBERED	RETURN TO SURPLUS	%
BOARD OF HEALTH-510									
Personal Services		108,334.00			108,334.00	108,333.26	0.00	0.74	100%
General Expenses		5,630.00	1,680.00		7,310.00	5,556.18	1,500.00	253.82	76%
Purchase of Services-Bay Colony VNA		20,000.00	(2,500.00)		17,500.00	15,922.33	1,500.00	77.67	91%
Oldham Pond Treatment - 11/12 STM	8,000.00	0.00			8,000.00	8,000.00	0.00	0.00	100%
Oldham Pond Mapping - 11/12 STM	6,000.00	0.00			6,000.00	0.00	6,000.00	0.00	0%
Furnace Pond - 11/12 STM	7,250.00	0.00			7,250.00	0.00	7,250.00	0.00	0%
Encumbrances	4,218.43	0.00			4,218.43	4,218.43	0.00	0.00	100%
COUNCIL ON AGING-541									
Personal Services		155,082.00			155,082.00	154,522.03	0.00	559.97	100%
General Expenses		46,441.00	(600.00)		45,841.00	44,779.83	0.00	1,061.17	98%
Tax Work Off Program		5,000.00	(1,900.00)		3,100.00	2,000.00	1,100.00	0.00	65%
Tax Work Off Program 04/07 ATM	1,900.00	0.00			1,900.00	500.00	1,400.00	0.00	26%
Encumbrances	448.20	0.00			448.20	448.20	0.00	0.00	100%
VETERANS' SERVICES-543									
Personal Services		59,248.00	1.00		59,249.00	59,247.84	0.00	1.16	100%
General Expenses		2,650.00			2,650.00	1,835.12	500.00	314.88	69%
General Relief		142,000.00	40,000.00		182,000.00	141,804.69	0.00	40,195.31	78%
COMMISSION ON DISABILITIES-599									
General Expenses		970.00			970.00	380.51	0.00	589.49	39%
LIBRARY-610									
Personal Services		444,767.00	(8,700.00)	(5,263.00)	430,804.00	421,209.17	0.00	9,594.83	98%
General Expenses		76,200.00		15,903.00	92,103.00	91,350.36	0.00	752.64	99%
Books		76,840.00	(1,750.00)		75,090.00	75,090.00	0.00	0.00	100%
Computers 11/12 STM	2,548.04	0.00			2,548.04	2,548.04	0.00	0.00	100%
LYDIA DRAKE LIBRARY									
General Expenses		2,385.00	(100.00)		2,285.00	2,285.00	0.00	0.00	100%
RECREATION COMMISSION-630									
Personal Services		79,255.00			79,255.00	79,254.60	0.00	0.40	100%
General Expenses		7,000.00	(1,000.00)		6,000.00	5,990.22	0.00	9.78	100%
Park Maintenance		6,300.00			6,300.00	6,300.00	0.00	0.00	100%
Field Improvements - 04/05 STM	4,009.92	0.00			4,009.92	3,606.00	403.92	0.00	90%
Ball Field Drainage - 11/11 STM	5,000.00	0.00			5,000.00	2,132.31	2,867.69	0.00	43%
Encumbrances	419.99	0.00			419.99	419.99	0.00	0.00	100%
COMMUNITY CENTER-631									
Personal Services		25,259.00		102.00	25,361.00	25,360.72	0.00	0.28	100%
General Expenses		32,396.00			32,396.00	32,373.75	0.00	22.25	100%
Encumbrances	7,304.73	0.00			7,304.73	3,609.70	3,695.03	0.00	49%
HERRING FISHERIES-632									
General Expenses		2,000.00	(200.00)		1,800.00	1,656.58	0.00	143.42	92%
TOWN LANDING-634									
Personal Services		41,751.00	(500.00)		41,251.00	41,251.00		0.00	100%
General Expenses		1,200.00			1,200.00	1,200.00		0.00	100%
Restroom Upgrade	2,200.00				2,200.00	568.50	1,631.50	0.00	26%

			EXPENDITURE LEDGER						
			FISCAL YEAR 2014						
	PRIOR YEAR CARRY FWD	A.T.M. APPROP- RIATION	S.T.M. TRANSFER	RESERVE FUND TRANSFER	TOTAL AVAILABLE FUNDS	EXPENDED	ENCUMBERED	RETURN TO SURPLUS	%
TOWN CLOCK WINDER-638									
Personal Services		1,457.00			1,457.00	1,457.00	0.00	0.00	100%
TOWN MEMORIAL COMMITTEE-670									
General Expenses		5,910.00	(300.00)		5,610.00	4,083.29	0.00	1,526.71	73%
HISTORICAL COMMISSION-691									
General Expenses		2,000.00	(100.00)		1,900.00	928.46	971.54	0.00	49%
MATURING DEBT PRINCIPAL-710									
General Expenses		2,042,072.00	(71,023.00)		1,971,049.00	1,925,649.16	0.00	45,399.84	98%
MATURING DEBT INTEREST-720									
General Expenses		943,878.00	(55,954.00)		887,924.00	887,722.76	0.00	201.24	100%
SHORT TERM INTEREST-730									
General Expenses		112,000.00	(45,000.00)		67,000.00	18,366.21	0.00	48,633.79	27%
RETIREMENT-911									
General Expenses		2,533,935.00			2,533,935.00	2,533,935.00	0.00	0.00	100%
UNEMPLOYMENT COMPENSATION									
General Expenses		20,000.00	101,000.00		121,000.00	91,166.70	0.00	29,833.30	75%
Encumbrances	2,759.00	0.00			2,759.00	2,759.00	0.00	0.00	100%
HEALTH INSURANCE-914									
General Expenses		6,639,423.00	(10,000.00)		6,629,423.00	6,454,969.19	0.00	174,453.81	97%
Encumbrances	30,331.66	0.00			30,331.66	0.00	0.00	30,331.66	0%
LIFE INSURANCE-915									
General Expenses		20,000.00			20,000.00	17,630.19	0.00	2,369.81	88%
MEDICARE TAX-916									
General Expenses		420,000.00	10,000.00	3,891.00	433,891.00	433,890.47	0.00	0.53	100%
PROPERTY & LIABILITY INSURANCE									
General Expenses		600,000.00			600,000.00	597,577.67	2,422.33	(0.00)	100%
General Fund Totals	463,620.88	23,477,434.00	471,505.00	0.00	24,412,559.88	24,099,673.73	390,074.03	(77,187.88)	99%
<b>GENERAL FUND (SCHOOL)</b>									
Pembroke Public Schools		28,329,729.00	(40,000.00)		28,289,729.00	25,965,983.21	2,322,312.43	1,433.36	
Encumbered	2,415,919.24	0.00			2,415,919.24	2,401,115.49	0.00	14,803.75	
General Fund (School) Totals	2,415,919.24	28,329,729.00	(40,000.00)	0.00	30,705,648.24	28,367,098.70	2,322,312.43	16,237.11	

			EXPENDITURE LEDGER						
			FISCAL YEAR 2014						
	PRIOR YEAR	A.T.M. APPROP- RIATION	S.T.M. TRANSFER	RESERVE FUND TRANSFER	TOTAL AVAILABLE FUNDS	EXPENDED	ENCUMBERED	RETURN TO SURPLUS	%
<b>SOLID WASTE FEE FUND</b>									
Personal Services		56,412.00			56,412.00	53,188.83	0.00	3,223.17	94%
General Expenses		1,551,331.00			1,551,331.00	1,557,403.14	0.00	(6,072.14)	100%
Debt Service		276,772.00			276,772.00	250,362.76	0.00	26,409.24	90%
Recycling Center Equipment 10/08 STM	33,168.17	0.00			33,168.17	0.00	33,168.17	0.00	0%
Solid Waste Fee Fund	33,168.17	1,884,515.00	0.00	0.00	1,917,683.17	1,860,954.73	33,168.17	23,560.27	97%
<b>WATER FUND</b>									
Personal Services		505,535.00			505,535.00	453,889.09	0.00	51,645.91	90%
General Expense		76,763.00			76,763.00	71,678.08	492.67	4,592.25	93%
Cost of Pumping		446,486.00			446,486.00	381,439.15	15,946.89	49,099.96	85%
Capital Outlay		210,000.00			210,000.00	104,209.51	105,790.49	0.00	50%
Maturing Debt-Principal & Interest		744,844.00			744,844.00	664,289.90	0.00	80,554.10	89%
Capital Plan - Septic System 11/07 STM	3,928.25	0.00			3,928.25	400.00	3,528.25	0.00	10%
Capital Plan - Sprinklers 11/07 STM	650.00	0.00			650.00	225.00	425.00	0.00	35%
Water Tank Repairs - 04/10 ATM	87,697.97	0.00			87,697.97	0.00	87,697.97	0.00	0%
Mobile Communications - 11/12 STM	13,380.00	0.00			13,380.00	13,380.00	0.00	0.00	100%
Well #2 Cleaning - 11/12 STM	39,019.00	0.00			39,019.00	37,223.30	1,795.70	(0.00)	95%
Half Ton Pickup - 11/12 STM	29,023.00	0.00			29,023.00	29,023.00	0.00	0.00	100%
Air Compressor - 11/12 STM	18,000.00	0.00			18,000.00	0.00	18,000.00	0.00	0%
SCADA Improvements - 11/12 STM	35,000.00	0.00			35,000.00	21,466.40	13,533.60	0.00	61%
Pump Stations 3 & 4 - 04/14 STM		0.00	45,000.00		45,000.00	0.00	45,000.00	0.00	0%
Master Plan - 04/14 STM		0.00	45,000.00		45,000.00	0.00	45,000.00	0.00	0%
Encumbrances	128,059.01	0.00			128,059.01	128,058.61	0.00	0.40	100%
Water Fund Totals	354,757.23	1,983,628.00	90,000.00	0.00	2,428,385.23	1,905,282.04	337,210.57	185,892.62	78%

ANNUAL REPORT OF THE TREASURER/COLLECTOR									
To the Honorable Board of Selectmen and the Citizens of Pembroke:									
I hereby respectfully submit the report of the Collector/Treasurer for the Fiscal Year 2014. I am grateful for the opportunity to serve the residents of Pembroke. I would also like to express my appreciation to the staff of the Collector/Treasurer's office for all their support.									
Kathleen McCarthy Treasurer/Collector									
		07/01/13 Balance	Commitment	Exemptions Abatement	Receipts	Refunds	Transfer Other	06/30/14 Balance	
Real Estate	2014	0	33,231,715	-171,728	-32,587,848	63,584	-129,158	406,565	
	2013	379,319	0	-494	-333,828	56,312	-100,818	491	
	2012	1,120	0	0	-2,067	0	0	-947	
Total R.E.		380,439	33,231,715	-172,222	-32,923,743	119,896	-229,976	406,109	406,109
Personal Property Tax	2014	0	446,300	-58	-440,077	45	0	6,210	
	2013	7,601	0	-44	-2,189	824	0	6,192	
	2012	4,216	0	0	-90	0	0	4,126	
Total P.P.		11,817	446,300	-102	-442,356	869	0	16,528	16,528
Comm. Preservation Fund	2014	0	241,591	-4,384	-233,924	292	-773	2,802	
	2013	2,672	0	-9	-2,143	61	-581	0	
	2012	24	0	0	-22	0	0	2	
Total C.P.A.		2,696	241,591	-4,393	-236,089	353	-1,354	2,804	2,804
Motor Vehicle Excise Tax	2014	0	2,171,839	-67,446	-1,975,069	17,079	0	146,403	
	2013	175,202	208,586	-20,780	-344,245	24,432	-7,043	36,152	
	2012	31,910	320	-1,848	-19,957	1,081	0	11,506	
	2011	15,334	0	-302	-3,702	252	0	11,582	
	Prior Years	97011.83	0	-42.5	-4571.22	42.5		92440.61	
Total M.V.E.		319,458	2,380,745	-90,419	-2,347,544	42,887	-7,043	298,084	298,084
Utility/Water Liens	2014	0	319,577	-10	-301,132	868	-10,531	8,771	
Utility Trash Liens	2014	0	201,698		-187,565	390	-8,010	6,513	
Utility/Water Liens	2013	9,336	400	0	-6,312	560	-3,264	720	
Utility Trash Liens	2013	7,625	0	0	-4,560	0	-3,555	-490	
Total		16,961	521,674	-10	-499,569	1,818	-25,359	15,514	15,514
Tax Deferral Balance as of 6/30/14		250,654							
Tax Title Balance as of 6/30/14		282,050							

Long Term Debt Inside the Debt Limit	Outstanding July 1, 2013	+ New Debt Issued	- Retirements	= Outstanding June 30, 2014	Interest Paid in FY2014
Buildings	0.00		0.00	0.00	
Departmental Equipment	1,300,000.00	0.00	195,000.00	1,105,000.00	39,575.00
School Buildings	17,395,000.00	0.00	1,280,000.00	16,115,000.00	758,363.00
School - All Other	790,000.00	0.00	145,000.00	645,000.00	32,618.00
Sewer	0.00	0.00	0.00	0.00	
Solid Waste	0.00	0.00	0.00	0.00	
Other Inside	1,750,000.00	0.00	230,000.00	1,520,000.00	47,998.00
SUB - TOTAL Inside	\$21,235,000.00	\$0.00	\$1,850,000.00	\$19,385,000.00	\$878,554.00
Long Term Debt Outside the Debt Limit	Outstanding July 1, 2013	+ New Debt Issued	- Retirements	= Outstanding June 30, 2014	Interest Paid in FY2014
Airport	0.00			0.00	
Gas/Electric Utility	0.00			0.00	
Hospital	0.00			0.00	
School Buildings	0.00			0.00	
Sewer	0.00			0.00	
Solid Waste	2,915,257.00	0.00	213,565.00	2,701,692.00	63,207.00
Water	4,614,654.00	0.00	531,207.00	4,083,447.00	139,212.00
Other Outside	1,184,232.00	0.00	75,659.00	1,108,573.00	12,802.00
SUB - TOTAL Outside	\$8,714,143.00	\$0.00	\$820,431.00	\$7,893,712.00	\$215,221.00
TOTAL Long Term Debt	\$29,949,143.00	\$0.00	\$2,670,431.00	\$27,278,712.00	\$1,093,775.00
Short Term Debt	Outstanding July 1, 2013	+ New Debt Issued	- Retirements	= Outstanding June 30, 2014	Interest Paid in FY2014
RANs - Revenue Anticipation	0.00			0.00	
BANs - Bond Anticipation:					
Buildings	0.00			0.00	
School Buildings	0.00	7,000,000.00		7,000,000.00	
Sewer	0.00			0.00	
Water	0.00			0.00	
Other BANs	125,000.00	755,000.00	0.00	880,000.00	
SANs - State Grant Anticipation	100,000.00	322,734.00	100,000.00	322,734.00	
FANs - Federal Gr. Anticipation	0.00	0.00	0.00	0.00	
Other Short Term Debt	298,393.00	340,000.00	0.00	638,393.00	
TOTAL Short Term Debt	\$523,393.00	\$8,417,734.00	\$100,000.00	\$8,841,127.00	\$0.00
GRAND TOTAL All Debt	\$30,472,536.00	\$8,417,734.00	\$2,770,431.00	\$36,119,839.00	\$1,093,775.00

	<u>Town of Pembroke</u>					
					FY 14 Transfers/	
<u>Trust Fund Name</u>	<u>July 1, 2013</u>	<u>FY14 Total Interest</u>	<u>FY 14 Total Deposits</u>	<u>FY 14 Total Expenses</u>	<u>Adjustments</u>	<u>June 30, 2014</u>
<b><u>General Accounts</u></b>						
STABILIZATION FUND-CD	342,335.48	2,422.12	0.00	0.00	0.00	344,757.60
SPECIAL PURPOSE STABILIZATION	896,215.56	6,340.99	0.00	0.00	0.00	902,556.55
ARTS LOTTERY	2,845.39	1.30	0.00	0.00	0.00	2,846.69
TUBBS MEADOW SINKING FUND	116,901.96	408.89	0.00	(33,290.00)	0.00	84,020.85
LAW ENFORCEMENT BLOCK GRANT	4,121.97	1.91	0.00	0.00	0.00	4,123.88
DOG SHELTER FUND	1,672.68	0.77	0.00	0.00	0.00	1,673.45
DOG SHELTER FUND	23,469.46	96.48	0.00	0.00	0.00	23,565.94
OPEN SPACE FUND	7,965.54	21.88	12,800.00	0.00	0.00	20,787.42
OPEN SPACE FUND	95,619.46	403.85	5,000.00	0.00	0.00	101,023.31
CONSERVATION FUND	6,754.92	3.10	0.00	0.00	0.00	6,758.02
CONSERVATION FUND	40,107.71	215.04	0.00	0.00	0.00	40,322.75
OTHER POST EMPLOYMENT BENEFITS FD	59,238.36	0.00	0.00	0.00	(59,238.36)	0.00
OTHER POST EMPLOYMENT BENEFITS FD	0.00	3,208.29	84,238.36	0.00	0.00	87,446.65
<b><u>School Funds</u></b>						
HATCH SCHOOL FUND	23,118.07	42.61	0.00	0.00	0.00	23,160.68
RICHARD CHASE FUND	21,493.64	39.61	0.00	0.00	0.00	21,533.25
<b><u>Library Funds</u></b>						
DELLA CHIESA FUND	8,051.44	7.41	301.14	0.00	0.00	8,359.99
EDNA RAISTRICK FUND	4,100.90	3.79	0.00	0.00	0.00	4,104.69
IRENE L. SMITH FUND	9,552.12	8.80	0.00	0.00	0.00	9,560.92
LIBRARY BUILDING FUND	309.13	0.31	0.00	0.00	0.00	309.44
DARLING BOOK FUND	13,615.59	25.10	0.00	0.00	0.00	13,640.69
CENTER LIBRARY	1,538.29	2.88	10,528.94	0.00	0.00	12,070.11
CENTER LIBRARY	30,459.43	102.55	0.00	(10,528.94)	0.00	20,033.04
<b><u>Lydia Drake Library</u></b>						
LYDIA DRAKE LIBRARY FUND	1,041.12	0.97	0.00	0.00	0.00	1,042.09
ELSIE DUFFILL FUND	3,369.24	3.13	0.00	0.00	0.00	3,372.37
LOIS W. HALL FUND	1,527.12	1.42	0.00	0.00	0.00	1,528.54
LYDIA DRAKE FUND(MURPHY) LIBRARY UPKEEP	13,776.78	6.33	0.00	0.00	0.00	13,783.11
LYDIA DRAKE LIBRARY FUND	225,400.00	0.00	0.00	0.00	0.00	225,400.00
<b><u>Flower Funds</u></b>						
JOHN BLAKEMAN FLOWER FUND	447.38	0.43	0.00	(20.00)	0.00	427.81
LEWIS & STURTEVANT FLOWER	141.96	0.11	0.00	(20.00)	0.00	122.07
WILLIAM LAVALLEY FLOWER	505.97	0.45	0.00	(20.00)	0.00	486.42
LOUIS GRAY FLOWER FUND	324.15	0.32	0.00	(20.00)	0.00	304.47
ESTES FLOWER FUND	958.31	0.88	0.00	(20.00)	0.00	939.19

C. BRUNO STONE FLOWER FUND	494.39	0.44	0.00	0.00	0.00	494.83
<b><u>Luther Magoun Cemetery</u></b>						
PERPETUAL CARE-John Church	642.48	0.57	0.00	(20.00)	0.00	623.05
PERPETUAL CARE-G. Church	472.01	0.44	0.00	0.00	0.00	472.45
<b><u>Paul Magoun Cemetery</u></b>						
PAUL MAGOUN FUND	4,514.37	4.15	0.00	0.00	0.00	4,518.52
<b><u>Howland Tomb</u></b>						
PERPETUAL CARE-E. Marston	723.79	0.67	0.00	0.00	0.00	724.46
<b><u>Sachem Lodge</u></b>						
PERPETUAL CARE-A. McPherson	3,399.53	3.14	0.00	0.00	0.00	3,402.67
PERPETUAL CARE-M. Page	113.35	0.11	0.00	0.00	0.00	113.46
PERPETUAL CARE- E. Allen	566.59	0.54	0.00	0.00	0.00	567.13
<b><u>Perpetual Care</u></b>						
PERPETUAL CARE	411,975.94	2,960.23	13,950.00	0.00	(2,960.23)	425,925.94
CEMETERY PERPETUAL CARE S.	25,766.12	105.92	0.00	0.00	0.00	25,872.04
PERPETUAL CARE INCOME	0.00	5.01	0.00	(2,319.16)	2,960.23	646.08
<b><u>Perpetual Care Income</u></b>						
PERPETUAL CARE INCOME	200.13	0.09	0.00	0.00	0.00	200.22
<b><u>Sale of Lots</u></b>						
SALE OF LOTS	200.63	3.11	13,950.00	0.00	0.00	14,153.74
<b><u>Scholarship Fund</u></b>						
DR. RANDALL'S SCHOLARSHIP FUND	116.71	0.05	0.00	0.00	0.00	116.76
<b><u>Escrow Accounts</u></b>						
SILVER LAKE ESCROW	1,384,958.10	8,192.61	352,923.00	(328,262.20)	0.00	1,417,811.51



# ANNUAL TOWN REPORT OF THE PEMBROKE POLICE DEPARTMENT

To the Honorable Board of Selectmen and the Citizens of Pembroke

I would like to begin the 2014 Annual Report submitted by the Pembroke Police by thanking the residents of Pembroke for their continued support of the men and women of the Pembroke Police Department. With the aftermath of the events of Ferguson Missouri and the anti-police sentiments that seemed to surround us, those who stopped by the station to say they support us, the children who brought in cookies and homemade cards, and all those people who just simply said “thank-you”, we appreciate your support. YOU helped remind US of what we really do and why we do it. I would like to further publically recognize the caring and often heroic efforts that the men and women of the Pembroke Police bring to the public each and every day. **“Protect & Serve”**

**“The ability of the police to perform their duties is dependent upon public approval of police actions.”**

*Attributed to Sir Robert Peel, father of modern policing*

In December, Sergeant William Hinchey was presented the **George L. Hanna Medal of Valor** at the State House by Governor Deval Patrick. This award was in recognition of Sgt. Hinchey’s display of bravery in response to a 2013 domestic incident. Officer Anthony Anderson accepted the **“AAA Gold Award”** on behalf of the Pembroke Police Department presented by AAA of Southern New England. This award was given in recognition of our outstanding achievements in traffic safety and continuing efforts to educate and protect the citizens of Pembroke. Among other efforts, Pembroke Police promoted traffic safety by joining State and Local Police in the **“CLICK IT OR TICKET”** mobilizations, several **“DRIVE SOBER OR GET PULLED OVER”** campaigns and **“OPERATION YELLOW BLITZ”** for school bus safety. Officer Stephen Kirby was presented the **“AAA Community Traffic Safety Hero”** award for his efforts in traffic safety through his involvement in school and community bike rodeos, speaking engagements with parents and students at a local Driving Academy, coordination of our department RADAR deployment and working with the DPW to locate and improve hazardous road conditions.

While **2014** was a year of gains for the Pembroke Police Department, it was not without change or loss.

In September, **Officer Richard C Tenore** retired from active duty. Officer Tenore was a Permanent Intermittent until he was hired full time in 1995. Rich’s friendly demeanor served him well as the Department Liaison for the Elderly and the Business Community. He ran the Safety-Net Program for at risk elderly and autistic persons. Rich will continue to proudly serve our town as a Special Police Officer.

In January, **Retired Pembroke Police Lieutenant Richard T Wills** died after a brief illness. Lt. Wills began his career in the early 1960’s as a dispatcher and later was hired as a patrolman. He rose through the ranks of the department earning the rank of Sergeant and Lieutenant by 1976. He served as acting Police Chief on several occasions before retiring in 1993. Dick Wills will always be remembered as a gifted and intelligent police manager. He was a mentor and role model for today’s leadership staff.

In March, **Pembroke K9 “Louie”** died of cancer. Sergeant Jon Simmons and Louie became a K9 team back in March of 2008 after completing a rigorous training course. During his career, Louie was active in numerous narcotic investigations and school sweeps for drugs. Louie was more renowned for his public relations skills and endearing personality as he and Sgt. Simmons made many appearances at schools, scouts troops and community meetings.

The Pembroke Police expanded patrol coverage this year with bicycle patrols. By putting the officers on the street we were able to address some of the vandalism issues and citizen complaints on a more personal level. We also began using ATV’s to patrol conservation areas in response to citizen complaints of noise and

property damage. Liaison Officers have been assigned positions in each of our schools to build a better relationship between police and the schools, students and parents.

Pembroke Police Detectives are members of the Old Colony Anti-Crime Police Task Force (OCPAC). We combine resources with area departments in response to drug trafficking and the crimes that result from drugs. Pembroke Police also has officers invested in the South Eastern Massachusetts Law Enforcement Council (SEMLEC). We have officers train and deploy on a Tactical Swat Team and a Search and Rescue Team. Pembroke will also be involved in a new Motorcycle Operations Unit. Each of these teams is a valuable resource available to Pembroke if a crisis arises and the training and practices brought back are invaluable to improve and update our department's procedures. Pembroke also has officers working with the District Attorney's Office "Safety First" domestic violence program and the DA's Community Based Juvenile Justice Program.

Pembroke Police has been updating the cruiser fleet. The new model Ford Police Interceptor cruiser comes with all-wheel drive for better mobility in our often harsh New England winters. They are all equipped with on board computers and two-way mobile RADAR units. The cruisers have received an updated paint scheme, bringing in the new while keeping some of the old school details.

This area is experiencing a serious opiate drug problem. Pembroke is not immune. Lives have been lost and families have been devastated. While Pembroke Police Detectives and the Old Colony Anti-Crime Police Task Force have worked diligently to make arrests and get drugs off our streets, we cannot arrest our way out of this crisis. Get educated, be aware and get involved. The **Pembroke Titans Against Drugs (PTAD)** has started a citizen's coalition. Their goal is to make young people aware of substance abuses and help educate them on making good choices. At home, you can inventory your medicine cabinet and safely get rid of unused or unwanted prescription medications at the green **RX DROP BOX** in the Police Station lobby. In 2014, we collected and safely destroyed over 400 pounds of unwanted medication.

During the past year the Pembroke Police answered **12727** calls incidents/calls for service. There were **1220** offenses submitted to the State and Federal incident based tracking system with **357** of those being felonies. The Pembroke Police conducted **835** investigations of crime or other incidents. As a result, the Pembroke Police made **224** adult arrests. Alcohol and drugs played a major role in a large percentage of our arrests as **46** of the above arrests were for ***Driving While Under the Influence of Alcohol or Drugs*** and an additional **43** adults were placed in Protective Custody. There was **1** juvenile arrest and **2** juveniles placed in Protective Custody. Pembroke Police submitted an additional **226** criminal complaint applications to the Courts. The Pembroke Police processed and/or served **129** Abuse Protection and Harassment Orders. In **2014**, the Pembroke Police investigated **508** motor vehicle crashes with **321** accidents requiring a police issued accident report. In **2014**, the Pembroke Police issued **735** motor vehicle citations.

The Pembroke Police Department is honored to have served the citizens of Pembroke in 2014. We pride ourselves in our commitment to provide professional and courteous public service. It is our mission to become better partners with the public and the schools by finding better ways of delivering quality public safety and caring public service.

