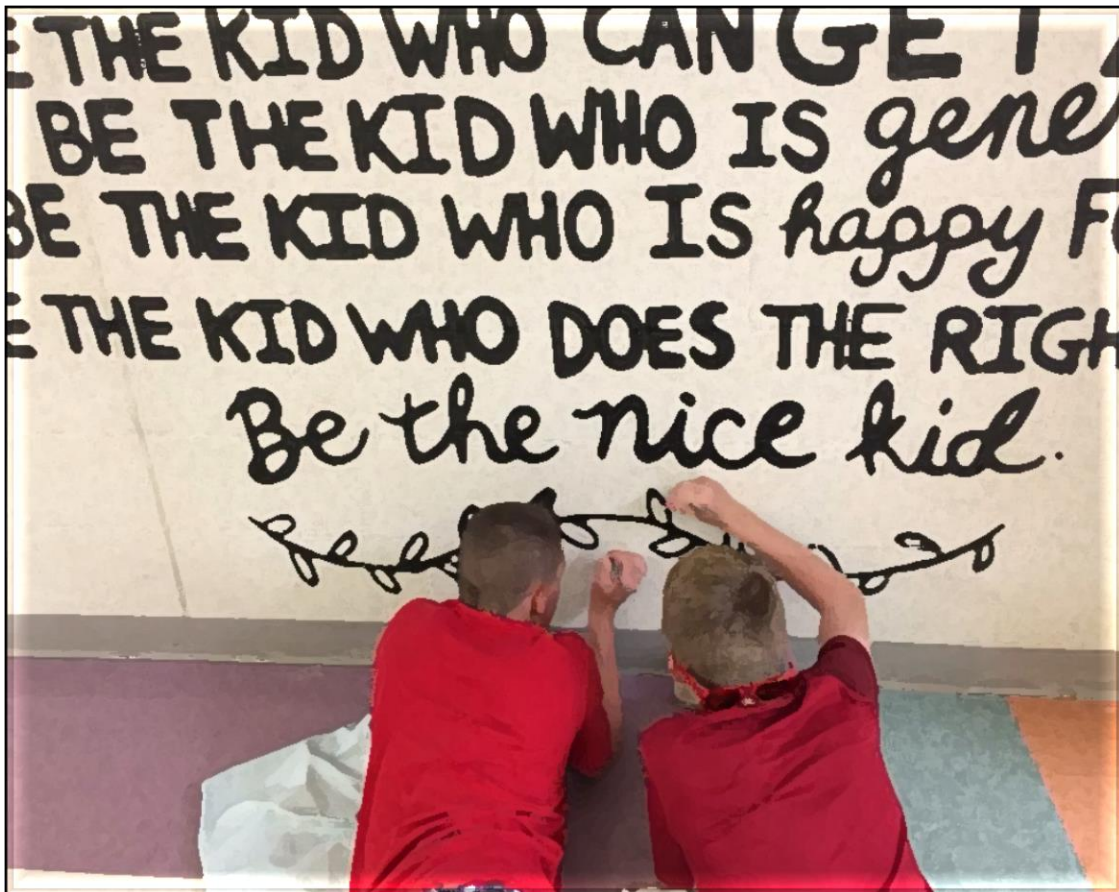


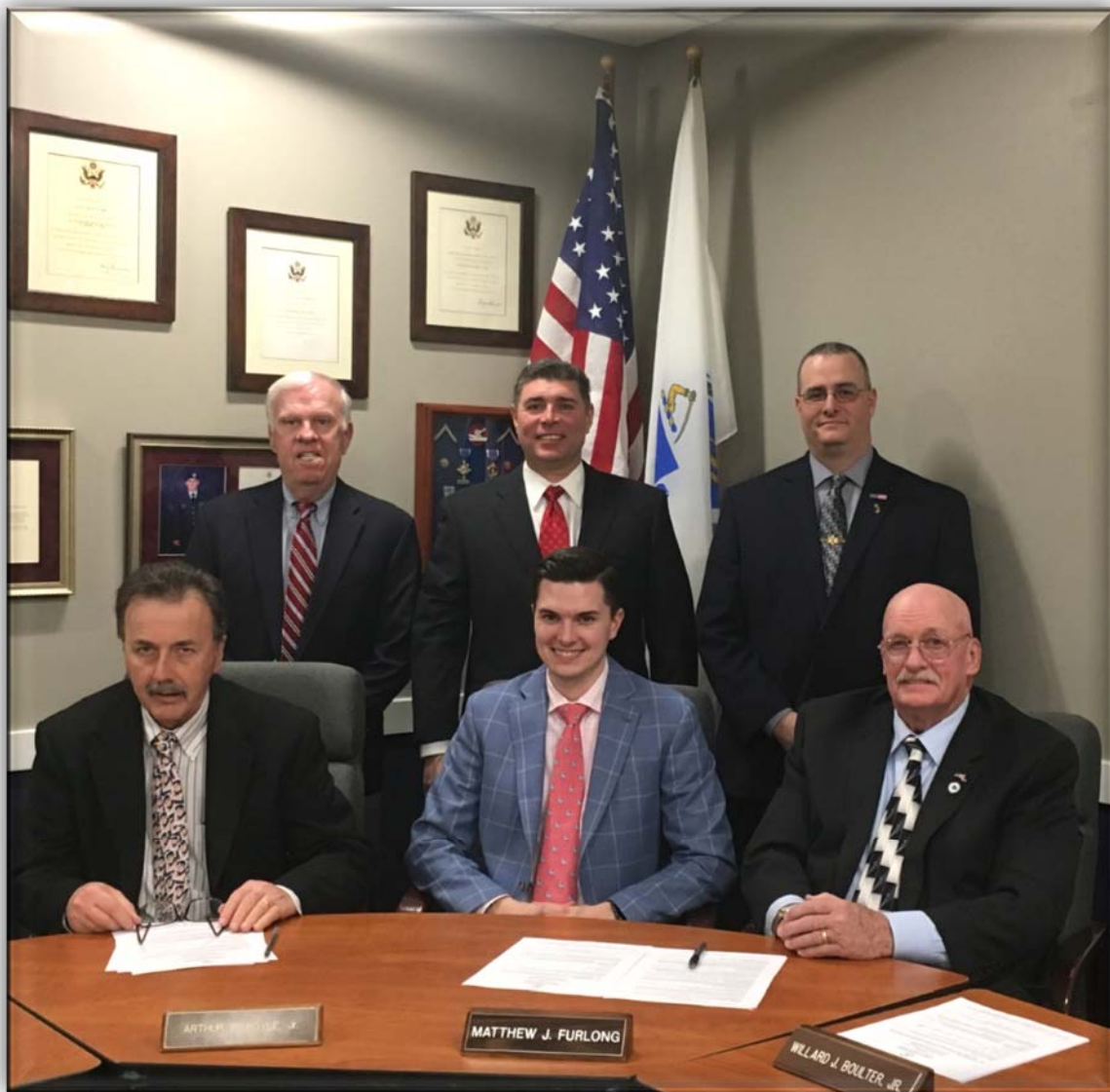
2018

TOWN OF PEMBROKE

ANNUAL REPORT

JANUARY 1, 2018 THROUGH DECEMBER 31, 2018





2018

PEMBROKE BOARD OF SELECTMEN

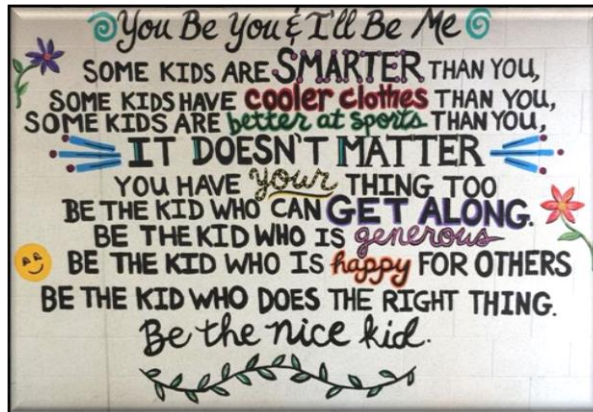
(From Left to Right)

Back Row: Edwin J. Thorne (Town Manager), Daniel W. Trabucco (Selectman), John G. Brown (Selectman)

Front Row: Arthur P. Boyle, Jr. (Vice-Chairman), Matthew J. Furlong (Chairman), Willard J. Boulter, Jr. (Clerk)

ANNUAL REPORTS OF THE TOWN OFFICERS

JANUARY 1, 2018 - DECEMBER 31, 2018



COVER PICTURE: Pembroke Community Middle School unveiled a new mural this September which was created by local artist and Pembroke parent, Jean Guerini. Jean proposed the idea to Principal Donna McGarrigle last year. She worked with a group of middle school students to create the mural with these powerful words that support a “kindness first” culture. “You be you and I’ll be me. Some kids are smarter than you, some kids have cooler clothes than you, some kids are better at sports than you, it doesn’t matter. You have your thing too. Be the kid who can get along. Be the kid who is generous. Be the kid who is happy for others. Be the kid who does the right thing. Be the nice kid.” She sketched the outline, and a series of two to three students at a time painted the colorful message on the wall. Jean’s daughter Bella was in eighth-grade at the time and wanted to do something creative with her classmates to commemorate her time at the middle school. Thank you to the following students who put their creativity into this beautiful message.

Abby Hudson
Aree Tam
Ashton Gabler
Jack White

Bella Guerini
Emily Boyle
Charlotte Littlefield
Anna DeCosta

Brooke Bonwitt
Lilly Stazny
Katie Gibbons
Hannah Kaplan

Photo Courtesy of Pembroke Public Schools, Communications Specialist Sharon Monteforte

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The Country Press, Inc.
Lakeville, MA**

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In Memoriam



Brian VanRiper

January 7, 1954 – April 20, 2018

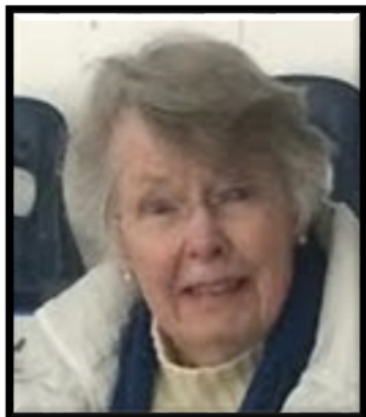
Pembroke Planning Board



Fred Doyle

November 5, 1926 – November 16,
2018

Retired Pembroke Police
Chief



Mary Ann Simons

October 5, 1942 – January 29, 2018

Art Teacher

In Memoriam



Joshua Smey

September 10, 1985 – September 2,
2018

Pembroke Housing Authority



Sandra Damon

May 26, 1936 – November 23, 2018

Pembroke Fire Department



Hilary Wilson

October 21, 1939 – May 5, 2018

Pembroke Selectman

In Memoriam



Josephine Hatch

November 5, 1926 – November 16,
2018

American Legion



James F. Crossley

September 21, 1931 – February 1, 2018

Deputy Chief Call Firefighter

TOWN OF PEMBOKE
INCORPORATED March 21, 1712

Ninth 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

Second Tuesday in May

SELECTMEN'S MEETING

Monday 7:00 to 9:00 PM

Population 2018 Town Census

19079

ANNUAL REPORT OF THE BOARD OF SELECTMEN

To the Citizens of the Town of Pembroke:

The Board of Selectmen is pleased to submit this 164th 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 2018. 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 Matthew J. Furlong, Vice-chairman Arthur P. Boyle, Jr., Clerk Willard J. Boulter, Selectman John G. Brown, Jr. and Selectman Daniel W. Trabucco. 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. On December 28, 2018, Governor Charles Baker signed An Act Establishing a Town Manager Form of Government which was passed at annual Town Meeting May 8, 2018, and the Selectmen wish to thank legislators Senator Viriato deMacedo and Representative Josh Cutler for their continued and diligent hard work in support of the residents of Pembroke.

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-four times and held special meetings twice in 2018. Some of the matters before the Board this year included the appointment of a new Council on Aging Director, the execution of a Community Compact with the Commonwealth, the adoption of the town's Housing Production Plan and American's with Disabilities Act Transition Plan.

In June the Selectmen voted to reorganize the staff of the Town Administrator and Board of Selectmen's office to realign the priorities of the department in a cost effective manner to achieve maximum value for the town. Selectmen's staff worked to evaluate all town buildings and properties to create the town's Self Evaluation and Grievance Plan in conjunction with the ADA Transition Plan, and the Selectmen's office submitted applications for the Municipal Improvement grant, Safe Routes to School grant, Massachusetts Cultural Council grant, Edwin Phillips grant, MassTrails grant (DCR), Municipal Small Bridge Program (MassDOT) grant, and is currently preparing a MassWorks grant application seeking partial funding for a proposed Community Center project.

The Selectmen's office provides support for many town offices and departments including Solid Waste and the Recycling Center, Animal Control, Department of Municipal Inspections, Emergency Management, Town Landing and ADA Coordination. The staff prepares and posts meeting notices, minutes, news, announcements, calendars and press releases and provides meeting coverage and other requested services for various boards and committees to ensure statute compliance and improve communication between the town and the residents at a fraction of the cost additional hours for staff based on increased demand for services would entail.

The Selectmen held over a dozen hearings and appointments this year to review the town's budget items and financial challenges facing the town, and sought and received funding to develop a Long Range Forecasting Model of Expenses and Revenues and a Long Range Capital Improvement Plan. The Selectmen met several times with the School Committee to review their budget and embarked on a joint budget subcommittee between the two boards in advance of FY20 budget process discussions. The Selectmen requested county data and analysis, resulting in an in depth presentation from Plymouth County Treasurer Tom O'Brien, Meketa Investment Group and Sherman Actuarial Services, LLC regarding the Plymouth County Retirement System costs and investments as well as future projections.

The Board accepted the Comcast Cable Negotiating Committee's recommendation and executed a ten year Cable Television Licensing Agreement with Comcast, supported the installation of a large sign, or a billboard, on Oak Street for community incentives, supported a citizen's petition article banning plastic bags and supported the Chamber of Commerce and Police Chief's opioid epidemic education sign campaign.

Additionally, the Selectmen thoughtfully deliberated and brought forward requests from residents to support an article before the legislation relative to health insurance for certain retirees in Pembroke, a declaration proclamation from the State House of December 28th, the 246th anniversary of the signing of the Pembroke Resolves being known as "Pembroke Resolves Day", and brought continuing education of health concerns forward by hosting educational offerings from the new Plymouth County Entomologist.

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. Library Director Deborah Wall deserves a sincere note of gratitude for her dedication and service in keeping the town website up to date. The website address is www.pembroke-ma.gov.

The Selectmen's office assisted the Energy Committee again this year as they continued to work with the Department of Energy Resources to secure additional funding through the Green Community Grant for energy efficiency projects in town, bringing in a \$292,000 award toward heating and lighting projects in several town and school buildings. 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 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 2018 were as follows:

<u>Number</u>	<u>Class of License or Permit</u>
14	Common Victualer All Alcoholic Beverages Licenses
2	Common Victualer Wine and Malt Beverage Licenses
5	Retail Package Sales of All Alcoholic Beverages Licenses
4	Retail Package Sales of Wine and Malt Beverages Licenses
2	Club All Alcoholic Beverages Licenses
1	General on Premises All Alcoholic Beverages License
1	Class I New Motor Vehicle Dealer License

<u>Number</u>	<u>Class of License or Permit</u>
22	Class II Auto Dealer Licenses
1	Taxi Cab Licensee
45	Common Victualer Licenses
11	Live Entertainment Licenses/ Special Events Permits
5	Amusement Device Licenses
3	Precious Metal Dealer Licenses
4	Sunday Entertainment Licenses
3	One Day Liquor Licenses
1	Mobile Food Vendor/Ice Cream Truck Permits
3	Temporary Trailer Permits
1	Underground Storage Tank Permit
22	Permits for Use: Town Land or Beaches
4	Permits for Use: Road Use Permits (Races)
3	Permits for Special Events
1	Farm Stand Permit
1	Door-to-Door Solicitation Permit

The Selectmen's office collected \$217,153.07 in revenue in 2018 through rents paid, licenses, permits, fees, antenna revenues, parking fines and other revenue sources.

Additionally, the Selectmen's office accepted one hundred and seventy-nine (179) recycled cell phones and shipped them to Cell Phones for Soldiers, making the total collected to date four hundred and eighty-one (481) phones. Cell Phones for Soldiers is a national nonprofit serving troops and veterans with free communication services and emergency funding; each donated phone is valued at \$5, providing two and a half hours of free talk time to deployed troops. The Town of Pembroke has thus far donated \$2,405 for troops serving overseas, representing 1,202 hours of connection for deployed troops, their friends and family.

PEMBROKE BOARD OF SELECTMEN

Matthew J. Furlong, Chairman

Arthur P. Boyle, Jr., Vice-Chairman

Willard J. Boulter, Jr., Clerk

John G. Brown, Jr., Selectman

Daniel W. Trabucco, Selectman

ANNUAL REPORT OF THE TOWN ADMINISTRATOR

I am pleased to submit my twenty first annual report as Town Administrator for the year 2018.

The year concluded with Governor Baker signing into law the Town Manager Special Act on December 21, 2018. The legislation was introduced into the State Legislature by Representative Josh Cutler, and Senator Vinny deMacedo, after Article 21 was passed at the May 8, 2018, Annual Town Meeting, authorizing the submittal of the special act. The transition into the new form of administration will begin in the early months of 2019.

Highway projects continued to play a major role in 2018, as the much anticipated 4 mile long Route 14 (Barker/Center Street) Corridor was completed in late 2018. Aside from the punch list components to be addressed in 2019, the project has been successfully completed. Another long awaited project, the Route 53/Pleasant Street traffic signal/intersection was awarded by MassDOT to PA Landers in the fall of 2018, and construction began soon after. Estimated time of construction is 18 months. Another welcome addition to the Town's infrastructure was the Hobomock Street sidewalk and resurfacing project. The completion provides safe passage for all citizens using the thoroughfare to access the Hobomock Skating Arena, as well as Pembroke High School and Hobomock Elementary School on Learning Lane.

On February 1, 2018, the Town welcomed Lt. Governor Karyn Polito to Town Hall, as she presented the Town with the Community Compact contract in a ceremony attended by state and local officials. As a result of the Town joining the Compact program, it was the recipient of several grants in 2018. In January, the Town received \$15,000 to conduct a Long Range Planning and Forecasting Model for budgetary and financial purposes. The Town contracted with UMASSBoston to complete the model with the assistance of the Town's financial team. In February, the Town received a \$10,000 grant to prepare an Americans with Disabilities Act Transition Plan for Town owned buildings and properties. The Town contracted with the engineering firm, Weston & Sampson to conduct the survey. In May, the Town was awarded \$5,000 to prepare a Capital Improvements Plan to assist the Town's budgetary process. Community Paradigm Associates was contracted to assist department heads in the completion of the document. Finally, also in May, the Town received \$119,700 in the Community Compact IT Grant Program to create a new computer system linking Town Government with the School Department.

In addition to receiving grants from the Compact program, the Town was also the recipient of several state budget earmarks thanks to the help of Representative Cutler (\$25,000 public safety equipment) and Senator deMacedo (\$100,000 Herring Run Park improvements). There were allocations to Pembroke in two bond bills. \$1 million was set aside for Furnace Pond Dredging in the Environmental Bond Bill, and \$3 million for the Community Center Downtown Project in the Economic Development Bond Bill. Both funds will need to be released by the Governor.

Special assistance was provided by the Old Colony Planning Council in Brockton, under their District Local Technical Assistance program. OCPC worked with the Town Administrator Office

and the Planning Board Assistant to prepare a very important Housing Production Plan. This will be an important tool as the Town recognizes the need for affordable housing for its residents.

The Town Administrator's office continued to work with School Department officials as the Administrator, along with department heads continue to provide outreach programs in the three elementary schools as well as the Middle School..

PACTV continued to be a source of disseminating information to the public on a variety of subjects on the TV show Pembroke Today. Whether acting as a host with such guests as the Fire and Police Chiefs, the Community Center Study Committee, or co-hosting the show with PACTV's Julie Thompson on a variety of subjects such as Annual and Special Town Meeting Warrants, Town Budget and Override Question, Street Paving Plan, and Surplus Property Auction.

The South Shore Managers Association continues to be an active organization meeting several times a year in Plymouth, Marshfield, and Carver, and welcoming in new members from Hanover, Marshfield, Hingham, Scituate, and Kingston.

As always, none of the activities, events and programs in 2018 would be possible without the cooperation of all elected and appointed town officials, employees and department heads. The Administrator's office lost two employees in 2018, but gained two new persons, Angela Sesito, Principal Clerk, and Brandon Gulnick, Administrative Assistant. My sincere appreciation to the Board of Selectmen for their support in 2018, and a special thank you to Sabrina Chilcott, Assistant to the Town Administrator, for her incredible hard work and commitment to the Town of Pembroke.

Edwin J. Thorne
Town Administrator

REPORT OF THE TOWN CLERK POPULATION STATISTICS

<i>YEAR</i>	<i>TYPE</i>	<i>NUMBER</i>	<i>YEAR</i>	<i>TYPE</i>	<i>NUMBER</i>
2018	Town Census	19,079			
2017	Town Census	19,004	1980	Federal Census	13,453
2016	Town Census	19,352	1979	Town Census	13,076
2015	Town Census	19,473	1978	Town Census	12,856
2014	Town Census	19,563	1977	Town Census	12,775
2013	Town Census	19,417	1975	State Census	12,374
2012	Town Census	19,265	1970	Federal Census	11,193
2011	Town Census	19,071	1965	State Census	7,708
2010	Town Census	18,892	1960	Federal Census	4,919
2009	Town Census	19,092	1955	State Census	3,833
2008	Town Census	18,834	1950	State Census	2,579
2007	Town Census	18,549	1945	State Census	1,821
2006	Town Census	18,520	1940	Federal Census	1,718
2005	Town Census	18,556	1935	State Census	1,621
2004	Town Census	18,270	1930	Federal Census	1,492
2003	Town Census	18,270	1925	State Census	1,480
2002	Town Census	18,016	1920	Federal Census	1,358
2001	Town Census	17,701	1910	Federal Census	1,336
2000	Town Census	17,425	1905	Federal Census	1,358
1999	Town Census	16,974	1900	State Census	1,240
1998	Town Census	16,415	1895	State Census	1,223
1997	Town Census	16,167	1890	Federal Census	1,320
1996	Town Census	15,726	1885	State Census	1,313
1995	Town Census	15,840	1880	Federal Census	1,405
1994	Town Census	15,479	1875	State Census	1,399
1993	Town Census	15,208	1870	Federal Census	1,447
1992	Town Census	15,110	1865	State Census	1,489
1991	Town Census	14,840	1860	Federal Census	1,524
1990	Town Census	14,704	1855	State Census	1,500
1989	Town Census	14,759	1850	Federal Census	1,388
1988	Town Census	14,612	1840	Federal Census	1,258
1987	Town Census	14,310	1830	Federal Census	1,325
1986	Town Census	13,864	1820	Federal Census	1,297
1985	State Census	13,847	1810	Federal Census	2,051
1984	Town Census	13,576	1800	Federal Census	1,943
1983	Town Census	13,510	1790	Federal Census	1,954
1982	Town Census	13,507	1776	Provincial Census	1,768
1981	Town Census	13,507	1765	Provincial Census	1,409

<u>ELECTED OFFICIALS</u>		
<u>Moderator</u>		One Year Term
Stephen C. Dodge		Term Expires 2019
<u>Selectmen</u>		Three Year Term
Matthew Furlong		Term Expires 2019
Willard J. Boulter, Jr.		Term Expires 2020
Arthur P. Boyle, Jr.		Term Expires 2020
John G. Brown, Jr.		Term Expires 2021
Daniel W. Trabucco		Term Expires 2021
<u>Assessor</u>		Three Year Term
Elaine Boidi		Term Expires 2019
Elizabeth Bates		Term Expires 2020
Mary E. Quill		Term Expires 2021
<u>Town Clerk</u>		Three Year Term
Margaret Struzik		Term Expires 2020
<u>Board of Health</u>		Three Year Term
Gail McSweeney		Term Expires 2019
Gary Fine		Term Expires 2020
Matthew Newman		Term Expires 2021
<u>Housing Authority</u>		Five Year Term
Carolyn Crossley		Term Expires 2019
Judith Parks		Term Expires 2020
Joshua Smey		Term Expires 2023
Vacant	Resident's Appointee	No term limit
James Muscato	State Appointee	No term limit
<u>Library Trustees</u>		Three Year Term
Mary Beth Courtwright		Term Expires 2019
Sean Fitzpatrick		Term Expires 2019
Marilyn Dionne		Term Expires 2020
Jillian Taylor		Term Expires 2020
Larissa Curley		Term Expires 2021
Carol Watches		Term Expires 2021
<u>Planning Board</u>		Five Year Term
Rebecca Coletta		Term Expires 2019
Brian VanRiper		Term Expires 2020
James Noone		Term Expires 2021
Daniel Taylor		Term Expires 2021
Andrew C. Wandell		Term Expires 2022
Thomas Irving		Term Expires 2022
Daniel Smith		Term Expires 2023

<u>Constable</u>		Three Year Term
Gary Fine		Term Expires 2019
Robert Digger Dorsey		Term Expires 2020
Arthur Boyle, Jr.		Term Expires 2021
<u>Pembroke School Committee</u>		Three Year Term
Patrick Chilcott		Term Expires 2019
David Boyle		Term Expires 2020
Suzanne Scroggins		Term Expires 2020
James Agnew		Term Expires 2021
Michael A. Tropeano		Term Expires 2021
<u>D.P.W. Commissioners</u>		Three Year Term
Paul Whitman		Term Expires 2019
Jason Federico		Term Expires 2020
Benjamin Bastianelli		Term Expires 2021

<u>APPOINTED OFFICIALS</u>		
<u>Advisory Committee</u>	Estab. ATM, 1934	Joint Appt: 3 Years
Stephen Curley		Term Expires 2019
Elizabeth Monks		Term Expires 2019
Linda A. Peterson		Term Expires 2019
Maria Karas		Term Expires 2020
Stephen M. Walsh		Term Expires 2020
Vacant		Term Expires 2020
Matthew Norton		Term Expires 2021
Kelly Seifert		Term Expires 2021
Vacant		Term Expires 2021
<u>Affordable Housing Committee</u>	Estab. BOS, 1987	No Term Limit
Carolyn Crossley	Vacant	Vacant
Vacant	Vacant	
Vacant	Vacant	
<u>Animal Control Officer</u>		One Year Term
William Hart		Term Expires 2019
<u>Board of Assessors</u>		
Catherine Salmon, Chief Assessor		
<u>Board of Health</u>		
Lisa Cullity, Health Agent	Animal Inspector	
<u>Capital Funding Study Comm.</u>	Estab. BOS, 2017	No Term Limits
Daniel W. Trabucco	Selectmen's Rep	
Stephen Walsh	Advisory Committee Rep	
Andrew Sullivan	Community Center Rep	
Benjamin Bastianelli, III	DPW Representative	
J. Michael Hill	Fire Dept. Representative	
Andrew Wandell	Planning Board Rep	
Richard Wall	Police Department Rep	
David Boyle	School Committee Rep	
Vacant	Member of the Public	
<u>Casino Task Force</u>		Three Year Term
Daniel W. Trabucco, Sel. Rep.		Term Expires 2021
<u>Cemetery Trustees</u>	Estab. ATM, 1975	No Term Limits
Stephen C. Dodge	Carol Ferguson	Vacant
<u>Central Plymouth County Water District Advisory Board</u>		Three Year Term
Willard J. Boulter, Jr.		Term Expires 2021

<u>Commission on Disabilities</u>	Estab. ATM, 1990	Three Year Term
Anthony Nunes		Term Expires 2019
Daniel Robinson		Term Expires 2019
Darren MacDonald		Term Expires 2020
Angela Sestito		Term Expires 2020
Thomas Weinreich		Term Expires 2021
Andrew Freeman		Term Expires 2021
Michelle O'Connor		Term Expires 2021
Brandon Gulnick, ADA Coordinator		
<u>Community Center Task Force</u>	Estab. BOS, 2017	No Term Limits
Andrew Sullivan	Michael Guimares	Daniel Trabucco
Ralph Cappola	Michelle Burt	Andrew Wandell
Kyle Harney		
<u>Community Preservation Comm.</u>	Estab. ATM, 2006	Three Year Term
Andrew Wandell	Planning Board	Term Expires 2019
Stephen Hermann	Historical Commission	Term Expires 2019
Robert Clarke	Conservation Comm	Term Expires 2019
Vacant	Open Space Committee	Term Expires 2019
Lisa Cullity	Selectmen's Appointee	Term Expires 2020
Daniel Pelletier	Selectmen's Appointee	Term Expires 2020
Carolyn Crossley	Housing Authority	Term Expires 2021
Paul Whitman	DPW Commission	Term Expires 2021
Corey Pento	Recreation Commission	Term Expires 2021
<u>Conservation Commission</u>	Estab. ATM, 1961	Three Year Term
Robert Clarke, Conservation Agent		Term Expires 2019
Scott Glauben		Term Expires 2019
Sandra Simon		Term Expires 2019
Gino Fellini		Term Expires 2020
Arthur Egerton		Term Expires 2020
Richard Madden		Term Expires 2021
Mark Sotir		Term Expires 2021
<u>Council on Aging</u>	Estab. ATM, 1975	Three Year Term
Pamela Blades	(nine members 2018)	Term Expires 2019
Karee Bohman		Term Expires 2019
Vacant		Term Expires 2019
Linda Osborne		Term Expires 2020
John Melchin		Term Expires 2020
Marilyn Christmann		Term Expires 2020
Joseph Ryan		Term Expires 2021
Sue Ellen Hewitt		Term Expires 2021
James Kinkade		Term Expires 2021
COA Associate Members:	Mary Lopes	
Ruth Ingalls	Janet O' Melia	Linda Robbins Porazzo
Susan Shea, COA Dir	John Sullivan	Rhonda Vickery

<u>Rep, Old Colony Elderly Services</u>		One Year Term
Susan Shea, Delegate		Term Expires 2019
<u>Cultural Council</u>	May Serve 2 Terms	Three Year Term
Linda McCollum	First Term	Term Expires 2019
Carol Watches	Second Term	Term Expires 2019
Martha Scott	First Term	Term Expires 2020
Lydia Hale	First Term	Term Expires 2021
Kyle Harney	Second Term	Term Expires 2021
<u>Drainage Commission</u>	Estab. ATM, 1976	Joint Appt: 3 yrs
Ben Bastianelli		Term Expires 2019
Vacant		Term Expires 2019
Vacant		Term Expires 2020
Paul Whitman		Term Expires 2020
Vacant		Term Expires 2021
<u>Emergency Management Co-Directors</u>		One Year Term
Richard Wall		Term Expires 2021
Michael Hill		Term Expires 2021
<u>Energy Committee</u>	Estab. BOS, 2007	No Term Limits
Nick Zechello, Jr.	Ann Marie Stanton	Richard Jones
Deborah Wall	Dick White	Lisa Karol
Bill Harmon	Donal Anderson	Sarah Fredrickson
<u>Fire Chief & Forest Warden</u>		
J. Michael Hill, Fire Chief		
<u>Fiscal Planning/Management (Cash Management Comm)</u>	Estab. BOS, 1993	
School Superintendent	Erin Sullivan Obey	
School Committee Member	Patrick Chilcott	
School Committee Member	Michael Tropeano	
Town Treasurer/Collector	Kathleen McCarthy	
Town Accountant	Michael Buckley	
Chief Assessor	Catherine Salmon	
Assessor	Elizabeth Bates	
Selectman	Willard J. Boulter, Jr.	
Selectman	Arthur P. Boyle, Jr.	
Selectman	John G. Brown, Jr.	
Selectman	Daniel W. Trabucco	
Selectman	Matthew Furlong	
Advisory Committee Member	Linda A. Peterson	
Advisory Committee Member	Stephen Curley	

<u>Gas Inspector</u>		Three Year Term
Gary Young		Term Expires 2020
Bill Stewart, Alternate		Term Expires 2020
<u>GATRA</u>		No Term Limits
Joseph Ryan	Vacant, Alternate	
<u>Herring Fisheries Commission</u>	Estab. ATM, 1858	Three Year Term
Willard J. Boulter Jr.		Term Expires 2019
Rick Madden		Term Expires 2019
Matthew Queenan		Term Expires 2019
Arthur Egerton		Term Expires 2020
Kyle Stenstrom		Term Expires 2020
Brendan Mosher, alternate		Term Expires 2020
Gino Fellini		Term Expires 2021
Mark Amorello, Superintendent		Term Expires 2021
Joshua Rosario, alternate		Term Expires 2021
<u>Historic District Commission</u>	Estab. ATM, 1974	Three Year Term
David Mallen		Term Expires 2019
Stephen Hermann		Term Expires 2019
Laura DeYoung		Term Expires 2020
Linda Osborne		Term Expires 2020
Elizabeth Bates		Term Expires 2021
Kyle Harney		Term Expires 2021
Miles Prescott		Term Expires 2021
<u>Insect Pest Control Supt.</u>		Three Year Term
Vacant		Term Expires 2019
<u>Inspector of Buildings/Zoning Enforcement Officer</u>		Three Year Term
George H. Verry		Term Expires 2020
<u>Inspector of Buildings, Alternates</u>		Three Year Term
Anthony Marino		Term Expires 2020
Joseph S. Stack		Term Expires 2020
<u>MAPC Representative</u>		Three Year Term
Vacant		Term Expires 2019
Vacant, Alternate		Term Expires 2019
<u>MBTA Advisory Board</u>		One Year Term
William Cullity, Jr.		Term Expires 2021
<u>North River Commission</u>		Three Year Term
Willard J. Boulter, Jr., Rep.		Term Expires 2021
Andrew Sullivan, Alternate		Term Expires 2021

<u>Old Colony Planning Council</u>	Joined ATM, 1969	Three Year Term
Daniel W. Trabucco, Representative		Term Expires 2020
Daniel Taylor, Alternate		Term Expires 2020
<u>Old Colony Planning Council Joint Transportation Committee</u>		Three Year Term
Eugene Fulmine, Jr., Representative		Term Expires 2020
<u>Open Space Committee</u>	Estab. ATM, 1996	No Term Limits
Linda McCollum	Michael McDonough	Denise Moraski
Vacant	Patricia Lynch	James Gallagher, III
Robert Clarke, Conservation Liaison		
<u>Plumbing Inspector</u>		Three Year Term
Gary Young		Term Expires 2020
Bill Stewart, Alternate		Term Expires 2020
<u>Plymouth County Advisory Board</u>		One Year Term
Matthew J. Furlong		Term Expires 2019
<u>Police Department</u>		
Richard Wall, Police Chief		
<u>Recreation Commission</u>	Estab. ATM, 1961	Three Year Term
Kristine Cullinane		Term Expires 2019
Rachel Quinlan		Term Expires 2019
Bryan Phillips		Term Expires 2019
Ginger Comeau		Term Expires 2020
Timothy Folan		Term Expires 2020
Corey Pento		Term Expires 2020
Jennifer Skinner		Term Expires 2021
Vacant		Term Expires 2021
Eric Hurt		Term Expires 2021
Susan Roche, Director		
<u>Recycling Committee</u>	Estab. ATM, 2010	Three Year Term
Vacant		Term Expires 2019
Vacant		Term Expires 2019
Lisa Cullity		Term Expires 2020
Vacant		Term Expires 2020
Vacant		Term Expires 2020
Ben Bastianelli III		Term Expires 2021
Vacant		Term Expires 2021
<u>Registrars, Board of</u>		Three Year Term
Virginia Wandell		Term Expires 2019
Vacant		Term Expires 2020
Vacant		Term Expires 2021

<u>Sealer of Weights & Measures</u>		One Year Term
Joseph Suppa		Term Expires 2020
<u>Sign Bylaw Review Committee</u>	Estab. BOS, 2013	No Term Limits
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	
<u>S.S. Community Action Council</u>		One Year Term
Linda Osborne, Selectmen's Rep		Term Expires 2019
<u>Town Accountant</u>		
J. Michael Buckley, Jr.		Contract until 2019
<u>Town Administrator</u>		
Edwin J. Thorne		Contract until 2020
<u>Town Clock Winder</u>		One Year Term
Robert Hynes		Term Expires 2019
<u>Town Collector/Treasurer</u>		
Kathleen McCarthy		
<u>Town Counsel</u>		One Year Term
Kopelman & Paige, P.C.		Term Expires 2019
<u>Town Government Study Committee</u>	Estab. BOS, 2014	No Term Limits
Timothy Brennan	Scott Wilson	Andrew Sullivan
John Duggan	Daniel Trabucco	Vacant
Vacant		
<u>Town Landing Committee</u>	Estab. ATM, 1949	Three Year Term
David R. Boyle		Term Expires 2019
Patricia Merritt		Term Expires 2019
Faith Byrne		Term Expires 2020
Marc Gallagher		Term Expires 2021
Emily Norman		Term Expires 2021
Amy Hill, Water Safety Director		
<u>Town Memorial Committee</u>	Estab. ATM, 1987	No Term Limits
Linda Osborne, Chairman	George Bent	Josephine Hatch
Don Kernan, American Legion	Frank E. Costa Sr., VFW	Julie Caruso
Mark Moneypenny	Kathleen A. Keegan	Andy Pongratz
Michael Hurney	Gwen Chapman	David McPhillips
Anna Nicklas, American Legion Aux	Robin Kernan, Veterans Agent	

<u>Veterans' Agent</u>		One Year Term
Robin R. Kernan		Term Expires 2019
<u>Veterans' Neglected Graves Officers</u>		One Year Term
Edward R. Bursaw		Term Expires 2019
Andrew Pongratz		Term Expires 2019
<u>Wage & Personnel Board</u>		Three Year Term
Vacant		Term Expires 2019
Vacant		Term Expires 2020
Vacant		Term Expires 2021
<u>Wiring Inspector</u>		Three Year Term
Nicholas Zechello		Term Expires 2020
Kenneth Twigg, Assistant Alternate		Term Expires 2020
<u>Zoning Board of Bldg Law Appeals</u>		Three Year Term
James L. Gallagher, II		Term Expires 2019
Frederick C. Casavant, IV		Term Expires 2020
Christine Griffin		Term Expires 2021
William Cullity, Jr., Alternate		Term Expires 2019
Linda MacDonald, Alternate		Term Expires 2020
Michael Fay, Alternate		Term Expires 2021



TOWN OF PEMBROKE

**ANNUAL TOWN MEETING WARRANT
TUESDAY MAY 8, 2018**

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 EIGHTH DAY OF MAY 2018
AT SEVEN O'CLOCK IN THE EVENING**

then and there to act on the following articles: ARTICLES 1 – 26

Moderator Steven C Dodge called the Annual Town Meeting to order at 7:15 P.M. at the Pembroke High School, Learning Lane Pembroke MA on May 8, 2018, pursuant to a warrant under the hands of the Selectmen Chair Willard J Boulter, Vice-Chair Matthew Furlong., Clerk Lewis W. Stone, Selectmen Daniel W Trabucco and Arthur P Boyle Jr. Checkers appointed by the Town Clerk were Stacey Curtin, Stephanie Callanan, Mary Quill, Elise Desmond and Mary Teevens who reported 239 voters in attendance. Tellers Sworn in by the Moderator were Lisa Cullity, Patricia Clauss, Judy Graham, Mary Hill, and Gail Sim.

Moderator Stephen Dodge led the body in the Pledge of Allegiance and asked for a moment of silence for Janet Ford, Linda Mulkern, Paul Trostel, and Mary Ann Simmons, each of these residents will be remembered for the kindness and friendship they shared with this community. Andrew Wandell honored Brian VanRiper for his dedication to the town thru his many years on the Community Preservation Committee. Selectmen Lewis Stone shared memories of Selectmen Hillary Wilson who passed away over the weekend.

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 S. Cutler, State Representative
 Dave Antone, PAC TV
 Ken McCormick, Deputy Chief
 Erin Obey, Superintendent
 Marybeth Burst, Assistant Superintendent
 Susan Roche, Recreation Director
 Ken Corti, Lions Club
 Susan Shea, COA Director
 Matthew Hines, Planning Board Secretary
 Brandon Gulnich, Selectmen's Office
 Ryan Antoniotti
 Amanda Warner
 Sophie Koplovsky
 Adam Silva, Newspaper
 Robin, Chen Newspaper
 Mimi Walker WATD
 Ben Alexander PAC TV
 Paul Menard PAC TV

ARTICLE	ACTION	ARTICLE	ACTION	ARTICLE	ACTION	ARTICLE	ACTION	ARTICLE	ACTION
1	*3-1	9	*3-3	17	4	24B	17	24J	17
2	1	10	5	18	14	24C	17	25	6
3	2	11	7	19	10	24D	17	26	*3-5
4	21	12	18	20	8	24E	17		
5	9	13	19	21	20	24F	17		
6	*3-2	14	15	22	11	24G	17		
7	12	15	16	23	*3-4	24H	17		
8	13	16	22	24A	17	24I	17		

**consent agenda*

ARTICLE 1 : ACTION *3-1: To hear and act on the Reports of the Town Officers and Committees, or take any action relative thereto.

Move in the Consent Agenda by the Town Moderator to accept the reports of the Town Officers, Boards, Committees and Commissions.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 2: ACTION 1: To see if the Town will vote to amend schedules A, B and C 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.

Move by Stephen Curley that the Town vote to amend schedules A, B, C and D of the Classification and Compensation By-laws according to the schedules listed and printed in Appendix D of this warrant and to raise and appropriate from taxation the sum of \$40,000 to fund the changes; and further authorize the Town Accountant to allocate the funds to the appropriate budget items voted under Article 3 of this meeting

AMENDMENT 1

Move by Town Accountant Michael Buckley that the Town vote to increase the amounts listed under the “Proposed” column for SC-13, Council on Aging Van Drivers, by \$1 for each step.

SECONDED AND SO MOVED

MAJORITY

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, as shown in Appendix A, or take any action relative thereto.

Move by Linda Peterson that the Town vote to appropriate the sum of \$63,179,460 to fund the operating expenses of the Town for the Fiscal Year 2019 as listed under Appendix A of this warrant, column headed “2019 Town Admin” (adding thereto the additional “Contingency” amounts as voted, which \$708,000 is contingent upon affirmative action by the voters of the Town on the ballot question to allow the Town to assess an additional \$708,000 in real estate and personal property taxes), and to fund this appropriation, raise and appropriate from taxation the sum of \$61,534,741 and transfer the following sums:

Free Cash	\$500,000
Silver Lake Escrow Fund	\$ 98,000
Ambulance Fund	\$610,750
Septic Betterment Program	\$ 93,360
Cemetery Funds	\$ 26,307
Recreation Revolving	\$ 11,850
Council on Aging Transportation Fund	\$ 70,000
School Construction Surplus	\$127,452
School Athletic Funds	\$107,000

SECONDED AND SO MOVED

MAJORITY

ARTICLE 4: ACTION 21: To see if the town will vote to raise and appropriate or transfer from available funds a sum of money to operate the Water Enterprise Fund as shown in Appendix B, or take any other action relative thereto.

Moved by James McCollum that the Town vote to appropriate the sum of \$2,041,138 from water revenue to fund the FY19 Water Enterprise Fund as shown in Appendix B of this Warrant.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 5: ACTION 9: To see if the town will vote to raise and appropriate or transfer from available funds a sum of money to operate the Solid Waste Enterprise Fund as shown in Appendix C, or take any other action relative thereto.

Submitted by the Town Administrator

Move by Elizabeth Monks that the Town vote to appropriate the sum of \$1,725,633 from Solid Waste Revenue to fund the FY19 Solid Waste Enterprise Fund as shown in Appendix C of this Warrant.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 6: ACTION *3-2 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.

Move in the Consent Agenda by the Town Moderator that Town 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.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 7: ACTION 12: To see if the Town will vote to amend the Town of Pembroke General By-laws, by adding a new Article X-A to establish and authorize revolving funds for use by certain Town departments, boards, committees, agencies or officers under Massachusetts General Laws Chapter 44, §53E½, and add this section to the table of contents, or take any other action relative thereto.

ARTICLE X-A
DEPARTMENTAL REVOLVING FUNDS

SECTION 1.

SECTION 2.

SECTION 3.

SECTION 4.

SECTION 5.

Submitted by the Board of Health, Conservation Commission, Council on Aging, D.P.W., Historical District Commission, Library Trustees, Police Department, Recreation Commission and Town Landing Committee.

Move by Maria Karas that the Town amend the General Bylaws, as most recently amended, by inserting a new Article X–A, Departmental Revolving Funds, Sections 1 through 5, as printed in the 2018 Annual Town Meeting warrant.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 8: ACTION 13: To see if the Town will vote to set the FY19 spending limits on the Revolving Fund set forth in Article X-A of the Town of Pembroke General By-laws in accordance with Massachusetts General Laws Chapter 44, § 53E½ as follows, or take any other action relative thereto.

<u>Revolving Fund</u>	<u>Limit on Spending</u>
Library	\$25,000
Town Landing	\$25,000
Conservation 1	\$15,000
Conservation 2	\$30,000
Treasurer/Collector	\$50,000
DPW – Cemetery	\$10,000
DPW - Tree	\$20,000
Conservation 3	\$20,000
Council on Aging 1	\$110,000
Board of Health	\$5,000
Historical District	\$3,000
Commission	
Recreation Commission	\$50,000
Council On Aging 2	\$20,000
Police Department	\$20,000

Submitted by the Board of Health, Conservation Commission, Council on Aging, D.P.W., Historical District Commission, Library Trustees, Police Department, Recreation Commission and Town Landing Committee.

Move by John Brown that the Town vote to authorize FY19 spending limits on the revolving accounts pursuant to Massachusetts General Laws, Chapter 44, Section 53E½ as printed in Article 8 of the Annual Town Meeting warrant.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 9: ACTION *3-3 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.

Moved in the Consent Agenda by the Town Moderator that the Town vote to authorize the Board of Selectmen to enter into contracts with the Massachusetts Department of Transportation for the construction and maintenance of public highways for the ensuing year.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 10: ACTION 5: To see if the Town will vote to authorize the Board of Selectmen to approve an agreement for payment in lieu of taxes (PILOT Agreement), as negotiated by the Town Administrator, between the Town and Brigham and Women’s Physician’s Organization (“BWPO”), or its successors or assigns, for real and/or personal property attributable to the medical officer building/facility to be located on an approximately 3.98 acre portion of the land

known as and numbered 15 Corporate Park Drive, and recorded with the Plymouth County District Registry of Deeds in Book 62, Page 142/143, for such term of years, and on such terms and conditions, as the Board of Selectmen deems in the best interests of the Town, and further to authorize the Board of Selectmen and Town Administrator to take such actions as may be necessary under State law to effectuate the vote taken hereunder, or take any action relative thereto.

Moved by Stephen Walsh that the Town authorize the Board of Selectmen to approve an agreement for payment in lieu of taxes (PILOT Agreement), as negotiated by the Town Administrator, between the Town and Brigham and Women's Physician's Organization ("BWPO"), or its successors or assigns, for real and/or personal property attributable to the medical officer building/facility to be located on an approximately 3.98 acre portion of the land known as and numbered 15 Corporate Park Drive, and recorded with the Plymouth County District Registry of Deeds in Book 62, Page 142/143, for such term of years, and on such terms and conditions, as the Board of Selectmen deems in the best interests of the Town, and further to authorize the Board of Selectmen and Town Administrator to take such actions as may be necessary under State law to effectuate the vote taken hereunder.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 11: ACTION 7: To see if the Town will vote to accept the provisions of G.L. Chapter 59, Section 5, Clause 54, exempting personal property from taxation if less than an amount not in excess of \$10,000, as established by Town Meeting; and further, by establishing such minimum value of personal property subject to taxation as \$10,000.00, beginning in FY19, or take any other action relative thereto.

Moved by Stephen Curley that the Town accept the provisions of G.L. Chapter 59, Section 5, Clause 54, exempting personal property from taxation if less than an amount not in excess of \$10,000, as established by Town Meeting; and further, by establishing such minimum value of personal property subject to taxation as \$10,000, beginning in FY19.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 12: ACTION 18: To see if the Town will vote to amend the General By-Laws: Article X – Advisory Committee by revising two sections of the By-Laws as follows:

Section 1 – Paragraph 2

Current Language

“Such Committee shall consist of (9) members, voters of the town and shall serve without compensation.”

Proposed Language

Such committee shall consist of **no more than nine (9) but no less than four (4) appointed members, voters of the town and shall serve without compensation.**

Section 1 – Paragraph 7

Current Language

A majority of the members of the Advisory Committee shall constitute a quorum thereof.

Proposed Language

A majority of the **sitting** members of the Advisory Committee shall constitute a quorum thereof.

Moved by Linda Peterson that the Town amend the General Bylaws, as most recently amended, by revising Article X, Advisory Committee, Section 1, paragraphs 1 and 7, as printed in the 2018 Annual Town Meeting warrant.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 13: ACTION 19: To see if the Town will vote to raise and appropriate and/or transfer from available funds, the sum of \$5,000 to contract with the South Shore Community Action Council to provide services to residents of the Town, or take any other action relative thereto.

Move by James McCollum that the Town appropriate from taxation the sum of \$5,000 to contract with the South Shore Community Action Council to provide services to residents of the Town.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 14: ACTION 15: To see if the Town will vote to authorize the Recreation Department to hire (1) part-time Senior Clerk, or take any other action relative thereto.

Moved by Matthew Norton that the Town authorize the Recreation Department to hire 1 part-time Senior Clerk.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 15: ACTION 16: To see if the town will vote to amend Schedule C, Classification and Compensation By-law by upgrading the position of Generalist Reference Librarian, Schedule SC-31 to SA-32 at the rate of:

Step 1: \$46,508	2 nd Step: \$50,993	3 rd Step: \$55,575
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and raise and appropriate a sum of \$28,265 to be added to the amount voted under the Library Personal Services in the annual town meeting budget or take any action relative thereto.