Chief Richard D Wall

Lieutenant Paul E Ridley

Sergeant William F Hinchey  
Sergeant Richard C MacDonald  
Sergeant Wendy A LaPierre

Officer Lauren M Picariello  
Officer Gregory J Burns

Lieutenant David F Clauss

Sergeant David F Hurley  
Sergeant Edward A Cain  
Sergeant Jonathan R Simmons

Officer James P Lanzillotta

Officer Stephen J Kirby  
Officer Christopher M Horkan  
Officer Sean P Ready  
Officer Brian C Morgan  
Officer Paul H Joudrey  
Officer Christopher L Moore  
Officer William W Marsh III  
Officer Kevin R Doyle

Officer Christopher B Wyman  
Officer Michael J Horvath  
Detective James M Burns  
Officer Thomas J Baragwanath  
Officer Ryan J Botto  
Officer Michael G Ramsey  
Officer Anthony M Anderson

**Staff**

Linda Flannery – Assistant to the Chief

Kathryn Tierney – Secretary

**Permanent Intermittent**

Charles J Pierce

**Specials – Retired**

Michael T Ohrenberger  
Robert H Morgan  
Joseph G McCann  
Richard C Tenore

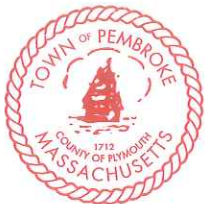
Edward J Flannery  
Francis X Woods  
Willard J Boulter Jr

**Specials – Auxiliary**

Douglas Bailey  
James Boulter  
Robert Lane  
James Madden  
Mark Shubert

James Christie  
Willard J Boulter III  
Frank Nogueira  
Arthur Short  
Alan Waletkus

Respectfully submitted, *Chief Richard D Wall*



TOWN OF PEMBROKE  
**FIRE DEPARTMENT**  
P.O. BOX 697  
PEMBROKE, MASSACHUSETTS 02359

BUSINESS PHONE  
(781) 293-2300  
FAX (781) 293-9013

CHIEF JAMES A. NEENAN

Annual Report of the Pembroke Fire Department

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

I hereby respectfully submit the report of the Pembroke Fire  
Department for the year 2014. The department handled 2,611  
emergency calls in 2014.

Fire Prevention:

The Fire Prevention Program was conducted in all Elementary  
Schools as well as most Nursery/Kindergartens in Town.  
Firefighter Gary Parker organized and presented the program.

Training: Continues both on and off duty training sessions.

Investigations:

The Pembroke Fire Department continues to investigate all  
fires of suspicious origin along with the Pembroke Police  
Department, and the State Fire Marshal.

To Report a Fire or to Request an Ambulance: PLEASE CALL 911

House numbers:

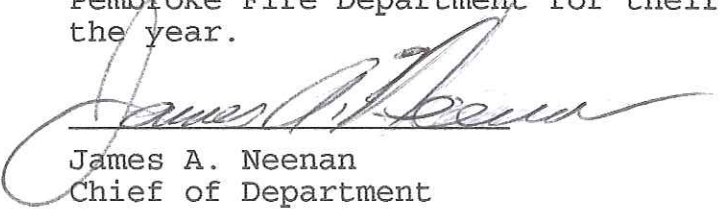
Please place HOUSE NUMBERS on your home and be sure that they  
are visible from the street.

Rescue Fund :

I would like thank all who donated to the Rescue fund.

To the People of Pembroke:

I would like to thank the people of Pembroke for all of their  
support and kindness. We continue to work with less than  
adequate staffing. We are forced to do more with less.  
Several times this year we had no one left to respond. As we  
prepare for F/Y 16, once again our budget is level staffed. I  
continue to hope we can secure funding to expand our work  
force in the near future. I would like to thank all Town  
Officials and Departments for their help and cooperation. I  
would like to thank the Officers and Men and Women of the  
Pembroke Fire Department for their dedicated service during  
the year.

  
James A. Neenan  
Chief of Department

## **ANNUAL REPORT OF THE PEMBROKE EMERGENCY MANAGEMENT AGENCY**

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

The residents of Pembroke should both be aware and proud of the consistent high level of service provided by their Public Servants. Whether there is a crisis or just an everyday call for service, that call is answered professionally and effectively by the men and women of your local town departments. The Pembroke Emergency Management Agency (PEMA) would like to ***thank*** our members of the Police, Fire, DPW, Town Hall, Board of Health, Library, Animal Control, Council on Aging, Housing Authority, School District workers, nurses and volunteers who, by working together, kept the citizens of Pembroke safe and informed.

A special thanks to ***ALL of YOU*** who gave of your time to make Pembroke a better community this year.

Dan Trabucco, Board of Selectmen Chair  
Willard Boulter, Board of Selectmen  
Arthur Boyle, Board of Selectmen  
Sabrina Chilcott, Executive Assistant  
James Neenan, Fire Chief  
J Michael Hill, Deputy Fire Chief  
Lisa Cullity, Heath Agent  
Carol Mirotta, Board of Health  
Donna Bagni, Board of Health  
Tom Driscoll, Board of Health  
Gary Fine, Board of Health  
John McKeown, Housing Authority Director  
Kathleen McCarthy, Treasurer Collector  
Kris Fraser, Assistant Town Accountant  
Mary Willis, COA Director (ret)  
Lee Smith, COA Volunteer  
Richard Wall, Police Chief  
David Clauss, Police Lieutenant  
William Hart, Animal Control  
Joe Carroll, National Grid  
Jeff Merritt, National Grid  
Douglas Forbes, MEMA

Edwin Thorne, Town Administrator  
Michelle Burt, Board of Selectmen  
Lew Stone, Board of Selectmen  
Ziggy Cytrynowski, Building Maintenance  
Eugene Fulmine, DPW Director  
Scott Glauben, Assistant DPW Director  
Scott Manning, Highway Foreman  
Scott Ripley, Tree Foreman  
Robert Thornton, Water Foreman  
Deborah Wall, Library Director  
Frank Hackett, School Superintendent  
Erin Obey, Assistant Superintendent  
Robert Flynn, School Building Manager  
Judith McAuliffe, Nurse  
Cindy Wengryn, Nurse  
Katie Haley, Nurse  
Carol Lockwood, Nurse  
Marilyn Strachan, Therapist  
Nancy Funder, Nurse  
Joe Cardinal, National Grid  
Mark Stafford, National Grid Liaison  
Hon. Josh Cutler, State Representative

**RACES Radio Operator:** *James Madden, David Spaulding, David Crooker, Bill Hart, Michael Canney*

**Auxiliary Officers:** *Douglas Bailey, James Boulter, Willard Boulter III, James Christie, James Madden, Frank Nogueira, Robert Lane, Alan Waletkus*

**Respectfully Submitted by the Co-Directors,   *Richard D. Wall & J. Michael Hill***

## **ANNUAL REPORT OF THE BUILDING DEPARTMENT**

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

The following is a review of the actual construction in the Town of Pembroke for the year ending December 31, 2014.

24	New Dwellings valued at	\$6,068,380.00
62	Commercial New and Renovations valued at	\$5,258,405.00
479	Miscellaneous Residential Permits valued at	\$9,510,050.00
565	Total Permits Issued and Valued at	\$20,836,835.00
Fees collected and turned over to the Treasurer		\$188,484.00
49	Total sign permits and fees collected	\$4052.00

Respectfully submitted,

George Verry  
Building Commissioner/Zoning Official

## **ANNUAL REPORT OF THE WIRING INSPECTOR**

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

I herby submit my report as Wiring Inspector for the year ending December 31, 2014.

Permits as follows:

New Dwellings.....	23
Commercial New and Renovations.....	69
Miscellaneous.....	353
Total Permits.....	445

Fees collected and turned over to the Treasurer	\$40,013.00
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Respectfully submitted,

Nicholas Zechello  
Inspector of Wires

## **ANNUAL REPORT OF THE GAS INSPECTOR**

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

I herby submit my report as Gas Inspector for the year ending December 31, 2014.

Permits as follow:

Gas Permits.....305

Fees Collected and turned over to the Treasurer..... \$15,985.00

Respectfully Submitted,

Gary Young  
Gas Inspector

## **ANNUAL REPORT OF THE PLUMBING INSPECTOR**

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

I herby submit my report as Plumbing Inspector for the year ending December 31, 2014

Permits as follow:

Plumbing Permits.....185

Fees Collected and turned over to the Treasurer.....\$20,067.00

Respectfully Submitted,

Gary Young  
Plumbing Inspector

# **ANNUAL REPORT OF THE SEALER OF WEIGHTS AND MEASURES**

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

I hereby submit my report as Sealer of Weights and Measures for the year ending December 31, 2014

Inspections as follow:

Total Inspections..... 19

Fees Collected and turned over to the Treasurer..... \$4900.00

Respectfully Submitted,

Joe Suppa  
Sealer of Weights and Measurers



## **ANNUAL REPORT OF THE DPW, HIGHWAY DIVISION**

A below average in temperature for most of the 2013-2014 winter season brought an abundant amount of snow. Crews were dispatched approximately twenty – five (25) times for de-icing operations and our workforce and private contractors were dispatched for seven (7) plow able storms.

Three sub-divisions were accepted by the town as the special town meeting in the fall. The street names are Canoe Club, Seltsam Way, Stone Ridge Lane, Sparrow Lane, Bluejay Way, Cardinal Circle, Blackbird Drive and Robin Terrace.

The new pavement management plan was put into effect this year. Reclaiming and paving of Congress St, Taylor St and the northbound lane of Center St from Hobomock to the Pembroke Center Post Office was performed. School St was partially done this year. Due to limited Chapter 90 funds, School St was done to the binder level. The top coat will be done next fiscal year. Paving on unaccepted roads was done on Woodbine Ave, Pinecrest Ave and Cove Lane. Several asphalt berms were installed to assist with drainage issues.

Drainage projects (Culverts) on Elm St and Harvard St were completed by the low bidder contractors. In addition, several catch basins have been repaired or completely rebuilt by the Highway Division crews due to the aging infrastructure.

Annual maintenance programs continued this year. Catch Basin cleaning and street sweeping were completed this year town wide. Pothole repairs were done based on manpower. Line painting was done town wide.

A town wide street sign upgrade is ongoing to comply with the Federal Highway Administration mandate. Unfortunately, newly installed signs that are stolen or damaged will not be replaced with a second sign until the remaining parts of the town are complete.

The Highway Division also shared responsibilities with Tree, Cemetery and Water Division throughout the year.

The DPW Commissioners would like to thank the Highway Division for the work completed this year.

The Highway Division would like to express its appreciation to all DPW divisions as well as the Police and Fire Departments for their efforts throughout the year.

Respectfully submitted,

Pembroke Department of Public Works – Highway Division

## **ANNUAL REPORT OF DPW TREE, CEMETERY, PARKS & COMMONS DIVISION**

This past year two large projects were begun at Pine Grove Cemetery on Elm Street by the Cemetery Division. With funding from the Community Preservation Act and Community Preservation committee, the department was able to start these projects at the cemetery in the early spring.

The first of the two projects to be addressed was the entrance to Pine Grove. In the spring trees and brush were removed and the opening widened to double the original size. Two new 9 foot gates were constructed and two new 16 inch by 16 inch granite posts were installed for the new gates to be set on. Landscaping was also done around the new posts and gates. The existing asphalt road was ground down, regraded and the new entrance way was paved. Several large trees were then removed along the driveway to open up the area. In 2015, the D.P.W plans to continue to remove trees and widen the driveway at Pine Grove to a two lane road.

The second project was the reconstruction of a portion of the wall surrounding Pine Grove Cemetery. In the late fall, a construction company was hired to dismantle the original crumbling wall. The DPW then pulled the stumps and regraded the area and the company returned and rebuilt approximately 300 feet of the wall. It is planned that in the spring of 2015, the landscaping and construction will continue on the area with reseeding and perhaps the planting of new trees to replace the ones that had to be removed for the project.

Due to the increasing areas that need to be maintained around town during the year, two new lawn mowers were purchased for the department at the spring town meeting. These mowers replaced two eight year old models. A new trailer was also purchased to replace a thirty year old utility trailer that was used to transport mowers from one place to another.

This year the cemeteries had seventy-two interments, thirty of which were cremations. This means that 42% of all the burials were cremations. The Cemetery Department installed twenty-five foundations, nine flat or flush markers and eight government markers. In May, the DPW commission and the Cemetery Department increased the rates and fees charged by the cemeteries. The rates had not been addressed for seven years. The new rates will now be more in line with other municipal run cemeteries in the surrounding towns.

The Tree Department removed eighty-nine trees for safety reasons from around the town with the bucket truck this year. Roadside mowing and trimming was continued throughout the year. Due to the repaving of Taylor Street, Congress Street, and School Street, these streets were aggressively trimmed and cut back to make room for the paving equipment. This was done by the Tree Department with the bucket truck as well as hiring a contractor to cut back School Street.

The DPW Commissioners would like to thank the Tree, Cemetery, Parks and Commons Division for the work completed this year.

As always, the Tree/Cemetery/Parks and Commons Division wish to thank the men and women of the Town Hall, Highway Department, and Water Department for all their help. We also wish to thank the Fire and Police Departments for their assistance over the past year. This department also wishes to thank the DPW Commissioners for all their support.

Respectfully submitted,

Pembroke Department of Public Works – Tree, Cemetery, Parks and Commons Division

## **ANNUAL REPORT OF THE DPW, WATER DIVISION**

The Pembroke DPW Water Division provided the following services to the Town throughout 2014.

There were:

315 Mark outs performed  
16 Trench Inspections done  
2 Water main leaks repaired  
6 Water service leaks repaired  
82 Turn on/off services performed  
6 Hydrants repaired and put back in service  
33 New meters installed  
99 Meters replaced  
132 MXU radio read devices installed  
234 Final readings performed

- A Leak Detection Survey was conducted throughout the entire town to pinpoint all leaks in the system for repair.
- Flow testing of Fire Hydrants throughout the Town was done to complete the Hydraulic Model of the Water Distribution System.
- Annual Flushing of all the Fire Hydrants was done in the fall.
- The Hydrant Painting Program was continued.

The Water Division would like to thank the residents and business owners who participated in the Meter Replacement Program and the Backflow Prevention Inspection and Testing Program.

The DPW Commissioners would like to thank the Water Division for the work completed this year.

The DPW Water Division would like to thank the other DPW Divisions, Town Hall Staff, as well as the Pembroke Police and Fire Departments for their support and assistance. The Water Division also wishes to thank the DPW Commissioners for their support throughout the year.

Respectfully submitted,

Pembroke Department of Public Works – Water Division

## **ANNUAL REPORT OF THE BOARD OF HEALTH**

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

The Board of Health members are Thomas Driscoll - clerk, Donna Bagni - chair, and Gary Fine-member. The Health Agent and did the following: 102 perk tests, 373 septic related inspections, 142 food related inspections, 51 housing complaints, 89 general complaints, 96 meetings / conferences, 79 animal inspections, 3 pool inspections and 1 camp inspection.

Perk tests and construction continue to rise from 2013. Foreclosed abandoned houses and sanitary complaints continued to increase and remain large problems. The town is investigating a receivership program with the attorney general's office to make progress on this issue.

Our Public health Nurse, under our second year vaccination program, administered 91 flu shots. This new program continues to grow, expanding service and resources. We now have five nurses that assist in various capacities.

Oldham pond continued under its new treatment program was able to remain open for recreation all summer for a third year. The remaining ponds also tested at normal levels during the majority of the summer. The Community preservation Committee and town meeting will be investing a total sum of 87,000 to improve our public beaches.

In efforts to protect our younger population the Board instituted a smokeless tobacco ban for those under the age of eighteen.

We continue with the assistance and support of the Police and Fire departments to continue to develop a highly functional Emergency Response Plan for All Hazards, with a specific focus on Pandemic Response and Emergency Sheltering.

Respectfully Submitted by

Lisa Cullity  
Health Agent

## **ANNUAL REPORT FOR THE HOBOMOCK STREET LANDFILL RECYCLING AND COMPOST CENTER**

To the Honorable Board of Selectmen and the Citizens of the Town of Pembroke:

Ground water and gas monitoring testing was completed at the landfill. The bi-annual tests are required by the Department of Environmental Protection (DEP) as part of the Town's approved Post Closure Plan for the landfill.

The Town held two Hazardous Waste Days this year in April and October at the Recycling Center. More than two hundred residents participated and were able to properly dispose of household hazardous materials and liquids.

Pembroke received two Grants from the (DEP) this past year. An Outreach Grant provided assistance, in the form of (DEP) personnel through their Municipal Assistance Coordinator Program (MAC). It resulted in a professional evaluation, critique of current operations and recommendations for improvements going forward.

The second (DEP) Grant was an Equipment Grant which allowed the purchase of a new roll off which was used to source separate wood waste and other construction and demolition materials. Also the ownership of the roll off eliminated the necessity to pay monthly rental fees.

During the year we expanded our material source separation handling to include ridged plastics, textiles, carpets, mattresses and bulky furniture, with success.

The 2014 volume of Recycled Materials handled at the Recycling Center was 548 tons. This total is 9.7 percent less than 2013, which was 607 tons.

Respectfully submitted,

Michael F. Valenti, Landfill Manager

## **ANNUAL REPORT OF PLYMOUTH COUNTY MOSQUITO CONTROL PROJECT**

The Commissioners of the Plymouth County Mosquito Control Project are pleased to submit the following report of our activities during 2014.

The Project is a special district created by the State Legislature in 1957, and is now composed of all Plymouth County towns, the City of Brockton, and the town of Cohasset in Norfolk County. The Project is a regional response to a regional problem, and provides a way of organizing specialized equipment, specially trained employees, and mosquito control professionals into a single agency with a broad geographical area of responsibility.

The 2014 season began dry with a low water table, dry conditions increased into the summer season. Efforts were directed at larval mosquitoes starting with the spring brood. Ground larviciding and 10,000 acres of aerial larviciding was accomplished using B.t.i., an environmentally selective bacterial agent. Upon emergence of the spring brood of mosquitoes, ultra-low volume adulticiding began on May 21, 2014 and ended on September 26, 2014. The Project responded to 16,585 requests for spraying and breeding checks from residents covering all of the towns within the district.

In response to the continued threat of mosquito borne diseases in the district, we increased our surveillance trapping, aerial and ground larviciding, and adult spray in areas of concern to protect public health.

Eastern Equine Encephalitis was first isolated from *Coquillettidia perturbans*, a mammal and bird biting species, by the Massachusetts Department of Public Health in Bridgewater on July 17, 2014. A total of fifteen positive EEE mosquito isolates were trapped within Plymouth County: (4) Bridgewater, (3) Kingston, (2) Lakeville, (4) Rochester, and (2) Marion.

Based on guidelines defined by the "Vector Control Plan to Prevent EEE" in Massachusetts, nine Plymouth County towns, Kingston, Lakeville, Rochester, West Bridgewater, Middleboro, Rockland, Hingham, Whitman, Hanson, and Bridgewater were elevated from "Low" to "Moderate Level" of EEE Risk". All other towns in Plymouth County Mosquito Project remained in the "Low Level Risk" category. We are pleased to report that in 2014 there were no human or horse EEE cases in Plymouth County.

West Nile Virus was also found within the district. A total of 4 mosquitoes pools tested positive for WNV in the following three towns: (1) Bridgewater, (1) Wareham, (2) Middleboro. All towns within the districts remained at the "Low Level Risk" category for West Nile Virus. We are also pleased to report that in 2014 that there were no human or horse West Nile Virus cases in Plymouth County Mosquito Control district. As part of our West Nile Virus control strategy a total of 68,097 catch basins were treated with larvicide in all of our towns to prevent WNV.

The Health threat of EEE and WNV continues to ensure cooperation between the Plymouth County Mosquito Control Project, local Boards of Health and the Massachusetts Department of Public Health. In an effort to keep the public informed, EEE and WNV activity updates are regularly posted on Massachusetts Department of Public Health website at [www.state.ma.us/dph/wnv/wnv1.htm](http://www.state.ma.us/dph/wnv/wnv1.htm).

The figures specific to the town of Pembroke are given below. While mosquitoes do not respect town lines the information given below does provide a tally of the activities which have had the greatest impact on the health and comfort of Pembroke residents.

Insecticide Application. 2,303 acres were treated using truck mounted sprayers for control of adult mosquitoes. More than one application was made to the same site if mosquitoes reinvaded the area. The first treatments were made in May and the last in September.

During the summer 2,865 catch basins were treated to prevent the emergence of *Culex pipiens*, a known mosquito vector in West Nile Virus transmission.

Our greatest effort has been targeted at mosquitoes in the larval stage, which can be found in woodland pools, swamps, marshes and other standing water areas. Inspectors continually gather data on these sites and treat with highly specific larvicides when immature mosquitoes are present.

Water Management. During 2014 crews removed blockages, brush and other obstructions from 1,420 linear feet of ditches and streams to prevent overflows or stagnation that can result in mosquito breeding. This work, together with machine reclamation, is most often carried out in the fall and winter.

Finally, we have been tracking response time, which is the time between notice of a mosquito problem and response by one of our inspectors. The complaint response time in the Town of Pembroke was less than three days with more than 853 complaints answered.

Mosquito Survey. Our surveillance showed that the dominant mosquitoes throughout the district were generally *Culiseta melanura* and *Coquillettidia perturbans*. In the Town of Pembroke the three most common mosquitoes were *Coquillettiia perturbans*, *Culiseta melanura* and *Uranotaenia sapphirina*.

We encourage citizens or municipal officials to visit our website at [www.plymouthmosquito.org](http://www.plymouthmosquito.org) or call our office for information about mosquitoes, mosquito-borne diseases, control practices, or any other matters of concern.

Anthony Texeira  
Superintendent

Commissioners:  
John Kenney, Chairman  
Michael F. Valenti, Vice-Chairman/Secretary  
Kimberley King  
Cathleen Drinan

## **ANNUAL REPORT OF THE COUNCIL ON AGING**

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

The Pembroke Council on Aging is a department of the Town funded by Town Meeting appropriations. We are a human service agency. Our mission is to provide and coordinate services to the senior community of Pembroke, assisting them to live within the community with dignity and to enhance their quality of life. To accomplish this, the challenge is twofold: to identify the needs of our senior community and implement programs and services to meet these needs by encouraging self-reliance, good health, and community involvement. As advocates, we increase citizen's awareness of and support for our efforts to meet these challenges.

The Council coordinates these efforts with the Massachusetts Executive Office of Elder Affairs, our area agency on aging, the Old Colony Planning Council with funding from the Older American's Act, and our home care corporation, Old Colony Elder Services, Inc.

The year 2014 was a very successful year. There were many changes to the formularies of the Medicare Part D plans with various changes in premiums. Our SHINE counsellors were very busy during the open enrollment period helping elders with their changes to new plans.

It was also a very busy year assisting families with their LIHEAP applications. More and more families need assistance. Our outreach worker visited and called 332 elders during the year, ensuring their health and safety. The Food Pantry provided 298 families, not including children, with 13,526 units of service.

In summary, we wish to thank our 127 volunteers for the 17,393 hours of service and the estimated savings to the Town of \$62,532.00. We thank the citizens of Pembroke for their support of our mission, our elders enabling us to move forward into the future with the resources needed.

Respectfully submitted,

Mary E. Willis

Council on Aging:

Linda Osborne, Chairperson

Jim Baillie, Vice Chairman

Kathleen Toole, Treasurer

John Melchin, Clerk

Ken Girtin

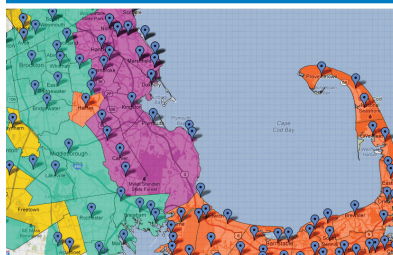
James Kinkade

Janet LaBerge



# **SOUTH SHORE COMMUNITY** SSCAC EST 1965 **ACTION COUNCIL**

SSCAC, INC.  
71 OBERY STREET  
PLYMOUTH, MA 02360  
508-747-7575 EXT. 6239  
WWW.SSCAC.ORG

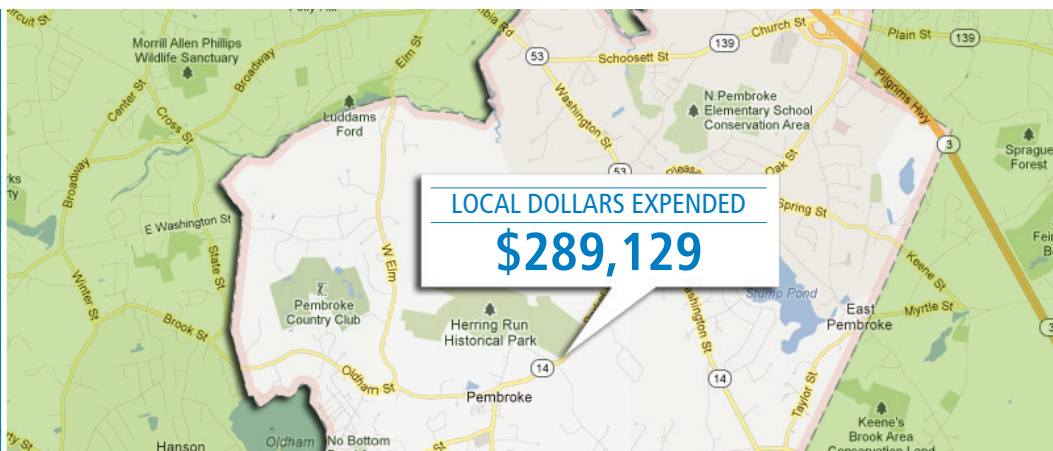


## **PROGRAMS AND SERVICES**

Fuel Assistance, Weatherization, Transportation, South Shore Early Education & Care, Consumer Aid, Emergency Services, Financial Stability Programs, Employment & Workforce Development, Food Resources, and Coordinated Family and Community Engagement.

## **GEOGRAPHIC SERVICE AREA**

South Shore Community Action Council serves Carver, Cohasset, Duxbury, Hanover, Hingham, Hull, Kingston, Marshfield, Norwell, Pembroke, Plymouth, Plympton, and Scituate. Through our Fuel Assistance and Transportation programs, SSCAC serves an additional 58 towns in the Southeast, Cape Cod, and the Islands.



# **SSCAC REPORT TO THE TOWN** **PEMBROKE, MASSACHUSETTS**

With roots dating back to the 1960's, South Shore Community Action Council, Inc. (SSCAC) is an agency that administers many federal, state and private grants that are available for low income and elderly persons.

During the fiscal year of SSCAC, a total of 510 Pembroke households (duplicated) were served from October 1, 2013 – September 30, 2014 through the many programs.

ENERGY ASSISTANCE PROGRAMS	HOUSEHOLDS	EXPENDITURES
Fuel Assistance (Federal)	250	\$198,154
Private Funds for Fuel Assistance	3	\$1,284
Department Of Energy Weatherization (DOEWAP)	2	\$4,266
HEARTWAP (Burner Repair/Replacement)	36	\$16,996
Private Utility Funds for Weatherization and Burner Repair	59	\$62,105

RENT/MORTGAGE/UTILITY ARREARAGE PROGRAMS	HOUSEHOLDS	EXPENDITURES
Federal Emergency Management Assistance (FEMA)	3	\$1,424
HomeCorps - The Attorney General	4	\$4,000
Lend a Hand/Board Fund (Private Funds)	1	\$850

OTHER PROGRAMS	HOUSEHOLDS	EXPENDITURES
Commercial Drivers Education Training (CDL)	1	N/A
Consumer Aid- The Attorney General	22	N/A
Coordinated Family and Community Engagement- Literacy Playgroup, Playgroup	3	N/A
Food Basket Gift Card Program	1	\$50
Head Start And All Early Education Programs	47	N/A
Transportation – Inter-Town Medical And Other Trips In Lift Equipped Vans (Total Trips)	58	N/A
Volunteer Income Tax Assistance (Vita)	20	N/A

In addition, SSCAC's Food Resources program distributed 1,814 lbs. of locally grown fruits, vegetables and non-perishable food to the Pembroke's Council on Aging and Head Start children's programs. (Approximately 1,395 meals.)

# **ANNUAL REPORT OF THE DEPARTMENT OF VETERAN SERVICES**

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

The Veterans' Department provides aid and assistance to all eligible veterans' and their dependents under Massachusetts General Law, Chapter 115. Benefits provided include application for bonuses, financial assistance, medical reimbursements as well as emergency funds. The staff is trained and certified by the Department of Veterans' Services. The town of Pembroke is reimbursed by the State at the rate of 75% for the benefits provided by the town to our Veterans'.

While our Department has no connection with the Veterans' Administration we do provide assistance by helping Veterans' in our town obtain Federal Benefits. Those benefits would include: service connected disabilities, non-service pensions, enrollment in the VA health care system and educational benefits. Also, we provide assistance by helping our Veterans' to obtain their military records, medal replacements and grave markers.

We encourage anyone with questions pertaining to Veterans' Benefits to contact our office at 781-293-4651. Our office hours are 8:30 – 4:30, Monday- Friday. If needed, we are also available during evening hours: please call our office to make an appointment.

Increased co-operation between different military organizations helped in upgrading the support that our Veterans' received last year. Special consideration should be given to the Pembroke American Legion and the Pembroke Military Support Group for their help. Food programs, wheelchair services and contact with active Servicemen were enhanced with the help of these organizations.

Thank you to all the groups that assisted us and we look forward to working with you again next year.

Respectfully submitted,

David McPhillips, Veterans' Service Officer  
Mary Whitman, Assistant Veterans' Service Officer

## **ANNUAL REPORT OF THE COMMISSION ON DISABILITIES**

To the Honorable Board of Selectmen and Citizens of Pembroke:

The Commission would like to welcome Hsiu-Ann Tom as its newest member. She is a disabled veteran and is very eager to get involved with the commission and help with ideas to assist disabled residents.

If you know anyone in need of medical equipment or has equipment to donate, please call the office to set up a time to drop it off; the office is open every Monday and Wednesday between 10 am and 2 pm.

In addition to medical equipment, the Commission accepts used prescription eyeglasses and sunglasses, used hearing aids and TTY telephone equipment. Diabetic testing kits may also be donated; they can be dropped off at the Commission's office located in the Community Center at 128 Center Street.

All donations MUST be clean and in good working condition with no broken or missing parts. Any donation that is not in good working condition or has missing or broken parts will not be accepted and there will be NO EXCEPTIONS.

The Commission on Disabilities office telephone number is 781-293-9484 and the email address is: [disabilities@pembroke-ma.gov](mailto:disabilities@pembroke-ma.gov). For appointment to a vacancy on the Commission, an application can be submitted to the Selectmen's office for appointment.

Respectfully submitted,

The Commission on Disabilities

Thomas Weinreich  
Anthony Nunes  
Jill Brazao  
Paul James Lowe  
Hsiu-Ann Tom

Edwin J. Thorne, ADA Coordinator

# **ANNUAL REPORT OF THE BOARD OF ZONING AND BUILDING LAW APPEALS**

To The Honorable Board of Selectmen and the Citizens of Pembroke:

The Zoning Board of Appeals began 2014 as

Frank Baldassini, Chairman  
William Cullity, Vice Chairman  
Sharon McNamara, Clerk  
Linda MacDonald, Alternate  
John O'Connor, Alternate

And concluded 2014 as

Frank Baldassini, Chairman  
William Cullity, Vice Chairman  
Sharon McNamara, Clerk  
Linda MacDonald, Alternate  
John O'Connor, Alternate

During the past year the Board received:

25 requests for special permits  
7 requests for variances  
2 requests for appeals

Of the 31 petitions received:

26 petitions were approved  
3 petitions were withdrawn  
2 petitions are undecided

Respectfully submitted,

Frank Baldassini  
Chairman

## **ANNUAL REPORT OF THE PEMBROKE PLANNING BOARD**

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

During the year 2014 the Planning Board held twenty-eight meetings. Nine public hearings were held covering Center Protection (1), Site Plan Approval (5), Scenic Road (1) and (2) Zoning By-law change public hearing was held.

Four ANR Plans (Approval Not Required Under Subdivision Control) came before the Planning Board for action for building and recording purposes and transferring lot lines.

The Planning Board granted approval for two Site Plans that were before them for site plan approval.

A Zoning By-law change was approved at the April Annual Town Meeting.

ARTICLE 25: To see if the Town will vote to amend the Town of Pembroke Zoning Bylaws Section V. Special Provision, Standards and Procedures, Sub-section 12. Solar Photovoltaic Installations, Section B. Applicability, by deleting the last sentence:

Solar facilities shall be allowed on parcels of land in any zoning district except; the center protection district.

And replace it with the following sentence to read:

Solar facilities shall be allowed on parcels of land in any zoning district, except in the center protection district, wherein all Solar Photovoltaic Installations are subject to site plan review and approval in compliance with Sub-Section D.7.

And, add the following sentence to read:

Large-scale ground-mounted solar facilities are not an allowed use in the center protection district.

At the Annual Town Election, Rebecca Coletta was elected to a five-year term to expire on 2019. The Planning Board reorganized in May with Andrew Wandell (Chairman), Thomas Irving (Vice-Chairman) and Rebecca Coletta (Clerk).

The Board wishes to thank Matthew York for his years that he served on the Planning Board.

Respectfully submitted,

Andrew Wandell, Chairman

# ANNUAL REPORT OF THE PEMBROKE HOUSING AUTHORITY

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

Pembroke Housing Authority is committed to providing safe, decent, affordable housing. The Authority administers 116 units of Massachusetts Chapter 667 housing, 7 units of Massachusetts Chapter 705 family housing, 16 units Massachusetts Chapter 689 homes, 49 units of Federal Public Housing, 7 Massachusetts Rental Vouchers and 83 Housing Choice Vouchers.

The beginning of 2014 was a sorrowful time for the Pembroke Housing Authority. The sudden and untimely passing of the Executive Director, Sharon Sylvester was both stunning and vacuous. The Administrative Staff, Maintenance and the Housing Board rallied and managed the day to day responsibilities until a new Director could be hired. In July, the authority hired John P. McKeown to be its new Executive Director. Steeped in Housing, Business and Fiscal Management his experience and leadership was felt immediately. Over the year the Authority completed several modernization projects. Such projects are critical in maintaining the integrity of our housing portfolio. At *MacDonald Way*, federal inspections and evaluations were performed and the development, authority and its program management system was graded as a “High Performer”, by HUD. At *Mayflower Court* a new generator was installed, extensive sidewalk repairs and roof vent repairs were made. At *Kilcommons Drive*, New roofs were installed on all residential buildings, sidewalk and roadway repairs were made, rear hallway flooring was installed in the buildings and new flooring installed in 10 residences. . New ADA kitchens were also installed at the *Lydia Ford Group Home*, along with a new fire alarm panel and a patio door.

The Pembroke Housing Authority is very grateful to the Town of Pembroke for awarding Community Preservation Funds to install intercom systems at *Mayflower Court* and *Kilcommons Drive* buildings. These systems will allow us to secure the buildings improving safety for our tenants and protecting our buildings from vandalism and are slated to start in the spring of 2015. We were also awarded CPA monies to plan, design and create additional elderly and disabled units at our existing developments. This goes a long way toward meeting our affordable, elderly and disabled housing needs. We, both the Authority and the residents are very grateful for the town’s continued support.

The Board of Commissioners and the Authority continue to review and perfect our policies making changes where necessary to outdated ones and implementing new ones to meet the challenges of our changing environment. Well-developed policies improve the safety, appearance and fiscal stability of the Authority.

Our continued thanks go out to the Fire and Police Departments, the Department of Public Works and the Council on Aging for the vital services they provide to the housing authority, its residents and this great town of ours. Lastly, we want to thank a very dedicated housing authority staff for their hard work and commitment to the mission of providing a healthy, safe and warm place to call home.

Anyone interested in finding out more about low income housing programs is invited to inquire in person at the Housing Authority office, Kilcommons Drive, Pembroke, Massachusetts 02359 or by telephone by calling (781) 293-3088.

Respectfully submitted,

Carolyn Crossley, Chairperson  
Valerie Kroon, Vice Chairperson  
Henry Daggett, Treasurer

James Muscato, Assistant Treasurer  
William Boyle, Member  
John P. McKeown, Executive Director

# **ANNUAL REPORT OF THE OLD COLONY PLANNING COUNCIL**

To the Honorable Board of Selectmen and the Citizens of the Town of Pembroke:

As your representatives to the Old Colony Planning Council (OCPC), we are pleased to present this report on behalf of the Council for 2014.

The Old Colony Planning Council was established in 1967 by state statute and is authorized to prepare plans for the physical, social and economic development of the Sixteen-member community region. OCPC is designated as: an Economic Development District by the U.S. Department of Commerce for the coordination of regional economic development activities; an Area Agency on Aging (AAA) by the Executive Office of Elder Affairs to plan, manage and coordinate elder services in a twenty-three community service area; and, the Metropolitan Planning Organization (MPO) to plan and program transportation and transit improvements for the region.

In addition to the above-designated responsibilities, the Council also assists its member municipalities with technical planning, grant application preparation and current local and regional socioeconomic information.

During the past year, the Council provided technical assistance to member communities under the District Local Technical Assistance (DLTA) Program in such areas as regionalization: water, wastewater, 911 emergency services, conducting neighborhood economic and transportation analyses, developing Community Business Guides, conducting a zoning bylaw codification and by providing Green Communities Designation and Grant Program technical assistance. The Council also completed the FFY 2015-2018 Transportation Improvement Program (TIP); the Brockton Southwest Corridor Study; the Duxbury Hall's Corner Economic Development and Transportation Study, the Halifax Stormwater Mapping Project; the Coordinated Human Services Transportation Plan, and provided numerous Road Safety Audits, Intersection Analyses, and Transportation Technical Studies to the member communities; and, continued participation in the South Coast Commuter Rail Task Force, provided technical assistance to Bridgewater, Easton, and Stoughton, related to the potential rail service. The Old Colony Area Agency on Aging (AAA) during the past year, with assistance and guidance from member community advisory committee members, has continued the ongoing administration of over \$1.35 million dollars of Federal and State funding for elder services. The OCPC-AAA administers and oversees funding for services like nutrition, transportation, day care, legal services, and others to the more than 95,000 persons age 60 and over in the region. The OCPC-AAA also completed development of the 2014-2017 Area Plan on Aging, and continues to advocate on behalf of older persons from throughout the region. The OCPC-AAA Long-Term Care Ombudsman Program continues its efforts, with over 1,281 visits to nursing and rest homes, investigating over 277 issues of concern from residents or families. In Addition, OCPC continues to administer the Septic Loan Program for the Towns of Cohasset, Hanson, Kingston and Stoughton. During 2014 the Council processed approximately \$425,200 in loans for both septic systems and sewer connection for the communities under the Septic Loan Program.

Each member community of the Council is represented by one delegate and one alternate member. The Council members establish policy, develop the work program, and employ and oversee the activities of the professional staff. The Council meets on the last Wednesday of each month at 7:00 PM in the OCPC offices located at 70 School Street, Brockton, MA. In 2014, the Council elected Lee Hartmann, of Plymouth as Council President; Fred L. Gilmetti of Whitman as Council Treasurer; and, Frank P. Staffier of Avon as Council Secretary. Pasquale Ciaramella serves as Executive Director of the Council.

The Council gratefully acknowledges the generous support and cooperation of its member communities and the participation and involvement of the many individuals who participate as members of committees. Special thanks are extended to Joint Transportation Committee Chair Noreen O'Toole; Comprehensive Economic Development Strategy Committee Chair Mary Waldron; and, the Area Agency on Aging Advisory Committee Chair Richard Whitney for their commitment, dedication and leadership during the past year. The Council also recognizes the work of local boards and commissions and the government agencies, public and private institutions and individuals who assisted the Council in its efforts.

Respectfully submitted,  
Gerard W. Dempsey, Delegate  
Daniel W. Trabucco, Alternate

Troy E. Garron, Delegate At-Large

## **ANNUAL REPORT OF THE PEMBROKE CULTURAL COUNCIL**

The local cultural council receives funding from the Massachusetts Cultural Council once a year. We request and receive grant applications for these funds by October 15<sup>th</sup> each year. A meeting is held to review the requests and submit the decisions about funding of the applications to the state council by January 15<sup>th</sup> each year.

The statement of purpose: The Massachusetts Cultural Council provides funding to the Local Cultural Councils to support public programs that promote access, education, diversity and excellence in the arts, humanities and interpretive sciences. Local councils have the right and responsibility to award grants that address cultural needs specific to their community.

The criteria for accepted grants: The Pembroke Cultural Council uses the following criteria when awarding grants: community benefit, community involvement, quality of project, financial need of the sponsoring body, accomplishments of the sponsoring body and the dedication of the sponsoring body.

Pembroke's allocation for fiscal year 2014 was \$4440.00 from the state. Our council added an additional \$560 from interest & locally raised funds from selling prints of the Becky Haletky water colors. Grants were awarded to the Pembroke Tree Lighting Festival, Friends of Pembroke Public Library for Museum Passes, Becky Haletky for a watercolor of the Pembroke Tree Lighting, the Pembroke Arts Festival, Stephen Lewis for a poster exhibit, Plymouth Philharmonic, Mass Audubon, the Fuller Craft Museum, the South Shore Natural Science Center, the North River Arts Society, the South Shore Conservatory and the Soule Homestead Education Center.

The Council accepted a watercolor of the Pembroke Tree Lighting Ceremony from artist Becky Haletky. It was presented to the Selectmen who accepted it on behalf of the town. It will hang in the Selectmen's office along with the previous watercolors of Pembroke by Becky.

Submitted on behalf of the Cultural Council

Linda McCollum, Chair



# ANNUAL REPORT OF THE RECREATION COMMISSION

To the Honorable Board of Selectmen and the Citizens of the Town of Pembroke:

**Mission:** *The Pembroke Recreation Commission strives to provide exceptional and creative programs, services, and facilities that foster community spirit and involvement while serving the physical and social needs of the residents.*

## **Programs**

Many changes and improvements were made to the Summer Happenings Program in 2014. The full day was extended one hour to accommodate working parents. We also implemented a new drive by drop-off and pick-up on Town Green to make it easier for parents who are on their way to work or have younger children that they would normally have to get out of the car. For the children's enjoyment we added an additional field trip every other week. Our special events/field trips included a Fourth of July Cookout, eleven field trips, and an End of Summer Bash.

In 2014, Pembroke Recreation introduced a few new programs. We held a four-day lacrosse clinic over the summer that was run by PrimeTime Lacrosse. We were thrilled to have Pembroke native, Jason Wellemeier of PrimeTime Lacrosse run a clinic here in his hometown. The clinic had a great response from Pembroke residents and residents of surrounding towns alike. We also reconvened our program offerings with Billington Sea Kayak and offered a youth stand-up paddle boarding clinic which resulted in positive feedback from participants.

In addition to these programs we continued to offer the following programs: After School Program, February and April Rec-Cation, T-ball, Basketball, Break Dancing, Drama, Field Hockey, Junior Golf, Magic Music, NYC Shopping & Sightseeing Trip, Playgroup, Quilting, Little Kickers/U.K. Petite Soccer, and Volleyball Clinics.

## **Events**

In conjunction with the Military Support Group and the Veteran's Agent, Pembroke Recreation was honored to dedicate the flagpole on Town Green to the late Jesse Crudup and Lawney Crudup Sr. Lawney Crudup fought in the Battle of the Bulge in the Ardennes Forest in Belgium during World War II. Jesse Crudup served in Iraq from 2004 through 2007 and held the rank of Army Specialist in the U.S. Army Reserves. Family, friends, and members of the community gathered to express their gratitude for the service of these two members of our community. The Pembroke Community is and always has been proud to support and acknowledge all service men and women who have served our country both past and present.

## **Business Affairs**

The Recreation Commission welcomed Ginger Comeau to the board in 2014. Since then, she has brought insightful ideas and a different perspective to the Recreation Commission. The department is excited to offer a cooking class with Ginger at New England Village in January and also to begin a unified basketball team to hopefully compete in the Special Olympics.

### **Field/Facility Improvements**

Pembroke residents Bill Price and Bob Watts graciously refinished the Community Center gymnasium floor and changed the logo in the middle to Pembroke Rec's new logo. After years of repairs, the boiler in the Community Center was finally replaced in 2014.

The department also beautified Town Green by adding plantings around the bandstand and flag pole, and replaced an old wooden bench. At Magoun Field, the baselines were recut and the pitcher's mound was rebuilt as the field is highly utilized and was in need of these repairs. At the Marcus B. Ford Park on Birch Street, the parking lot was re-graded and topped with reground asphalt to address drainage and parking issues.

In the fall, Pembroke Recreation contracted with Environmental Partners Group to address the drainage issues at Mattakesett Ball Field Complex with the intention of having the parking lot re-graded in the spring of 2015.

### **Rentals & Field Permits**

The Recreation Commission was pleased to have been able to accommodate various school groups during the school's roof projects in the summer of 14' at the Community Center Gymnasium, Basketball Courts, and Ball Fields.

The department continues to rent the Pembroke Community Center facility and issue field permits.

Classroom Rentals: Private rentals, Boy Scout & Girls Scout Troops, meetings for sports leagues

Gymnasium Rentals: Private rentals, youth basketball & soccer practices, baseball facility rentals

Field Permits: Magoun Field, Girls' Softball Fields, Birch Street Field, and the Community Center Ball Fields and Courts

#### **Recreation Commission**

Matthew Norton, Chair

Matthew Newman, Vice Chair

Robert Raleigh, Secretary

Linda Federico, Treasurer

MaryAnn Freeman, Member

Thomas Finnegan, Member

William Boyle, Member

Thomas Driscoll, Member

Ginger Comeau, Member

#### **Recreation Department**

Susan Roche, Director

Alanna Bibaud, Assistant to Director

# **ANNUAL REPORT OF THE HERRING FISHERIES COMMISSION**

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

River Herring are one of the most important natural resources that we have in Pembroke. Each spring, these fish come up the North River, into Pembroke's Herring Brook, and finally into Furnace and Oldham Ponds. They lay thousands of eggs, then head back down the river and into the Atlantic Ocean. In the fall, the juvenile herring make their way to the Atlantic to join the rest of the herring. These fish serve as food for many animals including birds, whales, striped bass, and bluefish. Without a good supply of herring, these important species will go elsewhere.

There are so many threats to all of these marine animals that are out of our local control in Pembroke, but one thing we can do is to make sure that our Herring can make it into our ponds and back to the ocean. The Pembroke Herring Fisheries Commission keeps our rivers free of encumbrances, both natural and man made. Our vigorous stream cleaning maintenance program has made their trip easier, providing the largest number of Herring a successful trip into our town.

We work closely with the Massachusetts Department of Marine Fisheries to make sure our fish ladders are the best that they can be, as well as with the City of Brockton water department, to make sure there is enough water in our ponds for the annual fish migration.

This year we are planning to install a digital fish counter, so that we can have an accurate count of our herring. Volunteers count Herring each year, but this counter will provide a much more accurate number so that we will know the actual state of our Herring population.

Volunteers are always needed, so please get in touch with one of us to find out our specific plans.

Douglas Sprague  
Rick Madden  
Janet Fahey  
Walter Hawkes  
Kyle Harney  
Willard J. Boulter, Jr. (alternate)  
Rob Adams (alternate)

Mark Amorello, Superintendent of Fisheries  
Art Egerton, Assistant Superintendent

# **ANNUAL REPORT OF THE CONSERVATION COMMISSION**

To the Honorable Board of Selectmen and Citizens of the Town of Pembroke, Massachusetts:

The members of the Conservation Commission respectfully submit the following report for the year ending 2014.

The goal of the Conservation Commission continues to be the preservation of our open space, wetlands and wildlife as well as the protection of our community's natural resources. The office of the Conservation Commission had a busy year. The following is a breakdown of Conservation Commission activities:

1. The Commission issued 20 Determinations of Applicability;
2. The Commission issued 16 Orders of Conditions;
3. The Commission issued 1 Extension to existing Orders of Conditions;
4. The Commission issued 1 Amended Order of Conditions;
5. The Commission issued 1 Order of Resource Area Delineation;
6. The Commission issued 10 Certificates of Compliance;
7. The Commission issued 1 Enforcement Order and 2 letters of violation;
8. The Commission was involved in 2 decisions which were appealed to the Department of Environmental Protection; and
9. The Commission conducted numerous on-site inspections and responded to inquiries and requests from the community.

The Conservation Commission is pleased to report that the Commission and the Town of Pembroke were the beneficiary of several land acquisitions this year including:

- the excess land of Equestrian Estates, a 16 acre parcel which expands the land area of the Great Cedar Swamp;
- the excess land of Crescent Hill Estates, a 17 acre parcel which will expand the land area of the Great Cedar Swamp;
- the Zaniboni Bogs, an 69.18 acre bog complex located off of Monroe Street which provides connectivity to Tubb's Meadow Conservation Area and potential additional trails for the Bay Circuit Trail system; and
- the Furnace Colony Beach, a small neighborhood beach located on Furnace Pond. The Conservation Commission, in cooperation with the Furnace Colony Beach Association, the Selectboard Office and the Recreation Commission will provide additional recreational opportunities for the residents of Pembroke.

The Conservation Commission would like to thank and acknowledge Mr. Bisher L. Hasem, Mr. James Wheeler, Mr. Robert Zaniboni, and the Furnace Colony Beach Association.

The Conservation Commission, in partnership with the Department of Public Works and the Water Department, are pleased to report that a Compatible Use Authorization Agreement has been successfully negotiated with the U.S. Department of Agriculture, Natural Resources Conservation Services Department which will allow the use and maintenance of the Elmer Street Bogs for passive recreational purposes.

One of the greatest challenges that the Conservation Commission has had to address this year involved the Route 14 reconstruction project. The design and reconstruction of this major route

through Pembroke traverses through several environmentally sensitive areas including Herring Run Park, Oldham Pond, Furnace Pond and Andruk Bog. The Conservation Commission has spent numerous hours advocating for the upgrade of the existing stormwater management system to prevent and reduce stormwater pollutants from entering the groundwater and streams along the route.

The Conservation Commission met with Thomas Duane of Boy Scout Troop 43 and Lenny Lapham of Boy Scout Troop 105 to assist in their pursuit of the rank of Eagle Scout. Mr. Duane has proposed improvements to the High School Cross Country Trails and reconstruction of a culvert in need of repair. Mr. Lapham has proposed improvements to Bay Circuit Trail and the construction of a boardwalk in the area of Mirage Brook. Both projects involved work on land under the care and protection of the Conservation Commission.

Respectfully submitted,

Mark Ames, Chairperson  
Carey Day, Vice-Chairperson  
Michael Kirby  
Scott Glauben

Robert Clarke, Agent & Member  
Daniel Smith  
Al Gigliotti  
Mary Guiney, Administrative Agent

# **ANNUAL REPORT OF THE COMMUNITY PRESERVATION COMMITTEE**

To the Honorable Board of Selectmen and Citizens of the Town of Pembroke:

The members of the Community Preservation Committee respectfully submit the following report for the calendar year ending 2014.

In February, after 4 ½ years of service, Ms. Kathy O'Neil resigned from her position as secretary to the committee and Ms. Rachel Michael was hired as the administrative assistant. In August, Ms. Diane Beauchesne was appointed, as a member, by the Board of Selectmen to a 3-year term which will expire in 2017.

The Community Preservation Act was adopted by Pembroke voters in 2006 and establishes a funding source financed by surcharge revenues, and the Commonwealth of Massachusetts, for the purpose of open space, historical preservation and community housing projects and purchases. The Community Preservation Act has been a tremendous asset to the Town of Pembroke by providing funds to complete many worthwhile projects without utilizing the town's general funds.

In the months prior to town meeting, the committee held a public hearing and regularly scheduled meetings to evaluate funding applications for recommendation to the voters.

The townspeople awarded \$230,200.00 in Community Preservation Act funds for the following projects which were recommended by the committee and approved at the 2014 Annual Town Meeting

- to the Department of Public Works to repair/restore stone walls around lots at the Pine Grove Cemetery;
- to the Cobb Library Trustees to perform Phase I of a full exterior restoration including windows and insulation, as well as to replace an oil burner with a gas fired furnace at the Cobb Library located on Union Street in Bryantville;
- to the Adah Hall House Board of Trustees to preserve and restore an existing barn structure including windows at the Adah Hall House Barn located on Barker Street;
- to Pembroke Youth Baseball to replace the blue board on the backstops at the baseball fields on Mattakeesett Street;
- to the Conservation Commission Open Space Fund for the purposes of purchasing land for open space.

The townspeople also awarded \$652,000.00 in Community Preservation Act funds for the following projects which were recommended by the committee and approved at the 2014 Special Fall Town Meeting

- to the Town of Pembroke for treatment of Oldham Pond for the suppression of blue-green Algae, treatment of Hobomock Pond for hydrilla control, and treatment of Furnace Pond for microscopic algae;
- to the Town of Pembroke to acquire by purchase, gift and/or eminent domain the 29-acre parcel of land located at 190 Barker Street, Pembroke;
- to the Town of Pembroke to purchase and install a new swim platform at Little Sandy Bottom Pond Beach;
- to the Town of Pembroke to purchase and install two new picnic tables, a new dock and a new swim platform at Stetson Pond Beach and Furnace Pond Beach;
- to the Town of Pembroke Housing Authority for the purpose of planning forty-eight (48) new residential units for elderly and disabled persons to be constructed, as space allows, at Mayflower Court, Lydia Ford Way, MacDonald Way and Kilcommons Way.

The committee looks forward to working with the 2014 fund recipients to ensure successful completion of their projects. Further, the committee will continue to work with the other town committees and residents to enhance historic, natural and community resources in Pembroke.

Respectfully submitted,

Brian Van Riper, Chairman  
Mark Ames, Selectmen's Appointee  
Diane Beauchesne, Selectmen's Appointee  
William Boyle, Recreation Commission  
Carolyn Crossley, Housing Authority  
Carey Day, Conservation Commission  
Stephen Herrmann, Historical Committee  
Paul Whitman, DPW Commissioner

## **ANNUAL REPORT OF THE OPEN SPACE COMMITTEE**

The Open Space Committee is a sub-committee of the Conservation Commission and report directly to them. The Committee is advisory in nature and all recommendations, findings and actions are reported to the Conservation Commission. In 2013 and 2014, the Open Space Committee was reformed with the purpose of updating the town's Open Space Plan - a planning resource that is critical for making informed decisions in the growth of the Town of Pembroke in order to preserve open space and protect the semi-rural character of our community. The newly appointed committee members have worked tirelessly to achieve this goal.

In addition to the task of updating the Open Space Plan, the Open Space Committee has worked with town boards, the Executive Office of Environmental Affairs and various land preservation organizations to develop a clear understanding of the importance of maintaining open space resources and to define a vision of open space in our community

The Open Space Committee successfully submitted a request for funds to the Community Preservation Committee for the purchase of the Lage Preserve – a major achievement in the protection of our natural resources. The former agricultural property is bisected by Little Pudding Brook, which originates in the adjacent Town of Pembroke's Herring Run Park. The Open Space Committee felt that the acquisition of this site would provide an additional layer for the protection of our herring – a defining feature to our town. The Little Herring Brook is important to maintaining the herring population. The land adjacent to the Little Herring Brook remains untouched. Land along rivers in its natural state is important to the maintenance of drinking water quality and quantity. Most importantly, the Open Space Committee felt that this property will be protected for the enjoyment of the residents of the Town of Pembroke. Upland areas on the site can be converted to recreational uses and the support of the Herring Brook Park located upstream of the site.

The Conservation Commission would like to acknowledge and thank the members of the Open Space Committee for their work. The knowledge and dedication that the members bring to the committee has provided a real boost to the monumental effort of land protection and preservation.

### Open Space Committee Members

Greg Howell, Chair  
Art Egerton, Vice-chair  
Denise Moraski, Clerk  
Michael McDonough  
Robert Clarke, Jr.

Respectfully Submitted,

Mark Ames  
Chairperson of the Conservation Commission



## ANNUAL REPORT OF THE LIBRARY TRUSTEES

To the Honorable Board of Selectmen and the Citizens of the Town of Pembroke:

The Pembroke Public Library is committed to promoting the benefits and joys of reading, lifelong learning, and the discovery of ideas through virtual and physical collections. Through services for the community, the library strives to empower people to find and evaluate information and remain current with new technology. The year 2014 was one of great progress and improvement at the library.

The library was pleased to meet state minimum standards for full certification for this fiscal year and applied for, and received, a \$7,500 "Next Chapter" Library Services and Technology Grant (LSTA) from the Massachusetts Board of Library Commissioners. This grant, which is federally funded and state managed, is designed to provide events and programs for Pembroke's "Baby Boomers". The library distributed a survey to residents aged 50+ to determine how to best suit the needs of local "Baby Boomers", and began offering a range of programs to fulfill those needs in October, 2014. Events and programs with the over-50 year-old person in mind will continue to be offered at the library through September, 2015.