Moved by Deborah Wall that the Town vote to amend Schedule C of the Classification and Compensation By-law by upgrading the position of Generalist Reference Librarian to a new grade of SC-32, with the following steps:

Minimum	Second	Maximum
\$46,508	\$50,993	\$55,575

Amendment from Deborah Wall change raise and appropriate to transfer from free cash the sum of \$28,265 to be added to the amounts voted under Library Wages and Salaries under Article 3 of this meeting.

A standing counted vote was taken with the following result: Yes 65 No 75

SECONDED AND SO MOVED

LOST

ARTICLE 16: ACTION 22: To see if the Town will vote to authorize the hiring and outfitting two (2) Firefighter/Paramedics and further, to raise and appropriate or transfer from available funds the sum of \$ 204,000 to fund said positions, or take any action relative thereto.

Move to authorize the hiring of two additional Firefighter/Paramedics.

(ONLY IF CONTINGENCY BUDGET FAILS IN ARTICLE 3)

ALTERNATE MOTION FOR ARTICLE 16

MAJORITY VOTE

Motion by Chief J. Michael Hill

Moved by Michael J. Hill that \$204,000 is appropriated from taxation to hire and outfit two Firefighter/Paramedics provided, however, that this appropriation shall be contingent upon the passage of a "Proposition 2 ½" ballot question for a levy limit override as provided in MGL c.59 §21C(g).

SECONDED AND SO MOVED

MAJORITY

ARTICLE 17: ACTION 4: To see if the Town will vote to authorize the hiring of two (2) Police Officers and further, to raise and appropriate or transfer from available funds the sum of \$ 155,500 to fund said positions, or take any other action relative thereto.

Move to authorize the hiring of two additional Police Officers.

(ONLY IF CONTINGENCY BUDGET FAILS IN ARTICLE 3)

ALTERNATE MOTION FOR ARTICLE 17

MAJORITY VOTE

Motion by Chief Richard Wall

Move that \$155,500 is appropriated from taxation to hire two Police Officers provided, however, that this appropriation shall be contingent upon the passage of a "Proposition 2 ½" ballot question for a levy limit override as provided in MGL c.59 §21C(g).

SECONDED AND SO MOVED

MAJORITY

ARTICLE 18: ACTION 14: To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to be used for the purpose of purchasing a police cruiser, and for costs incidental or related thereto, or take any other action relative thereto.

(ONLY IF CONTINGENCY BUDGET FAILS IN ARTICLE 3)

Moved by Richard Wall that \$48,500 is appropriated from taxation to purchase a police cruiser, and for costs incidental or related thereto provided, however, that this appropriation shall be contingent upon the passage of a "Proposition 2 ½" ballot question for a levy limit override as provided in MGL c.59 §21C(g).

Move to take no action on article 18.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 19: ACTION 10: To see if the Town will vote to raise and appropriate, transfer from available funds, and or borrow, the sum of \$300,000 to supplement Chapter 90 funding for the Pavement Management Plan for accepted and unaccepted local roads of Pembroke, or take any action relative thereto.

(ONLY IF CONTINGENCY BUDGET FAILS IN ARTICLE 3)

Moved by the DPW Commissioners that \$300,000 is appropriated from taxation to supplement Chapter 90 funding for the Pavement Management Plan for accepted and unaccepted local roads of Pembroke provided, however, that this appropriation shall be contingent upon the passage of a "Proposition 2 ½" ballot question for a levy limit override as provided in MGL c.59 §21C(g).

Move to take no action on article 18.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 20: ACTION 8: To see if the Town will vote to appropriate a sum of money for repairs and improvements to the Luddam's Ford Dam, such project to be undertaken in conjunction with the Town of Hanover; to determine whether this appropriation shall be raised by borrowing or otherwise; or to take any other action relative thereto.

Move by Benjamin Bastianelli that \$100,000 is appropriated for repairs and improvements to the Luddam's Ford Dam; that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$100,000 under Chapter 44 of the General Laws or any other enabling authority; that the Board of Selectmen is authorized to enter into an intermunicipal agreement with the Town of Hanover with respect to the construction of the project, and that the Board of Selectmen is authorized to take any other action necessary to carry out this project. Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

SECONDED AND SO MOVED

2/3 MAJORITY

ARTICLE 21: ACTION 20: "AN ACT ESTABLISHING A TOWN MANAGER FORM OF GOVERNMENT FOR THE TOWN OF PEMBROKE"

Move BY Timothy Brennan to petition the General Court to enact a Special Act for the Town of Pembroke entitled "AN ACT ESTABLISHING A TOWN MANAGER FORM OF GOVERNMENT FOR THE TOWN OF PEMBROKE" as printed in Article 21 of the annual town meeting warrant, with the following changes:

1. Section 1.A. , add the following new sentence after the last sentence, "If any provision of this Act conflicts with any provisions of any state or federal law or regulation, the federal law or regulations shall govern."

2. Section 2.C.5., in the first sentence, delete the redundant words, “a selectman shall be the licensing board of the town”.
3. Section 3.A.2., add the following new sentence after the first sentence, “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.”
4. Section 4.A.1., add the following at the end of the first sentence, “provided, however, that the Library Director shall continue to be appointed by the Library Trustees”.
5. Section 7, add a new subsection D., as follows:
 “D. Notwithstanding the above, the Board shall continue to function as a board of water commissioners and in that capacity shall set water rates and maintain the water enterprise fund and shall to continue to exercise all of the authority and shall continue to have all of the responsibilities it had under Chapter 284 of the Acts of 1991.”

SECONDED AND SO MOVED

MAJORITY

ARTICLE 22: ACTION 11: To see if the Town will vote, pursuant to the provisions of Section 5B of Chapter 40 of the Massachusetts General Laws, to create a capital projects stabilization fund, or take any other action relative thereto.

Submitted by the Capital Funding Study Committee

Move by John Brown to create a capital projects stabilization fund pursuant to the provisions of Section 5B of Chapter 40 of the Massachusetts General laws.

SECONDED AND SO MOVED

2/3 MAJORITY

ARTICLE 23: ACTION *3-4: 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 2019, with each item to be considered a separate appropriation:

Move in the Consent Agenda by the Town Moderator to appropriate and/or reserve from Community Preservation annual revenues the following amounts to be used for the Committee’s administrative expenses, community preservation projects, and other expenses in Fiscal Year 2019:

Appropriations:

From FY19 estimated revenues for Historic Resources Reserve	\$ 40,000
From FY19 estimated revenues for Community Housing Reserve	\$ 40,000
From FY19 estimated revenues for Open Space Reserves	\$ 40,000
From FY19 estimated revenues for Committee Admin. Expenses	\$ 20,000

And further appropriate any remaining balance of funds as of the termination of the 2018 Annual Town Meeting from Community Preservation Fund FY19 Annual Revenues to the Annual Budgeted Reserve.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 24: ACTION 17: To see if the Town will vote to adopt and approve the following recommendations of the Community Preservation Committee for Fiscal Year 2019, 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. The following ten motions were moved by Lisa Cullity

Recommendation A: To appropriate the sum of \$27,444.00 from the FY19 Undesignated Fund Reserves and that said funds be granted to the Trustees of the Bryantville Meeting House for waterproofing measures at the Bryantville Meetinghouse located at 32 School Street, Pembroke for preservation purposes, or take any other action relative thereto.

SECONDED AND SO MOVED

MAJORITY

Recommendation B: To appropriate the sum of \$85,000.00 from the FY19 Undesignated Fund Reserves and that said funds be granted to the Pembroke Public Schools for phase I of an irrigation project at Pembroke High School and North Pembroke Elementary School for open space and recreational purposes, or take any other action relative thereto.

SECONDED AND SO MOVED

MAJORITY

Recommendation C: To appropriate the sum of \$35,000.00 from FY19 Community Housing Reserves and \$20,000.00 from FY19 Annual Budgeted Reserve and that said funds be granted to the Pembroke Housing Authority for the fire alarm system project at the Kilcommons Drive community housing development for support of affordable housing, or take any other action relative thereto.

SECONDED AND SO MOVED

MAJORITY

Recommendation D: To appropriate the sum of \$25,000.00 from the FY19 Annual Budgeted Reserve and that said funds be granted to the Town of Pembroke, under the direction of the Pembroke Department of Public Works (DPW), for the repair of headstones at the Center Street Cemetery for historic preservation and restoration purposes, or take any other action relative thereto.

SECONDED AND SO MOVED

MAJORITY

Recommendation E: To appropriate the sum of \$20,000.00 from the FY19 Annual Budgeted Reserve and that said funds be granted to the Town of Pembroke, under the direction of the Pembroke Department of Public Works (DPW), for the installation of fence/gates and cooking grills at Luddam's Ford Park on Elm Street for open space and recreational purposes, or take any other action relative thereto.

SECONDED AND SO MOVED

MAJORITY

Recommendation F: To appropriate the sum of \$3,000.00 from the FY19 Annual Budgeted Reserve and that said funds be granted to the Town of Pembroke, under the direction of the Pembroke Historical Commission, for ceiling restoration at the Pembroke Historical Society Museum Building located at 116 Center Street for historic and restoration purposes, and to authorize the Board of Selectmen to execute a grant agreement with the Historical Society setting forth the terms and conditions of such grant, and to authorize the Board of Selectmen to accept any restriction, execute instruments and take such other action as may be necessary to effectuate the vote taken hereunder, or take any other action relative thereto.

Move to take no action on Recommendation F.

SECONDED AND SO MOVED

MAJORITY

Recommendation G: To appropriate the sum of \$25,000.00 from the FY19 Open Space Reserves and that said funds be granted to the Town of Pembroke, under the direction of the Town Administrator, for parking lot improvements, fencing and signage at Tubbs Meadow for open space purposes, or take any other action relative thereto.

SECONDED AND SO MOVED

MAJORITY

Recommendation H: To appropriate the sum of \$60,000.00 from the FY19 Annual Budgeted Reserve and \$40,000.00 from FY19 Historic Resources Reserves and that said funds be granted to the Town of Pembroke, under the direction of the Pembroke Historical Commission, for phase II of the stabilization of the Turner Homestead on Washington Street, Pembroke for historic preservation and rehabilitation purposes, or take any other action relative thereto.

SECONDED AND SO MOVED

MAJORITY

Recommendation I: To appropriate the sum of \$35,000.00 from the FY19 Annual Budgeted Reserve and that said funds be granted to the Town of Pembroke, under the direction of the Town Administrator, for grounds evaluation and site preparation at the Memorial Green on Curve Street, Pembroke for recreational and/or open space purposes, or take any other action relative thereto.

SECONDED AND SO MOVED

MAJORITY

Recommendation J: To appropriate the sum of \$7,710.00 from FY18 Open Space Reserves and that said funds be granted to the Town of Pembroke, under the direction of the Town Administrator, for the purpose of purchasing handicap mats for the beaches at Town Landing on Oldham Pond and at Little Sandy Bottom Pond for recreational and/or open space purposes, or take any other action relative thereto.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 25: ACTION 6: To see if the Town will vote to add to the By-Laws of the Town of Pembroke under Article XXIII Miscellaneous, Section 25 Right to Farm by adding Subsection 3A to read:

“No Board or Commission shall charge a fee or permit fee for the keeping of 10 or less poultry or 5 or less rabbits.” Or take any other action relative thereto.

Moved by Robert DeMarzo that the Town amend the General Bylaws, as most recently amended, by revising Article XXIII Miscellaneous, Section 25 Right to Farm by adding Subsection 3A, as printed in the 2018 Annual Town Meeting warrant.

SECONDED AND SO MOVED

LOST

ARTICLE 26: ACTION *3-5: 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 to fill a two year vacancy; one Board of Health Member for three years; one Housing Authority member for three 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.

Move in the Consent Agenda to bring to the Election Officers their vote, all on one ballot, for the officers and committees as printed in Article 26 of the annual town meeting warrant.

WITH BUSINESS COMPLETED TOWN MEETING WAS ADJOURNED AT 11:15

APPENDIX A
Article 3
Town Administrator's Budget

<p style="text-align: center;">APPENDIX A Article 3 Town Administrator's Budget</p>				
	2018 Budget	2019 Request	2019 Town Admin	2019 Contingent
Moderator				
Wages & Salaries-Elected	100	100	100	100
Totals	100	100	100	100
Board of Selectmen				
Wages & Salaries-Elected	9,000	9,000	9,000	9,000
Wages & Salaries	130,225	154,020	158,660	158,660
General Expenses	8,150	14,950	13,450	13,450
Purchase of Services-Audit	47,500	41,500	41,500	41,500
Purchase of Services-Pond Treatmen	0	92,965	92,965	92,965
Totals	194,875	312,435	315,575	315,575
Town Administrator				
Wages & Salaries	141,472	144,291	144,291	144,291
General Expenses	3,550	3,750	3,750	3,750
Totals	145,022	148,041	148,041	148,041
Legal				
Purchase of Services	115,000	115,000	115,000	115,000
Totals	115,000	115,000	115,000	115,000
Advisory Committee				
Wages & Salaries	6,836	6,836	6,836	6,836
General Expenses	572	581	581	581
Reserve Fund	50,000	50,000	50,000	50,000
Totals	57,408	57,417	57,417	57,417
Town Accountant				
Wages & Salaries	119,275	127,211	127,211	127,211
General Expenses	6,800	52,800	51,800	51,800
Totals	126,075	180,011	179,011	179,011
Board of Assessors				
Wages & Salaries-Elected	5,400	5,400	5,400	5,400
Wages & Salaries	243,255	248,854	248,754	248,754
General Expenses	37,150	37,450	37,150	37,150
Totals	285,805	291,704	291,304	291,304

APPENDIX A
Article 3
Town Administrator's Budget

<p style="text-align: center;">APPENDIX A Article 3 Town Administrator's Budget</p>				
	2018 Budget	2019 Request	2019 Town Admin	2019 Contingent
Treasurer/Collector				
Wages & Salaries	340,757	360,267	359,582	359,582
General Expenses	79,885	79,885	79,885	79,885
Totals	420,642	440,152	439,467	439,467
Data Processing				
General Expenses	64,475	64,475	64,475	64,475
Totals	64,475	64,475	64,475	64,475
Town Clerk				
Wages & Salaries-Elected	84,660	84,660	84,660	84,660
Wages & Salaries	51,399	50,399	50,399	50,399
General Expenses	4,320	12,320	12,320	12,320
Totals	140,379	147,379	147,379	147,379
Elections				
Wages & Salaries	30,000	50,000	50,000	50,000
General Expenses	16,000	23,000	23,000	23,000
Totals	46,000	73,000	73,000	73,000
Registrations				
Wages & Salaries	5,600	7,600	7,600	7,600
General Expenses	6,300	8,700	8,700	8,700
Totals	11,900	16,300	16,300	16,300
Conservation Commission				
Wages & Salaries	58,398	0	0	0
General Expenses	935	2,025	935	935
Totals	59,333	2,025	935	935
Planning Board				
Wages & Salaries	49,015	51,082	50,082	50,082
General Expenses	2,240	2,240	2,240	2,240
Totals	51,255	53,322	52,322	52,322

APPENDIX A
Article 3
Town Administrator's Budget

APPENDIX A
Article 3
Town Administrator's Budget

	2018 Budget	2019 Request	2019 Town Admin	2019 Contingent
Zoning Board of Appeals				
Wages & Salaries	25,443	0	0	0
General Expenses	2,600	2,600	2,600	2,600
Totals	28,043	2,600	2,600	2,600
Town Hall Maintenance				
Wages & Salaries	96,110	96,110	93,210	93,210
General Expenses	93,890	111,092	106,592	106,592
Totals	190,000	207,202	199,802	199,802
Police Department				
Wages & Salaries	3,333,164	3,554,841	3,407,201	3,562,701
General Expenses	325,502	368,153	287,902	336,402
Totals	3,658,666	3,922,994	3,695,103	3,899,103
Fire Department				
Wages & Salaries	3,081,761	3,233,932	3,206,711	3,370,011
General Expenses	175,000	157,100	156,000	196,700
Totals	3,256,761	3,391,032	3,362,711	3,566,711
Department of Inspectional Services				
Wages & Salaries	195,614	408,024	411,024	411,024
Totals	195,614	408,024	411,024	411,024
Building Department				
Wages & Salaries	0	0	0	0
General Expenses	12,400	13,100	12,400	12,400
Totals	12,400	13,100	12,400	12,400
Emergency Management				
Wages & Salaries	2,699	2,699	2,699	2,699
General Expenses	9,511	9,511	9,511	9,511
Totals	12,210	12,210	12,210	12,210

APPENDIX A
Article 3
Town Administrator's Budget

APPENDIX A
Article 3
Town Administrator's Budget

	2018 Budget	2019 Request	2019 Town Admin	2019 Contingent
Dog Officer				
Wages & Salaries	51,471	51,471	51,471	51,471
General Expenses	6,750	6,750	6,750	6,750
Totals	58,221	58,221	58,221	58,221
Pembroke Public Schools				
Pembroke Public Schools	32,338,670	33,338,670	33,259,352	33,259,352
Totals	32,338,670	33,338,670	33,259,352	33,259,352
Department of Public Works				
Wages & Salaries	934,328	942,032	942,032	942,032
General Expenses	300,186	336,438	262,788	262,788
Pavement Management	25,000	325,000	25,000	325,000
Snow & Ice	100,000	593,789	125,000	125,000
Totals	1,359,514	2,197,259	1,354,820	1,654,820
Town Wide Utilities				
General Expenses	223,277	203,277	203,277	203,277
Totals	223,277	203,277	203,277	203,277
Board of Health				
Wages & Salaries	122,740	0	0	0
General Expenses	27,610	27,610	27,610	27,610
Totals	150,350	27,610	27,610	27,610
Council on Aging				
Wages & Salaries	190,290	227,460	190,363	190,363
General Expenses	44,733	45,762	44,733	44,733
Senior Tax Program	5,000	5,000	5,000	5,000
Totals	240,023	278,222	240,096	240,096
Veterans' Services				
Wages & Salaries	71,048	72,159	72,159	72,159
General Expenses	2,300	2,100	2,100	2,100
Benefits & Medical	170,000	170,000	150,000	150,000
Totals	243,348	244,259	224,259	224,259

APPENDIX A
Article 3
Town Administrator's Budget

APPENDIX A
Article 3
Town Administrator's Budget

	2018 Budget	2019 Request	2019 Town Admin	2019 Contingent
Commission on Disabilities				
General Expenses	705	705	705	705
Totals	705	705	705	705
Library				
Wages & Salaries	558,188	609,060	564,485	564,485
General Expenses	59,800	62,300	59,800	59,800
Books	86,000	90,000	90,000	90,000
Totals	703,988	761,360	714,285	714,285
Lydia Drake Library				
General Expenses	5,000	5,000	5,000	5,000
Totals	5,000	5,000	5,000	5,000
Recreation Commission				
Wages & Salaries	95,963	96,716	96,716	96,716
General Expenses	12,080	12,080	12,080	12,080
Totals	108,043	108,796	108,796	108,796
Community Center				
Wages & Salaries	25,469	35,393	27,493	27,493
General Expenses	49,146	49,806	49,806	49,806
Totals	74,615	85,199	77,299	77,299
Herring Fisheries				
General Expenses	1,800	1,800	1,800	1,800
Totals	1,800	1,800	1,800	1,800
Town Landing				
Wages & Salaries	44,092	44,092	44,092	44,092
General Expenses	1,600	1,600	1,600	1,600
Totals	45,692	45,692	45,692	45,692
Town Clock Winder				
Wages & Salaries	1,487	1,487	1,487	1,487
Totals	1,487	1,487	1,487	1,487

APPENDIX A
Article 3
Town Administrator's Budget

<p style="text-align: center;">APPENDIX A Article 3 Town Administrator's Budget</p>				
	2018 Budget	2019 Request	2019 Town Admin	2019 Contingent
Town Memorial Committee				
General Expenses	5,910	5,910	5,910	5,910
Totals	5,910	5,910	5,910	5,910
Plymouth County Cooperative				
General Expenses	107	500	107	107
Totals	107	500	107	107
Historical Commission				
General Expenses	2,000	2,000	2,000	2,000
Totals	2,000	2,000	2,000	2,000
Maturing Debt Principal				
General Expenses	820,472	843,502	843,502	843,502
Totals	820,472	843,502	843,502	843,502
Maturing Debt Interest				
General Expenses	171,711	208,201	208,201	208,201
Totals	171,711	208,201	208,201	208,201
Maturing Debt Principal - Excluded				
General Expenses	1,543,000	1,555,000	1,555,000	1,555,000
Totals	1,543,000	1,555,000	1,555,000	1,555,000
Maturing Debt Interest - Excluded				
General Expenses	455,075	581,875	581,875	581,875
Totals	455,075	581,875	581,875	581,875
Short Term Interest				
General Expenses	45,500	45,500	45,500	45,500
Totals	45,500	45,500	45,500	45,500
Plymouth County Retirement				
General Expenses	3,135,629	3,252,447	3,252,447	3,252,447

APPENDIX A
Article 3
Town Administrator's Budget

<p style="text-align: center;">APPENDIX A Article 3 Town Administrator's Budget</p>				
	2018 Budget	2019 Request	2019 Town Admin	2019 Contingent
Totals	3,135,629	3,252,447	3,252,447	3,252,447
Unemployment Compensation				
General Expenses	75,000	100,000	100,000	100,000
Totals	75,000	100,000	100,000	100,000
Group Health Insurance				
General Expenses	8,452,347	8,839,543	8,694,543	8,694,543
Totals	8,452,347	8,839,543	8,694,543	8,694,543
Group Life Insurance				
General Expenses	20,000	20,000	20,000	20,000
Totals	20,000	20,000	20,000	20,000
Medicare Tax				
General Expenses	484,100	525,000	525,000	525,000
Totals	484,100	525,000	525,000	525,000
Property & Liability Insurance				
General Expenses	718,500	718,500	718,500	718,500
Totals	718,500	718,500	718,500	718,500
Grand Total	\$60,556,047	\$63,914,057	\$62,471,460	\$63,179,460

APPENDIX B

Article 4

Water Budget

WATER	FISCAL 2018 BUDGET	FISCAL 2019 REQUEST	FISCAL 2019 TOWN ADMIN.
Salaries	605,563	622,536	622,536
Expenses	626,679	637,600	637,600
Debt Service	576,730	571,002	571,002
Capital	188,000	210,000	210,000
Total Cost Water	1,996,972	2,041,138	2,041,138

APPENDIX C

Article 5

Solid Waste Budget

SOLID WASTE	FISCAL 2017 BUDGET	FISCAL 2018 REQUEST	FISCAL 2018 TOWN ADMIN.
Salaries	82,294	83,782	83,782
Expenses	1,358,289	1,381,456	1,381,456
Debt Service	260,357	260,395	260,395
Total Cost Solid Waste	1,700,940	1,725,633	1,725,633

APPENDIX D**Article 2****COMPENSATION SCHEDULES****ANNUAL SALARY SCHEDULE A****FULL TIME OFFICERS AND EMPLOYEES****EFFECTIVE JULY 1, 2018 THROUGH JUNE 30, 2019**

<u>Title</u>	<u>SA</u>	<u>Minimum</u>	<u>Proposed Minimum</u>	<u>2nd Year</u>	<u>Proposed 2nd Year</u>	<u>Maximum</u>	<u>Proposed Maximum</u>
Lieutenant (Fire) Captain (Fire)	SA-5	n.a.	n.a.	n.a.	n.a.	520	530
Call Firefighters	SA-6	n.a.	n.a.	n.a.	n.a.	395	403
Treasurer/Collector	SA-8	85,359	87,066	89,627	91,420	94,181	96,064
Youth Services Librarian	SA-11	49,493	50,483	54,284	55,370	59,135	60,317
Assistant Librarian	SA-12	14,585	14,877	14,956	15,255	17,289	17,635
Associate Librarian II	SA-13	43,734	44,608	45,913	46,832	48,116	49,079
Associate Librarian I	SA-14	38,495	39,265	40,916	41,735	42,459	43,308
Coordinator/Dir. of Recreation	SA-15	54,417	55,505	57,491	58,641	60,363	61,570
Building Inspector/Zoning Agent	SA-16	65,044	66,345	67,826	69,182	69,520	70,911
Animal Control Officer	SA-18	41,973	42,812	46,217	47,142	49,034	50,015
Executive Assistant	SA-19	54,542	55,633	56,815	57,951	59,902	61,100
Chief Assessors/Appraiser	SA-21	85,359	87,066	89,627	91,420	94,181	96,064
Dir. of Planning & Comm. Dev.	SA-22	61,316	62,543	65,977	67,296	70,540	71,951
Planning Board Assistant	SA-23	47,335	48,282	49,691	50,685	52,084	53,126
Library Director	SA-27	70,287	71,693	78,751	80,326	89,835	91,632
Health Agent	SA-28	61,705	62,939	63,608	64,880	66,963	68,302
Council on Aging Director	SA-29	52,581	53,633	55,211	56,315	57,972	59,131
Library Assistant Director	SA-31	49,224	50,209	53,161	54,225	58,013	59,173

ANNUAL SALARY SCHEDULE B**APPOINTED PART TIME OFFICERS AND EMPLOYEES****EFFECTIVE JULY 1, 2018 THROUGH JUNE 30, 2019**

<u>Title</u>	<u>Annual Salary</u>	<u>Proposed Annual Salary</u>
Conservation Agent Field Agent	33,548	34,219
Wiring Inspector	27,468	28,017
Veterans Agent	17,524	17,874
Plumbing Inspector	13,502	13,772
Gas Inspector	13,502	13,772
Animal Inspector	6,978	7,117
Summer Playground Director	6,827	6,963
Inspector of Weights & Measures	6,353	6,480
Assistant Wiring Inspector	5,179	5,282
Assistant Summer Playground Director	4,634	4,727
Herring Fisheries Superintendent	2,698	2,752
Civil Defense Director	2,698	2,752
Town Landing Administrator	2,158	2,201

APPENDIX D

Article 2

COMPENSATION SCHEDULES

HOURLY WAGE SCHEDULE C
FULL TIME/PART TIME EMPLOYEES
EFFECTIVE JULY 1, 2018 THROUGH JUNE 30, 2019

<u>Department</u>	<u>SC</u>	<u>Minimum</u>	<u>Proposed Minimum</u>	<u>2nd Year</u>	<u>Proposed 2nd Year</u>	<u>Maximum</u>	<u>Proposed Maximum</u>
Matron	SC-1	24.09	24.57	26.59	27.12	30.09	30.69
Patrolman-Permanent Intermittent	SC-1	24.09	24.57	26.59	27.12	30.09	30.69
Patrolman-Special	SC-2	24.09	24.57	26.59	27.12	30.09	30.69
Summer Playground Counselor (Rec)							
After School Counselor (Rec)							
Basic Recycling Attendant	SC-3	11.22	11.44	11.76	12.00	12.34	12.59
Part Time Laborer	SC-4	18.33	18.70	19.50	19.89	20.74	21.15
Call Firefighter	SC-5	20.71	21.12	20.71	21.12	20.71	21.12
Diver	SC-6	n.a.	n.a.	n.a.	n.a.	28.02	28.58
Landfill Manager	SC-7	n.a.	n.a.	n.a.	n.a.	41.70	42.53
Building Committee Assistant (PT)	SC-8	n.a.	n.a.	n.a.	n.a.	21.34	21.77
Custodians	SC-9	18.29	18.65	20.33	20.74	22.03	22.47
Election&Census Workers, Registrars	SC-10	n.a.	n.a.	n.a.	n.a.	13.47	13.74
Senior Clerk	SC-11	17.41	17.76	18.55	18.92	19.70	20.09
Junior Clerk	SC-12	13.87	14.15	15.07	15.37	16.24	16.56
Typist-Part Time	SC-13	13.32	13.59	13.93	14.21	14.56	14.85
Council on Aging Van Drivers	SC-13	13.32	13.59	13.93	14.21	14.56	14.85
Maintenance Person (PT)	SC-13	13.32	13.59	13.93	14.21	14.56	14.85
Library Aide	SC-14	16.37	16.70	17.51	17.86	18.74	19.11
Lifeguard	SC-15	n.a.	n.a.	n.a.	n.a.	12.70	12.95
Water Safety/Lifeguard Train. Inst.	SC-16	n.a.	n.a.	n.a.	n.a.	14.23	14.51
Head Lifeguard/Water Safety Inst.	SC-18	n.a.	n.a.	n.a.	n.a.	14.83	15.13
Extra Help-Assessors-Measurer	SC-19	n.a.	n.a.	n.a.	n.a.	13.38	13.65
Summer Head Counselor (Rec)							
After School Head Counselor (Rec)							
Extra Help-Assessors-Listers	SC-20	n.a.	n.a.	n.a.	n.a.	15.85	16.17
Water Safety Instructor Aide	SC-21	n.a.	n.a.	n.a.	n.a.	12.46	12.71
Alternate Inspector, Building Dept.	SC-22	n.a.	n.a.	n.a.	n.a.	25.50	26.01
Dir.,Water Safety/Program Instructor	SC-23	n.a.	n.a.	n.a.	n.a.	18.55	18.92
Library Page	SC-24	11.99	12.22	12.57	12.82	13.23	13.49
Recycling Attendant	SC-25	12.62	12.87	13.24	13.50	13.91	14.19
Zoning Board Assistant	SC-27	21.60	22.04	22.75	23.20	23.80	24.27
Recycling Supervisor	SC-28	14.44	14.73	15.16	15.46	15.89	16.21
Principal Clerk	SC-29	17.53	17.88	18.56	18.94	19.64	20.03
Senior Aide - Council on Aging	SC-29	17.53	17.88	18.56	18.94	19.64	20.03
Conservation Comm. Admin. Agent	SC-30	21.21	21.63	22.30	22.74	23.35	23.81
Generalist Reference Librarian	SC-31	23.85	24.32	26.15	26.68	28.50	29.07

APPENDIX D

Article 2

COMPENSATION SCHEDULES

ANNUAL SALARY SCHEDULE D

ELECTED FULL TIME/PART TIME OFFICIALS

EFFECTIVE JULY 1, 2018 THROUGH JUNE 30, 2019

<u>Department</u>	<u>Annual Salary</u>	<u>Proposed Annual Salary</u>
Moderator	100	100
Selectman	1,800	1,800
Assessor	1,800	1,800
Town Clerk	84,660	86,353

COMMONWEALTH OF MASSACHUSETTS
TOWN OF PEMBROKE
SPECIAL TOWN MEETING WARRANT
 WITHIN THE ANNUAL TOWN MEETING
TUESDAY MAY 8, 2018
MOTIONS

ARTICLE	ACTION	ARTICLE	ACTION
1	5	4	4
2	1	5	3
3	2		

The Annual Town Meeting was adjourned at 8:15 P.M. to take up the business of the Special Town Meeting.

ARTICLE 1: ACTION 5 To see if the Town will vote to authorize the below listed transfers to supplement Fiscal Year 2018 appropriations, and to authorize the below listed reductions in Fiscal Year 2018 appropriations, or take any other action relative thereto:

Town Hall – General Expenses	\$ 6,250	Town Hall Wages & Salaries
Police Department – General Expenses	\$ 20,000	Overlay Surplus
Fire Department – General Expenses	\$ 12,500	Overlay Surplus
Dept. of Public Works – General Expenses	\$ 10,000	DPW Wages & Salaries
Dept. of Public Works – General Expenses	\$ 60,000	Overlay Surplus
DPW Water – Wages & Salaries	\$ 15,000	Water Surplus
Community Center – Wages & Salaries	\$ 2,000	Town Hall Wages & Salaries
Unemployment Assessment	\$ 27,500	Overlay Surplus
Solid Waste – General Expenses	\$ 15,000	Solid Waste Surplus

Moved by Linda Peterson that the sum of \$168,250 is appropriated to supplement Fiscal Year 2018 appropriations and to fund these supplements that –

\$ 6,250 be transferred from Town Hall Wages & Salaries to the account for Town Hall General Expenses;

\$ 20,000 be transferred from Overlay Surplus to the account for Police Department General Expenses;

\$ 12,500 be transferred from Overlay Surplus to the account for Fire General Expenses;

\$ 10,000 be transferred from DPW Wages&Salaries to the account for DPW General expenses;

\$ 60,000 be transferred from the Overlay Surplus to the account for DPW General Expenses;

\$ 15,000 be transferred from Water Surplus to the account for DPW General Expenses;

\$ 2,000 be transferred from Town Hall Wages & Salaries to the account for Community Center Wages & Salaries;

\$ 27,500 be transferred from Overlay Surplus to the account for Unemployment Assessment;
and
\$ 15,000 be transferred from Solid Waste Surplus to the account for Solid Waste General
Expenses.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 2: ACTION 1: To see if the Town will vote to transfer from available funds the
sum of \$11,387 to provide for the unpaid bills from FY2017 listed below, or take any other
action relative thereto:

<u>Vendor</u> <u>Year</u>	<u>Department</u>	<u>Amount</u>	<u>Fiscal</u>
Environmental Partners Group, Inc. FY2017	Solid Waste: Landfill	\$10,386	
A & E Wood FY2017	Solid Waste: Landfill	\$ 1,001	

Move that the Town transfer from Solid Waste Surplus the sum of \$11,387 to provide for the
unpaid bills from Fiscal Year 2017 printed in Article 2 of the Special Town Meeting Warrant.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 3: ACTION 2: To see if the Town will vote to raise and appropriate, transfer from
available funds and/or borrow a sum of money to repair town and school buildings in accordance
with M.G.L. c.44 §7(3A), or take any other action relative thereto.

Moved by John Brown that \$180,000 is appropriated for repairs and reconstruction to town
buildings; that to meet this appropriation the Treasurer with the approval of the Board of
Selectmen is authorized to borrow \$180,000 under Chapter 44 of the General Laws or any
other enabling authority; and that the Board of Selectmen is authorized to take any other
action necessary to carry out this project. Any premium received by the Town upon the sale
of any bonds or notes approved by this vote, less any such premium applied to the payment
of the costs of issuance of such bonds or notes, may be applied to the payment of costs
approved by this vote in accordance with Chapter 44, Section 20 of the General Laws,
thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

SECONDED AND SO VOTED

2/3 MAJORITY

ARTICLE 4: ACTION 4: To see if the Town will vote to raise and appropriate, transfer from
available funds, borrow the sum of \$105,000 for the purchase of one 550 Dump Truck, Plow
and Sander, one New Dump Body and Hoist set up, or take any other action relative thereto.

Moved by James McCollum to appropriate \$105,000 from Water Surplus for the purchase of a
Dump Truck with Plow, Sander, Dump Body and Hoist Set Up.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 5: ACTION 3: To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of \$100,000 for the installation of a new water main, fire hydrant and water services on Montclair Avenue, or take any other action relative thereto.

Moved by Maria Karas to appropriate \$100,000 from Water Surplus for the installation of a new water main, fire hydrant and costs related to water services on Montclair Avenue.

SECONDED AND SO VOTED

MAJORITY

WITH BUSINESS COMPLETED, THE SPECIAL TOWN MEETING WAS ADJOURNED AT 8:30 P.M. TO RESUME THE CONTINUED BUSINESS OF THE TOWN MEETING

PEMBROKE TOWN ELECTION MAY 12, 2018

	<i>PREC. 1</i>	<i>PREC. 2</i>	<i>PREC. 3</i>	<i>PREC. 4</i>	<i>PREC. 5</i>	<i>TOTALS</i>
MODERATOR	1 YEAR TERM		1 SEAT			
STEPHEN C. DODGE	372	307	326	383	265	1653
WRITE INS	3	2	4	8	2	19
BLANKS	83	73	93	83	67	399
TOTAL	458	382	423	474	334	2071
SELECTMEN	3 YEAR TERM		2 SEATS			
DANIEL W. TRABUCCO	230	177	211	219	180	1017
BENJAMIN BASTIANELLI III	94	105	109	82	78	468
JOHN G. BROWN JR	247	208	218	262	183	1118
MICHELLE BURT	191	167	191	256	134	939
WRITE INS	0	1	2	3	2	8
BLANKS	154	764	846	948	668	592
TOTAL	916	1422	1577	1770	1245	4142
TOWN CLERK	2 YEAR VACANCY		1 SEAT			
ARTHUR P. BOYLE	106	71	132	97	70	476
MARGARET M. STRUZIUK	337	305	280	359	258	1539
WRITE INS	0	1	1	6	1	9
BLANKS	15	5	10	12	5	47
TOTAL	458	382	423	474	334	2071
BOARD OF ASSESSORS	3 YEAR TERM		1 SEAT			
MARY E QUILL	347	290	324	347	239	1547
WRITE INS	3	1	1	4	3	12
BLANKS	108	91	98	123	92	512
TOTAL	458	382	423	474	334	2071
QUESTION 1	POLICE - FIRE - DPW					
YES	179	135	152	230	145	841
NO	247	228	250	225	170	1120
BLANKS	32	19	21	19	19	110
TOTAL	458	145	423	474	334	2071
BOARD OF HEALTH	3 YEAR TERM		1 SEAT			
MATTHEW NEWMAN	326	266	311	349	222	1474
WRITE INS	2	2	3	4	3	14
BLANKS	130	114	109	121	109	583
TOTAL	458	382	423	474	334	2071

PEMBROKE TOWN ELECTION MAY 12, 2018

	PREC. 1	PREC. 2	PREC. 3	PREC. 4	PREC. 5	TOTALS
HOUSING AUTHORITY						
	3 YEAR TERM		1 SEAT			
JOSHUA SMEY	315	254	306	325	221	1421
WRITE INS	3	2	2	4	3	14
BLANKS	140	126	115	145	110	636
TOTAL	458	382	423	474	334	2071
LIBRARY TRUSTEE						
	3 YEAR TERM		2 SEATS			
LARISSA CURLEY	318	268	296	342	235	1459
CAROL WATCHES	311	241	298	329	224	1403
WRITE INS	3	4	0	3	2	12
BLANKS	284	251	252	274	207	1268
TOTAL	916	764	846	948	668	4142
LIBRARY TRUSTEE						
	1 YEAR TERM		1 SEAT			
SEAN D FIRTZPATRICK	312	250	298	325	219	1404
WRITE INS	3	1	1	3	6	14
BLANKS	143	131	124	146	109	653
TOTAL	458	382	423	274	334	2071
PLANNING BOARD						
	5 YEAR TERM		1 SEAT			
ARTHUR J. RUBIN	166	109	117	118	147	657
DANIEL H. SMITH	174	187	208	242	106	917
WRITE INS	3	2	1	3	1	10
BLANKS	115	84	97	111	80	487
TOTAL	458	382	423	474	334	2071
CONSTABLE						
	3 YEAR TERM		1 SEAT			
ARTHUR P. BOYLE	252	211	256	278	190	1187
WRITE INS	10	20	30	20	16	96
BLANKS	196	151	137	176	128	788
TOTAL	458	382	423	474	334	2071
SCHOOL COMMITTEE						
	3 YEAR TERM		2 SEATS			
MICHAEL A. TROPEANO	320	270	278	340	234	1442
JAMES J. AGNEW	296	233	265	320	220	1334
WRITE INS	2	6	7	7	3	25
BLANKS	298	255	296	281	211	1341
TOTAL	916	764	846	948	668	4142
DPW COMISSIONERS						
	3 YEAR TERM		1 SEAT			
BENJAMIN BASTIANELLI III	299	261	262	291	205	1318
WRITE INS	3	3	10	17	7	40
BLANKS	156	118	151	166	122	713
TOTAL	458	382	423	474	334	2071

**State Primary Election September 4th, 2018
Libertarian Party**

	PREC. 1	PREC. 2	PREC. 3	PREC. 4	PREC. 5	TOTALS
SENATOR IN CONGRESS	VOTE FOR ONE					
WRITE INS	0	0	0	0	0	0
BLANKS	0	0	2	1	1	4
TOTAL	0	0	2	1	1	4
GOVERNOR	VOTE FOR ONE					
WRITE INS	0	0	1	0	0	1
BLANKS	0	0	1	1	1	3
TOTAL	0	0	2	1	1	4
LIEUTENANT GOVERNOR	VOTE FOR ONE					
WRITE INS	0	0	1	0	0	1
BLANKS	0	0	1	1	1	3
TOTAL	0	0	2	1	1	4
ATTORNEY GENERAL	VOTE FOR ONE					
WRITE INS	0	0	0	0	0	0
BLANKS	0	0	2	1	1	4
TOTAL	0	0	2	1	1	4
SECRETARY OF STATE	VOTE FOR ONE					
WRITE INS	0	0	0	0	0	0
BLANKS	0	0	2	1	1	4
TOTAL	0	0	2	1	1	4
TREASURER	VOTE FOR ONE					
WRITE INS	0	0	0	0	0	0
BLANKS	0	0	2	1	1	4
TOTAL	0	0	2	1	1	4
AUDITOR	VOTE FOR ONE					
DANIEL FISHMAN	0	0	2	1	0	3
WRITE INS	0	0	0	0	1	1
BLANKS	0	0	0	0	0	0
TOTAL	0	0	2	1	1	4
REPRESENTATIVE IN CONGRESS	VOTE FOR ONE					
WRITE INS	0	0	0	0	0	0
BLANKS	0	0	2	1	1	4
TOTAL	0	0	2	1	1	4

**State Primary Election September 4th, 2018
Libertarian Party**

	PREC. 1	PREC. 2	PREC. 3	PREC. 4	PREC. 5	TOTALS
COUNCILLOR						
	VOTE FOR ONE					
WRITE INS	0	0	0	0	0	0
BLANKS	0	0	2	1	1	4
TOTAL	0	0	2	1	1	4
SENATOR IN GENERAL COURT						
	VOTE FOR ONE					
WRITE INS	0	0	0	0	0	0
BLANKS	0	0	2	1	1	4
TOTAL	0	0	2	1	1	4
REPRESENTATIVE IN GENERAL COURT						
	VOTE FOR ONE					
WRITE INS	0	0	0	0	0	0
BLANKS	0	0	2	1	1	4
TOTAL	0	0	2	1	1	4
DISTRICT ATTORNEY						
	VOTE FOR ONE					
WRITE INS	0	0	0	0	0	0
BLANKS	0	0	2	1	1	4
TOTAL	0	0	2	1	1	4
CLERK OF COURTS						
	VOTE FOR ONE					
WRITE INS	0	0	0	0	0	0
BLANKS	0	0	2	1	1	4
TOTAL	0	0	2	1	1	4
REGISTER OF DEEDS						
	VOTE FOR ONE					
WRITE INS	0	0	0	0	0	0
BLANKS	0	0	2	1	1	4
TOTAL	0	0	2	1	1	4
COUNTY COMMISSIONER						
	VOTE FOR ONE					
WRITE INS	0	0	0	0	0	0
BLANKS	0	0	2	1	1	4
TOTAL	0	0	2	1	1	4



**COMMONWEALTH OF MASSACHUSETTS
TOWN OF PEMBROKE
SPECIAL FALL TOWN MEETING WARRANT
OCTOBER 23, 2018**

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 an 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**

**ON Tuesday THE TWENTY THIRD OF OCTOBER
AT SEVEN O'CLOCK IN THE EVENING**

then and there to act on the following articles: 1 through 19

ARTICLE	ACTION	ARTICLE	ACTION	ARTICLE	ACTION	ARTICLE	ACTION
1	8	6	1	11	5	16	4
2	9	7	15	12	2	17	16
3	13	8	7	13	10	18	12
4	18	9	17	14	11	19	6
5	3	10	14	15	19		

Moderator Steven C Dodge called the Annual Town Meeting to order at 7:10 P.M 2018, pursuant to a warrant under the hands of the Selectmen Chair Matthew Furlong, Vice-Chair Arthur P Boyle, Clerk Willard J Boulter Jr., Selectmen John G Brown and Selectmen Daniel W. Trabucco. Checkers appointed by the Town Clerk were Stephanie Callanan, Kyle Harney, Kathy McIver, Lillian Sullivan and Mary Teevens, who reported 174 voters in attendance. Tellers sworn in were Judy Graham, Mary Hill, Ellen Davison, Ellie Nicklas and Gail Sim.

Moderator Steven Dodge led the body in the Pledge of Allegiance. 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:

Josh Cutler, State Representative
Edwin Thorn, Town Administrator
Mike Buckley, Town Accountant
Carolyn Murray, Town Counsel
Kenneth McCormick, Fire Department
Erin Obey, Pembroke Schools
Mary Beth Burst, Pembroke Schools
Andraea McEttrick, Assistant Clerk
Matthew Hines, Secretary to the Planning Board
Susan Roche, Head of Recreation
Dave Antone, PACTV
Zack Dolan, PACTV
Ryan A., PACTV
Ryan C, PACTV
Adam Silva, Reporter
Robin Chan, Pembroke Mariner
Lenny Rowe, WATD
Noel Herran, To speak on Plastic Bag Bylaw
Ryan Raleigh, To speak on Plastic Bag Bylaw
Brandon Gulwich
Alyssa Minihan
-Ann Marie Minih

ARTICLE 1: ACTION 8: 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 2019, or take any other action relative thereto.

Moved by Matthew Norton That the Town appropriate and transfer from free cash the sum of \$451,454 for the purpose of balancing the budget and reducing the tax rate for the Fiscal Year 2019.

SECONDED AND SO MOVED

MAJORITY

ARTICLE 2: ACTION 9: 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 2019, or take any other action relative thereto.

Moved by Maria Karas That the Town appropriate and transfer from free cash the sum of \$185,478 for the purpose of balancing the budget and reducing the tax rate for the Fiscal Year 2019

SECONDED AND SO VOTED

MAJORITY

ARTICLE 3: ACTION 13: To see if the Town will vote to change the amount voted under Article 5 of the May 8, 2018 Annual Town Meeting for the Fiscal Year 2019 Solid Waste budget from \$1,725,633 to \$1,925,633, or take any other action relative thereto.

Moved by Elizabeth Monks that the Town appropriate and transfer from Solid Waste Revenue the sum of \$200,000 and transfer it to the amount appropriated in Article 5, the FY19 Solid Waste Operating Budget, at the May 9, 2018 Annual Town Meeting.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 4: ACTION 18: To see if the Town will vote to raise and appropriate, transfer from available funds and/or authorize the Treasurer, with the approval of the Board of Selectmen, to borrow, a sum or sums of money, pursuant to G.L. c. 44, §§7 or 8 or any other enabling authority.to be expended for capital projects and/or equipment in accordance with the following capital budget schedule which is incorporated by reference herein, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with G.L. c.44, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs, or take any other action relative thereto.

DEPARTMENT	PROJECT	REQUEST	FUNDING
Assessors	Vehicle Purchase	28,000	Overlay Surplus
Police Department	Entryway Exterior/Interior Door Replacement	5,000	Free Cash
Police Department	TruNarc Handheld Narcotics Identification System	25,000	Free Cash
Police Department	Ammunition for Mandatory Firearms Training	12,000	Free Cash
Police Department	Replacement of Four (4) TASER X26 Devices	5,600	Free Cash
Police Department	Purchase One (1) Police Cruiser (Supplemental Funds)	13,500	Free Cash
Fire Department	Purchase of One (1) 1500gpm Full Size Pumper Engine	625,000	Borrowing
Fire Department	Purchase of One (1) 1500gpm Full Size Pumper Engine	625,000	Borrowing
Fire Department	Purchase of Supply Hose/Attack Hose/Appliances	75,000	Borrowing
Dept. Muni Inspect.	Purchase/Training of People GIS Permitting Devices	6,000	Free Cash
Town Adm/DPW Dir	Learning Ln ADA Compliance Sidewalk Engineering	10,800	Free Cash
Town Adm/DPW Dir	Lake St/Plain St Intersection Improvement Engineering	11,800	Free Cash
DPW-Highway/Tree	Purchase of One (1) 550 Dump Truck and Plow	75,000	Borrowing
DPW-Cem/Parks	Purchase of One (1) Bagging Lawnmower	15,000	Free Cash
DPW-Cem/Parks	Purchase of One (1) Slide in Dump Body	5,000	Free Cash
DPW & Water	Purchase of Two (2) OSHA Compliant Trench Boxes	22,000	Free Cash
DPW & Water	Purchase of Trailer, Boxes, and Safety Equipment	10,000	Free Cash
DPW-Water	Upgrades to Water Filtration Plant	1,750,000	Borrowing
DPW-Water	Swanberg Property Water Supply Development Costs	220,000	Water Surplus
Library	Replacement of Fire Alarm & Fire Suppression System	9,052	Free Cash
Library	Replacement of Double Water Bubbler in Main Area	5,000	Overlay Surplus
Library	Replacement of Carpet in Children's Room	15,000	Overlay Surplus
School Department	Phase Two, Technology Improvements: Elementary	55,000	Overlay Surplus

Submitted by Various Town Departments

An amendment was made by Head Librarian Deborah Wall to change Replacement of Fire Alarm & Fire Suppression System to Overlay Surplus and also change Replacement of Carpet in Children's Room to Free Cash.

A later Amendment was made to remove all Free Cash Items, a vote on these two amendments was called.

SECONDED AND SO VOTED

MAJORITY

DEPT	PROJECT	REQUEST	FUNDING
Assessors	Vehicle Purchase	28,000	Overlay Surplus
Fire Department	Purchase of One (1) 1500gpm Full Size Pumper Engine	625,000	Borrowing
Fire Department	Purchase of One (1) 1500gpm Full Size Pumper Engine	625,000	Borrowing
Fire Department	Purchase of Supply Hose/Attack Hose/Appliances	75,000	Borrowing
DPW-Highway/Tree	Purchase of One (1) 550 Dump Truck and Plow	75,000	Borrowing
DPW-Water	Upgrades to Water Filtration Plant	1,750,000	Borrowing
DPW-Water	Swanberg Property Water Supply Development Costs	220,000	Water Surplus
Library	Replacement of Fire Alarm & Fire Suppression System	9,052	Overlay Surplus
Library	Replacement of Double Water Bubbler in Main Area	5,000	Overlay Surplus
School Department	Phase Two, Technology Improvements: Elementary	55,000	Overlay Surplus

There are six motions for this article, one appropriation and five borrowing motions.

MOTION 1 OF 6

Move By Matthew Furlong that the sum of \$473,752. be appropriated to fund capital projects and equipment and funding sources related thereto in accordance with the capital budget schedule appearing in Article 4 of the warrant, excluding those items to be funded by borrowing, which are two Full Size Pumper Engines, Supply and Attack Hose and Appliances, one dump truck and plow and upgrades to Water Filtration Plant, and that to meet this appropriation, \$103,000 shall be transferred from overlay surplus, \$220,000 shall be transferred from water surplus and \$150,752 shall be transferred from free cash.

Motions were made and a vote taken to amend the article as follows:

SECONDED AND SO VOTED

MAJORITY

That the sum of \$317,052.00 be appropriated to fund capital projects and equipment and funding sources related thereto in accordance with the capital budget schedule appearing in Article 4 of the warrant, that to meet this appropriation, \$97,052 shall be transferred from overlay surplus and \$220,000 shall be transferred from water surplus.

SECONDED AND SO VOTED

MAJORITY

MOTION 2 OF 6

Moved by Matthew Furlong That the Town appropriates \$625,000 to pay costs of purchasing a full size pumper engine, for the use of the Fire Department, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to M.G.L. c. 44, §7(1) or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L.c.44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

With a hand vote too close to call a standing vote was in order, the results of that vote being Yes 72 No 33.

SECONDED AND SO VOTED

2/3 MAJORITY

MOTION 3 of 6

Moved by Matthew Furlong That the Town appropriates \$625,000 to pay costs of purchasing a full size pumper engine, for the use of the Fire Department, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to M.G.L. c. 44, §7(1) or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore any premium received upon the sale of any bonds or notes approved by this vote, less

any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

SECONDED AND SO VOTED

2/3 MAJORITY

MOTION 4 of 6

Moved by Matthew Furlong that the Town appropriates \$75,000 to pay costs of purchasing supply hose, attack hose and related appliances, for the use of the Fire Department, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to M.G.L. c. 44, §7(1) or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

SECONDED AND SO VOTED

2/3 MAJORITY

MOTION 5 of 6

Moved by Matthew Furlong that the Town appropriates \$75,000 to pay costs of purchasing one dump truck and plow, for the use of the DPW department, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to M.G.L. c. 44, §7(1) or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

SECONDED AND SO VOTED

2/3 MAJORITY

MOTION 6 of 6

Moved by Matthew Furlong that the Town appropriates \$1,750,000 to pay costs of upgrades to the water filtration plant, including the payment of all costs incidental and related thereto, and that to meet this appropriation, \$860,669.03 shall be transferred from funds borrowed to pay costs of roof replacement projects at the North Pembroke and Hobomock Elementary Schools, Pembroke Community Middle School and Pembroke High School, which amount is no longer needed to complete the projects for which it was borrowed, and the Treasurer, with the approval of the Selectmen, is authorized to borrow \$889,330.97 under and pursuant to M.G.L. c. 44, §7(1) or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

SECONDED AND SO VOTED

2/3 MAJORITY

ARTICLE 5: ACTION 3: To see if the Town will vote to supplement each prior vote of the Town that authorizes the borrowing of money to pay costs of capital projects to provide that, in accordance with Chapter 44, Section 20 of the General Laws, the premium received by the Town upon the sale of any bonds or notes thereunder, less any such premium applied to the payment of the costs of issuance of such bond or notes, may be applied to pay project costs and the amount authorized to be borrowed for each such project shall be reduced by the amount of any such premium so applied.

Moved by Stephen Curley That the Town votes to supplement each prior vote of the Town that authorizes the borrowing of money to pay costs of capital projects to provide that, in accordance with M.G.L. Chapter 44, Section 20, the premium received by the Town upon the sale of any bonds or notes thereunder, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to pay project costs and the amount authorized to be borrowed for each such project shall be reduced by the amount of any such premium so applied.

SECONDED

MAJORITY

ARTICLE 6: ACTION 1: To see if the Town will vote to create a Water Department Stabilization Fund pursuant to Mass. General Laws Chapter 40, §5B to be used for the purpose of major capital purchases and to offset future rate increases or take any other action relative thereto.

Moved by Stephen Walsh That the Town vote to create a Water Department Stabilization Fund pursuant to Mass. General Laws Chapter 40, §5B to be used for the purpose of major capital purchases in the Water Department.

SECONDED AND SO VOTED

2/3 MAJORITY

ARTICLE 7: ACTION 15: To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to be deposited into the OPEB Trust Fund, Separation Pay Fund, Special Injury Leave Fund, Workers' Compensation Insurance Fund and the Stabilization Fund, or take any other action relative thereto.

Moved by Matthew Norton That the Town appropriate and transfer from free cash the sum of \$100,000 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; and further that the sum of \$125,000 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; and further that the sum of \$25,000 be appropriated and transferred from free cash to be added to the Special Injury Leave Fund established by the vote of Article 7 of the May 9, 2017 Town Meeting; and further that the sum of \$75,000 be appropriated and transferred from free cash to be added to the Worker's Compensation Insurance Fund established by the vote of Article 4 of the October 24, 2017 Town Meeting and that the sum of \$25,000 be appropriated and transferred from free cash to be added to the Stabilization Fund.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 8: ACTION 7: To see if the Town will vote to appropriate or transfer from available funds a sum of money to authorize the below listed transfers to supplement Fiscal Year 2019 appropriations, and to authorize the below listed reductions in Fiscal Year 2019 appropriations, or take any other action relative thereto:

Moved by Maria Karas to Take no action on article 8

SECONDED AND SO VOTED

MAJORITY

ARTICLE 9: ACTION 17: To see if the Town will vote to transfer the care, custody, management and control of the tax-title parcels of land identified below from the Town Administrator and/or Treasurer as the custodian of tax title parcels to the Board of Selectmen for general municipal purposes and/or the purpose of sale, and further authorize the Board of Selectmen to convey said parcels on such terms and conditions and for such consideration as they deem appropriate, which parcels are described more particularly as follows:

Map-Parcel ID	Address/Location	Book - Page #
B2-2188,2189	Walnut St	28690-197
B2-2216	Off Chandler Street	28690-196
B3-3016	Center St	19621-148
B8-120	224 Mattakeesett Street	44205-19
C8-4	Center Street	44205-19
E14-86,87	Burr Ave	15498-265
F9-12B	Congress St	20379-344

Moved by Elizabeth Monks to transfer the care, custody, management and control of the tax-title parcels of land identified in Article 9 of the warrant for the October 2018 Special Town Meeting from the Town Administrator and/or Treasurer as the custodian of tax title parcels to the Board of Selectmen for general municipal purposes and/or the purpose of sale, and further to authorize the Board of Selectmen to convey said parcels on such terms and conditions and for such consideration as they deem appropriate.

SECONDED AND SO VOTED

2/3 MAJORITY

ARTICLE 10: ACTION 14: To see if the Town will vote to transfer the care, custody, management and control of the tax-title parcels of land identified below from the Town Administrator and/or Treasurer as the custodian of tax title parcels to the Conservation Commission for the purpose of conservation and passive recreation purposes under the provisions of G.L. c.40, §8C, which parcels are described more particularly as follows:

Map-Parcel ID	Address/Location	Book - Page #
B2-3,2209-2211,2233,2234	Chandler St	29803-328
B2-1976	Oak Street	44205-19
B2-1981,1982	Oak St	19621-150
B2-2207,2208,2231,2232	Chandler St	29803-327
B2-3106	Beech St	16908-350
B9-448	Bonney Street	44205-19
C3-3432	Leach St	19621-149
C3-3840,3841	Owl's Head	19881-223
C5-54	Monroe Street	48951-336
C12-10	Cedar Swamp	44205-19

C12-41	Off West Elm Street	44205-19
C12-49	Land Locked	43386-93
C13-37	Cedar Swamp	44205-19
C13-38	Land Locked	43386-93
D5-44	Monroe Street	48951-336
E9-62	Highland Dr	27873-350
E10-42	Fairwood Dr	40593-345
E10-59	Fairwood Dr	40593-345
E10-60	Fairwood Dr	40593-345
F4-51C	Birch Street	44205-19

Moved by Linda Peterson to transfer the care, custody, management and control of the tax-title parcels of land identified in Article 10 of the October 2018 Special Town Meeting warrant from the Town Administrator and/or Treasurer as the custodian of tax title parcels to the Conservation Commission for the purpose of conservation and passive recreation purposes under the provisions of G.L. c.40, §8C.

SECONDED AND SO VOTED

2/3 MAJORITY

ARTICLE 11: ACTION 5: To see if the Town will vote to raise and appropriate, transfer from available funds and/or authorize the Treasurer, with the approval of the Board of Selectmen, to borrow, pursuant to G.L. c. 44, Sections 7 or 8 or any other enabling authority, the sum of \$300,000 to Supplement Chapter 90 funding for the Pavement Management Plan for accepted and unaccepted local roads in Pembroke, and further, to authorize any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, to be applied to the payment of costs approved hereunder in accordance with G.L. c.44, Section 20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs, or take any other action relative thereto.

Moved by Stephen Curley to take no action on article 11.

SECONDED AND SO VOTED

2/3 MAJORITY

ARTICLE 12: ACTION 2: To see if the Town will vote to accept the provisions of MGL Chapter 59, section 21A authorizing compensation of up to \$1,000 for the Chief Assessor who has completed the necessary courses of study and has been awarded a certificate by the International Association of Assessing Officers and/or the Association of Massachusetts Assessors.

Moved by Stephen Walsh That the Town vote to accept the provisions of Chapter 59, Section 21A of the General Laws, which authorizes compensation of up to \$1,000 annually for the Chief Assessor who has completed the necessary courses of study and has been awarded a certificate by the International Association of Assessing Officers and/or the Association of Massachusetts Assessors.

SECONDED AND SO VOTED

2/3 MAJORITY

ARTICLE 13: ACTION 10: To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to be used for the purpose of funding overtime for Police Department shift strength.

Moved by the Board of Selectmen that \$160,192 be appropriated from free cash and transferred to Police Department Wages and Salaries Overtime.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 14: ACTION 11: To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to be used for the purpose of hiring two (2) full-time Police Officers.

Moved by the Board of Selectmen that \$77,663 be appropriated from free cash and transferred to Police Department Wages and Salaries.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 15: ACTION 19: To see if the Town will vote to raise and appropriate or otherwise provide a sum of \$20,892.00 to be added to the amount voted under the Fiscal Year 2019 operating budget for Community Center Maintenance Wages or take any other action relative thereto.

Moved by the Advisory Committee to take no action

SECONDED AND SO VOTED

MAJORITY

ARTICLE 16: ACTION 4: To see if the town will vote to adopt and approve the following recommendations of the Pembroke Community Preservation Committee for fiscal year 2019, and to see if the town will vote to implement such recommendations by appropriating a sum or sums of money from the Community Preservation Act fund. Each recommendation is to be voted on individually and requires a majority vote.

All recommendations covered under this article were moved by Lisa Cullity

Recommendation A: That the sum of \$10,000 be appropriated from the Community Preservation FY19 open space funds and that said funds be used by the Pembroke Department of Public Works (DPW) for the preservation of open space by the installation of a guardrail at Herring Run Park.

SECONDED AND SO VOTED

MAJORITY

Recommendation B: To appropriate the sum of \$10,000.00 from the FY19 historic resources funds and that said funds be granted to the Pembroke Historical Commission for the restoration and preservation of historic resources by exfoliating poison ivy from the stone wall in front of Friends Quaker Meetinghouse, or take any other action relative thereto.

Moved to take no action on recommendation B.

SECONDED AND SO VOTED

MAJORITY

Recommendation C: That the sum of \$12,000 be appropriated from the Community Preservation FY19 open space funds and that said funds be used by the Town Administrator for funding a study and engineering costs for making the facilities at the Town Landing on Wampanuck Street compliant with the Americans with Disabilities Act.

SECONDED AND SO VOTED

MAJORITY

Recommendation D: That the sum of \$10,000 be appropriated from the Community Preservation FY19 annual revenues and that said funds be used by the Cobb Library Trustees for the purpose of rehabilitating and restoring an historic resource by the installation of new light fixtures, carpentry, painting and an outdoor hanging sign.

SECONDED AND SO VOTED

MAJORITY

Recommendation E: That the sum of \$25,000 be appropriated from the Community Preservation FY19 open space funds and that said funds be used by the Conservation Commission for creation and preservation of open space by the execution of a conservation restriction and signage at 190 Barker Street.

SECONDED AND SO VOTED

MAJORITY

Recommendation F: That the sum of \$7,500 be appropriated from the Community Preservation FY19 historic resources funds and that said funds be used by the Pembroke Historical Society for the restoration of an historic resource, the Pembroke Historical Society building's ceiling.

SECONDED AND SO VOTED

MAJORITY

Recommendation G: That the sum of \$20,000 be appropriated from the Community Preservation FY19 annual revenues and that said funds be used by the Pembroke Historical District Commission for the purpose of preserving historic resources by conducting an archaeological survey of the property at 369 Washington Street.

SECONDED AND SO VOTED

MAJORITY

Recommendation H: That the sum of \$20,000 be appropriated from the Community Preservation FY19 annual revenues and that said funds be used by the Town Administrator for the purchase and installation of a handicap entrance ramp with associated construction accommodations at the GAR Hall.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 17: ACTION 16: To see if the Town will vote to amend the general bylaws by adopting a bylaw entitled "Reduction of Single-Use Plastic Bags," the full text of which is printed in Appendix A of this warrant, or take any other action relative thereto.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 18: ACTION 12: To see if the Town will vote to request Representative Josh Cutler sponsor a home rule petition to give relief to 4 retired employees who are adversely affected by the current health insurance rules.

Moved by Elizabeth Monks that the town request that the State Representative sponsor a Home Rule petition to allow Pembroke to separate by class retired employees for the purpose of reversing the adverse effect of increased health insurance rates on a group of four retired employees.

SECONDED AND SO VOTED

MAJORITY

ARTICLE 19: ACTION 6: To see if the Town will vote to transfer the care, custody, management and control of a parcel of land identified on Assessor's Map F9 as Parcel 1, consisting of 18.12 acres, more or less, and located off the east side of Washington Street, the north side of Edgewater Drive and the west side of Miramar Drive, from the School Department for school purposes to the Board of Selectmen for general municipal purposes and/or the purpose of conveyance, and further to authorize the Board of Selectmen to convey said parcel on such terms and conditions and for such consideration as the Selectmen deem appropriate, or take any other action relative thereto.

Moved by Linda Peterson to transfer the care, custody, management and control of a parcel of land identified on Assessor's Map F9 as Parcel 1, consisting of 18.12 acres, more or less, and located off the east side of Washington Street, the north side of Edgewater Drive and the west side of Miramar Drive, from the School Department for school purposes to the Board of Selectmen for general municipal purposes and/or the purpose of conveyance, and further to authorize the Board of Selectmen to convey said parcel on such terms and conditions and for such consideration as the Selectmen deem appropriate.

SECONDED AND SO VOTED

2/3 MAJORITY

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

APPENDIX A

BYLAW

REDUCTION OF SINGLE USE PLASTIC BAGS IN PEMBROKE

ARTICLE: To see if the Town of Pembroke will vote to amend the General Bylaws by adopting a bylaw entitled “Reduction of Single-Use Plastic Bags” as follows:

SECTION 1 – FINDINGS AND INTENT

FINDINGS:

The production and use of thin-film single-use plastic checkout bags have significant impacts on the environment, including, but not limited to: contributing to the potential death of marine animals through ingestion and entanglement; contributing to pollution of the land environment; creating a burden to solid waste collection and recycling facilities; clogging storm drainage systems; and requiring the use of millions of barrels of crude oil nationally for their manufacture.

The purpose of this Ordinance is to eliminate the usage of thin-film single-use plastic bags by all retail establishments in the Town of Pembroke.

Currently 81 Massachusetts cities and towns, including Plymouth, Duxbury, Marshfield, Bridgewater, and much of Cape Cod have passed plastic bag bans, and more have bylaws pending.

INTENT:

The town of Pembroke hereby enacts this bylaw to help reduce the deterioration of the environment and the ensuing potential health risks by eliminating the use of the thin plastic carryout bags at the point of sale and promoting the use of reusable bags.

SECTION 2 – DEFINITIONS

PLASTIC CARRYOUT BAG:

A plastic carryout bag is a thin film plastic bag with handles provided to a customer by an establishment and used to transport merchandise from the establishment. Plastic carryout bags do not include those plastic bags typically without handles used to contain dry cleaning, newspapers, or small bags used to contain fish, meat, produce or other products provided to the consumer, free of charge, to deliver the items to the point of sale.

REUSABLE CARRYOUT BAG:

A bag with stitched on handles that is made solely of or in a combination of natural cloths, synthetic fibers, or other washable material and is specifically designed for multiple reuse. These bags are generally sold to the customer for a reasonable cost.

RECYCLABLE PAPER BAG:

A paper bag that is 100% recyclable and contains at least 40% post-consumer recycled paper content and is provided free of charge to the customer.

ESTABLISHMENT:

Any commercial establishment includes businesses selling food, goods, articles, or personal services to the public.

SECTION 3 – PLASTIC CARRYOUT BAG PROHIBITION

No establishment in the town of Pembroke, as defined in Section 2, shall provide plastic carryout bags, as defined in Section 2. Establishments in the town of Pembroke, as defined in Section 2, shall only provide reusable carryout bags that comply with the definition in Section 2, or recyclable paper bags, as defined in Section 2, at the point of sale.

SECTION 4 – ENFORCEMENT:

All of the requirements set forth in this bylaw shall take effect within six months of the approval of the Office of the Massachusetts State's Attorney General and satisfaction of the posting/publication requirements of G.L.c.40, 32. However, if a retail establishment cannot comply with the effective date of this bylaw due to economic hardship, the establishment may petition the Board of Health for an extension of six months.

This Bylaw may be enforced by any agent of the Board of Health by:

1. Inspection and investigation
2. The issuance of violation notices and administrative orders
3. Civil court actions

Whoever, himself or by his servant or agent or as the servant or agent of any other person or firm or corporation, violates any of the provisions of these regulations, may be penalized by a non-criminal disposition process as provided in M.G.L.c. 40, 21D. Each day of violation after written notice, is a separate violation.

The following penalties shall apply:

1. First Offense – Written Warning
2. Second Offense - \$50 Fine
3. Third Offense - \$100 Fine
4. Subsequent Offenses - \$200 Fine

SECTION 5 – SEVERABILITY

If any provision of this bylaw shall be held to be invalid by a court of competent jurisdiction, then such provision shall be considered separately and apart from the remaining provisions of this bylaw, which shall remain in full force and effect.

TOWN OF PEMBROKE STATE ELECTION NOVEMBER 6, 2018

PREC 1 PREC 2 PREC 3 PREC 4 PREC 5

SENATOR IN CONGRESS		VOTE FOR ONE				
ELIZABETH WARREN	825	680	757	750	664	3676
GEOFF DIEHL	991	908	927	983	958	4767
SHIVA AYYADURAI	44	56	65	47	50	262
WRITE INS	1	3	1	2	2	9
BLANKS	27	26	22	19	22	116
TOTAL	1888	1673	1772	1801	1696	8830
GOVERNOR AND LIEUTENANT GOVERNOR		VOTE FOR ONE				
BAKER AND POLITO	1451	1238	1321	1381	1313	6704
GONZALEZ AND PALFREY	366	369	377	350	298	1760
WRITE INS	10	12	12	16	8	58
BLANKS	61	54	62	54	77	308
TOTAL	1888	1673	1772	1801	1696	8830
ATTORNEY GENERAL		VOTE FOR ONE				
MAURA HEALEY	1085	945	1019	1038	954	5041
JAMES R. MCMAHON III	751	686	721	725	715	3598
WRITE INS	0	3	1	0	0	4
BLANKS	52	39	31	38	27	187
TOTAL	1888	1673	1772	1801	1696	8830
SECRETARY OF STATE		VOTE FOR ONE				
WILLIAM FRANCIS GALVIN	1185	1023	1076	1129	1059	5472
ANTHONY M. AMORE	618	540	600	575	560	2893
JUAN G. SANCHEZ JR.	24	48	46	38	27	183
WRITE INS	0	5	3	0	3	11
BLANKS	61	57	47	59	47	271
TOTAL	1888	1673	1772	1801	1696	8830
TREASURER		VOTE FOR ONE				
DEBORAH B. GOLDBERG	1025	898	960	979	929	4791
KEIKO ORRALL	724	648	685	694	662	3413
JAMIE M. GUERIN	33	40	48	50	28	199
WRITE INS	1	6	1	0	0	8
BLANKS	105	81	78	78	77	419
TOTAL	1888	1673	1772	1801	1696	8830
AUDITOR		VOTE FOR ONE				
SUZANNE M. BUMP	938	819	883	889	828	4357
HELEN BRADY	774	673	715	731	713	3606
DANIEL FISHMAN	55	58	62	66	51	292
EDWARD J. STAMAS	21	27	25	32	20	125
WRITE INS		4	2	1	0	7
BLANKS	100	92	85	82	84	443
TOTAL	1888	1673	1772	1801	1696	8830
REPRESENTATIVE IN CONGRESS		VOTE FOR ONE				
BILL KEATING	937	858	915	907	857	4474
PETER D. TEDESCHI	909	776	818	851	809	4163
WRITE INS	1	4	1	0	1	7
BLANKS	41	35	38	43	29	186
TOTAL	1888	1673	1772	1801	1696	8830

TOWN OF PEMBROKE STATE ELECTION NOVEMBER 6, 2018

PREC 1 PREC 2 PREC 3 PREC 4 PREC 5

COUNCILLOR		VOTE FOR ONE					
JOSEPH C. FERREIRA	947	831	909	883	816	4386	
THOMAS F. KEYES	817	734	761	802	782	3896	
WRITE INS	0	4	0	2	0	6	
BLANKS	124	104	102	114	98	542	
TOTAL	1888	1673	1772	1801	1696	8830	
SENATOR IN GENERAL COURT		Vote for One					
VINNY deMACEDO	1072	945	1022	1061	1005	5105	
DEBORAH A. RUDOLF	727	648	677	659	617	3328	
WRITE INS	0	4	1	0	0	5	
BLANKS	89	76	72	81	74	392	
TOTAL	1888	1673	1772	1801	1696	8830	
REPRESENTATIVE IN GENERAL COURT		VOTE FOR ONE					
JOSH S. CUTLER	1425	1264	1347	1358	1255	6649	
WRITE INS	23	38	51	45	32	189	
BLANKS	440	371	374	398	409	1992	
TOTAL	1888	1673	1772	1801	1696	8830	
DISTRICT ATTORNEY		Vote for One					
TIMOTHY J. CRUZ	1158	1021	1074	1137	1099	5489	
JOHN E. BRADLEY JR.	653	585	640	608	540	3026	
WRITE INS	0	1	1	0	0	2	
BLANKS	77	66	57	56	57	313	
TOTAL	1888	1673	1772	1801	1696	8830	
CLERK OF COURTS		VOTE FOR ONE					
ROBERT S. CREEDON JR.	1326	1176	1290	1280	1178	6250	
WRITE INS	15	30	39	30	20	134	
BLANKS	547	467	443	491	498	2446	
TOTAL	1888	1673	1772	1801	1696	8830	
REGISTER OF DEEDS		VOTE FOR ONE					
JOHN R. BUCKLEY JR.	1354	1190	1315	1292	1199	6350	
WRITE INS	12	32	32	28	18	122	
BLANKS	522	451	425	481	479	2358	
TOTAL	1888	1673	1772	1801	1696	8830	
COUNTY COMMISSIONER		VOTE FOR ONE					
SANDRA M WRIGHT	1367	1209	1293	1304	1247	6420	
WRITE INS	22	25	26	24	26	123	
BLANKS	499	439	453	473	423	2287	
TOTAL	1888	1673	1772	1801	1696	8830	

TOWN OF PEMBROKE STATE ELECTION NOVEMBER 6, 2018

PREC 1 PREC 2 PREC 3 PREC 4 PREC 5

QUESTION 1

NURSING STAFF		VOTE FOR ONE				
YES	456	454	470	406	400	2186
NO	1380	1179	1270	1361	1253	6443
BLANKS	52	40	32	34	43	201
TOTAL	1888	1673	1772	1801	1696	8830

QUESTION 2

AMEND CONSTITUTION IE CORP. CAMPAIGN \$		VOTE FOR ONE				
YES	1181	1035	1121	1127	1047	5511
NO	627	572	594	590	601	2984
BLANKS	80	66	57	84	48	335
TOTAL	1888	1673	1772	1801	1696	8830

QUESTION 3

GENDER IDENTITY ON PROHIBITED DISCRIMINATION LIST		VOTE FOR ONE				
YES	1106	926	1015	1000	942	4989
NO	724	704	715	743	727	3613
BLANKS	58	43	42	58	27	228
TOTAL	1888	1673	1772	1801	1696	8830

MARRIAGES 2018

DATE	PARTY A	PARTY B
1/29/2018	Green, Dennis Stephen	Cunningham, Ashley Lynn
2/10/2018	Butler, Christopher J	Salemme, Lauren Maria
2/14/2018	Crews, Daniel Lewis	Antonio, Penny DeGuzman
3/18/2018	Levesque, Lawrence	DeMarco, Cynthia Dee
3/24/2018	Lowenberg, Kenin Michael	Wadsworth, Dorothy Kendall
3/25/2018	Proctor, Joseph Edward	Higgins, Chistine A
4/1/2018	Savola, Stephen Emnanural	Andra Lynn James
4/7/2018	Hawkins, Larry Henry	King, Eugenie Marie
4/18/2018	Bodnar, Steven Lawrence	Morgan, Christie Patricia
4/24/2018	Davis, Kenneth Gerard	Palombo, Deana Marie
5/4/2018	Regan, James Michael	Hull, Laurie Ann
5/6/2018	Pemberton, O'Neill Charles	McMillan Maria
5/17/2018	Silva, Pedro Henrique	Gargiulo, Marisa
5/25/2018	Durant, Joshua Paul	Dubois, Brittney Danielle
6/1/2018	Sartorio, Joceni	Nascimento, Karine
6/2/2018	Straub, Keith Patrick	Davis, Corey Michello
6/2/2018	Donahue, Michael Thomas	Mullen, Jennifer Lynn
6/9/2018	Haermenau, Gary Arthur	Deschenes, Allison Marie
6/9/2018	Gavin, Neal Francis	Smith, Citlin Elizabeth
6/9/2018	Sherman, Tyler Andrew	Flemmig, Ariel Paige
6/15/2018	Peters, David George	Hastings, Laura Elizabeth
6/20/2018	Norkus, Michael John	Shannon, Allyse Graney
6/29/2018	Hoffman, Daniel William	Horsman, Jayne Anne
6/29/2018	Kennedy, Adam Charles	Wood, Elizabeth Wood
6/30/2018	Gibbons, Joseph M	Eldridge, Aimee Ruth
7/1/2018	Hurst, Jeffrey Ryan	DelGallo, Nicole Lee
7/7/2018	Shea, Stephen Matt	Corbett, Shannon Kathleen
7/7/2018	Edwards, Scott Erik	Flynn, Karen Maris Edolphia
7/13/2018	Vitale, Marci Lee	Vitale, Marci Lee
7/21/2018	Reid, Curtis Reid	Payne, Jennie Newcomb
7/21/2018	MacDonnacha, Tomas Paraic	Brady, Anna Rose
7/28/2018	Matisoff, Gregory Todd	Sypole, Emily Copeland
8/1/2018	Luke, Nicholas David	Hession, Rachel Jeanne
8/3/2018	Jacobs, Kyle Andrew	Foster, Sarah Marie
8/5/2018	MacDonald, Mark Gordon	Duncan, Tammy Loren
8/10/2018	Huether, John Ryan	Costa, Leticia Curitiba
8/10/2018	Ford, John William	Gordon, Jennifer Lee
8/15/2018	Barnard, Russell Edward	Fall, Marissa Elizabeth
8/17/2018	Cook, Jeremy Scott	Block, Jamie Frances
8/18/2018	Cannon, Sean Patrick	Carlson, Kerri Beth
8/19/2018	Shaughnessy, James Russell	Ferreira, Rosilene Lopes
8/25/2018	Barravecchio, Mark Joseph	Amicangiolo, Melissa Lee
9/1/2018	Seavey, Justin Roderick	Light, Brandie Michelle

MARRIAGES 2018

DATE	PARTY A	PARTY B
9/8/2018	Burroughs, Evon Jason	Botieri, Elizabeth Michelle
9/14/2018	Rodick, Adam Newell	Ivens, Maura Elizabeth
9/15/2018	Gould, John Raymond	Saulnier, Linda Ann Francis
9/22/2018	Rowell, Michael Edward	Fields, Desiree Anne
9/29/2018	Desouza, Fabio Ferreira	Wade, Lisa Rene
9/30/2018	Phippen, Anthony Joshua	Tu, Han Thi Minh
10/5/2018	Stephenson, Brian Douglas	Sharp, Gail Marie
10/14/2018	Waterman, Ryan Edward	McIver, Savannah Bailey
10/15/2018	Cronley, Jonathon Thomas	Cote, Danielle Mary
10/20/2018	McCarthy, Robert Joseph	Silvia, Virginia Elaine
10/20/2018	Mackay, Kyle Alexandra	Gilman, Rennie Francis
10/20/2018	Pink, Joseph Reed	Boyles, Miranda Anne
11/2/2018	Steeves, Eric Gilbert	Emerson, Madelyn Joanna
11/4/2018	Morrisette, Mathew Gregory	Jacobs, Danielle Marie
11/16/2018	Shine, Paul Joseph	Thomas, Monica Marie
11/20/2018	Wright, Michael Patrick	Mckenzie, Linsey Maureen
12/23/2018	Swanson, Karl Sven	Swanson, Kellie Jean

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 a date and time determined by State Law.

We would like to remind all residents that State Law requires a census to be mailed to each residence in town. We ask that you promptly respond as failure to do so 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 session that will be posted.

Residents may also register by mail or at the Registry of Motor Vehicles.

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's as of 12/30/2018

Precinct	Active	Inactive	Non-Voter	Total
1	2764	52	1161	3977
2	2561	7	1223	3791
3	2662	9	1152	3823
4	2639	10	1255	3904
5	2508	3	1073	3584
TOTAL	13134	81	5864	19079

Respectfully Submitted,
Margaret Struzik, Town Clerk
Virginia Wandell, Chariman
Mary Ann Smith

ANNUAL REPORT OF THE ADVISORY COMMITTEE

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

The primary responsibility of the Advisory Committee is to submit a balanced budget at the Annual Town meeting for the next fiscal year. The committee is required to make recommendations after due consideration on each article at town meeting whether supporting the article or not. The committee made recommendations at the Annual Town Meeting in May and again at the Special Town Meeting in October. This year's fiscal budget was \$57,862,383. We would like to thank the department heads, Ed Thorne and Michael Buckley for their valuable assistance in supplying the information this budget. Listed below are the supplemental transfers made from the reserve fund this year.

Fiscal Year 2018 Reserve Fund Appropriation (as provided by the Town Accountant)

<u>Date</u>	<u>Amount</u>	<u>Department</u>	<u>Purpose</u>
12/04/17	2,398.00	Elder Affairs	Building Improvements
01/08/18	6,000.00	Community Center	Building Repair
03/12/18	15,295.50	Police	Cruiser Purchase
06/18/18	2,849.05	Library	Contracted Services
06/30/18	15,000.00	Selectmen	Contracted Services
Total R.F. Transfers	\$41,542.55		
Original Approp	\$50,000.00		
Balance	\$8,457.45		

Respectfully submitted:

Stephen Curley, Chairman, Linda A. Peterson, Clerk Members; Stephen Walsh, Elizabeth Monks, Maria Karas, Matthew Norton.

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;

Elaine Boidi, MAA, Chairman ,
Mary E. Quill, MAA, Member,
Elizabeth A. Bates, MAA, Member

Catherine M. Salmon, MAA, holds the position of Chief Assessor/Appraiser.

The office staff consists of Jeanne M. Gigliotti, MAA, Assistant Assessor, Casey Driscoll, Full-time Data Lister, Lauren Grady, Principal Clerk and, Christine M. Riley, Part-time Data Lister.

The staff of the Assessors' office continues the on-going cyclical inspections. Each year, the office sends out mailings to property owners in various sections of town. This mailing requests an interior inspection. This year mailings were sent to property owners in many different Pembroke neighborhoods including Queensbrook and Furnace Colony. 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. In addition to the cyclical inspections, the staff also inspects all sold properties as well as any property where a building permit has been taken. The Assessing Department visits many properties each year. We wish to thank all of the Pembroke property owners who have cooperated with our staff by allowing these inspections.

The Assessing staff continues their proactive effort of making the public aware of the various property tax exemptions available. There are property tax exemptions available to qualifying Seniors, Disabled Veterans, Surviving Spouses, and Blind Persons. Taxpayers must meet certain requirements for each exemption. Information can be obtained on these exemptions by contacting the office or on-line at the Town of Pembroke Website on the Assessing Department page.

The Assessing Department is responsible for the commitment of all Motor Vehicle Excise Tax and administration of 21,000 MVE tax bills.

The Assessors continue to offer the on-line database that has been updated to provide fiscal year 2019 assessments on all real estate properties. The property database can be accessed for viewing through the town's website. Go to www.pembroke-ma.gov, click on "Departments" and then click on "Assessors Office". Click the ASSESSMENT DATA link. In addition, the Assessor's Maps are now available on line. Go to www.pembroke-ma.gov, click on "Town Departments" and then click on "Assessors Office". Click the ASSESSORS MAPS ONLINE link.

TAX RATE RECAPITULATION

Total amount to be raised

Town meeting appropriation, state & county costs.....\$70,137,035

Less total receipts

From State, Local Receipts

(Permits, Auto Excise Tax,

Free Cash, etc.).....\$28,800,767

Levy – amount to be raised by taxation.....\$41,336,268

Divided by: Total valuation of Town.....\$2,831,251,209

Equals – tax

Rate.....\$14.60

Respectfully submitted:

BOARD OF ASSESSORS

Elaine Boidi, MAA, Chairman,

Mary E. Quill, MAA, Member,

Elizabeth A. Bates, MAA, 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 2018.

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 Kristin Curran, who have assisted my office over the past year.

Respectfully Submitted,

Michael Buckley
Town Accountant

TOWN OF PEMBROKE, MASSACHUSETTS
Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2018

	Governmental Fund Types			Proprietary Funds	Fiduciary Fund Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Trust and Agency	Long-term Debt	(Memorandum Only)
<u>ASSETS</u>							
Cash and cash equivalents	5,904,454	4,871,331	2,576,556	1,613,222	3,771,890		18,737,453
Receivables:							-
Personal property taxes	21,947						21,947
Real estate taxes	275,841						275,841
Deferred taxes	161,621						161,621
Allowance for abatements and exemptions	(283,436)						(283,436)
Tax liens	278,074			15,384			293,458
Tax foreclosures	357,952						357,952
Motor vehicle excise	306,030						306,030
Utility Charges				300,354			300,354
Departmental		779,494		169,961			949,455
Due to/from other funds	(11,814)	1,000			10,814		-
Due from other governments	21,973	160,352		14,273	141,473		338,071
Amounts to be provided - payment of bonds						24,671,052	24,671,052
Amounts to be provided - payment of notes		235,622	2,550,000				2,785,622
Amounts to be provided - Authorized & Unissued						5,060,000	5,060,000
Total Assets	<u>7,032,644</u>	<u>6,047,799</u>	<u>5,126,556</u>	<u>2,113,194</u>	<u>3,924,177</u>	<u>29,731,052</u>	<u>53,975,422</u>
<u>LIABILITIES AND FUND EQUITY</u>							
Deferred revenue	1,118,030	779,494		485,699			2,383,223
Accrued payroll and withholdings	1,113,848						1,113,848
Other liabilities	19,605	351			422,511		442,468
Bonds payable						24,671,052	24,671,052
Bonds Authorized & Unissued						5,060,000	5,060,000
Notes payable		235,622	2,550,000				2,785,622
Vacation and sick leave liability							-
Total Liabilities	<u>2,251,483</u>	<u>1,015,467</u>	<u>2,550,000</u>	<u>485,699</u>	<u>422,511</u>	<u>29,731,052</u>	<u>36,456,213</u>
Reserved for encumbrances	2,656,793			583,042			3,239,834
Reserved for expenditures	500,000						500,000
Reserved for continuing appropriations		369,650	2,576,556	10,521			2,956,728
Reserved for snow and ice deficit	(451,454)						(451,454)
Reserved fund balance		4,662,682			3,501,666		8,164,347
Undesignated fund balance	2,075,821			1,033,932			3,109,753
Total Fund Equity	<u>4,781,160</u>	<u>5,032,332</u>	<u>2,576,556</u>	<u>1,627,495</u>	<u>3,501,666</u>	<u>-</u>	<u>17,519,208</u>
Total Liabilities and Fund Equity	<u>7,032,643</u>	<u>6,047,799</u>	<u>5,126,556</u>	<u>2,113,194</u>	<u>3,924,177</u>	<u>29,731,052</u>	<u>53,975,421</u>

General Fund Summary
Revenue, Expenditures and Change to Fund Equity
Fiscal Year Ending June 30, 2018

Revenue		Total
Real Estate Tax	39,135,751	
Unrestricted State Aid	15,352,585	
Motor Vehicle Excise Tax	2,994,346	
Personal Property Tax	558,709	
Licenses and Permits	407,887	
Rentals	337,263	
Local Meals Tax	338,266	
Tax Liens and Deferrals	318,229	
Penalties and Interest	289,698	
Medicaid Reimbursements	121,329	
Interest on Investments	95,396	
Departmental Revenue	85,190	
Charges for Services	58,761	
In Lieu of Taxes	33,286	
Fines and Forfeitures	30,505	
Cemetery Revenue	27,300	
Miscellaneous Revenue	22,583	
School Department	3,466	
Total Revenue		\$60,210,550
Expenditures		
General Government	1,946,915	
Public Safety	7,552,513	
Education	32,701,277	
Public Works	2,022,069	
Health & Human Services	572,752	
Culture and Recreation	948,580	
Debt Service	2,982,740	
Health & Life Insurance	8,073,142	
Other Town Insurances & Other Expenses	1,222,628	
Retirement	3,135,629	
Intergovernmental Assessments	749,458	
Total Expenditures		\$61,907,703
Total Excess (Deficiency) of Revenues over Expenditures		(1,697,153)
Transfers/Other Financing Sources (Uses)		
Transfer from Other Funds		1,568,197
Other Financing Sources		
Transfer To Other Funds		180,000
Other Financing Uses		
Total Transfers/Other Financing Sources/Uses		\$1,388,197
Fund Equity		
Total Excess (Deficiency) of Revenues over Expenditures and Other Financing Sources (Uses)		(308,956)
FY2017 Fund Equity		5,090,115
FY2018 Fund Equity		\$4,781,159

Statement of Appropriations and Expenditures
Year Ending June 30, 2018

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<i>Moderator</i>							
Elected Officials	0.00	100.00	0.00	100.00	100.00	0.00	0.00
	0.00	100.00	0.00	100.00	100.00	0.00	0.00
<i>Selectmen</i>							
Elected Officials	0.00	9,000.00	0.00	9,000.00	9,000.00	0.00	0.00
Wages & Salaries	0.00	130,225.00	0.00	130,225.00	117,023.02	6,892.00	6,309.98
General Expenses	0.00	9,200.00	15,000.00	24,200.00	8,921.20	15,000.00	278.80
Audit Expenses	0.00	47,500.00	0.00	47,500.00	46,200.00	0.00	1,300.00
Plymouth County Coop	0.00	107.00	0.00	107.00	0.00	0.00	107.00
S.S. Women's Center	0.00	3,500.00	0.00	3,500.00	3,500.00	0.00	0.00
Violence Prevention	0.00	1,500.00	0.00	1,500.00	0.00	0.00	1,500.00
Lower Chandler Mill Pond	3,618.50	0.00	0.00	3,618.50	0.00	3,618.50	0.00
Friends Meeting House	1,255.32	0.00	0.00	1,255.32	0.00	1,255.32	0.00
Town Celebrations	17,371.00	0.00	0.00	17,371.00	0.00	17,371.00	0.00
Holiday Lights	787.41	0.00	0.00	787.41	622.54	0.00	164.87
Watershed Association	2,167.33	0.00	0.00	2,167.33	0.00	2,167.33	0.00
Washington St. Property	15,050.00	0.00	0.00	15,050.00	0.00	15,050.00	0.00
Little Sandy Fence	7,260.00	0.00	0.00	7,260.00	7,260.00	0.00	0.00
Animal Pound	15,946.00	0.00	0.00	15,946.00	0.00	15,946.00	0.00
Town Signage	2,934.10	0.00	0.00	2,934.10	2,789.71	144.39	0.00
Town Memorials	500.00	0.00	0.00	500.00	0.00	500.00	0.00
Hobomock Pond	0.00	8,000.00	0.00	8,000.00	6,695.00	1,305.00	0.00
Oldham Pond	0.00	47,500.00	0.00	47,500.00	6,400.00	41,100.00	0.00
Furnace Pond	0.00	12,000.00	0.00	12,000.00	1,450.00	10,550.00	0.00
Encumbrances	20,119.79	0.00	0.00	20,119.79	18,792.33	1,082.67	244.79
	87,009.45	268,532.00	15,000.00	370,541.45	228,653.80	131,982.21	9,905.44
<i>Town Administrator</i>							
Wages & Salaries	0.00	141,473.00	0.00	141,473.00	141,472.08	0.00	0.92
General Expenses	0.00	3,550.00	0.00	3,550.00	2,637.87	0.00	912.13
	0.00	145,023.00	0.00	145,023.00	144,109.95	0.00	913.05
<i>Advisory Committee</i>							
Wages & Salaries	0.00	6,386.00	0.00	6,386.00	5,657.75	204.05	524.20
General Expenses	0.00	572.00	0.00	572.00	327.32	0.00	244.68
Reserve Fund	0.00	50,000.00	-41,542.55	8,457.45	0.00	0.00	8,457.45
	0.00	56,958.00	-41,542.55	15,415.45	5,985.07	204.05	9,226.33
<i>Town Accountant</i>							
Wages & Salaries	0.00	121,858.70	0.00	121,858.70	121,858.22	0.00	0.48
General Expenses	0.00	6,800.00	0.00	6,800.00	4,041.22	1,250.00	1,508.78
Non Union COLA	0.00	5,172.30	0.00	5,172.30	0.00	0.00	5,172.30
Clerical Contract	0.00	17,856.00	0.00	17,856.00	1,855.94	0.00	16,000.06
Buyback Fund	273,466.40	125,000.00	0.00	398,466.40	70,502.61	327,963.79	0.00
Accounting System	0.00	150,000.00	0.00	150,000.00	0.00	150,000.00	0.00
Encumbered Expenses	1,000.00	0.00	0.00	1,000.00	0.00	0.00	1,000.00
	274,466.40	426,687.00	0.00	701,153.40	198,257.99	479,213.79	23,681.62
<i>Board of Assessors</i>							
Elected Officials	0.00	5,400.00	0.00	5,400.00	5,400.00	0.00	0.00
Wages & Salaries	0.00	243,255.00	0.00	243,255.00	233,597.46	8,438.00	1,219.54
General Expenses	0.00	37,150.00	0.00	37,150.00	33,809.69	78.00	3,262.31
Assessors Maps	4,916.00	0.00	0.00	4,916.00	0.00	4,916.00	0.00
Om Line Database	2,092.00	0.00	0.00	2,092.00	0.00	2,092.00	0.00
Building Decorations	767.75	0.00	0.00	767.75	0.00	767.75	0.00
GIS System	100.00	0.00	0.00	100.00	0.00	100.00	0.00
Digital Flyover	0.00	15,000.00	0.00	15,000.00	12,150.00	2,850.00	0.00
Encumbered Expenses	2,677.50	0.00	0.00	2,677.50	2,677.50	0.00	0.00
	10,553.25	300,805.00	0.00	311,358.25	287,634.65	19,241.75	4,481.85
<i>Treasurer/Collector</i>							
Wages & Salaries	0.00	340,757.00	0.00	340,757.00	327,231.51	0.00	13,525.49
General Expenses	0.00	79,885.00	0.00	79,885.00	69,098.49	0.00	10,786.51
Encumbered Expenses	4,700.00	0.00	0.00	4,700.00	3,309.45	0.00	1,390.55
	4,700.00	420,642.00	0.00	425,342.00	399,639.45	0.00	25,702.55
<i>Town Counsel</i>							
Encumbered Expenses	0.00	115,000.00	20,809.00	135,809.00	135,808.52	0.00	0.48
	0.00	115,000.00	20,809.00	135,809.00	135,808.52	0.00	0.48

Statement of Appropriations and Expenditures
Year Ending June 30, 2018

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<i>Data Processing/MIS</i>							
General Expenses	0.00	64,475.00	0.00	64,475.00	46,853.67	13,243.38	4,377.95
Equipment	23,900.00	0.00	0.00	23,900.00	0.00	23,900.00	0.00
Encumbrances	15,900.00	0.00	0.00	15,900.00	15,900.00	0.00	0.00
	39,800.00	64,475.00	0.00	104,275.00	62,753.67	37,143.38	4,377.95
<i>Town Clerk</i>							
Elected Officials	0.00	84,661.00	0.00	84,661.00	84,660.16	0.00	0.84
Wages & Salaries	0.00	53,399.00	0.00	53,399.00	53,011.40	0.00	387.60
General Expenses	0.00	4,320.00	0.00	4,320.00	2,126.70	0.00	2,193.30
Voting Equipment	4,454.91	0.00	0.00	4,454.91	0.00	4,454.91	0.00
Encumbered Expenses	927.76	0.00	0.00	927.76	775.01	0.00	152.75
	5,382.67	142,380.00	0.00	147,762.67	140,573.27	4,454.91	7,189.40
<i>Elections</i>							
Wages & Salaries	0.00	30,000.00	0.00	30,000.00	7,096.20	0.00	22,903.80
General Expenses	0.00	16,000.00	0.00	16,000.00	11,302.48	0.00	4,697.52
	0.00	46,000.00	0.00	46,000.00	18,398.68	0.00	27,601.32
<i>Board of Registrars</i>							
Wages & Salaries	0.00	5,600.00	0.00	5,600.00	3,771.50	0.00	1,828.50
General Expenses	0.00	6,300.00	0.00	6,300.00	1,765.19	0.00	4,534.81
	0.00	11,900.00	0.00	11,900.00	5,536.69	0.00	6,363.31
<i>Conservation Commission</i>							
Wages & Salaries	0.00	58,398.00	0.00	58,398.00	58,204.65	0.00	193.35
General Expenses	0.00	935.00	0.00	935.00	654.00	0.00	281.00
Hazardous Tree Removal	500.00	0.00	0.00	500.00	0.00	500.00	0.00
	500.00	59,333.00	0.00	59,833.00	58,858.65	500.00	474.35
<i>Planning Board</i>							
Wages & Salaries	0.00	49,015.00	0.00	49,015.00	48,552.15	0.00	462.85
General Expenses	0.00	2,240.00	0.00	2,240.00	414.73	0.00	1,825.27
	0.00	51,255.00	0.00	51,255.00	48,966.88	0.00	2,288.12
<i>Zoning Board of Appeals</i>							
Wages & Salaries	0.00	25,443.00	0.00	25,443.00	25,285.33	0.00	157.67
Encumbered Expenses	0.00	2,600.00	0.00	2,600.00	1,995.03	0.00	604.97
	0.00	28,043.00	0.00	28,043.00	27,280.36	0.00	762.64
<i>Town Hall Maintenance</i>							
Wages & Salaries	0.00	87,860.00	0.00	87,860.00	78,781.69	0.00	9,078.31
General Expenses	0.00	100,140.00	3,259.00	103,399.00	102,898.38	0.00	500.62
Encumbered Expenses	2,677.50	0.00	0.00	2,677.50	2,677.50	0.00	0.00
	2,677.50	188,000.00	3,259.00	193,936.50	184,357.57	0.00	9,578.93
General Government	\$425,089.27	\$2,325,133.00	-\$2,474.55	\$2,747,747.72	\$1,946,915.20	\$672,740.09	\$130,319.89
<i>Police Department</i>							
Wages & Salaries	0.00	3,333,164.00	41,218.00	3,374,382.00	3,374,381.21	0.00	0.79
General Expenses	0.00	345,502.00	42,330.50	387,832.50	386,035.68	1,015.53	781.29
Equip New Officers	761.35	0.00	0.00	761.35	0.00	761.35	0.00
Station Repairs	275.25	0.00	0.00	275.25	0.00	275.25	0.00
Marked Cruiser	2,032.76	0.00	0.00	2,032.76	0.00	2,032.76	0.00
Portable Radios	1,231.35	0.00	0.00	1,231.35	0.00	1,231.35	0.00
NexGen 911	12,500.00	0.00	0.00	12,500.00	12,500.00	0.00	0.00
Portable Radios	0.00	37,100.00	0.00	37,100.00	37,100.00	0.00	0.00
Ballistic Vests	0.00	10,400.00	0.00	10,400.00	7,787.50	2,612.50	0.00
Ballistic Cruiser Kit	0.00	1,900.00	0.00	1,900.00	1,900.00	0.00	0.00
Server Replacement	0.00	4,000.00	0.00	4,000.00	0.00	4,000.00	0.00
Station Repairs	0.00	4,000.00	0.00	4,000.00	4,000.00	0.00	0.00
Encumbrances	10,712.72	0.00	0.00	10,712.72	10,710.72	0.00	2.00
	27,513.43	3,736,066.00	83,548.50	3,847,127.93	3,834,415.11	11,928.74	784.08