The library remains an active emergency shelter for town residents and continues to be one of several drop-off locations for food and donations for the Pembroke Food Pantry. The library building is holding up reasonably well for its age; minimal termite damage was discovered early this year and repaired, and planned exterior painting and carpet replacement will greatly improve the building's appearance and usability.

We added just under 6,000 new books, eBooks, audiobooks, DVDs, and musical albums to the library's collection this year, and continue to stay on the cutting edge of technology with our Technology Center and Teen Tech Squad, a group of teens who generously give their time to offer library patrons technology-related assistance and instruction.

Several new databases were added to the library's already impressive offerings, including databases offering legal forms, information for career transitions and automobile repair, help with determining the value of antiques, and tutorials for learning new languages. Please visit the library's website at [www.pembrokepubliclibrary.org](http://www.pembrokepubliclibrary.org) to view the full list of available databases. New this year: patrons wishing to pay overdue book fines or make donations to the library using a credit or debit card may now do so, electronically, through the library's website. In order to offer relevant news and real-time updates, the Pembroke Public Library maintains several social media accounts; "like" us on Facebook or follow the library on Twitter @Pembroke\_PL or Pinterest @pembrokepl.

Summer Reading programs for children, teens, and adults were popular. This year, the 295 adults who participated in the adult Summer Reading program read a total of 717 books, which is almost double last year's numbers. The "Town-wide Read" book this year, *A City So Grand*, by Stephen Puleo, was well-received and enjoyed by many Pembroke residents. Yoga, Chess Club, Book Club, and numerous events and programs for children and teens continue to engage and empower our community.

Exhibits in the library's meeting room included the photography of Joe Kennedy and Susan White, Hockomock digital photography, watercolors by Jan Gallinger and Becky Haletky, paintings by Charles Young (loaned to the library by Leslie Molyneaux), the artwork of Michael Flaherty, and an international labor poster exhibit.

We said farewell to Sarah Hines, our Youth Services Librarian, in April, and to Lindsay McGrath, our part-time Reference Librarian, in August. While we were very sorry to lose Sarah and Lindsay, we welcomed the renewed vitality brought to the library by Melissa McCleary as Youth Services Librarian, who joined our already amazing staff in July, and by Jane Park as Reference Librarian, who joined our staff in October.

Statistics:

- Total circulation was 127,994
- Downloaded material included 9,195 eBooks, 2,539 audiobooks, 273 videos, and 932 children's eBooks
- There were 14,136 library card-holders, 786 of which were newly added
- The computers were used 12,052 times (not including patrons accessing wifi on their own devices)
- There were 65 adult events, including visits from authors Ted Reinstein and Anthony Summarco, with 598 adults in attendance
- There were 217 children/teen events, with 3,607 children/teens in attendance
- The meeting rooms were used 388 times
- Museum passes were used 815 times, by an estimated 1,630 patrons

We wish to express sincere gratitude toward the many contributors who support the library, including:

- Bryantville Elementary School PTO
- The Della Chiesa Trust
- The Gene and Ruth Posner Foundation
- Martha's Bike Shop
- The Mattakeesett Garden Club
- North Pembroke Elementary School PTO
- WATD

Special thanks are in order to the Friends of the Pembroke Library, who worked tirelessly throughout the year, sponsoring events such as silent auctions, Book and Bake Sales, Trivia Bowl, and the ever-popular Mystery Dinner, to raise funds to benefit the library. The Friends donated \$16,249, which funded many much-needed items and services, including:

- Museum passes
- The Best-Seller collection
- Book Page, a book review newspaper
- Programs and performances
- Children's book orders
- Copier service

The Pembroke Public Library looks forward to continuing to serve its community, and we sincerely thank you for your support and patronage.

Respectfully submitted,

Jillian Taylor, Chairperson  
Lyn Dionne

Mary Beth Courtwright  
Elaine Spaulding

Larissa Curley  
Karen Wry



**Pembroke Public Schools  
Enrollment History  
Grades K-12**

<b>Oct. 1 Report Year</b>	<b>K</b>	<b>Gr. 1</b>	<b>Gr. 2</b>	<b>Gr. 3</b>	<b>Gr. 4</b>	<b>Gr. 5</b>	<b>Gr. 6</b>	<b>Gr. 7</b>	<b>Gr. 8</b>	<b>Gr. 9</b>	<b>Gr. 10</b>	<b>Gr. 11</b>	<b>Gr. 12</b>	<b>K-6</b>	<b>PCMS</b>	<b>PHS</b>	<b>Total</b>
<b>2001</b>	245	252	227	281	253	260	266	248	240	239	214	203	157	1784	488	813	<b>3085</b>
<b>2002</b>	273	268	239	230	278	257	259	259	249	182	203	227	181	1804	508	793	<b>3105</b>
<b>2003</b>	263	281	268	241	236	276	249	249	260	191	187	222	170	1814	509	770	<b>3093</b>
<b>2004</b>	268	272	292	266	240	238	276	249	250	248	176	167	161	1852	499	752	<b>3103</b>
<b>2005</b>	304	287	276	290	278	243	239	274	253	231	247	177	154	1917	527	809	<b>3253</b>
<b>2006</b>	251	307	286	274	288	277	239	248	257	249	219	223	179	1922	505	870	<b>3297</b>
<b>2007</b>	243	256	307	282	280	283	282	244	240	265	241	233	214	1933	484	953	<b>3370</b>
<b>2008</b>	246	259	261	310	284	278	293	280	246	232	265	241	229	1931	526	967	<b>3424</b>
<b>2009</b>	257	253	246	267	322	289	282	283	282	224	226	247	237	1916	565	934	<b>3415</b>
<b>2010</b>	231	257	249	246	270	320	279	266	279	252	222	221	244	1852	545	939	<b>3336</b>
<b>2011</b>	226	241	253	259	240	276	324	274	261	256	252	213	223	1819	535	944	<b>3298</b>
<b>2012</b>	218	228	250	257	261	252	275	318	279	243	253	247	212	1741	597	955	<b>3293</b>
<b>2013</b>	203	224	217	254	255	260	246	277	313	253	239	249	243	1659	590	984	<b>3233</b>
<b>2014</b>	207	204	233	220	258	255	261	251	276	277	256	234	253	1638	527	1020	<b>3185</b>

**Pembroke Public Schools  
2014 Annual Town Report  
Frank Hackett, Superintendent of Schools**

It is a privilege to write my eighth annual report for the Pembroke Public Schools. Some significant accomplishments have been reached this year, which I highlight below.

New Roofs for 4 out of 5 Schools

Thanks to the support and generosity of Pembroke residents, four of our schools now have brand new roofs. This much needed project included the following:

- 387,820 square feet of roofing and insulation replaced at Hobomock, North Pembroke Elementary, Pembroke Community Middle School and Pembroke High School.
- Total project cost of \$11,938,127, of which the State reimbursed the town 52.06%, or \$6,214,989.
- The project began on June 23, 2014 and reached substantial completion prior to the opening of the 2014-2015 school year.
- As a result of the bidding process, the roofing material originally specified was upgraded to PVC roofing membrane, which is warrantied for 20 years through the manufacturer.
- The scope of project included not only replacing insulation and roofing membrane, but also HVAC, plumbing, electrical, and masonry work, which will continue this spring to provide for final building sealing.

***Core Beliefs of the Pembroke Schools: We believe...***

- ✓ In creating and maintaining safe and inviting schools;
- ✓ All children can learn and may demonstrate learning in different ways;
- ✓ Every student should contribute to our democratic society and the global community;
- ✓ In making decisions and acting in the best interest of students;
- ✓ Every member of the school-community should be valued and respected;
- ✓ In a school-community that is ethical, civil and respectful of individual differences;
- ✓ In strong civic, business and community partnerships that support student achievement.

Nationally Recognized Programs and New Initiatives

We are fortunate to have many outstanding teachers and administrators in the Pembroke Public Schools, and this past year we have received both state and national recognition for our efforts in computer programming and guidance. We are in our second year of our 21<sup>st</sup> Century skills program at PCMS, which has now garnered national attention for its unique curriculum. This course teaches all students skills such as effective communication, collaboration, disability awareness, problem solving, self-advocacy and college and career exploration. Topics also include bullying and conflict resolution, drugs and alcohol awareness, and personal health. Additionally, at both PCMS and PHS, computer programming and coding are being implemented for all students, with a particular focus on mathematics integration. Recently, Brown University recognized PCMS teacher Adam Newall for his

efforts, and we are looking to implement our first Advanced Placement (AP) programming course next year at PHS.

We continue to see strong results from our students at PHS in Advanced Placement (AP) coursework. Most impressive is the increase in the percentage of students who now take AP classes, which researchers indicate as one predictor of college success. In the last four years, PHS had doubled the percentage of students taking AP classes while at the same time increasing the percentage of students who graduate having scored a 3 or above by almost 10% (1 being the lowest, 5 being the highest score with 3 or above being designated as a qualifying score by the College Board).

Overall AP Scoring and Participation History				
	2010-2011	2011-2012	2012-2013	2013-2014
Total PHS Enrollment	933	939	936	988
# AP Test Takers	106	146	179	214
AP Participation Rate	11.0%	16.0%	19.0%	22.0%
# of AP Students with Scores 3+	79	107	111	140
% of Total AP Test Takers with Scores 3+	74.5%	73.3%	62.0%	65.4%
% of PHS Students with Scores 3+	8.5%	11.4%	11.9%	14.2%
% of PHS Graduating Class with Scores 3+	24.0%	27.6%	28.4%	33.5%

We remain fortunate in Pembroke to have the strong support of our families, who trust us with their talented and ambitious children and young adults every day. Our students continue to impress and humble us through their extraordinary accomplishments. Across all grade levels, they are improving their performance through the efforts of our many talented and hardworking educators by almost any measure, including academic assessments, and athletic, musical and artistic participation and success. Perhaps most importantly, our students continue to be active in our community, giving back with their time and talents on a regular basis. The reports from our principals in this Annual Town Report highlight many of the wonderful accomplishments of our students and staff.

On behalf of a grateful school department and the Pembroke School Committee, I wish to thank you for your continued support.

Sincerely,

Frank Hackett, Ed.D.

**2014 HIGHLIGHTS**  
**PEMBROKE HIGH SCHOOL**  
**Margaret Szostak, Principal**

### School Council

The Pembroke High School Council continued to meet throughout the school year, serving as an advisory group to the principal. The council prioritizes goals and decides on the most important issues to be addressed during the year. Some of the areas addressed by the PHS School Council in 2012-13 included updating the PHS tardy policy, helping to create the PHS School Improvement Plan, and reviewing potential handbook changes. The School Council for the current school year will also review the commendations and begin work on the recommendations contained in the NEASC follow up report.

### Academic Highlights

#### **Math:**

- We were fortunate to be able to offer new courses as part of the development of a computer science program at Pembroke High School
  - Exploring Computer Science A
  - Exploring Computer Science B
- Our Accounting program has been updated and is now being delivered predominantly “online” through the purchase of a new textbook and software.
- In 2014, PHS DECA club had a great year and grew membership to 35 members. Students participated in 3 levels of business competitions against students from all over Massachusetts. PHS students performed outstanding at these events and won many top awards. During the DECA States completion in March, 20 of PHS students competed against 2,000 Massachusetts students. At this event, three of PHS students earned the right to compete in the international competition in Atlanta, Georgia. Bonnie Pajic, Macaulay Corcoran, and Thomas Duane competed against 17,000 students from across the US and Canada. They all performed great and had an amazing experience meeting business students from across the US.
- AP Calculus- We continue to work to provide challenging advanced placement credit courses. These courses require college level work and students must take a formal AP exam at the end of the course in May/June. In 2013-2014: 19 of the 36 students who sat for the exam had been identified through AP Potential earning a qualifying score on their PSAT exam. (All 10<sup>th</sup> and 11<sup>th</sup> grade students at Pembroke High School take the PSAT here during the school day.) Of these 19 students, 15 earned a qualifying score (79%). Seventeen students had not been identified through AP Potential and 11 of these students earned a qualifying score (65%). Students and staff continue to work diligently in these rigorous courses and see results!
- AP Statistics- In our AP Statistics course the number of students earning a qualifying score: 14-26-45 respectively from 2012-2014. In 2013-2014: 34 of the 61 students who sat for the exam had been identified through AP Potential for earning a qualifying score. Of these 34 students, 30 earned a qualifying score (88%). Twenty-seven students had not been identified through AP Potential and 15 of these students earned a qualifying score (56%).

## **Science**

### **Summer STEM Initiative**

For the second time during the summer of 2014, Pembroke High School completed a Summer STEM Initiative program where middle and high school students came together to help the community and other communities in need. This program once again enabled the school district and our partners to provide valuable small group instruction that identified gaps in students' acquisition of knowledge and skills in ELA, mathematics, and/or science and technology/engineering in order to help students pass their 9<sup>th</sup> and 10<sup>th</sup> grade MCAS exams. These grants helped prepare students for the transition from the middle school to the high school, as well as support students in the classes of 2016 and 2017 during their early years of high school.

### **Wipro Science Education Fellowship (K-12)**

Mrs. Kathie Adams was selected from our district as a Wipro recipient for Cohort II this past June. The Wipro Science Education Fellowship is a teacher-leadership program sponsored by Wipro that supports experienced kindergarten through high school science teachers. Two teachers, Emily French Kelly and Lauren Devane are fellows of Cohort I and are working on their Growth Professional System (GPS) this year. The program coordinator, Joan LaCroix, our science content coordinator K-12 is actively recruiting other science teachers from the district to participate in the third and last cohort.

### **Gateway Team**

The Gateway Team continues to meet on a regular basis. Presently they are aligning the districts science curriculum to the MA Next Generation Science Standards. In addition, they continue to assess STEM needs of the district.

### **2015 Biotech Futures: Bridgewater State University**

Forty four science students attended the Biotech Futures exploration program at Bridgewater State University. This workshop is designed for student who are interested in biotechnology and life science college majors and careers. This one day program exposed our students to the educational opportunities and diverse fields of study in college/university STEM programs through presentations and hands on laboratory experiences. Students learned about current challenges facing scientists and engineers, including creating new medicines and treatments for disease, improving food production, coping with climate change, developing renewable energy resources, and remediating environmental degradation.

## **Humanities**

Leadership of the ELA and Social Studies departments has been merged and is now under the supervision Dr. Diane Hartley, Curriculum Coordinator of Humanities. The departments have been working collaboratively to ensure Pembroke High School graduates are intellectually equipped, socially active members of the 21<sup>st</sup> century global community. The Social Studies and

English departments are meeting and planning together, sharing literacy instruction practices and responsibilities as follows:

- ELA and SS departments are supporting one another with supplemental materials for instructional units, with ongoing development and implementation of curricula aligned with state and common core standards.
- Universal Backward Design formatted curriculum writing is underway: initial unit design and writing began November 4<sup>th</sup> during PD day, most approaching final stages.
- Practice sharing round-robin style at November 4<sup>th</sup> PD day: several PCMS and PHS humanities and STEM teachers offered 20 minute clinics, teaching their “best practices” to colleagues from other departments.
- Jane McCormack, Jen Campbell, and Mike Slawson attended a Heinemann conference given by Kylene Beers and Robert Probst, authors of *Notice and Note: Strategies for Close Reading*. Pembroke’s conference attendees taught their new strategies to members of ELA and SS departments during December’s department meetings.
- Katie O’Mara and Anna Ruka have organized a Poetry Out Loud contest for PHS students. The winner goes on to compete statewide in February.
- PHS’ Literary Magazine club held its first annual Winter Solstice Writing Contest. Two sophomores, Jessie Sullivan and Max Fagnant, won prizes. Jessie won for a poem, and Max won for song lyrics. Each student will be published in the school magazine, Solstice, which is published in the spring. E
- Several middle and high school ELA teachers will be attending a conference series titled “Fostering Critical Reading and Writing Skills with the Common Core Standards,” hosted by The English Language Collaborative, a partnership between MA secondary schools and Bridgewater State University.
- PARCC Preparedness: grade level teams of teachers are designing and implementing assignments and assessments modeled after PARCC test items.
- Based on recommendations from their history teachers, Julia Kelly, Jenna Elsner, Caroline Bosworth, Anthony McLaughlin, Ryan McCarthy, Bonnie Pajic, and Ethan McCue were invited to attend the Seventh Annual James Otis Lecture Series at Faneuil Hall on September 17, 2014.
- Several students competed in the annual National History Day competition.
- AP Government students are competing in a debate at the JFK library in March.
- Sociology students visited the Plymouth County House of Corrections as part of their study of deviant behavior.
- Genocide in History students visited the Holocaust Memorial as part of their studies.
- AP European students visited the Isabella Stuart Gardner Museum as part of their study of Renaissance Art.

## **World Language**

During the summer of 2014, several World Language teachers attended Advanced Placement Professional Development. Students continue to access these college level courses and take the AP exam at the completion of the course. Qualifying scores enable students to earn college credit for these courses taken at Pembroke High School. In 2014 World Language twenty-two students participated in AP exams: thirteen in Latin and nine in Spanish. We continue to analyze student results and use those findings to improve instruction for this competitive exam. In March of 2014, 165 exams were administered for the National Latin Exam. Fourteen of our students won awards. The goal of this exam is to provide students the opportunity to



demonstrate their knowledge of Latin and the Roman world on a test consisting of 40 multiple choice questions. The exam focuses on the student's ability to read and *comprehend* Latin as outlined in the American Classical League's *Standards for Classical Languages*.

### **Guidance Department**

The PHS Guidance Department has made significant strides in accomplishing two main initiatives during the 2013 calendar year: creating and following a student timeline for four full years, and increasing communication and outreach to both students and parents. A student timeline that follows PHS students from freshmen orientation through graduation has been created and posted on the Guidance website. In addition, a full year calendar, specifically for the Guidance Department, has also been created and posted. Together, these documents help students and families to identify both the overall path students will take while at PHS, as well as the day-to-day and month-to-month events and deadlines as the Guidance Department works to help students attain college and career readiness. With regards to increasing communication and outreach, the department, as well as individual counselors, has utilized a number of methods to ensure everyone has the opportunity to receive important information throughout the year. In addition to posting and updating the Guidance Department's website with the timeline, calendar, and other information, counselors have created individual *Remind.com* accounts for students and families to subscribe to. This allows counselors to send out specific information and reminders to individual classes as we follow the overall student timeline. A guidance newsletter has been created with the initial issue being sent to families just a few weeks ago. Email blasts through the district and Naviance have also increased, with regular monthly email reminders. Communication with students on a face-to-face basis has also increased. Regular seminars with all four classes have been scheduled bi-yearly and are reflected in the calendar and timeline. For more specific information please visit the Guidance website.

### **Visual and Performing Arts**

The eighth PHS Marching Band Camp was held in August. Continuing to add a great new visual element to the performance was the Color Guard under the direction of PHS alumnae Colleen Burns and captain Nicole White. The Marching Band presented their field show at each home football game during the fall and at the Thanksgiving Day Game.

The first performance of the year by the Thespian Society was the fall production of *The Chronicles of Jane*. The play was performed October 24<sup>th</sup> & 25<sup>th</sup> in the Randall Auditorium, under the direction of the Thespian Advisor, Mrs. Marcie Herold.

PHS Winter Concerts were presented over the course of two evenings on December 9<sup>th</sup> & 11<sup>th</sup>, and showcased the talent of our Freshmen Girls' Choir, Concert Choir, Chamber Singers, Concert Orchestra, Concert Band, Wind Ensemble, Jazz Band, Men's and Women's Choirs. The concert was professionally recorded and portions were broadcast on Marshfield radio station WATD on Christmas Day. On January 15<sup>th</sup>, PHS Honors Wind Ensemble performed in the South Shore Band Exchange Concert. In addition, bands from Rockland, Scituate, Taunton, Duxbury, and Marshfield also performed.

The Music department also performed a number of community service music projects throughout the Town of Pembroke. The Honors Chamber Singers provided special music at the Town of Pembroke Veteran's Day service and the choir and band performed at the Chamber of Commerce Annual Tree Lighting on the town green on December 7<sup>th</sup>. The newly formed TRI-M Music Honor Society provided holiday music to the residents of Wingate at Silver Lake, The Village at Duxbury, and The New England Village.

The Music department is thrilled to share the accomplishments of individual musicians too. Nine students were accepted by competitive audition to the 2015 Southeastern Senior District Music Festival, two choir students received recommendations for the 2014 Massachusetts All-State Chorus. Furthermore, eleven Pembroke students into the 2015 Southeastern Junior District Music Festival representing grades 7-9.

The Pembroke Visual Arts Department is proud to announce the accomplishments of our hardworking and talented students. Students entered artwork into *Republican Josh Cutler's Sixth Plymouth District Student Art Competition*. The student work was displayed in a week long showing in November of 2014 at the historic Doric Hall at the State House, in Boston where thousands of visitors from across the state and across the world visit. Seven of our students were honored.

Students from the Printmaking class are participating in the Massachusetts Art Education Association Winter Art Exhibition. This art exhibition showcases printmaking piece that were created in a 6-12 art class. Printmaking students were asked to nominate his/her favorite and best piece that demonstrates knowledge of subject and process. Schools were limited to 10 entries, the entries from PHS were a wide variety of subject, style and printing process. All of our students who entered work were accepted!! The Art Show will be on display from January 19- February 27 in the State Transportation Building in Boston. There will be a reception for the show in Boston on February 8.

### **Co-Curricular Opportunities**

The many co-curricular opportunities available to students align with our school mission of providing a respectful, supportive, environment with varied learning opportunities that encourage civic responsibility and global awareness. We currently offer over forty groups through which students can explore personal interests or participate in community-based activities. Co-curricular activities include: Student Council, Key Club, Marching Band Color Guard, Celtic Music Club, Dance Team, Mock Trial and Ultimate Frisbee. Involvement in co-curricular activities continues to be an important part of the high school experience, as demonstrated by the large number of students who participate in our academic and civic groups.

### **Athletics- Go Titans!**

The 2014 fall athletic season had many highlights with two teams making the MIAA tournaments.

- The boys' soccer team finished the regular season with a 12-3-3 record and moved onto the MIAA tournament. In the first round, the Titans beat Nauset 2-1. The road ended at

the South Sectional finals as the Titans faced off against Oliver Ames. Both teams had their early chance but OA came away with a 1-0 win.

- The cheerleading squad had an excellent season, with a strong performance at the Patriot League meet they qualified for the Regional competition where they had an excellent performance.
- The volleyball team finished second in the Patriot League with an 8-12 record and made the MIAA tournament however lost in the first round. With a core nucleus returning, the future is very bright for the Lady Titans.
- The field hockey team was hit hard by graduation losing 12 seniors from the prior year however they battled entire season finishing the season at 7-9-2, missing the tournament by one game.
- The boys' and girls' cross country teams continued their dominance in 2014. The boys won the Patriot League title and the girls finished in second place. Both teams have many runners returning and will be looking repeat next year.
- The football team had a tough season finishing the regular season at 2-8. The Titans were plagued by injuries all year but still battled each game. With many underclassmen playing, the future looks strong for next year.
- The girls' soccer team finished the year at 4-10-4 however the Lady Titans were in every game.  
With a solid group of starter returning, the team is looking to rebound next season.
- The golf team, with only two seniors, was in every match however just missed the tournament by one match. The Titans relied on many young players and will have the majority of the team returning next year

### *Class of 2014*

On June 7, 2014, Pembroke High School graduated its tenth class since opening in 2004. It was a wonderful celebration of student achievement, as well as parental and community support. This support has been a major factor behind the growth and successes of Pembroke High School over the past ten years. Due to the overwhelming generosity of many community sources and others, we were able to award over \$100,000.00 in scholarships to this very deserving group of young men and women.

Eighty-seven percent of this graduating class planned on attending either a 2 or 4 year college or university following graduation. Seven of our graduates planned on entering various branches of the military. Sixty-one members of the Pembroke High School 2014 class were recipients of the John and Abigail Adams Scholarship. Due to their academic accomplishments and outstanding MCAS scores, these seniors will receive four years of free tuition at Massachusetts state colleges and universities.