Statement of Appropriations and Expenditures
Year Ending June 30, 2018

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<i>Fire Department</i>							
Wages & Salaries	0.00	3,029,727.85	0.00	3,029,727.85	3,017,677.21	0.00	12,050.64
General Expenses	0.00	195,000.00	0.00	195,000.00	194,375.82	0.00	624.18
Truck & Bldg Repairs	1,810.69	0.00	0.00	1,810.69	0.00	1,810.69	0.00
SCBA Equipment	2,429.37	0.00	0.00	2,429.37	0.00	2,429.37	0.00
New Firefighters	0.00	161,725.00	0.00	161,725.00	128,325.40	33,399.60	0.00
New Firefighters	0.00	55,999.15	0.00	55,999.15	55,999.15	0.00	0.00
Dive Team Rescue Boat	0.00	25,000.00	0.00	25,000.00	25,000.00	0.00	0.00
Encumbered Expenses	16,068.10	0.00	0.00	16,068.10	16,068.10	0.00	0.00
	20,308.16	3,467,452.00	0.00	3,487,760.16	3,437,445.68	37,639.66	12,674.82
<i>Building Commission</i>							
Wages & Salaries	0.00	200,614.00	0.00	200,614.00	199,348.59	0.00	1,265.41
General Expenses	0.00	12,400.00	629.00	13,029.00	13,028.78	0.00	0.22
	0.00	213,014.00	629.00	213,643.00	212,377.37	0.00	1,265.63
<i>Emergency Preparedness</i>							
Wages & Salaries	0.00	2,699.00	0.00	2,699.00	2,698.08	0.00	0.92
General Expenses	0.00	9,511.00	0.00	9,511.00	6,427.38	0.00	3,083.62
Radio Equipment	9,627.00	0.00	0.00	9,627.00	0.00	9,627.00	0.00
	9,627.00	12,210.00	0.00	21,837.00	9,125.46	9,627.00	3,084.54
<i>Animal Control</i>							
Wages & Salaries	0.00	51,471.00	0.00	51,471.00	50,526.88	0.00	944.12
General Expenses	0.00	6,750.00	1,405.00	8,155.00	8,154.85	0.00	0.15
Encumbered Expenses	500.00	0.00	0.00	500.00	467.91	0.00	32.09
	500.00	58,221.00	1,405.00	60,126.00	59,149.64	0.00	976.36
Public Safety	\$57,948.59	\$7,486,963.00	\$85,582.50	\$7,630,494.09	\$7,552,513.26	\$59,195.40	\$18,785.43
<i>Pembroke Public Schools</i>							
Operating Budget	0.00	32,338,670.00	0.00	32,338,670.00	30,645,805.36	1,692,864.64	0.00
Technology	26,669.75	0.00	0.00	26,669.75	0.00	0.00	26,669.75
Telephone System	11,060.00	0.00	0.00	11,060.00	10,940.00	0.00	120.00
Tennis Courts	45,000.00	0.00	0.00	45,000.00	45,000.00	0.00	0.00
Security Cameras	20,000.00	0.00	0.00	20,000.00	0.00	20,000.00	0.00
Technology	0.00	76,000.00	0.00	76,000.00	0.00	76,000.00	0.00
Encumbrances	2,019,378.97	0.00	0.00	2,019,378.97	1,999,531.26	0.00	19,847.71
	2,122,108.72	32,414,670.00	0.00	34,536,778.72	32,701,276.62	1,788,864.64	46,637.46
Education	\$2,122,108.72	\$32,414,670.00	\$0.00	\$34,536,778.72	\$32,701,276.62	\$1,788,864.64	\$46,637.46
<i>Public Works</i>							
Wages & Salaries	0.00	924,329.00	0.00	924,329.00	912,039.86	0.00	12,289.14
General Expenses	0.00	395,186.00	0.00	395,186.00	301,307.20	78,758.31	15,120.49
Swanberg Property	4,050.00	0.00	0.00	4,050.00	0.00	0.00	4,050.00
Street Sweepings	36,416.46	0.00	0.00	36,416.46	36,416.46	0.00	0.00
Pine Grove Cemetery	2,707.00	0.00	0.00	2,707.00	525.00	2,182.00	0.00
Encumbered Expenses	12,744.69	0.00	0.00	12,744.69	12,744.69	0.00	0.00
	55,918.15	1,319,515.00	0.00	1,375,433.15	1,263,033.21	80,940.31	31,459.63
<i>Snow & Ice</i>							
General Expenses	0.00	100,000.00	0.00	100,000.00	551,454.20	0.00	-451,454.20
	0.00	100,000.00	0.00	100,000.00	551,454.20	0.00	-451,454.20
<i>Town Wide Utilities</i>							
General Expenses	0.00	223,277.00	0.00	223,277.00	207,581.71	15,695.29	0.00
	0.00	223,277.00	0.00	223,277.00	207,581.71	15,695.29	0.00
Public Works	\$55,918.15	\$1,642,792.00	\$0.00	\$1,698,710.15	\$2,022,069.12	\$96,635.60	-\$419,994.57
<i>Board of Health</i>							
Wages & Salaries	0.00	123,602.00	0.00	123,602.00	123,513.76	0.00	88.24
General Expenses	0.00	27,610.00	0.00	27,610.00	24,254.30	0.00	3,355.70
Furnace Pond	2,550.00	0.00	0.00	2,550.00	2,550.00	0.00	0.00
Encumbered Expenses	5,400.00	0.00	0.00	5,400.00	4,894.74	0.00	505.26
	7,950.00	151,212.00	0.00	159,162.00	155,212.80	0.00	3,949.20

Statement of Appropriations and Expenditures
Year Ending June 30, 2018

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<i>Council on Aging</i>							
Wages & Salaries	0.00	190,290.00		190,290.00	184,849.00	0.00	5,441.00
General Expenses	0.00	44,733.00	0.00	44,733.00	41,705.32	0.00	3,027.68
Senior Tax Work Off	0.00	5,000.00	0.00	5,000.00	5,000.00	0.00	0.00
Senior Tax Work Off	2,500.00	0.00	0.00	2,500.00	0.00	2,500.00	0.00
Building Repairs	13,406.74	0.00	0.00	13,406.74	13,406.74	0.00	0.00
Heating System	0.00	10,195.00	2,398.00	12,593.00	12,492.65	0.00	100.35
Pavement Extension	0.00	1,700.00	0.00	1,700.00	1,700.00	0.00	0.00
Encumbrances	4,588.79	0.00	0.00	4,588.79	4,588.79	0.00	0.00
	20,495.53	251,918.00	2,398.00	274,811.53	263,742.50	2,500.00	8,569.03
<i>Veterans' Services</i>							
Wages & Salaries	0.00	71,048.00	0.00	71,048.00	63,212.72	0.00	7,835.28
General Expenses	0.00	2,300.00	0.00	2,300.00	1,396.14	0.00	903.86
Veterans Benefits	0.00	170,000.00	0.00	170,000.00	88,774.79	0.00	81,225.21
	0.00	243,348.00	0.00	243,348.00	153,383.65	0.00	89,964.35
<i>Commission on Disabilities</i>							
General Expenses	0.00	705.00	0.00	705.00	413.42	0.00	291.58
	0.00	705.00	0.00	705.00	413.42	0.00	291.58
Human Services	\$28,445.53	\$647,183.00	\$2,398.00	\$678,026.53	\$572,752.37	\$2,500.00	\$102,774.16
<i>Library</i>							
Wages & Salaries	0.00	558,188.00	0.00	558,188.00	557,175.12	0.00	1,012.88
General Expenses	0.00	59,800.00	2,849.05	62,649.05	62,649.05	0.00	0.00
Books & Periodicals	0.00	86,000.00	0.00	86,000.00	85,516.55	0.00	483.45
Furniture	1,420.00	0.00	0.00	1,420.00	0.00	1,420.00	0.00
Flooring	5,200.00	0.00	0.00	5,200.00	4,370.00	830.00	0.00
Painting & Repairs	12,900.00	0.00	0.00	12,900.00	350.00	12,550.00	0.00
Security Cameras	0.00	10,195.00	0.00	10,195.00	0.00	10,195.00	0.00
Roof Repair	0.00	1,700.00	0.00	1,700.00	1,700.00	0.00	0.00
	19,520.00	715,883.00	2,849.05	738,252.05	711,760.72	24,995.00	1,496.33
<i>Lydia Drake Library</i>							
General Expenses	0.00	5,000.00	0.00	5,000.00	5,000.00	0.00	0.00
	0.00	5,000.00	0.00	5,000.00	5,000.00	0.00	0.00
<i>Recreation</i>							
Wages & Salaries	0.00	96,013.00	0.00	96,013.00	96,012.74	0.00	0.26
General Expenses	0.00	12,080.00	0.00	12,080.00	11,602.66	0.00	477.34
	0.00	108,093.00	0.00	108,093.00	107,615.40	0.00	477.60
<i>Community Center</i>							
Wages & Salaries	0.00	27,556.00	0.00	27,556.00	27,555.12	0.00	0.88
General Expenses	0.00	49,146.00	6,000.00	55,146.00	49,184.21	5,961.79	0.00
	0.00	76,702.00	6,000.00	82,702.00	76,739.33	5,961.79	0.88
<i>Herring Fisheries</i>							
General Expenses	0.00	1,800.00	0.00	1,800.00	1,799.14	0.00	0.86
	0.00	1,800.00	0.00	1,800.00	1,799.14	0.00	0.86
<i>Town Landing</i>							
Wages & Salaries	0.00	44,092.00	0.00	44,092.00	39,463.22	0.00	4,628.78
General Expenses	0.00	1,600.00	0.00	1,600.00	865.51	0.00	734.49
	0.00	45,692.00	0.00	45,692.00	40,328.73	0.00	5,363.27
<i>Town Clock Winder</i>							
Wages & Salaries	0.00	1,487.00	0.00	1,487.00	1,487.00	0.00	0.00
	0.00	1,487.00	0.00	1,487.00	1,487.00	0.00	0.00
<i>Commemorations</i>							
General Expenses	0.00	5,910.00	0.00	5,910.00	1,629.36	3,400.00	880.64
Encumbered Expenses	1,697.34	0.00	0.00	1,697.34	1,697.34	0.00	0.00
	1,697.34	5,910.00	0.00	7,607.34	3,326.70	3,400.00	880.64
<i>Historical Commission</i>							
General Expenses	0.00	2,000.00	0.00	2,000.00	522.76	0.00	1,477.24
	0.00	2,000.00	0.00	2,000.00	522.76	0.00	1,477.24
Culture & Recreation	\$21,217.34	\$962,567.00	\$8,849.05	\$992,633.39	\$948,579.78	\$34,356.79	\$9,696.82

Statement of Appropriations and Expenditures
Year Ending June 30, 2018

	Beginning Balance	Appropriation	Transfers	Total Available	Expended	Encumbered	To Free Cash
<i>Debt Service</i>							
Principal	0.00	820,472.00	0.00	820,472.00	820,471.31	0.00	0.69
Interest	0.00	171,711.00	0.00	171,711.00	139,153.77	0.00	32,557.23
Principal-Excluded	0.00	1,543,000.00	0.00	1,543,000.00	1,468,000.00	0.00	75,000.00
Interest-Excluded	0.00	455,075.00	0.00	455,075.00	455,075.00	0.00	0.00
Short Term Interest	0.00	45,500.00		45,500.00	3,040.40	0.00	42,459.60
Encumbered Expenses	177,500.00	0.00	0.00	177,500.00	97,000.00	0.00	80,500.00
	<u>\$177,500.00</u>	<u>\$3,035,758.00</u>	<u>\$0.00</u>	<u>\$3,213,258.00</u>	<u>\$2,982,740.48</u>	<u>\$0.00</u>	<u>\$230,517.52</u>
Debt Service	<u>\$177,500.00</u>	<u>\$3,035,758.00</u>	<u>\$0.00</u>	<u>\$3,213,258.00</u>	<u>\$2,982,740.48</u>	<u>\$0.00</u>	<u>\$230,517.52</u>
<i>Pension Assessment</i>							
General Expenses	0.00	3,135,629.00	0.00	3,135,629.00	3,135,629.00	0.00	0.00
	<u>0.00</u>	<u>3,135,629.00</u>	<u>0.00</u>	<u>3,135,629.00</u>	<u>3,135,629.00</u>	<u>0.00</u>	<u>0.00</u>
<i>Unemployment Assessment</i>							
General Expenses		75,000.00	27,500.00	102,500.00	91,570.11	0.00	10,929.89
Encumbrances	1,369.00	0.00	0.00	1,369.00	1,369.00	0.00	0.00
	<u>1,369.00</u>	<u>75,000.00</u>	<u>27,500.00</u>	<u>103,869.00</u>	<u>92,939.11</u>	<u>0.00</u>	<u>10,929.89</u>
<i>Health Insurance</i>							
General Expenses	0.00	8,452,347.00	-123,771.00	8,328,576.00	8,053,847.97	0.00	274,728.03
	<u>0.00</u>	<u>8,452,347.00</u>	<u>-123,771.00</u>	<u>8,328,576.00</u>	<u>8,053,847.97</u>	<u>0.00</u>	<u>274,728.03</u>
<i>Life Insurance</i>							
General Expenses	0.00	20,000.00	0.00	20,000.00	19,293.76	0.00	706.24
	<u>0.00</u>	<u>20,000.00</u>	<u>0.00</u>	<u>20,000.00</u>	<u>19,293.76</u>	<u>0.00</u>	<u>706.24</u>
<i>Medicare Tax</i>							
General Expenses	0.00	484,100.00	29,416.00	513,516.00	513,515.18	0.00	0.82
	<u>0.00</u>	<u>484,100.00</u>	<u>29,416.00</u>	<u>513,516.00</u>	<u>513,515.18</u>	<u>0.00</u>	<u>0.82</u>
<i>General Town Insurance</i>							
General Expenses	0.00	718,500.00	0.00	718,500.00	616,111.90	2,500.00	99,888.10
Encumbered Expenses	2,500.00	0.00	0.00	2,500.00	61.34	0.00	2,438.66
	<u>2,500.00</u>	<u>718,500.00</u>	<u>0.00</u>	<u>721,000.00</u>	<u>616,173.24</u>	<u>2,500.00</u>	<u>102,326.76</u>
Insurance & Other	<u>\$3,869.00</u>	<u>\$12,885,576.00</u>	<u>-\$66,855.00</u>	<u>\$12,822,590.00</u>	<u>\$12,431,398.26</u>	<u>\$2,500.00</u>	<u>\$388,691.74</u>
General Fund Totals	<u>\$2,892,096.60</u>	<u>\$61,400,642.00</u>	<u>\$27,500.00</u>	<u>\$64,320,238.60</u>	<u>\$61,158,245.09</u>	<u>\$2,656,792.52</u>	<u>\$505,200.99</u>

**General Fund Expenditures
Local and State Assessments
Budget to Actual**

	Fiscal 2018 Budget	Fiscal 2018 Actual	Variance
County Tax	53,959	53,959	0
Mosquito Control	61,164	61,164	0
Air Pollution Control	5,626	5,626	0
Metro Area Planning Council	9,338	9,338	0
Old Colony Planning Council	6,613	6,613	0
Registry Non-Renewals	19,460	19,460	0
Regional Transit	142,177	142,177	0
Special Education	12,771	0	12,771
School Choice Tuitions	60,862	74,023	-13,161
Charter School Tuitions	463,321	377,098	86,223
Assessment Totals	\$835,291	\$749,458	\$85,833

General Fund Revenue
Receipts Received as of June 30, 2018

Revenue Source -		Percent
Real Estate Tax	39,135,751	
Personal Property Tax	558,709	
Tax Liens	237,956	
Tax Deferrals	80,273	
Total Property Taxes	\$40,012,689	64.77%
Chapter 70 Education Aid	13,434,662	
Charter School Reimbursements	27,584	
Unrestricted General Govt. Aid	1,679,302	
Veterans Benefits	107,994	
Elderly & Veterans Reimbursements	100,989	
Miscellaneous	2,054	
Total Unrestricted State Aid	\$15,352,585	24.85%
Excise Taxes -		
Motor Vehicle Excise Tax	2,994,346	
Local Meals Excise Tax	338,266	
Penalties & Interest		
Property Taxes	70,825	
Excise Taxes	93,277	
Tax Liens	125,596	
Payments In Lieu of Taxes -	33,286	
Charges for Services -		
Lien Certificates	40,800	
Registry Fees	17,961	
Rentals -		
General Rentals	56,362	
Antenna	204,401	
Solar	76,500	
Fees -		
Selectmen	748	
Treasurer	3,436	
Town Clerk	4,140	
Assessors	2,017	
Board of Health	1,125	
Planning Board	23,980	
ZBA	10,100	
Weights & Measures	4,720	
Police Detail	34,924	
Cemetery Revenue	27,300	
School Department	3,466	

General Fund Revenue
Receipts Received as of June 30, 2018

Revenue Source -		Percent
Licenses & Permits -		
Building Department	243,531	
Public Works	3,675	
Selectmen	46,510	
Police Department	7,575	
Fire Department	18,858	
Dog Licenses	12,455	
Town Clerk	7,600	
Board of Health	67,683	
Fines and Forfeits -		
Parking Tickets	96	
Registry Fees	29,344	
Court Fines	985	
Animal Control	80	
Investment Income -	95,396	
Medicaid Reimbursements -	121,329	
Sale of Surplus Property	3,855	
Miscellaneous Revenue -	18,728	
Total Local Receipts	\$4,845,276	7.84%
Transfers From Other Funds -		
Special Revenue Funds	105,108	
Special Revenue Funds-Ambulance	631,725	
Special Revenue Funds-Septic Better.	93,360	
Special Revenue Funds-COA Revolving	80,000	
Capital Project Funds	73,660	
Water Enterprise Fund	339,096	
Solid Waste Enterprise Fund	38,691	
Trust Funds-Cemetery	27,218	
Trust Funds-Silver Lake Escrow	179,339	
Total Interfund Transfers	\$1,568,197	2.54%
Total General Fund Revenue	\$61,778,747	100.00%

**General Fund Revenue
Local and State Receipts
Budget to Actual**

	Fiscal 2018			
Local Receipts As reported on the Tax Rate Recapitulation Sheet	Budget	Fiscal 2018 Actual	Variance	%
Motor Vehicle Excise Tax	2,794,330	2,994,346	200,016	107.16%
Meals Tax	300,000	338,266	38,266	112.76%
Penalties and Interest	200,000	289,698	89,698	144.85%
Payments in Lieu of Taxes	24,000	33,286	9,286	138.69%
Other Charges for Services	60,000	58,761	(1,239)	97.94%
Fees	100,000	85,190	(14,810)	85.19%
Rentals	375,000	337,263	(37,737)	89.94%
Departmental Revenue - Schools	0	3,466	3,466	
Departmental Revenue - Cemeteries	32,000	27,300	(4,700)	85.31%
Licenses and Permits	500,000	407,887	(92,113)	81.58%
Fines and Forfeits	30,000	30,508	508	101.69%
Investment Income	60,000	95,393	35,393	158.99%
Medicaid Revenue	60,000	121,329	61,329	202.22%
Miscellaneous Non-recurring	<u>0</u>	<u>22,583</u>	<u>22,583</u>	-
Total - Local Receipts	\$4,535,330	\$4,845,276	\$309,946	106.83%

	Fiscal 2018			
Cherry Sheet Receipts Detail	Budget	Fiscal 2018 Actual	Variance	%
Education				
Chapter 70	13,434,662	13,434,662	0	100.00%
Charter School Assessment Reimbursement	<u>56,716</u>	<u>27,584</u>	<u>(29,132)</u>	<u>48.64%</u>
Total Education	13,491,378	13,462,246	(29,132)	99.78%
General Government				
Unrestricted General Government Aid	1,679,302	1,679,302	0	100.00%
Veterans' Benefits	126,341	107,994	(18,347)	85.48%
Exemptions: Vets, Blind, & Surviving	94,888	103,043	8,155	108.59%
Total General Government	1,900,531	1,890,339	(10,192)	99.46%
Total - Cherry Sheet Revenue	\$15,391,909	\$15,352,585	-\$39,324	99.74%
Total - Local and State Revenue	\$19,927,239	\$20,197,861	\$270,622	101.36%

Special Revenue Accounts
Gifts, Grants and Other Special Revenue

<u>Account</u>		<u>G.L.</u>	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Payroll</u>	<u>Payroll & Expenses</u>	<u>Transfer</u>	<u>Ending Balance</u>
Public Safety Gifts	201	D	2,054	5,200		4,401		2,853
Fuel Assistance Gifts	202	D	1,739	5,105		2,220		4,624
Selectmen Gifts	205	D	786	1,394		100		2,080
Camp Pembroke Fund	207	D	24,930	9,750		11,574		23,106
Center Street Drainage	208	D	10,000			440		9,560
COA Gift Fund	226	D	7,013	1,270	0	3,350		4,933
Veterans Gift Fund	227	D	5,771	175	0	1,435		4,511
Athletic Field Donations	239	D	2,120				-2,120	0
Library Gift Fund	263	D	3,293	11,044		11,224		3,113
Fire Department Gift Fund	281	D	18,716	4,463		1,500		21,679
Herring Fisheries Gifts	289	D	500			50		450
Total Gifts & Donations			\$76,922	\$38,401	\$0	\$36,294	-\$2,120	\$76,909
School Transportation Fund	115	R	358,539	138,002	0	154,159		342,382
School Athletic Fund	116	R	281,118	152,666	0	352,997	-10,975	69,812
N. Pembroke Revolving Fund	117	R	16,786	20,236		34,482		2,540
Bryantville Revolving Fund	118	R	448	36,595		33,466		3,577
Hobomock Revolving Fund	119	R	15,923	12,029		27,506		446
PCMS Revolving Fund	120	R	3,364	3,002		5,605		761
High School Revolving Fund	121	R	9,021	80,529		88,320		1,230
SPED Gift Fund	122	R	118	2,000		1,028		1,090
School Gift Fund	123	R	686	0		543		143
Bryantville Gift Fund	124	R	1,078	6,954		7,103		929
Mosher Gift Fund	125	R	26	0		0		26
N. Pembroke Gift Fund	126	R	1,205	10,141		10,314		1,032
Middle School Gift Fund	128	R	9,613	3,859		2,162		11,310
High School Gift Fund	130	R	5,748	985		2,839		3,894
Hobomock Gift Fund	132	R	3,294	1,700		1,352		3,642
SPED Revenue Fund	133	R	1,375	0		420		955
School Insurance Fund	139	R	2,620	137,346		96,885		43,081
Tax Title Revolving	204	R	10,313	46,936		41,096		16,153
Unaccepted Roads	210	R	1,286			1,286		0
Bond Premiums	212	R	210,873	0		180,895	-29,978	0
Zoning Engineering	213	R	13,200	5,000		9,221		8,979
Stanford Hill Deposit	216	R	3,000					3,000
Wetlands Protection Fund	217	R	22,506	4,876	0	12,693		14,689
School Extended Day Revolving	217	R	936,875	350,457		496,106		791,226
Conservation Deposits	220	R	5,047			5,000		47
Town Forest Committee	223	R	8,026			1,214		6,812
Water Permits Revolving	224	R	17,212	11,229		10,635		17,806
Insurance Proceeds	228	R	3,924	21,262		1,506		23,680
Conservation Local Filing Fees	232	R	20,515	12,301		10,081		22,735
Insurance Proceeds	234	R	18,374	59,149		53,230		24,293
Planning Deposits	236	R	50,906	96,508		91,350		56,064
Ambulance Fund	245	R	1,091,591	1,025,528		341,622	-631,725	1,143,772
COA Program Revolving	246	R	1,017	1,401		883		1,535
Fire Department Insurance	250	R	1,769	15,741		17,160	-350	0
School Facilities Revolving	251	R	39,390	0		7,882		31,508
School Building Revolving	252	R	0	71,752		71,710		42
Water Payments to Others	260	R	0	32,531		41,573	9,042	0
Library Fines Revolving	261	R	823	14,270		14,487		606
Health Nursing Revolving	280	R	6,901	1,424		860		7,465
Septic Review Revolving	282	R	10,467	6,825		4,863	-5,604	6,825
DPW Vehicle Revolving	285	R	51,086	8,081		20,585	-20,000	18,582
DPW Tree Fund	286	R	639	1,250		205		1,684
DPW Insurance Revolving	287	R	19,303	3,206		11,442	-11,067	0
DPW Insurance Revolving	288	R	0	17,917		1,222	-16,695	0
Recreation Revolving	292	R	240,918	230,073		219,194	-12,288	239,509
Town Landing Revolving	296	R	24,627	7,519		5,030		27,116

Special Revenue Accounts
Gifts, Grants and Other Special Revenue

<u>Account</u>		<u>G.L.</u>	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Payroll</u>	<u>Payroll & Expenses</u>	<u>Transfer</u>	<u>Ending Balance</u>
Affordable Housing Fund	297	R	50,855			960		49,895
Historical Society Revolving	298	R	3,190	709				3,899
PCMS Activity Fund	365	R	3,527	7,565				11,092
High School Activity Fund	397	R	45,006	224,580		160,893		108,693
Parking Fines Revolving	444	R	392	95				487
Sidewalk Fund	600	R	109,552	17,306		75,849		51,009
Total Revolving Funds			\$3,734,072	\$2,901,535	\$0	\$2,729,914	-\$729,640	\$3,176,053
School Teacher Grant	140	G	-339	42,604		39,338		2,927
Pond Cleanup Grant	200	G	2,499			667		1,832
Recycling Grant	218	G	0	11,000		7,814		3,186
Financial Planning Grant	219	G	0	15,000		10,000		5,000
Fire Equipment Grant	221	G	100	29,460		24,633		4,927
COA Formula Grant	222	G	0	29,226	0	29,226		0
COA Transportation Revolving	229	G	68,610	106,113		6,903	-80,000	87,820
Extended Polling Hours Grant	230	G	5,074	1,466		0	-5,074	1,466
Elder Affairs Grant	231	G	2,687	5,476		861		7,302
Herring Park Grant	233	G	0	100,000		0		100,000
Police E-911 Grant	238	G	55,854	97,476	0	153,330		0
School 94-142 Grant	240	G	-24,980	558,627		533,647		0
Energy Conservation Grant	240	G	431			431		0
School Transition Grant	243	G	0	7,125		7,125		0
Fire HazMat Grant	249	G	4,169	10,165	0	11,084		3,250
Police Law Enforcement Fund	251	G	3,481	8,319		486		11,314
Fire SCBA Grant	254	G	3,363			2,128		1,235
School Equipment Grant	257	G	0	45,000		0		45,000
Public Safety Grant	258	G	0	50,000		49,589		411
School Early Childhood Grant	262	G	5,248	28,205	0	25,451		8,002
Library MEG Grant	262	G	5,679	7,504		6,481		6,702
Library LIG Grant	264	G	13,698	12,220		12,500		13,418
Library LSTA Grant	265	G	0	7,500		5,939		1,561
Library NRC Grant	268	G	3,548	1,321		3,000		1,869
Library STEM Grant	269	G	1,786			1,786		0
School Title One Grant	271	G	1,025	219,001	0	217,129		2,897
School SPED P.I. Grant	274	G	-7,197	12,610		5,413		0
Police Overtime Grant	276	G	0	11,376	11,376			0
School SPED P.I. Grant	298	G	452	0		0		452
School Energy Grant	300	G	0	187,500		187,500		0
School Grant	309	G	0	5,589				5,589
Police MAP Grant	435	G	10,771	2,100		12,871		0
Police Vest Grant	436	G	0	10,649		10,331		318
Police Equitable Sharing Grant	438	G	0	14,516		3,334		11,182
School Circuit Breaker Grant	520	G	386,276	492,392		482,907		395,761
Vocational Transportation Grant	574	G	4,347	4,561	0	4,347		4,561
Total Grants			\$546,582	\$2,134,101	\$11,376	\$1,856,251	-\$85,074	\$727,982
Chapter 90 Highway	13		0	724,752		680,635		44,117
School Lunch Fund	22		18,988	954,031	0	923,836	0	49,183
Community Preservation Fund	24		700,866	352,193	0	397,049	0	656,010
Septic Betterment Program	25		374,903	158,639	0	138,207	-93,360	301,975
Total Other Special Revenue			\$1,094,757	\$2,189,615	\$0	\$2,139,727	-\$93,360	\$1,051,285
Total Special Revenue			\$5,452,333	\$7,263,652	\$11,376	\$6,762,186	-\$910,194	\$5,032,229

Trust Funds
Fiscal Year Ending June 30, 2018

	<u><i>Beginning Balance</i></u>	<u><i>Revenue</i></u>	<u><i>Interest</i></u>	<u><i>Payroll & Expense</i></u>	<u><i>Transfer</i></u>	<u><i>Accruals</i></u>	<u><i>Ending Balance</i></u>
Non-Expendable							
Perpetual Care	515,312	20,329	4,132	853			538,920
Expendable							
Perpetual Care Income	201						201
Sale of Lots	19,191	19,675	66		(20,000)		18,932
Stabilization Fund	1,349,956		11,391		25,000		1,386,347
Post Employment Benefits Fund	611,693		30,651		100,000		742,344
Silver Lake Escrow Fund	371,355		2,945		(179,339)		194,961
Conservation Fund	294,620	475	2,107	15,000	5,000		287,202
Hatch School Fund	23,304		84				23,388
Richard Chase Fund	21,667		77				21,744
Edna Raistrick Fund	4,117		4				4,121
Library Building Fund	310		1				311
Elsie Duffill Fund	3,383		3				3,386
Irene L. Smith Fund	9,590		10				9,600
Darling Book Fund	11,350	50	40				11,440
Paul Magoun Fund	4,202		4				4,206
Della Chiesa Fund	9,004	610	9				9,623
Estes Flower Fund	902		1				903
Louis Gray Flower Fund	265		1				266
Lewis & Sturtevant Fund	82		1				83
William Lavalley Flower Fund	448		0				448
Blakeman Flower Fund	389		0				389
Lois W. Hall Fund	1,533		2				1,535
Cultural Council Fund	4,804		5				4,809
Police Block Grant Fund	4,132		4				4,136
Stone Flower Fund	496		1				497
Tubbs Meadow Fund	54,188		309	383			54,114
Dog Shelter Fund	23,081		82				23,163
Center Library Fund	32,371		111	2,000			30,482
Lydia Drake Library Fund	13,722		46	33		0	13,735
Dr. Randall Scholarship Fund	117		0				117
Injured on Duty Fund	50,055		501		25,000		75,556
Workers Comp Fund	0		71		25,000		25,071
Kellogg Scholarship Fund	10,595		38	1,000		0	9,633
Total Trust Funds	\$3,446,435	\$41,139	\$52,697	\$19,269	(\$19,339)	\$0	\$3,501,663

Agency Funds
Fiscal Year Ending June 30, 2018

	<u><i>Beginning Balance</i></u>	<u><i>Revenue</i></u>	<u><i>Interest</i></u>	<u><i>Expense</i></u>	<u><i>Transfer</i></u>	<u><i>Accruals</i></u>	<u><i>Ending Balance</i></u>
Payroll Withholding Payable	70,670	9,147,636		9,123,385			94,921
Performance Deposits	351,920		1,649	55,849			297,720
Police Details Payable	-12,167	802,595		921,237		141,473	10,664
Firearm Permits Payable	4,038	22,525		20,425			6,138
Compost Bins	1,231						1,231
Cemetery Details Payable	7,080	10,366		10,482			6,964
Comm Center Details Payable	0	750		750			0
Passport Program	15,426	9,000		24,426			0
Deputy Collector Fees Payable	0	62,863		57,989			4,874
Total Agency Funds	\$438,198	\$10,055,735	\$1,649	\$10,214,543	\$0	\$141,473	\$422,512

Enterprise Funds
Revenue, Expenditures and Changes in Fund Balance

	<u>Water</u>	<u>Trash</u>
Revenue		
Departmental User Charges	2,207,763	1,853,628
Penalties and Interest	53,232	21,540
Departmental Revenue	80,852	39,016
Capital Payments	176,108	0
Intergovernmental	14,273	0
Transfer In	0	0
Total Revenue Raised	\$2,532,228	\$1,914,184
Expenditures		
Personal Services	618,124	62,085
Operating Expenses	493,328	1,422,802
Capital Replacement	492,049	0
Debt Service	576,866	260,220
Transfer to General Fund - Indirect Costs	339,096	38,691
Total Operating Expenditures	\$2,519,463	\$1,783,798
Revenues over/(under) Expenditures	\$12,765	\$130,386
Retained Earnings		
Fund Balance July 1, 2017	\$1,280,812	\$203,533
Revenues over/(under) Expenditures	12,765	130,386
Fund Balance June 30, 2018	\$1,293,577	\$333,919
Less: Encumbrances	571,042	12,000
Unreserved Retained Earnings	\$722,535	\$321,919

Financial History
Various Information

General Government Budget

	Free Cash	Stabilization	OPEB Fund	Injured on Duty Fund	Workers Comp Fund
Fiscal 2018	1,734,996	1,386,348	742,344	75,556	25,071
Fiscal 2017	2,252,832	1,349,956	611,692	50,055	0
Fiscal 2016	2,274,830	1,317,952	342,953	0	0
Fiscal 2015	1,875,872	1,282,598	134,655	0	0
Fiscal 2014	1,276,198	1,244,902	89,860	0	0
Fiscal 2013	953,877	1,236,139	61,651	0	0
Fiscal 2012	1,063,538	1,229,822	0	0	0
Fiscal 2011	825,321	1,222,591	0	0	0
Fiscal 2010	1,240,500	1,522,167	0	0	0
Fiscal 2009	827,988	1,398,303	0	0	0

State Aid (Less Offsets)

	General Government	Education	Assessments	Net State Aid	% of General Fund Budget
Fiscal 2018	1,923,075	13,491,378	835,291	14,579,162	24.20%
Fiscal 2017	1,830,001	13,413,553	710,220	14,533,334	25.12%
Fiscal 2016	1,745,770	13,197,725	615,571	14,327,924	26.37%
Fiscal 2015	1,689,933	13,174,931	650,601	14,214,263	26.89%
Fiscal 2014	1,667,778	13,111,521	604,639	14,174,660	27.54%
Fiscal 2013	1,633,988	13,015,961	510,218	14,139,731	28.12%
Fiscal 2012	1,487,991	12,837,058	408,956	13,916,093	28.20%
Fiscal 2011	1,566,729	12,772,651	411,335	13,928,045	28.64%
Fiscal 2010	1,597,350	12,222,735	342,488	13,477,597	28.59%
Fiscal 2009	2,203,256	12,503,407	403,627	14,303,036	30.37%

General Fund Bonded Debt Service

	Ex. Debt Service	Debt Service	Debt % Budget*	Bond Rating	Tax Rate
Fiscal 2018	1,998,075	992,183	1.65%	Aa3	14.89
Fiscal 2017	2,545,858	853,510	1.48%	Aa3	15.10
Fiscal 2016	1,932,461	995,546	1.83%	Aa3	15.26
Fiscal 2015	2,002,795	790,837	1.50%	Aa3	14.74
Fiscal 2014	2,057,563	928,387	1.80%	Aa3	14.69
Fiscal 2013	2,113,639	839,938	1.67%	Aa3	14.20
Fiscal 2012	2,700,241	912,690	1.85%	Aa3	13.91
Fiscal 2011	2,865,244	744,192	1.53%	Aa3	13.47
Fiscal 2010	2,840,539	851,460	1.81%	Aa3	12.89
Fiscal 2009	3,188,621	608,087	1.29%	A2	11.65

*Non Excluded Debt

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 2018. 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

		07/01/17		Exemptions			Transfer	06/30/18
		Balance	Commitment	Abatement	Receipts	Refunds	Other	Balance
Real Estate	2018	0	39,488,083	201,700	38,948,040	44,446	105,407	277,383
	2017	358,108	0	12,077	235,430	0	112,142	-1,541
Total R.E.		358,108	39,488,083	213,777	39,183,471	44,446	217,548	275,842
Personal Property Tax	2018	0	562,351	0	555,983	1,016	0	7,384
	2017	6,650	0	0	3,239	0	0	3,411
	2016	2,034	0	53	107	0	0	1,874
	Prior Years	9,812	0	137	396	0	0	9,279
Total P.P.		18,496	562,351	53	559,330	1,016	0	22,481
Comm. Preservation Fund	2018	0	301,713	3,955	295,371	86	624	1,849
	2017	2,256		108	1,549	0	615	-15
Total C.P.A.		2,256	301,713	4,063	296,920	86	1,238	1,834
Motor Vehicle Excise Tax	2018	0	2,773,796	77,308	2,562,075	18,643		153,057
	2017	179,982	321,067	34,051	459,634	31,204		38,569
	2016	36,485	31	2,053	20,448	1,884		15,899
	2015	12,999	0	1,630	4,192	1,618		8,794
	Prior Years	93,026			3,315			89,711
Total M.V.E.		322,492	3,094,894	115,042	3,049,664	53,349	0	306,029
Water Liens	2018	0	0		0		0	0
Trash Liens	2018	0	0		0		0	0
Water Liens	2017	11,290	0		5,890		5,400	0
Trash Liens	2017	5,455	0		2,240		3,215	0
Total		16,745	0	0	8,130	0	8,615	0
Tax Deferral Balance as of 6/30/18	Tax	161,556						
	Liens	0						
	CPF	65						
Tax Title Balance as of 6/30/18	Tax	278,074						
	Liens	15,384						
	CPF	1,892						

Short Term Debt

Land Aquisition-\$820,000

Sidewalks on Hobomock-\$820,000

School Turf Field-\$700,000

Fire Turnout Gear and Lockers-\$140,000

Fire Extraction Equipment-\$70,000

SAAN Ch.90 Money-\$235,621.72

Authorized Unissued Debt

Balance on School Roofs-\$4,780,000

Storm Damage-\$180,000

Luddham Ford Dam-\$100,000

Fiscal Year 2018								
	Issue	Pay Off	Starting	FY 2018	Interest	Principal	Total	Ending
	Date	Date	Balance	New Issues	Due	Due	Due	Balance
			Due		Total			Due
Cemetery Equipment	7/15/2008	7/15/2017	10,000	0	188	10,000	10,188	0
Departmental Equipment - DPW	7/15/2008	7/15/2017	16,000	0	300	16,000	16,300	0
Departmental Equipment - Fire	7/15/2008	7/15/2022	414,000	0	15,688	74,000	89,688	340,000
DPW Roadside Mowers	11/1/2010	2/15/2019	35,000	0	825	20,000	20,825	15,000
Docks	4/15/2013	4/15/2018	10,000	0	200	10,000	10,200	0
DPW Tree Dept. Chipper	4/15/2013	4/15/2018	10,000	0	200	10,000	10,200	0
DPW Dump Truck Sander	4/15/2013	4/15/2018	30,000	0	600	30,000	30,600	0
DPW 6-ton Dump Truck	4/15/2013	4/15/2018	10,000	0	200	10,000	10,200	0
DPW Air Compressor	4/1/2015	4/1/2019	10,000	0	200	5,000	5,200	5,000
Emergency/DPW Generator	4/1/2015	4/1/2023	30,000	0	900	5,000	5,900	25,000
3 Sanders	4/1/2015	4/1/2024	65,000	0	2,000	10,000	12,000	55,000
Library Generator	4/1/2015	4/1/2024	45,000	0	1,300	10,000	11,300	35,000
Emergency Awareness System	4/1/2015	4/1/2020	15,000	0	350	5,000	5,350	10,000
DPW Mowers	4/1/2015	4/1/2020	15,000	0	350	5,000	5,350	10,000
DPW Front End Loader and Attach	2/10/2017	2/1/2026	350,300	0	11,212	40,300	51,512	310,000
DPW 10 Wheel Dump/sander/plow	2/10/2017	2/1/2026	312,750	0	9,979	37,750	47,729	275,000
Snow Blower/Blade for Backhoe	2/10/2017	2/1/2026	110,500	0	3,651	15,500	19,151	95,000
Trackless tractor and attachments	2/10/2017	2/1/2026	176,450	0	5,846	26,450	32,296	150,000
DPW Ten Wheel Dump Truck	2/10/2017	2/1/2024	179,000	0	6,250	29,000	35,250	150,000
DPW 35K Lift	2/10/2017	2/1/2022	54,000	0	2,106	14,000	16,106	40,000
Library Generator	2/10/2017	2/1/2021	20,000	0	780	5,000	5,780	15,000
Mini Pumper Fire Truck	2/10/2017	2/1/2027	220,000	0	6,923	25,000	31,923	195,000
3 Unmarked Police Cars	2/10/2017	2/1/2022	100,000	0	3,900	20,000	23,900	80,000
Elementary School Construction 1	4/15/2016	8/1/2025	258,000	0	10,820	28,000	38,820	230,000
School Acquisition	4/15/2016	8/1/2026	1,111,000	0	46,215	111,000	157,215	1,000,000
Secondary School Construction 1	4/15/2016	8/1/2026	1,650,000	0	68,450	170,000	238,450	1,480,000
Secondary School Construction 2	4/15/2016	8/1/2026	5,250,000	0	217,550	550,000	767,550	4,700,000
Hob, North, Midd & High Roofs	4/1/2015	4/1/2035	5,020,000	0	146,400	280,000	426,400	4,740,000
Engineering Services - School 1	4/15/2016	8/1/2026	105,000	0	4,350	10,000	14,350	95,000
Engineering Services - School 2	4/15/2016	8/1/2022	71,000	0	3,015	11,000	14,015	60,000
High School Field Lights	11/1/2010	2/15/2021	40,000	0	975	10,000	10,975	30,000
Hobomock Septic 1	4/15/2016	8/1/2024	55,000	0	2,250	10,000	12,250	45,000
Hobomock Septic 2	4/15/2016	8/1/2019	15,000	0	525	5,000	5,525	10,000
School Roof	2/15/2012	11/15/2021	50,000	0	1,000	10,000	11,000	40,000
School Cameras	4/1/2015	4/1/2020	15,000	0	350	5,000	5,350	10,000
Hobomock Roof	4/15/2013	4/15/2027	70,000	0	1,525	10,000	11,525	60,000
School Project Special Legislation	4/15/2016	8/1/2024	75,000	0	3,150	10,000	13,150	65,000
Hobomock/Learning Lane Drainage Eng	2/10/2017	2/1/2027	55,000	0	1,731	10,000	11,731	45,000
Hobomock/Learning Lane Drainage	2/10/2017	2/1/2027	385,000	0	11,968	40,000	51,968	345,000
Andruk Bogs 1	11/1/2010	2/15/2021	66,666	0	1,625	16,667	18,292	49,999
Bridge Repairs	7/15/2008	7/15/2027	169,000	0	6,794	17,000	23,794	152,000
Cemetery Drainage	7/15/2008	7/15/2028	226,000	0	9,219	18,000	27,219	208,000
Fire Station Heating System	11/1/2010	2/15/2018	5,000	0	113	5,000	5,113	0
Oldham Street Drainage 1	2/15/2012	11/15/2021	45,000	0	888	10,000	10,888	35,000
Oldham Street Drainage 2	2/15/2012	11/15/2021	25,000	0	500	5,000	5,500	20,000
Recreational Facility-Mattakeesett	7/15/2008	7/15/2022	60,000	0	2,288	10,000	12,288	50,000
Road Improvements	11/1/2010	2/15/2020	105,000	0	2,538	35,000	37,538	70,000
Road Improvements	2/15/2012	11/15/2021	175,000	0	3,500	35,000	38,500	140,000
Oldham Street Drainage	4/15/2013	4/15/2018	5,000	0	100	5,000	5,100	0
Park Improvements	4/15/2013	4/15/2020	15,000	0	300	5,000	5,300	10,000
Oldham Algae	4/15/2013	4/15/2025	40,000	0	875	5,000	5,875	35,000
Pleasant Street Lights Engineering	4/1/2015	4/1/2018	30,000	0	600	30,000	30,600	0
Elm & Harvard Culvert @3%	4/1/2015	4/1/2035	260,000	0	7,575	15,000	22,575	245,000
Oldham Blue Green Algae	4/1/2015	4/1/2018	10,000	0	200	10,000	10,200	0
199 Plymouth Street Drainage	2/10/2017	2/1/2021	20,000	0	780	5,000	5,780	15,000
Route 14. Drainage	2/10/2017	2/1/2027	200,000	0	6,143	20,000	26,143	180,000
Furnace Pond Engineering/Permitting	2/10/2017	2/1/2022	125,000	0	4,875	25,000	29,875	100,000
Police and Fire Feasibility Study	2/10/2017	2/1/2021	50,000	0	1,950	15,000	16,950	35,000

Rt. 14 Reconstruction Project Drainage	2/10/2017	2/1/2027	50,000	0	1,536	5,000	6,536	45,000
DPW Feasibility Study	2/10/2017	2/1/2022	30,000	0	1,170	10,000	11,170	20,000
Owls Bog	2/10/2017	2/1/2027	90,000	0	2,852	10,000	12,852	80,000
Recycling Center	11/1/2007	12/1/2019	60,000	0	2,200	20,000	22,200	40,000
Landfill ClosureX2	6/13/2012	1/15/1933	2,132,295	0	44,631	112,866	157,497	2,019,429
Landfill ClosureX3	1/7/2015	1/15/2035	90,346	0	1,942	4,155	6,097	86,191
Trash Bins	2/10/2017	2/1/2022	325,000	0	12,675	65,000	77,675	260,000
Station #5	8/1/2003	8/1/2018	210,000	0	6,431	105,000	111,431	105,000
Well Repairs	2/15/2012	11/15/2020	20,000	0	388	5,000	5,388	15,000
Vyredox Repairs	8/1/2003	8/1/2018	10,000	0	306	5,000	5,306	5,000
Water Mains	4/15/2016	8/1/2025	160,000	0	6,650	20,000	26,650	140,000
Oldham Village Water Main	11/1/2007	12/1/2019	300,000	0	11,000	100,000	111,000	200,000
Andruk Bogs 2	11/1/2010	2/15/2021	33,334	0	813	8,333	9,146	25,001
Edgewood Bogs	7/15/2008	7/15/2027	495,000	0	19,969	45,000	64,969	450,000
Pleasant Street Land	2/15/2012	11/15/2021	25,000	0	500	5,000	5,500	20,000
CWWM Plan	1/15/02-09/28/0	8/1/2019	39,824	0	1,524	11,207	12,731	28,617
Water Tank Painting	11/1/2010	2/15/2020	70,000	0	1,688	25,000	26,688	45,000
Water Mains	4/15/2013	4/15/2028	250,000	0	5,625	25,000	30,625	225,000
Pleasant Street Land 2	4/15/2013	4/15/2028	965,000	0	21,875	90,000	111,875	875,000
Little Brook Water Mains	4/1/2015	4/1/2035	260,000	0	7,575	15,000	22,575	245,000
DPW 4X4 Pickup	4/1/2015	4/1/2020	15,000	0	350	5,000	5,350	10,000
DPW 4X4 Backhoe	4/1/2015	4/1/2028	105,000	0	3,075	10,000	13,075	95,000
Storm Water Management	7/15/2017	7/15/2037	340,000	0	7,393	13,752	21,145	326,248
Septic Loan Program	N/A	N/A	1,061,371	0	7,555	85,805	93,360	975,566
Grand Totals:			27,746,836	0	919,477	3,075,785	3,995,262	24,671,051

Town of Pembroke
Trust Fund Activity
Fiscal Year 2018

<u>Trust Fund Name</u>	<u>Beginning Balance</u> <u>07/01/17</u>	<u>Deposits</u>	<u>Interest</u>	<u>Expense</u>	<u>Ending Balance</u> <u>06/30/18</u>
<u>General Funds</u>					
Stabilization Fund-CD	\$427,991.98	\$25,000.00	\$3,704.50	\$0.00	\$456,696.48
Special Purpose Stabilization	\$921,964.06	\$0.00	\$7,687.02	\$0.00	\$929,651.08
Arts Lottery - Cultural Council	\$4,803.79	\$0.00	\$4.80	\$0.00	\$4,808.59
Tubbs Meadow Fund	\$54,187.17	\$0.00	\$309.11	(\$382.48)	\$54,113.80
Law Enforcement Block Grant	\$4,132.33	\$0.00	\$4.12	\$0.00	\$4,136.45
Dog Shelter Fund	\$23,080.71	\$0.00	\$82.69	\$0.00	\$23,163.40
Open Space Fund	\$104,187.53	\$0.00	\$721.11	(\$15,000.00)	\$89,908.64
Open Space Fund	\$142,828.41	\$5,000.00	\$1,146.48	\$0.00	\$148,974.89
Conservation Fund	\$6,771.86	\$0.00	\$6.78	\$0.00	\$6,778.64
Conservation Fund	\$40,831.69	\$0.00	\$233.16	\$0.00	\$41,064.85
Other Post Employment Benefits	\$611,692.54	\$100,000.00	\$30,651.87	\$0.00	\$742,344.41
Injured on Duty (IOD)	\$50,054.83	\$25,000.00	\$500.92	\$0.00	\$75,555.75
Workers Compensation Stabilization Fund	\$0.00	\$25,000.00	\$71.01	\$0.00	\$25,071.01
<u>School Funds</u>					
Hatch School Fund	\$23,304.13	\$0.00	\$83.48	\$0.00	\$23,387.61
Richard Chase Fund	\$21,666.64	\$0.00	\$77.59	\$0.00	\$21,744.23
<u>Library Funds</u>					
Della Chiesa Fund	\$9,004.41	\$609.79	\$9.29	\$0.00	\$9,623.49
Edna Raistrick Fund	\$4,117.44	\$0.00	\$4.12	\$0.00	\$4,121.56
Irene L. Smith Fund	\$9,590.47	\$0.00	\$9.57	\$0.00	\$9,600.04
Library Building Fund	\$310.46	\$0.00	\$0.33	\$0.00	\$310.79
Darling Book Fund	\$11,349.64	\$0.00	\$40.66	\$0.00	\$11,390.30
Center Library	\$20,264.76	\$0.00	\$72.59	\$0.00	\$20,337.35
Center Library	\$12,106.67	\$0.00	\$37.99	(\$2,000.00)	\$10,144.66
<u>Lydia Drake Library</u>					
Lydia Drake Library Fund	\$1,045.33	\$0.00	\$1.05	\$0.00	\$1,046.38
Elsie Duffill Fund	\$3,382.90	\$0.00	\$3.40	\$0.00	\$3,386.30
Lois W. Hall Fund	\$1,533.29	\$0.00	\$1.53	\$0.00	\$1,534.82
Lydia Drake (Murphy)Fund Library Upkeep	\$12,676.54	\$0.00	\$44.57	(\$1,767.26)	\$10,953.85
<u>Flower Funds</u>					
John Blakeman Flower Fund	\$389.04	\$0.00	\$0.36	\$0.00	\$389.40
Lewis & Sturtevant Flower	\$82.44	\$0.00	\$0.12	\$0.00	\$82.56
William LaValley Flower	\$447.88	\$0.00	\$0.47	\$0.00	\$448.35
Louis Gray Flower Fund	\$265.30	\$0.00	\$0.24	\$0.00	\$265.54
Estes Flower Fund	\$902.03	\$0.00	\$0.90	\$0.00	\$902.93
C. Bruno Stone Flower Fund	\$496.31	\$0.00	\$0.48	\$0.00	\$496.79
<u>Luther Magoun Cemetery</u>					
Perpetual Care-John Church	\$624.93	\$0.00	\$0.60	\$0.00	\$625.53
Perpetual Care-G. Church	\$473.93	\$0.00	\$0.48	\$0.00	\$474.41

Paul Magoun Cemetery

Paul Magoun Fund	\$4,201.76	\$0.00	\$4.21	\$0.00	\$4,205.97
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Howland Tomb

Perpetual Care-E. Marston	\$726.71	\$0.00	\$0.72	\$0.00	\$727.43
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Sachem Lodge

Perpetual Care-A. McPherson	\$3,413.20	\$0.00	\$3.40	\$0.00	\$3,416.60
Perpetual Care-M. Page	\$113.83	\$0.00	\$0.12	\$0.00	\$113.95
Perpetual Care-E. Allen	\$568.94	\$0.00	\$0.59	\$0.00	\$569.53

Perpetual Care

Perpetual Care Income	\$483,223.54	\$15,225.00	\$4,032.47	(\$852.75)	\$501,628.26
Perpetual Care Income	\$200.67	\$0.00	\$0.24	\$0.00	\$200.91
Cemetery Perpetual Care Stock CD	\$26,166.77	\$0.00	\$93.73	\$0.00	\$26,260.50

Sale of Lots

Sale of Lots	\$19,190.89	\$15,225.00	\$66.50	(\$20,000.00)	\$14,482.39
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Scholarship Fund

Dr. Randall's Scholarship Fund	\$117.01	\$0.00	\$0.12	\$0.00	\$117.13
Paul Kellogg Memorial Scholarship	\$10,595.31	\$0.00	\$37.94	\$0.00	\$10,633.25

Escrow Accounts

Silver Lake Escrow	\$371,355.29	\$0.00	\$2,944.66	(\$179,339.00)	\$194,960.95
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Grand Totals

\$3,446,435.36	\$211,059.79	\$52,698.09	(\$219,341.49)	\$3,490,851.75
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School Employees 2018 Gross Wages

Total	Last Name	First Name	Department
\$186,099.81	OBEY	ERIN E.	SUPERINTENDENT
\$141,179.87	BRUST	MARYBETH	ASSISTANT SUPERINTENDENT
\$136,002.36	DUNCANSON	JESSICA	DIRECTOR OF STUDENT SERVICES
\$129,584.94	MCGARRIGLE	DONNA	M/S BUILDING LSHP. WAGES
\$127,670.39	GLAUDE	CATHERINE A.	BRYANT. BLDG. LSHP. WAGES
\$124,387.38	TALBOT	MARC J.	H/S BUILDING LSHP. WAGES
\$118,317.86	CHAPMAN	GWYNNE L.	K-12 DIRECTOR OF FINE ARTS
\$117,483.44	DUFFY	MARK	DEPT. CHAIRS
\$113,000.34	GALLIGAN	MARK N.	DEPT. CHAIRS
\$112,727.94	KAY	DANIELLE M.	HOBOMOCK BLDG LEADERSHIP WAGES
\$111,470.31	KING	BRIAN	H. S. CLASSROOM TEACHERS
\$109,945.37	MURPHY	MICHAEL D.	NORTH BUILDING LSHP. WAGES
\$108,516.26	HARTLEY	DIANE P.	DEPT. CHAIRS
\$108,419.28	ZOPATTI	GREGORY D.	M. S. CLASSROOM TEACHERS
\$108,071.44	LACROIX	JOAN B.	DEPT. CHAIRS
\$104,340.86	RIX	DAVID	H/S BUILDING LSHP. WAGES
\$104,340.86	KELLEY	KRISTEN A.	H/S BUILDING LSHP. WAGES
\$103,820.86	ARONS	MICHELLE M.	BRYANT. BLDG. LSHP. WAGES
\$103,087.79	DOMINGOS	JUSTIN J.	DIRECTOR ATHLETIC & FACILITIES
\$102,249.93	ROONEY	JAMES	H. S. CLASSROOM TEACHERS
\$99,916.93	SIMMONS	JENNIFER R.	NORTH BUILDING LSHP. WAGES
\$99,733.93	WALSH	THOMAS W.	M/S BUILDING LSHP. WAGES
\$99,476.20	COLLUM	MEGHAN L.	SECONDARY SPED COORDINATOR
\$99,434.36	HALL	BRANDON	INSTRUCTIONAL TECH SPECIALIST
\$99,340.18	GLASS	AUSTIN	H. S. CLASSROOM TEACHERS
\$97,130.04	SAFIZADEH	SAVIZ	DEPT. CHAIRS
\$96,684.00	MCCLUNE	JOANNE	MS GUIDANCE PROF. SALS
\$96,680.78	TURLEY	JOSEPH	H. S. CLASSROOM TEACHERS
\$96,049.68	GOFF	KERRAN B.	HS GUIDANCE PROF. SALS.
\$95,941.38	CONATHAN	ROBIN L.	HS GUIDANCE PROF. SALS.
\$94,810.28	KELLY	VALERIE N.	HOBOMOCK BLDG LEADERSHIP WAGES
\$94,766.18	ANGLEY	TARA E.	NORTH CLASSROOM TEACHERS
\$94,505.90	MAURANO	MARGARET	HOBOMOCK CLASSROOM TEACHERS
\$94,341.18	STODDARD	WENDY	M. S. CLASSROOM TEACHERS
\$93,610.09	PEARSON	ERICA S.	NORTH PSYCHOLOGIST
\$93,108.90	LISI	MICHAEL	HOBOMOCK PSYCHOLOGIST
\$93,084.36	JEFFERS	MEGAN D.	M. S. CLASSROOM TEACHERS
\$92,762.60	SHANNON	JAMES	HS GUIDANCE PROF. SALS.
\$92,683.90	MROWKA	AMANDA	H. S. CLASSROOM TEACHERS
\$92,658.90	BATCHELDER	JUDITH	NORTH CLASSROOM TEACHERS
\$92,591.80	CONNICK	CAMILLE	271 TITLE ONE TEACHERS
\$92,507.18	BADEAU	LYNNE A.	NORTH CLASSROOM TEACHERS
\$92,408.90	KILEY	ROSEMARY	NORTH SPED. TEACHERS
\$92,408.90	FERNALD	MARIESA	BRYANTVILLE CLASSROOM TEACHERS
\$92,400.89	COSTA	TRACI	NORTH CLASSROOM TEACHERS
\$92,055.26	DOYLE	GRETCHEN	HOBOMOCK CLASSROOM TEACHERS
\$92,041.18	MACDONALD	PAUL	HOBOMOCK CLASSROOM TEACHERS
\$91,955.26	WAGNER	LINDA M.	NORTH CLASSROOM TEACHERS

School Employees 2018 Gross Wages

\$91,791.18	SULLIVAN	MICHELE	EXTENDED DAY TEACHER SALARIES
\$91,759.68	FRATES	MICHAEL C.	H/S SPED TEACHERS
\$91,691.18	SAN GIOVANNI	LARA	HOBOMOCK CLASSROOM TEACHERS
\$91,691.18	DAVIS	JANET M.	BRYANTVILLE CLASSROOM TEACHERS
\$91,607.18	WHALEN	COURTNEY L.	H. S. CLASSROOM TEACHERS
\$91,580.56	POURBAIX	NOELLE	H. S. CLASSROOM TEACHERS
\$91,458.80	CAFARDO	LEEANNE M.	BRYANTVILLE CLASSROOM TEACHERS
\$91,339.56	McCORMACK	MARIJANE	H. S. CLASSROOM TEACHERS
\$91,291.18	DWYER	KAREN	SPED. GRANT TEACHERS
\$91,241.18	WOODS	ELIZABETH N.	NORTH CLASSROOM TEACHERS
\$91,230.56	DUNN	MARIA	BRYANTVILLE CLASSROOM TEACHERS
\$91,041.18	HAWES	DANIEL F.	MUSIC TEACHER
\$91,041.18	CHRISTENSEN	MARIANNE	BRYANT. SPECH/VISION TEACHERS
\$91,041.18	ANDERSON	PATRICIA	H. S. CLASSROOM TEACHERS
\$90,731.78	DRESSER	RACHEL A.	M. S. CLASSROOM TEACHERS
\$90,664.56	FOLEY	KARIN	NORTH CLASSROOM TEACHERS
\$90,664.56	DECOSTA	SHANNON	HOBOMOCK CLASSROOM TEACHERS
\$90,476.86	SOLIWODA	MELINDA	NORTH CLASSROOM TEACHERS
\$90,291.18	KENNY	NEIL	H. S. CLASSROOM TEACHERS
\$90,291.18	COSTA	MEREDITH A.	H. S. CLASSROOM TEACHERS
\$90,249.68	TALBOT	CAROLYN	H. S. CLASSROOM TEACHERS
\$90,126.86	RUKA	ANNE F.	H. S. CLASSROOM TEACHERS
\$90,084.56	WELDON	KEVIN	BRYANTVILLE CLASSROOM TEACHERS
\$90,042.88	EARNER	JOANNE	M.S. NURSE'S SALARY
\$90,030.27	DUNPHY-BOCK	RENEE	HOBOMOCK CLASSROOM TEACHERS
\$89,916.00	ULYSSE	JAMES	BUILDING TECHNOLOGY-SECONDARY
\$89,900.56	MONTANA	KELLY	NORTH CLASSROOM TEACHERS
\$89,783.22	HARRIS	MICHELLE R.	HOBOMOCK CLASSROOM TEACHERS
\$89,765.56	DeIPOZZO	TRACEY	BRYANTVILLE SPED. TEACHERS
\$89,584.56	MOLISSE	JULIE	NORTH CLASSROOM TEACHERS
\$89,584.56	CELLUCCI	CLAUDIA	NORTH CLASSROOM TEACHERS
\$89,450.56	MURPHY	LUCYANNE	BRYANTVILLE CLASSROOM TEACHERS
\$89,450.56	MORRIS	JULIE A.	BRYANTVILLE CLASSROOM TEACHERS
\$89,434.56	O'MARA	KATHLEEN	H. S. CLASSROOM TEACHERS
\$89,384.56	PIWARUNAS	CHERYL	NORTH SPED. TEACHERS
\$89,370.00	PENELLA	JESSICA A.	HOBOMOCK CLASSROOM TEACHERS
\$89,359.56	CONSOLATI	PAUL	H. S. CLASSROOM TEACHERS
\$89,354.90	STACK	KAREN J.	NORTH SPED. TEACHERS
\$89,334.56	FITZGERALD	LYN M.	M. S. CLASSROOM TEACHERS
\$89,334.56	BURKE	KELLI	BRYANTVILLE CLASSROOM TEACHERS
\$89,262.78	KENNEDY	ERIN K.	H. S. CLASSROOM TEACHERS
\$89,259.56	RADZEVICH	PAULA M.	H/S SPED TEACHERS
\$89,134.56	TOOLIN	STEPHANIE M.	HOBOMOCK SPED. TEACHERS
\$89,134.56	MURRAY	MICHAEL	H. S. CLASSROOM TEACHERS
\$89,134.56	DOHERTY	CHRISTINE C.	BRYANTVILLE CLASSROOM TEACHERS
\$88,809.68	ADAMS	KATHIE	BRYANTVILLE CLASSROOM TEACHERS
\$88,740.78	LEEPER	NAOMI J.	M. S. CLASSROOM TEACHERS
\$88,740.78	HOVEY	THOMAS	M. S. CLASSROOM TEACHERS
\$88,641.78	FLAHERTY	ERIC	H. S. CLASSROOM TEACHERS

School Employees 2018 Gross Wages

\$88,510.78	GOETZ	GREGORY F.	H/S SPED TEACHERS
\$88,384.56	CALLANAN	ANNE	NORTH CLASSROOM TEACHERS
\$88,284.06	PLACE	LYNNE	H. S. CLASSROOM TEACHERS
\$88,230.78	CORWIN	NATHANIEL P.	M. S. CLASSROOM TEACHERS
\$88,218.06	KENNEDY	TIMOTHY	BRYANTVILLE CLASSROOM TEACHERS
\$88,181.18	MURPHY	MARINDA	HOBOMOCK CLASSROOM TEACHERS
\$88,170.78	MOTTA	AMY B.	H. S. CLASSROOM TEACHERS
\$88,135.78	TOWNSEND	KARYN	H. S. CLASSROOM TEACHERS
\$88,060.78	DUFFY	AMIEE	BRYANTVILLE CLASSROOM TEACHERS
\$88,000.78	MOSHER	BRENDAN J.	NORTH CLASSROOM TEACHERS
\$87,959.68	SNEE	MEGHAN	NORTH CLASSROOM TEACHERS
\$87,906.22	KNIFFEN	HILLARY M.	H. S. CLASSROOM TEACHERS
\$87,860.78	SCHAFFERT	GERRI A.	BRYANTVILLE CLASSROOM TEACHERS
\$87,860.78	JACKSON	GEORGE	H. S. CLASSROOM TEACHERS
\$87,842.78	GERETY	HOLLY	H/S SOCIAL WORKER
\$87,823.42	GRIGGS	ELAINE B.	H. S. CLASSROOM TEACHERS
\$87,797.18	TICE	BRIAN G.	M/S SPED TEACHERS
\$87,662.18	McNULTY	SARA E.	BRYANTVILLE CLASSROOM TEACHERS
\$87,526.78	MACDONALD	TAMMY L.	HOBOMOCK SPED. TEACHERS
\$87,460.92	GREALIS	ERIN	SPED. GRANT TEACHERS
\$87,460.78	WEISMAN	WENDY J.	HOBOMOCK CLASSROOM TEACHERS
\$87,460.78	MURPHY	CARRIE	M. S. CLASSROOM TEACHERS
\$87,460.78	MURPHY	KAREN J.	SPED. GRANT TEACHERS
\$87,460.78	MCDERMOTT	ANGELA	BRYANTVILLE CLASSROOM TEACHERS
\$87,460.78	LEONIDO	MAUREEN	M. S. CLASSROOM TEACHERS
\$87,460.78	FULTZ	KAREN	NORTH CLASSROOM TEACHERS
\$87,460.78	DOYLE	JEFFREY	H. S. CLASSROOM TEACHERS
\$87,225.78	COURCHENE	AMANDA M.	H. S. CLASSROOM TEACHERS
\$87,210.78	WEIR	MICHELLE C.	NORTH CLASSROOM TEACHERS
\$87,210.78	STEFANOSKI	MELISSA	HOBOMOCK SPED. TEACHERS
\$87,210.78	SHADRICK	HEIDI M.	NORTH CLASSROOM TEACHERS
\$87,210.78	ROSA	JULIE D.	HOBOMOCK CLASSROOM TEACHERS
\$87,210.78	ROONEY	MICHELLE	SYSTEM WIDE OT,PT,SP,VI,HEAR
\$87,210.78	PALICA	ERIN	NORTH SPCH/VISION TEACHERS
\$87,210.78	NADWORNY	CYNTHIA A.	BRYANTVILLE CLASSROOM TEACHERS
\$87,210.78	MCKAY	MICHAEL	HOBOMOCK CLASSROOM TEACHERS
\$87,210.78	LUSSIER	KATHLEEN E.	NORTH CLASSROOM TEACHERS
\$87,210.78	FROST	JENNYE P.	M. S. CLASSROOM TEACHERS
\$87,210.78	DROWNE	LYNNE	BRYANTVILLE CLASSROOM TEACHERS
\$87,210.78	BALASCO	KIMBERLY	BRYANTVILLE SPED. TEACHERS
\$87,209.68	LARSON	CHERYL A.	K-8 SOCIAL WORKER
\$87,047.66	MURPHY	CHRISTINE M.	H.S. LIBRARIAN
\$86,907.47	TINKER	ERIN	INFORMATION MANAGEMENT
\$86,776.78	SCHNELL	KIRSTEN A.	ESL - DISTRICT
\$86,678.06	SCIULLI	KRISTEN M.	M/S SPED TEACHERS
\$86,460.78	DUBOIS	AIMEE B.	M. S. CLASSROOM TEACHERS
\$86,132.65	GLYNN	MEGAN	BRYANTVILLE CLASSROOM TEACHERS
\$85,958.18	INFASCELLI	COURTNEY A.	H. S. CLASSROOM TEACHERS
\$85,942.78	GLYNN	JOELLE	HOBOMOCK CLASSROOM TEACHERS

School Employees 2018 Gross Wages

\$85,244.63	HALEY	CATHERINE	BRYANTVILLE NURSE'S SALARY
\$85,112.02	FRUSTACI	KATHRYN M.	BRYANTVILLE CLASSROOM TEACHERS
\$84,912.02	RUSHTON	JENNA	NORTH CLASSROOM TEACHERS
\$84,912.02	HIGGINS	DEBORAH	NORTH CLASSROOM TEACHERS
\$84,893.18	NEWALL	ADAM G.	M. S. CLASSROOM TEACHERS
\$84,788.34	KING	COLLEEN	ACCOUNTING AND OPERATIONS
\$84,451.18	LEBLANC	KELLY M.	M. S. CLASSROOM TEACHERS
\$84,149.00	LASNIER-DUNCAN	KATLYN P.	NORTH CLASSROOM TEACHERS
\$84,047.47	MCAULIFFE	JUDITH	NORTH NURSE'S SALARY
\$83,581.18	CAMPBELL	JENNIFER R.	H. S. CLASSROOM TEACHERS
\$83,481.18	CALTER	JENNIFER D.	HOBOMOCK CLASSROOM TEACHERS
\$83,085.64	O'LEARY	VIRGINIA	BRYANTVILLE CLASSROOM TEACHERS
\$83,081.18	KENNY	JENNIFER	NORTH CLASSROOM TEACHERS
\$82,987.14	MATHESON	MICHELLE	BRYANTVILLE CLASSROOM TEACHERS
\$82,787.14	dePONTBRIAND-B	LAURA K.	H. S. CLASSROOM TEACHERS
\$82,473.06	LEONARD	KERRY B.	271 TITLE ONE TEACHERS
\$82,069.06	FITZPATRICK	SUSAN L.	BRYANTVILLE CLASSROOM TEACHERS
\$81,996.69	BELLIVEAU	CHRISTINE L.	HOBOMOCK CLASSROOM TEACHERS
\$81,537.43	HUSTED	MARIA S.	TRANSITIONAL COORDINATOR
\$81,515.78	RAICHE	SHARYN L.	HOBOMOCK CLASSROOM TEACHERS
\$81,303.06	WHIPPLE	PATRICIA	H/S SPED TEACHERS
\$81,198.55	SCHMUTTENMAER	SHEILA	M. S. CLASSROOM TEACHERS
\$81,038.38	WALLS	JESSICA A.	H. S. CLASSROOM TEACHERS
\$80,651.18	RUGGIERO	CATHERINE W.	M. S. CLASSROOM TEACHERS
\$80,627.68	MICHALEK	COURTNEY G.	M. S. CLASSROOM TEACHERS
\$80,523.74	LEFEBVRE	LAUREN E.	HOBOMOCK CLASSROOM TEACHERS
\$79,641.40	TANNIAN	KATHLEEN	H. S. CLASSROOM TEACHERS
\$79,188.20	PREVITI	MARY R.	M. S. CLASSROOM TEACHERS
\$78,870.32	PELTON	MELISSA A.	NORTH CLASSROOM TEACHERS
\$78,804.95	EVANS	MICHAEL	HOBOMOCK CUSTODIAL WAGES
\$78,670.32	McFADYEN	NATALIE J.	NORTH CLASSROOM TEACHERS
\$78,405.48	HAYES	MALLORY	M. S. CLASSROOM TEACHERS
\$78,055.42	LANG	KATHLEEN	NORTH CLASSROOM TEACHERS
\$77,931.68	VENETO	MARY THERESA	M/S SPED TEACHERS
\$77,920.82	CANTINO	KERRI A.	SPED GRANT OT PT SP VI HEAR
\$77,855.42	NUNES	GAIL	BRYANTVILLE SPED. TEACHERS
\$77,737.25	MASSA	ERIN E.	H. S. CLASSROOM TEACHERS
\$77,465.10	MYLETT	CHRISTINA M.	EXTENDED DAY TEACHER SALARIES
\$77,412.38	RUSSELL	MEGHAN L.	BRYANTVILLE CLASSROOM TEACHERS
\$76,911.48	WALSH	ABIGAIL B.	H. S. CLASSROOM TEACHERS
\$76,812.38	GEARIN	JULIANNE S.	M. S. CLASSROOM TEACHERS
\$76,776.40	VALERI	KELLY	HOBOMOCK CLASSROOM TEACHERS
\$76,161.68	KIRTLEY	RACHEL C.	H. S. CLASSROOM TEACHERS
\$76,161.68	GILLIS-JANSSEN	MELANIE F.	M. S. CLASSROOM TEACHERS
\$75,937.98	MCDONOUGH	LESLIE J.	M. S. CLASSROOM TEACHERS
\$75,891.68	McDONOUGH	KIELY J.	SPED. GRANT TEACHERS
\$75,777.30	GOITIA	ERIN S.	MS GUIDANCE PROF. SALS
\$75,741.68	NOGUER	CHRISTINE	M. S. CLASSROOM TEACHERS
\$75,317.97	VANDERMOLLEN	NATALIE	HUMAN RESOURCES WAGES

School Employees 2018 Gross Wages

\$75,183.85	HALL	THERESA M.	H. S. CLASSROOM TEACHERS
\$74,786.80	LAPRISE	SHARI L.	H. S. CLASSROOM TEACHERS
\$74,508.40	BRZEK	LISA A.	HOBOMOCK SPED. TEACHERS
\$73,651.74	GATES	MARYELLEN	H. S. CLASSROOM TEACHERS
\$73,337.65	CORCORAN	ASHLEY R.	H/S SPED TEACHERS
\$73,286.74	LAZARUS	JESSICA T.	H. S. CLASSROOM TEACHERS
\$73,086.74	COOK	AMANDA M.	NORTH CLASSROOM TEACHERS
\$72,886.74	FOOTE	MEAGHAN E.	NORTH SPCH/VISION TEACHERS
\$72,242.14	TARBOX	GREGORY R.	H. S. CLASSROOM TEACHERS
\$71,892.65	GOULD	EDWARD A.	H. S. CLASSROOM TEACHERS
\$71,201.74	RIZZITANO	EDWARD	ATHLETIC CUSTODIAL SERVICES
\$70,700.48	STRUK	MARCIA J.	EXTENDED DAY TEACHER SALARIES
\$70,700.48	CONN	JESSICA N.	NORTH CLASSROOM TEACHERS
\$70,465.09	CALLANAN	CHRISTOPHER	H.S. CUSTODIAL WAGES
\$70,346.25	ELLIOTT	DIANE S.	H.S. CUSTODIAL WAGES
\$69,681.33	PONTERA	KELLY M.	BRYANTVILLE PSYCHOLOGIST
\$69,599.38	LOPEZ	ROSA D.	M. S. CLASSROOM TEACHERS
\$69,344.38	SANBORN	ZOE L.	H. S. CLASSROOM TEACHERS
\$69,304.38	ALMON	CAITLIN N.	H. S. CLASSROOM TEACHERS
\$68,908.87	FIGUEIREDO	JENNA M.	BRYANTVILLE SPED. TEACHERS
\$68,713.91	NOONS	BRITTNEY J.	HOBOMOCK CLASSROOM TEACHERS
\$68,649.46	REILLY	WHITNEY C.	BRYANTVILLE CLASSROOM TEACHERS
\$68,579.38	LYDON	ALLISON M.	HOBOMOCK SPED. TEACHERS
\$68,529.13	CREHAN	MEGHAN K.	HOBOMOCK CLASSROOM TEACHERS
\$68,255.84	CARTEE	TARA L.	H. S. CLASSROOM TEACHERS
\$67,837.26	McGOWAN	RACHEL H.	PCMS SOCIAL WORKER
\$67,646.90	DOOLEY	GAIL M.	H. S. CLASSROOM TEACHERS
\$67,541.90	SPEARIN	KYLE C.	M. S. CLASSROOM TEACHERS
\$66,921.90	DUMONT	ALYSON G.	HOBOMOCK CLASSROOM TEACHERS
\$66,752.21	BARIL	ERIC G.	H. S. CLASSROOM TEACHERS
\$66,589.02	DOUCETTE	NADINE M.	DIRECTOR SALARY
\$66,380.82	FLYNN	ROBERT	M.S. CUSTODIAL WAGES
\$66,167.39	MARTIN	CAITLIN L.	K-8 SOCIAL WORKER
\$65,845.98	GREGG	SARA E.	H. S. CLASSROOM TEACHERS
\$65,512.34	RHODES	MARY M.	HOBOMOCK SPED. TEACHERS
\$65,326.08	LADD	LINDSAY M.	H/S SPED TEACHERS
\$65,104.83	MORSE	CHARLES W.	H. S. CLASSROOM TEACHERS
\$65,072.70	McNAMARA	MARY E.	NORTH SPED. TEACHERS
\$64,523.38	MCCANN	NICOLE F.	NORTH CLASSROOM TEACHERS
\$64,295.36	KLEMONSKY	NICOLE M.	HOBOMOCK CLASSROOM TEACHERS
\$64,104.34	FLOOD	KRISTI M.	BRYANTVILLE CLASSROOM TEACHERS
\$62,845.40	EMMONS	ELIZABETH M.	ESL - DISTRICT
\$62,609.76	DORGAN	MICHAEL	H.S. CUSTODIAL WAGES
\$62,268.83	MONTEFORTE	SHARON M.	COMMUNICATIONS SPECIALIST
\$61,659.78	ROGOWSKY	EMILY P.	H. S. CLASSROOM TEACHERS
\$61,265.34	PAGE	RICHARD E.	M.S. CUSTODIAL WAGES
\$61,061.42	COWAN	ELIZABETH M.	BRYANTVILLE CLASSROOM TEACHERS
\$61,000.00	DUTRA	DEBRA	ACCOUNTING & PAYROLL SUPPORT
\$59,487.19	CURRIER	RYAN D.	H.S. CUSTODIAL WAGES

School Employees 2018 Gross Wages

\$59,131.42	KEHEW	KELSEY R.	BRYANTVILLE CLASSROOM TEACHERS
\$59,131.42	CAVACCO-WILLIS	MICHELLE R.	HOBOMOCK CLASSROOM TEACHERS
\$59,059.24	SHUTE	MICHAEL	NORTH CUSTODIAL WAGES
\$59,033.34	BETTENCOURT	JOCELYN N.	BRYANTVILLE CLASSROOM TEACHERS
\$59,006.42	SHELTERS	DONALD J.	H/S SPED TEACHERS
\$58,887.30	FORMON	HEATHER R.	BRYANTVILLE CLASSROOM TEACHERS
\$58,833.46	COSBY	ROBERT T.	H.S. CUSTODIAL WAGES
\$58,282.30	ROSE	JESSICA A.	H. S. CLASSROOM TEACHERS
\$57,876.68	SILVA	STEVEN	BRYANTVILLE CUSTODIAL WAGES
\$57,713.09	GILLIS	JAYMES R.	NORTH CUSTODIAL WAGES
\$56,874.60	BARR	SAMANTHA J.	HOBOMOCK CLASSROOM TEACHERS
\$56,825.72	MULLEN	JESSICA N.	BRYANTVILLE CUSTODIAL WAGES
\$56,646.40	JACOBS	LORI	TRANSPORTATION /REV WAGES
\$56,528.98	MITCHELL	NORMAN	H. S. CLASSROOM TEACHERS
\$56,114.95	O'DONNELL	KEVIN	M.S. CUSTODIAL WAGES
\$55,903.58	DeGRASSE	JODIE L.	HOBOMOCK CUSTODIAL WAGES
\$55,622.72	MEERBACH	ERIK R.	DEPT. CHAIRS
\$55,535.20	LANZAROTTO	KATHY-ANN	PHS SALARY SECRETARY CLERICAL
\$55,424.98	EOSUE	MICHAEL A.	HOBOMOCK CUSTODIAL WAGES
\$54,480.20	LOGAN	ANDREA	PHS SALARY SECRETARY CLERICAL
\$54,273.60	PACE	FRED	NORTH CUSTODIAL WAGES
\$53,982.40	CRUISE	KENNETH	BUILDING TECHNOLOGY-ELEMENTARY
\$53,975.36	SALMON	JOANNE	NORTH CLASSROOM TEACHERS
\$53,820.48	ASMUS	ELIZABETH	M. S. CLASSROOM TEACHERS
\$53,766.40	GRINDLE	CAROL	BES SALARY SECRETARY CLERICAL
\$52,501.93	CONNOLLY	PAULA	HOBOMOCK NURSE'S SALARY
\$52,388.95	MENDES	MARKUS C.	BRYANTVILLE CUSTODIAL WAGES
\$52,066.32	GLYNN	MARGARET	PCMS SALARY SECRETARY CLERICAL
\$51,763.36	SHEEHAN	MARY	PCMS SALARY SECRETARY CLERICAL
\$51,663.36	ROSSINI	ERIKA	NPS SALARY SECRETARY CLERICAL
\$50,907.26	HUSSEY	MARYBETH	NORTH CLASSROOM TEACHERS
\$50,785.12	RAMSEY	JOHN	H.S. SPED TEACHERS
\$49,680.48	BURKE	PATRICK J.	H. S. CLASSROOM TEACHERS
\$48,865.69	EAKINS	KATHRYN	PHS SALARY SECRETARY CLERICAL
\$47,923.68	PETIT	KIMBERLY J.	M. S. CLASSROOM TEACHERS
\$47,250.72	FITCH	KARA M.	H. S. CLASSROOM TEACHERS
\$46,328.80	NEUMEISTER	SANDRA D.	HES SALARY SECRETARY CLERICAL
\$45,911.23	CUCINOTTA	LAUREN E.	H. S. CLASSROOM TEACHERS
\$45,537.92	PRAETSCH	JERILYN	ACCOUNTING & PAYROLL SUPPORT
\$45,304.97	CAREY	LYNDA L.	SYSTEM WIDE OT,PT,SP,VI,HEAR
\$45,012.44	LORENZ	JESSICA A.	H. S. CLASSROOM TEACHERS
\$44,943.36	CAMERON	CATHERINE	H.S. NURSE'S SALARY
\$43,981.44	FORNARO	ADAM M.	H. S. CLASSROOM TEACHERS
\$43,056.80	BRAINSKY	JESSICA C.	MS GUIDANCE PROF. SALS
\$42,504.67	MOORHEAD	PAULA	HES SALARY SECRETARY CLERICAL
\$40,140.80	PALENSTIJN	JILL M.	NORTH CLASSROOM TEACHERS
\$38,231.12	LEONARD	SARAH B.	H. S. CLASSROOM TEACHERS
\$38,173.83	ALFANO	MICHELLE	PCMS SPED ESP
\$37,481.63	LEIBOWITZ	AMANDA J.	SECONDARY PSYCHOLOGIST

School Employees 2018 Gross Wages

\$37,200.00	MURPHY	JOHN J.	SUBSTITUTE CUSTODIANS
\$37,093.76	NOYES	LAURIE M.	SPED. SUPPORT SALARIES
\$36,929.89	DERITO	MAUREEN E.	PHS SPED ESP
\$35,333.80	NEWTON	RICHARD J.	H. S. CLASSROOM TEACHERS
\$35,289.89	HAMILTON	LINDA	PCMS SPED ESP
\$35,151.50	BREMER	SHEILA M.	H. S. CLASSROOM TEACHERS
\$35,003.83	CONANT	JESSICA	PHS SPED ESP
\$34,625.60	BARNARD	KIMBERLY	PHS SALARY SECRETARY CLERICAL
\$34,610.40	O'BRIEN	ERIN P.	HOBOMOCK CLASSROOM TEACHERS
\$34,610.40	DONOHUE	PETER J.	NORTH SPED. TEACHERS
\$34,569.63	PARRELLA	PAMELA	PHS SPED ESP
\$34,494.26	HANLEY	THERESA	EXTENDED DAY ESP
\$34,243.71	SAMUELSON	KIMBERLY A.	NPS CLERICAL PARA SALARY
\$34,011.56	SMITH	TRACEY A.	BES CLERICAL PARA SALARY
\$33,988.72	VILAGIE	KATHLEEN	HOBOMOCK SPED ESP
\$33,891.06	KELLY	CADY P.	PHS SPED ESP
\$33,431.00	JARRETT	KATHRYN	SYSTEM WIDE OT,PT,SP,VI,HEAR
\$33,135.14	TURVEY	SAMANTHA	H.S. NURSE'S SALARY
\$32,763.15	DEVINE	ELIZABETH	HOBOMOCK SPED ESP
\$31,906.67	BUDAK	DANIELLE M.	PHS SPED ESP
\$31,859.12	BYRNE	MICHELLE A.	EXTENDED DAY ESP
\$31,671.10	HARTWEG	JUVELYN S.	M. S. CLASSROOM TEACHERS
\$31,608.73	NUGENT	KATHERINE	NORTH LIBRARY ESP
\$31,482.78	EOSUE	DEBRA	NORTH SPED ESP
\$31,018.97	SOLOMON	NANCY A.	BRYANTVILLE SPED ESP
\$30,990.64	LaPLANTE	JENNIFER M.	HOBOMOCK SPED ESP
\$30,958.33	JOHNSON	BARBRA M.	BRYANT EDUCATIONAL SUPPORT
\$30,772.19	WEST	KIMBERLY	HOBOMOCK EDUCATIONAL SUPPORT
\$30,769.70	FIUMARA	SHERYL A.	HOBOMOCK SPED ESP
\$30,748.06	HURLEY	STEPHANIE	PHS EDUCATIONAL SUPPORT PROF
\$30,690.13	DUCHINI	DAWN	GRANT 240 ESP
\$30,660.69	DEPAUL	ANDREA M.	HOBOMOCK NURSE'S SALARY
\$30,634.86	CARMICHAEL	ROBERTA	BRYANTVILLE SPED ESP
\$30,585.02	JONES	KIMBERLY A.	PCMS SPED ESP
\$30,498.10	JACOBSEN	DEBORAH	HOBOMOCK LIBRARY ESP
\$30,272.35	HUNT	KERRIE	HOBOMOCK SPED ESP
\$30,264.83	GILL	BARBARA J.	CAFETERIA SUPPORT STAFF
\$29,920.70	OTTINA	KATHLEEN A.	H. S. CLASSROOM TEACHERS
\$29,628.49	DeCOSTE	BRIANNA G.	PHS SPED ESP
\$29,261.25	RONDEAU	REBECCA M.	JOB COACH
\$29,228.80	DECASTRO	SHARON	NORTH SPED ESP
\$29,165.52	McMAHON	SHAWN A.	HOBOMOCK SPED ESP
\$29,043.41	GERLACH	ERIN O.	EXTENDED DAY ESP
\$28,947.78	KULIK	PATRICIA M.	EXTENDED DAY ESP
\$28,915.70	DAVIS	JILL	GRANT 240 ESP
\$28,896.15	BODELL	ANN M.	CAFETERIA SUPPORT STAFF
\$28,838.11	MACDONALD	LOU-ANN	CAFETERIA SUPPORT STAFF
\$28,816.88	KINSMAN	JOYCE F.	M. S. LIBRARY PARAS.
\$28,671.13	DEGAGNE	MICHAEL P.	NORTH EDUCATIONAL SUPPORT PROF

School Employees 2018 Gross Wages

\$28,596.65	PROSPER	ELEANOR	NORTH SPED ESP
\$28,401.90	AUGER	BENJAMIN P.	H. S. CLASSROOM TEACHERS
\$28,091.39	BROOKS	NANCY J.	HOBOMOCK EDUCATIONAL SUPPORT
\$27,872.75	DeSIMONE	CAROL A.	PCMS SPED ESP
\$27,745.03	NICHOLS	DANIELLE	BRYANT EDUCATIONAL SUPPORT
\$27,509.18	DEVINE	BARBARA R.	BRYANTVILLE LIBRARY ESP
\$27,503.50	JULIAN	MARIA B.	M. S. CLASSROOM TEACHERS
\$27,449.52	SLEKIS	STEPHANIE E.	GRANT 240 ESP
\$27,276.56	FREITAS	DONNA M.	PHS EDUCATIONAL SUPPORT PROF
\$26,903.75	SOKOLOWSKI	LAUREN F.	NORTH SPED ESP
\$26,378.88	MESSNER	ALLISON M.	HOBOMOCK SPED ESP
\$26,256.90	MURPHY	BRYANNA L.	SECONDARY PSYCHOLOGIST
\$26,173.76	HEATH	DEBORAH	NORTH SPED ESP
\$25,901.32	TRASK	LISA J.	CAFETERIA SUPPORT STAFF
\$25,832.88	FOX	CHERI J.	PHS SPED ESP
\$25,669.60	DEPOLITO	JESSICA A.	H. S. CLASSROOM TEACHERS
\$25,572.87	DOYLE	PAUL	INFORMATION MANAGEMENT
\$25,384.44	JESSON	KATHRYN L.	JOB COACH
\$25,001.83	SMILEY	HEATHER F.	NORTH SPED ESP
\$24,439.90	BALDWIN	BONNEY	JOB COACH
\$23,520.08	MURPHY	SUSAN E.	HOBOMOCK SPED ESP
\$22,763.97	MCRAE	NANCY R.	CAFETERIA SUPPORT STAFF
\$22,662.89	DECESARE	JENNIFER	BRYANT EDUCATIONAL SUPPORT
\$22,385.22	HAAS	ALISON S.	SYSTEM WIDE OT,PT,SP,VI,HEAR
\$22,297.55	KILGALLON	KAREN	CAFETERIA SUPPORT STAFF
\$22,064.20	HARNETT	EMMA M.	H. S. CLASSROOM TEACHERS
\$20,706.75	JANGO-COHEN	JENNIFER A.	SUBSTITUTES
\$20,332.58	WALSH	DENISE M.	CAFETERIA SUPPORT STAFF
\$19,966.87	TICE	MAEGAN F.	NORTH SPED ESP
\$19,621.31	CAVALLO	ALEXANDER H.	PHS SPED ESP
\$19,065.50	SKELDON	CHRISTINA L.	HS GUIDANCE PROF. SALS.
\$18,843.72	JOHNSON	ROBYN M.	CAFETERIA SUPPORT STAFF
\$18,430.40	BACHMAN	LYNN J.	H. S. CLASSROOM TEACHERS
\$18,423.99	SMITH	DEBRA	CAFETERIA SUPPORT STAFF
\$18,325.70	BYRNE	FAITH L.	CAFETERIA SUPPORT STAFF
\$18,111.52	ANTOSCA	JAMES V.	PHS SPED ESP
\$17,716.73	HAMILL-O'NEIL	KERRIE L.	EXTENDED DAY ESP
\$17,462.36	GALLINGER	JANICE M.	CAFETERIA SUPPORT STAFF
\$17,369.66	BULGER	ELAINE	NORTH EDUCATIONAL SUPPORT PROF
\$16,935.52	DONLON	AUDRA E.	EXTENDED DAY PARA STIPENDS
\$16,799.63	ADAMS	MAUREEN	CAFETERIA SUPPORT STAFF
\$16,467.57	MERRITT	PATRICIA A.	CAFETERIA SUPPORT STAFF
\$16,140.51	FULMINE	ANTHONY S.	H. S. CLASSROOM TEACHERS
\$15,796.38	SZOSTAK	MARGARET	SUBSTITUTES
\$15,723.42	KIDD	NANCY E.	MUSIC TEACHER
\$15,675.11	HOLMES	GAYLE M.	CAFETERIA SUPPORT STAFF
\$15,168.17	TRAFTON	BETTY C	Title One Instructional Bryant
\$15,073.57	MCAULIFFE	JUDITH A.	CAFETERIA SUPPORT STAFF
\$14,852.49	BURROWS	JANET	CAFETERIA SUPPORT STAFF

School Employees 2018 Gross Wages

\$14,757.47	HANNON	JUDITH K.	CAFETERIA SUPPORT STAFF
\$14,580.00	NOONE	KATHLEEN	SUBSTITUTES
\$14,484.80	HOWIE	PATRICE	CAFETERIA SUPPORT STAFF
\$14,269.41	MACCORMICK	CORINNE J.	CAFETERIA SUPPORT STAFF
\$14,207.20	WEBB	JANICE A.	PHS SALARY SECRETARY CLERICAL
\$14,040.00	HILL	CAROLYN B.	SUBSTITUTES
\$14,040.00	BLACKMORE	LEEANN	SUBSTITUTES
\$13,769.10	GRIER	MEGHAN K.	Title One Instructional Bryant
\$13,374.11	PALOMBO	VALERIE	Title One Instructional Bryant
\$13,136.97	HOWIE	JULIE A.	CAFETERIA SUPPORT STAFF
\$12,750.00	BAKER	HEIDI A.	SUBSTITUTES
\$12,633.01	JONES	KEVIN M.	PHS SPED ESP
\$12,420.00	RIELS	KATHRYN	SUBSTITUTES
\$12,050.00	SYLVESTER	JESSICA E.	SPED TRANSPORTATION
\$11,343.00	TURNER	KELLY D.	HS GUIDANCE PROF. SALS.
\$11,340.00	WAGNER-SMITH	KIMBERLY	SUBSTITUTES
\$10,530.00	CARTER	PEGGY ANN	SUBSTITUTES
\$10,523.13	FRATTASIO	LISA	CAFETERIA SUPPORT STAFF
\$10,350.00	McLEAN	RHONDA J.	SUBSTITUTES
\$10,300.00	COWETT	MICHAEL E.	SUBSTITUTES
\$10,236.12	BOURGET	CHRISTOPHER	H.S. CUSTODIAL WAGES
\$10,167.31	CONROY	KERRI M.	CAFETERIA SUPPORT STAFF
\$10,141.80	SMITH	TIFFANY A.	CAFETERIA SUPPORT STAFF
\$10,097.32	VENUTO	KATHLEEN	JOB COACH
\$10,096.91	JACOBS	KELLY A.	CAFETERIA SUPPORT STAFF
\$9,440.00	PORTER	THOMAS E.	SUBSTITUTES
\$9,412.00	FLYNN	WILLIAM L.	H. S. COACHES
\$9,410.00	SEWARD	WILLIAM C.	H. S. COACHES
\$9,360.00	KAMINSKI	DONNA F.	SUBSTITUTES
\$9,000.00	ARSENAULT JR	JOSEPH	SUBSTITUTES
\$8,298.53	LOVSTAD-FRANK	MONIKA	CAFETERIA SUPPORT STAFF
\$8,200.00	HOVEY	DONNA ML	SUBSTITUTES
\$8,181.83	TOON	CHRISTIAN	HOBOMOCK CUSTODIAL WAGES
\$8,011.36	COSBY	MATTHEW G.	H.S. CUSTODIAL WAGES
\$7,620.00	GOFF	KELLY E.	SUBSTITUTES
\$7,470.00	QUILL	AMY E.	SUBSTITUTES
\$7,420.00	STONE	RACHEL C.	SUBSTITUTES
\$7,353.50	MAHONEY	ANNETTE M.	CAFETERIA SUPPORT
\$6,937.38	HRIVNAK	CHRISTY J.	EXTENDED DAY ESP
\$6,765.00	JOHNSON	KEVIN C.	SUBSTITUTES
\$6,634.19	LANE	GRETCHEN G.	ESL - DISTRICT
\$6,570.00	MURPHY	KEELAN P.	SUBSTITUTES
\$6,500.00	MOON	SUZANNE M.	SUBSTITUTES
\$6,294.00	SCOTT	ADAM H.	H. S. COACHES
\$6,294.00	DUPUIS	TRAVIS FJ	H. S. COACHES
\$6,292.00	TINKHAM	BRIAN J.	H. S. COACHES
\$6,292.00	EWELL	JAMES	H. S. COACHES
\$6,292.00	BROOKS	ROBERT F.	H. S. COACHES
\$6,171.00	WATTS III	ROBERT E.	H. S. COACHES

School Employees 2018 Gross Wages

\$6,171.00	NOYES	BRIAN	H. S. COACHES
\$6,171.00	MORASH JR.	KEVIN J.	H. S. COACHES
\$6,166.00	D'ONOFRIO	DAWN M.	H. S. COACHES
\$5,805.00	VITALI	EMILY N.	SUBSTITUTES
\$5,600.00	SCHWEMIN	DANIEL P.	SUBSTITUTES
\$5,446.00	GUIMARES	MICHAEL B.	H. S. COACHES
\$5,405.00	TURNER	JOHN R.	H. S. COACHES
\$5,360.00	KING	HEATHER R.	SUBSTITUTES
\$4,964.00	RICHARDS	RYAN J.	H. S. COACHES
\$4,756.53	HILL	LISA C.	CAFETERIA SUPPORT STAFF
\$4,708.00	EROMIN	MICHAEL J.	H. S. COACHES
\$4,500.00	SMITH	KRISTIN E.	SUBSTITUTES
\$4,498.00	SHUMAN	ROBERT A.	H. S. COACHES
\$4,357.00	SCHIMMEL	CRISTINA M.	H. S. COACHES
\$4,205.00	SCHWARTZ	JANET K.	SUBSTITUTES
\$4,108.00	LOPES	TIMOTHY J.	H. S. COACHES
\$3,975.00	DEMAGGIO	ALLYSON G.	SUBSTITUTES
\$3,777.29	SILVA DELGADO	JOVANN	H. S. CLASSROOM TEACHERS
\$3,740.00	MCBRIDE	DIANE M.	SUBSTITUTES
\$3,700.00	LEACH	MARGARET F.	SUBSTITUTES
\$3,586.64	FRIZZELL	DAWN M.	BUS DRIVER WAGES & OVERTIME
\$3,321.00	SOUZA	ADAM	H. S. COACHES
\$3,240.00	ALEXANDER	SCOTT E.	SUBSTITUTES
\$3,175.00	HARRINGTON	THOMAS W.	SUBSTITUTES
\$3,095.00	CARAFONE	ALICIA E.	SUBSTITUTES
\$2,983.38	RICHARDSON	KRISTEN C.	EXTENDED DAY ESP
\$2,932.00	MORSE	BRENDAN G.	H. S. COACHES
\$2,932.00	MCSWEENEY	STACEY A.	H. S. COACHES
\$2,906.00	PLANT	KEVIN P.	H. S. COACHES
\$2,906.00	FORNACIARI	MICAELA A.	H. S. COACHES
\$2,884.61	LUCAS-TERRA	CINDY M.	DIRECTOR SALARY
\$2,865.50	RICE	MARSHA A.	CAFETERIA SUPPORT
\$2,725.00	RICHNER	SAMANTHA M.	SUBSTITUTES
\$2,720.00	COTILLO	JULIE A.	SUBSTITUTES
\$2,700.00	CARROLL	ABIGAIL S.	SUBSTITUTES
\$2,650.00	PEARCE	AMANDA E.	SUBSTITUTES
\$2,532.00	MORGAN	ELISE A.	H. S. COACHES
\$2,482.00	MURPHY	LAWRENCE E.	H. S. COACHES
\$2,482.00	ASAFF	ADRIEN H.	H. S. COACHES
\$2,410.00	PARKS	ALISON H.	SUBSTITUTES
\$2,402.00	WINTERS	KEVIN B.	H. S. COACHES
\$2,380.00	PIEKARSKI	AMY J.	SUMMER OT PT SPEECH VISION HEA
\$2,353.00	FINN	CAROLYN G.	M.S. COACHES
\$2,250.00	CARVETTE	KIMBERLY A.	SUBSTITUTES
\$2,080.00	MINIHAN	MARIE A.	SUMMER TEACHERS STIPENDS
\$2,000.00	BRALEY	PAIGE M.	SUBSTITUTES
\$1,980.00	FANNING	ROBERT G.	SUBSTITUTES
\$1,950.00	BRANDI	NANCY M.	SUBSTITUTES
\$1,840.00	GALLAGHER	MARY E.	SUBSTITUTES