## Members of the Class of 2014

<i>Cheryl L. Acampora *</i> <i>William Jackson Alexander</i> <i>Madeline Rose Ally</i> <i>Anthony Paul Amatucci</i> <i>Anna Christine Arscott *</i> <i>Meghan Merritt Beane</i> <i>Ryan Christopher Beath</i> <i>Jacob Wilson Bennette</i> <i>K. Matthew Benting</i> <i>Sydney Jordan Bianchi</i> <i>Tristan Layne Birmstiel *</i> <i>Christopher Paul Birolini</i> <i>Benjamin Michael Blackmore</i> <i>Kenneth Michael Blasser</i> <i>Lucas Sidney Booth</i> <i>Brennan Mark Bosworth</i> <i>Jessica Elizabeth Bourke *</i> <i>Brandon Boutin</i> <i>Alexander Thomas Bowler *</i> <i>Cory Layne Brandon</i> <i>Alyssa Marie Bryant</i> <i>Abigail Lynne Burgess</i> <i>Hannah Grace Burns *</i> <i>Drew Paul Garneau</i> <i>Zachary George</i> <i>Andrew L. Gillis</i> <i>Nicholas James Girard *</i> <i>Linnea Louise Godfrey</i> <i>Andrea Margaret Gorman</i> <i>Victoria Anne Gosalvez *</i> <i>Alden Todd Graham *</i> <i>Jessica Ellen Gratzner</i> <i>Edward D. Haen</i> <i>Jackson Vogt Haley</i> <i>Monica Katherine Louise Hampe</i> <i>Carly Christina Harkins</i> <i>Michael B. Hayes</i> <i>Victoria Allaine Hendrix</i> <i>Abigail Jean Herrmann *</i> <i>Michael M. Hickey</i> <i>Courtney M. Higgins</i> <i>Justice Adam Thompson Hill</i> <i>Julianne F. Holbrook *</i> <i>Kassandra Lynne Holmes</i> <i>Victoria Leigh Hooker</i>	<i>Dondre` Richard Butler</i> <i>Shannon Cahill</i> <i>Christen Marie Cahill</i> <i>Steven Andrew Camerlengo</i> <i>Melissa E. Campbell *</i> <i>Hunter Jeremiah Campbell</i> <i>Garry Ruslan Canepa *</i> <i>Jasmine Marie Canney</i> <i>Melissa Mary Carmichael</i> <i>Anthony Christopher Casano</i> <i>Daniel George Chahine</i> <i>Brianne Renee Chapelle *</i> <i>Dominic Thomas Cirillo</i> <i>Joseph Alexander Colangeli *</i> <i>Megan Elizabeth Collins *</i> <i>Erin Christine Comeau *</i> <i>Kayla Marie Comperchio</i> <i>Tyler M. Conant</i> <i>Alison Casey Connelly</i> <i>Macaulay Christopher Corcoran</i> <i>Michael Joseph Courtney</i> <i>Kristina M. Coven</i> <i>Ryan Joseph Damon</i> <i>Kelli Ann Lynch</i> <i>Samantha Margaret Lynch</i> <i>Grant Michael Macdonnell</i> <i>Courtney Taylor MacFadgen *</i> <i>Mark Richard MacRae *</i> <i>Sean Oliver MacRae</i> <i>Austin J. Malley</i> <i>Selina Patricia Mancuso</i> <i>Sean Douglas Manning</i> <i>James Francis Marsh</i> <i>Philip Martin *</i> <i>Laura Kathryn Martynowski *</i> <i>Yassmeen Marzuq *</i> <i>Julie Matthews</i> <i>Joshua Robert Mattie *</i> <i>Justin Robert Mattinson</i> <i>Madison Emily Mazzola</i> <i>Kathleen Ellen McAlear *</i> <i>Ryan Patrick McCarthy</i> <i>Quinn J. McCormack</i> <i>Andrew Jones McCue</i> <i>Kaitlyn Marie McElligott *</i>	<i>Abigail Brooke DeCoste</i> <i>Cody J. DeYoung</i> <i>Molly Alexandra Dillon</i> <i>Cameron Dube</i> <i>Jeremy Thomas Duchini</i> <i>Hayley Dunphy</i> <i>Danielle Lee Dupuis *</i> <i>Andrew John Dwyer</i> <i>Kyle J. Dwyer</i> <i>Shannon Marie Dwyer</i> <i>Anthony Elliott</i> <i>Joseph H. Empoliti</i> <i>Lindsey J. Engle</i> <i>John Patrick Feeney, Jr.</i> <i>Anthony A. Ficuciello</i> <i>Addison Jacob Fine *</i> <i>Katelyn Elizabeth Flaherty *</i> <i>Alan Jeffrey Flynn</i> <i>Rebecca Jane Foster *</i> <i>Katherine I. Freitas *</i> <i>Alec Frizzell</i> <i>Jillian Hope Gallagher *</i> <i>Shane Michael Gallagher</i> <i>Austin Cameron Potter *</i> <i>Victoria Marie Proctor</i> <i>Lia Puopolo</i> <i>Timothy John Henry Quigg</i> <i>Drew John Randall</i> <i>Sofia Elizabeth Ready</i> <i>Madeline Frances Reardon *</i> <i>Joanna Marie Richards *</i> <i>Ryan James Richards</i> <i>Thomas Richards</i> <i>Daniel James Richardson</i> <i>Nicole Marie Riley *</i> <i>Deanna Roberta Ritchie</i> <i>Meghan Elizabeth Rivera</i> <i>Hannah Martin Roop</i> <i>Timothy Edward Rose</i> <i>Alicia Leigh Rosen</i> <i>Christopher J. Roth, Jr.</i> <i>Molly Brooks Rowe</i> <i>Grant Houghton Royek *</i> <i>Megan Alicia Royek *</i> <i>Tyler Joseph Royek *</i>
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<p> <i>Ian James Horkan *</i>  <i>Miranda Nicole Hudson *</i>  <i>Tristan Gregory Hussey *</i>  <i>Teresa James *</i>  <i>Melanie Anne Johnson *</i>  <i>Paige Meredith Johnson *</i>  <i>Kevin Michael Jones</i>  <i>Matthew R. Jordan</i>  <i>Rebecca J. Jordan</i>  <i>Adriana Rose Judkins</i>  <i>Tia Ann-Marie Kaspar</i>  <i>Alexandria Doris Keelan</i>  <i>Caroline Suzanne Kelley</i>  <i>Emma Nicole L'Italien</i>  <i>Patrick Sean Lally</i>  <i>Robert Joseph Lambiase</i>  <i>Stephen Thomas Lathrop</i>  <i>Trevor James Lavalley</i>  <i>John Richard Lebedew</i>  <i>Garrett C. Ledwell</i>  <i>Sarah Margaret Lehan</i>  <i>David Robert Leonard</i>  <i>Eric Charles Leonard</i>  <i>Tyler Levesque</i>  <i>Adam Robert Litchfield</i>  <i>Emily Grace Lo</i>  <i>Vincina Nicole Lonergan</i>  <i>Christopher James Long</i>  <i>Joshua Tyler Lothrop *</i>  <i>Aaron Daniel Lotti</i>  <i>Elizabeth Rose Lucca</i>  <i>Jeremie Carsten Waters</i>  <i>Brendan Powers Watkins</i>  <i>Garrett White</i>  <i>Gregory James Wood</i>  <i>John Michael Woods</i>  <i>Morgan E. Worley *</i>  <i>Ashlee Brooke Wright</i>  <i>Derek W. Zahn</i> </p>	<p> <i>Andraea Christina McEttrick</i>  <i>Owen Samuel McGrath</i>  <i>Michaela J. McIsaac</i>  <i>Justin Patrick McKinney</i>  <i>Diana Jean McLaughlin*</i>  <i>McKenzie Frances McNamara *</i>  <i>Jarrett Ryley McSherry</i>  <i>Samantha Margaret McSweeney *</i>  <i>Brooke Elizabeth Mello</i>  <i>Samantha Menkello</i>  <i>Kristen Lorraine Miglietta</i>  <i>Candace Brooke Mitchell *</i>  <i>Tamara Elisa Mitchell *</i>  <i>Craig Joseph Mizsoni *</i>  <i>Kaylob Jonathan Morgan</i>  <i>Jane Marie Morrisette</i>  <i>David C. Morrissey *</i>  <i>Joselyn B. Morritt</i>  <i>Cailin Marie Murphy *</i>  <i>Emma Elizabeth Murphy</i>  <i>Alison Nicholaw</i>  <i>Sophia Marie Nogueira *</i>  <i>Andrew Richard Nolan</i>  <i>Matthew O'Leary</i>  <i>Olivia Marie Olson</i>  <i>Jeffrey Ronald Panton</i>  <i>Kenneth Michael Parks</i>  <i>Shama Patel *</i>  <i>Irakli Patsuria</i>  <i>Megan Nicole Pennellatore</i>  <i>Emily Louise Plumb</i> </p>	<p> <i>Andrew John Salas</i>  <i>Zachary Schaffer *</i>  <i>Hannah Jean Schissel</i>  <i>Dudley James Sepeck</i>  <i>Cory F. Shaughnessey</i>  <i>Daniel MacInnis Shea</i>  <i>Neil Edward Shea</i>  <i>Connor W. Sheehan</i>  <i>Daniel F. Sheehan *</i>  <i>Ryan Patrick Sheehan</i>  <i>Andrew Martin Short</i>  <i>Michael P. Silva</i>  <i>Kelsey Morgan Small</i>  <i>Christopher Ryan Smith</i>  <i>Colby Michael Snow</i>  <i>Christian A. Stafford *</i>  <i>William W. Stafford</i>  <i>Michael Richard Stazinski *</i>  <i>Sydney Marie Stoddart</i>  <i>Elaine Nancy Sullivan *</i>  <i>Jared Marc Sullivan</i>  <i>Matthew Peter Tamborella</i>  <i>Michael Robert Tinlin</i>  <i>Lucas Kenneth Tocher *</i>  <i>Danielle J. R. Tom *</i>  <i>John Anthony Valeri *</i>  <i>Amy Nicole Vidaic</i>  <i>Jackson Tucker Wainwright *</i>  <i>Jessica Kathleen Wall</i>  <i>Ashley Elizabeth Walsh</i>  <i>Meaghan Elizabeth Ward</i> </p>
<p>* denotes NHS Members</p>		

# Pembroke Community Middle School

## 2014 Annual Town Report

Donna McGarrigle, Principal

Pembroke Community Middle School opened the 2014-2015 year with an enrollment of 521 students: 247 seventh graders and 274 eighth graders.

We had one addition to our teaching staff this year, Ms. Leslie Trombley. Ms. Trombley is a social studies teacher on team 7.1. There were also several additions to our leadership staff: Meghan Strawn (Special Education 7-12 Team Chairperson), Dr. Diane Hartley, (Humanities Coordinator) and Ms. Marybeth Brust (Teaching & Learning Supervisor). We also had several staff members transfer to Pembroke High School: Mrs. Jen Campbell (Ela), Mr. Peter Garrahan (science), Mr. Mike Slawson (social studies) and Mrs. Maureen Sullivan (math).

Dr. Matthew Malone, the Massachusetts Secretary of Education, visited PCMS last spring. He was particularly interested in our BYOD (bring your own device) initiative, Math Applications and Computer Programming courses. He was also impressed with the quality of our students and our teaching staff.

Due to the success of the five initial "technology pioneers" teachers from last year, the middle school had an additional fifteen teachers volunteer to attend a 3 day training this summer. Thus, well over 50 percent of the middle school faculty have been trained on incorporating technology into their classrooms.

On Friday, September 12, 2014, the middle school attended a field trip at TD Garden put on by the United States Army titled The Spirit of America. This powerful presentation reviewed the history and development of the military across conflicts, wars and missions of our armed forces.

On November 5, all students attended a play on bullying as part of our comprehensive bullying prevention program. The play was put on by Deana's Educational Theater and was titled *The Bus Stop*. During the interactive performance, students were able to give suggestions on how to address the escalating conflict. The actors incorporated that information into the drama. At the end of the play, the actors and students processed the performance. On January 21, Assistant District Attorney of Plymouth County, Amanda Fowle, spoke to the 8<sup>th</sup> grade students on the topic of cyber-safety and the potential legal ramifications of cyber-bullying. These outside speakers reinforced the anti-bullying training received by our students in their 21<sup>st</sup> Century Skills class.

Last February, we invited another outside speaker to work with our students to reinforce the anti-drug and alcohol unit taught by the guidance counselors. Chucky Rosa, founder of Chucky's Fight, shared his family's personal experiences with teen substance abuse. We hoped that his powerful personal story would help students realize the impact of substance use and abuse on those they love. Last March, Marilyn Belmonte conducted a drug abuse prevention workshop, Raising Healthy Teens, for our parents. We invited parents of students in grades 5-12 to this free workshop. Like we did with our bullying curriculum, these outside speakers are brought in to reinforce and expand our substance abuse curriculum taught in 21<sup>st</sup> Century Skills class.

Our school counselors presented our guidance model and the 21<sup>st</sup> Century Skills curriculum at a meeting of the Pembroke Titans Against Drugs (PTAD), a community coalition formed to educate and prevent substance abuse.

In Math Applications, student participated in multiple software application and game-based platforms. One of the game-based learning websites that students participated in was The Stock Market Game, a program to help students understand how the stock market works. Students were given \$100,000 in virtual cash to practice trading US stocks, ETFs and mutual funds. Our middle school had three students honored this past spring at a luncheon held at The Boston Globe. The first place team had a 4.48% return rate, above that of the S & P 500 Growth Rate. The speaker at the luncheon reported that the students of PCMS "dominated" the leader board throughout this state-wide spring contest.

One of the new semester electives offered last year was Computer Programming. Using the algebraic principles, each student created a video game. The teacher, Mr. Adam Newall, was trained in the Bootstrap program at Massachusetts Institute of Technology. We had one hundred and ninety eight students choose this as an elective. At the end of each semester, we had a "video viewing" party to allow parents and other PCMS staff and students the opportunity to see what the students had created. We expanded this course based on student interest and offered a Computer Programming II elective this year. This past summer Mrs. Megan Jeffers attended the same training as Mr. Newall so she began teaching computer programming also.

Another new elective this year is Music Technology. Students learn to produce music using a variety of online programs. Like the evolution of computer programming, because we have strong student interest, we will be offering Music Technology II next fall.

As part of an introduction to the field of computer science, every PCMS student participated in the "Hour of Code" (<http://code.org/>) during their Math Applications course. This event was covered in our local papers (the Patriot Ledger and the Pembroke Mariner).

A Science and Engineering MCAS tutoring was a new program offered last spring. Selected students were invited to participate on two Saturdays to refresh test taking strategies to prepare for the Science MCAS exam.

Our 7 and 8 science teachers have been working to align our current district science curriculum to the Massachusetts Next Generation Science Standards.

The Pembroke Music Department had seven middle school students accepted into the Southeastern Junior District Music Festival. The students were accepted based on their audition. The students prepared the selected solo piece for their instrument and were adjudicated on scales and sight-reading. The students will attend a 2 day festival March 6 & 7, 2015 at Attleboro High School. The students are: Sydney Alfano, band; Lauren Walsh, band; Noah Banks, chorus; Christian Monteiro, chorus; Star Young, chorus; and Justin Troia, orchestra.

Under the direction of music teachers Mr. Thomas Hovey and Ms. Kelly Danner, the PCMS band, orchestra, and chorus members performed The Star-Spangled Banner, our national anthem, at the Providence Bruins game on Friday, January 16, 2015. They also performed a holiday concert for the residents of New England Village in December.

The Jingle Ball Tournament was a successful fundraiser in collecting toys for our community. We had 61 students donate a toy and compete to be part of the student basketball team. This fundraiser culminates in a student-staff basketball game immediately preceding the holiday break. As they have in the past two years, the student team was triumphant, winning at the buzzer with a 3-point shot by Jack Kelley, putting them ahead of the staff team by 2 points. In addition to Jack, the student team consisted of Noah Banks, Grant Hall, Cate Cicerone, Kayla Girard, Jack Runne, Ryan Comeau, and Sam Dyckman.

Ms. Amy Beth Gelineau took several 8<sup>th</sup> grade French students on a weekend trip to Quebec last spring.

In the spring, PCMS offered Track & Field (co-ed) and Girls' Volleyball. Ninety one student-athletes participated in the track & field program. The team entered a newly formed South Shore Middle School League and participated in a number of meets. The student-athletes were exposed to almost all of the track & field events which take place at the high school level.

The PCMS Girls' Volleyball team continued to be popular. Fifty seven girls registered for volleyball and competed in a number of matches.

In the fall of 2014, we offered Cross Country (co-ed) under new coach, and PCMS Special Education Teacher, Mr. Brian Tice. Mr. Tice did a tremendous job training the 71 student-athletes. The team placed 5<sup>th</sup> in the SSMSL Invitational Meet in Hanover. A number of student athletes on the team set team (and course) records throughout the season.

The winter of 2014 marked the second year that we have offered indoor track at the middle school level. The offering continues to be popular, with nearly 50 student athletes participating. The goal of the indoor track program at PCMS is to familiarize student athletes with the training regimen, finding a school work / extracurricular balance and introducing them to the mechanics of the varying events. Numbers for boys' and girls' basketball remain relatively consistent with past years, the boys' slightly down. The Girls' team is off to a great start having upset a tough Whitman team in the final seconds of their game in December.

The PCMS School Council is an advisory body of parents, faculty and community members. These members work in conjunction with administration to support the continued growth of our school. Parent members include Mrs. Kim Kibbe (grade 8 parent) and Mrs. Kaci Harkins (grade 7 parent). PCMS faculty members include Mrs. Beth Asmus and Ms. Amy Beth Gelineau. Our community representative is Officer Stephen Kirby, from the Pembroke Police Department. Our School Council goal is to update our school website with informative videos and other information to increase understanding of how the middle school works and supply easy-to-find online supports

As always, we have received tremendous support from our PTO. The board this year consists of Mrs. Vicky Panacy (president), Mrs. Susan Runne (vice president), Mrs. Kim Talbot (secretary) and Mrs. Kristin Willshire (treasurer). The PTO had another very successful calendar raffle sale again, raising close to \$20,000, even though our student enrollment had dropped this year. Many thanks for Laura Antoniotti and Mrs. Cristina Amatucci for overseeing this critical fundraiser. These funds are used to support our school with events such as March Madness and field trips as well as disc jockeys for our school dances. Mrs. Julie Barone and Mrs. Melissa Abban are overseeing March Madness, a major PTO initiative that invites our students in for a night of fun-filled activities.

We have several new after school clubs this year, including baton-twirling, stage helpers and a cappella. Our Drama Club will be performing "Seussical, Jr." this spring.

Massachusetts runs a program with the goal of recognizing and developing student leadership. Each school district is invited to nominate an 8<sup>th</sup> grade ambassador to this program called Project 351. The middle school staff were surveyed to determine who we would nominate. Mr. Stephen Moran, an outstanding 8<sup>th</sup> grade student, was selected. Stephen attended at all day workshop recently to work with other student leaders from across the state to conduct service learning projects to better our community and state. Steven is being mentored by Mrs. Joanne McClune.

Mr. Jacob Donnelly was the 2015 PCMS National Geographic Geography Bee winner.

We are proud to report that Mrs. Beth Asmus received the Pembroke Education Foundation's Secondary Teacher of the Year. This award is based on student essays and was the second time in her Pembroke career that Mrs. Asmus has received this prestigious award.

We were extremely fortunate to receive three grants this year from the Pembroke Education Foundation. Kerrylyn Boire Leonard received \$543.10 for her "Book Talk Literature Circle", Dr. Kate Salas and Mrs. Joanne McClune received \$1000 for Parental Support Workshops and Courtney Michalek received \$1600 for Mimeo Vote clickers to be used in her math class.

We remain thankful for the continued support for public education from the Pembroke community.

Respectfully submitted,

*Donna McGarrigle*

Principal, Pembroke Community Middle School



**Bryantville Elementary School**  
**2014 Annual Town Report**  
**Dr. Catherine Glaude, Principal**

Bryantville Elementary School believes all children will achieve to their greatest potential in a safe, caring, supportive, and enriching environment. We currently have 595 children enrolled in Kindergarten through Grade 6. We have two full-day and two half-day kindergarten classes.

Teachers strive to support and challenge all students. We offer additional, targeted support in Reading from our exemplary Title 1 program to children in Kindergarten through Grade 3. We use on-line targeted instruction in Math through Khan Academy, TenMarks and after-school math support in Grades 3-6. We have accelerated classes with a faster paced instruction in Math and English Language Arts in Grades 5 and 6.

This year we welcomed several outstanding teachers to our school. Coming from Hobomock Elementary School, Michelle Harris joined Grade 4. Kelly Pontera was hired as school psychologist replacing the person who is on leave for the year. Dr. Kathy Kim was hired as the elementary orchestra instructor. Jenna Silva and Mary Driscoll were hired as special educators. Sara McNulty was hired as the K-6 Instructional Technology Specialist.

Our teachers have extensive knowledge and experience in teaching elementary education and use state standards in Mathematics, English Language Arts, Social Studies, Science, and Unified Arts to evaluate what students know and can do. Teachers are constantly upgrading their curriculum and instructional strategies. During this school year, teachers from all our elementary schools worked together to align math units and revise common assessments with the newly adopted Common Core standards. This alignment was done in preparation for the new state assessments that will replace MCAS (Massachusetts Comprehensive Assessment System) in Grades 3-6.

To improve their individual practices, teachers meet weekly in their grade teams to share their successes and challenges, analyze test results, develop curriculum and exchange instructional strategies. Faculty meetings twice a month are used to work on areas identified in our school improvement plan. Finally, there are many after-school workshops, district courses and professional development offerings for educators. This year the focus of faculty meeting conversations has been on instructional strategies to increase student engagement in learning.

This is the second year of implementation of the district's new Teacher Evaluation System. Following the requirements of the State, teachers and administrators use a set of indicators that describe effective teaching practices. Using these indicators, administrators make several classroom observations of every teacher each year. Teachers identify student improvement and professional practice goals. This work has resulted in more opportunities for learning-focused conversations between teachers and administrators.

There have been many technology upgrades this past year. Several of our teachers joined a district group from the other schools to participate in a summer technology conference. This is the second summer our district has sent teachers to learn more about effective uses of technology in their classrooms. Our Instructional Technology Specialist works daily with teachers across the district to help them create meaningful, engaging, rigorous learning experiences for students and that go beyond what had been possible with previous classroom tools. Every classroom is now equipped with a wireless connection, an iPad, a laptop and projection device. Student devices are being added to classrooms in Grades 3-6.

In addition to academic development, we foster social and emotional growth of children. Every teacher begins the school day with a Morning Meeting. Morning Meeting is a daily routine that brings students and teachers together in a circle to greet one another, to share and respond to each others' news, to practice social skills through fun activities and to build interest in the learning events in the day ahead. This year in addition to Morning Meetings, all teachers are being introduced to the *Social Thinking Curriculum*. This is another resource for promoting social growth in children. Morning Meetings and the *Social Thinking Curriculum* along with weekly lessons from *Steps to Respect* and *Second Step*, are part of our anti-bullying program that teaches children to use strategies for effectively navigating social conflict.

We also offer children a solid foundation in art, music, and physical education, and have a large percentage of children participating in our band, orchestra, and chorus. The after-school enrichment program is well attended and includes chess club, chorus, drama, art and dance. Many students in Grade 6 participated in the district's Grade 6 musical play. The YMCA offers before and after-school daycare options to parents.

Our school has an active Grade 6 student leadership team. With revolving membership of approximately 80% of the Grade 6 class, the team meets to identify and to plan ways that students in Grade 6 can contribute to and improve our school community. Some of the activities this year include tour guides at Open House, a Diabetes Awareness month, collecting clothing for those in need, and buddying with younger children to help them practice math and reading skills.

We are thankful for the many contributions that our P.T.O. and our parent volunteers make to our school community. The activities and events they provide enrich and beautify our school and create opportunities for the community to support our teachers in the work they do. In addition to their donation made to our technology purchases, the P.T.O. has funded all of our field trips. The PTO hosts a social each month featuring an education piece. Topics this year include the Social Thinking Curriculum, the new standard-based report cards, fostering growth mind-sets in children and understanding the new state assessments. Finally, the efforts of a dedicated group of sixth grade parents resulted in a successful field experience at Camp Bournedale in Plymouth.

The Bryantville School Council, with membership including teachers, parents, and community members, meets several times a year to discuss our school improvement efforts

and progress toward our school improvement goals. Topics discussed include exciting uses of the new technology, systems in place when students do not meet the standards and promoting social development in students.

The Pembroke Education Foundation grants continue to generously support our school. This year's grant awards supported a collection of non-fiction science books to add to the Grade 1 literacy program and technology to support music composition instruction.

On behalf of Bryantville Elementary School, I thank the citizens of Pembroke for their commitment to education and for the beautiful facility we have for our children. I am honored and proud to be the principal of this fine school.

Respectfully submitted,

Dr. Catherine Glaude, Principal

## **Hobomock Elementary School Highlights 2014-2015**

Hobomock Elementary School recognizes that each child is an individual; that all children are creative; that all children need and want to succeed. Therefore, Hobomock School respects the individual needs of children; by fostering a caring and creative environment; that emphasizes the social, emotional, physical, intellectual development of each and every child in our school.

Hobomock Elementary School has students from kindergarten through six grade with a current enrollment of 440 students. This school year we have three kindergarten classes; which consists of one full day class and two half day kindergarten classes. There are three classrooms for grade levels 2, 4, 5 and 6 and two classrooms for grades 1 and 3. Hobomock faculty consists of eighteen general education teachers, six special education teachers, a physical education teacher, an art teacher, a music teacher, one school psychologist, one school nurse, two speech/language therapists, ten special education paraprofessionals, one library paraprofessional, one kindergarten paraprofessional, four custodians (one for the day shift, three for the evening shift), five cafeteria workers, one office secretary, one office paraprofessional, one assistant principal/special education team chair and one principal. Hobomock also offers reading intervention and support with a half time reading specialist that we currently share with North Pembroke Elementary. Students with identified needs in physical therapy and occupational therapy receive support and services from the part time PT and OT therapists. Students identified as ELL learners also have support/services from our part time ELL teacher who services all district ELL students. Hobomock also offers instrumental instruction to students in our grades 5 and 6. Identified Hobomock students benefit from our adapted specialist classes in the areas of art, music and physical education. Hobomock Elementary continues to benefit from the partnerships with Norwell's South Shore Conservatory and New England Villages in Pembroke.

Hobomock Elementary School houses the district wide programs offering support/services for the Pembroke Elementary students. The programs available are the Pre-Primary Transitional Classroom which services students in grades kindergarten through second grade. The Primary Transitional Classroom which services grades three to six. Hobomock also continues to offer our substantially separate Practical Academic Curriculum Experience programs (PACE). Such programs allow those students in need of a more intensive education setting and the opportunity to receive the needed support/services and in turn creating a cohesive model for students in grades kindergarten through sixth grade. It is the overall goal of all our programs to not only provide the needed specialize instruction but most importantly the opportunity for all students to be active and contributing members of our school community.

The work continues at Hobomock in building a true digital learning environment. Beginning year faculty surveys allowed Hobomock administration the opportunity to explore the needed resources to assist teachers in fostering and modeling a rich technology learning environment. Every Hobomock classroom was fitted with LCD projectors and IPAD stands/digital cameras to allow digital learning in an environment that is student centered, increases student engagement and fosters student led instruction. Students are encouraged to utilize and bring their own devices to the classrooms to expand their digital learning. All teaching staff have been issued laptops with docking stations that allows the opportunity of expanded instruction, internet access and the ability to continue the planning and research from home. Grants are being explored and written to allow even more resources for our students and teachers to continue to expand on our technology digital learning. Teachers continue to build their personal knowledge through informative webinars and online courses. Most importantly students are being given the opportunity to implement 21<sup>st</sup> century skills/strategies which allows them to learn to think more critically and creatively, by understanding their connection to the world and the ways that technology enhances their learning. Hobomock teachers are also utilizing technology in continuing to build connections/partnerships with families by launching classroom websites utilizing such programs as Edmodo and Twitter to communicate with families/students. The Hobomock School continues to continually update its school website to provide important information and resources for our families. Weekly updates are sent via sneak peeks/electronic blast to celebrate and share the events happening in the school and beyond. The importance of continuous technology growth was recognized and supported by the Pembroke school district with the welcomed addition of a technology specialists whom is shared among all Pembroke elementary schools. The addition of this position has allowed more resources, connections, outreach, instructional strategies and support for all faculty and students.

The Hobomock faculty continues to work in enhancing a culture of collaboration in relation to both instructional practices and increasing the use of 21<sup>st</sup> century skills. Developing such a culture allows the faculty to become more reflective about practices to enrich professional growth but most importantly to improve all student achievement. Faculty meetings are not a one size fits all but an opportunity for grade levels/providers to have meaningful conversations and work on their targeted areas of needs by sharing and developing best practices. Often the best resources and ideas are not found outside the school walls but within among our colleagues. We continue to explore additional curriculum resources and share our experiences and opinions with pilot programs. Weekly we met by grade level to look over student data to address any gaps in learning and discuss students' progress and intervention strategies used or needed to support struggling students. Students that continue to face challenges even after receiving

target intervention with their classroom teacher are referred to our IST (instructional Support Team) to further develop an action plan to address individual student needs. Communication and collaboration will continue throughout the year to support students and colleagues.

Hobomock faculty continues to participate in ongoing professional development opportunities both in and out of district this year. Our teachers continue to be lifelong learners and have taken advantage of out of district professional development opportunities in such areas as MCAS and alternative assessments, co-teaching, digital literacy, and instructional practices related to the Common Core Frameworks.

Hobomock Elementary not only believes in the development of academic skills but also the development and support of social skills and social conscience. The school has adopted a school wide bucket filler program, where students were taught the value of filling someone's bucket. Kindness coins were introduced to celebrate and recognize individual students caught going above the expected behavior. The code of conduct/core values developed by the elementary schools last year are introduced in our morning announcements which are done by students from K to 6<sup>th</sup> grade throughout the year. Classrooms of students work together to earn bucket filler stickers to fill their class bucket by modeling appropriate behaviors. All staff members give out bucket stickers to reinforce the good behavior in the classrooms, lunchroom, hallways and the recess yard. School Wide Meetings are held once a month where students share and celebrate with the whole school what they are learning in their classrooms. Also each classroom elects monthly a star student to celebrate and those students are chosen by those who best represent the STAR rubric.

This year Hobomock created an election process for grades 5 and grade 6 for a student council. The student council consists of three elected 5<sup>th</sup> grade students as class representatives and four 6<sup>th</sup> grade class officers and a class representative. The process involved nomination papers, speeches at lunch, campaign posters and election in the 5<sup>th</sup> and 6<sup>th</sup> grade. Students running and elected for student council have to be in good standing academically, behaviorally and with their attendance. The student council is in place to give the students an elected voice to represent their concerns and needs, to develop and encourage leadership skills and to give back to the local community through various programs/events. The student council so far this year spearheaded a hat/mitten tree that resulted in a donation of four large containers for a local shelter, organizing a spirit week that raised over \$500 for local charities, a school wide gingerbread decorating door contest and monthly presentations at school wide meetings. They are guided by two Hobomock teachers who serve as their advisors as they meet at least twice a month.

Partnerships with families and community continue to be strengthened with our collaboration with various stakeholders such as our PTA (parent teacher association). We will continue to work together to support the education and social opportunities for all students. The PTA reaches out to all families via their web site and weekly information blasts. Several successful fundraisers and family nights this school year helps to continue to build and strengthen our school community. The PTA supports enrichment opportunities and outside field trips for all grade levels. The PTA financially provided the addition of IPAD stands/overheads for all classrooms and continue to offer its support to enhance student learning opportunities. Another partnership that allows for exchange of ideas and community representation is the school council which consist of elected parents, community members, administration and teachers. The school council is the driving force behind the development of the school improvement plan by looking at school data and developing an appropriate action plan. Another valuable partnership is with our school liaison officer from the Pembroke police. We continue to work together to provide a safe environment for all students and staff. Such a partnership gives the students and staff the opportunity to experience a positive relationship with a local officer and for school and police to collaborate in supporting students/families in need.