School Employees 2018 Gross Wages

\$1,760.00	ULICH	SARAH E.	SUBSTITUTES
\$1,733.60	WHIPPLE	REEGAN P.	SUMMER PARA STIPENDS
\$1,705.00	SMITH	JENNIFER G.	CAFETERIA SUPPORT
\$1,558.20	EVANS	CAMERON G.	SUBSTITUTE CUSTODIANS
\$1,430.00	MARCELLA	ALESSANDRA	CAFETERIA SUPPORT
\$1,425.00	CARDARELLI	EMMA E.	SUBSTITUTES
\$1,400.00	PORTER	CHERYL	HIGH SCHOOL TUTOR
\$1,300.00	MAHONEY	MEREDITH A.	SUBSTITUTES
\$1,275.00	ARENBERG	LINDA	SUBSTITUTES
\$1,250.00	PRICE	CAROL B.	SUBSTITUTES
\$1,200.00	BARONAS	KRISTIN L.	SUBSTITUTES
\$1,150.00	O'Donnell	ARLENE M.	SUBSTITUTES
\$1,125.00	McNAMARA	McKENZIE F.	SUBSTITUTES
\$1,125.00	MARAS	JEAN J.	SUBSTITUTES
\$1,125.00	HURLEY	RITA A.	SUBSTITUTES
\$900.00	SABINS	STEPHANIE P.	SUBSTITUTES
\$900.00	MERRIFIELD	NANCY J.	SUBSTITUTES
\$825.00	MUSK	PAMELA A.	SUBSTITUTES
\$825.00	MacFADGEN	COURTNEY T.	SUBSTITUTES
\$825.00	KASKIEWICZ	AMANDA E.	SUBSTITUTES
\$800.00	LELYVELD	SUSAN	SUBSTITUTES
\$800.00	JONES	GRETCHEN A.	SUBSTITUTES
\$775.00	SULLIVAN	MAUREEN R.	SUBSTITUTES
\$750.00	MCPHEE	PATRICIA C.	SUBSTITUTES
\$750.00	KENNEDY	DIANE I.	SUBSTITUTES
\$675.00	WICKER	MORIAH L.	SUBSTITUTES
\$600.00	WENGRYN	CYNTHIA L.	SUBSTITUTES
\$600.00	PATTEN	ANGELA M.	SUBSTITUTES
\$600.00	LAUBACHER	LUKE A.	SUBSTITUTES
\$600.00	CRAFFEY	LOGAN J.	SUBSTITUTES
\$600.00	BONNEY	JULIE A.	SUBSTITUTES
\$540.00	DOYLE	KIMBERLY D.	SUBSTITUTES
\$525.00	UPSON III	RICHARD M.	SUBSTITUTES
\$525.00	PANTON	JESSICA M.	SUBSTITUTES
\$525.00	O'NEILL	LESLIE A.	SUBSTITUTES
\$525.00	GRAHAM	LEAH C.	SUBSTITUTES
\$500.00	ROWLAND	MARYCLAIRE E	SUBSTITUTES
\$470.25	MIGLIETTA	DAVID	CAFETERIA SUPPORT
\$450.00	WILLIS	MEGAN C.	SUBSTITUTES
\$450.00	FAGAN	STEPHANIE L.	SUBSTITUTES
\$450.00	DRISCOLL	KATHRYN S.	SUBSTITUTES
\$375.00	SINNOTT	PHYLLIS M.	SUBSTITUTES
\$375.00	MCNAMARA	LISA M.	SUBSTITUTES
\$327.25	GARDNER	NANCY A.	CAFETERIA SUPPORT
\$324.88	DeANDRADE	JOSEPH	BUS DRIVER WAGES & OVERTIME
\$300.00	MCGRORY	KELLY A.	SUBSTITUTES
\$300.00	MAMMONE	SUZANNE D.	SUBSTITUTES
\$300.00	LARKIN	MAUREEN T.	SUBSTITUTES
\$244.75	MUSIAL	KELLY M.	CAFETERIA SUPPORT

School Employees 2018 Gross Wages

\$225.00	HEALEY	HELEN	SUBSTITUTES
\$225.00	GERLACH	RICHARD S.	SUBSTITUTES
\$225.00	BERGAMESCA	HEATHER M.	SUBSTITUTES
\$214.50	DELECONIO	ELIZABETH R.	CAFETERIA SUPPORT
\$200.00	BURKE	TAMMY A.	SUBSTITUTES
\$178.75	MARSH	DONNA M.	CAFETERIA SUPPORT
\$176.00	SPEER	TERESA M.	CAFETERIA SUPPORT
\$123.75	WHITE	BARBARA A.	CAFETERIA SUPPORT
\$75.00	SMITH	JOANNE L.	SUBSTITUTES
\$75.00	SMITH	VICTORIA R.	SUBSTITUTES
\$75.00	GILBERT	JENNA R.	SUBSTITUTES
\$75.00	DeGIACOMO	MARLA P.	SUBSTITUTES

Town Employees 2018 Gross Wages

Total	Last Name	First Name	Department
\$193,090.17	TYLER	COLBY M	Police Department
\$188,658.83	CLAUSS	DAVID F	Police Department
\$172,933.72	HILL	JAMES M	Fire Department
\$163,065.48	MACDONALD	RICHARD	Police Department
\$160,488.94	WALL	RICHARD D	Police Department
\$154,167.46	BOTTO	RYAN J	Police Department
\$153,794.16	MCCORMICK	KENNETH J	Fire Department
\$144,550.55	READY	SEAN	Police Department
\$143,218.51	BARKOWSKY	DAVID	Fire Department
\$143,127.08	THORNE	EDWIN J	Board of Selectmen
\$143,120.28	KILLINGER	ROBERT	Fire Department
\$142,046.85	BARAGWANATH	THOMAS J	Police Department
\$140,279.54	JOUDREY	PAUL H	Police Department
\$137,579.39	LaPIERRE	WENDY	Police Department
\$137,153.18	DIGRAVIO	MARK A	Police Department
\$136,603.06	WYMAN	CHRISTOPHER	Police Department
\$134,674.06	DOYLE	KEVIN R	Police Department
\$134,059.80	FULMINE JR.	EUGENE B	Department of Public Works
\$133,815.23	MOORE	CHRISTOPHER	Police Department
\$131,581.20	DOYLE	RICHARD G	Fire Department
\$129,920.76	SCOLEGE JR	WALTER	Fire Department
\$128,672.75	ANDERSON	ANTHONY M	Police Department
\$127,919.75	SHEA III	JAMES P	Fire Department
\$125,034.32	SIMMONS	JONATHAN R	Police Department
\$125,018.72	DAVIS	MICHAEL A	Fire Department
\$121,147.30	SCANLON	ANDREW C	Fire Department
\$120,628.79	INGLIS	WILLIAM J	Fire Department
\$119,638.94	CLAUSS JR	DAVID F	Police Department
\$119,631.69	HORVATH	MICHAEL	Police Department
\$119,501.12	SMITH	DANIEL N	Fire Department
\$118,699.27	HALL	THOMAS D	Fire Department
\$116,751.14	KIRBY	STEPHEN P	Police Department
\$115,714.09	LANDRY	CLINTON	Fire Department
\$114,489.92	CAIN	EDWARD A	Police Department
\$114,197.55	CHERNICKI	MICHAEL J	Water Department
\$113,739.63	MARSH III	WILLIAM W	Police Department
\$113,537.11	HORKAN	CHRISTOPHER	Police Department
\$113,316.20	TAGLIENTE	PETER	Fire Department
\$113,149.31	HURLEY JR.	DAVID F	Police Department
\$112,024.78	MORGAN	BRIAN C	Police Department
\$111,856.32	HUFF	NANCY M	Fire Department
\$111,157.82	ROBERTSON	MARK W	Fire Department
\$110,258.88	BRENNAN	WILLIAM A	Police Department
\$109,546.46	COSTANZO	ROBERT A	Fire Department
\$106,148.75	WILSON	JAMES D	Fire Department
\$104,741.84	EVANGELISTA	BRIAN M	Fire Department
\$103,394.63	LAMMI	PETER K	Fire Department
\$102,683.48	HALL	MICHAEL R	Fire Department

Town Employees 2018 Gross Wages

\$101,866.26	JONES	NATHAN B.	Fire Department
\$101,765.73	HILL	JORDAN	Fire Department
\$100,713.80	GASSIRARO	MARK J.	Fire Department
\$100,501.76	FARROW	ROBERT J	Fire Department
\$100,294.64	SALMON	CATHERINE M	Board of Assessors
\$100,168.43	McCARTHY	KATHLEEN E	Town Treasurer/Collector
\$99,574.19	RAMSEY	MICHAEL G	Police Department
\$96,766.99	WITHAM	MICHAEL	Fire Department
\$96,211.86	LANZILLOTTA	JAMES P	Police Department
\$93,483.16	GLAUBEN	SCOTT E	Department of Public Works
\$92,815.24	MALONE	ROBERT D	Fire Department
\$91,248.95	WALL	DEBORAH A	Library
\$90,809.73	BURNS	JAMES M	Police Department
\$86,879.47	PICARIELLO	LAUREEN M	Police Department
\$84,982.97	GUMPRIGHT	KARL R	Police Department
\$84,194.61	RIVERS	STEPHEN L	Water Department
\$82,410.74	DAIUTE	JOSEPH P	Department of Public Works
\$78,382.41	SLADEN	BARRY E	Water Department
\$78,085.04	BARROWS	ADAM F	Police Department
\$76,121.12	CHILCOTT	SABRINA J	Board of Selectmen
\$75,287.61	CULLITY	LISA M	Municipal Inspections
\$75,088.40	SIMMONS	MARY E	Police Department
\$73,346.09	FISKE	MARK	Water Department
\$72,664.35	NICKERSON	RICHARD E	Water Department
\$71,941.54	RASH	MICHAEL P	Department of Public Works
\$71,210.80	THORNTON	ROBERT A	Water Department
\$66,842.01	RICCIARELLI	SHAMUS J	Fire Department
\$65,897.03	BUCKLEY	JOHN M	Board of Selectmen
\$64,643.22	DEVINE	CHRISTOPHER	Department of Public Works
\$63,861.49	ROCHE	SUSAN M	Recreation
\$63,368.40	ALDROVANDI	MICHAEL A	Department of Public Works
\$63,143.82	McCLEARY	MELISSA A	Library
\$62,219.05	MARTINELLI	PAUL L	Department of Public Works
\$62,214.25	ANDERSON	PHILLIP C	Department of Public Works
\$61,653.32	CALLAHAN	CHRISTINE C	Department of Public Works
\$61,249.71	STRUZIK	MARGARET	Town Clerk
\$60,289.95	CURRAN	KRISTIN A	Board of Selectmen
\$58,676.23	GRASSO	JENNIFER M	Town Treasurer/Collector
\$58,592.52	LONGABARD	BRIAN P	Department of Public Works
\$57,688.17	GIGLIOTTI	JEANNE M	Board of Assessors
\$57,387.46	FRASER	KRISTINE S	Fire Department
\$57,385.13	GRADY	TRACY A	Municipal Inspections
\$57,330.57	FLANNERY	LINDA M	Police Department
\$56,639.04	COSBY	STACEY A	Town Treasurer/Collector
\$56,565.48	CYTRYNOWSKI	ZBIGNIEW	Board of Selectmen
\$56,290.43	BRISSETTE	MARK E	Department of Public Works
\$56,051.41	BENVIE	KATHLEEN A	Library
\$55,894.92	JONES	SUSAN	Water Department
\$54,952.47	TURVEY	JUSTIN A	Police Department

Town Employees 2018 Gross Wages

\$54,469.04	RIPLEY	SCOTT	Department of Public Works
\$54,325.12	TIERNEY	KATHRYN	Police Department
\$54,202.61	WHITMAN	MARY F	Board of Selectmen
\$53,759.14	SMITH	MARY ANN	Town Clerk
\$53,561.68	BURNS	STEVEN R	Department of Public Works
\$52,941.28	McMAHON	JAMES M	Department of Public Works
\$52,863.54	OHRENBERGER	MICHAEL T	Police-Special
\$52,219.13	MCDERMOTT	SUSAN B	Library
\$51,077.72	SHEA	SUSAN L	Council on Aging
\$50,998.63	HART	WILLIAM T	Board of Selectmen
\$50,972.53	O'CONNELL	DARLENE M	Library
\$50,352.76	SIMON	PATRICK	Department of Public Works
\$50,282.90	SULLIVAN-LANDY	SHEILA M	Municipal Inspections
\$50,184.27	CAMPBELL	ROSE	Department of Public Works
\$49,907.80	HEINS	MATTHEW W.	Board of Selectmen
\$47,525.41	HUSSEY	WILLIAM R	Department of Public Works
\$47,464.76	FERRIS	SHAUNA N	Recreation
\$45,626.13	MURPHY	ALYSON	Town Treasurer/Collector
\$43,995.46	MAVILIA	LINDA	Library
\$43,722.30	DEMPSEY	GERARD W	Recreation
\$43,453.64	SIMON	ROY L	Police-Special
\$42,970.03	O'NEIL	AMANDA N	Town Treasurer/Collector
\$42,935.44	DRISCOLL	CASEY M	Board of Assessors
\$41,555.58	HENKENIUS	SYLVIE D	Town Treasurer/Collector
\$41,244.21	PEDERSEN	KRISTIAN	Water Department
\$41,171.46	LANDY	TIMOTHY F.	Board of Selectmen
\$41,114.82	McBAIN	STEPHANIE C	Library
\$40,579.74	KELLER	RACHEL L	Municipal Inspections
\$39,718.05	VERRY	GEORGE	Municipal Inspections
\$39,298.83	GRADY	LAUREN C	Board of Assessors
\$35,841.92	WALETKUS	ALAN	Police-Special
\$35,017.50	CLARKE SR	ROBERT A	Selectmen Monthly
\$29,334.88	MCCANN JR	JOSEPH G	Police-Special
\$28,878.75	STACK III	JOSEPH S	Municipal Inspections
\$28,206.96	ZEHELLO	NICHOLAS	Municipal Inspections
\$27,263.62	YOUNG	GARY A	Municipal Inspections
\$24,700.24	MORGAN	ROBERT H	Police-Special
\$24,142.28	MUSIAL	DONALD S	Fire Department
\$23,647.88	CUNEO	PATRICIA A	Town Clerk
\$23,342.48	LANE JR	ROBERT E	Police-Special
\$23,268.33	NEWMAN	MATTHEW	Library
\$22,952.60	FLANNERY	EDWARD J	Police-Special
\$22,899.17	DOWLING	MICHELE	Municipal Inspections
\$22,729.58	LARKIN	SUSAN	Council on Aging
\$22,039.80	DRISCOLL	SUZANNE	Council on Aging
\$21,037.58	NOGUEIRA	FRANK	Police-Special
\$20,078.10	VALENTI	MICHAEL F	Recycling
\$19,941.86	McETTRICK	ANDRAEA C	Town Clerk
\$18,828.74	BURNS	GREGORY J	Police-Special

Town Employees 2018 Gross Wages

\$17,698.98	KERNAN	ROBIN R	Selectmen Monthly
\$17,670.00	GULNICK	BRANDON W	Board of Selectmen
\$17,477.12	TENORE	RICHARD C	Police-Special
\$16,740.00	SESTITO	ANGELA G.	Board of Selectmen
\$16,078.44	ISENOR	DANIEL R	Fire Department
\$15,392.54	RYAN	JOSEPH F	Council on Aging
\$15,233.18	McPHERSON	JAMES	Council on Aging
\$15,015.35	SNOW	COLLEEN E	Library
\$14,822.21	GILLARD	VICKY L	Board of Selectmen
\$14,564.64	FREEMAN	LINDA J	Council on Aging
\$13,781.28	SHUBERT	MARK S.	Police-Special
\$13,670.92	WHITE	TIMOTHY A	Council on Aging
\$13,508.81	CALLANAN	STEPHANIE	Town Clerk
\$13,321.83	MURRAY	DANA A.	Department of Public Works
\$13,212.46	SILVA	ROSEMARIE	Library
\$13,172.39	MAHNKE	CORY E	Library
\$12,836.25	CAIN	BRIAN R	Police Department
\$12,613.07	SILVA	ERIK J.	Library
\$12,562.83	EDMONSTON III	JOHN J	Police-Special
\$12,418.52	STAPLES	HEATHER	Library
\$12,392.62	LUJAN	STEPHANIE R	Board of Assessors
\$12,126.61	STEELE	EDWARD J	Council on Aging
\$12,060.77	COLEMAN	JANET M	Library
\$11,421.84	BREEN	JOHN J.	Council on Aging
\$11,203.35	WHITE	CHRISTINE M	Council on Aging
\$10,872.35	DYER	AMANDA P	Recreation
\$10,289.79	HINTHORN	SANDRA B	Library
\$10,267.70	LINCOLN	MICHAEL D	Department of Public Works
\$9,949.22	HILL	AMY	Town Landing
\$9,529.68	CAMMARANO	ANTHONY R	Fire Department
\$9,046.44	McCABE	BLANCHE E	Council on Aging
\$8,996.34	MAZZOLA	CHRISTOPHER	Police Department
\$8,657.76	READER-MERLIN	PATRICIA A	Library
\$8,606.25	MARINO	ANTHONY L	Municipal Inspections
\$8,164.40	WALSH	CARLY A	Library
\$7,888.67	SULLIVAN	LAURA F	Library
\$7,731.26	SHEA	PAMELA M	Library
\$7,639.10	SEERY	ANNA L	Council on Aging
\$7,186.12	PICKERING	KIMBERLY A	Library
\$7,125.63	FABIAN	LINDSEY A	Recreation
\$6,904.78	FABIAN	LAUREN A	Recreation
\$6,869.13	TWIGG	KENNETH E	Selectmen Monthly
\$6,862.41	FOSTER	VINCENT P	Recycling
\$6,799.14	TURNBULL JR.	EARL B.	Police Department
\$6,686.88	NEE	JULIA M	Library
\$6,423.50	EDGAR	ROBERT	Police-Special
\$6,416.52	SUPPA	JOSEPH	Selectmen Monthly
\$6,313.86	BADGER	DONNA R	Advisory
\$5,775.14	BOULTER JR.	WILLARD	Selectmen Monthly

Town Employees 2018 Gross Wages

\$5,628.74	MADDEN	JAMES R	Police-Special
\$5,263.38	BRIGGS	MARISSA L	Recreation
\$5,153.62	MARTIN	VALERIE J	Recycling
\$4,786.09	McPHEE	KAREN L	Library
\$4,675.27	DIXON	DAVID T.	Call Firefighters
\$4,657.06	GRADY	COLIN J.	Call Firefighters
\$4,592.21	PRESCOTT	GEMMA F	Recreation
\$4,522.25	CHRISTIE III	MICHAEL J.	Recreation
\$4,484.81	SZERLONG	LEONARD C	Recycling
\$4,278.31	MCSWEENEY	BRIANNE R	Recreation
\$4,276.50	MURRIN	MARIA N	Recreation
\$4,251.90	CONER	PETER R.	Town Landing
\$3,998.18	KEOUGH	KAYLA R.	Recreation
\$3,991.69	BERRY	ERIN D.	Town Landing
\$3,989.43	BRIGGS	JARED M	Recreation
\$3,960.00	TIERNEY	RUTH E	Council on Aging
\$3,946.51	HILL	DAVID M	Call Firefighters
\$3,831.87	MAGGIORE	CAMERON	Recreation
\$3,701.28	McCARTHY	MICHAEL H	Police-Special
\$3,693.50	GALANDZI	MICHAEL	Call Firefighters
\$3,606.81	ZEHELLO	ASHLEY R	Recreation
\$3,459.71	PIERCE	CHARLES J.	Police-Special
\$3,457.02	HARRIS	KAYLEIGH L	Town Landing
\$3,398.68	FRATTASIO	JONATHAN F.	Police-Special
\$3,346.70	YARASITIS	AMELIA R	Library
\$3,263.09	HARRIS	ZACHARY D	Town Landing
\$3,108.82	TOBIN	MICHAELA P	Town Landing
\$3,071.66	SHORT	ARTHUR J.	Police-Special
\$3,032.91	TOBIN	SEAN D	Town Landing
\$2,936.73	CHAPMAN	JUSTINE A	Recreation
\$2,910.37	PICARIELLO	SARA L	Recreation
\$2,818.74	MAZZOLA	CAROLINE M	Library
\$2,779.50	GESWELL III	EDWARD J	Municipal Inspections
\$2,742.39	HARRIS	JACOB R	Town Landing
\$2,675.43	GALLEY	JENNIFER L	Recreation
\$2,631.96	DOLAN	CHARLES E.	Call Firefighters
\$2,629.26	MURPHY	HELEN P.	Library
\$2,379.12	ANASTASIO	ERNEST P	Police-Special
\$2,361.88	KLINE	DANIEL P	Town Landing
\$2,147.85	MORRISETTE	ROBERT	Police-Special
\$2,131.85	BOWEN	ELIZABETH J	Recreation
\$2,070.05	ARETINO	NICHOLAS R	Call Firefighters
\$2,059.98	QUILL	MARY E.	Elections/Registrars
\$2,031.91	FARRELL	ERIC C	Town Landing
\$2,024.88	RILEY	SHERYL A.	Recycling
\$1,933.36	GARNEAU	EMMA C.	Recreation
\$1,920.57	HALLORAN	SHAWN F.	Call Firefighters
\$1,896.43	LONG	JACK C	Town Landing
\$1,809.88	CURTIN	STACEY A	Town Clerk

Town Employees 2018 Gross Wages

\$1,800.00	TRABUCCO	DANIEL W	Selectmen Monthly
\$1,800.00	FURLONG	MATTHEW J	Selectmen Monthly
\$1,800.00	BOYLE JR	ARTHUR P.	Selectmen Monthly
\$1,800.00	BOIDI	ELAINE R	Board of Assessors
\$1,800.00	BATES	ELIZABETH A	Board of Assessors
\$1,693.17	YACOVONE	JONATHON E	Call Firefighters
\$1,651.34	JEROME	ANDREW D	Call Firefighters
\$1,544.51	MARTYNOWSKI	BRIAN D.	Call Firefighters
\$1,507.84	LICENSE	JONATHAN A	Police-Special
\$1,464.22	BENTING	ROBERT W	Call Firefighters
\$1,341.16	ALONGI	RAYMOND C	Police-Special
\$1,326.95	GALANDZI	CRISTIAN B	Call Firefighters
\$1,319.57	MORLEY	BRIAN M	Call Firefighters
\$1,317.80	ENGLE JR	JOHN	Call Firefighters
\$1,281.28	LOPRESTI	HAROLD	Recycling
\$1,262.39	HRIVNAK	KATARINA C	Town Landing
\$1,249.43	LONG	BRENDAN R	Town Landing
\$1,223.54	SALVUCCI III	DANIEL	Police-Special
\$1,213.75	WENGRYN	CYNTHIA L.	Municipal Inspections
\$1,210.75	PELKEY	PERRY-LEE R	Library
\$1,185.70	JOYCE	MELISSA D	Library
\$1,150.20	BURRILL	EDWIN	Call Firefighters
\$1,143.62	WANDELL	VIRGINIA J	Elections/Registrars
\$1,115.25	HYNES	ROBERT J.	Selectmen Monthly
\$1,102.20	MURDOCK	JACQUELINE N	Library
\$1,077.60	DAMON	SANDRA H	Elections/Registrars
\$1,060.88	ENGLE	LINDSEY J.	Call Firefighters
\$1,050.00	BROWN JR.	JOHN G.	Selectmen Monthly
\$1,042.88	MUSIAL	BRYAN D	Call Firefighters
\$1,027.17	KELLY JR.	WILLIAM D.	Call Firefighters
\$954.59	EARNER	JOANNE	Municipal Inspections
\$946.38	HALL	HEATHER M	Library
\$868.40	BOULTER	JAMES A	Police Department
\$828.80	CHILCOTT	OLIVIA D	Town Landing
\$807.84	SMITH	NICHOLAS A	Police-Special
\$807.84	MACKENZIE	SEAN R	Police-Special
\$807.84	FOGG JR	JOHN N	Police-Special
\$800.00	BRENNAN	MICHAEL J	Police-Special
\$762.85	CHILCOTT	TESS M	Town Clerk
\$750.00	STONE	LEWIS W.	Selectmen Monthly
\$707.84	EVERETT	WAYNE M	Police-Special
\$655.90	HOGAN	MICHAEL J	Call Firefighters
\$647.20	WALETKUS	VICKI L	Call Firefighters
\$606.09	GRISWOLD	KERRI F	Police Department
\$586.26	TAVARES	MIKAYLA H	Recreation
\$529.10	MAZZOLA	DOUGLAS E	Call Firefighters
\$500.00	WALSH	DONNA L.	Council on Aging
\$500.00	SAYCE	JAMES N	Council on Aging
\$500.00	MORANDE	CLAIRE C.	Council on Aging

Town Employees 2018 Gross Wages

\$500.00	JOHNSON	PATRICIA A	Council on Aging
\$500.00	JACOBSON	NANCY	Council on Aging
\$466.66	VERNAL	JORGE L	Police-Special
\$458.91	KRECKIE	MATTHEW J.	Town Landing
\$453.92	HINCHEY	WILLIAM	Police-Special
\$440.22	NORMAN	LIAM R	Town Landing
\$400.00	THEROUX	RYAN J	Police-Special
\$400.00	PIKE	NICHOLAS J	Police-Special
\$400.00	NELSON	GARRETT M	Police-Special
\$400.00	MAFFEO	MARCANTHONY	Police-Special
\$400.00	JOHNSON	THOMAS M.	Police-Special
\$400.00	GARY	THOMAS S	Police-Special
\$400.00	BEARCE	MICHAEL A	Police-Special
\$393.12	ANCTIL	REBECCA L	Police Department
\$387.00	GAUDREAU	JUSTIN L	Town Landing
\$326.04	WALUK	JAKE J.	Town Landing
\$320.32	WALUK	LUKE J.	Town Landing
\$298.56	PADULA	MARISA F	Recreation
\$290.35	CHRISTIE III	JAMES J	Call Firefighters
\$257.40	DINATALE	JACK E	Recycling
\$254.90	CROWLEY	MARK J.	Police-Special
\$248.82	DEAN	BRENDAN N	Recreation
\$196.56	CAIN	AMANDA	Police Department
\$186.39	YACOVONE	DONALD M	Call Firefighters
\$176.28	BAILEY	DOUGLAS	Police-Special
\$166.50	MENZ JR	EDWARD V	Council on Aging
\$155.82	NORTON II	MATTHEW A	Recreation
\$125.84	MACMASTER	SEAN C.	Recycling
\$108.41	GREEN	SHANNON R	Police Department
\$100.00	DODGE	STEPHEN C.	Selectmen Monthly
\$61.70	SQUATRITO	LISA M	Recreation
\$20.71	GLYNN	DESMOND J	Call Firefighters

ANNUAL REPORT OF THE PEMBROKE POLICE DEPARTMENT

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

I would like to thank the residents of Pembroke for their continued support of the men and women who honorably serve as members of the Pembroke Police Department.

I would also like to thank the men and women of our Fire Department, Department of Public Works, everyone at our Town Hall, Library, Council on Aging, Housing Authority, Schools, Board of Selectmen, and other associates, both paid and volunteer who help shoulder the load with ***"Pembroke's Finest"***

Finally, I would like to personally thank and 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"***

*** In Memorium***

Chief Fred W. Doyle (retired) passed away on December 24, 2018 at age 88. Chief Doyle was a lifelong resident of Bryantville who started his police career back in 1955 as a part-time Pembroke Police Officer. Fred was hired as a fulltime Patrolman in 1961 and promoted to Sergeant in 1971. In 1986 Fred W Doyle became the 5th permanent Police Chief for the Pembroke Police Department. Chief Doyle retired in 1992 but continued to be a valued resource and good friend to the four Chiefs that followed in his footsteps.

We also honor the memory of two local police officers who gave their lives in the line of duty this year.
Sgt Sean Gannon – Yarmouth PD – EOW 4/12/18 **Sgt Michael Chesna** – Weymouth PD – EOW – 7/15/18

*** Facility ***

The Police Station continues to be a challenge to maintain as a suitable facility to serve the Public and provide a safe and sound environment for the Police Officers who work here. The design services and site evaluations done in 2016 by Kaestle Boos Associates Engineering showed that new public safety facilities are very much needed. Now that the public voted in a new capital line in our town annual budget it is imperative that town leadership take the next steps to fund and build new public safety facilities for the security of our residents and the safety and well-being of our police officers and firefighters.

***Police Business ***

During the past year the Pembroke Police answered **16,133** calls incidents/calls for service. There were **897** offenses submitted to the State and Federal incident-based crime tracking system with **142** of those being felonies. The Pembroke Police conducted **876** investigations of crime and **510** investigations of other incidents. As a result, the Pembroke Police made **241** adult arrests and there were an additional **41** adults placed into Protective Custody for 2018. Our records indicate that alcohol and drugs were contributing factors in the majority of arrests and **47** of the above arrests were for ***Driving Under the Influence of Alcohol or Drugs***. In addition to the charges filed during arrests Pembroke Police also submitted **151** criminal complaint applications and **12** warrant applications to the Courts. There were **5** juvenile arrests, mostly for probation violations. The Pembroke Police processed and/or served **118** Abuse Protection and Harassment Orders. In **2018** the Pembroke Police responded to **319** motor vehicle crashes and issued **959** motor vehicle citations.

***** Staffing Milestones *****

In June, Officer Adam Barrows and Officer Marybeth Simmons graduated from the MPTC 7th ROC in Randolph. Both officers came up through our Permanent Intermittent Training Program and were patrol ready upon graduation. In September, Recruit Officer Justin Turvey started the MPTC 66th ROC Police Academy in Plymouth with an expected graduation date of February 2019. Recruit Officer Turvey also trained as a Permanent Intermittent Officer before being called up.

In July, Pembroke Police made three promotions and one new hire to fill upcoming vacancies at the patrol, supervisory and command staff levels. Sergeant Wendy A. LaPierre was promoted to the rank of Lieutenant. Lt. LaPierre is a 21-year veteran of this department and has been a School Liaison, Sex Crime Investigator, Victim's Advocate and department Sex Offender Registry Coordinator. Officer Ryan J. Botto was promoted to the rank of Sergeant. Sgt. Botto is a 7-year veteran of this department with prior police service with Halifax PD. Sgt Botto is a member of the SEMLEC Search & Rescue Team, our At Risk Persons Coordinator, a Field Training Officer and our department Cruiser Maintenance Officer. Officer Sean P. Ready was promoted to the rank of Sergeant. Sgt. Ready is a 12-year veteran of this department. He is our Hobomock School Liaison, Breath Test Machine Instructor, a Field Training Officer and a Command Sergeant Major in the Army National Guard. John Simon was hired as a Permanent Intermittent Officer.

In October, Lt David F Clauss Sr. retired from the Pembroke Police after 32 years of full-time service and an additional 5 years of service as a Special and Auxiliary Police Officer. In addition to his work as the Administrative Lieutenant and Second in Command, Lt Clauss was an active member of the SEMLEC Search & Rescue Team and the department coordinator for E911 and the Plymouth County OutReach Program. Congratulations Lt Clauss. Thank-you for your service and dedication to this department and our citizens.

At **Fall Town Meeting** voters approved funding an article for two more police officers. We appreciate the continuing support of our residents. The addition of these two officers will raise our minimum patrol staffing levels. This will allow our patrol officers the necessary time to properly handle the increase in calls dealing with drugs, mental illness and domestic violence in a safer and more thorough manner.

***** COMMUNITY POLICING INITIATIVES *****

Plymouth County OutReach	"Pembroke Signs" Campaign	Citizen's Police Academy
Neighborhood Bike Patrol	Ponds and River Boat Patrol	Open Space ATV Patrol
Click it or Ticket Grant	Distracted Drivers Grant	Impaired Drivers Grant
Bryantville School Liaison	Hobomock School Liaison	North Pembroke School Liaison
PCMS Liaison	School Resource Officer	School Lockdown Training
Prom Angels	Tebow Night to Shine Prom	Chamber of Commerce
Jimmy Fund	Cops for Kids with Cancer	Special Olympics
Firearms Licensing	At Risk Persons Outreach	RAD Defense Classes
Veterans Coat Drive	Domestic Violence Outreach	PTAD

Pembroke Police also provided traffic safety officers and logistics for all Town approved road races and walks, the Chamber of Commerce "Pembroke Day" event, the "Pembroke Celebrates" Fireworks Extravaganza, the annual Historical Society Fish Fry, the Christmas Tree Lighting and other public events.

At home you can inventory your medicine cabinet and safely get rid of any unused or unwanted prescription medications by depositing them in the green **RX DROP BOX** in the police station lobby. In **2018** residents deposited **600+ pounds** of unwanted medication in the box to be safely destroyed.

Chief Richard D Wall

Lieutenant David F Clauss Sr. (ret oct 2018)

Detective Sergeant Edward A Cain
Sergeant David F Hurley
Sergeant Thomas J Baragwanath
Sergeant Ryan J Botto

Officer Lauren M Picariello
Officer Stephen J Kirby
Officer Christopher M Horkan
Detective James M Burns
Officer Christopher L Moore
Officer William W Marsh III
Officer Kevin R Doyle
Officer William A Brennan
Officer David F Clauss Jr
Officer Adam F Barrows
Recruit Officer Justin Turvey

Lieutenant Richard G MacDonald Lieutenant Wendy A LaPierre

Sergeant Jonathan R Simmons
Sergeant Paul H Joudrey
Sergeant Sean P Ready

Officer James P Lanzillotta
Officer Christopher B Wyman
Officer Michael J Horvath
Officer Brian C Morgan
Officer Michael G Ramsey
Officer Anthony M Anderson
Officer Mark A DiGravio
Officer Karl R Gumpright
Officer Colby M Tyler
Officer Mary E Simmons

Administrative Staff

Linda Flannery – Assistant to the Chief

Kathryn Tierney – Secretary

Permanent Intermittent

Charles J Pierce
John Simon
John Edmonston

Michael McCarthy
Brian Cain

Specials – Retired

Michael T Ohrenberger
Robert H Morgan
Joseph G McCann
Gregory J Burns

Edward J Flannery
Richard C Tenore
Willard J Boulter Jr
William F Hinchey

Specials – Auxiliary

Douglas Bailey
James Boulter
Robert Lane
Alan Waletkus
Mark Shubert
Roy Simon

Frank Nogueira
Willard J Boulter III
James Madden
Arthur Short
Robert Morrisette

“To recognize always that the extent to which the cooperation of the public can be secured diminishes proportionally the necessity of the use of physical force for achieving police objectives”

Attributed to Sir Robert Peel, father of modern policing

REPORT OF THE PEMBROKE FIRE DEPARTMENT

To the honorable Board of Selectmen and the Citizens of Pembroke, I submit this report of the fire department for the year 2018.

First, I would like to thank all the Officers and Firefighters for their dedication to duty, your professionalism in the field continues to make me proud as our community relies on your skills more and more.

To Chief Rick Wall and the members of the Pembroke Police Department thank you for being there on so many occasions, always displaying what first responder continuity should look like.

Finally, DPW Director Gene Fulmine and his staff as well, each time they were needed your staff conducted themselves with total professionalism.

We responded to 3,183 emergency calls in 2018 an increase of 237 over 2017. 898 of the 3,183 calls were simultaneous and required an off duty recall of personnel to handle 158 of them. My concerns for proper all around coverage still remain. New medical facilities, a now full memory care facility and new construction in North Pembroke have given credence to my prediction of responding to over 3,000 calls yearly.

In 2018 we completed our plan to hire 4 FF/Paramedics, by adding two, while funding them though the ambulance revolving account. Like the previous two, these two new personnel are at no cost to the town have brought each shift up to a compliment of 7 allowing 6 people to initially respond to the calls (one must dispatch). These additional two positions now represent 50% of the plan to bring each shift to a compliment eight people, a plan that desperately needs the town's commitment now.

I am pleased to report the funds appropriated in 2017 for turnout gear, extrication equipment and a new boat to improve our dive team's capabilities have been expended giving the department the much needed tools to protect the community and the personnel utilizing them. Orders have been placed for the apparatus and hose funded by town meeting this year.

In early 2018 The Department laid to rest two men, Call Deputy Chief James Crossley and Call Captain Fran Costa, who each gave 50 plus years to the town and department through their years of dedicated call firefighter service. In November we said goodbye to long time administrative assistant Sandra Damon. Sandra spent 34 plus years with the department and is missed terribly by those who were blessed to know her.

Our Open house was a success again this year. We continue our partnership with the elementary schools to provide early fire prevention education.

We are still pursuing new fire station facilities at each end of the town to better protect the community.

We congratulate Captain Mark Gassiraro on his promotion and welcomed 3 new FF/Paramedics this year, Shamus Ricciarrelli, Dan Isenor and Anthony Cammarano who all began their careers with the department during the last year.

Finally to the citizens of Pembroke, our community continues to grow at a rapid pace and with that comes many challenges to the town especially for public safety. We cannot serve you without your support.

Please remember when calling 911 for an emergency to;

- Remain calm.

- Speak clearly.

- Give the correct address of the emergency.

- Give the type of emergency.

- Remain on the line, if it safe to do so, until the 911 operator has all of your information.

My best wishes to the community for a safe 2019.

Respectfully,

Chief J. Michael Hill



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

There were several snow and wind incidents in the winter of 2018. Perhaps the year's most memorable events were the back to back to back winter storms Riley, Quinn and Skylar which cause multi-day power outages due to high winds and snow with massive tree and utility pole damages. PEMA prepared for each event and worked with our DPW and NGrid Liaisons to get roads open and power restored as quick as possible. The Library extended hours as a daytime warming center and overnight as a shelter. We truly appreciate the extra efforts of the PEMA Team members who put in long hours keeping the shelter opened during these storms to provide comfort and security to our residents. National Grid President Cordi O'Hara and her executive staff met with PEMA during Storm Riley to discuss storm mitigation. A special thanks goes to Kris Fraser who was tasked with providing FEMA Pembroke's documentation for Disaster Relief Recovery Funds for Winter Storm Riley.

PEMA is grateful to Senator Vinny deMacedo and Representative Josh Cutler for providing the funds, combined with a MEMA grant, used to purchase a new 2018 Polaris Ranger all-terrain utility vehicle outfitted as an off- road rescue vehicle and ambulance transport. With over 2000 acres of open space in Pembroke this is a valuable piece of equipment for both Police and Fire.



The Pembroke Emergency Management Agency (**PEMA**) team would like to **thank** all the members of the Pembroke Police and Fire Departments, DPW, Library, Town Hall, Board of Health, Animal Control, Council on Aging, Housing Authority, School District and the nurses and volunteers who, by working together keep the citizens of Pembroke safe and informed during emergency situations.

Board of Selectmen

Chairman Matthew Furlong, John Brown, Willard J Boulter, Arthur Boyle and Daniel Trabucco,
Town Administrator Edwin Thorne and Assistant to the Town Administrator Sabrina Chilcott
Building Maintenance Ziggy Cytrynowski and Timothy Landy

Board of Health

Health Agent Lisa Cullity

Department of Public Works

Director Eugene Fulmine, Assistant Director Scott Glauben, Highway Foreman Joseph Diaute
Water Foreman Robert Thornton, Tree Foreman Scott Ripley, Dams & Culverts Scott Manning (ret)

Housing Authority

Director John McKeown

Council on Aging

Director Susan Shea

Animal Control

William Hart

Library

Director Deborah Wall

School District

Superintendent Erin Obey

Massachusetts Emergency Management Agency (MEMA)

Richard LeTour & Douglas Forbes

Nurses

Carol Lockwood, Cindy Wengryn, Katie Haley, Nancy Funder, Margret Heeran

Public Safety

Fire Chief J Michael Hill, Admin Assistant Kris Fraser, Police Chief Richard D Wall, Lt David F Clauss

Town Hall

DPW Rose Campbell, Treasurer Kathleen McCarthy

Utilities – National Grid

Joe Carroll, Joe Cardinal, Jeff Merritt and Mark Stafford (town liaison)

Auxiliary Officers

Douglas Bailey, James Boulter, Willard Boulter III, James Madden Frank Nogueira, Robert Lane, Alan Waletkus,
Brian Cain, Roy Simon, Mark Shubert, John Edmonston, Arthur Short and Robert Morrisette

Respectfully submitted

Chief J Michael Hill & Chief Richard D Wall

ANNUAL REPORT OF THE ANIMAL CONTROL OFFICER

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

The Animal Control Department provides daily coverage on a twenty-four hour, on-call basis. Citizens requiring the department's services may call the Selectmen's Office weekdays at (781) 293-3844, leave a message at the Pembroke Animal Pound at (781) 293-5288 or after hours, emergency dispatch by contacting the non-emergency line of the Pembroke Police Department at (781) 293-6363.

Highlighted below are some of the responsibilities and activities of the department throughout the calendar year.

- Enforcement of the Pembroke By-Laws, Article XX Section 7 and Massachusetts General Laws, Chapter 140 & 272 relating to animals
- Citations issued
- Pickup and disposal of roadkill
- Stray/abandoned animals of all types picked up and held at the pound facility
- Daily kennel duties/maintenance of facility grounds
- Aid to other Animal Control Officers and government agencies
- Investigation of all logged complaints
- Appearances in court and in local dog hearings
- Dog bites and other domestic/ wild animal bites investigated
- Capture and destruction of suspected rabid animals, if any
- Adoption and placement of abandoned animals
- Trips to the veterinarian/humane societies
- Patrols of parks, playing fields, schools and cemeteries

A rabies epizootic continues in the State of Massachusetts. The Animal Control Department wants to remind all residents that it is the law to have all dogs, cats and ferrets vaccinated against rabies. The Animal Control Department also wants to remind all dog owners to license their dogs yearly between January 1st and March 1st.

The Animal Control Department strives to find homes for all abandoned or unclaimed animals. The adoptions fees vary between types of animal. Animals that are up for adoption are listed on www.petfinder.com.

The department would like to take the opportunity to thank all of the other town departments and citizens for their continued cooperation, donations and assistance throughout the year.

William Hart
Animal Control Officer

ANNUAL REPORT OF THE DPW HIGHWAY DIVISION

At the end of 2017, going into 2018, Pembroke had above average snow fall and warmer temperatures from December into early February. Calculated snow fall based on Town's weather report, was approximately 80 + inches. DPW's workforces, along with private contractors, were dispatched on five (5) occasions for plowable snow storms. DPW's crews were dispatched a thirty-three (33) times for de-icing operations which included post plowable storms. The town experienced 4 Nor'easters in March.

The Route 14 Corridor project has completed drainage and paving work with a punch list remaining for PA Landers, which is overseen by Mass DOT.

Road repairs funded Chapter 90 funds were done using a leveling course, on Lake St, from Hobomock St to Route 27, by paving contractors. Also a top wearing course was applied to Hobomock St from center St and continued over Lake St to Route 27. Paving also took place on Beach Way which is an unaccepted road using unaccepted road funds.

Potholes continue to be repaired town wide by the DPW crews with the town owned Hot Box.

Annual street sweeping and all catch basin cleaning was completed town wide, both of which were contracted out, per storm water regulations.

A majority of the town streets had center lines repainted, crosswalks and stop bars were done by an outside contractor.

An extensive amount of drainage structures have been repaired and or replaced by the Highway Department crews due to aging infrastructure.

Town wide street sign upgrade is ongoing to comply with Federal Highway mandate.

The Tree Division crew removed a substantial amount of dangerous trees, tree trimming and storm related damage trees using town owned bucket truck.

The Highway Division also shares responsibilities with the Cemetery/Commons/Grounds and Water Divisions throughout the year. Thanks to both Divisions for their efforts in assisting when needed. The Highway Division would like to express our gratitude to the Town Hall Staff, Police and Fire Departments for the efforts and assistance throughout the year.

Respectfully Submitted,

Joe Daiute, Foreman
Pembroke Public Works, Highway Division

ANNUAL REPORT OF THE DEPARTMENT OF PUBLIC WORKS CEMETERY, GROUNDS AND COMMONS DIVISION

To the Honorable Board of Selectmen and Citizens of Pembroke:

This past year the Cemetery Division has gone through some changes, Mr. Scott Ripley left the foreman position on July 27th. I would like to thank him for all he has done for this department and wish him luck in his future endeavors. On August 13th with much appreciation I, Steven Burns, accepted the promotion of Cemetery, Grounds and Commons foreman.

We started the grounds department with a strong focus on getting our public buildings back up to a curb appeal that the town can be proud of. New plantings have been added as well as maintenance of existing landscape. We added over 600 tulip for the town hall and police station along with other projects to beautify the grounds.

The Cemetery Department had a total of Seventy-One (71) burials this past year. Thirty (30) cremations and Forty-One (41) full interments. The Cemetery Department installed Twenty-Two (22) foundations, Six (6) flat/granite markers and Five (5) government military markers. The three active cemeteries sold a total of Eleven (11) lots, Ten (10) to residents and One (1) to a non-resident and One (1) niche wall unit for a total of Twenty-Two (22) graves.

The Cemetery, Grounds and Commons Division wish to thank the men and women of the Town Hall, Highway Department and Water Department for all their help. We want to thank the Fire and Police Departments for their assistance. Additionally, we want to thank Community Preservation Committee and the DPW commissioners for all their support.

Respectfully submitted,

Pembroke Cemetery, Grounds and Commons Division

ANNUAL REPORT OF THE PEMBROKE DPW WATER DIVISION

To the Honorable Board of Selectman and the Citizens of Pembroke

The Pembroke DPW Water Division provided the following services to the Town throughout 2018.

There were:

- 290 Mark outs
- 26 Emergency water mark outs
- 11 Service Leaks repaired
- 6 Water main break repairs
- 9 Frozen services
- 16 Frozen meters replaced
- 249 Meters were replaced
- 30 New meters installed & turned on
- 307 Final Readings
- 10 Fire hydrants replaced
- 9 Fire hydrants repaired
- 43 Water services shut off
- 34 Water services turned on
- 32 Trench inspections
- 12 Water shutoff valves replaced
- 4 Cross connections inspected
- 3 Fire flow test
- 7 Pressure test were witnessed

Water Dept. also performed:

- Required sample testing for 2018
- Completed town wide Spring & Fall water flushing
- Worked daily with PA Landers on the Rt. 14 Corridor Project
- 2,300ft of new 8" water main was installed in our system.
- 3-3 gate intersections were installed in our system to control water flow around town.

Water Incidents

Water Breaks: 6 Main leaks

Service Leaks: 11 Service leaks

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 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.

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

Respectfully submitted,
Pembroke Department of Public Works – Water Division

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, 2018.

31	New Dwellings valued at	\$6,332,712.00
79	Commercial New and Renovations valued at	\$14,786,156.00
546	Miscellaneous Residential Permits valued at	\$9,659,480.
656	Total Permits Issued and Valued at	\$30,778,348.00
Fees collected and turned over to the Treasurer		\$308,075.00

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, 2018.

Permits as follows:

Total Permits..... 454

Fees Collected and turned over to the Treasurer.....
\$55,325.60

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, 2018.

Permits as follow:

Gas Permits.....325

Fees Collected and turned over to the Treasurer..... \$17,125.00

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, 2018

Permits as follow:

Plumbing Permits.....168

Fees Collected and turned over to the Treasurer.....\$18,720.00

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, 2018

Inspections as follow:

Total Inspections..... 11

Fees Collected and turned over to the Treasurer..... \$2300.00

Respectfully Submitted,
Joe Suppa
Sealer of Weights and Measurers

ANNUAL REPORT OF THE BOARD OF HEALTH

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

The Board of Health members are Matthew Newman- Chair, and Gary Fine- Clerk, Gail McSweeney - Member. The Health Agent did the following: 152 perk tests, 498 septic related inspections, 236 food related inspections (Agent and contractors), 24 housing complaints, 97 general complaints, 62 meetings/conferences, 42 animal inspections, 41 Animal complaints, 3 pool inspections and 1 camp inspection (Agent and contractors).

Our Public Health Nurses, under our fifth year vaccination program, administered 51 flu shots. We have four regular and two alternate nurses that assist in various capacities and participate in our Emergency Planning.

Oldham Pond remains under its treatment program and was able to remain open for recreation all summer for this year (four out of the last five years). The remaining ponds also tested at normal levels during the majority of the summer. We had no bacteria counts exceeding the state limit the entire summer. The Route 14 corridor project and related drainage work resulted in an overall improvement in water cleanliness and storm water runoff control.

In efforts to protect our younger population, the Board joined a Five Town Tobacco Control Collaborative. This group will work on education and enforcement of nicotine use as well as compliance checks to ensure proper sales and signage. While Pembroke raised the age to purchase any tobacco products to twenty-one years of age in 2017, it became state-wide this year.

We continue with the assistance and support of the Police and Fire departments 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 OF THE PEMBROKE COUNCIL ON AGING

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

The purpose of the Pembroke Council on Aging (COA) is to identify opportunities to help, support and educate Pembroke senior citizens with programming that meets their needs, improves their quality of life and helps seniors to thrive and live with dignity. The COA needs to prepare for the expanding senior population and implement programming to meet the changing needs and interests.

2018 has been a year of transition for the Council on Aging as Anna Seery resigned as Director at the end of December, 2017. In mid-February, Outreach worker, Susan Shea was appointed Director and Linda Freeman was hired as our new outreach worker in April, 2018. In the spring of 2018, we also welcomed Matt Newman to the team as our custodian.

March came in like a lion and we faced unprecedented outages as a result of storms. The COA's list of residents who are at risk in such emergencies was utilized several times in the month of March. The COA opened as a warming station during the day. In all, 20 residents stopped by each of the days we opened as a warming station. Because phone lines were down, from March 3rd to 5th, we made 62 home visits, with the help of public health nurses. When the March 13th storm hit, we made 124 phone calls checking on at risk residents.

In May, Belaine McCabe resigned as Transportation Coordinator and agreed to pilot our new Information Desk position on a volunteer basis. This position was developed to serve as a first point of contact in the front lobby, improving response time for daily phone calls and walk-ins; as well as assisting the outreach worker by responding to basic questions regarding programs and services. The Information desk is now staffed by 3 trained volunteers, covering an average of 13 to 15 hours a week. Since the position started in early June, those volunteers respond to an average of 133 calls from 80 unduplicated residents each month.

Our activities coordinator, Susan Larkin has been working hard on offering trips of interest to our residents, and has worked closely with President of the Friends of the COA, Gail Shaw, to identify member interests and the Friends have subsidized some trips and events this year to make these events more accessible to members. The Friends have been extremely supportive of the goals and programs of the COA.

With Ms. McCabe vacating the transportation coordinator's position, we hired our former coordinator, Christine White to fill this position again. Chris' previous skills and knowledge in this position allowed for a smooth transition in this very busy role. Transportation is one of our most utilized services. We operate the Dial-a-Ride program funded through GATRA, employing five part-time van drivers who provide services to Pembroke seniors (age 60 and over) and ADA eligible individuals on our vans. This year our vans provided 8761 rides to residents locally. In addition, we also have a dedicated group of volunteers who provided 1398 medical rides to 69 unduplicated residents in 2018. Volunteers are reimbursed for mileage through a grant from Old Colony Planning Council AAA.

Outreach services continue to grow, helping with housing inquiries, processing food stamp and fuel assistance applications, as well as assisting with tax exemption program applications and facilitating family discussions as needed around caring for elder family members. Outreach is instrumental in identifying seniors in Pembroke who need help and connecting those seniors with appropriate help. Outreach often involves developing trusting relationships with seniors who may be reluctant to accept services and who may have difficulty accessing the help that is available. This position is currently only possible through a grant we receive from Executive Office of Elder Affairs.

Following the storms of March, 2018, Outreach has been collaborating with the Firehouse Food Pantry on a new Food Pantry Delivery service. Outreach compiles a list of seniors who are homebound and with the help of volunteers, work with the food pantry to package and deliver the food. This program has serviced 5 to 6 Pembroke residents weekly since it started in June, 2018.

We have focused this year on reviewing policies and procedures and improving office communication. This has included adding whiteboards, a digital bulletin board, and mailboxes for staff and drivers. We have experimented with some evening offerings including a Murder Mystery event and a tour of lights on our van for the holidays, as well as a Saturday morning Mindfulness class in October, which was well attended, with an average of 7 students weekly.

There are conversations taking place with the Board of the Friends of the COA to discuss how best to attract and retain skilled instructors and to keep the programs affordable for members of the Friends. Our Friends of the COA also paid to have the interior of our building painted this past spring. This fresh paint job has brightened and updated our appearance.

Our Memory cafe, funded through a grant from Massachusetts Council on Aging, continues to draw a committed group of attendees (average of 12) monthly under the direction of outreach worker Linda Freeman and Belaine McCabe. These groups are for those with any concerns about memory impairment and their caregivers.

With the help of our am Principal clerk, Suzanne Driscoll, we are reviewing the layout of our newsletter, the Pembroke Pioneer which we mail to 1,483 and email to 473 residents monthly.

We are grateful for a cultural grant given to us this year to fund a Coffee Break Series through South Shore Conservatory.

Our Board of Directors reviewed and updated bylaws in the Fall with a decision to increase the Board from 7 to 9 members, and we changed our associate members to alternates.

We honored a devoted volunteer, the late Josie Hatch, this Fall. Josie made delivering bread to the COA and other locations in the area, her mission. Staff and volunteers continue her service picking up bread at Stop and Shop in the Center in Pembroke, North River Shopping Center and Shaws in Hanson, and we also share those deliveries with the local housing complexes in Pembroke.

Our volunteers have delivered 6931 meals to 79 unduplicated residents in Pembroke and have served 1234 congregate meals to 53 unduplicated residents in 2018 through Old Colony Elder Services' Meals on Wheels program. Our SHINE volunteer has served 105 unduplicated seniors this year with their health insurance questions.

We were treated to a lovely Halloween parade and holiday placemats by the Center Preschool class and enjoyed cookies decorated by Girl Scout Troup 86024. In February we had 7 middle school volunteers from Bridgewater join in a Valentine celebration with our Memory cafe members.

Our relationship with Old Colony Elder Services continues to grow as we identify increasing numbers of seniors in Pembroke who need assistance with basic needs, specifically with managing finances.

With events, meals, outreach services, classes and rides, we have provided services 36,215 times to 913 unduplicated residents in Pembroke this year. We have an average of 74 people who come through our doors every day. As we continue to expand the programs and services that we offer, we are exploring how best to utilize and expand our space. We are hoping to add additional bathrooms and space to our building as we are currently operating with only one public bathroom. As our services expand, we find more days where we don't have room for our private meetings and classes during peak times.

Our volunteers are an essential part of our story and our mission and they continue to find new ways to offer help and direction. The COA has become a collection of creative personalities and helpers who share a vision of aging that revolves around trying new things, sharing talents and supporting one another. We are excited to see what we can accomplish together in 2019.

Respectfully Submitted by

Susan Shea
Director

Council on Aging Board of Directors:

Sue-Ellen Hewitt – Chairman
Pamela-Blades-Vice Chair
John Melchin-Secretary
James Kinkade-Secretary
Joseph Ryan
Linda Osborne
Karee Bohman
Marilyn Christmann
Alternate: Janet O'Melia

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 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. We also help our Veterans' obtain their military records, medal replacements and grave markers.

We encourage anyone with questions pertaining to Veterans' Benefits to contact our office 781-293-4651 or 781-709-1415. Our office hours are 8:30-4:30, Mondays –Friday. If needed, we are also available for evening hours: please call our office to make an appointment.

Increased co-operation between different military organizations helped in upgrading the support our Veterans' received last year. Special consideration should be given to Pembroke American Legion Post 143, Pembroke Military Support Group and the Firehouse Food Pantry for their help. Food programs, wheel chair services, winter coats and contact with active military personnel 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,

Robin R. Kernan, Veterans' Service Officer

Mary Whitman, Assistant Veterans' Service Officer

ANNUAL REPORT OF THE COMMISSION ON DISABILITIES

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

The Commission on Disabilities is a volunteer run town department. Some of the services the commission provides for its disabled residents are transportation for anyone under the age of 60 years old and does not have a driver's license and the Medical Equipment Recycle Program. The Commission accepts donated medical equipment which is given to anyone in need, free of charge.

Donations accepted by the commission are: used eyeglasses and prescription sunglasses, used hearing aids, COPD & diabetic supplies, and sometimes adult undergarments. All donations must be clean and in good working condition and have no broken or missing pieces. No donation will be taken if it's in poor condition or has missing pieces. All donations are given out on a first come, first serve basis only. Reservations or requests to hold equipment are not accepted.

The Commission does not accept used toilet related items, hospital beds, mattresses, bulky items of any kind or needles and syringes.

The Commission works closely with the COA & Veterans Office in sharing medical equipment; all three departments are in touch with one another when a resident is in need.

If you see anything you think needs to be made accessible, or if you have questions, concerns, or even a complaint please contact the Commission by phone 781-293-9484, email disabilities@townofpembroke.ma.us or come by the office in person any Monday or Wednesday between 10:00 am & 2:00 pm to the office located inside the Community Center. More information is available on Facebook at: Commission on Disabilities Pembroke, MA.

The Commission on Disability is diligently seeking members to fill several vacancies on the Commission. Vacancies could cause the Commission to have difficulty in reaching a quorum to conduct the business on behalf of the residents of the town.

In closing, the Commission wants to thank everyone that donated medical equipment throughout the year; your donation has helped someone who was in need. It is a privilege and honor to help you. The year was a milestone year for the Commission, as chairman Tom Weinreich celebrated his 20th year of volunteering for the Commission, working tirelessly to reach out to anyone in need of medical equipment. The chairman goes above and beyond, and the Commission thanks him for his hard work and dedication throughout those 20 years.

Thank you for your continued support through the years.

For the Commission on Disabilities,
Tom Weinreich, Chairman

ANNUAL REPORT OF THE 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 2018.

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. 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 2018 efforts were directed at larval mosquitoes starting with the spring brood. The Project ground and aerial larvicided 15,600 acres and this 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 June 4th, 2018 and ended on September 7th, 2018. The Project responded to 16,758 requests for spraying and larval checks from residents covering all of the towns within the district.

Massachusetts Department of Public Health has developed an “Arbovirus Surveillance and Response Plan” for the state. The Plan creates a system which estimates the human risk for contracting Eastern Equine Encephalitis and West Nile using several factors including the number of infected mosquitoes. Based on guidelines defined by the Plan, all towns in Plymouth County Mosquito Project were at the “Low Level Risk” for Eastern Equine Encephalitis. We are pleased to report that in 2018 there were no human, or horse EEE cases in the district. There was one detection of EEEV in the mosquito population.

West Nile Virus activity was widespread throughout the state and the district. In 2018, Massachusetts saw record number human cases for the disease. Statewide there were 44 human cases, and 2 cases were in the district. Virus was found in mosquitoes 33 times in the district from the following towns: Abington, Bridgewater, Brockton, Carver, Cohasset, Halifax, Kingston, Lakeville, Middleborough, Rockland, West Bridgewater, and Whitman. On August 21st 2018, Massachusetts DPH took the unusual step of raising the risk level for the whole state to moderate risk. The Project responded to the increased risk by conducting additional adulticiding in areas we identified as being at higher risk for human infections. As part of our West Nile Virus control strategy a total of 51,959 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.

In conjunction with the MDPH we have been monitoring *Aedes albopictus* expansion in the state. *Ae. albopictus* is an introduced mosquito that has the potential to become a serious pest and a vector of disease. The mosquito has been present in the Massachusetts since 2009. The larvae live in containers and are closely linked with human activity. They are especially associated with used tires. We expanded our surveillance for *Ae. albopictus* to 13 sites. This year we did not detect the mosquito. The Project began a tire recycling program in October 2017. During the 2018 season we recycled 3,320 tires bringing us to a total of 6,690 tires for the program.

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 Applications: 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. In Pembroke 619 larval sites were checked.

During the summer 2065 catch basins were treated in Pembroke to prevent the emergence of *Culex pipiens*, a known mosquito vector in West Nile Virus transmission.

Our staff treated 1043 acres 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 June and the last in September.

Water Management: During 2018 crews removed blockages, brush and other obstructions from 3495 linear feet of ditches and streams to prevent overflows or stagnation that can result in mosquito production. This work, together with machine reclamation, is most often carried out in the fall and winter.

Mosquito Survey: Our surveillance showed that the dominant mosquitoes throughout the district were generally *Coquillettidia peturbans* and *Oc. canadensis*. In the Town of Pembroke the three most common mosquitoes were *Cs. melanura*, *Cq. peturbans* and *Ae. Vexans*.

Education and Outreach: We continue to reach out to residents in a variety of ways. This year we updated our web site. The website includes web pages for meetings and the annual budget. It also includes educational handouts to provide more information and better describe all the Project's services.

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

Stephen Gillett
Superintendent

Commissioners:
John Kenney, Chairman

Michael F. Valenti, Vice-Chairman
Cathleen Drinan
John Sharland-Secretary



SSCAC works to eliminate poverty along the South Shore by providing low-income people with opportunities and supports for education, training, and work.

SOUTH SHORE COMMUNITY ACTION COUNCIL'S

PEMBROKE

PROGRAM & SERVICES IMPACT REPORT

In 2017, South Shore Community Action Council (SSCAC) helped more than 19,815 people living in 83 communities throughout the South Shore, Cape Cod, and the Islands.

PROGRAMS AVAILABLE TO ELIGIBLE RESIDENTS OF PEMBROKE

Fuel Assistance, Weatherization, Food Resources, Transportation, FEMA, Rent/Mortgage/Utility Arrearages, South Shore Early Education, Consumer Aid, Volunteer Income Tax Assistance, and South Shore Family Network

\$233,126

SSCAC 2017 SERVICE DOLLARS
EXPENDED ON BEHALF OF
PEMBROKE RESIDENTS

SSCAC'S IMPACT ON PEMBROKE

44%

OVER AGE 55

15%

SINGLE PARENT HOUSEHOLD

61%

FEMALE

22%

BELOW 100% POVERTY LEVEL

15%

DISABLED

6%

VETERAN

71%

HOMEOWNERS

20%

COMPLETED 2-4 YEAR COLLEGE

216
HOUSEHOLDS

FUEL ASSISTANCE

Keeping Pembroke residents warm during the winter

44
HOUSEHOLDS

ENERGY CONSERVATION

Weatherization Services, Appliance & Heating System Repair/Replacement

19
RESIDENTS

TRANSPORTATION

Elderly and/or disabled from home to medical appointments

18
CHILDREN

EARLY EDUCATION

Preschools with bus service, meals, and family supports

18
HOUSEHOLDS

CONSUMER AID

Mediation services for low-income households

22
HOUSEHOLDS

TAX ASSISTANCE (VITA)

Volunteer tax preparation services provided to residents of Pembroke

1,129
POUNDS OF FOOD

FOOD RESOURCES

Local perishable & non-perishable food distributed to Pembroke residents

6
HOUSEHOLDS

RENT/MORTGAGE/UTILITIES

Arrearage payments made on behalf of Pembroke residents

31
FAMILIES

SOUTH SHORE FAMILY NETWORK

Parents & Preschoolers Early Literacy and S.T.E.M. Playgroups

For more information about South Shore Community Action Council visit www.sscac.org, find us on Facebook, follow us on Twitter or call us at 508-747-7575



SINCE 1965, SSCAC HAS PROVIDED A RANGE OF CRITICAL SERVICES TO LOW-INCOME INDIVIDUALS AND FAMILIES ON THE SOUTH SHORE OF MASSACHUSETTS.

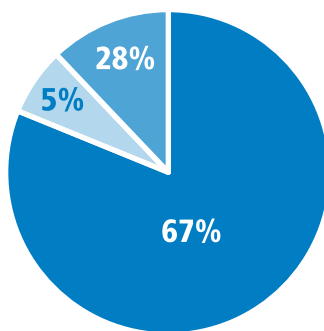


SOUTH SHORE COMMUNITY ACTION COUNCIL AT A GLANCE

Since 1965, SSCAC has worked to eliminate poverty on the South Shore of by providing a range of critical services to low-income individuals and families.

FUNDING SOURCES

FEDERAL STATE PRIVATE



SSCAC Mission

Seeking to eliminate the paradox of poverty in the midst of plenty of our south shore communities by opening to everyone the opportunities for education and training, the opportunity to work, and the opportunity to live in decency and dignity, we join together to strengthen, supplement, and coordinate efforts which may have been made to overcome these problems and thus grant to every individual the opportunity to contribute to the full extent of his capabilities, and to participate in the workings of our society.

Our Programs & Services

Fuel Assistance, Weatherization, Heating System Repair, Transportation, South Shore Early Education & Care, Consumer Aid, Emergency Rent/Mortgage/Utility Arrearage Assistance, Employment and Training, Food Resources, Coordinated Family and Community Engagement and Volunteer Income Tax Preparation.

SSCAC Governance

Our Board of Directors' composition is dictated by legislation and includes 21 committed individuals with varying backgrounds and experiences, all of whom are residents of our 11 original incorporating towns.

For more information about South Shore Community Action Council visit www.sscac.org, find us on Facebook, follow us on Twitter or call us at 508-747-7575

AGENCY HEADQUARTERS

71 Obery Street
Plymouth MA 02360

ADMINISTRATION: (508) 747-7575
FUEL ASSISTANCE: (508) 746-6707
FOOD DISTRIBUTION: (508) 747-7575 Ext. 6252

FUEL ASSISTANCE - CAPE & ISLANDS

20 Willow Avenue, Hyannis, MA 02601
(508) 778-0870

SOUTH SHORE EARLY EDUCATION

196 South Meadow Road
Plymouth Ma 02360
(508) 746-0333

SOUTH SHORE EARLY EDUCATION

832 Webster Street
Marshfield MA 02050
(781) 837-6837


\$19,628,215
SSCAC 2017 REVENUE


19,815
INDIVIDUALS SERVED IN 2017


195
LOCALLY EMPLOYED


554
COMMUNITY PARTNERSHIPS

ANNUAL REPORT OF THE BOARD OF ZONING AND BUILDING LAW APPEALS

To The Honorable Board of Selectmen:

The Zoning Board of Appeals began 2018 as

Frederick Casavant, Chairman
William Cullity, Vice Chairman
James Gallagher, Clerk
Christine Griffin, Alternate
Linda MacDonald, Alternate

And Concluded 2018 as

Frederick Casavant, Chairman
Christine Griffin, Vice Chairman
James Gallagher, Clerk
Linda MacDonald, Alternate
Michael Fay, Alternate

During the past year, the Board received:

38 requests for Special Permits
8 requests for Variances
2 Appeals

Out of 49 petitions received:

40 petitions were approved
2 petitions were denied
5 petitions were withdrawn
2 petitions were still pending

Respectfully Submitted,

Frederick Casavant, Chairman

ANNUAL REPORT OF THE PLANNING BOARD

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

The Planning Board of the Town of Pembroke consists of Rebecca Coletta (Chairman), Andrew Wandell (Vice-Chairman), Thomas Irving (Clerk), James Noone, Daniel Taylor, Daniel Smith, Jr., and John Scholl.

The Planning Board Assistant is Matthew Heins. The Office of the Planning Board is located in Room 12 at Pembroke Town Hall.

During the year 2018, the Planning Board held 30 meetings, three of which were site walks.

Five Site Plan applications were submitted to the Planning Board in 2018. For three of these, approval was granted by the board. The other two are currently (as of the end of 2018) in the application review period. Approval was also granted in 2018 for two Site Plan applications submitted in 2017. One Site Plan application submitted in 2017 was withdrawn in 2018.

Two Definitive Subdivision applications were submitted to the Planning Board in 2018. Approval was granted by the board for both of them.

No Special Permit applications were submitted to the Planning Board in 2018.

A request for approval of architectural style in the Center Protection District submitted to the Planning Board in 2017 was approved by the board in 2018.

Two scenic road applications were submitted to the Planning Board in 2018, and both were approved by the board.

Eight Form A applications (also known as Approval Not Required Under Subdivision Control) were submitted to the Planning Board in 2018. For six of these, endorsement (i.e., approval) was given by the board. One was withdrawn by the applicant. One is currently (as of the end of 2018) awaiting consideration. In 2018 the board also endorsed one Form A application submitted in 2017.

No changes were made in 2018 to the town's zoning bylaws. At present the Planning Board is considering a variety of possible changes to the zoning bylaws, which may be proposed in the near future.

No new public ways were accepted by the town in 2018.

The Planning Board, in support of the provision of more housing options in Pembroke, voted on August 27, 2018, to approve the Housing Production Plan prepared by Old

Colony Planning Council. This plan was subsequently approved by the Board of Selectmen and the Commonwealth of Massachusetts.

In the May 2018 town elections, Planning Board member Paul Whitman chose not to run for re-election. Daniel Smith, Jr., was elected to his seat, beginning a five-year term as a new Planning Board member.

On April 20, 2018, longtime Planning Board member Brian VanRiper passed away. John Scholl was appointed to his seat on July 9, 2018, beginning a term as a new Planning Board member until the next town elections in May 2019.

On July 30, 2018, the Planning Board voted to reorganize. Rebecca Coletta was re-elected as Chairman. Andrew Wandell was re-elected as Vice-Chairman. Thomas Irving was re-elected as Clerk.

The Planning Board mourns the death of Brian VanRiper, and honors his memory.

Respectfully submitted,

Rebecca Coletta, Chairman

ANNUAL REPORT OF THE HOUSING AUTHORITY

To the Honorable Board of Selectmen and Citizens of Pembroke:

Pembroke Housing Authority is committed to providing safe, decent, affordable housing. The Authority administers 116 units of Massachusetts Chapter 667 housing (Elderly, Disabled), 7 units of Massachusetts Chapter 705 (family housing), 16 units of Massachusetts Chapter 689 group homes, 49 units of Federal Public Housing (Elderly, Disabled, Family), 7 Massachusetts Rental Vouchers and 83 Federal Housing Choice Vouchers. The Pembroke Housing Authority also administers the Halifax Housing Authority's state and federal programs.

An important note to all residents, taxpayers, partners and stakeholders in public service: The Pembroke Housing Authority is a quasi-state and federal agency. As such and as a retained-revenue Housing Authority, we do not rely upon any financial aid or subsidy from the Town of Pembroke's General Fund in order to sustain itself.

Beginning in 2018 numerous capital improvement projects were undertaken as were an unusual number of work orders and preventive maintenance activities. The Maintenance staff continue to perform at very high levels. There was also a record high number of unit turnovers across the elderly and disabled programs.

Adjacent to *The Settlement* at Mayflower Court, at a group home for men and women; a new emergency generator was designed, put out to bid and a contract awarded. This emergency (back up) power source should be operational by early spring 2019, and assure the continued health and safety of those who reside there.

A carry-over project from 2017, the Fire Alarm Replacement Project at *The Preserve* at Kilcommons Drive concluded its engineering and design phases. It went out to bid near the end of 2018. Funding for this project was made possible through the Department of Housing and Community Development, the Housing Authority's own operating reserves and by special award authorized by the townspeople through the Community Preservation Committee. A new Shut-off Valve Replacement project for water services in all 60 elderly, disabled and handicapped units was completed. This work was done on time and under budget.

At *The Residences* at MacDonald Way, capital projects included completing new flooring projects in all building lobbies, halls and staircases, throughout the development. This project began in 2017 and finished in 2018. Completion of the Roofing Project at MacDonald Way should also be concluded in 2019. Additional funding is being sought to complete the remaining buildings.

At the year's end, incorporated in the approved state budget was a special earmark for the Pembroke Housing Authority in the amount of \$ 30,000.00. This is over and above the formula funding the housing authority receives. Many thanks to our State Rep. Josh Cutler for his leadership on the request and making it happen.

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 ever-changing environment. Well-developed policies improve the health, safety, wellness, appearance, financial condition and sustainability of the Pembroke Authority.

Our continued thanks go out to the Town Manager and Staff, the Police and Fire Departments, 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. The greater Pembroke residents and taxpayers can take pride and share in the successes of the Pembroke Housing Authority. Lastly, we want to thank the 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 may inquire at: Pembroke Housing Authority, 6 Kilcommons Drive, Pembroke, Massachusetts 02359, telephone (781) 293-3088 or visit www.PembrokeHousingAuthority.Com or www.Mass.Gov

Respectfully submitted,

Carolyn Crossley, Chairperson
James Muscato, Vice-Chairman
Henry Daggett, Commissioner

Judith Parks, Treasurer
Thomas Berry, Commissioner
John P. McKeown, Executive Director

ANNUAL REPORT OF THE CONSERVATION COMMISSION

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

The members of the Pembroke Conservation Commission respectfully submit the following report for the year ending 2018.

The goal of the commission continues to be the preservation of our wetlands, open space and wildlife as well as the protection of our community's natural resources. The office of the commission had a busy year. The commission issued

- 24 Determinations of Applicability;
- 19 Orders of Conditions;
- 13 Certificates of Compliance;
- 2 Orders of Resource Area Delineation;
- 1 decision which was appealed to the Department of Environmental Protection (DEP); and
- the agent and administrative agent conducted numerous on-site inspections and responded to inquiries and requests from the community.

The commission regretfully accepted the resignation of Sharon McNamara and welcomed new member, Gino Fellini.

Respectfully submitted,

Mark Sotir, Chairman
Scott Glauben, Vice-Chairman
Robert Clarke, Agent and Member
Arthur Egerton, Member
Gino Fellini, Member
Richard Madden, Member
Sandra Simon, Member

ANNUAL REPORT OF THE COMMUNITY PRESERVATION COMMITTEE

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

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 by making funds available to complete many worthwhile projects without utilizing the town's general funds.

The members of the Community Preservation Committee respectfully submit the following report for the calendar year ending 2018.

In August, Mr. Andrew Wandell was appointed, as the representative of the planning board, to the seat formerly held by the late and former long-time chairman of the committee, Mr. Brian Van Riper.

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

The townspeople awarded \$380,154.00 in Community Preservation Act funds for the following projects which were recommended by the committee and approved at the 2018 annual town meeting

- to the trustees of the Bryantville Meetinghouse for waterproofing measures at the Bryantville Meetinghouse;
- to the Pembroke Public Schools for phase I of an irrigation project at Pembroke High School and North Pembroke Elementary School;
- to Pembroke Housing Authority for the fire alarm system project at the Kilcommons Drive community housing development;
- to the town of Pembroke, under the direction of the Pembroke Department of Public Works, for the repair of headstones at the Center Street Cemetery;
- to the town of Pembroke, under the direction of the Pembroke Department of Public Works, for the installation of a fence, gates and cooking grills at Luddam's Ford Park;
- to the town of Pembroke, under the direction of the town administrator, for parking lot improvements, fencing and signage at Tubbs Meadow;
- to the town of Pembroke, under the direction of the Pembroke Historical Commission for phase II of the stabilization of the Turner Homestead on Washington Street,

- to the town of Pembroke, under the direction of the town administrator, for grounds evaluation and site preparation at the Memorial Green on Curve Street; and
- to the town of Pembroke, under the direction of the town administrator, for the purpose of purchasing handicap mats for the beaches at the town landing on Oldham Pond and at Little Sandy Bottom Pond.

The townspeople also awarded \$104,500.00 in Community Preservation Act funds for the following projects which were recommended by the committee and approved at the 2018 special fall town meeting

- to the town of Pembroke, under the direction of the Pembroke Department of Public Works, for the installation of a guardrail at Herring Run Park;
- to the town of Pembroke, under the direction of the town administrator, to fund a study and for engineering costs for making the facilities at the town landing on Oldham Pond compliant with the Americans with Disabilities Act; and
- to the trustees of the Cobb Library for the installation of new light fixtures, carpentry, painting and an outdoor hanging sign;
- to the town of Pembroke, under the direction of the Pembroke Conservation Commission, for the execution of a conservation restriction and signage at 190 Barker Street;
- to the Pembroke Historical Society for the restoration of the Pembroke Historical Society building's ceiling;
- to the town of Pembroke, under the direction of the Pembroke Historical Commission, for an archaeological survey of the property at 369 Washington Street (AKA the Turner Homestead); and
- to the town of Pembroke, under the direction of the town administrator, for the purchase and installation of a handicap entrance ramp at the GAR Hall (AKA the Pembroke Police Boys' Club).

The committee looks forward to working with the 2018 fund recipients to ensure successful completion of their projects. The members and staff will continue to work with the other town committees and residents to support and enhance the historic, natural and community resources in Pembroke.

Respectfully submitted,

Lisa Cullity, Chairman and Selectmen's Appointee
Robert Clarke, Vice Chairman and Conservation Agent
Carolyn Crossley, Housing Authority
Stephen Herrmann, Historic Commission
Matthew Norton, Recreation Commission
Daniel Pelletier, Selectmen's Appointee
Andrew Wandell, Planning Board
Paul Whitman, DPW Commissioner

ANNUAL REPORT OF THE OLD COLONY PLANNING COUNCIL

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

As your representative to the Old Colony Planning Council (OCPC), we are pleased to present this report on behalf of the Council for 2018.

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 seventeen-member district. OCPC is designated as; an Economic Development District by the U.S. Department of Commerce for the coordination of regional economic development activities, and the 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. OCPC is also designated the Old Colony Metropolitan Planning Organization (OCMPO) 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 completed the 2018 Comprehensive Economic Development Strategy (CEDS) Plan; the FFY 2019-2023 Transportation Improvement Program (TIP); the FFY 2019 Unified Planning Work Program (UPWP); the Brockton Area Transit – 2018 Fare Analysis Study, 2018 Service Change Equity Analysis and the 2018 Ridership Report. Additionally, the council conducted numerous Road Safety Audits, Intersection Analyses, and Transportation Technical Studies to the member communities. The Council also provided technical assistance to member communities under the District Local Technical Assistance (DLTA) Program. The DLTA funding was used in such areas as green communities' designation and reporting; regionalization; including aggregation of electricity, regional water and wastewater, as well as conducting a number of land use analyses, neighborhood economic, housing production plans, community compact and transportation analyses. The Council also provided assistance to the town of Plymouth on the decommissioning of the nuclear power plant, assistance to municipalities in the development of business associations and site finders, and provided a variety of economic development technical assistance. 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 \$1.6 million dollars of Federal and State funding for elder services. The OCPC-AAA administers and oversees funding for services like transportation, homecare, legal services, nutrition, and others to the more than 98,000 people age 60 and over in the region. In addition, we completed the 2018-2022 Area Plan on Aging. The OCPC-AAA continues to advocate on behalf of older persons from throughout the region. The OCPC-AAA Long-Term Care Ombudsman Program continues its efforts, with 1,128 visits to nursing and rest homes, investigating over 200 issues of concern from residents or families. In addition, OCPC continues to administer the Septic Loan Program for the Towns of Avon, Cohasset, Hanson, Kingston and Stoughton. During 2018, the Council processed approximately \$243,530 in loans for both septic systems and sewer connection for the communities under the Septic Loan Program.

One delegate and one alternate member represent each member community of the Council. 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 2018, the Council elected Frank P. Staffier, of Avon as Council President; Christine Joy, of Plympton as Council Treasurer; and, Fred L. Gilmetti, of Whitman 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 the Joint Transportation Committee (JTC) Chair Noreen O'Toole; Comprehensive Economic Development Strategy Committee (CEDS) Chair Mary Waldron; and, the Area Agency on Aging Advisory Committee Chair Jennifer Young 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,
Daniel W. Trabucco, Delegate
Daniel Taylor, Alternate
Troy E. Garron, Delegate At Large

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

We continue to grow and offer new activities each year to serve the needs of the community. This past summer we offered new enrichment activities which included Counselor in Training Program, Pickleball and an Improve Acting Class; in addition to the one-week clinics which included Soccer and Field Hockey. The continuous growth in our Summer Happenings program provided summer fun for about 400 children per week. The Summer Happenings groups enjoyed a field trip every week of the summer session. The summer fun group also had the chance to cool off with a snow cone truck, ice cream truck and inflatable waterslides over the summer.

The After School Program which runs from September through June, this is a vital program which provides affordable after school care and enrichment for the working families of Pembroke. We are experiencing continual enrollment increases each year; for the 2017-2018 school year Recreation provided affordable and safe option for about 215 children each week. In addition we offer other year-round youth programming; February and April Rec-Cation, T-ball, Basketball, Drama, Super Soccer Stars and Golf. Recreation continues to expand its family and adult programs with constant enrollment in our in-house quilting program, Unified Basketball as well as the New York City Shopping & Sightseeing trips.

Events

This year we continued to offer Entertainment on the Green Concert series and had a full schedule with 10 shows from July 3rd to Sept 4th. Recreation continues to offer Holiday special events such as Pumpkin painting and Gingerbread house decorating.

Business Affairs

In January the commission welcomed its newest member Corey Pento. It is with regret in November that the Recreation Commission accepted MaryAnn Freeman's resignation. MaryAnn was an integral part of the Recreation Commission for twenty-five years; she was a valued commissioner who provided great leadership and insight to the newer commissioners during her tenure. The Recreation Department and Commissioners want to thank Mary Ann for all her hard work over the years.

Field/Facility Improvements

Recreation with combined funding effort with Pembroke Community Preservation Committee made a number of facility improvements. At the JJ Shepherd Memorial Town Forest/Mattakeesett Street ball field complex we installed paved & lined the entrance apron and

installed additional guardrails. Improvements made to the Libby Short Basketball and Tennis courts included repairing the courts and resurfacing. A retaining wall along with a safety fence was installed at the basketball courts to help eliminate the hill erosion. Improvements to Town Green included pressure washing the interior of the band stand applying wood preservative and covering the exposed beam with copper. Recreation continues to perform regular maintenance and safety improvement at the all its facilities.

Rentals & Field Permits

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, True Repertory Group. Recreation continues to coordinate building and Town Green events with the Tree Lighting Committee, Arts Festival Committee and various other organizations.

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

Recreation Commission

Eric Hurt, Chair
Bryan Phillips, Vice Chair
Rachel Quinlan, Secretary
Kristi Cullinane, Secretary
Corey Pento, CPC Representative
Ginger Comeau, Member
Jennifer Skinner, Member
Tim Foley, Member

Recreation Department

Susan Roche, Director
Shauna Ferris, Assistant to Director

ANNUAL REPORT OF THE HERRING FISHERIES COMMISSION

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

I have reported to you for the last few years of the great success of the Herring Commission. During my term as Superintendent, we have brought the returning fish from less than fifty thousand to more than three hundred fifty thousand fish. The Division of Marine Fisheries installed a visual fish counter at the Mill Pond Fishway.

This year we finally got the Brockton Water Department to install new screens at the diversion pipe at the Furnace Pond Dam. The screens will help stop entrainment of juvenile fish if Brockton needs to take water. I need to thank Brian Creeden and Brockton Water Commission for their cooperation during the migrating seasons.

This year, unlike some in the past, we had more water than was needed. Brockton ponds were filled and did not take any water.

The members of the commission did stream cleaning during the permitted months. The members put in over seven hundred hours of volunteer work to keep the stream clear. Probably the most difficult task this year was the water flow. It is a balancing act to keep enough water for the migrations and not flooding cellars. Although sometimes there was just too much water.

The fall migration was much larger than last year. Juveniles by the thousands were observed in all parts of the stream from the connecting stream from Oldham Pond to Furnace Pond to both dams and places that can be seen from various locations where the stream passes under roads, etc.

I would be remiss if I didn't thank the volunteers that work clearing the stream. It is difficult work often done in the cold winter months. The landowners that have allowed us to use their property to work on the streams also needs to be thanked. It makes our work easier.

We look forward to another great migration this year.

Sincerely,
Mark Amorello, Herring Superintendent

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.

There were many improvements made to the Library, and several new policies were approved:

New furniture was added to the YA room as well as new upholstery was added to some of the furniture. Some of it courtesy of the friends.

Community outreach events included such things as the Tree Lighting and many other public collaborations, many visits to Pembroke Public Schools, the summer reading program and the Pembroke Food Pantry.

The Municipal budget was \$703,988 and the library requested \$2,849 for unexpected building repairs. We received \$22,300 in State Aid To Library Grants. In FY 18 the library had a \$7,500 grant for Customer Service in the Digital Age which was used for staff training and the addition of Lynda.com an educational database. Capital funding included \$7,000 for upgrading security cameras and \$3,000 for roof repair. Woody was back but we took care of his remodeling.

The Friends of the Library donated money to sponsor museum passes at a cost of \$4,000, children's books, the Best Sellers Collection and one of the couches in the YA room. They also funded a lot of the programs for both adults and children, and support for collections and events, donating over \$13,000 to that as well. Many thanks to them.

Additional hours were added for staffing:

- 6,470 items were added to the collection this year. There were a total of 118,326 items circulated., including DVDs video games books and more. 82% of those items were borrowed by Pembroke residents. Our total holdings are 123,338. 16,594 items were borrowed from other libraries and 26,945 were loaned to other libraries.
- People made an estimated 100,000 visits to the library.
- eBook downloads totaled 10,916 ebooks and 5408 audio ebooks for a total of 16,324.
- The meeting Rooms were used 490 times and the History Room was used 34 times for research.
- There were 477 total events with 12,533 total attendances. 162 adult events with 1809 attending, 38 YA events with 883 attending, and 284 childrens' events with 7110 children attending. 2945 adults were in attendance at the YA and childrens' events.
- Museum passas were used 768 times but since each pass is for 2 to 4 people, many more benefitted from them.
- Public Computers were used 8,645 times and the childrens computers 2087 times
- There are 14,236 card holders with 794 new cards issued. 12,258 are Pembroke residents.
- On line educational and research resources were used 14,609 times .

- Meeting rooms were used 473 times by community groups such as Scouts, the Pembroke Arts Festival, Clicking Needles Knitting group to name a few.
- The library continues to be a collection point for the Pembroke Food Pantry. The library also sponsored a pajama drive for the Pembroke Community Group, and every family member was able to receive new pajamas.
- The library was open as a shelter in March due to a power outage that lasted from Friday afternoon til Monday evening.
- We wish to thank the individuals and other contributors who support our work including:
 - The Della Chiesa Trust Fund
 - Martha's Bike Shop
 - Mattakeesett Garden Club
 - The Estate of Barbara Johnson
 - In Memory of Barbara Dunbar
- Programs at the Library included:
- Town wide read with the book "See What I Have Done" a new version of the Lizzie Borden story classes in art, yoga, photography and computer use
- The library now has computer hot spots to check out
- We have marketed our programs and events by using local media, online resources ,informative flyers and displays and a bimonthly online newsletter.
- This year we launched a new logo.
- Volunteers are instrumental in helping with our work and programs. This year 57 volunteers of all ages provided 639 hours of service and we thank them.
- The Pembroke Public Library looks forward to continuing to serve its community, and we
- sincerely thank you for your support and patronage.

Respectfully submitted,
 Larissa Curley, Chairperson
 Mary Beth Courtright
 Lynne Dionne
 Jillian Taylor
 Carol Watches
 Sean Fitzpatrick

ANNUAL REPORT OF THE PEMBROKE CULTURAL COUNCIL

Grant payments were made during 2018 to Pembroke Arts Festival, Friends of Pembroke Public Library, Stephen Lewis, South Shore Conservatory for the Pembroke Council on Aging program, the South Shore Natural Science Center for the Water Watch lecture series.

A Community Survey was held during August at the Arts Festival, the public library and Council members' neighborhoods. Laura tabulated the results to present at the next grant meeting.

The annual meeting to review grant requests for 2019 was held at the Pembroke Public Library at 10 a.m. on 12/2/18 with Carol Watches, Laura DaSilva, Martha Scott and Linda McCollum in attendance.

The Community Survey held during August was discussed. Everyone surveyed agreed with the council's priority being given to events/projects held in Pembroke. The Pembroke Arts Festival, the discounted passes to museums and zoos, the tree lighting and seeing Becky Haletky's paintings were listed as the most widely attended projects.

People rated communitywide gatherings, nature & science education projects, discounted museum passes, arts education in the schools, and projects celebrating local history, culture and diversity as holding the most interest.

The council had 25 requests for 2019 grants adding up to \$17,250. The state MCC had funded \$6,200 to Pembroke. The council discussed and evaluated the requests and agreed to the following 7 grants: Pembroke Association for Performing Arts for a musical instrument, the Pembroke Arts Festival, the Friends of the Pembroke Library, the Council on Aging, a Pembroke Library program, Stephen Lewis international poster display and an Audubon program.

Respectfully submitted by Linda McCollum, Chair

REPORT OF THE MEMORIAL COMMITTEE

The Committee thanks the Citizens of Pembroke for the support of our veterans & those who have served & made the ultimate sacrifice so that we may be free.

The Committee visited our three Elementary Schools to attend their Memorial Day Programs. The winners of the

Gettysburg Address were: Bryantville - Angelia Khadzhem, Hobomock - Wil McManus, North - Liliana McPhee

The Parade & Ceremony held at The Town Memorial Park was well attended. The Pembroke High School Marching

Band was a major part of our Program & we are proud to have them as part of our Program. Kathleen Morris, an eighth grade student at PCMS (who is Pembroke's Ambassador for the Massachusetts Project 351) gave the Governor's Proclamation.

A beautiful Ceremony was held at PHS on Veteran's Day to honor our Veterans. The PHS Honors Chamber Singers gave a moving musical performance to honor those who have & are serving. Sarah Leach, is the new Project 351 student, & she read the Governor's Proclamation. Winners of the Veteran's Essays - "What Is A Veteran" were: Bryantville – Anzhelika Khadzhem. Hobomock - Robert Cibotti, North - Caleb Pratt

Respectively Submitted for the Committee,

Linda J. Osborne, Chair, Mark Moneypenny, Josephine Hatch, David McPhillips, Kathleen Keegan, Sean Keegan, Andrew

Pongratz, Robin Renee Kernan, Patricia Gladbach, Gwynne Chapman, Chief Richard Wall, & Chief Michael Hill



**PEMBROKE PUBLIC SCHOOLS
ENROLLMENT
October 2018**

School	PreK	K	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL
Bryantville		66	73	60	75	78	68	80							500
Hobomock		54	57	55	72	51	53	83							425
North Pembroke	68	77	59	60	72	82	75	68							561
Elementary Grade Level Totals	68	197	189	175	219	211	196	231					Elementary Total		1486
Middle School									219	243					462
High School											208	208	191	232	839
													Secondary Total		1,301
													GRAND TOTAL		2,787

ANNUAL REPORT OF THE PEMBROKE PUBLIC SCHOOLS

Erin Obey, Superintendent of Schools

It is a privilege to serve as Superintendent of the Pembroke Public Schools. I enjoy sitting down each year to write this letter for the Annual Town Report because it gives me the opportunity to reflect on our progress and to share our vision for the future. Our students and staff continue to impress and humble me through their dedication to learning, and their remarkable achievements.

We have ambitious goals in the areas of student achievement, social/emotional health and wellness, technology and communication. These focus areas along with our core values and mission serve as the baseline for our decision making processes and vision, for the future. This vision encompasses a number of different things; it's not just teaching rigorous academic content, but also ensuring that we are providing our students with the social-emotional learning skills that they will need in order to be successful in today's modern world.

As the superintendent, it is important to advocate for the voice of our children to ensure their needs are at the forefront of all that we do. Our intent is to preserve the restorations made possible by the override and to make enrollment driven adjustments as necessary. We will continue to utilize our resources effectively in order to make substantial improvements to all of our schools. This progress will not be possible without the support and partnership of the Pembroke community. I am extremely grateful to be part of a community that works together to achieve common goals; one that values education, and is willing to support the school system as we strive to provide the best educational experience for our students.

Our goal is to continue the growth we have had in our four main focus areas of academic achievement, social-emotional health and wellness, technology integration, and communication. The foundation of this work is built upon collaboration, mutual respect, and high expectations, we seek to create an environment where all educators are reflective in their practice and feel supported as they adjust instruction to improve student performance.

In the last year, we have developed curriculum maps which provide a common understanding of high-quality instruction. Our goal is that all students have equitable access to rigorous and engaging standards-based instruction which will increase student achievement. This system and a culture of data-based decision making including analysis, reflection, and feedback, allow the educators in our schools to effectively target the individual needs of their students and purposely adjust their instructional practices.

By delivering these targeted supports and interventions using a data-driven approach, all students will receive differentiated instruction aligned with their individual needs to optimize their success. This emphasis on rigor and excellence in all aspects of our educational system is aimed at establishing appropriately challenging expectations for all students with the expectation that all students can, and will, reach high levels of achievement.

Some highlights include additional Advanced Placement options at Pembroke High School. The class of 2018 had 45.7% of students who scored a qualifying score on at least 1 Advanced Placement Exam and the district was recently named an AP District Honor Roll Recipient by the College Board. This honor is due to the hard work of our teachers who have encouraged our students to push themselves to master challenging material, and also to our students who have immersed themselves in the rigorous course content.

We also launched a new STEM curriculum at Pembroke Community Middle school with a grant from Project Lead the Way. This program aligns with the Massachusetts State Standards for Science, Technology, and Engineering, and provides all of our middle school students with an accessible STEM curriculum. This activity, project, and problem based (APB) instructional design, centers on a hands-on approach to learning. This approach encourages our students to work collaboratively to identify problems, apply knowledge and find solutions, all while leading their own learning.

Currently, we are piloting a special education co-teaching program at the high school. Co-teaching is an effective, evidence-based instructional strategy that allows special education students to have instruction delivered by content area experts at the same time they are being supported by a special education teacher. Co-teaching requires extensive planning and collaboration to be effective and our teachers have embraced that challenge.

As a district, we have been relentless in our efforts to support our students' social-emotional health and wellness not only because it has been proven to improve academic progress and college and career readiness, but also because it educates our students to live productively as critically thinking, responsible citizens. The social, emotional, and behavioral needs our students serve as the backdrop for everything that happens in our classrooms. Last year we were successful with a district-wide integration of Calm Classroom. This program is composed of many different teacher-led techniques for breathing, stretching, relaxation and refocusing strategies. Calm Classroom provides practical mindfulness-based tools to help our students manage stress and achieve emotional well-being throughout the day.

In addition to Calm Classroom, we have also incorporated a new Wellness Curriculum. The goal is to teach students about wellness beyond just physical activity. This approach to physical education incorporates health, nutritional and social/emotional units into the existing program and is intended to help our students better understand personal growth and development to support overall wellness.

We have continued to build upon our student support teams with the addition of another school social worker. The school social workers, psychologists, ELL teachers, and school resource officer have been an integral part in building a culture that focuses on the whole child, by providing comprehensive services in partnership with our community. In addition to their expertise, we have also held community workshops focusing on supporting social/emotional health and wellness for our families as well as continued professional development for teachers in those areas. Prior to the start of the school year, teachers attended a trauma sensitivity seminar that educated them on the impact that traumatic experiences can have on a student's learning, the prevalence of trauma in today's world, and how to support students by developing a trauma-sensitive, safe and supportive school environment.

The district's commitment to impacting student growth and achievement through the integration of technology programs and practices is evident in all of our schools. Programs such as Lexia Core 5 and PowerUp for literacy and iReady and IXL for math, have been very successful at targeting skill gaps as they emerge, and providing teachers with the student-specific data and resources they need for individual or small group instruction. These adaptive programs not only help to differentiate the instruction for a personalized learning experience, but they also teach our students how to work effectively with online platforms. We successfully transitioned to computer-based MCAS testing for grades 3-8, and we will continue to invest in our technology infrastructures in the years ahead.

The addition of Google G Suite for Education has also been instrumental in streamlining classroom processes and productivity. Schools are now using Google Classroom, Docs, Sheets, Slides, Forms, and Sites along with a variety of other instructional tools through the G Suite platform to connect, collaborate, and access curriculum in ways that were never possible in the past.

The goals we have been working toward over the last several years are not, "one and done" initiatives but rather part of a strategic plan to increase achievement, improve social-emotional health and wellness, and prepare our students to be successful in the future. We will continue to monitor enrollment trends and forecast school building needs as we work together with the town officials to prioritize capital needs so that we are always maintaining a long-sighted view of the educational needs for Pembroke Public Schools.

We have not only seen improved academic performance, but have also increased participation in our music, art, and athletic programs. Our students are very active within the town, giving back their time and talents on a regular basis. This is a testament to the sense of community in Pembroke, the strong support of our families, and the dedication of our students and staff.

On behalf of the Pembroke School Committee and the entire Pembroke School Department, I want to thank the citizens of Pembroke for their support.

Sincerely,

Erin Obey

Superintendent of Schools

2017-18 HIGHLIGHTS
PEMBROKE HIGH SCHOOL
Marc Talbot, Principal

PHS Guidance Department

The Pembroke High School Guidance Department continued to successfully implement the Massachusetts Association School Counselors Model. There was an emphasis on meeting with students in small group seminars several times throughout the school year. The curriculum in the seminars utilized Naviance to conduct in-depth college and career searches to assist students post-secondary planning. The Guidance Counselors supplemented the seminars with 1-1 meetings with all Seniors and Juniors to assist and guide students through the post-secondary planning and college application process. Throughout the school year, Guidance Counselors monitored student grades and worked collaboratively with administration to meet with all academically at-risk students to create an academic plan for student success. Communication with all stakeholders including administration, faculty, parents, students and the community remained a priority. Remind.com was used to communicate information to students via text messages. Regular updates to the Web site and email blasts through Naviance took place throughout the school year.

A focus on mental health remained a high priority. The Adjustment Counselors, Physical Education Teachers and the Guidance Counselors taught “Break-Free from Depression,” a program developed by Boston Children’s Hospital. The 4-module curriculum focuses on increasing awareness about adolescent depression. The goal of this program is to increase awareness and teach students how to recognize it in themselves and in their friends and give them strategies for finding help. The program was presented to all freshman students during Health & Wellness classes in the fall and spring. Collaboration with the school nurse, adjustment counselors, faculty and administration continued to occur to ensure the safety of at-risk students. Weekly meetings and follow-up consultations occurred amongst the staff to discuss students of concern and to make plans to support the students and families as needed.

To expand upon post-secondary and career options for all students a College Fair took place for the Juniors and Seniors to attend in the fall. A financial expert spoke at the Financial Aid Night and provided in-depth information regarding the financial aid process. A College Planning Night took place in the spring. The Director of Admission from Boston College and Bridgewater State University provided important information regarding the college admission process. Perspectives from both a selective private school and a Massachusetts state college were

provided. The Admission Directors from Massasoit Community College and Quincy College were invited to PHS to participate in “Decision Days.” Approximately 20 students were admitted to Quincy College and Massasoit Community College during a 1-1 interview that took place in February in the Guidance Office. Quincy College waived their \$30 application fee for all participants. In addition, the Guidance Department sponsored a field trip to Universal Technical Institute. They continue to organize military visits with all branches and arranged to have the ASVAB proctored for students seeking to enlist in the military.

The Guidance Department hosted its 2nd annual “Junior Book Award Program” during Underclassmen Awards night. Juniors that have made significant contributions academically and to their school and community were nominated to receive awards from several prestigious colleges and universities. A total of 16 awards from 12 Colleges and Universities including Harvard University, George Washington University, Rensselaer Polytechnic Institute and Yale University were awarded.

Athletics

The Pembroke High School student-athletes should be proud of the tremendous efforts put forth this fall season. The student-athletes demonstrated great sportsmanship and commitment throughout the year, and represented the town of Pembroke with Pride. The fall season yielded 20 Patriot League All-Stars, 5 programs and one individual qualifying for state tournaments, 2 Patriot League Team Sportsmanship Awards, 1 Patriot League Fisher Division title, and 5 Patriot Ledger All-Scholastics.

In volleyball, senior captain, Sarah L’Italien hit a huge milestone this season with 1,000 career digs. The entire volleyball team had a great season, finishing 12-8, defeating Hanover High School in the first round of the MIAA tournament. The team made it to the MIAA Division 2 quarterfinals where they fell to Greater New Bedford RVT, in a tremendous match that came down to the final point.

The girls soccer team had its best season in years, qualifying for the MIAA state tournament for the first time in six seasons. The girls defeated Apponoquet in a dramatic double overtime Preliminary Round match, before being eliminated by the number two seed, Holliston in a solid 2-0 defeat that closed out their MIAA division 2 South Sectional Tournament run.

The boys’ soccer team fought hard this season coming up just shy of qualifying for postseason play. They faced many solid competitors and took home the Patriot League Sportsmanship Award.

The girls' cross country team not only won the Patriot League Fisher Division League title, and were also named the Patriot League Sportsmanship Award winners. The team ultimately had 2 All-State Qualifiers who competed on a snow covered course in Westfield MA. to finish a great season.

The boys cross country team had a solid season, finishing second place in the Patriot League Fisher division. The team then qualified and competed at the MIAA Division 3 Eastern Massachusetts meet.