As always, Hobomock Elementary appreciate the Town of Pembroke continual support toward the educational, emotional and social development of all Hobomock students.

Respectfully submitted,

Michele Sharpe  
Principal of Hobomock Elementary School

**North Pembroke Elementary School**  
**David Summergrad**  
**2014 - 2015**

North Pembroke Elementary School presently has an enrollment of 649 students in Pre-School through grade 6. This total includes the three system-wide *integrated* pre-school classes located here serving 64 children. We also have two full-day kindergarten classes along with two sections of half-day kindergarten. The other grades (1-6) currently have four sections each, with the exception of grade 2, which has just 3 sections, as we reduced one classroom last spring. The Principal at North Pembroke is David Summergrad. He is ably supported by Michael Murphy, who serves as both the Assistant Principal and special education coordinator for the building.

The school focuses on **excellence in teaching** as we work to provide appropriate support *and* challenge for every child. The academic program continues to offer accelerated instruction in math and English language arts in grades 5 and 6. In grade 5, Mrs. Melinda Soliwoda teaches the Accelerated Pathways English language arts, and Mrs. Heidi Shadrick teaches the Accelerated Pathways math. In grade 6, Mrs. Natalie McFadyen teaches the Accelerated Pathways English language arts, and Mrs. Katlyn Lasnier teaches the Accelerated Pathways Math. These programs provide instruction for children who are ready to learn at an accelerated pace. Most of the children in our school also participate in one of our Buddy Programs. These programs partner all of our 6<sup>th</sup> graders and 1<sup>st</sup> graders as they participate in reading enrichment activities together, and our 4<sup>th</sup> graders are buddies with our Kindergarten children, and our 2<sup>nd</sup> graders pair up with our pre-school children.

Our **specialists** provide our students with instruction and vibrant experiences in the arts and physical education. This year, North Pembroke is once again hosting the town wide 6<sup>th</sup> grade musical (*The Wizard of Oz!* directed by Ms. Kelly Danner and Ms. Amanda Sullivan). This provides an opportunity for the students in *all three elementary schools* to be part of an exciting musical theater experience. Support for music and the arts here includes: “Music in the Morning” – a series of concerts held every other Wednesday before school in the lobby near the gym - and our 4<sup>th</sup>, 5<sup>th</sup>, and 6<sup>th</sup> grade chorus, directed by Mrs. Karin Foley. Our 2<sup>nd</sup> graders performed their annual winter concert in December in front of a packed house. The instrumental music program continues to grow under the direction of Mr. Dan Hawes and Dr. Kathy Kim. We also have our annual Gallery Night – a huge student art show held during TV turn-off week in April. For the 7<sup>th</sup> year, Mrs. Julie Molisse and Mr. Brendan Mosher have collaborated to involve our students in the HEART Healthy program. This program integrates art and physical education and encourages children to work together in teams as they support healthy life-styles and the American Heart Association.

The **North Pembroke PTO** continues to be an active and integral part of our school community. The members enhance our environment with educational, enrichment, and fun community-building activities. The PTO has once again supported a fundraiser this fall that collected more than \$4,000 for the *Wounded Warrior Project*. They have been generous in their continued support of field trips for every grade in the school. And, the PTO purchased 20 (used/reconditioned) iPads – a big step forward as we continue to grow our use of instructional technology! For enrichment this year the PTO has sponsored a visit from *Kyle Dine*, who sang about good nutrition and food allergies, guest artist *Bren Bataclan* who will with all our fifth graders on the theme of kindness, and a return visit from the amazing *Cashore Marionettes*. The officers of our PTO are: Mrs. Caulene Lynch as president, Mrs. Patricia Mahoney and Mrs. Lesley Battelle as co-vice presidents, Mrs. Maureen Jasie and Mrs. Sarah Quatrale as co-secretaries, and Mrs. Donna Woods as treasurer.



The **Student Council**, advised by Mrs. Debra Eosue and Mrs. Donna McKinnon, actively plans and carries out school wide activities. The Student Council involves students in grades 4, 5 and 6. This winter we will have the fourth annual food drive for the *Pembroke Food Pantry*. For every item children bring in, they get an entry ticket into a drawing for the grand prize of being “Principal for a Day.” The winning child will switch places with Mr. Summergrad for the whole day. The goals of the Student Council are to develop skills in working with others, provide citizenship and leadership for the student body, increase confidence in expressing opinions in persuasive ways, and practice conflict resolution skills. The Student Council takes special pride in developing activities that provide community service and organizing a teacher appreciation event each spring.

Each year the **School Council** fulfills an advisory role to the administration of North Pembroke. Our council members this year include parents: Mrs. Lesley Battell (Co-Chair), Mrs. Pam Roy, Mrs. Donna Woods, and Mrs. Joanne St John. Mrs. Kate Nugent and Mrs. Vickie Panacy are the Community Members at Large. Staff members are: Mrs. Kathy Lang, Mrs. Elizabeth Woods, Assistant-Principal Michael Murphy, and Principal David Summergrad (Co-Chair). This group contributes to the overall success of our school with a sharing of ideas and concepts. Among other issues, the Council is taking a look at our dismissal procedures for the more than 70 children picked up by parents each day, ways we can improve participation in our school lunch program, and ways the community can continue to support the use of instructional technology in our school.

**North Pembroke Elementary School** believes that every member of our school community should feel safe and respected. Toward that end we embrace and teach a clear and concise ***Code of Responsibility***. I will:

Treat others with respect.  
Keep my hands to myself.  
Use kind words. (Report bullying.)  
Help take care of our school and grounds.  
Try hard to do my best every day.

In addition, we have continued to provide a role for each grade to participate in “owning” a portion of the school. Here are the community service projects that are ongoing:

PreK:	Trash Patrol – playground enclosure
Kindergarten:	Scuff Patrol – wiping scuffmarks from the hallway floors
1 <sup>st</sup> Grade:	Trash Patrol – school grounds
2 <sup>nd</sup> Grade:	Bird Feeder – upkeep in the small courtyard
3 <sup>rd</sup> Grade:	Bird Feeder – upkeep in the large courtyard
4 <sup>th</sup> Grade:	Bus Sign Holders – help with the daily orderly dismissal
5 <sup>th</sup> Grade:	Plastic Bottle Recycling – weekly collection
6 <sup>th</sup> Grade:	Paper Recycling – weekly collection

The **Pembroke Education Foundation** continues to generously support innovative ideas that benefit our students. This year the Foundation provided a grant for iPads and LCD projectors for our kindergarten team, so we can leverage the use of technology in exciting our young learners. The school system has supported the installation of WiFi hotspots throughout the building, and our two years of technology ***teacher pioneers*** have been able to leap into the 21<sup>st</sup> century in their use of instructional technology to improve teaching and learning.

# Town Employees 2014 Gross Wages

Gross Pay	Last Name	First Name	Department	Gross Pay	Last Name	First Name	Department
\$139,489.46	TAGLIENTE	PETER	Fire Department	\$55,480.88	WILLIS	MARY E.	Council on Aging
\$139,350.64	NEENAN	JAMES A.	Fire Department	\$55,380.04	ALDROVANDI	MICHAEL A.	Department of Public Works
\$136,514.82	WALL	RICHARD D.	Police Department	\$53,923.90	ROCHE	SUSAN M.	Recreation
\$132,997.41	HILL	J. MICHAEL	Fire Department	\$53,582.23	SLADEN	BARRY E.	Water Department
\$130,035.02	HINCHEY	WILLIAM	Police Department	\$53,557.34	ANDERSON	PHILLIP C.	Department of Public Works
\$128,918.42	MCCORMICK	KENNETH J.	Fire Department	\$53,089.46	CHILCOTT	SABRINA J.	Board of Selectmen
\$125,860.48	SIMMONS	JONATHAN R.	Police Department	\$52,522.65	SCOLEGE	DAVID A.	Department of Public Works
\$125,359.24	LaPIERRE	WENDY	Police Department	\$52,427.13	MARTINELLI	PAUL L.	Department of Public Works
\$124,528.07	CLAUSS	DAVID F.	Police Department	\$52,273.29	CALLAHAN	CHRISTINE C.	Department of Public Works
\$124,353.65	MOORE	CHRISTOPHER	Police Department	\$51,369.35	MIROTTA	CAROL E.	Board of Health
\$121,886.51	BARKOWSKY	DAVID	Fire Department	\$50,924.06	GRADY	TRACY A.	Board of Selectmen
\$121,741.94	DOYLE	RICHARD G.	Fire Department	\$50,553.43	ZECHELLO	MARILYN	Planning/Zoning/Conservation
\$120,304.38	RIDLEY	PAUL E.	Police Department	\$50,281.10	FLANNERY	LINDA M.	Police Department
\$120,267.56	MACDONALD	RICHARD	Police Department	\$50,273.82	FRASER	KRISTINE S.	Board of Selectmen
\$119,766.29	KILLINGER	ROBERT	Fire Department	\$49,662.08	LINDSAY	JASON J.V.	Department of Public Works
\$118,800.42	SCANLON	ANDREW C.	Fire Department	\$48,774.04	BRISSETTE	MARK E.	Department of Public Works
\$118,246.62	HALL	THOMAS D.	Fire Department	\$48,407.80	CYTRYNOWSKI	ZBGINIEW	Board of Selectmen
\$118,186.68	THORNE	EDWIN J.	Board of Selectmen	\$47,994.26	GRASSO	JENNIFER	Town Treasurer/Collector
\$117,632.58	DAVIS	MICHAEL A.	Fire Department	\$47,715.81	WHITMAN	MARY F.	Board of Selectmen
\$116,041.72	SCOLEGE JR.	WALTER	Fire Department	\$47,280.83	TIERNEY	KATHRYN	Police Department
\$113,662.78	JOUDREY	PAUL H.	Police Department	\$45,802.47	GIGLIOTTI	JEANNE M.	Board of Assessors
\$113,133.70	BOTTO	RYAN J.	Police Department	\$45,316.62	JONES	STACEY L.	Board of Selectmen
\$110,090.64	READY	SEAN	Police Department	\$45,116.90	HART	WILLIAM T.	Board of Selectmen
\$109,849.33	FULMINE JR.	EUGENE B.	Department of Public Works	\$44,935.57	CAMPBELL	ROSE	Department of Public Works
\$108,571.14	GASSIRARO	MARK	Fire Department	\$44,387.88	DEVINE	CHRISTOPHER	Department of Public Works
\$108,255.90	KIRBY	STEPHEN P.	Police Department	\$44,087.31	BUCKLEY	J. MICHAEL	Board of Selectmen
\$107,523.28	CAIN	EDWARD A.	Police Department	\$43,515.63	JONES	SUSAN	Water Department
\$106,334.98	MUSIAL	DONALD S.	Fire Department	\$43,344.74	MCCOLLUM	LINDA	Library
\$106,212.91	SHEA III	JAMES P.	Fire Department	\$43,304.70	OHRENBERGER	MICHAEL T.	Police Department
\$106,044.73	WYMAN	CHRISTOPHER	Police Department	\$43,191.94	MCDERMOTT	SUSAN B.	Library
\$105,663.21	BARAGWANATH	THOMAS J.	Police Department	\$42,861.14	O'CONNELL	DARLENE M.	Library
\$104,190.38	WILSON	JAMES D.	Fire Department	\$41,555.35	RAMSEY	THOMAS J.	Water Department
\$102,887.86	HURLEY JR.	DAVID F.	Police Department	\$41,226.48	BIBAUD	ALANNA L.	Recreation
\$102,536.94	HUFF	NANCY M.	Fire Department	\$41,160.35	CALLANAN	STEPHANIE	Town Treasurer/Collector
\$101,966.52	ANDERSON	ANTHONY M.	Police Department	\$40,782.48	COSBY	STACEY A.	Town Treasurer/Collector
\$101,172.49	FARROW	ROBERT J.	Fire Department	\$40,368.10	RICARDO	MEGHAN	Board of Assessors
\$98,979.70	DOYLE	KEVIN R.	Police Department	\$38,194.22	MURPHY	ALYSON	Town Treasurer/Collector
\$98,910.41	LANDRY	CLINTON	Fire Department	\$37,299.83	GILLARD	VICKY L.	Board of Selectmen
\$98,778.94	COSTANZO	ROBERT A.	Fire Department	\$37,166.59	MAVILIA	LINDA	Library
\$98,391.28	HALL	MICHAEL R.	Fire Department	\$35,604.54	LONGABARD	BRIAN P.	Department of Public Works
\$98,266.68	WALETKUS	ALAN	Fire Department	\$35,513.22	BURNS	STEVEN R.	Department of Public Works
\$96,755.97	ROBERTSON	MARK W.	Fire Department	\$33,062.83	VERRY	GEORGE	Board of Selectmen
\$95,926.47	HORVATH	MICHAEL	Police Department	\$31,588.48	CLARKE SR	ROBERT A.	Planning/Zoning/Conservation
\$94,724.39	ORCUTT	DONALD W.	Fire Department	\$26,323.96	ZECHELLO	NICHOLAS	Board of Selectmen
\$94,103.44	MORGAN	BRIAN C.	Police Department	\$25,252.03	MORGAN	ROBERT H.	Police Department
\$94,098.18	WITHAM	MICHAEL	Fire Department	\$24,620.51	YOUNG	GARY A.	Board of Selectmen
\$93,881.11	BURNS	GREGORY J.	Police Department	\$23,772.76	DOWLING	MICHELE	Planning/Zoning/Conservation
\$90,735.39	PARKER	GARY A.	Fire Department	\$23,089.70	FLANNERY	EDWARD J.	Police-Special
\$90,733.22	SMITH	DANIEL N.	Fire Department	\$22,038.70	GUINEY	MARY K.	Planning/Zoning/Conservation
\$88,807.21	HORKAN	CHRISTOPHER	Police Department	\$21,738.18	VALENTI	MICHAEL F.	Recycling
\$85,977.80	BURNS	JAMES	Police Department	\$20,777.16	McCLEARY	MELISSA A.	Library
\$85,475.34	LANZILLOTTA	JAMES P.	Police Department	\$20,525.16	DRISCOLL	CASEY M.	Town Treasurer/Collector
\$83,745.30	SALMON	CATHERINE M.	Board of Assessors	\$20,321.52	LARKIN	SUSAN	Council on Aging
\$83,470.26	MCCARTHY	KATHLEEN E.	Town Treasurer/Collector	\$20,112.74	DRISCOLL	SUZANNE	Council on Aging
\$80,821.74	TENORE	RICHARD C.	Police Department	\$18,901.62	MARINO	ANTHONY	Board of Selectmen
\$78,702.75	WALL	DEBORAH A.	Library	\$18,901.62	STACK III	JOSEPH S.	Board of Selectmen
\$77,361.79	SMITH	MARY ANN	Town Clerk	\$16,187.00	HENKENIUS	SYLVIE D.	Town Treasurer/Collector
\$76,519.06	PICARIELLO	LAUREEN M.	Police Department	\$15,969.84	HINES	SARAH S.	Library
\$71,886.39	RAMSEY	MICHAEL G.	Police Department	\$15,648.67	HALL	HEATHER M.	Library
\$70,760.21	CHERNICKI	MICHAEL J.	Water Department	\$15,302.04	MCPhillips	DAVID A.	Selectmen Monthly
\$69,268.50	GLAUBEN	SCOTT E.	Department of Public Works	\$15,218.89	BULLOCK	ROBERTA M.	Library
\$66,407.59	CUNEO	PATRICIA A.	Town Clerk	\$15,170.34	SNOW	COLLEEN E.	Library
\$65,554.70	CULLITY	LISA M.	Board of Health	\$15,105.00	INGALLS	RUTH E.	Council on Aging
\$65,121.63	THORNTON	ROBERT A.	Water Department	\$14,555.68	LANE	CHRISTOPHER	Recreation
\$64,209.66	DAIUTE	JOSEPH P.	Department of Public Works	\$14,102.94	RILEY	CHRISTINE M.	Board of Assessors
\$62,543.75	FISKE	MARK	Water Department	\$13,823.56	KINSMAN	JOYCE F.	Library
\$62,447.72	RIVERS	STEPHEN L.	Water Department	\$13,404.27	McPHERSON	JAMES	Council on Aging
\$62,082.18	MARSH	WILLIAM W.	Police Department	\$13,158.64	WHITE	CHRISTINE M.	Council on Aging
\$61,927.02	MANNING	SCOTT	Department of Public Works	\$12,607.02	MCGRATH	LINDSAY C.	Library
\$60,102.80	RASH	MICHAEL P.	Department of Public Works	\$11,809.80	DAHLSTROM	CHRISTINE	Board of Selectmen
\$59,653.74	STRUZIK	MARGARET	Town Clerk	\$11,797.23	BAILEY	DOUGLAS	Police-Special
\$56,678.15	NICKERSON	RICHARD E.	Water Department	\$11,657.34	BRADFORD	ANNE M.	Board of Assessors
\$56,481.77	DAMON	SANDRA H.	Fire Department	\$11,623.27	FAHEY	JANET D.	Water Department
\$56,333.81	RIPLEY	SCOTT	Department of Public Works	\$11,525.64	WHITE	TIMOTHY A.	Council on Aging

# Town Employees 2014 Gross Wages

Gross Pay	Last Name	First Name	Department	Gross Pay	Last Name	First Name	Department
\$11,360.18	BROOKS	GREGORY P	Library	\$1,440.12	MAZZOLA	DOUGLAS E	Call Firefighters
\$11,299.12	SWIFT	RICHARD C.	Council on Aging	\$1,415.78	WANDELL	EMMA	Town Landing
\$10,973.76	STAPLES	HEATHER	Library	\$1,408.23	CURTIN	STACEY A	Town Clerk
\$10,819.79	SULLIVAN	LAURA F	Library	\$1,403.07	BYRNE	MICHAEL L.	Town Landing
\$10,496.58	MADDEN	JAMES R	Police-Special	\$1,391.02	SULLIVAN	ELISHA M	Police-Special
\$10,257.14	STEELE	EDWARD J	Council on Aging	\$1,328.91	PIERCE	KERRICK J	Town Landing
\$9,852.37	BREEN	JOHN J.	Council on Aging	\$1,214.15	DWYER	KYLE J	Recreation
\$9,533.18	PIERCE	CHARLES J.	Police-Special	\$1,200.68	DALEY	PETER R.	Police-Special
\$9,484.89	BENVIE	KATHLEEN	Library	\$1,161.48	MANNING	CHRISTINA M	Police Department
\$9,012.40	PADULA	MARISA F.	Recreation	\$1,159.88	BURRILL	EDWIN	Call Firefighters
\$8,628.09	ADLER	ARTHUR D	Library	\$1,137.80	YACOVONE	DONALD M	Call Firefighters
\$7,270.18	HILL	AMY	Town Landing	\$1,131.62	PARKER	HANNAH E	Recreation
\$7,248.94	SHORT	ARTHUR J.	Police-Special	\$1,107.70	DOLAN	CHARLES E.	Call Firefighters
\$7,190.68	LANE JR	ROBERT E	Police-Special	\$1,079.15	CONER	PETER R.	Town Landing
\$7,152.51	WALSH	HOLLY M	Town Treasurer/Collector	\$1,077.40	DIXON	DAVID T.	Town Landing
\$6,456.28	DALRYMPLE	COLLEEN R	Recreation	\$1,042.42	FARRELL	BRENDAN M.	Town Landing
\$6,405.60	EMPOLITI	JOSEPH H.	Recreation	\$1,034.42	GALLAGHER	CONNOR J.	Town Landing
\$6,291.88	SQUATRITO	LISA M.	Recreation	\$997.12	BEARCE	MICHAEL A	Police-Special
\$6,069.81	WRIGHT	ANNA M	Recreation	\$965.62	HALLORAN	SHAWN F.	Call Firefighters
\$5,928.48	SUPPA	JOSEPH	Selectmen Monthly	\$951.18	STEWART	WILLIAM E	Board of Selectmen
\$5,379.44	MAHONEY	ALYSSA N	Recreation	\$923.37	WANDELL	OLIVIA L	Town Landing
\$5,371.70	SHUBERT	MARK S.	Police Department	\$908.56	MACNEIL	TYLER J.	Call Firefighters
\$5,317.84	WALKER	EVELYN A	Library	\$896.55	HILL	ADAM R	Police-Special
\$5,081.94	DAMON	LESLIE C	Selectmen Monthly	\$870.43	CONER	JAMES R	Town Landing
\$4,977.29	FOSTER	VINCENT P.	Recycling	\$837.11	BERRY	ERIN D.	Town Landing
\$4,892.96	BREEN	BARBARA	Library	\$835.38	KELLY JR.	WILLIAM D.	Call Firefighters
\$4,876.79	PICKERING	KIMBERLY A	Library	\$820.43	SALTERS	MARY T	Elections/Registrars
\$4,469.99	COLEMAN	JANET M	Library	\$802.22	DAVIS	STUART A.	Call Firefighters
\$4,250.00	TIERNEY	RUTH E.	Council on Aging	\$786.82	TEMPEST	SUZANNA	Town Landing
\$4,204.70	PARK	JANE	Library	\$783.20	MELANSON	GARY G.	Call Firefighters
\$4,093.78	MARTIN	VALERIE J.	Recycling	\$750.00	EMANUEL	F. GEORGE	Fire Department
\$4,039.09	MERRITT	JESSICA A	Town Landing	\$741.86	ARSENEAU	LEO F.	Police-Special
\$3,911.18	CONER	PAUL A.	Town Landing	\$741.86	SMITH	JAMES E.	Police-Special
\$3,635.20	ANGIE	JOHN R	Council on Aging	\$738.88	WALKER	BRENDAN P.	Police-Special
\$3,539.65	STIMPSON	JESSICA L.	Library	\$723.24	HOGAN	MICHAEL J	Call Firefighters
\$3,480.44	GRADY	COLIN J.	Call Firefighters	\$711.84	JONES	MICHAEL	Police-Special
\$3,421.06	NOGUEIRA	FRANK	Police-Special	\$681.48	BOREY	KENNETH J.	Call Firefighters
\$3,316.14	HILL	DAVID M.	Call Firefighters	\$647.64	FOGG JR	JOHN N	Police-Special
\$3,219.81	CROWLEY	MARK J.	Police-Special	\$646.52	BURTT-HENDERSO	PATRICK D	Police-Special
\$3,180.88	SMITH	ROBERT J	Council on Aging	\$600.50	DRAKE	JAMES M	Town Landing
\$3,091.40	FISKIO	ELIANA	Town Landing	\$571.64	BARAGWANATH	JOHN W.	Department of Public Works
\$3,044.16	BOULTER	JAMES A	Police Department	\$564.64	GRISWOLD	KERRI F	Police Department
\$2,963.78	HEALEY	BENJAMIN M	Recreation	\$554.16	KANE	TIMOTHY	Police-Special
\$2,954.50	BOULTER JR.	WILLARD	Selectmen Monthly	\$528.16	GLYNN	DESMOND J	Call Firefighters
\$2,841.12	WANDELL	KATHERINE	Town Landing	\$528.16	MARTYNOWSKI	BRIAN D	Call Firefighters
\$2,799.30	MAHONEY	RYAN J.	Recreation	\$509.60	KALAPINSKI	LISA A	Library
\$2,776.64	MACINNIS	MIRIAM	Advisory	\$503.40	CHRISTIE	JAMES M	Police-Special
\$2,767.67	FINNEGAN	MICHAEL	Recreation	\$500.00	LALLY	MARILYN	Council on Aging
\$2,533.10	STAPLES	DANIEL	Recycling	\$500.00	MORANDE	CLAIRE C.	Council on Aging
\$2,516.60	KEENAN	JOHN J	Police-Special	\$500.00	PERRY	VIVIAN C.	Council on Aging
\$2,501.18	ANASTASIO	ERNEST P	Police-Special	\$500.00	SILVIA	JO-ANN	Council on Aging
\$2,464.80	QUILL	AMY E	Recreation	\$495.00	ENGLE JR	JOHN	Call Firefighters
\$2,406.30	QUILL	MARY E.	Elections/Registrars	\$465.94	KRECKIE	MATTHEW J.	Town Landing
\$2,394.03	KEOUGH	KAYLA R.	Recreation	\$442.97	MORLEY	ERIN F	Town Landing
\$2,339.79	METIVIER	JAMES E.	Police-Special	\$431.01	EDGAR	ROBERT	Police-Special
\$2,326.58	FITZGERALD	VERONICA	Town Landing	\$418.00	CHRISTIE	JAMES J	Call Firefighters
\$2,221.57	STOYLE	BENJAMIN G.	Recreation	\$400.23	VOELKEL	JOHN E.	Police-Special
\$2,072.98	HOLLAND	JEAN M.	Town Landing	\$399.46	DONOGHUE	MATTHEW J	Police-Special
\$2,049.54	GALANDZI	MICHAEL	Call Firefighters	\$399.46	RHODES	BRIAN T.	Police-Special
\$2,036.60	MORLEY	BRIAN M	Call Firefighters	\$376.00	ENGLE	LINDSEY J.	Call Firefighters
\$1,982.08	GALLAGHER	SHANNON R	Town Landing	\$376.00	NOGUEIRA	FRANK A.	Call Firefighters
\$1,921.38	HEWITT	VARNUM A.	Call Firefighters	\$369.44	BUZALSKY	KARL	Police-Special
\$1,912.68	MALONE	KARA U.	Town Landing	\$369.44	HANSEN	PETER C.	Police-Special
\$1,800.00	BATES	ELIZABETH A	Board of Assessors	\$369.44	MCCARTHY	KEVIN C.	Police-Special
\$1,800.00	DESANTIS	SCOTT J.	Board of Assessors	\$369.44	SILVA	ROBERT A.	Police-Special
\$1,800.00	BOYLE JR	ARTHUR P.	Selectmen Monthly	\$288.24	HEALY	SEAN F.	Town Landing
\$1,800.00	BURT	MICHELLE L	Selectmen Monthly	\$209.06	WATERMAN	JAMES D	Call Firefighters
\$1,800.00	STONE	LEWIS W.	Selectmen Monthly	\$184.72	SALVUCCI JR	DANIEL A	Police-Special
\$1,800.00	TRABUCCO	DANIEL W	Selectmen Monthly	\$177.04	CHEVERIE	JOANNA L	Police Department
\$1,788.18	LEAGUE	HOWARD C.	Recycling	\$132.68	FULMINE	TAEAL J.	Recreation
\$1,720.88	GALLAGHER	JILLIAN	Town Landing	\$131.80	HARVEY	HALEY	Town Landing
\$1,602.68	BADGER	DONNA R	Advisory	\$100.00	DODGE	STEPHEN C.	Selectmen Monthly
\$1,600.74	WALETKUS	VICKI L	Call Firefighters	\$48.20	MUNCEY	RICHARD	Water Department
\$1,457.00	HYNES	ROBERT JOSEP	Selectmen Monthly	\$48.04	TOBIN	MICHAELA P	Town Landing