The field hockey program came just shy of qualifying for the MIAA tournament. The team led the Patriot League in goals scored, with a dynamic offensive attack.

The cheerleading team had an amazing season finishing 2nd in the Patriot League, and third at Regionals, all while moving up a division from the previous year. The performance at Regionals gave the program their first bid to Nationals, finishing a great fall for Titan cheer.

Senior Golfer Jared Pillard was named a Patriot Ledger All-Scholastic for his second consecutive year and won Team MVP. Jared placed 6th at the D2 South Sectional, shooting a 78. This qualified him for the D2 State Championships for the second consecutive year.

The football team had a tough season, ending with two hard fought wins. The annual Thanksgiving Day game versus Silver Lake was a tight game, played in single digit temperatures, with the Titans coming up just short.

Visual and Performing Arts

The VPA department regularly meet and plan together in their PLC, sharing instruction practices and responsibilities as follows:

- Teachers are supporting one another with supplemental materials for instructional units, with ongoing development and implementation of curricula aligned with state and common core standards.
- UBD curriculum writing was a focus of the department last year culminating with overview curriculum guides that outline every course taught in the VPA department.
- PLC work this year is focused on using Google Classroom to enhance instruction
- Greg Tarbox attended the 2018 MA All-State Music Conference.
- Jessica Lazarus attended the MASSCUE conference held in Boston in October.
- Erin Massa served as an adjudicator for the 2018 Art All-State Interviews. Erin was able to share this experience with the department and her AP Art students,

- For the first time in PHS history, we had students taking the 2D AP Art Exam. 3 out of 4 students earned a qualifying score on their art portfolio.
- Gwynne Chapman served as a adjudicator for the Southeastern District Chorus auditions
- Amy Motta and her ceramic students collaborated with 6th grade teachers and students at Hobomock on the Empty Bowls project.

The Music Department was recognized as a “Best Communities for Music Education” for 2018.

The eleventh 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. The Marching Band, led by drum majors Lillian Brown and Sarah Alfano, presented their field show at each home football game during the fall and at the Thanksgiving Day Game. The PHS Marching Band participated in UMASS Band Day held at Gillette Stadium on November 10, 2018. The Marching Band is comprised of the combined classes of Freshmen Band, Concert Band, and Honors Wind Ensemble.

The first performance of the year by the Thespian Society was the fall musical production Godspell – the 2012 Revival Edition. The musical was performed November 8th, 9th, and 10th in the Randall Auditorium, under the direction of Thespian Advisor, Andrea Canevazzi. PHS Winter Concerts were presented over the course of two evenings on December 11th & 13th, and showcased the talent of our Freshmen Girls’ Choir, Concert Choir, Chamber Singers, Concert Orchestra, Concert Band, Wind Ensemble, Jazz Band, Men’s Choir, Women’s Choir, 2 student led A Capella choirs, and the Symphony Orchestra. Portions of the concert were broadcast on WATD during Christmas Day.

Building on the skills and concepts learned in the VPA classroom, we are proud to recognize students who pursue opportunities to showcase their learning beyond the walls of PHS. Here are a few of the highlights from 2018:

- Ryan Larsen and Lara Federspiel were accepted to 2017 Art All-State
- Emma Keane, Zachary Reggio and Eliana Maalouly were accepted to the 2017 All-State Music Festival
- 7 PHS artists had award winning entries in the Josh Cutler Art Show
- 9 PHS artists had award winning entries in the Congressmen Keating Art Show
- 2 artists had award winning entries in the UMASS Dartmouth Youth Art Show
- 7 students had winning entries in the Boston Globe Scholastics
- 28 musicians were accepted to the 2018 SEMSBA Music Festival
- 11 musicians were accepted to the 2019 Southeastern District Music Festival and 6 of those students received recommendations to audition for 2019 All-State Music Festival.

ELA Department

Under the leadership of Dr. Diane Hartley, K-12 ELA Curriculum Supervisor, and since August, 2018-Dr. Mark N. Galligan, K-12 Humanities Curriculum Supervisor, PHS's English teachers have participated in a number of professional development opportunities aimed at increasing student achievement and exposing teachers and students to new and innovative instructional practices. Teacher across the department are also participating in the professional development workshop series through the Language Collaborative at Bridgewater State University, titled "Fostering Critical Reading and Writing Skills for All Students." Additionally, students and teachers have taken part in the following noteworthy activities:

Student recognition: under the leadership of senior class advisor, Mr. Scott Turley, the Senior Class of 2019 hosted a popular and lucrative Fall Festival last September attended by over 1200 visitors and raised \$4000.

Experiential Learning: in November, 2018 and April, 2019, in conjunction with 11th graders' studies on Transcendentalism, Ms. Ruka, Ms. McCormack, and Ms. Walls organized a field trip for all junior English classes to Walden Woods. Students walked Thoreau's pathways, visited the site of his one room house on Emerson's property, and ate lunch on the shores of Walden Pond.

Supporting students outside the classroom: Ms. Hillary Kniffen along with Ms. Kerran Goff, lead guidance counselor, organized an afterschool College Essay seminar in the fall of 2018, wherein teachers, counselors, district administrators, and college admissions personnel provided feedback to students on college essay revisions.

State Assessment Changes: with the advent of the MCAS 2.0 ELA assessment in the spring of 2019, much of the departmental work has been focused on preparing students for this new and rigorous examination. Since the summer, teachers have been working in grade level teams—analyzing data and formulating new lessons and assessments aligned to the 2017 ELA MA State Frameworks and MCAS 2.0. Ms. Amanda Courchene and Ms. Jennifer Campbell have also infused the 9th-10th grade literacy support courses with online practice tests and other technology-based tools for improving students' literacy and study skills.

Under Ms. Jessica Walls' direction, the Journalism Class and Club continues work on the *The Pembroke Sentinel*. The online newspaper can be found at pembrokesentinel.com.

In the summer of 2018, Ms. Jennifer Campbell completed her SEI endorsement and attended professional development workshops offered by the New England Association of Teachers of English.

In the summer of 2018, in order to prepare for the new Graphic Novels Senior Seminar, Mr. Scott Turley attended a “Graphic Novels in the Classroom” seminar at MTA Headquarters in Quincy.

Ms. Anna Ruka attended the NEH summer seminar: Voices of the Misty Mountains and the Power of Storytelling-a three week course about the history, literature, art, music, poetry, food, drama, and stories from Appalachia. Lessons and material from the course have been incorporated into the American Literature curriculum.

Ms. Jane McCormack attended the 2018 NEH summer seminar: The Steinbeck Institute. Lessons and material from the course have been incorporated into the American Literature curriculum.

Science Department

Under the leadership of Joan B. LaCroix , the K-12 Science Content Supervisor, the Science Department at PHS has been working on a number of initiatives this year-each of which are aimed at developing students’ abilities to reason and think critically, content knowledge as well as develop a working understanding of the Science & Engineering Practices in the Next Generation Science Standards. Department members and students have been actively engaged in the following activities:

Several new members have joined the department, Mrs. Kathleen Ottina in chemistry, Mr. “Fig” Newton in physics and Ms. Emma Harnett in biology. Mrs. Ottina comes to the department with a wealth of knowledge in research as she worked at the Whitehead Institute in Cambridge and is able to share every day experiences with her students. Mr. Newton shares his physics knowledge with all levels of physics students. Ms. Harnett, a long term substitute for Mrs. Fitch, joins the department with many skills. She is an athletic trainer and is able to share her experiences with all students but in particular her anatomy & physiology students.

Mr. Michael Murray has been actively involved in training Advanced Placement Biology Teachers in summer institutes at Bridgewater State University as well as Cabrini College and LaSalle University in PA. He is also a certified College Board trainer in Quantitative skills for AP Biology and works with MIT as a consultant for the Biograph project at the Scheller Teacher Education Program (MIT STEP). He has been participating in the Amgen Biotech education program through Harvard university and the Teaching the Genome Generation program from Jackson Laboratories in Maine for several years

Mr. Newton recently participated with the Massachusetts Department of Elementary and Secondary Education in partnership with the Evaluation Systems of Pearson in an Objective Review Conference. He and other Massachusetts educators with physics expertise met to

review, approve and/or revise the draft test objectives and to help ensure the content that the content of the materials are accurate and appropriate for testing.

In the summer 2018, Mrs. Karyn Townsend and Ms. Emily Rogowsky participated in the co-teaching training provided by the Pembroke School District. Both teachers are co-teaching a biology and chemistry course respectively with a special education teacher. The academic support provided has had very positive benefits.

In the winter 2019, Mrs. Kathy Ottina participated on a Career Day Panel at Thayer Academy in Braintree, MA. She represented women in science careers and was able to share her experiences at the Whitehead Institute and in the teaching field.

Experiential learning: In Fall, 2018 Ms. Harnett had her Marine Biology students participate in a field experience at the Woods Hole Oceanographic Institute. Moreover, in Spring 2019 Ms. Harnett's Marine Biology students will participate in Marine Biology workshops offered at Northeastern University.

Social Studies Department

Under the leadership of Dr. Mark N. Galligan, the K-12 Humanities Curriculum Supervisor, the Social Studies Department at PHS has been working on a number of initiatives this year-each of which are aimed at developing students' abilities to reason and think critically as well as apply historical research methods, content knowledge, and historical thinking skills to their lives both inside and outside of school. Department members and students have been actively engaged in the following activities:

Student recognition-upon the recommendation of the social studies' faculty at PHS, the following students were invited to attend the 10th annual James Otis Lecture at the Massachusetts State House: Rebecca Brennan, Natalie Curran, Glenn Egan, Tony Sulfaro, Jeremy Terkelson, Chris Wesinger, and Amelia Yarasitis.

Student recognition-upon the recommendation of the social studies' faculty, the following students will represent PHS at the Commonwealth of Massachusetts' Annual Student Government Day: Emma Killham and William Ferreira.

Experiential learning: In Fall, 2018-all grade 10-United States History I students attended the annual Freedom Trail walking tour in Boston. As a culminating activity, students were asked to write both reflective and research-based essays recalling and applying what they learned on the

tour. AP Government students will once again travel to Washington D.C. to tour the city's various landmarks and museums as well as meet with State Representatives. AP Psychology students competed at Boda-Borg, an interactive gaming facility where teams of students and teachers competed to complete physical, intellectual, and psychological challenges. Psychology and Sociology students will visit the Plymouth County House of Corrections as part of their study of deviant behavior and societal norms.

With the creation of new History/Social Science Frameworks and a statewide civics graduation requirement by the MA DESE and the MA State Legislature in the summer, 2018—department members will be spending professional development time throughout 2018-2020 aligning curriculum to the new standards and devising new instructional activities to meet these new requirements.

New Course Offerings-the history/social studies department debuted two new courses this academic year: Honors Model United Nations I and History of Modern Music.

The Research Paper Toolkit continues to be refined as it is now utilized across grades 7-12. All grade levels are now revisiting their research paper assessments and making changes in order to target focus correction areas in students' writing. Notably, grades 9-11 are now implementing an annotated bibliography sub-assessment as part of the overall research paper writing process. By formulating an annotated bibliography successfully, students learn how to select, analyze, and include/exclude primary and secondary scholarship from their final research papers.

Expand training opportunities for staff in Advanced Placement course instruction and pedagogy: Edward Gould attended a week-long, intensive training session for AP US Government and Politics in July, 2018.

George Jackson and Erin Kennedy served as AP Readers and scorers of the AP Psychology and AP US History exams in June of 2018. This excellent professional development opportunity help to inform faculty members' instruction in their own AP courses.

World Languages Department

Under the leadership of Saviz Safizadeh, students and staff in the Department of World Languages engaged in the following initiatives, programs and accomplishments:

National Exams

By means of the National Latin Exam (NLE), all levels of Latin at Pembroke High School were tested against the national standard of achievement

National recognition of Pembroke High School students in Latin included:

Gold Medal NLE; (5) Silver Medals NLE; (2) *Magna Cum Laude* certificates; (5) *Cum Laude* certificates

The National Spanish (NSE) exam was administered again this year, and all honors students were tested against the national standard of achievement. National recognition of Pembroke High School students in Spanish included:

(1) Gold Medals NSE; (3) Silver Medals NSE; (5) Bronze Medals NSE; (21) Honors Certificates NSE

The National French exam (NFE) was also administered in 2018 and all honors students were tested against the national standard of achievement. National recognition of Pembroke High School students included: (1) Silver Medal NFE, (4) Mention d'honneur Awards NFE

Summer of 2018 was a busy summer in the World Languages Department. Three Spanish teachers in the Department, Ms. Sara Gregg, Mrs. Christine Noguer, and Mrs. Laura DePontbriand revised the Spanish 4 curriculum using the new Realidades 3 textbooks.

In addition to incorporating new resources and revising our curricula, the staff in the World Languages Department effectively uses Professional Learning Communities to pursue vertical and horizontal curriculum alignment across levels and languages in an effort to maximize equity in student learning

This year, Mrs. Noguer and Mrs. Rosa Lopez- Whitehill further realigned the Spanish 1A and 1B midterm and final assessments.

In addition to polishing and fine tuning her new curriculum for Spanish 1A, Mrs. Lopez-Whitehill continues to foster a love of language and cultures with her students by leading the Spanish Club at PCMS.

At PHS, Ms. Sara Gregg has taken the lead in supporting our new Spanish teacher, Mr. Jovann Silva Delgado in our mentoring program offered to new teachers. Additionally, she works closely with Mrs. DePontbriand to realign the common assessments in Spanish 2 Honor. In fall 2018, Ms. Gregg led the PHS Varsity Girls' Soccer team as their new head coach.

Mrs. Laura DePontbriand is revising the Spanish 4 Honor curriculum while continuing her PLC with Ms. Gregg. She is also serving as mentor for our new French teacher, Mrs. Bremer.

Ms. Kirtley attended her third TPRS summer workshop in as many years. Her passion for her students' advancement goes beyond her classroom: Ms. Kirtley also runs the PHS Latin club and serves as faculty advisor for the PHS Mock Trial Program.

Our new Latin teacher, Mr. Auger, is hard at work to align Latin 3/3H classes. He also offers Lessons in German to interested students.

Mrs. Bremer, our new French teacher is rewriting the French 1 and 2 curricula using the new Discovering French textbooks. She is also continuing her learning in teaching languages by taking an online graduate course.

In addition to her duties as the World Language Department head, Mrs. Saviz Safizadeh is teaching the French 4 H and AP French this year. She has participated in the following Professional Developments:

- Dropout Prevention (MA DESE)
- Error Analysis (RBT)
- AP French Language and Culture - The College Board- St Johnsbury, VT
- What is Rigor? (MIAA)
- AP French Language and Culture- The College Board- Weymouth MA

In addition, Mrs. Safizadeh has participated in the following webinars:

- Project-Based Teaching: Fine Tuning Instructional Strategies for Deep Learning
- Rethinking Homework: New Practices, New Roles.

The teachers' participation in PLCs and other Professional Developments have greatly benefited teaching and learning World Languages. All High School and Middle School Foreign Language teachers have created Google Classrooms, facilitating access to coursework from home, forecasting homework assignments and assessments as well as providing an online platform for collaborative projects and feedbacks. Furthermore, the Department has also designed a Google classroom of its own where members share ideas and resources and receive peer-to-peer feedback.

The World Languages Department works hard to provide students with learning opportunities beyond the classroom. In 2018, a trip to Quebec City was approved by the Pembroke School Committee. While the final number of participants is still unknown at this point, we hope to be able to launch this trip in an effort to further engage our students in making global connections.

Business

Under the direction of Mrs. Maryellen Gates, 62 students competed in the District DECA competition, with 28 students earning the opportunity to compete at the state level against 3,000 peers from across the Commonwealth. We had three 1st place winners, four 2nd place winners, and two 3rd place winners. Elizabeth Brown, Finley Gough, Kira Mohr, and Megan Willshire earned the opportunity to compete at the International DECA Competition held in Atlanta. Mrs. Gates continues to take on a leadership role at the state level as she is one of 10 members of the Massachusetts DECA Board.

Mathematics

Mrs. Elaine Griggs mentored James Milinazzo, Michael Teevens, and Matt Nugent who won the MA District 9 Congressional APP Challenge. Their winning APP was written in natural Java. Mrs. Griggs also coached the PHS Botball team as they competed for the fourth year in a row at the MA Botball competition hosted by UMASS Lowell. The team came in second place overall while winning the Engineering competition. With the win they earned the opportunity to compete in Palm Springs, CA at the Global Conference for Educational Robotics (GCER) where they finished ninth overall while winning the Engineering competition. Mrs. Griggs and senior Daisy Farrell were recognized with the state educator excellence and student excellence award from the National Center for Women & Information Technology (NCWIT).

Mr. Paul Consolati and Mrs. Noelle Pourbaix both attended week long Advanced Placement trainings for AP Calculus and AP Statistics respectively. Mrs. Elaine Griggs facilitated professional development at the national level for Exploring Computer Science.

Class of 2018

On June 2, 2018, Pembroke High School graduated its Fourteenth 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 fourteen years.

Seventy members of the Pembroke High School 2018 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 2018

Nicholas R. Adams * ^	Ryan Michael Guimares ~	Galina Potter
Michael S Ahola	Emily Kirstin Hall	Brianna Marie Price + ~
Davis Joseph Altimonte	Robert H Hamn	Robert Michael Raleigh
Illyana Joy Anastasio	Molly Hanrahan	Sarah Katherine Ranahan
Cameron C Anderson *	Bradford W Hartigan * + ~	Ethan F. Rankin * ^
Tyler Joseph Archibald	Steven T Hatch	Delia Kelly Regan
Taylor Alicia Armstrong	John Gerard Heeran	Madison Elisabeth Reid
Andrew J. Arone	Breanna Rae Henrich	Kayla A Ricciarelli
Cory D Arscott	Christina Marie Hickey	William R Richards
Nicole Morgan Baird + ~	Kimberly S Hickey	Zachary Paul Rinkus *
Jacob Banks	Thomas K. Hickie	Courtney A. Riser
Julia Lynn Barry *	Alexander Talbot Hodge * +	Kirsten R. Riser
Joseph Edward Benting	Nathan D Horner * ^	Chris T Rossi
Angela R. Bird	Zachary R Horvath	Conor James Roth
Sophia Mary Bolger	Samantha Lyn Howie ~	Justin Spillane Rowell
Claudia Margaret Boutwell * ^	Griffin Dennis Hunt	Brendan Burke Roy
Elizabeth Bowen	Thomas Christopher Hunt	McKenzie Elizabeth Roy
Riley Ann Bowen	Hannah Elizabeth Johnson * + ~	Andres J Runne +
Jacob D. Bowness	Stephanie M Johnson * ^	Rory Rose Ryan
Keith Andrew Brash	Eric Kaplowitz * ~	Jackson S Saia * ^
Elizabeth Hennessy Brown * ^	Gregory Kaplowitz ~	Cory Samuelson
Samuel Douglas Brown *	Luke Stanley Karol	Amanda Christine Schafer
Justin Stephen Budak	Cameron D Kelbaugh	Kendrick Hollis Shaw
Caelene Hunter Burnham *	Quinn Ian Kelly	Ryan E. Shaw * ^
Brian Thomas Burns	Justin R Kemp	Christopher Joseph Shea
Dylan Joseph Burns	Caroline Mary Kroon	Samantha Lynn Shea * + ~
Francis Campbell * ^ + ~	Thomas Lagner *	Erin E Sheehan
Katherine Jean Canniff * ^	Madison May Lai	Natalia Simpson
Camden Joseph Cappa *	Charleen Mary Lamagna	Chelsea Alexis Smith *
Colton Edward Cappa +	Nicholas Patrick Lane	Evan R Smith
Joseph G Cappa	John Lang	Matt P. Smith
Cameron W Carter *	Riley Larsen	Nathaneal C Smith
Hope Ashley Celli *	Erin Ashley Latwas *	Noah Z Smith +
Meredith Charleson	Kristina Rose Lavallee	Travis Lane Smith
Olivia D Chilcott * ^	Evan Reed Leblanc	Matthew Kenneth Somero
Tess Murphy Chilcott	Dylan J Leonard	Samantha Alice Sparrow ~
Jacquelyn F Christello	John R Leonard	Christopher M. Spellman * ^
Lillian Rose Christello *	Lauren Julia Mai-Sum Leung *	Colleen Baldwin Spence *
Amy M Cincotta	Abigail Laurie Lucas	Liam Alexander Spence *
Michael Joseph Cipullo	Juliet M. Lundberg ~	Tyler Barry Spencer
Nicole Elizabeth Cobb ^	Jessica Jordan Lynch *	Jenna Marie Stimpson * ~
Matthew Collins	Eliana Danielle Maalouly * + ~	Brigid G. Sullivan ~
Aaron Mathew Comnesso	James George MacDonald	Jacob D Sullivan-Hasson *
Corey Joseph Comperchio	Sarah Lynn MacDonald	Gabrielle Tamborella ~

Brendan J Costello Alyson L. Coyle Vincent J. Coyle + Michael Cranston Kelly Samantha Cunningham * Michael Currie Sean M Dahlquist * Payton Lynn Davenport Kristian W Dawes Paul Henry DeSantis Joseph Francis Rocky Donovan Jared T Dubois Coleman Michael Earner * Aliya Marie Elsner Abel Alfredo Erazo Lindsay Nicole Everson Maha M Ezzeldin Mai M Ezzeldin Lauren Ann Fabian Lindsey Ann Fabian Kyle L. Fabrizio Robert Alexander Faherty Frankie Lawrence Falcone Jessica Fano Daisy A Farrell Breanna Joelle Fay Liam J. Fay Brianna Grainne Feerick * Laurel Flaherty * + ~ David M Flannery Jr. Roman Worthy Frattasio * Lauren Leda Freeley * Britney Jeanne Frisbee + ~ Anna Elizabeth Furtney + Justin Michael Gaiser Jacob D Gallinger * Mary Kathryn Gannon Valerie Jayne Gardner Bradie Scot Garey Emma Cecile Garneau Bryce Alexander Garvey Cameron Alan Gates Jeremy R Gentile Meghan Elizabeth Gentile Aidan Paul Glynn Maeghan Kathleen Glynn Madyn L. Godfrey ~	Molly Isabelle MacDonnell Brian D Marshall * Jeanmarie Amy Marshall * ^ Matthew T Marshall * ^ Kristen Patricia Martin * ^ Mitchell Martin Timothy Michael Marx Brianna T. Mastromarino * ~ Jon C McCarthy Maxwell Owen McCarthy Zachary Orion McCleary Laura Claire Jones McCue + ~ Erin Catherine McGuinness Sean Paul McGuire * + ~ Brooke Marie McIsaac * Katelyn M McKinney ~ Shawn M McSweeney Amy Merlin James R Milinazzo * ^ Kara Jayne Milton * Julia Katharine Moe * Kira Jessica Mohr ~ Kayla Marie Mollica * Alexis M. Monti * ^ ~ Grace Elizabeth Monti * Madison Rae Monti Jacqueline Rose Moran Elisabeth Jane Moraski Brian Peter Morley * ^ + ~ Callie Anne Morse Kyle Mosher Jeremy J. Moylan Patrick James Mulhern Brandon Patrick Murphy Brendan Murphy Emma Christine Murphy * + ~ Hannah Rose Murphy * ^ Shane P Murphy Gabriel Q Noguer * Katelyn Norton Matthew T. Nugent * Justin Michael O'Brien Cheyenne Josephine O'Ciardubhain Keryn I O'Malley Alea Margaret O'Neil Dillon Devlin O'Neil Kyle R Obermann	Mikayla Hope Tavares Michael G. Teevens Caroline Paige Tinlin ~ Kaylen J. Tom Sarah Anne Tormey * Thomas Robert Tremblay * Mark Edward Turcotte Leah Marie Twigg Vanessa Alexis Van Buskirk Grace Kathryn Viviano * ^ + ~ Joseph Charles Ward Allison Lillie Waterman Kyle G. Watts Alex T. Wengryn Ryan C West Julia Marie Weston * + Brett Andrew Williams Catherine M Wingate Justin P Wolf Trevor Quinn Woodworth Charles Kennedy Wright * Audrey Wu * ^ Benjamin T Zeoli * denotes NHS Members ^ denotes Top 10% of Class of 2018 + denotes Tri-M Music Honors Society Members ~ denotes International Thespian Society Members
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Samantha Elizabeth Goodman * ^ Taylor Lynne Goodrow Noah E Gordon Abigail R. Gouthro * Zachary Keith Graves Emma Catherine Grimm * ^ Caitlyn Lee Guerra Cassidy Guimares * ^ ~	David Ostiguy Nicholas Francis Palmer Sneha K Patel * Ryan T Patten James R Pearson Sean G. Phillips Paige L Pietraszek * ^ Stephanie Rose Pizzella *	
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ANNUAL REPORT OF PEMBROKE COMMUNITY MIDDLE SCHOOL

Donna McGarrigle, Principal

Pembroke Community Middle School opened the 2018-2019 school year with an enrollment of 459 students: 218 seventh graders and 241 eighth graders.

There have been a few new additions to our staff this year. Mrs. Juvelyn Hartweg joined us to teach Grade 7 Science on Team 7.2. Ms. Bryanna Murphy was hired as the PCMS school psychologist/special education team chair. In December, Gretchen Lane was added to the Pembroke Public School staff as well to teach our English Language Learners.

This year we created STEM (Science, Technology, Engineering, Math) LAB courses through a grant received by Project Lead The Way for all of our students. STEM LAB took the place of Math Apps. Mr. Adam Newall and Mr. Greg Zopatti teach our eighth graders while Mrs. Camille Connick and Mrs. Megan Jeffers teach our seventh graders.

In early January, 7th grader Anthony Rizzitano was our 2018 Geography Bee Champion.

In February, PCMS had GOOGLE Augmented Reality Classes presented to our students where superimposed computer generated images interacted with students during their lessons.

In February, the Physical Education department at PCMS conducted its annual Hoops for Heart competition. Ms. Stoddard and Mr. Corwin run this annual event. We had a 'knockout' championship in each PE class and the ten winners for their respective classes were: Gavin Houghton, Brady Spencer, Jacob Haley, Sean Sweeney, Michael Tremblay, DeVanti Perry, Aiden Peacock, Matt Lewis, Cam Milewski and Joshua Phinney. We also sponsored a coin drive during lunches for the entire week and the funds were donated to the American Heart Association. We had a Heart Wall on which students remembered a loved one fighting heart disease or wrote an inspirational message.

In March, all of our PCMS 8th grade Spanish students took the National Spanish Exam. Thirty-three students received national honors, including one silver medal and 2 bronze medals. We were very proud of the following students for receiving these honors: Vanessa Ahola, Sarah Baio, Brooke Bonwitt, Sarah Bradley, Elizabeth Buckley, Lauren Canniff, Nora Cleary, Jacob Cogburn, Michael D'Angelo, Allison Flaherty, Carleton Gough, Chloe Holt, Maya Hostetler, Rachael Johnston, Danielle Longuemare, Joseph MacDonald, Emma Milchunes, Ethan Monroe, Kathryn Moriarty, Connor Mullaney, Ava Murrin, Liam Norman, Benjamin O'Brien, Matthew Parmenter, Jaime Scholl, Aree Tam, Allison Zeoli, Margaret Eva, Madeline Gannon, Drew Hall, Jack Houghton, Melanie Michini, Kaleigh Murphy, and Taylor Woodbury.

In early April, PCMS student performed the Little Mermaid Jr. musical, which was directed by Mrs. Kelly LeBlanc. All of the shows were well attended and it was a great community event for all!

In late April, PCMS celebrated Earth Day. Students used paper trays instead of styrofoam and the school made a goal to reduce paper and electricity use. Teachers and students took part in activities related to environmental awareness and all students and staff dressed in blue and green to show their love of the Earth!

Also in late April/early May, our Student Leadership Club ran a ‘Coin War’ fundraiser and raised \$680. The proceeds went to the Nicholas Viviano Memorial Fund Scholarship at PHS. Donations were collected during lunches. The event culminated in an “Orange for Nick” Spirit Day on May 11th (Nick was a big Syracuse fan).

In May, four 8th grade PCMS students earned awards on the 2018 National Latin Exam. Charlotte Littlefield earned a Summa Cum Laude certificate and a gold medal, placing her in the top 10% of all exam takers in the country. In addition, Kalie Walker earned a Magna Cum Laude certificate, while Natalie Donlon and Jae Martin each earned Cum Laude certificates.

In May, our Music department received several awards at the Music in the Parks Competition which was held at Six Flags.

- PCMS Orchestra: First Place, Good Rating
- PCMS Band: Second Place, Excellent Rating
- PCMS Chorus: First Place, Superior Rating
- Best Soloist: Hannah Morin (vocal, G8)

In late May, PCMS celebrated the achievements of their students by hosting High Honor Roll and Honor Roll Dinners. Fifty-eight percent of our Grade 7 students and 56% of our Grade 8 students received either Honor or High Honor Roll recognition.

In late May, Pembroke Community Middle School and their students were chosen as the “Best Buddies Massachusetts Outstanding Middle School Chapter” for 2018. This award not only reflects the dedication of our students and staff, but also of the school and community as a whole. All PCMS Best Buddies students and their families were invited to attend a school committee meeting and were recognized for their dedication and efforts!

In June, our Grade 7 students attended the New England Aquarium while our Grade 8 students visited George’s Island for their end-of-the-year field trips. Our 8th graders also had their annual Harbor Cruise/Grade 8 Dance. These great opportunities were provided to the students because of the generosity and efforts of our PCMS PTO.

As we started the 2018-2019 school year, as a staff, we made a concerted effort to implement Calm Classroom activities during students’ school day to help students manage the stressors of school. In PE, there are daily Calm Classroom activities either at the beginning or end of each class. Other PCMS teachers have students practice a Calm Classroom technique prior to any tests or quizzes.

Our annual Fall Art Contest was again a huge success with many students entering their art work. There were 23 finalists. Congratulations to the following students: Elizabeth Rolfs-1st place; Alissa DiPietro-2nd place; Lily Stastny-3rd place; Olivia Jonsson-4th place; Holly Beaudoin-5th place; Brandon Nguyen-6th place; Emily Boyle-Honorable Mention.

In October, PCMS held the Go Gold Fundraiser. Our students donated over \$400 which was given to the Childhood Cancer Organization. This fundraiser was held in schools across the South Shore. PCMS students dressed in gold to show their support to eradicate cancer.

In November, we were proud to announce Sarah Leach as the 2018-2019 student ambassador for Project 351. The staff nomination highlighted why Sarah was this year's choice:

Sarah Leach would make a fantastic PCMS candidate! As a member of Student Leadership, Sarah has helped to develop, run, and promote several service activities throughout the 2017-2018 school year and will continue to do so this school year. On top of spearheading community service activities, Sarah is also an inclusive and kind individual. She is someone who can always be depended on not only to perform the tasks asked of her, but also to reach out and include others who may not feel included themselves. Sarah is someone who puts the greater good of the whole community above her own desires, a rare quality in middle schoolers.

Sarah's journey as a Project 351 ambassador will begin with a day of service and celebration on Saturday, January 19th. As stated by Project 351, "Launch Day unites the Class of 2019 to honor Dr. Martin Luther King Jr. and Coretta Scott King, celebrate youth service, and make a positive difference at five service sites across Boston. Ambassadors will gain inspiration and enrichment; as they kick-off a year of unique service opportunities, leadership training, and unity and friendship with a statewide community of peers."

Also in November, our 2017-2018 Project 351 Ambassador, Kathleen Morris, continued to make a positive impact by collecting 44 bags of clothing for the non-profit organization, Cradles to Crayons.

With the help of the Leadership Club, we ran our 2nd annual Kiss the Cow fundraiser. This year we raised over \$800 which was donated to Pembroke's Santa's Helpers Organization. Students enjoyed watching their teachers kiss Misty the cow in front of the entire student body the day before Thanksgiving weekend.

In early December, our 7th grade students attended a demonstration on plastics, funded by a grant from Project Lead The Way. This enrichment activity occurred during students' STEM LAB classes. Grade 7 students observed a plastics engineer run several plastics demonstrations. PCMS received a 3D printer through this grant, as well. The grant was written by Mrs. Camille Connick, one of our STEM Lab teachers. Students can create their ideas and designs, and these creations can then be printed out in 3D during their STEM LAB classes.

In late December, the Jingle Ball Champions for 2018 were DeVanti Perry, Brenden Kanya, Bella DiPrizio, and Josh Phinney. The runners up were Will Johnson, Heather Boyce, Jake Falco, and Ryan Baker. The student champions combined with the runners up to face off against the staff on the Friday before Winter break in front of the entire student body and faculty. All students who played in the tournament donated a toy. Thanks to all students who participated, PCMS was able to donate close to 100 toys to the Pembroke Community Group.

In mid-December, our PCMS Student Leadership Club ran a Coats for Kids Campaign and was able to collect over 60 coats for the needy.

Respectfully submitted with gratitude and best wishes for 2019~

Donna McGarrigle, Ed.D.
PCMS Principal

ANNUAL REPORT OF THE BRYANTVILLE ELEMENTARY SCHOOL

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 496 children enrolled in Kindergarten through Grade 6. All of our kindergarten classes are full day.

Teachers strive to support and challenge all students. We offer additional, targeted support in Reading through our Title 1 program to children in Kindergarten through Grade 3. There is after-school support in upper grades. With additional time added to the school day over the past two years, we have added a 30 minute block of instruction during the day, called Titan Time, when teachers offer support or enrichment to all students. Two computer-based programs called Lexia Core 5/Power-up for Reading and IReady Math are used in every grade as supports during Titan Time. These programs allow teachers to personalize instruction and offer just the right level of challenge to each student. We offer accelerated classes in Math and English Language Arts in Grade 6 that go deep into concepts and move at a faster pace than the other classes.

The only new staff member we welcomed to our school this year was a teacher for English Language Learners. Her name is Mrs. Gretchen Lane.

Our teachers have extensive knowledge and experiences 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. District content area supervisors work with the elementary schools to offer support to curricular initiatives.

Over the past four school years, teachers in Kindergarten through Grade 6 have upgraded their mathematics curriculum using new resources from *enVision Math*. These resources include an on-line component where students practice daily skills while problem solving on the computer. Students in upper grades also take math tests on-line. Teachers use a Math Guided Workshop Model where small groups of students work with the teacher each day on skills that are identified as needs for that particular group of students.

This past year we upgraded our writing curriculum. Teachers in Kindergarten to Grade 6 are using resources from *Empowering Writing* in order to have consistency in their instruction of writing skills. In the upper grades, students have weekly practice in using classroom laptops for writing. Teachers are also using Google Classroom for writing assignments.

Throughout the school year, teachers meet weekly in their grade teams to share 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. In addition to the district professional development days, there are many

after-school workshops, district courses and professional reading opportunities for educators.

We have a Teacher Evaluation System based on a set of indicators that describe effective teaching practices. Using this criteria, administrators document several classroom observations of every teacher. Teachers identify student improvement and professional practice goals. One of the goals in the School Improvement Plan is to prepare students for rigorous writing expectations as defined by state standards and as assessed through on-line testing. Teachers aligned their student improvement and professional practice goals to forward our school improvement efforts.

We continued to upgrade our technology. Every classroom has a wireless network and projection device with 7-10 student devices. Students in Grades 3-6 use the computers for daily writing and weekly assessments. For the first time last spring, all students in Grades 3-6 took the state (MCAS) test on the computers.

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 other's news, to practice social skills through fun activities and to build interest in the learning events in the day ahead. We also use the *Social Thinking Curriculum* as another resource for promoting social growth in children. Morning Meetings and the *Social Thinking Curriculum* are part of our anti-bullying program that teaches children to use strategies for effectively navigating social conflict. Social emotional learning was also one focus of our school improvement efforts this past year. The work of faculty members resulted in a new conduct code for students called the BEST Promise that promotes the following expectations: Be a problem solver, Embrace challenges, Stay in control, and Take care of others.

We offer children a solid foundation in art, music, and physical education, and have a large percentage of children participating in band, orchestra, and chorus. There are after-school offerings in drama and various clubs and activities, such as art and music. We also offered an after-school option for Grade 6 students called Destination Imagination that culminated in the opportunity for regional, state and national competitions. The YMCA offers before and after-school daycare options to parents.

Our school offers many leadership opportunities to Grade 6 students. Some of the activities this year include working with the assistant principal on BEST Promise school assemblies, tour guides for parent events, leading recycling efforts, bus guides, collecting items 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. Their major fundraising event called Boosterthon resulted in a Fun Run for all students as well as daily character building activities for each classroom. In addition to donations made to our school that were used for extra technology purchases, the

P.T.O. funded all field trips and supported enrichment activities in our school. This year we were able to use P.T.O. funding to bring Museum of Science traveling programs to our school. The PTO hosts a social each month where committee updates are given, events are planned and hot topics in education are discussed with the principal.

The Bryantville School Council, with membership including teachers, parents, and community members, meets several times a year to discuss school improvement efforts and progress toward our school improvement goals. Topics discussed include exciting uses of the new technology, the budget, the district's social emotional goals and developments in math, writing, reading, social studies and science.

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

ANNUAL REPORT FOR THE HOBOMOCK ELEMENTARY SCHOOL

Danielle M. Kay, Principal

I. Description of the School and Beliefs

Hobomock Elementary School is one of three elementary schools located in Pembroke, Massachusetts, approximately 20 miles south of Boston. We currently have 428 students enrolled in Kindergarten through Sixth grade, thirty teachers, one principal, one assistant principal/team chairperson, and twelve support staff.

At Hobomock Elementary School we recognize that each child is an individual and can reach their full potential. Accordingly, we address the individual needs of children by fostering a caring and creative environment, emphasizing the social, emotional, physical, intellectual development of each child. The staff strives to support and challenge all students.

II. Personnel

This year we welcomed Andrea DePaul as our school Nurse. At Hobomock Elementary school there were grade level changes for teaching. Samantha Barr taught second grade and is now a first grade teacher. Margaret Maurano was the half day kindergarten teacher and reading specialist and is now a full day kindergarten teacher.

We have a Teacher Evaluation System based on a set of indicators that describe effective teaching practices. Using this criteria, administrators document several classroom observations of every teacher during the year. Teachers identify student improvement and professional practice goals. Teachers are provided with a written formative and summative report.

III. District Wide Programs

Hobomock Elementary School is the primary site for three district-wide special education programs: The *Pre-Primary Transitional Classroom* (PPTC) program serves students in kindergarten through second grade; the *Primary Transitional Classroom* (PTC) serves students in grades three through six; and a *Practical Academic Curriculum Experience* (PACE), a substantially sub-separate program, serves children who benefit from support outside the classroom. Through these programs, it is our goal to provide appropriate specialized instruction and opportunity for all students to learn in the manner they will be most successful.

IV. Curriculum, Instruction, and Assessment

During the month of July, teachers from every grade level worked with K-12 Content Area Supervisors to revise teaching units and assessments in Science, Math and Humanities. During the two professional development days at the beginning of the school year, teachers who participated in this summer work shared their developments and resources with all other teachers. During this professional development time, teachers were also trained in several new technology applications they could incorporate in their classrooms.

Our teachers use the Massachusetts Frameworks which incorporates Common Core Standards and additional standards from the Department of Elementary and Secondary Education. Teachers are constantly upgrading their curriculum and instructional strategies. Throughout the school year, teachers meet weekly in their grade teams to share successes and challenges, analyze test results, develop curriculum and exchange instructional strategies. Teachers use calm classroom throughout the day. Faculty meetings twice a month are used to work on areas identified in our school improvement plan. We offer children a solid foundation in art, music, and physical education, and have a large percentage of children participating in band, orchestra, and chorus. Teachers incorporate google classroom in their teaching for instruction and assessment. In addition, students are administered online assessments for the Massachusetts Comprehensive Assessment System for grades three through six in the spring.

V. Technology

At Hobomock Elementary School we strive to provide our students with rich authentic learning experiences. To that end, we have worked to improve technological infrastructure and resources. This year, with the assistance of our Superintendent, we have added additional Wi-Fi hotspots to permit connectivity throughout the building.

Each teacher is assigned a laptop computer, an iPad, and an LCD Projector, and each classroom in grades one through six contains ten modern devices. In our two full-day kindergarten and half day kindergarten class they have five iPads. In addition, the school library is equipped with thirty-five desktop computers, six dash robots, three dot robots, a green screen and four mini iPads.

VI. Extra-Curricular Opportunities

There are two extracurricular opportunities available for the students at Hobomock Elementary School. Almost 100 third through sixth graders participate in our school choir, performing at various functions and events. Student Council provides an opportunity for fifth and sixth graders to assume leadership roles in the school and enhance morale through fun events including Spirit Weeks and a Jingle Jog. National Honor Society students host a language club and a dance club for a six week session.

VII. Community Relations

At Hobomock Elementary School we recognize that we are but one part of a larger community and we do our best to coordinate with our partners to ensure a smooth operation. Within the School District, we coordinate with other elementary schools to align curriculum, assessment, and instruction; we collaborate with the middle school and high school to achieve smooth transitions and to provide opportunities for older students to learn from younger and vice-versa; and we collaborate with the District's Central Office for direction and support.

We recognize our good fortune to have an active and supportive Parent Teacher Organization (PTO), Pembroke Education Foundation (PEF), and School Council. Their generous financial

and time contributions significantly enhance teaching and learning and Hobomock Elementary School to an extent justice cannot be done.

Outside the School District, we work closely with the Pembroke Police and Fire Departments and other Town departments and outside agencies to ensure students and staff have a safe environment to learn and work.

VIII. Personal Note

On behalf of Hobomock Elementary school, I want to thank the entire community for continuing to support students and staff. I am proud and honored to be part of such a warm and welcoming community.

Respectfully submitted,
Danielle M. Kay, Principal

ANNUAL REPORT OF THE NORTH PEMBROKE ELEMENTARY SCHOOL

North Pembroke Elementary School presently has an enrollment of 567 students in Pre-School through grade six. This total includes the four system-wide *integrated* pre-school classes located here serving seventy-two children. We also have four full-day kindergarten classes. The other grades (1-6) are currently staffed at three or four sections each. The Principal at North Pembroke is Michael Murphy. He is supported by Jennifer Simmons, 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 grade six. In grade 6, Mrs. Natalie McFadyen teaches the Accelerated Pathways English language arts, and Mrs. Katlyn Duncan teaches the Accelerated Pathways math. These programs provide instruction for children who are ready to learn at an accelerated pace.

Buddy Program

Many of the children in our school also participate in one of our buddy program. This program pairs older students with younger students once a week for the purpose of reading stories and acting as a mentor to our younger learners.

Specialists

Our **specialist teachers** provide our students with instruction and vibrant experiences in the arts and physical education. Support for music and the arts here includes our chorus for students in grades three through six. The chorus is directed by Mrs. Karin Foley. Our 1st and 2nd graders will perform their concert early this spring. Mrs. Julie Molisse and Mr. Brendan Mosher are once again collaborating to have our students take part 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 organization been generous in their continued support of field trips for every grade in the school. The PTO has purchased multiple devices over the past few years to support our goal of increasing instructional technology.

The **Student Council**, advised by Mrs. Melissa Pelton, actively plans and carries out school wide activities. The Student Council involves students in grades 5 and 6. This winter, we held our annual food drive for the *Pembroke Food Pantry*. The students are also currently actively engaged in a dive for the Pembroke Firehouse Food Pantry. The student council also takes an active role in supporting childcare needs during the course of the year during parent and teacher conferences. The group also assists the school

during the year by providing assistance in developing and promoting school spirit activities.

The **Green Team** is a student club that is overseen by Mrs. Sokolowski. The team is made up of students in grades four through six. The goal of the club is to increase the knowledge of the North Pembroke Elementary School community in our quest to reduce, reuse, and recycle various items here at school. Members of the club meet weekly as a group to explore and find new ways of reducing waste here in our school.

Each year the **School Council** fulfills an advisory role to the administration of North Pembroke. Our council members include the following individuals this year.

Carrie Balasco	Parent
Julie Abban	Community Rep
Christine Falk	Parent
John Hannon	Parent
Sarah Rizzitano	Parent
Kathy Lang	Teacher
Elizabeth Woods	Teacher
Kate Nugent	Paraprofessional
Michael Murphy	Principal

This group contributes to the overall success of our school with a sharing of ideas and concepts to ensure a smooth running of the school day.

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 our whole-school character education program where all members of the North Pembroke Elementary community encourage the values of Respect; Responsibility; Fairness; Caring; Perseverance; Honesty; Integrity; Self-Discipline; Trustworthiness; and Citizenship. Each grade level comes together on a regular basis to celebrate their accomplishments and encourage each other to embody our core values.

WHERE TO CALL FOR SERVICE

SERVICE	DEPARTMENT	TELEPHONE
Alcohol Licenses	Selectmen's Office	781-293-3844
Animal Pound	Animal Control Officer	781-293-5288
Assessments	Assessor	781-293-2393
Automobile Dealer License	Selectmen's Office	781-293-3844
Bill and Payments	Collector	781-293-2671
Birth Certificates	Town Clerk	781-293-7211
Building Permits (All)	Building Department	781-293-3864
Burial Plots	Cemetery Department	781-293-5649
Business Certificates	Town Clerk	781-293-7211
Civil Defense (PEMA)	Pembroke Emergency MGMT	781-293-5413
Death Certificates	Town Clerk	781-293-7211
Dog License	Town Clerk	781-293-7211
Elderly Services	Council on Aging	781-294-8220
Highway, Tree, Cemetery	Dept. of Public Works	781-293-5620
Marriage License	Town Clerk	781-293-7211
Trash/Recycling	Selectmen's Office	781-293-3844
Vendor Bills and Accounts	Accountant	781-293-4673
Veteran's Benefits	Veteran's Agent	781-293-4651
Voting & Registrations	Town Clerk	781-293-7211
Water Billing & Issues	Water Department	781-293-5620
Wetlands Issues	Conservations Department	781-293-4674
Working Papers	Pembroke High School Guidance	781-293-2357
Zoning Hearings	Zoning Board of Appeals	781-293-3864
Zoning Enforcement Issues	Building Inspector	781-293-3864

TELEPHONE DIRECTORY BY DEPARTMENT

DEPARTMENT	PHONE	DEPARTMENT	PHONE
Accounting	781-293-4673	PEMA	781-293-5413
Animal Control	781-293-5288	Planning Board	781-294-4425
Assessors	781-293-2393	Police	781-293-6363
Building	781-293-3864	Police Emergency	911
Cemetery	781-293-5649	Recreation	781-293-3249
Town Clerk	781-293-7211	Recycling Center	781-293-6453
Tax Collector	781-293-2671	Selectmen	781-293-3844
Council On Aging	781-294-8220	School Department	781-829-0832
Conservation	781-293-4674	Town Manager	781-293-3844
Disabilities Comm.	781-293-9484	Trash Billing	781-293-2671
Fire	781-293-2300	Trash Pickup	855-898-7274
Fire Emergency	911	Treasurer	781-293-3893
Health	781-293-2718	Veterans	781-293-4651
DPW/Highway/Tree	781-293-5620	Water	781-293-5620
Library	781-293-6771	Zoning Board	781-293-3864

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.	TOWN HALL	781-293-3844
Advisory Committee	Monday	7:00 P.M.	TOWN HALL	
Board of Assessors	Bi-weekly Mondays	5:30 P.M.	TOWN HALL	781-293-2393
Board of Health	Bi-weekly Mondays	6:30 P.M.	TOWN HALL	781-293-2718
Building Department	Monday	5:00 P.M.	TOWN HALL	781-293-3864
Capital Funding Study Committee	Wednesday	6:00 P.M.	TOWN HALL	781-293-3844
Community Center Task Force	2 nd Wednesday	6:00 P.M.	CENTER LIBRARY	
Community Preservation Committee	2 nd & 4 th Thursday	7:30 P.M.	TOWN HALL	781-293-4674
Conservation Commission	Bi-weekly Mondays	7:30 P.M.	TOWN HALL	781-293-4674
Collector	Monday	5:00 P.M.	TOWN HALL	781-293-2671
DPW Commissioners	1 st and 3 rd Monday	5:30 P.M.	TOWN HALL	781-293-5620
Open Space Committee	2 nd & Last Tuesday	7:00 P.M.	TOWN HALL	781-293-4674
Planning Board	Bi-weekly Mondays	7:00 P.M.	TOWN HALL	781-294-4425
Treasurer	Monday	5:00 P.M.	TOWN HALL	781-293-3893
Town Clerk	Monday	5:00 P.M.	TOWN HALL	781-293-7211
Town Government Study Committee	3 rd Wednesday	7:00 P.M.	TOWN HALL	781-293-3844
Town Memorial Committee	1 st Wednesday	7:00 P.M.	TOWN HALL	
Veterans Agent	Monday	5:00 P.M.	TOWN HALL	781-293-4651
Zoning Board of Appeals	Bi-weekly Mondays	7:00 P.M.	TOWN HALL	781-293-3864
Commission on Disabilities	Bi-weekly Tuesdays	7:00 P.M.	TOWN HALL	781-293-9484
Council on Aging	2 nd and 4 th Tuesday	7:00 P.M.	SENIOR CENTER	781-294-8220
Energy Committee	2 nd Tuesday	6:30 P.M.	CENTER LIBRARY	
Historic District/Historic Commission	3 rd Thursday	7:30 P.M.	BETHEL CHAPEL	
Housing Authority	1 st Tuesday	7:00 P.M.	KILCOMMONS DR	781-293-3088
Library Trustees	2 nd Thursday	7:30 P.M.	CENTER LIBRARY	781-293-6771
Pembroke Drug Prevention Coalition	4 th Wednesday	6:00 P.M.	CENTER LIBRARY	
Pembroke School Committee	Bi-weekly Tuesdays	7:30 P.M.	NO. PEMBROKE ELEM.	781-829-1178
Recreation Commission	2nd Tuesday	7:00 P.M.	COMMUNITY CENTER	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 SCHOOL WEBSITE: www.pembrokek12.org