# School Employees 2014 Gross Wages

Gross Pay	Last Name	First Name	Department	Gross Pay	Last Name	First Name	Department
\$193,982.76	HACKETT	FRANK A.	SUPERINTENDENT	\$81,259.30	TOOLIN	STEPHANIE M.	HOBOMOCK SPED. TEACHERS
\$128,070.80	OBEY	ERIN E.	ACCOUNTING AND OPERATIONS	\$81,184.87	MORRIS	JULIE A.	BRYANTVILLE CLASSROOM TEACHERS
\$123,793.80	SZOSTAK	MARGARET	H/S BUILDING LSHP. WAGES	\$81,135.20	WAGNER	LINDA M.	NORTH CLASSROOM TEACHERS
\$115,468.68	GLAUDE	CATHERINE A.	BRYANT. BLDG. LSHP. WAGES	\$81,081.22	HOGAN	ROBIN L.	HS GUIDANCE PROF. SALS.
\$114,047.24	MCGARRIGLE	DONNA	M/S BUILDING LSHP. WAGES	\$81,076.80	FITZGIBBONS	BRIAN M.	DIRECTOR - COMMUNITY RELATIONS
\$109,650.82	DUNCANSON	JESSICA	DIRECTOR OF PUPIL SERVICES	\$80,990.84	MITCHELL	NORMAN	H. S. CLASSROOM TEACHERS
\$108,291.36	CHAPMAN	GWYNNE L.	K-12 DIRECTOR OF FINE ARTS	\$80,929.14	DAVIS	JANET M	BRYANTVILLE CLASSROOM TEACHERS
\$106,388.96	RIX	DAVID	H/S BUILDING LSHP. WAGES	\$80,923.79	PLACE	LYNNE	H. S. CLASSROOM TEACHERS
\$105,097.90	DUFFY	MARK	DEPT. CHAIRS	\$80,820.74	DOYLE	JEFFREY	H. S. CLASSROOM TEACHERS
\$102,396.70	BRUST	MARYBETH	CURRICULUM SUPERVISOR	\$80,820.64	GREALIS	ERIN	SPED. GRANT TEACHERS
\$99,890.66	LACROIX	JOAN B.	DEPT. CHAIRS	\$80,558.24	JACKSON	GEORGE	H. S. CLASSROOM TEACHERS
\$98,012.16	MURPHY	MICHAEL D.	NORTH BUILDING LSHP. WAGES	\$80,540.74	MOSHER	BRENDAN J.	NORTH CLASSROOM TEACHERS
\$94,050.12	ZOPATTI	GREGORY D.	M. S. CLASSROOM TEACHERS	\$80,529.30	STACK	KAREN J.	NORTH SPED. TEACHERS
\$92,815.54	GLASS	AUSTIN	H. S. CLASSROOM TEACHERS	\$80,520.40	MURPHY	CARRIE	M. S. CLASSROOM TEACHERS
\$92,638.98	ROONEY	JAMES	H. S. CLASSROOM TEACHERS	\$80,490.86	DUFFY	AMIEE	BRYANTVILLE CLASSROOM TEACHERS
\$92,563.34	LOVETT	SANDRA F.	BRYANT. BLDG. LSHP. WAGES	\$80,448.34	COSTA	TRACI	NORTH CLASSROOM TEACHERS
\$91,779.94	FLYNN	ROBERT	BUILDING AND GROUNDS MANAGER	\$80,420.40	GARRAHAN	PETER	H. S. CLASSROOM TEACHERS
\$90,357.56	SHANNON	JAMES	HS GUIDANCE PROF. SALS.	\$80,385.29	CAMERON	CATHERINE	H.S. NURSE'S SALARY
\$90,275.18	DOYLE	PAUL	INFORMATION MANAGEMENT	\$80,340.74	RUKA	ANNE F.	H. S. CLASSROOM TEACHERS
\$90,275.15	WALSH	THOMAS W.	M/S BUILDING LSHP. WAGES	\$80,240.74	ADAMS	KATHIE	BRYANTVILLE CLASSROOM TEACHERS
\$90,072.38	PIERCE	DAVID D.	H/S BUILDING LSHP. WAGES	\$80,240.74	MCDERMOTT	ANGELA	BRYANTVILLE CLASSROOM TEACHERS
\$88,805.70	KING	BRIAN	H. S. CLASSROOM TEACHERS	\$80,240.74	SCHAFFERT	GERRI A.	BRYANTVILLE CLASSROOM TEACHERS
\$88,429.86	MCCLUNE	JOANNE	MS GUIDANCE PROF. SALS	\$80,240.74	WEISMAN	WENDY J.	HOBOMOCK CLASSROOM TEACHERS
\$86,995.36	BATTISTA	DANA V.	H/S BUILDING LSHP. WAGES	\$80,240.74	LEONIDO	MAUREEN	M. S. CLASSROOM TEACHERS
\$86,962.28	SAN GIOVANNI	LARA	HOBOMOCK CLASSROOM TEACHERS	\$80,240.74	FULTZ	KAREN	EXTENDED DAY TEACHER SALARIES
\$86,638.54	ARSENault JR	JOSEPH	BRYANTVILLE CLASSROOM TEACHERS	\$80,240.74	MURPHY	KAREN J.	SPED. GRANT TEACHERS
\$86,025.15	STODDARD	WENDY	M. S. CLASSROOM TEACHERS	\$80,069.48	PEARSON	ERICA S.	NORTH PSYCHOLOGIST
\$85,962.78	MROWKA	AMANDA	H. S. CLASSROOM TEACHERS	\$80,029.30	HOLBROOK	DIANE L.	H. S. CLASSROOM TEACHERS
\$85,791.78	DOBBINS	CASEY A.	HOBOMOCK CLASSROOM TEACHERS	\$79,890.94	SALAS	KATHRYN J.	MS GUIDANCE PROF. SALS
\$85,735.76	SCHWARTZ	JANET K.	HOBOMOCK CLASSROOM TEACHERS	\$79,834.54	TINKER	ERIN	INFORMATION MANAGEMENT
\$85,585.72	MAURANO	MARGARET	HOBOMOCK CLASSROOM TEACHERS	\$79,779.30	NADWORNY	CYNTHIA A.	BRYANTVILLE CLASSROOM TEACHERS
\$85,438.66	BURKE-SOUTHWOR	KATHY	BRYANTVILLE CLASSROOM TEACHERS	\$79,779.30	ANDERSON	PATRICIA	H. S. CLASSROOM TEACHERS
\$85,360.68	LISI	MICHAEL	HOBOMOCK PSYCHOLOGIST	\$79,779.30	GERETY	HOLLY	H/S SOCIAL WORKER
\$85,093.31	DURGIN	AMY	HOBOMOCK CLASSROOM TEACHERS	\$79,779.30	EARNER	JOANNE	M.S. NURSE'S SALARY
\$84,937.29	BATCHELDER	JUDITH	NORTH CLASSROOM TEACHERS	\$79,723.80	GOFF	KERRAN B.	HS GUIDANCE PROF. SALS.
\$84,889.32	MACDONALD	PAUL	HOBOMOCK CLASSROOM TEACHERS	\$79,571.36	PALICA	ERIN	NORTH SPCH/VISION TEACHERS
\$84,635.68	CAFARDO	LEEANNE M.	BRYANTVILLE CLASSROOM TEACHERS	\$79,490.90	BURKE	KELLI	BRYANTVILLE CLASSROOM TEACHERS
\$84,512.26	BADEAU	LYNNE A.	NORTH CLASSROOM TEACHERS	\$79,490.90	DOHERTY	CHRISTINE C.	BRYANTVILLE CLASSROOM TEACHERS
\$84,512.26	FALKNER	CATHERINE S	BRYANTVILLE CLASSROOM TEACHERS	\$79,490.90	DROWNE	LYNNE	BRYANTVILLE CLASSROOM TEACHERS
\$84,403.16	DWYER	KAREN	SPED. GRANT TEACHERS	\$79,490.90	DECOSTA	SHANNON	HOBOMOCK CLASSROOM TEACHERS
\$84,212.22	DUMSER	TARA	NORTH CLASSROOM TEACHERS	\$79,490.90	FLAHERTY	ERIC	H. S. CLASSROOM TEACHERS
\$84,212.22	SULLIVAN	MICHELE	NORTH CLASSROOM TEACHERS	\$79,490.90	STEFANOSKI	MELISSA	HOBOMOCK SPED. TEACHERS
\$84,085.78	SIMMONS	JENNIFER R.	NORTH CLASSROOM TEACHERS	\$79,490.90	ROONEY	MICHELLE	SYSTEM WIDE OT,PT,SP,VI,HEAR
\$83,601.24	HALL	BRANDON	H. S. CLASSROOM TEACHERS	\$78,577.89	WHALEN	COURTNEY L.	H. S. CLASSROOM TEACHERS
\$83,470.30	COSTA	MEREDITH A.	H. S. CLASSROOM TEACHERS	\$78,484.90	SOLIWODA	MELINDA	NORTH CLASSROOM TEACHERS
\$83,441.80	TANNIAN	KATHLEEN	H. S. CLASSROOM TEACHERS	\$78,374.88	JEFFERS	MEGAN D.	M. S. CLASSROOM TEACHERS
\$83,082.32	FRATES	MICHAEL C.	H/S SPED TEACHERS	\$78,166.03	SULLIVAN	MAUREEN R.	M. S. CLASSROOM TEACHERS
\$83,012.32	HAWES	DANIEL F.	MUSIC TEACHER	\$78,034.90	SNEE	MEGHAN	NORTH CLASSROOM TEACHERS
\$83,012.32	KENNY	NEIL	H. S. CLASSROOM TEACHERS	\$78,034.90	DUNCAN	TAMMY L.	HOBOMOCK SPED. TEACHERS
\$83,012.32	HEALY	SHERI M.	BRYANTVILLE SPED. TEACHERS	\$77,838.68	KING	COLLEEN	ACCOUNTING AND OPERATIONS
\$82,917.75	PORTER	CHERYL	H. S. CLASSROOM TEACHERS	\$77,191.98	MICHALEK	COURTNEY G.	M. S. CLASSROOM TEACHERS
\$82,759.24	NOLL	MARYANNE	BRYANTVILLE CLASSROOM TEACHERS	\$76,649.80	SCIULLI	KRISTEN M.	HOBOMOCK SPED. TEACHERS
\$82,759.24	PRICE	CAROL	BRYANTVILLE CLASSROOM TEACHERS	\$75,837.00	DRESSER	RACHEL A.	M. S. CLASSROOM TEACHERS
\$82,759.24	MCBRIDE	DIANE M.	HOBOMOCK CLASSROOM TEACHERS	\$75,695.76	BOIRE	KERRYLYNN	271 TITLE ONE TEACHERS
\$82,725.96	DOYLE	GRETCHEN	HOBOMOCK CLASSROOM TEACHERS	\$75,336.58	FERNALD	MARIESA	BRYANTVILLE CLASSROOM TEACHERS
\$82,644.86	MOTTA	AMY B.	H. S. CLASSROOM TEACHERS	\$75,233.70	WHIPPLE	PATRICIA	H/S SPED TEACHERS
\$82,625.34	WELDON	KEVIN	BRYANTVILLE CLASSROOM TEACHERS	\$75,099.74	FITZPATRICK	SUSAN L	BRYANTVILLE CLASSROOM TEACHERS
\$82,545.46	KILEY	ROSEMARY	NORTH SPED. TEACHERS	\$75,099.74	KENNEDY	DIANE I.	BRYANTVILLE CLASSROOM TEACHERS
\$82,539.65	FOLEY	KARIN	NORTH CLASSROOM TEACHERS	\$74,483.61	SCHMUTTENMAER	SHEILA	M. S. CLASSROOM TEACHERS
\$82,536.30	McCORMACK	MARIJANE	H. S. CLASSROOM TEACHERS	\$74,352.22	CANTINO	KERRI A.	SPED GRANT SPEECH & LANG
\$82,532.76	MOLISSE	JULIE	NORTH CLASSROOM TEACHERS	\$74,302.08	LEMEE	DAVID R.	M. S. CLASSROOM TEACHERS
\$82,528.80	CONNICK	CAMILLE	M. S. CLASSROOM TEACHERS	\$74,054.22	MCAULIFFE	JUDITH	NORTH NURSE'S SALARY
\$82,407.90	CONSOLATI	PAUL	H. S. CLASSROOM TEACHERS	\$74,035.27	DUNN	MARIA	BRYANTVILLE CLASSROOM TEACHERS
\$82,348.84	TURLEY	JOSEPH	H. S. CLASSROOM TEACHERS	\$73,711.52	LUSSIER	KATHLEEN E.	NORTH CLASSROOM TEACHERS
\$82,336.16	MONTANA	KELLY	NORTH CLASSROOM TEACHERS	\$73,599.80	REICHENBACH	LINDA	H/S SPED TEACHERS
\$82,335.96	CELLUCCI	CLAUDIA	NORTH CLASSROOM TEACHERS	\$73,525.88	BYRON	JANE M.	H/S SPED TEACHERS
\$82,327.50	POURBAIX	NOELLE	H. S. CLASSROOM TEACHERS	\$73,423.12	CALLANAN	ANNE	NORTH CLASSROOM TEACHERS
\$82,325.30	PORTA	LEEANNE	BRYANTVILLE CLASSROOM TEACHERS	\$73,305.04	HUSTED	MARIA S.	TRANSITIONAL COORDINATOR
\$82,156.96	BECKER	DIANE	HOBOMOCK CLASSROOM TEACHERS	\$73,200.66	KUBEK	ROSELYN	DEPT. CHAIRS
\$82,038.61	DUNPHY-BOCK	RENEE	HOBOMOCK CLASSROOM TEACHERS	\$73,076.70	HARRIS	MICHELLE R.	HOBOMOCK CLASSROOM TEACHERS
\$82,009.14	SALMON	JOANNE	NORTH CLASSROOM TEACHERS	\$72,804.28	DeIPOZZO	TRACEY	BRYANTVILLE SPED. TEACHERS
\$82,009.14	PIWARUNAS	CHERYL	NORTH SPED. TEACHERS	\$72,475.60	BULLOCK	DANA	H. S. CLASSROOM TEACHERS
\$81,974.80	HOVEY	THOMAS	M. S. CLASSROOM TEACHERS	\$72,297.60	LEEPER	NAOMI J.	M. S. CLASSROOM TEACHERS
\$81,941.60	CHRISTENSEN	MARIANNE	BRYANT. SPECH/VISION TEACHERS	\$71,970.60	DEVANE	LAUREN E.	HOBOMOCK CLASSROOM TEACHERS
\$81,635.19	KENNEDY	TIMOTHY	BRYANTVILLE CLASSROOM TEACHERS	\$71,700.36	LANG	KATHLEEN	NORTH CLASSROOM TEACHERS
\$81,608.74	TOWNSEND	KARYN	H. S. CLASSROOM TEACHERS	\$71,670.60	MURPHY	LUCYANNE	BRYANTVILLE CLASSROOM TEACHERS
\$81,529.36	TALBOT	CAROLYN	H. S. CLASSROOM TEACHERS	\$71,568.04	SUMMERGRAD	DAVID	NORTH BUILDING LSHP. WAGES
\$81,317.74	ASMUS	ELIZABETH	M. S. CLASSROOM TEACHERS	\$71,415.14	BESNOFF	JESSICA	HOBOMOCK CLASSROOM TEACHERS
\$81,259.30	BROGIOLI	DAVID	HOBOMOCK CLASSROOM TEACHERS	\$71,409.36	NUNES	GAIL	BRYANTVILLE SPED. TEACHERS
\$81,259.30	FITZGERALD	LYN M.	M. S. CLASSROOM TEACHERS	\$71,220.60	WEIR	MICHELLE C.	NORTH CLASSROOM TEACHERS
\$81,259.30	MURRAY	MICHAEL	H. S. CLASSROOM TEACHERS	\$71,220.60	MCKAY	MICHAEL	HOBOMOCK CLASSROOM TEACHERS

# School Employees 2014 Gross Wages

Gross Pay	Last Name	First Name	Department	Gross Pay	Last Name	First Name	Department
\$71,220.60	WOZNIAK	JULIE D.	HOBOMOCK CLASSROOM TEACHERS	\$54,714.40	SLAWSON	MICHAEL R.	H. S. CLASSROOM TEACHERS
\$71,220.60	CORWIN	NATHANIEL P.	M. S. CLASSROOM TEACHERS	\$54,087.01	MULLEN	JESSICA N.	BRYANTVILLE CUSTODIAL WAGES
\$71,220.60	FROST	JENNYE P.	M. S. CLASSROOM TEACHERS	\$53,936.19	DeGRASSE	JODIE L.	H.S. CUSTODIAL WAGES
\$70,659.52	VALERI	KELLY	HOBOMOCK CLASSROOM TEACHERS	\$53,810.08	MULKERN	LINDA M.	SPED GRANT SECRETARY/BOOKKEEPER
\$70,565.18	CONNOLLY	PAULA	HOBOMOCK NURSE'S SALARY	\$53,510.08	DUTRA	DEBRA	ACCOUNTING & PAYROLL SUPPORT
\$70,187.66	MURPHY	KERYN E.	H. S. CLASSROOM TEACHERS	\$53,379.76	GYLINEAU	AMY E.	M. S. CLASSROOM TEACHERS
\$69,083.62	GLYNN	JOELLE	HOBOMOCK CLASSROOM TEACHERS	\$53,220.84	MENDES	ANDREW	HOBOMOCK CUSTODIAL WAGES
\$68,618.38	MULLINS	CHRISTINA L.	HS GUIDANCE PROF. SALS.	\$52,733.16	CARDE	TERRI A.	H. S. CLASSROOM TEACHERS
\$68,501.46	HIGGINS	DEBORAH	NORTH CLASSROOM TEACHERS	\$52,586.12	O'DONNELL	KEVIN	M.S. CUSTODIAL WAGES
\$68,360.40	DUBOIS	AIMEE B.	M. S. CLASSROOM TEACHERS	\$51,747.17	CALLANAN	CHRISTOPHER	BRYANTVILLE CUSTODIAL WAGES
\$68,261.72	McNULTY	SARA E.	TECHNOLOGY SPECIALIST	\$50,823.15	EOSUE	MICHAEL A.	H.S. CUSTODIAL WAGES
\$68,119.72	TICE	BRIAN G.	M/S SPED TEACHERS	\$50,204.00	BESSE	ABIGAIL	M. S. CLASSROOM TEACHERS
\$67,993.25	BALASCO	KIMBERLY	BRYANTVILLE CLASSROOM TEACHERS	\$50,042.70	BLANCHARD	WILLIAM	M.S. CUSTODIAL WAGES
\$67,724.46	KWIATEK	SHANNON K.	M. S. CLASSROOM TEACHERS	\$49,914.88	JACOBS	LORI	TRANSPORTATION /REV WAGES
\$67,580.18	CAMPBELL	JENNIFER R.	H. S. CLASSROOM TEACHERS	\$49,898.42	BLIDNER	ARON	SPED GRANT ADMIN DIRECTOR
\$67,528.18	RAMSEY	JOHN	H/S SPED TEACHERS	\$49,564.04	LOGAN	ANDREA	HIGH SCHOOL CLERICAL
\$67,337.60	BOYLES	KRISTINE	H. S. CLASSROOM TEACHERS	\$49,293.91	COURCHENE	AMANDA M.	H. S. CLASSROOM TEACHERS
\$67,301.68	WHITFIELD	CRISTINA L	M. S. CLASSROOM TEACHERS	\$49,220.84	DUBOIS	KATHY-ANN	HIGH SCHOOL CLERICAL
\$67,284.18	MURPHY	MARINDA	HOBOMOCK CLASSROOM TEACHERS	\$49,072.63	CRUISE	KENNETH	TECH. SUPPORT WAGES
\$67,026.46	MATHESON	MICHELLE	BRYANTVILLE CLASSROOM TEACHERS	\$48,835.32	PACE	FRED	NORTH CUSTODIAL WAGES
\$67,015.36	LASNIER	KATLYN P.	NORTH CLASSROOM TEACHERS	\$48,619.88	DORGAN	MICHAEL	H.S. CUSTODIAL WAGES
\$67,010.68	KENNY	JENNIFER	NORTH CLASSROOM TEACHERS	\$48,489.50	O'MARA	KATHLEEN	H. S. CLASSROOM TEACHERS
\$67,010.68	RUSHTON	JENNA	NORTH CLASSROOM TEACHERS	\$47,893.84	MORIN	JANET	HIGH SCHOOL CLERICAL
\$66,716.92	dePONTBRIAND-B	LAURA K.	H. S. CLASSROOM TEACHERS	\$47,798.24	GLYNN	MARGARET	MIDDLE SCHOOL CLERICAL
\$66,655.51	CALTER	JENNIFER D.	HOBOMOCK CLASSROOM TEACHERS	\$47,598.24	NEUMISTER	SANDRA	HOBOMOCK CLERICAL SALARIES
\$66,616.22	DANNER	KELLY M.	M. S. CLASSROOM TEACHERS	\$47,198.24	SHEEHAN	MARY	MIDDLE SCHOOL CLERICAL
\$66,383.02	TILTON	NICOLE	MS GUIDANCE PROF. SALS	\$47,098.24	ROSSINI	ERIKA	NORTH CLERICAL SALARIES
\$66,238.22	HALEY	CATHERINE	BRYANTVILLE NURSE'S SALARY	\$46,240.20	SHARPE	MICHELE Y.	HOBO. BLDG. LSHP. WAGES
\$65,370.22	RUGGIERO	CATHERINE	M. S. CLASSROOM TEACHERS	\$45,229.56	McCARTHY	KATHERINE	DEPARTMENT CHAIR SPED 7-12
\$65,349.20	FRITZ	THERESA M.	H. S. CLASSROOM TEACHERS	\$43,931.68	ZDENEK	STEPHANIE J.	HOBOMOCK SPED. TEACHERS
\$65,057.79	FRUSTACI	KATHRYN M.	BRYANTVILLE CLASSROOM TEACHERS	\$42,976.00	CONNELLY	MAUREEN E.	BRYANTVILLE CLASSROOM TEACHERS
\$65,006.59	ELLIOTT	DIANE S.	HOBOMOCK CUSTODIAL WAGES	\$42,943.09	KING	STEPHEN	H. S. CLASSROOM TEACHERS
\$65,000.72	MYLETT	CHRISTINA M.	NORTH CLASSROOM TEACHERS	\$42,213.90	FENNESSY	MEGHAN P.	HOBOMOCK SPED. TEACHERS
\$65,000.72	O'LEARY	VIRGINIA	BRYANTVILLE CLASSROOM TEACHERS	\$41,633.44	BANCROFT	ROBERT N.	H. S. CLASSROOM TEACHERS
\$65,000.72	RAICHE	SHARYN L.	HOBOMOCK CLASSROOM TEACHERS	\$41,417.72	LESNAK	MICHAEL J.	H. S. CLASSROOM TEACHERS
\$65,000.72	SANDBERG	DANIEL	M. S. CLASSROOM TEACHERS	\$41,335.36	MONTANEZ	VANESSA	NORTH CLASSROOM TEACHERS
\$65,000.72	HOLLAND	JENNIFER E.	H. S. CLASSROOM TEACHERS	\$40,511.36	PRAETSCH	JERILYN	ACCOUNTING & PAYROLL SUPPORT
\$64,801.80	WOODS	ELIZABETH N.	NORTH CLASSROOM TEACHERS	\$40,275.00	MURPHY	JOHN J.	SUBSTITUTE CUSTODIANS
\$64,722.58	RENDLE	GAY	NORTH CLASSROOM TEACHERS	\$39,038.08	HOLLERAN	EMILY O.	SECONDARY PSYCHOLOGIST
\$64,562.16	WALLS	JESSICA A.	H. S. CLASSROOM TEACHERS	\$37,861.44	MURRAY	MARCIA	EXTENDED DAY TEACHER SALARIES
\$64,389.12	FITCH	KARA M.	H. S. CLASSROOM TEACHERS	\$36,878.94	TRAINOR	KENDRA A.	H. S. CLASSROOM TEACHERS
\$64,246.45	CASNA	LAURIE A.	DIRECTOR OF PUPIL SERVICES	\$36,797.44	CATINELLA	LAURA E.	BRYANTVILLE CLASSROOM TEACHERS
\$64,183.01	EVANS	MICHAEL	HOBOMOCK CUSTODIAL WAGES	\$35,537.65	PRAETSCH	MARK C.	M.S. CUSTODIAL WAGES
\$63,963.30	HUSSEY	MARYBETH	NORTH CLASSROOM TEACHERS	\$34,553.88	DEVINE	ELIZABETH	HOBOMOCK SPED ESP
\$63,952.96	RADZEVICH	PAULA M.	HOBOMOCK SPED. TEACHERS	\$34,397.72	JARRETT	KATHRYN I.	SYSTEM WIDE OT,PT,SP,VI,HEAR
\$63,774.90	KENT	SUSAN V	NORTH CLASSROOM TEACHERS	\$34,024.16	BANKS	SAMUEL A.	H. S. CLASSROOM TEACHERS
\$63,415.08	NEWALL	ADAM G.	M. S. CLASSROOM TEACHERS	\$33,600.64	HARTLEY	DIANE P.	DEPT. CHAIRS
\$63,159.08	FRENCH	EMILY E.	H. S. CLASSROOM TEACHERS	\$32,897.16	SAPOSNIK	SCOTT A.	H. S. CLASSROOM TEACHERS
\$63,157.92	DACEY	KIMBERLY	ATHLETIC CUSTODIAL SERVICES	\$32,653.58	NOGUER	CHRISTINE	H. S. CLASSROOM TEACHERS
\$63,124.86	KNIFFEN	HILLARY M.	H. S. CLASSROOM TEACHERS	\$32,601.10	STRAWN	MEGHAN L.	SPED GRANT ADMIN DIRECTOR
\$63,006.88	VANDERMOLLEN	NATALIE	HUMAN RESOURCES WAGES	\$32,485.00	NEWTON	RICHARD J.	H. S. CLASSROOM TEACHERS
\$62,524.08	McDONOUGH	KIELY J.	SPED. GRANT TEACHERS	\$32,218.28	PRATT	JENNIFER A.	SYSTEM WIDE OT,PT,SP,VI,HEAR
\$62,519.24	PELTON	MELISSA A.	NORTH CLASSROOM TEACHERS	\$29,740.02	COULTRAP-BAGG	EMMA E.	H. S. CLASSROOM TEACHERS
\$62,236.08	GEARIN	JULIANNE S.	M. S. CLASSROOM TEACHERS	\$29,689.24	CONANT	JESSICA	PHS SPED ESP
\$62,007.38	INFASCELLI	COURTNEY A.	H. S. CLASSROOM TEACHERS	\$28,922.50	BRACCHI	CHELSEA E.	PHS SPED ESP
\$62,000.80	RIZZITANO	EDWARD	H.S. CUSTODIAL WAGES	\$28,688.74	GILL	BARBARA J.	CAFETERIA SUPPORT STAFF
\$61,894.08	McFADYEN	NATALIE J.	NORTH CLASSROOM TEACHERS	\$28,463.60	NOYES	LAURIE M.	PHS SPED ESP
\$61,549.34	FITZPATRICK	MEAGHAN I.	H/S SPED TEACHERS	\$28,419.09	SCOTT	LILLIAN	EXTENDED DAY ESP
\$61,339.90	PETIT	KIMBERLY J.	M. S. CLASSROOM TEACHERS	\$28,341.52	EOSUE	DEBRA	NORTH SPED ESP
\$61,259.08	VENETO	MARY THERESA	M/S SPED TEACHERS	\$28,331.98	TOBIN	PETER B.	H. S. CLASSROOM TEACHERS
\$61,176.58	KIRTLEY	RACHEL C.	H. S. CLASSROOM TEACHERS	\$28,244.60	SCHNELL	KIRSTEN A.	ESL - DISTRICT
\$61,156.16	BROBERG	CRYSTAL	H.S. LIBRARIAN	\$28,124.50	JONES	KIMBERLY	HOBOMOCK SPED ESP
\$60,886.71	SHUTE	MICHAEL	NORTH CUSTODIAL WAGES	\$28,121.51	VILAGIE	KATHLEEN	HOBOMOCK SPED ESP
\$60,807.60	DOUCETTE	NADINE M.	DIRECTOR SALARY	\$27,848.24	HAMILTON	LINDA	HOBOMOCK SPED ESP
\$60,591.24	RUSSELL	MEGHAN L.	BRYANTVILLE CLASSROOM TEACHERS	\$27,818.88	SPRAGUE	DENILLE M.	H. S. CLASSROOM TEACHERS
\$60,401.34	GATES	MARYELLEN	H. S. CLASSROOM TEACHERS	\$27,804.70	JOHNSON	BARBARA	BRYANT EDUCATIONAL SUPPORT PRF
\$59,891.62	SULLIVAN	AMANDA M.	NORTH CLASSROOM TEACHERS	\$27,752.30	MISTRETTE	ELAINE B.	H. S. CLASSROOM TEACHERS
\$59,826.40	O'LEARY	TIMOTHY	H.S. CUSTODIAL WAGES	\$27,750.04	HANLEY	THERESA	EXTENDED DAY ESP
\$59,565.96	HAYES	MALLORY	M. S. CLASSROOM TEACHERS	\$27,569.60	CLARK	MICHAEL A.	JOB COACH
\$59,443.00	SHADRICK	HEIDI M.	NORTH CLASSROOM TEACHERS	\$27,396.90	GLYNN	MEGAN	BRYANTVILLE CLASSROOM TEACHERS
\$59,425.57	ULYSSE	JAMES	TECH. SUPPORT WAGES	\$27,232.81	DAVIS	JILL	GRANT 240 ESP
\$59,324.34	FOOTE	MEAGHAN E.	NORTH SPCH/VISION TEACHERS	\$27,100.58	DERITO	MAUREEN E.	PHS SPED ESP
\$59,322.66	HICKEY	THERESA M.	H. S. CLASSROOM TEACHERS	\$26,834.92	BUDAK	DANIELLE M.	PHS SPED ESP
\$58,749.36	PHILLIPS	CHRISTINA	H. S. CLASSROOM TEACHERS	\$26,654.18	FIUMARA	SHERYL A.	BRYANTVILLE SPED ESP
\$57,528.16	DOIRON	JESSICA A.	H. S. CLASSROOM TEACHERS	\$26,513.25	SULLIVAN	JANET M	BRYANT EDUCATIONAL SUPPORT PRF
\$57,221.96	SILVA	STEVEN	BRYANTVILLE CUSTODIAL WAGES	\$26,388.34	VENUTO	KATHLEEN	PHS LIBRARY ESP
\$57,217.38	GILLIS-JANSSEN	MELANIE F.	M. S. CLASSROOM TEACHERS	\$26,260.90	MCKINNON	DONNA	NORTH SPED ESP
\$56,902.14	OSGOOD	ALLISON P.	BRYANTVILLE PSYCHOLOGIST	\$26,257.80	ALFANO	MICHELLE	PCMS SPED ESP
\$56,559.46	WALSH	ABIGAIL B.	H. S. CLASSROOM TEACHERS	\$26,215.39	CURRIER	RYAN D.	HOBOMOCK CUSTODIAL WAGES
\$55,617.40	GRINDLE	CAROL	BRYANTVILLE CLERICAL SALARIES	\$26,191.26	MACDONALD	LOU-ANN	CAFETERIA SUPPORT STAFF
\$54,931.39	BELLIVEAU	CHRISTINE L.	HOBOMOCK SPED. TEACHERS	\$26,088.25	SOLOMON	NANCY A	BRYANTVILLE SPED ESP

# School Employees 2014 Gross Wages

Gross Pay	Last Name	First Name	Department	Gross Pay	Last Name	First Name	Department
\$25,880.67	PARRELLA	PAMELA	PHS SPED ESP	\$11,177.95	BYRNE	FAITH L.	CAFETERIA SUPPORT STAFF
\$25,835.08	CODY	LUCINDA J.	CAFETERIA SUPPORT STAFF	\$11,170.00	NOONE	KATHLEEN	SUBSTITUTES
\$25,605.34	SMITH	TRACEY A.	BRYANTVILLE CLERICAL SALARIES	\$11,061.90	RIELS	KATHRYN	USE G271-2330
\$25,553.35	HURLEY	STEPHANIE	PHS EDUCATIONAL SUPPORT PROF	\$10,935.80	CORTEZ	MARIA A.	H. S. CLASSROOM TEACHERS
\$25,526.60	WEST	KIMBERLY	KINDERGARTEN PARAPROFESSIONAL	\$10,710.00	CARTER	PEGGY ANN	SUBSTITUTES
\$25,507.96	BODELL	ANN M.	CAFETERIA SUPPORT STAFF	\$10,630.00	GRINDLE	MICHELLE	SUBSTITUTES
\$25,216.57	MICHAUD	VALERIE	M. S. LIBRARY PARAS.	\$10,469.61	O'CONNOR	TONI-ANN	PHS EDUCATIONAL SUPPORT PROF
\$25,041.56	DUCHINI	DAWN	GRANT 240 ESP	\$10,462.95	MACCORMICK	CORINNE J.	CAFETERIA SUPPORT STAFF
\$24,708.87	DANICO	ELIZABETH A.	NORTH LIBRARY ESP	\$10,330.00	WAGNER-SMITH	KIMBERLY	SUBSTITUTES
\$24,653.00	MASSA	ERIN E.	H. S. CLASSROOM TEACHERS	\$10,200.00	GARDINER	PAUL	SUBSTITUTES
\$24,607.88	KULIK	PATRICIA M.	EXTENDED DAY ESP	\$10,192.55	TRAFTON	BETTY C	USE G271-2330
\$24,548.47	DEGAGNE	MICHAEL P.	HOBOMOCK SPED ESP	\$9,947.64	JORDAN	DIANNE	PHS LIBRARY ESP
\$24,353.00	ALABISO	ASHLEY A.	H. S. CLASSROOM TEACHERS	\$9,839.70	PARKER	NANCY	CAFETERIA SUPPORT STAFF
\$23,995.09	SAMUELSON	KIMBERLY A.	NORTH SPED ESP	\$9,811.25	PALOMBO	VALERIE	USE G271-2330
\$23,918.94	EAKINS	KATHRYN	PCMS SPED ESP	\$9,800.00	CUNHA	MAGGIE CATE	MS GUIDANCE PROF. SALS
\$23,853.99	HUNT	KERRIE	HOBOMOCK SPED ESP	\$9,202.22	MYERS	GARY	BRYANTVILLE CUSTODIAL WAGES
\$23,839.71	CARMICHAEL	ROBERTA	BRYANTVILLE SPED ESP	\$9,119.61	FREITAS	DONNA M.	PHS EDUCATIONAL SUPPORT PROF
\$23,839.39	BYRNE	MICHELLE A.	NORTH SPED ESP	\$9,080.00	SILVA	JENNA M.	BRYANTVILLE SPED. TEACHERS
\$23,424.80	PAGE	RICHARD E.	M.S. CUSTODIAL WAGES	\$8,840.00	HALL	JENNIFER	M.S. COACHES
\$23,246.53	JOHNSON	JENNIFER L.	NORTH CLERICAL SALARIES	\$8,651.00	SEWARD	WILLIAM C.	H. S. COACHES
\$23,232.17	JOHNSON	ROBYN M.	CAFETERIA SUPPORT STAFF	\$8,370.00	SORRENTO	MATTHEW V.	SUBSTITUTES
\$23,036.55	JACOBSEN	DEBORAH	HOBOMOCK LIBRARY ESP	\$8,350.00	JACOBS	MICHELLE C.	SUBSTITUTES
\$23,034.21	MEMORY	CATHERINE	Medicaid Revolving	\$8,050.00	DONOHUE	PETER J.	SUBSTITUTES
\$22,821.10	MCDONOUGH	LESLIE J.	M. S. CLASSROOM TEACHERS	\$7,980.00	ROBB	LORI M.	CAFETERIA SUPPORT STAFF
\$22,821.10	NEUMAN	VICTORIA R.	H. S. CLASSROOM TEACHERS	\$7,944.80	FABRICIUS	NICOLE P.	NORTH EDUCATIONAL SUPPORT PROF
\$22,342.85	MOORHEAD	PAULA	HOBOMOCK CLERICAL SALARIES	\$7,920.00	MESSNER	ALLISON M.	SUBSTITUTES
\$21,981.87	LaPLANTE	JENNIFER M.	HOBOMOCK SPED ESP	\$7,591.14	JACOBS	KELLY A.	CAFETERIA SUPPORT STAFF
\$21,919.61	DECASTRO	SHARON	NORTH SPED ESP	\$7,566.56	FRATTASIO	LISA	CAFETERIA SUPPORT
\$21,829.60	DRISCOLL	MARY M.	BRYANTVILLE SPED. TEACHERS	\$7,400.00	DOOLEY	GAIL M.	SUBSTITUTES
\$21,418.98	GERRITY	MICHAEL B.	PHS EDUCATIONAL SUPPORT PROF	\$7,250.00	CATANOSO	CHRISTIAN P.	SUBSTITUTES
\$20,533.01	McMAHON	SHAWN A.	HOBOMOCK SPED ESP	\$7,100.00	ROBINSON	DIANNE	SUBSTITUTES
\$20,501.76	SNOWDON	KATHRYN A.	MUSIC TEACHER	\$7,040.00	WHEELER	MICHAEL I.	SUBSTITUTES
\$20,285.30	GREGG	SARA E.	H. S. CLASSROOM TEACHERS	\$6,990.00	GELINAS	ALYSON G.	SUBSTITUTES
\$20,285.30	PONTERA	KELLY M.	BRYANTVILLE PSYCHOLOGIST	\$6,830.00	NUGENT	KATHERINE	SUBSTITUTES
\$19,974.35	BULGER	ELAINE	NORTH EDUCATIONAL SUPPORT PROF	\$6,785.00	TWARDZIK	KATELYN A.	SUBSTITUTES
\$19,973.82	MCRAE	NANCY R.	CAFETERIA SUPPORT STAFF	\$6,747.30	HANLEY	MICHAEL G.	SUBSTITUTE CUSTODIANS
\$19,825.44	DEVINE	BARBARA R.	BRYANTVILLE LIBRARY ESP	\$6,703.20	CICCONE	ANTHONY J.	SUBSTITUTE CUSTODIANS
\$19,789.37	PROSPER	ELEANOR	EXTENDED DAY ESP	\$6,600.00	SALK-COUGHLIN	NANCY	SUBSTITUTES
\$19,774.72	NICHOLS	DANIELLE	BRYANT EDUCATIONAL SUPPORT PRF	\$6,350.40	CROVO	DANA F.	SUBSTITUTE CUSTODIANS
\$19,509.32	WALSH	DENISE M.	CAFETERIA SUPPORT STAFF	\$6,120.32	HOWIE	JULIE A.	CAFETERIA SUPPORT
\$19,356.37	HEATH	DEBORAH	NORTH SPED ESP	\$6,062.50	CAPASSO	KATELYN B.	SUBSTITUTES
\$19,052.30	KIM	KATHY	MUSIC TEACHER	\$6,030.00	CROSS	NOEL D.	SUBSTITUTES
\$18,839.76	SMITH	TIFFANY A.	CAFETERIA SUPPORT STAFF	\$5,921.72	JONES	LORRAINE A.	CAFETERIA SUPPORT
\$18,613.25	AUFIERO	MAUREEN	BRYANTVILLE CLERICAL SALARIES	\$5,860.00	ALEXANDER	SCOTT E.	SUBSTITUTES
\$18,097.31	KILGALLON	KAREN	CAFETERIA SUPPORT STAFF	\$5,787.00	BODEN	JAMES A.	H. S. COACHES
\$17,892.59	ROBATZEK	ADRIENNE M.	NORTH EDUCATIONAL SUPPORT PROF	\$5,785.00	EWELL	JAMES	SUBSTITUTES
\$17,891.64	TRASK	LISA J.	CAFETERIA SUPPORT STAFF	\$5,785.00	REGAN	KEVIN W.	H. S. COACHES
\$17,482.65	WILMAN	LOUISE A.	HOBOMOCK SPED ESP	\$5,785.00	RODMAN	MATTHEW J.	H. S. COACHES
\$17,425.80	MURPHY	TAYLOR E.	H. S. CLASSROOM TEACHERS	\$5,673.00	BOSTWICK	DAVID A.	H. S. COACHES
\$17,147.52	GUINEY	MARY C.	HOBOMOCK SPED ESP	\$5,673.00	NOYES	BRIAN	H. S. COACHES
\$17,083.61	WOOD	ALEXANDRA E.	HOBOMOCK EDUCATIONAL SUPPORT	\$5,615.38	SLYS	JULIE B.	SUBSTITUTES
\$16,964.44	FREDERICKSON	LINDA	EXTENDED DAY ESP	\$5,589.60	REILLEY	MEGAN J.	JOB COACH
\$16,486.64	BORSARI	GREGORY D.	JOB COACH	\$5,213.80	DELECONIO	ELIZABETH R.	CAFETERIA SUPPORT
\$16,337.00	D'ONOFRIO	DAWN M.	H. S. COACHES	\$5,208.30	FERNANDES	MANUEL A.	H. S. COACHES
\$16,274.68	HENDERSON	DEBORAH	BRYANTVILLE CLERICAL SALARIES	\$5,077.01	FRIZZELL	DAWN M.	BUS DRIVER WAGES & OVERTIME
\$16,214.66	SMITH	DEBRA	CAFETERIA SUPPORT STAFF	\$4,985.80	GILLIS	JAYMES R.	NORTH CUSTODIAL WAGES
\$16,190.75	MERRITT	PATRICIA A.	CAFETERIA SUPPORT STAFF	\$4,909.80	ALFANO	MICHAEL	SUBSTITUTE CUSTODIANS
\$15,909.52	SLEKIS	STEPHANIE E.	GRANT 240 ESP	\$4,892.46	GEORGE	MELISSA J.	CAFETERIA SUPPORT STAFF
\$15,382.78	CUDDIHY	COREY M.	PCMS SPED ESP	\$4,802.46	MAHONEY	ANNETTE M.	CAFETERIA SUPPORT
\$15,183.30	CONNELL	AMY	BRYANT EDUCATIONAL SUPPORT PRF	\$4,800.00	TARBOX	GREGORY R.	SUBSTITUTES
\$14,550.00	NEWTON	NICOLE R.	SUBSTITUTES	\$4,750.14	DeANDRADE	JOSEPH	BUS DRIVER WAGES & OVERTIME
\$14,440.00	FLYNN	WILLIAM L.	H. S. COACHES	\$4,716.80	DOUGHERTY	LAUREN M.	240 GRANT SUPPORT STAFF
\$14,066.42	ADAMS	MAUREEN	CAFETERIA SUPPORT STAFF	\$4,538.75	SHEEHAN	JUDITH E.	SUBSTITUTES
\$14,042.30	SULLIVAN	ASHLEIGH E.	SUBSTITUTES	\$4,328.00	EROMIN	MICHAEL J.	H. S. COACHES
\$13,742.19	MCAULIFFE	JUDITH A.	CAFETERIA SUPPORT STAFF	\$4,328.00	NORTON	DANIEL C.	H. S. COACHES
\$13,630.00	HOFFMAN	TODD A.	SUBSTITUTES	\$4,300.00	JACOBSEN	AMY H.	SUBSTITUTES
\$13,550.08	HAMILL-O'NEIL	KERRIE L.	EXTENDED DAY ESP	\$4,281.08	LOVSTAD-FRANK	MONIKA	CAFETERIA SUPPORT
\$13,511.86	BURROWS	JANET	CAFETERIA SUPPORT STAFF	\$4,136.00	BROOKS	ROBERT F.	H. S. COACHES
\$13,457.80	HANNON	JUDITH K.	CAFETERIA SUPPORT STAFF	\$4,100.00	MCCUSKER	JOSEPH D.	SUBSTITUTES
\$13,426.14	MARTELL	CAROLYN E.	GRANT 240 ESP	\$4,040.00	MALLON	ROBERT	SUBSTITUTES
\$13,366.89	HOLMES	SHANNON	CAFETERIA SUPPORT STAFF	\$4,006.00	SCHIMMEL	CRISTINA M.	H. S. COACHES
\$13,152.27	HOWIE	PATRICE	CAFETERIA SUPPORT STAFF	\$3,863.08	GERLACH	ERIN O.	EXTENDED DAY ESP
\$12,988.52	MCCARTHY	BONNIE J.	HOBOMOCK SPED ESP	\$3,300.00	LEACH	MARGARET F.	SUBSTITUTES
\$12,420.00	HILL	CAROLYN B.	SUBSTITUTES	\$3,205.00	HANLEY	LAUREN	GRANT 240 ESP
\$12,346.39	MCKEOWN	KEVIN	HOBOMOCK SPED ESP	\$3,200.00	RINDINI	ALEXA M.	SUBSTITUTES
\$12,133.00	SUPPLE	ERIC	SUBSTITUTES	\$3,114.00	LOGAN	MORIAH L.	H. S. COACHES
\$12,060.00	REPPUCCI	MARY T.	SUBSTITUTES	\$3,053.00	LEARY	ROBERT L.	H. S. COACHES
\$12,033.84	CARLTON	KEVIN	H. S. CLASSROOM TEACHERS	\$3,053.00	LOGAN	MICHAEL	SUBSTITUTE CUSTODIANS
\$11,796.50	GALLINGER	JANICE M.	CAFETERIA SUPPORT STAFF	\$2,860.00	COHEN	RACHEL L.	H. S. COACHES
\$11,520.00	BLACKMORE	LEEANN	SUBSTITUTES	\$2,860.00	RUSSELL	EMILY J.	H. S. COACHES
\$11,400.98	DONLON	AUDRA E.	SUBSTITUTES	\$2,800.00	SZULAK	KEVIN J.	SUBSTITUTES

# School Employees 2014 Gross Wages

Gross Pay	Last Name	First Name	Department	Gross Pay	Last Name	First Name	Department
\$2,725.00	TUCKER	ANDREW S.	H. S. COACHES	\$920.00	RAFFERTY	MARY J.	SUBSTITUTES
\$2,640.00	FOWLE	GAIL M.	SUBSTITUTES	\$910.00	TWORIG	BRITTNEY N.	SUBSTITUTES
\$2,530.92	HOLMES	GAYLE M.	CAFETERIA SUPPORT	\$884.65	SCANLON	CARIN D.	SUBSTITUTES
\$2,509.96	HART	KAREN A.	CAFETERIA SUPPORT	\$860.80	CARAFONE	ALICIA E.	NORTH CUSTODIAL WAGES
\$2,460.00	HEBERT	CHRISTINE M.	SUBSTITUTES	\$840.00	CONCANNON	LINDSEY E.	SUBSTITUTES
\$2,450.00	RICHARDS	DELLA M.	SUBSTITUTES	\$758.41	MORRISETTE	JANE M.	EXTENDED DAY ENRICHMENT STAFF
\$2,220.00	DREW	NEAL D.	SUBSTITUTES	\$700.00	ABBAN	JULIE M.	SUBSTITUTES
\$2,220.00	RINALDI	GIANNA M.	SUBSTITUTES	\$700.00	BYRNE	TERESA E.	SUBSTITUTES
\$2,208.00	SCHAFER	ANDREA A.	H. S. COACHES	\$700.00	SPAUDLING	KATHERINE A.	SUBSTITUTES
\$2,208.00	WINTERS	KEVIN B.	H. S. COACHES	\$700.00	WENGRYN	CYNTHIA L.	SUBSTITUTES
\$2,207.00	RABBITT	JENNIFER A.	H. S. COACHES	\$630.00	COSGROVE	AMY L.	SUBSTITUTES
\$2,200.00	WANDELL	MARGARET A.	**USE 240-2320.Z	\$630.00	GOODMAN	ANDREW S.	SUBSTITUTES
\$2,100.00	RICHARDSON	CAROL S.	SUBSTITUTES	\$630.00	SMITH	DEIRDRE L.	SUBSTITUTES
\$2,062.50	HOGAN	THOMAS J.	EXTENDED DAY TEACHERS STIPENDS	\$602.60	GIZELIS	JULIE H.	CAFETERIA SUPPORT
\$2,031.84	PIXLER	GRACE A.	GRANT 240 ESP	\$560.00	FEDERICO	CAROL A	SUBSTITUTES
\$2,000.00	GREENE	JENNIFER A.	SUBSTITUTES	\$560.00	MUZYKA	HELEN	SUBSTITUTES
\$1,942.00	BAGORDO	GEORGINA E.	H. S. COACHES	\$490.00	FARRELL	ELIZABETH	SUBSTITUTES
\$1,904.00	HAEN	VANESSA F.	SUBSTITUTES	\$490.00	HARRINGTON	EMILY A.	SUBSTITUTES
\$1,904.00	CLAFLIN	BRIAN P.	H. S. COACHES	\$490.00	KULIK	TAYLOR E.	SUBSTITUTES
\$1,764.00	FARROW	ALAN C.	SUBSTITUTE CUSTODIANS	\$420.00	DEVINE	MICHAEL P.	SUBSTITUTES
\$1,750.00	COLLINS	BRIDGET E.	SUBSTITUTES	\$420.00	MANSFIELD	MOLLY E.	SUBSTITUTES
\$1,680.00	LAWSON	KELSEY E.	SUBSTITUTES	\$400.00	HICKIE	SUSAN J.	SUBSTITUTES
\$1,680.00	SHANNON	KAYLA D.	SUBSTITUTES	\$353.70	PELLAGRINI	LISA M.	CAFETERIA SUPPORT
\$1,620.00	FARRELL	JESSICA E.	SUBSTITUTES	\$350.00	BEIRD	ALLYSSA M.	SUBSTITUTES
\$1,598.63	ALLEN	CHRISTOPHER	SUBSTITUTE CUSTODIANS	\$350.00	CREHAN	MEGHAN K.	SUBSTITUTES
\$1,570.00	DONAHUE	KIRSTEN M.	SUBSTITUTES	\$350.00	McGROARTY	ANDREA L.	SUBSTITUTES
\$1,540.00	HEALEY	HELEN	SUBSTITUTES	\$303.92	LINN	JAMIE T.	CAFETERIA SUPPORT
\$1,528.80	NEWCOMB	PAUL R.	SUBSTITUTE CUSTODIANS	\$280.00	EOSUE	MELISSA E.	SUBSTITUTES
\$1,523.52	BULGER	LAUREN A.	SUBSTITUTES	\$210.00	GELINAS	RACHEL G.	SUBSTITUTES
\$1,515.24	JONES	KEVIN M.	GRANT 240 ESP	\$183.40	BLOCK	MADELINE J.	CAFETERIA SUPPORT
\$1,500.00	LAWLESS JR.	MICHAEL F.	SUBSTITUTE CUSTODIANS	\$172.92	KING	JAMES	CAFETERIA SUPPORT
\$1,490.40	SZOSTAK	JENNA L.	EXTENDED DAY PARA STIPENDS	\$140.00	BODDIE	REBECCA R.	SUBSTITUTES
\$1,470.00	ARENBERG	LINDA	SUBSTITUTES	\$140.00	DEMARCO	JACLYN G.	SUBSTITUTES
\$1,470.00	BROOKS	NANCY J.	SUBSTITUTES	\$140.00	GREEN	CHRIS	SUBSTITUTES
\$1,470.00	MURPHY	SUSAN E.	SUBSTITUTES	\$140.00	JOHNSON	TEREEN	SUBSTITUTES
\$1,300.00	GARRETT	MARTHA R.	SUBSTITUTES	\$140.00	KENNEDY	REBECCA A.	SUBSTITUTES
\$1,262.84	CONROY	KERRI M.	CAFETERIA SUPPORT	\$140.00	STEVENS	JESSIE L.	SUBSTITUTES
\$1,260.00	CLAWSON	ANDREA N.	SUBSTITUTES	\$117.60	PRAETSCH	RICHARD J.	SUBSTITUTE CUSTODIANS
\$1,190.00	JOHNDROW	ERIKA J.	SUBSTITUTES	\$100.00	FIGUEIREDO	KIMBERLY J.	SUBSTITUTES
\$1,180.00	LANDRY	NICHOLAS W.	SUBSTITUTES	\$100.00	GRANT	MAUREEN P.	SUBSTITUTES
\$1,120.00	LELYVELD	SUSAN	SUBSTITUTES	\$70.00	DONAHUE	MAURA E.	SUBSTITUTES
\$1,050.00	KAMINSKI	DONNA F.	SUBSTITUTES	\$70.00	GLASS	PETER H.	SUBSTITUTES
\$1,050.00	MANSFIELD	BONNIE L.	SUBSTITUTES	\$70.00	KEMP	LAURA A.	SUBSTITUTES
\$980.00	GENEREUX	WENDY J.	SUBSTITUTES	\$70.00	KILEY	TREVOR J.	SUBSTITUTES
\$980.00	MULKERN	LAUREN M.	SUBSTITUTES	\$70.00	PROVITOLA	DARLENE K.	SUBSTITUTES
\$980.00	VERNA	JOAN M.	SUBSTITUTES	\$36.68	WUOTILA	LYNNE M.	CAFETERIA SUPPORT

## **REGULAR MEETINGS OF TOWN DEPARTMENTS, BOARDS, COMMITTEES OR COMMISSIONS**

<u>Department</u>	<u>Day</u>	<u>Time</u>	<u>Place</u>	<u>Telephone</u>
Selectmen	Monday	7:00 P.M.	<b>TOWN HALL</b>	781-293-3844
Advisory Committee	Monday	7:30 P.M.	<b>TOWN HALL</b>	
Board of Assessors	Bi-monthly Mondays	5:30 P.M.	<b>TOWN HALL</b>	781-293-2393
Board of Health	2 <sup>nd</sup> & 4 <sup>th</sup> Monday	6:30 P.M.	<b>TOWN HALL</b>	781-293-2718
Building Department	Monday	7:00 P.M.	<b>TOWN HALL</b>	781-293-3864
Community Preservation Committee	2 <sup>nd</sup> & 4 <sup>th</sup> Thursday	7:30 P.M.	<b>TOWN HALL</b>	
Conservation Commission	Monday	7:30 P.M.	<b>TOWN HALL</b>	781-293-4674
Collector	Monday	5:00 P.M.	<b>TOWN HALL</b>	781-293-2671
DPW Commissioners	1 <sup>st</sup> and 3 <sup>rd</sup> Monday	5:30 P.M.	<b>71 GLENWOOD RD</b>	781-293-5620
Open Space Committee	2 <sup>nd</sup> & Last Tuesday	7:00 P.M.	<b>TOWN HALL</b>	781-293-4674
Planning Board	Monday	7:30 P.M.	<b>TOWN HALL</b>	781-294-4425
Treasurer	Monday	5:00 P.M.	<b>TOWN HALL</b>	781-293-3893
Town Clerk	Monday	5:00 P.M.	<b>TOWN HALL</b>	781-293-7211
Town Government Study Committee	3 <sup>rd</sup> Wednesday	7:00 P.M.	<b>TOWN HALL</b>	781-293-3844
Town Memorial Committee	1 <sup>st</sup> Wednesday	7:00 P.M.	<b>TOWN HALL</b>	
Veterans Agent	Monday	7:00 P.M.	<b>TOWN HALL</b>	781-293-4651
Zoning Board of Appeals	Bi-weekly Mondays	7:30 P.M.	<b>TOWN HALL</b>	781-293-3644
Cemetery Trustees	2 <sup>nd</sup> Tuesday	7:30 P.M.	<b>CENTER LIBRARY</b>	
Commission on Disabilities	3 <sup>rd</sup> Saturday	1:00 P.M.	<b>COMMUNITY CENTER</b>	781-293-9484
Council on Aging	2 <sup>nd</sup> and 4 <sup>th</sup> Tuesday	7:00 P.M.	<b>SENIOR CENTER</b>	781-294-8220
Energy Committee	2 <sup>nd</sup> Tuesday	6:30 P.M.	<b>CENTER LIBRARY</b>	
Historic District/Historic Commission	3 <sup>rd</sup> Thursday	7:30 P.M.	<b>BETHEL CHAPEL</b>	
Housing Authority	1 <sup>st</sup> Tuesday	7:00 P.M.	<b>KILCOMMONS DR</b>	781-293-3088
Library Trustees	2 <sup>nd</sup> Thursday	7:30 P.M.	<b>CENTER LIBRARY</b>	781-293-6771
Pembroke Drug Prevention Coalition	4 <sup>th</sup> Wednesday	6:00 P.M.	<b>CENTER LIBRARY</b>	
Pembroke School Committee	Bi-weekly Tuesdays	7:30 P.M.	<b>NO. PEMBROKE ELEM.</b>	781-829-1178
Recreation Commission	2nd Tuesday	7:00 P.M.	<b>COMMUNITY CENTER</b>	781-293-3249

**TOWN HALL HOURS: Monday from 8:30 am to 7:00 pm, Tuesday through Friday from 8:30 am to 4:30 pm**  
**TOWN WEB SITE: [www.pembroke-ma.gov](http://www.pembroke-ma.gov) SCHOOL WEBSITE: [www.pembrokek12.org](http://www.pembrokek12.org)**